

SIDE LETTER AGREEMENT

THE ASSOCIATION OF BUILDING, MECHANICAL AND ELECTRICAL INSPECTORS (ABMEI)
THE ASSOCIATION OF ENGINEERS AND ARCHITECTS, IFPTE LOCAL 21 (AEA)
THE ASSOCIATION OF LEGAL PROFESSIONALS (ALP)
THE ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL, IFPTE LOCAL 21 (AMSP)
THE CITY ASSOCIATION OF MANAGEMENT PERSONNEL, IFPTE LOCAL 21 (CAMP)
CONFIDENTIAL EMPLOYEES' ORGANIZATION, AFSCME LOCAL NO 101 (CEO)
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO 332 (IBEW)
MUNICIPAL EMPLOYEES' FEDERATION, AFSCME LOCAL NO 101 (MEF)
THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO 3 (OE#3)

Federated Alternative Pension Reform Settlement Framework (Tier 1 Rehire Amortization)

Background

On or about November/December 2015, the City of San Jose (City) and ABMEI, AEA, ALP, AMSP, CAMP, CEO, IBEW, MEF and OE#3 (collectively, Federated Bargaining Units) reached agreement on the [Federated Alternative Pension Reform Settlement Framework](#) (Federated Framework). As the City has moved to implement the terms of the Federated Framework, the City and the Federated Bargaining Units have updated certain terms of the Framework, including the amortization costs associated with transitioning Tier 1 employees in Tier 2 back into Tier 1 (hereinafter "Tier 1 Rehire Amortization").

This Side Letter Agreement is to memorialize the amended terms regarding Tier 1 Rehire Amortization that the City and the Federated Bargaining Units have agreed upon and which shall be incorporated into the San Jose Municipal Code.

Amended Framework Terms (Tier 1 Rehire Amortization)

The parties hereby agree to the following amendments to the terms of the Framework with regards to Tier 1 Rehire Amortization:

Federated Framework		Amended Terms
Issue	Section	
Tier 2 Retirement Benefits	18	<p>"18. Former Tier 1 Federated City employees who have been rehired since the implementation of Tier 2 or rehired after the effective date of a tentative agreement based on this framework will be placed in Tier 1.</p> <p>a. Any costs, including any unfunded liability, associated with transitioning current Tier 2 employees who were former Tier 1 City employees who have since been rehired will be amortized as a separate liability over a</p>

Side By Side Sample

Nikolai Kolesnikov, Elena Borisenko



Side By Side Sample:

Circular of the Bureau of Standards, 1919 **Scenes from a Life - Sample** Richard Abbott, 2013-12-31 What journey would you make to encounter the meaning of a dream Makty Rasut is a scribe in New Kingdom Egypt fashioning tombs for the elite He lives a comfortable but restless life moving every few years further upstream along the river Nile He is content to exercise his talent without examining his origins Then a series of vivid dreams interpreted with the help of a senior priest disrupts this pattern To solve the riddle he must go on a journey that will take him outside the Beloved Land and away from the life that he knows His travels take him into the neighbouring province of Canaan to a hill country village called Kephraath and to a way of life he has never considered This is a free sample download of the whole novel **Statistical Applications for Environmental Analysis and Risk Assessment** Joseph Ofungwu, 2014-05-06 Statistical Applications for Environmental Analysis and Risk Assessment guides readers through real world situations and the best statistical methods used to determine the nature and extent of the problem evaluate the potential human health and ecological risks and design and implement remedial systems as necessary Featuring numerous worked examples using actual data and ready made software scripts Statistical Applications for Environmental Analysis and Risk Assessment also includes Descriptions of basic statistical concepts and principles in an informal style that does not presume prior familiarity with the subject Detailed illustrations of statistical applications in the environmental and related water resources fields using real world data in the contexts that would typically be encountered by practitioners Software scripts using the high powered statistical software system R and supplemented by USEPA's ProUCL and USDOE's VSP software packages which are all freely available Coverage of frequent data sample issues such as non detects outliers skewness sustained and cyclical trend that habitually plague environmental data samples Clear demonstrations of the crucial but often overlooked role of statistics in environmental sampling design and subsequent exposure risk assessment [Assessment of Exposure to Indoor Air Pollutants](#) Matti Jantunen, Jouni J. K. Jaakkola, M. Krzyzanowski, 1997 Most people spend most of their time indoors and the poor quality of the indoor environment is a strong determinant of a variety of health problems The principal way of preventing adverse health effects is to eliminate exposure to hazardous factors But first standardized methods of assessing exposure are necessary to assess the risk to health and to select optimal risk management actions This book aims to facilitate the implementation of exposure assessment methods in public health practice **Graphics for Statistics and Data Analysis with R** Kevin J. Keen, 2010-04-26 Graphics for Statistics and Data Analysis with R presents the basic principles of sound graphical design and applies these principles to engaging examples using the graphical functions available in R It offers a wide array of graphical displays for the presentation of data including modern tools for data visualization and representation The book considers graphical displays of a single discrete variable a single continuous variable and then two or more of each of these It includes displays and the R code for producing the displays for the dot chart bar chart pictographs stemplot boxplot and variations on the

