

## SETTLEMENT AGREEMENT AND RELEASE

This Settlement Agreement and Release ("Settlement Agreement") is made by and between the San José Police Officers' Association, a nonprofit association, ("SJPOA") and the City of San José, a municipal corporation ("City"), collectively referred to as the "Parties."

WHEREAS, the SJPOA is the exclusive representative for the purpose of meeting and conferring on matters within the scope of representation for employees assigned to the classifications of Police Recruit, Police Officer, Police Sergeant, Police Lieutenant, Police Captain, and Deputy Chief of Police;

WHEREAS, the City and SJPOA have engaged in discussions relating to the calculation of wages under the Fair Labor Standards Act (FLSA) since late 2015;

WHEREAS, the SJPOA claims that the City did not include health/dental in lieu compensation into the regular rate of pay for purposes of the payment of FLSA overtime and did not correctly calculate the pay out of compensatory time off under the FLSA for its members ("FLSA Claims"); and

WHEREAS, the Parties now undertake to settle these FLSA Claims in their entirety, and release and extinguish on a final basis any and all claims against the City, arising out of, or in any way connected with, the FLSA Claims.

NOW THEREFORE, the Parties agree as follows:

1. The SJPOA acknowledges and agrees that, as a compromise, the City has agreed to provide backpay for the time periods set forth in this Settlement Agreement for affected SJPOA members that were City employees as of February 22, 2019 only. Such affected SJPOA members eligible for backpay for the

inclusion of health/dental in lieu compensation into the regular rate of pay for purposes of the payment of FLSA overtime for the period of June 1, 2013 - June 17, 2017 are set forth and listed in Attachment A, which is attached to this Settlement Agreement and incorporated herein. Such affected SJPOA members eligible for backpay for compensatory time off payouts under the FLSA for the period of June 1, 2013 - August 25, 2018 are set forth and listed in Attachment B, which is attached to this Settlement Agreement and incorporated herein.

2. Pursuant to Section 1 above, the City agrees to pay the 179 affected SJPOA members a total amount of \$88,692.47 in backpay for the inclusion of health/dental in lieu compensation into the regular rate of pay for purposes of the payment of FLSA overtime for the period of June 1, 2013 - June 17, 2017. The specific backpay amount to be paid to each of the 179 affected SJPOA members is set forth in Attachment A. Payment shall be made to each of the 179 affected SJPOA members within thirty (30) days after later of the date on which the City Council approves this Settlement Agreement and, in the case of affected SJPOA members who left City employment after February 22, 2019, the date on which the City receives a completed W-9 form. All settlement payments will be subject to withholdings and reporting as required by federal and state law.

3. Pursuant to Section 1 above, the City agrees to pay the 343 affected SJPOA members a total amount of \$674,613.52 in backpay for compensatory time off payouts under the FLSA for the period of June 1, 2013 - August 25, 2018. The specific backpay amount to be paid to each of the 343 affected SJPOA members is set forth in Attachment B. Payment shall be made to the 343 affected SJPOA members within thirty (30) days after later of the date on which the City Council

approves this Settlement Agreement and, in the case of affected SJPOA members who left City employment after February 22, 2019, the date on which the City receives a completed W-9 form. All settlement payments will be subject to withholdings and reporting as required by federal and state law.

4. The City agrees to pay the SJPOA the amount of \$10,000 for attorneys' fees as a full and final settlement of any claim for such fees related to the FLSA Claims. The amount paid to SJPOA for attorneys' fees will be subject to reporting as required by federal and state law.

5. In consideration of the payments set forth in Sections 2, 3, and 4 above, the SJPOA on behalf of itself and its members hereby releases and forever discharges the City, its past and present employees, partners, agents, predecessors, successors, consultants, attorneys, and assigns, all of whom expressly deny any liability, from any and all claims, demands, damages, actions, or suits, known and unknown, relating to, arising out of, or in any way connected with the FLSA Claims. The SJPOA also agrees that it will not file lawsuit(s) or make any other type of claim relating to the FLSA Claims on behalf of its members, nor will it seek liquidated damages and costs on behalf of its members in any lawsuit or claim relating to the FLSA Claims.

6. Section 1542 of the Civil Code of the State of California provides as follows:

**"A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party."**

The SJPOA represents that Civil Code Section 1542 has been read and reviewed with counsel and understood, and that it hereby waives any and all present and future rights and benefits under Section 1542 to the extent it would permit claims relating to, arising out of, or any way connected to the FLSA Claims based on facts found to be different from the facts believed to be true at the time this Settlement Agreement was executed.

7. The Parties shall cooperate in executing all documents necessary to effectuate this Settlement Agreement.

8. The Parties understand and acknowledge that this Settlement Agreement constitutes a compromise and settlement of disputed claims relating to, arising out of or any way connected with the FLSA Claims. No act taken by the Parties, either previously or in connection with this Settlement Agreement, shall be deemed or construed to be an admission of the truth or falsity of any claims heretofore made or an acknowledgment or admission by any party of any fault or liability whatsoever to the other party.

