



# Memorandum

**TO:** HONORABLE MAYOR  
AND CITY COUNCIL

**FROM:** Jennifer Schembri

**SUBJECT:** SEE BELOW

**DATE:** June 24, 2020

Approved

Date

6/25/2020

**SUBJECT: APPROVAL OF THE TERMS OF AN AGREEMENT WITH THE SAN JOSE POLICE OFFICERS' ASSOCIATION (SJPOA) FOR THE TERM OF JULY 1, 2020 THROUGH JUNE 30, 2021**

## **RECOMMENDATION**

Adopt a resolution approving the terms of a collective bargaining agreement between the City and the San Jose Police Officers' Association (SJPOA) for the term of July 1, 2020 through June 30, 2021, and authorizing the City Manager to execute the agreement with those terms.

## **OUTCOME**

Adoption of the resolution and authorization to execute an agreement would result in a collective bargaining agreement between the City and the San Jose Police Officers' Association (SJPOA) and authorize the City Manager to execute an agreement with a term of July 1, 2020, through June 30, 2021.

## **BACKGROUND**

The SJPOA represents approximately 1,149 full-time budgeted positions in the San José Police Department. This bargaining unit includes employees in the classifications of Police Recruit, Police Officer, Police Sergeant, Police Lieutenant, Police Captain, and Deputy Chief of Police.

The Memorandum of Agreement (MOA) between the City and the SJPOA is set to expire on June 30, 2020. A complete copy of this agreement can be found at:

<https://www.sanjoseca.gov/home/showdocument?id=32017>.

A Tentative Agreement has been reached to extend the current MOA for the period of July 1, 2020 through June 30, 2021. Specifically, the Tentative Agreement extends the current MOA between the City and the SJPOA that is set to expire on June 30, 2020, which results in the



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### **CLIMATE SMART SAN JOSE**

The recommendation in this memo has no effect on Climate Smart San José energy, water, or mobility goals.

### **PUBLIC OUTREACH**

This memorandum will be posted on the City's website for the June 30, 2020, City Council Meeting.

### **COORDINATION**

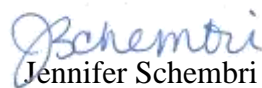
This memorandum has been coordinated with the City Attorney's Office.

### **COMMISSION RECOMMENDATION/INPUT**

No commission recommendation or input is associated with this action.

### **CEQA**

Not a Project, File No. PP17-010, City organizational and administrative activities resulting in no changes to the physical environment.



Jennifer Schembri

Director of Employee Relations

Director of Human Resources

For questions, please contact Jennifer Schembri, Director of Employee Relations and Human Resources, at (408) 535-8150.

Attachment A – SJPOA Tentative Agreement

2020 POA NEGOTIATIONS  
TENTATIVE AGREEMENT\*

**TERM**

- July 1, 2020 – June 30, 2021

**OTHER TERMS**

The terms contained in the Memorandum of Agreement which is scheduled to expire on June 30, 2020, shall remain status quo until the expiration of this Agreement on June 30, 2021.

During the term of this Agreement, the City and the POA agree to a one-time reopener to meet and confer over revisions to the San Jose Police Department policies, procedures and practices to support improved police and community outcomes.

The City and POA further agree to a one-time reopener to meet and confer over compensation increases during the term of this Agreement.

*\* 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:**

**FOR THE UNION:**



6/25/2020



Jennifer Schembri  
Director of Employee Relations  
Director of Human Resources

Date

Paul Kelly  
President, SJPOA

Date

  
Edgardo Garcia  
Chief of Police

Date



Gregg Adam  
SJPOA Counsel

Date