

**2013 CITY OF SAN JOSE – POA NEGOTIATIONS
TENTATIVE AGREEMENT***

TERM

July 1, 2013 – December 31, 2015

WAGES

- 4% general wage increase effective the first pay period following ratification by the membership and approval by the City Council.
- 3.33% general wage increase effective the first pay period in Fiscal Year 2014-15.
- 3.33% general wage increase effective the first pay period in Fiscal Year 2015-16.
- One-time non-pensionable lump sum payment equivalent to 2% of an employee's current annual base pay paid within two pay periods following ratification by the membership and approval by the City Council. This amount shall be pro-rated for employees hired after July 1, 2013.

REOPENERS

The parties agree to re-open Article 18 of the agreement to address changes in the Transfer Policy.

The parties agree to meet and confer over a successor agreement to the Promotional MOA that expired on June 30, 2011.

All other terms in the Memorandum of Agreement between the City and the POA will remain status quo, as modified by the arbitration award that became final on July 11, 2013.

** This agreement is considered tentative and shall not be considered final or binding until ratified by the membership and approved by the City Council. This document sets forth the full agreements of the parties reached during these negotiations. Anything not included in the document is not part of the Tentative Agreement.*


FOR THE CITY:



Jennifer Schembri
Deputy Director of Employee Relations

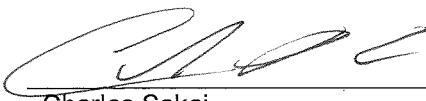
11/19/13
Date

FOR THE UNION:



John Robb
Vice President, SJPOA

11/19/13
Date



Charles Sakai
Renne Sloan Holtzman Sakai LLP

11/19/13
Date