quantile quantile plot The author discusses nonparametric and parametric density estimation diagnostic plots for the simple linear regression model polynomial regression and locally weighted polynomial regression for producing a smooth curve through data on a scatterplot The last chapter illustrates visualizing multivariate data with examples using Trellis graphics Showing how to use graphics to display or summarize data this text provides best practice guidelines for producing and choosing among graphical displays It also covers the most effective graphing functions in R R code is available for download on the book s website Modern Aspects of Bulk Crystal and Thin Film Preparation Nikolai Kolesnikov,Elena

Borisenko,2012-01-13 In modern research and development materials manufacturing crystal growth is known as a way to solve a wide range of technological tasks in the fabrication of materials with preset properties This book allows a reader to gain insight into selected aspects of the field including growth of bulk inorganic crystals preparation of thin films low dimensional structures crystallization of proteins and other organic compounds **Specifications** United States. Navy

Department. Bureau of Supplies and Accounts,1943 **Oswaal CBSE & NCERT One for All Class 12 English Core (For 2024 Exam)** Oswaal Editorial Board,2023-07-19 Description of the product Strictly as per the latest CBSE Syllabus dated March 31 2023 Cir No Acad 39 2023 Acad45 2023 100 % Updated for 2023 24 with Latest Rationalised NCERT Textbooks Concept Clarity with Concept wise Revision Notes Mind Maps Mnemonics 100% Exam Readiness with Previous Year s Questions Board Marking Scheme Answers Valuable Exam Insights with 3000 NCERT Exemplar Questions Extensive Practice with Unit Wise Self Assessment Questions Practice Papers NEP Compliance with Competency based questions Oswaal One for All Class 12 English, Physics, Chemistry & Biology (Set of 4 books) (For CBSE Board Exam 2024) Oswaal Editorial Board,2023-07-31 Description of the product Strictly as per the latest CBSE Syllabus dated March 31 2023 Cir No Acad 39 2023 Acad45 2023 100 % Updated for 2023 24 with Latest Rationalised NCERT Textbooks Concept Clarity with Concept wise Revision Notes Mind Maps Mnemonics 100% Exam Readiness with Previous Year s Questions Board Marking Scheme Answers Valuable Exam Insights with 3000 NCERT Exemplar Questions Extensive Practice with Unit Wise Self Assessment Questions Practice Papers NEP Compliance with Competency based questions *Oswaal One for All Class 12 English, Physics, Chemistry & Mathematics (Set of 4 books) (For CBSE Board Exam 2024)* Oswaal Editorial Board,2023-07-31 Description of the product Strictly as per the latest CBSE Syllabus dated March 31 2023 Cir No Acad 39 2023 Acad45 2023 100 % Updated for 2023 24 with Latest Rationalised NCERT Textbooks Concept Clarity with Concept wise Revision Notes Mind Maps Mnemonics 100% Exam Readiness with Previous Year s Questions Board Marking Scheme Answers Valuable Exam Insights with 3000 NCERT Exemplar Questions Extensive Practice with Unit Wise Self Assessment Questions Practice Papers NEP Compliance with Competency based questions **Super 10 Sample Papers for CBSE Class 12 Accountancy with Marking Scheme & MINDMAPS** Disha Experts,2018-11-19 Super 10 Sample Papers for CBSE Class 12 Accountancy contains 10 Sample Papers designed on the latest pattern of CBSE Board Exam The book also provides the 2018 Solved

