

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND

THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE, LOCAL 21 (CAMP)

BASE PAY INCREASE AND HIRING INCENTIVE PILOT PROGRAM CHANGE – ANIMAL SHELTER VETERINARIAN (FT/PT)

1. 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 special pensionable base pay increase:

Classification	Pensionable Increase
Animal Shelter Veterinarian FT (3255)	12.36%
Animal Shelter Veterinarian PT (3256)	4.50%

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

2. Employees hired on or after the first full pay period after this agreement has been signed by the parties and approved by the City Council in open session shall be eligible to receive a hiring incentive through the program outlined below. The one-time, non-pensionable lump sum Hiring Incentive shall be paid as follows:

Animal Shelter Veterinarian (FT) 3255	
Timing	Hiring Incentive Payment
Upon Hire	\$5,000
Upon 6-Months Worked	\$7,500
Upon 12-Months Worked	\$7,500

The payment of the one-time, non-pensionable lump sum hiring incentive to new hires in the Animal Shelter Veterinarian FT classification 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 hiring incentive shall expire on June 30, 2024. The City may end this program prior to June 30, 2024, at its sole discretion upon notification to CAMP. This agreement shall supersede the Hiring Incentive Pilot Program between the City and CAMP for the Animal Shelter Veterinarian FT (3255) classification that was previously agreed upon on May 23, 2022.

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.

**For Employer:
City of San Jose**



Jennifer Schembri
Director of Employee Relations
Director of Human Resources

8/15/2022
Date

**For Union:
CAMP**



Julie Jennings
CAMP President, IFPTE, Local 21

8/15/2022
Date