

SIDE LETTER AGREEMENT
 BETWEEN
 THE CITY OF SAN JOSE
 AND
 THE SAN JOSE POLICE OFFICERS' ASSOCIATION

Lateral Police Officer Hiring Incentive Pilot Program

Lateral Police Officers (2215) will be eligible for the following non-pensionable lump sum payments as specified in the table below:


Police Officer (2215)	
Timing	Hiring Incentive
Upon Hire	\$5,000
Upon Completion of 6 months (1,040 hours)	\$5,000
Upon Passing Probation (2,080 hours)	\$10,000
Total	\$20,000

The payment of the one-time, non-pensionable lump sum hiring incentive to lateral Police Officers is contingent on the employee being continuously employed in the Police Officer classification through their one (1) year anniversary of passing probation.

If an employee receives any portion or all of the one-time, non-pensionable lump sum hiring incentive, and separates from City employment or accepts another position within the City that is not within the Police Officer class series prior to their one (1) year anniversary of passing probation in the Police Officer series, the employee forfeits 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 his or her final paycheck of wages, subject to applicable laws. In the absence of such an agreement, the City shall deduct the hiring incentive amount from the employee's leave payouts. If the employee's leave payout amounts are not adequate to cover the entire amount of the hiring incentive, the City shall pursue the reimbursement of the bonus through any other lawful means, including the collection process.

The terms of this Side Letter Agreement shall become effective when signed by all parties below. This Agreement will remain in effect through June 30, 2025.

FOR THE CITY:




 Elsa Cordova
 Deputy Director of Employee Relations

8/26/24

 Date

FOR THE UNION:



 Steve Slack
 President, SJPOA

8/26/24

 Date