

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE

AND

THE ASSOCIATION OF ENGINEERS AND ARCHITECTS, IFPTE, LOCAL 21 (AEA)

AEA UNIT 43 PREMIUM PAY

On or about April 17, 2018, the City Council approved the agreement between the City of San Jose (City) and the Association of Engineers and Architects, IFPTE, Local 21 (AEA Unit 43) on a successor Memorandum of Agreement (MOA) which included the new Article 10.5, entitled "Premium Pay," which states:

10.5 Premium Pay

10.5.1 *Employees in the Senior Engineer (3815) classification shall receive a professional achievement incentive of 1.5% (paid biweekly) in addition to their base salary as follows. Employees are only eligible for one (1) professional achievement incentive. In order to receive the professional achievement incentive, an employee must hold one of the following licenses or registrations as issued by the relevant California agency: (1) Certified Access Specialist (CASp), (2) Structural Engineer License, or (3) Project Management Professional (PMP) license/certification. The premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.*

10.5.2 *Payment of such incentive is not intended to impair or alter the City's ability to transfer or reassign an employee.*

The City and AEA Unit 43 agree that the new Article 10.5 shall be modified as follows:

10.5 Premium Pay

10.5.1 *Employees in the Senior Engineer (3815), Senior Architect/Senior Landscape Architect (3844), and Engineering Geologist (3874) classifications shall receive a professional achievement incentive of 1.5% (paid biweekly) in addition to their base salary as follows. Employees are only eligible for one (1) professional achievement incentive. In order to receive the professional achievement incentive, an employee must hold one of the following licenses or registrations as issued by the relevant California agency: (1) Certified Access Specialist (CASp), (2) Structural Engineer License, or (3) Project Management Professional (PMP) license/certification. The premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.*

10.5.2 *Payment of such incentive is not intended to impair or alter the City's ability to transfer or reassign an employee.*

The terms of this side letter agreement shall become effective on July 1, 2018, and shall be incorporated into the successor AEA Unit 43 MOA.

FOR THE CITY:




Jennifer Schembri
Director of Employee Relations

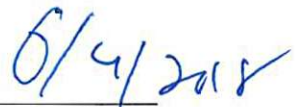


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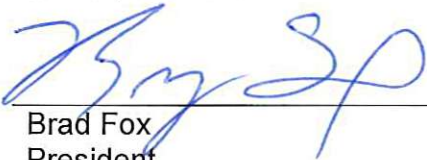
FOR THE UNION:




Matt Mason
Business Representative
IFPTE, Local 21



Date



Brad Fox
President
AEA, IFPTE, Local 21



Date