

**SIDE LETTER AGREEMENT**

BETWEEN  
THE CITY OF SAN JOSE  
And  
THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE, LOCAL 21 (CAMP)

**Hiring Incentive Pilot Program**

Employees hired on or after the first full pay period after this agreement has been signed by the parties and approved by City Council in open session shall be eligible to receive a hiring incentive through the program outlined below.

The lump sum non-pensionable Hiring Incentive will be paid as follows:

<b>Animal Shelter Veterinarian FT (3255)</b>	
<b>Timing</b>	<b>Hiring Incentive</b>
Upon Hire	\$5,000

The payment of the one-time, non-pensionable lump sum hiring incentive to new Animal Shelter Veterinarian FT hires is contingent on the employee being continuously employed in the Animal Shelter Veterinarian FT classification through their one (1) year anniversary of passing probation as an Animal Shelter Veterinarian FT.

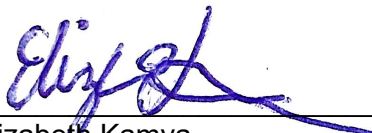
If an employee receives any portion or all of the one-time, non-pensionable lump sum hiring incentive, and leaves City service, transfers to another position within the City, or transitions to the part-time Animal Shelter Veterinarian classification before their one (1) year anniversary of passing probation in the Animal Shelter Veterinarian FT classification, the employee forfeits the entirety of the one-time, non-pensionable lump sum hiring incentive and, to the extent permitted by law, will be required to reimburse the City for the entire amount of the hiring incentive they have received. The employee may sign an agreement to deduct the bonus amount from their final paycheck of wages, subject to applicable laws. In the absence of such agreement, the City shall deduct the hiring incentive amount from the employee's sick leave payout, if applicable, and the employee's vacation leave payout. If the employee's leave amounts are not adequate to cover the entire amount of the hiring incentive, the City shall pursue reimbursement of the bonus through any other lawful means, including the collection process.

This pilot program shall become effective on the first full pay period after this agreement has been signed by the parties and approved by City Council in open session and shall remain in effect for a maximum period of two (2) years. The City retains the right to terminate this Hiring Incentive Pilot Program at its sole discretion at any time.

**FOR THE CITY:**

**FOR THE UNION:**

 5/23/2022  
\_\_\_\_\_  
Jennifer Schembri Date  
Director of Employee Relations  
Director of Human Resources

 5/23/2022  
\_\_\_\_\_  
Elizabeth Kamya Date  
Business Representative, IFPTE