9. The SJPOA acknowledges and agrees that the City's agreement to provide backpay amounts for periods of time that are greater than what is provided for under the FLSA's statute of limitations for purposes of this Settlement Agreement is by no means a waiver of the FLSA's statute of limitations for backpay or an admission that backpay is due to anyone for those entire periods of time. In the event any claims relating to the inclusion of health/dental in lieu compensation into the regular rate of pay for purposes of the payment of FLSA overtime or the calculation of the pay out of compensatory time off under the FLSA result in litigation, the City reserves all of its rights and defenses against any and all claims,

including the two year and three year statute of limitations defenses on any backpay claims under the FLSA.

10. Except as otherwise provided in Section 4 above, the Parties shall bear their own costs, including attorneys' fees, and any other fees or costs incurred in connection with implementation or enforcement of this Settlement Agreement

11. The Parties represent that they have had the opportunity to consult with legal counsel and have carefully read and understand the terms of this Settlement Agreement. The terms of this Settlement Agreement are voluntarily accepted for the express purpose of making a full and final compromise and settlement of the FLSA Claims.

12. The Parties acknowledge that the Parties and their counsel have reviewed and revised this Agreement and that the normal rule of construction to take effect that any ambiguities are to be resolved against the drafting Party shall not be employed in the interpretation of this Agreement or any attachments or amendments hereto.

13. This Settlement Agreement represents the entire agreement and understanding between the Parties regarding settlement of the FLSA Claims and supersedes any and all prior and contemporaneous agreements, representations, and negotiations. This Settlement Agreement may be modified or amended only by a written instrument signed by all Parties hereto.

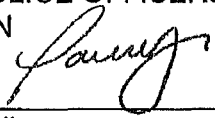
14 Each person executing this Settlement Agreement on behalf of any entity and other person or persons hereby warrants that they have full authority to do so.

15. This Settlement Agreement shall become effective upon approval by the San Jose City Council in open session.

IN WITNESS WHEREOF, the Parties have executed this Settlement Agreement effective as of the date last set forth below.


SAN JOSE POLICE OFFICERS'  
ASSOCIATION

Dated: 1-30-20

  
\_\_\_\_\_  
Paul Kelly  
President, San Jose Police Officers'  
Association

MESSING ADAM AND JASMINE, LLP

Dated: 1-28-20

By:   
\_\_\_\_\_  
Gregg Adam  
Attorney for San Jose Police  
Officers' Association

CITY OF SAN JOSE

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Richard Doyle  
City Attorney as Authorized Agent  
for the City of San Jose

APPROVED AS TO FORM:

Dated: \_\_\_\_\_

By: \_\_\_\_\_  
Suzanne Hutchins  
Sr. Deputy City Attorney  
Attorney for City of San Jose

**ATTACHMENT A**

Affected SJPOA Members eligible for backpay for inclusion of health/dental in lieu into regular rate for period of  
June 1, 2013 - June 17, 2017

|    | Name                    | Amount Due |
|----|-------------------------|------------|
| 1  | Acosta,Adolfo S         | 1,055.25   |
| 2  | Alfaro,Jaime Antonio    | 257.90     |
| 3  | Alfonzo, Leeann         | 13.36      |
| 4  | Alvarez,Catherine L     | 22.49      |
| 5  | Anaya,Christina L       | 222.19     |
| 6  | Anderson,Daniel P       | 1,804.22   |
| 7  | Aponte,Steven           | 813.79     |
| 8  | Ardizzone,Joseph S      | 262.94     |
| 9  | Bachmann,Eric C         | 528.28     |
| 10 | Bagon Jr,Isidro L       | 270.34     |
| 11 | Balala,Christian        | 28.39      |
| 12 | Barg,John L             | 2,390.20   |
| 13 | Becerra,William         | 203.81     |
| 14 | Bergstrom,Christopher   | 1,209.71   |
| 15 | Biebel,Jennifer L       | 141.17     |
| 16 | Bielecki,Chris          | 141.42     |
| 17 | Birch Jr,Lawrence P     | 553.80     |
| 18 | Brar,Simratpal Singh    | 12.52      |
| 19 | Brown IV,George Bernerd | 192.16     |
| 20 | Bustillos,Mark C        | 457.51     |
| 21 | Butts,Jeff              | 31.73      |
| 22 | Cardenas,Oscar          | 13.36      |
| 23 | Carlson,Michael         | 330.68     |
| 24 | Casey,Joel B            | 485.24     |
| 25 | Cebrian,Christina M     | 45.34      |
| 26 | Chan,Baldwin            | 44.96      |
| 27 | Chan,Ryan P             | 4,480.08   |
| 28 | Chavez,Ruben            | 189.12     |
| 29 | Chew,Joel R             | 112.29     |
| 30 | Connolly,Greg C         | 526.16     |
| 31 | Constantin,George       | 20.80      |
| 32 | Dale,Amylynn            | 38.60      |
| 33 | Dominguez,Cristobal R   | 1,268.67   |
| 34 | Donohue,Stephen C       | 1,195.84   |
| 35 | Dorsey,Edward A         | 83.18      |
| 36 | Dunn Jr,Hymel Eric      | 79.33      |
| 37 | Duquite,Gregory G       | 2,913.73   |
| 38 | Duran,Saul              | 360.88     |
| 39 | Elischer,Cassady D      | 934.63     |
| 40 | Espinosa,Derek P        | 118.61     |
| 41 | Fee,Brian               | 14.31      |
| 42 | Ferrante,Jill           | 146.25     |
| 43 | Figone,John P           | 3,117.68   |

