

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSE  
AND  
THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL NO. 101 (MEF)

**SPECIAL WAGE INCREASE – LATENT FINGERPRINT EXAMINER I/II/III**

Pursuant to the side letter agreement titled [Recruitment and Retention Discussions, dated August 6, 2021](#), the City and the Municipal Employees' Federation (MEF) have met and engaged in discussions regarding recruitment, retention, and/or staffing issues in the Latent Fingerprint Examiner series. The parties agree that the agreement in reaching the pensionable increases, below, is not precedent setting for future classifications.

Effective the first full pay period after this agreement is signed by all parties below and approved by the City Council in open session, employees in the classifications listed below shall receive the following pensionable wage increase:

Classification	Pensionable Increase
Latent Fingerprint Examiner I	15.92%
Latent Fingerprint Examiner II	14.31%
Latent Fingerprint Examiner III	1.27%

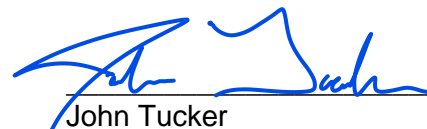
This will result in an increase to the top and bottom of the salary range of employees in the classifications noted above.

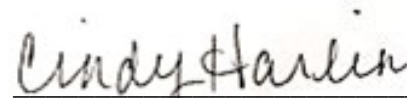
This side letter agreement shall become effective on the first full pay period after this agreement has been signed by all parties below and approved by the City Council in open session. This agreement shall resolve the portion of the Recruitment and Retention Discussions side letter agreement, dated August 6, 2021, pertaining to the Latent Fingerprint Examiner series.

**FOR THE CITY:**

**FOR THE UNION:**

 5/3/2022  
 Jennifer Schembri Date  
 Director of Employee Relations  
 Director of Human Resources

 5/3/22  
 John Tucker Date  
 Business Representative, AFSCME

 4/27/2022  
 Cindy Harlin Date  
 MEF President, AFSCME