

SIDE LETTER AGREEMENT

BETWEEN
THE CITY OF SAN JOSE
AND
THE ASSOCIATION OF LEGAL PROFESSIONALS (ALP)

**AMENDED TERMS FOR MEMORANDUM OF AGREEMENT (MOA)
BETWEEN CITY AND ALP**

The City and ALP agree that the ALP MOA with the City of San Jose will be amended with the provision(s) outlined below. The parties further agree to changes below related to City-paid parental leave.

WAGESFiscal Year 2023-2024

Effective September 17, 2023, all salary ranges for employees holding positions in classifications assigned to ALP shall be increased by 1.00% for a total pensionable general wage increase of 6.00%. The 1.00% increase shall be based on the rate of pay as of June 24, 2023.

Fiscal Year 2024-2025

Effective the first pay period in Fiscal Year 2024-2025, all salary ranges for employees holding positions in classifications assigned to ALP shall be increased by approximately 4.00%.

Effective the first full pay period in January 2025, all salary ranges for employees holding positions in classifications assigned to ALP shall be increased by approximately 1.00%.

Fiscal Year 2025-2026

Effective the first pay period in Fiscal Year 2025-2026, all salary ranges for employees holding positions in classifications assigned to ALP shall be increased by approximately 3.50%.

If the revised 5-Year Forecast included as part of the 2025-2026 Proposed Operating Budget includes a \$10 million dollar surplus or more in Fiscal Year 2025-2026, the general wage increase effective the first full pay period of Fiscal Year 2025-2026, for employees holding positions in classifications assigned to ALP shall be 4.00%.

CITY-PAID PARENTAL LEAVE

Effective June 25, 2023, the Paid-Parental Leave Program will become permanent and will be incorporated into the City's Administrative Policy Manual.

For eligible births, adoptions, or foster care placements that occur on or after January 1, 2023, full-time employees will receive a maximum total of three hundred and twenty (320) hours of paid time off and shall be eligible to use up to a maximum total of one-hundred and twenty (120) hours of their available sick leave for City-Paid Parental Leave reasons.

- For the period of January 1, 2023 through the effective date of this agreement, no retroactive timecard adjustments will be allowable and any

additional City-paid parental leave hours as provided for herein may only be used on a prospective basis.

City-Paid Parental Leave and the use of available sick leave balances for City-Paid Parental Leave reasons must be used and completed no later than 12 months from the birth or placement of a child.

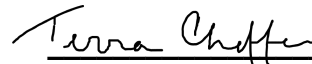
The terms of this Side Letter Agreement shall become effective when signed by all parties below and approved by the City Council in open session and shall be incorporated into the current successor ALP Memorandum of Agreement.

FOR THE CITY:

 8/24/2023

Jennifer Schembri Date
Director of Human Resources
Director of Employee Relations

FOR THE UNION:

 8/23/2023

Terra Chaffee Date
President, ALP