**ATTACHMENT A**

Affected SJPOA Members eligible for backpay for inclusion of health/dental in lieu into regular rate for period of  
June 1, 2013 - June 17, 2017

|    |                            |          |
|----|----------------------------|----------|
| 44 | Fontaine,Paul              | 418.49   |
| 45 | Fonua,Topui M              | 2,494.79 |
| 46 | Fries Jr,Stephen J         | 1,770.89 |
| 47 | Gach,Matthew Jacob         | 427.28   |
| 48 | Garcia Jr,Enrique          | 57.65    |
| 49 | Gaudin,Jeff A              | 187.17   |
| 50 | Gonzales,James A           | 37.43    |
| 51 | Guire,Patrick R            | 316.12   |
| 52 | Gutierrez,David C          | 70.71    |
| 53 | Habib,Tedros A             | 282.49   |
| 54 | Hall,Jamie Lee Nicholas    | 113.33   |
| 55 | Hall,William J             | 1,007.07 |
| 56 | Harris,Robert              | 356.49   |
| 57 | Hata,Toshi M               | 24.96    |
| 58 | Hawkley,Ian Michael        | 200.34   |
| 59 | Hendrickson,Trevor Charles | 384.74   |
| 60 | Hernandez,Enrique          | 287.02   |
| 61 | Herr,Jason P               | 677.88   |
| 62 | Holliday,Justin A          | 141.42   |
| 63 | Horn,Justin A              | 258.62   |
| 64 | Hove,Erik C                | 108.81   |
| 65 | Hrncir,Matty               | 246.37   |
| 66 | Johnson,Scott R            | 360.64   |
| 67 | Johst,Brian M              | 817.19   |
| 68 | Kepler,Gerald L            | 12.53    |
| 69 | Khalighi,Amir H            | 130.24   |
| 70 | Kihmm,Michael H            | 1,811.41 |
| 71 | Kim,Ryan                   | 21.72    |
| 72 | Knox,Michael G             | 36.27    |
| 73 | Krauss,Daniel A            | 924.75   |
| 74 | Kurrl,Matthew              | 95.66    |
| 75 | La Cap Jr,Tedy V           | 515.36   |
| 76 | Lao,Leonard                | 2,074.12 |
| 77 | Le,Minh                    | 15.71    |
| 78 | Leslie,Ryan Wayne          | 145.06   |
| 79 | Lewis,TJ                   | 1,012.84 |
| 80 | Lezama,David               | 277.25   |
| 81 | Lopez,Alvaro               | 146.85   |
| 82 | Ly,Catherine Jeannie       | 18.40    |
| 83 | Lynch,John M               | 328.61   |
| 84 | Macias,Ramon               | 47.94    |
| 85 | Mank,Brian A               | 164.29   |
| 86 | Mank,Kevin P               | 155.98   |
| 87 | Martin,Leslie N            | 70.10    |
| 88 | Martinez,Richard           | 458.96   |
| 89 | Mata,Anthony J             | 253.76   |
| 90 | Mc Carthy,Shawn            | 502.31   |



# ATTACHMENT A

Affected SJPOA Members eligible for backpay for inclusion of health/dental in lieu into regular rate for period of  
June 1, 2013 - June 17, 2017

|     |                          |          |
|-----|--------------------------|----------|
| 91  | McNulty, Scott M         | 83.19    |
| 92  | Melloch, Barbara J       | 197.07   |
| 93  | Menard, James R          | 54.41    |
| 94  | Mendoza, Cuahutemoc C    | 74.86    |
| 95  | Merid, Simeon            | 2,525.12 |
| 96  | Messier, Paul R          | 0.56     |
| 97  | Miller, William          | 89.44    |
| 98  | Milliken, Bertrand Y     | 116.47   |
| 99  | Miramontes, Isaac        | 113.82   |
| 100 | Morgan II, Jesse Leo     | 262.17   |
| 101 | Moro, Justin S           | 137.90   |
| 102 | Mosto, Salvatore J       | 41.59    |
| 103 | Mosunic, Eric S          | 276.61   |
| 104 | Motooka, Evan Seiji      | 114.50   |
| 105 | Moutzouridis, John       | 3,207.35 |
| 106 | Muller, Thomas M         | 167.73   |
| 107 | Mun, Tom J               | 158.06   |
| 108 | Murphy, Troy F           | 1,073.14 |
| 109 | Murphy, William M        | 586.45   |
| 110 | Myers, Brett J           | 185.14   |
| 111 | Myers, Scott Elliott     | 45.93    |
| 112 | Neumer, Keith L          | 816.09   |
| 113 | Nguyen, Khuong Duc       | 149.76   |
| 114 | Nunes, Kendra L          | 249.57   |
| 115 | O'Grady, Michael James   | 1,019.89 |
| 116 | O'Neil, Michael P        | 74.88    |
| 117 | Orabuena IV, Frank Lance | 130.28   |
| 118 | Ortiz, Alejandro J       | 457.57   |
| 119 | Osborn, Brent            | 634.70   |
| 120 | Palacio, Marcell         | 628.08   |
| 121 | Palacios, Arturo         | 91.51    |
| 122 | Parodi, Lindsay Nicole   | 173.72   |
| 123 | Pasquale, Robert M       | 366.03   |
| 124 | Patterson, Samuel Lane   | 1,713.20 |
| 125 | Payne Jr, Steven E       | 1,440.51 |
| 126 | Payne, Vanessa V         | 258.89   |
| 127 | Perez, Ana Laura         | 141.97   |
| 128 | Perry, James             | 374.91   |
| 129 | Pieracci, Nicholas Alan  | 503.22   |
| 130 | Pierce, Sean D           | 8.32     |
| 131 | Pina, Michael E          | 399.29   |
| 132 | Pineda, Mark A           | 110.23   |
| 133 | Potwora, Douglas J       | 512.05   |
| 134 | Preuss, Zachary David    | 343.47   |
| 135 | Rafala, Stephen J        | 303.73   |
| 136 | Ramos, Armando           | 349.25   |
| 137 | Ramos, Edward M          | 420.73   |

