

## **SIDE LETTER AGREEMENT**

BETWEEN

THE CITY OF SAN JOSE

AND

THE MUNICIPAL EMPLOYEES' FEDERATION, AFSCME, LOCAL 101 (MEF)

### **UNIFORM ALLOWANCE FOR SENIOR COMMUNITY SERVICE OFFICERS**

On or about June 12, 2015, the City and MEF agreed to a successor Memorandum of Agreement (MOA) which included the addition of the Community Service Officer I (6131) and Community Service Officer II (6132) classifications to the list of classifications eligible to receive a Uniform Allowance, per Article 12.10 of the MEF MOA. Article 12.10 states the following:

12.10 Uniform Allowance. An annual Uniform Allowance not to exceed five-hundred dollars (\$500) shall be paid to eligible employees regularly assigned to the classifications listed below, provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform.

- 1181 Police Data Specialist I
- 1182 Police Data Specialist I (PT)
- 1183 Police Data Specialist II
- 1184 Police Data Specialist II (PT)
- 1185 Police Data Specialist Supervisor
- 2416 Senior Security Officer
- 2431 Security Officer
- 2432 Security Officer (PT)
- 2441 School Crossing Guard (PT)
- 2443 School Crossing Guard Coordinator
- 8026 Supervising Police Data Specialist
- 8512 Supervising Public Safety Dispatcher
- 8513 Senior Public Safety Dispatcher
- 8533 Senior Public Safety Dispatcher (PT)
- 8514 Public Safety Radio Dispatcher
- 8515 Public Safety Communication Specialist
- 8534 Public Safety Radio Dispatcher (PT)
- 8535 Public Safety Communication Specialist (PT)
- 3252 Animal Services Officer
- 3251 Senior Animal Services Officer
- 8532 Public Safety Radio Dispatcher Trainee
- 8534 Public Safety Radio Dispatcher Trainee (PT)
- 6131 Community Service Officer I
- 6132 Community Service Officer II

On or about November 2015, the Senior Community Service Officer (6133) classification was created. The City and MEF agree that Article 12.10 shall be modified to include the following classification:

- 6133 Senior Community Service Officer

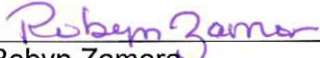
Further, incumbents in the Senior Community Service Officer (6133) classification shall receive the Uniform Allowance described in Article 12.10 of the MEF MOA, retroactive to the date that the incumbent(s) entered this classification. An employee will be eligible to receive the retroactive Uniform Allowance only if they are serving in the Senior Community Service Officer (6133) classification at the time the retroactive payment is made.

This agreement shall become effective when signed by all parties below. This Side Letter Agreement is hereby incorporated by this reference into the current MEF MOA.


**FOR THE CITY:**

**FOR THE UNION:**

 2/8/18  
Date  
Jennifer Schembri  
Director of Employee Relations

 2/8/18  
Date  
Robyn Zamora  
President  
MEF, AFSCME, Local 101

 2/8/18  
Date  
Elsa Cordova  
Senior Executive Analyst, OER

 2-8-18  
Date  
Charles Allen  
Business Agent  
AFSCME, Local 101