

**SIDE LETTER AGREEMENT**

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


**Community Service Officer Training Pay**

The City and MEF agree that Community Service Officers shall be eligible for additional pay equal to approximately five percent (5%) of the employee's current rate of pay for each hour the employee is assigned and is actually engaged in one-on-one training of a Community Service Officer trainee (Training Pay). Community Service Officers shall only be eligible for this Training Pay for a maximum of six (6) weeks for the duration of this agreement.

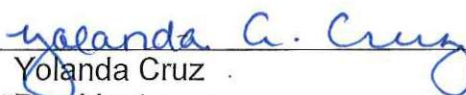
This Agreement is considered part of the tentative agreement for a successor MOA between the parties, and shall become effective only as part of the overall tentative agreement for a successor MOA, and when signed by all parties below and approved by the City Council. This agreement is effective only during the term of a successor MOA, and shall expire on June 30, 2016.

**FOR THE CITY:**

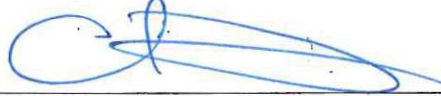
**FOR THE UNION:**

  
\_\_\_\_\_  
Jennifer Schembri  
Interim Director of  
Employee Relations

6/12/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Yolanda Cruz  
President  
MEF, AFSCME Local 101

6/12/15  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Charles Allen  
Business Agent  
AFSCME, Local 101

6-12-15  
\_\_\_\_\_  
Date