**ATTACHMENT A**

Affected SJOA Members eligible for backpay for inclusion of health/dental in lieu into regular rate for period of  
June 1, 2013 - June 17, 2017

|     |                               |                  |
|-----|-------------------------------|------------------|
| 138 | Ramos, Timothy J              | 277.15           |
| 139 | Randol, Heather               | 20.05            |
| 140 | Rodriguez, Daniel Robert      | 54.40            |
| 141 | Rollins, Kyle                 | 148.37           |
| 142 | Sanchez Jr, Ramon             | 1,448.51         |
| 143 | Sandoval, Eduardo             | 353.56           |
| 144 | Santistevan, Christopher John | 770.71           |
| 145 | Santoro, Sean Anthony         | 113.34           |
| 146 | Sciarrillo Jr, Joseph P       | 1,197.67         |
| 147 | Sciba, Christopher M          | 1,865.03         |
| 148 | Shab, Brian                   | 1,136.31         |
| 149 | Sheppard, Carlton T           | 247.78           |
| 150 | Sirmons, Troy K               | 1,006.62         |
| 151 | Slack, Steven M               | 45.34            |
| 152 | Sloniker, Garrett Austin      | 615.38           |
| 153 | Sohal, Gurbaksh Singh         | 343.21           |
| 154 | Stahl, Michael T              | 1,176.99         |
| 155 | Stanfill, William M           | 971.25           |
| 156 | Starkey, Ronald S             | 987.88           |
| 157 | Stephens, Timothy R           | 122.70           |
| 158 | Tassio, Lee J                 | 442.71           |
| 159 | Tatom, Mario A                | 270.35           |
| 160 | Tepoorten, Gina Marie         | 23.38            |
| 161 | Tessler, Trent                | 751.65           |
| 162 | Thomas, Jermaine              | 1,068.02         |
| 163 | Tibaldi, Gina K               | 561.21           |
| 164 | Tindall, Lisa A               | 85.15            |
| 165 | Todd II, Vernon L             | 478.35           |
| 166 | Tracey, Martin T              | 36.26            |
| 167 | Tran, Doug T                  | 162.23           |
| 168 | Trang, Nathan N               | 45.34            |
| 169 | Trinh, Vinh Q                 | 268.89           |
| 170 | Troy, Thomas J                | 476.27           |
| 171 | Vallejo, Francisco M          | 1,350.01         |
| 172 | VanDenBroeck, John M          | 16.62            |
| 173 | Wagner, Ryan                  | 155.81           |
| 174 | Washburn, Ellen T             | 174.78           |
| 175 | Weidner, Brett Michael        | 29.12            |
| 176 | Wolfe, William A              | 99.82            |
| 177 | Yates, Jeffrey J              | 278.82           |
| 178 | Young, Paula A                | 70.71            |
| 179 | Young, Timothy C              | 360.42           |
|     |                               | <b>88,692.47</b> |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|    | Name                     | Amount Due |
|----|--------------------------|------------|
| 1  | Acosta,Adolfo S          | 2,226.38   |
| 2  | Acosta,Carlos            | 334.28     |
| 3  | Akery,Daniel G           | 164.80     |
| 4  | Alfaro,Jaime Antonio     | 2,739.19   |
| 5  | Alfonzo,Anthony R        | 149.43     |
| 6  | Allen,Neal Spencer       | 1,432.13   |
| 7  | Alvarez,Michael A        | 380.03     |
| 8  | Anaya,Christina L        | 854.60     |
| 9  | Anaya,David R            | 2,560.61   |
| 10 | Ancelet,Sean R           | 1,460.93   |
| 11 | Anderson,Daniel P        | 1,227.36   |
| 12 | Anderson,Jonathan R      | 10,385.05  |
| 13 | Asuelo,Brian-Anthony     | 2,428.60   |
| 14 | Aten,Karen K             | 75.48      |
| 15 | Bachmann,Eric C          | 2,134.36   |
| 16 | Baldassari,Patrick James | 67.72      |
| 17 | Barg,John L              | 17,463.15  |
| 18 | Barragan,Ivan            | 8,597.93   |
| 19 | Barrera,Jonathan Edward  | 264.68     |
| 20 | Barreto,Joaquin A        | 1,456.68   |
| 21 | Barry,Nicholas A         | 7.43       |
| 22 | Bays,Ronald D            | 875.76     |
| 23 | Bergstrom,Christopher    | 432.69     |
| 24 | Biebel,Jennifer L        | 187.25     |
| 25 | Bielecki,Chris           | 14.18      |
| 26 | Blackerby,Matthew        | 113.33     |
| 27 | Borges,Michael           | 2.33       |
| 28 | Bryan,Colin William      | 173.86     |
| 29 | Bucholz,Eric             | 1,168.90   |
| 30 | Burnett,Dustin R         | 115.42     |
| 31 | Bustillos, Mark          | 309.19     |
| 32 | Buth,Sanderson           | 62.01      |
| 33 | Byers,Jonathan P         | 525.32     |
| 34 | Byrd,Nicholas J          | 4,702.62   |
| 35 | Campagna Jr,Joe L        | 49.06      |
| 36 | Carmody,Brian J          | 122.02     |
| 37 | Carr,John B              | 7,675.93   |
| 38 | Ceballos,Juan            | 1,534.21   |
| 39 | Cebrian,Christina M      | 26.63      |

# ATTACHMENT B

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|    |                        |           |
|----|------------------------|-----------|
| 40 | Cervantes, Matias      | 36.91     |
| 41 | Chan, Ryan P           | 6,178.06  |
| 42 | Chavez, Ruben          | 274.44    |
| 43 | Christian, Peter M     | 12.22     |
| 44 | Cleaver, Gregg D       | 2,202.69  |
| 45 | Cleaver, Todd A        | 206.23    |
| 46 | Collins, Daniel        | 6,557.99  |
| 47 | Connolly, Greg C       | 985.01    |
| 48 | Constantin, George     | 10,467.93 |
| 49 | Cooley, Ian R          | 4,539.31  |
| 50 | Corral Jr, Daniel S    | 165.63    |
| 51 | Cortez, David          | 1,041.82  |
| 52 | Cortez, Rafael Miranda | 3.53      |
| 53 | Cossey, Neil J         | 1,490.87  |
| 54 | Cruz, Marco Nazareth   | 211.32    |
| 55 | Cuenca, Gabriel J      | 1,827.12  |
| 56 | Cuyle, Gerald Immanuel | 4.78      |
| 57 | Davidson, Todd S       | 35.07     |
| 58 | Davies, Stewart M      | 6,957.51  |
| 59 | Davis, Theodore L      | 240.50    |
| 60 | Day, Lawrence T        | 9,345.54  |
| 61 | Delarocha, Benjamin    | 4.52      |
| 62 | DeLorenzo, Matthew J   | 88.66     |
| 63 | Dinh, Hung B           | 1,221.33  |
| 64 | Dominguez, Cristobal R | 2,417.32  |
| 65 | Donohue, Stephen C     | 1,417.24  |
| 66 | Dote, Ryan M           | 2,241.99  |
| 67 | Drago, Michael         | 67.32     |
| 68 | Drew, Christopher T    | 22.72     |
| 69 | Dunn Jr, Hymel Eric    | 122.13    |
| 70 | Elischer, Cassady D    | 1,748.59  |
| 71 | Erbes, Joshua W        | 1,136.40  |
| 72 | Espinosa, Derek P      | 1,469.46  |
| 73 | Farias, Sergio L       | 101.95    |
| 74 | Ferguson, Kristopher A | 8,557.41  |
| 75 | Ferguson, Ryan P       | 2,997.74  |
| 76 | Figone, John P         | 3,907.10  |
| 77 | Finnie, Robert         | 2,465.07  |
| 78 | Flores, Miguel A       | 3,629.02  |
| 79 | Fong, Johnson          | 630.65    |
| 80 | Fonseca, Vidal         | 6,456.39  |
| 81 | Fontaine, Paul         | 10,478.66 |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|     |                             |           |
|-----|-----------------------------|-----------|
| 82  | Fonua, Topui M              | 4,421.49  |
| 83  | Foster, Robert E            | 1,445.97  |
| 84  | Fujii, Barbara S            | 882.57    |
| 85  | Gach, Matthew Jacob         | 853.49    |
| 86  | Garcia Jr, Enrique          | 752.38    |
| 87  | Garibay, Carlos Alberto     | 24.75     |
| 88  | Gates, Douglas R            | 2,506.12  |
| 89  | Ghazarian, Shant E          | 73.81     |
| 90  | Goldfinger, David H         | 353.06    |
| 91  | Gonzalez, Martin G          | 1,295.22  |
| 92  | Guerra, Daniel P            | 5,929.87  |
| 93  | Guess, Donald C             | 12.62     |
| 94  | Guggiana, Steven T          | 212.42    |
| 95  | Guire, Patrick R            | 20,193.05 |
| 96  | Gular, Geeno B              | 1,695.91  |
| 97  | Gutierrez, Alex             | 6,550.17  |
| 98  | Gutierrez, David C          | 209.88    |
| 99  | Gutierrez, Jorge A          | 126.30    |
| 100 | Habib, Tedros A             | 306.12    |
| 101 | Hamblin, Paul G             | 3,163.03  |
| 102 | Harrington, Mike Ryan       | 28.76     |
| 103 | Hatzenbuehler, Bret L       | 1,130.59  |
| 104 | Hendrickson, Trevor Charles | 1,094.69  |
| 105 | Herman, Dennis Dale         | 14.83     |
| 106 | Hernandez, Alfonso          | 1,622.40  |
| 107 | Hernandez, Enrique          | 5,700.75  |
| 108 | Hernandez, Tanya Marlene    | 42.60     |
| 109 | Higgins, Casey R            | 5,107.29  |
| 110 | Horn, Justin A              | 1,173.41  |
| 111 | Hrncir, Matty               | 4,135.19  |
| 112 | Hrncir, Milan               | 571.68    |
| 113 | Hussey, James               | 73.07     |
| 114 | Hutchings, John M           | 219.38    |
| 115 | Huynh, Samantha B T         | 3,912.43  |
| 116 | Iglesias, Josemaria         | 304.26    |
| 117 | Imobersteg II, Robert E     | 307.46    |
| 118 | Jeffrey, Michael J          | 237.54    |
| 119 | Jeffrey, Steven D           | 473.87    |
| 120 | Jennings, Todd J            | 4,031.33  |
| 121 | Jett, Bryan                 | 169.54    |
| 122 | Jimenez, Jaime G            | 6,757.25  |
| 123 | Jimenez, Mauricio J         | 10,371.57 |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|     |                         |           |
|-----|-------------------------|-----------|
| 124 | Jize,Christina Nichole  | 46.11     |
| 125 | Johnson,Clare Louise    | 86.27     |
| 126 | Johnson,Scott R         | 537.49    |
| 127 | Johnston,Mark S         | 1,937.96  |
| 128 | Kelly,Paul J            | 201.02    |
| 129 | Khan,Baasil Jawad       | 19.31     |
| 130 | Kihmm,Michael H         | 2,966.96  |
| 131 | Kilmer,Anthony D        | 421.20    |
| 132 | Kodres,Michael K        | 1,207.78  |
| 133 | Krauel,Tyler C          | 8,575.30  |
| 134 | Krauss,Daniel A         | 3,321.46  |
| 135 | Kubasta,Kristopher D    | 36.77     |
| 136 | La Cap Jr,Tedy V        | 1,611.56  |
| 137 | LaCap,Christina M       | 5,273.21  |
| 138 | Lacayo,Andy             | 793.36    |
| 139 | Lang Jr,Robert C        | 13,073.40 |
| 140 | Lao,Leonard             | 1,755.35  |
| 141 | Laundrie,Kevin          | 2,231.09  |
| 142 | Lee,Alan M              | 8,943.95  |
| 143 | Leonard,Gavin           | 89.39     |
| 144 | Leslie,Ryan Wayne       | 218.34    |
| 145 | LeVos,Jonathan          | 704.67    |
| 146 | Lewis,TJ                | 93.05     |
| 147 | Leys,William Anthony    | 1,587.82  |
| 148 | Little,Aaron K          | 1,134.07  |
| 149 | Lombardo,Gregory A      | 73.06     |
| 150 | Lopez,Alvaro            | 1,811.41  |
| 151 | Lopez,Erik Ramirez      | 1,139.52  |
| 152 | Lopez,Ronnie A          | 1,103.93  |
| 153 | Lynch,John M            | 1,720.38  |
| 154 | Lynch,Patrick R         | 124.00    |
| 155 | Macatangay,Rommel A     | 180.67    |
| 156 | Majors,Jennifer L       | 97.39     |
| 157 | Maldonado,Eduardo       | 0.72      |
| 158 | Marfia,John R           | 403.08    |
| 159 | Margiotta,Mario Anthony | 0.58      |
| 160 | Marquardt,Samuel        | 139.29    |
| 161 | Martinez,Jeremy A       | 182.58    |
| 162 | Martinez,Richard        | 9,193.75  |
| 163 | Martinez,Veronica R     | 2,748.86  |
| 164 | Mata, Anthony           | 4,103.84  |
| 165 | Mata,Anthony J          | 3,682.33  |

# ATTACHMENT B

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|     |                          |           |
|-----|--------------------------|-----------|
| 166 | Mc Fadden, Stanley C     | 525.30    |
| 167 | Mc Millin, Kevin P       | 2,553.07  |
| 168 | McClure, Kevin L         | 111.61    |
| 169 | McDonald, Brian P        | 1,403.95  |
| 170 | McMahon, Brian M         | 218.83    |
| 171 | McMahon, Todd M          | 1,143.80  |
| 172 | McNair, Raymond Jeffrey  | 125.09    |
| 173 | McTiernan, Christopher C | 4,762.84  |
| 174 | Meeker, Brian J          | 2,241.71  |
| 175 | Melloch, Barbara J       | 157.37    |
| 176 | Mendoza, Christian       | 9.82      |
| 177 | Mendoza, Jesus           | 3,901.02  |
| 178 | Merid, Simeon            | 2,030.15  |
| 179 | Messier, Paul R          | 237.40    |
| 180 | Miller, Justin P         | 3,092.80  |
| 181 | Miller, William          | 1,108.79  |
| 182 | Milliken, Bertrand Y     | 11,822.89 |
| 183 | Miramontes, Isaac        | 400.82    |
| 184 | Miri, Ali R              | 3,412.25  |
| 185 | Mitchell, Ryan B         | 70.74     |
| 186 | Moiseff, Bret L          | 1,118.06  |
| 187 | Montonye, Michael J      | 1,744.49  |
| 188 | Montoya, Jose F          | 3,836.01  |
| 189 | Monzon, Marco            | 95.83     |
| 190 | Moran, Tyler Scott       | 251.11    |
| 191 | Moro, Justin S           | 2,167.79  |
| 192 | Morris, Jacob            | 121.70    |
| 193 | Moutzouridis, John       | 1,092.65  |
| 194 | Muller, Thomas M         | 74.47     |
| 195 | Mun, Tom J               | 12,183.39 |
| 196 | Murphy, William M        | 2,871.09  |
| 197 | Murray, Troy A           | 3,531.27  |
| 198 | Neumer, Keith L          | 348.80    |
| 199 | Ngo, Duc V               | 554.25    |
| 200 | Nguyen, Huan P           | 7.63      |
| 201 | Nguyen, Phuong Dinh      | 2,417.07  |
| 202 | Nguyen, Tien Viet        | 17.02     |
| 203 | Nunes, Kendra L          | 30.78     |
| 204 | OBrien, Michael D        | 13,868.59 |
| 205 | O'Grady, Michael James   | 609.06    |
| 206 | Okuma, Wakana            | 3,433.90  |
| 207 | Oliveri, Joseph          | 0.36      |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
for the period of June 1, 2013 - August 25, 2018

|     |                          |           |
|-----|--------------------------|-----------|
| 208 | O'Neil, Michael P        | 232.22    |
| 209 | Orabuena IV, Frank Lance | 176.24    |
| 210 | Orlando, Brandon J       | 2,831.17  |
| 211 | Ortiz, Alejandro J       | 1,601.27  |
| 212 | Osborn, Brent            | 16.11     |
| 213 | Padia, Kasey A           | 1,423.19  |
| 214 | Panighetti, Michael G    | 495.50    |
| 215 | Paolini, Joseph J        | 284.25    |
| 216 | Paredes, Paulo           | 2,209.44  |
| 217 | Park, Jason A            | 1,914.16  |
| 218 | Parmar, Rajiv T          | 18.19     |
| 219 | Parodi, Lindsay Nicole   | 239.12    |
| 220 | Patterson, Samuel Lane   | 4,950.58  |
| 221 | Payne Jr, Steven E       | 9,037.42  |
| 222 | Payne, Vanessa V         | 262.93    |
| 223 | Pedreira, Eduardo M      | 1,700.88  |
| 224 | Pender, William W        | 2,946.17  |
| 225 | Perea, Edward E          | 68.40     |
| 226 | Perez, Gustavo           | 4,337.33  |
| 227 | Perry, James             | 210.60    |
| 228 | Pham, Giangchau D        | 2,127.64  |
| 229 | Pham, Kelvin H           | 7,530.55  |
| 230 | Pierce, Jason K          | 1,014.72  |
| 231 | Pina, Michael E          | 5,825.92  |
| 232 | Prescott, Leo            | 92.19     |
| 233 | Preuss, Zachary David    | 190.86    |
| 234 | Prim, John T             | 1,112.88  |
| 235 | Pritchard, Sean A        | 27.72     |
| 236 | Profio, Jeff B           | 3,205.51  |
| 237 | Puen-Sadsad, Verissa J   | 1,795.84  |
| 238 | Rafala, Stephen J        | 17,247.60 |
| 239 | Ramirez, Elizabeth       | 1,035.89  |
| 240 | Ramos, Edward M          | 842.69    |
| 241 | Randol, Heather          | 394.64    |
| 242 | Reyes Jr, Eduardo Duran  | 26.45     |
| 243 | Reyes, Katie             | 64.18     |
| 244 | Rodgers, Thomas L        | 521.32    |
| 245 | Rodriguez, Jennifer Lynn | 103.01    |
| 246 | Rodriguez, Jose L        | 877.41    |
| 247 | Rodriguez, Matthew M     | 59.25     |
| 248 | Rollins, Kyle            | 79.50     |
| 249 | Ruelas, Tony             | 307.89    |



# ATTACHMENT B

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
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|     |                              |          |
|-----|------------------------------|----------|
| 250 | Sanchez Jr,Domingo           | 3,533.07 |
| 251 | Sanchez Jr,Ramon             | 6,641.73 |
| 252 | Sanchez,Ruben A              | 628.58   |
| 253 | Sandall,Wade A               | 324.97   |
| 254 | Sandoval,Eduardo             | 7.18     |
| 255 | Santiago,Jorge               | 5,224.17 |
| 256 | Santistevan,Christopher John | 154.54   |
| 257 | Santoro,Sean Anthony         | 63.14    |
| 258 | Santos,David J               | 28.97    |
| 259 | Santos,Michael W             | 1,052.40 |
| 260 | Schaller,Trace Gregory       | 10.79    |
| 261 | Scholten,Brandon             | 1,808.79 |
| 262 | Schroder,Edward R            | 93.20    |
| 263 | Schwitters,Joshua Clark      | 1,211.28 |
| 264 | Sciarrillo Jr,Joseph P       | 1,135.44 |
| 265 | Sciba,Christopher M          | 5,019.27 |
| 266 | Sebree,Kevin D               | 473.64   |
| 267 | Shab,Brian                   | 2,101.98 |
| 268 | Shaheen,Jonathan D           | 214.32   |
| 269 | Shen,Mario                   | 478.43   |
| 270 | Sheppard,Carlton T           | 1,281.01 |
| 271 | Silva,Gerardo                | 230.01   |
| 272 | Singh,Pranil Sen             | 2.08     |
| 273 | Singleton,Christopher J      | 4,126.55 |
| 274 | Sirmons,Troy K               | 1,832.25 |
| 275 | Slack,Steven M               | 15.35    |
| 276 | Sloniker,Garrett Austin      | 235.74   |
| 277 | Smith,Christian J            | 481.04   |
| 278 | Soh,James B                  | 2,051.29 |
| 279 | Sohal,Gurbaksh Singh         | 784.03   |
| 280 | Sousa,Marco Antonio          | 47.52    |
| 281 | Spears,Brian K               | 2,201.90 |
| 282 | Stahl,Michael T              | 287.97   |
| 283 | Stanfill,William M           | 198.53   |
| 284 | Starkey,Ronald S             | 3,832.36 |
| 285 | Stewart,Joseph K             | 704.82   |
| 286 | Storlie,Craig G              | 1,724.47 |
| 287 | Szemeredi,Peter A            | 2,958.82 |
| 288 | Tabron,Ronald                | 131.30   |
| 289 | Tassio,Lee J                 | 2,645.99 |
| 290 | Taylor,Julien Sinclair       | 31.59    |
| 291 | Templeman,Matthew            | 2,321.58 |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
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|     |                                  |           |
|-----|----------------------------------|-----------|
| 292 | Tessler, Trent                   | 620.98    |
| 293 | Thandi, Parminder                | 65.76     |
| 294 | Thomas, Jermaine                 | 2,022.20  |
| 295 | Thompson, Garrie J               | 24.66     |
| 296 | Tibaldi, Gina K                  | 298.90    |
| 297 | Tomlin Jr, Richard G             | 84.92     |
| 298 | Tompkins, John                   | 4,228.81  |
| 299 | Tong, Thanh D                    | 93.95     |
| 300 | Torres, Randy C                  | 5,736.02  |
| 301 | Tran, Bach T                     | 3,068.94  |
| 302 | Tran, Doug T                     | 1,644.71  |
| 303 | Tran, Ken H                      | 26,347.50 |
| 304 | Trayer, Todd L                   | 1,662.91  |
| 305 | Trudeau, Michael B               | 1,003.23  |
| 306 | Truong, Gary H                   | 2.07      |
| 307 | Uribe, Jose J                    | 391.93    |
| 308 | Vado, Franco G                   | 80.68     |
| 309 | Valdes, Alberto M                | 5,546.85  |
| 310 | Vallejo, Francisco M             | 795.38    |
| 311 | Vallejo, Juan J                  | 1,100.20  |
| 312 | Valosek, Jennifer                | 435.43    |
| 313 | Valverde, Jonathan               | 217.14    |
| 314 | VanDenBroeck, John M             | 1,426.32  |
| 315 | Varela, Rafael                   | 1,517.76  |
| 316 | Vera, Tony                       | 93.61     |
| 317 | Vernon, Sean R                   | 170.11    |
| 318 | Vieira-Ribeiro, Alexandre Carlos | 163.59    |
| 319 | Villanueva, Michael L            | 1,567.55  |
| 320 | Walsh, Mathew R                  | 5,923.78  |
| 321 | Washburn, Ellen T                | 2,525.76  |
| 322 | Washington, Bryant               | 163.37    |
| 323 | Weber, Christopher Joseph        | 63.84     |
| 324 | Wedge, Douglas S                 | 6,444.51  |
| 325 | Weger, Ashley D                  | 258.36    |
| 326 | Welch, Ryan J                    | 300.88    |
| 327 | Welker, Jessica L                | 1,378.13  |
| 328 | Wellman, Jason                   | 333.54    |
| 329 | White, Michael                   | 1,124.68  |
| 330 | Williams Jr, Scott Ellis         | 308.02    |
| 331 | Williams, Shawny                 | 107.07    |
| 332 | Williams, Shawny K               | 191.22    |
| 333 | Wilson, David W                  | 309.62    |

**ATTACHMENT B**

Affected SJPOA Members eligible for backpay for compensatory time off payouts  
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|     |                     |                   |
|-----|---------------------|-------------------|
| 334 | Wilson, Timothy S   | 107.33            |
| 335 | Winco, Brian K      | 73.54             |
| 336 | Wolf, William James | 44.41             |
| 337 | Yasin, Nader Robert | 312.38            |
| 338 | Young, Bruce A      | 1,021.19          |
| 339 | Young, Timothy C    | 2,777.98          |
| 340 | Yuen, Jared         | 181.35            |
| 341 | Zan, Jason          | 112.88            |
| 342 | Zanotto, Rocky C    | 247.99            |
| 343 | Zuniga, Macedonio M | 1,885.01          |
|     |                     | <b>674,613.52</b> |