paper along with CBSE Instructions for Marking Further Answer Sheets of 2017 Topper provided by CBSE are also included in the book The book also provide the complete Latest Sample Paper issued by CBSE Syllabus Blue Prints followed by Chapter wise MINDMAPS Explanations to all the questions along with stepwise marking have been provided (Free Sample) Decoding Reading Comprehension: How to Prepare RC for CAT, XAT, SNAP & GMAT Hemant Shrivastava, The book Decoding Reading Comprehension How to Prepare RC for CAT XAT SNAP GMAT has been conceived with dual purpose designed as quick reference to concepts principles in English to find out what a theme is identifying a theme using tools and techniques clause analysis sentence structure sentiment of a text to compare structure of story or passage in terms of its constituents and purpose usage of idioms phrases metaphors and other literary tools Important and essential literary and linguistic definitions rules examples relevant to examinations like CAT Common Admission Test and GMAT General Management Aptitude Test are provided with examples wherever possible Where needed hints are given as to the use of a rule to avoid common mistakes A perfect blend of Handbook and textbook For the first time well written chapters on important topics with suitable examples illustrations figures and tables on essential topics are given in this book The author has taken the pain to fill important knowledge gaps so as to build your fundamental concepts and its application In that sense various exercises are graded as Level of Competence I II and III to give you insight into the application of concepts The emphasis has been placed on reasoning in the sense that facts and logic act as interlocked themes for understanding Facts play an important role in guiding logic Each topic has been treated by way of highlighting central idea of a passage in terms of validity of an application of rule or concept In chapters on argumentation identifying theme or critical reasoning I have been guided by my twenty five years of coaching experience and my own success at CAT examination to secure my entry into Indian Institute of Management Indore The book can be used as a perfect TEXTBOOK CUM PRACTICE BOOK **He Said/She Said First 10 Chapters Sample** Erin Kelly, 2017-02-14 Read the first 10 chapters of He Said She Said In the summer of 1999 Kit and Laura travel to a festival in Cornwall to see a total eclipse of the sun Kit is an eclipse chaser Laura has never seen one before Young and in love they are certain this will be the first of many they ll share But in the hushed moments after the shadow passes Laura interrupts a man and a woman She knows that she saw something terrible The man denies it It is her word against his The victim seems grateful Months later she turns up on their doorstep like a lonely stray But as her gratitude takes a twisted turn Laura begins to wonder did she trust the wrong person 15 years later Kit and Laura married are living under new names and completely off the digital grid no Facebook only rudimentary cell phones not in any directories But as the truth catches up to them they realize they can no longer keep the past in the past From Erin Kelly queen of the killer twist He Said She Said is a gripping tale of the lies we tell to save ourselves the truths we cannot admit and how far we will go to make others believe our side of the story APC Twenty Sample Papers in Accountancy (CBSE Syllabus) - Class 12 D.K. Goel, The book consists of Quick Revision of all Chapters Including Missing Figure Questions Latest

CBSE Sample Paper With Solutions CBSE Annual Examination Question Paper March 2015 Delhi Board With Solutions CBSE Annual Examination Question Paper March 2015 Outside Delhi With Solutions Ten Sample Papers With Solutions Including Value Based and HOTS Questions Ten Practice Papers With Answers Including Value Based and HOTS Questions **You Are My Candy Girl** Cynthia Cordell, 2021-06-09 Stunning This is the word to describe Candy Girl She is girl independence and compassionate do gooder all rolled into one She teaches housewife Marion Sanders how to empower herself She tells Marion that it is okay to feel lowly and under appreciated sometimes because we all have to start some place Our dear Marion leads a bleak life but things are about to turn around for her when she is asked to speak in a lecture circuit She begins to earn money for her profound computer concepts knowledge Despite Marion s homely facade inside beats the heart of a warrior fierce and ready to face the world Candy Girl brings these once locked away features out of Marion In the persona of Marion we bear witness to a shy girl spreading her wings and becoming the beautiful and wonderous butterfly that all her new friends already recognized her to be Oswaal CBSE Sample Question Papers Class 12 Accountancy (For 2024 Exam) Oswaal Editorial Board, 2023-08-03 Description of the product Fresh Relevant with 2024 CBSE SQP Fully Solved Analysed Score Boosting Insights with 500 Questions 1000 Concepts Insider Tips Techniques with On Tips Notes Mind Maps Mnemonics Exam Ready to Practice with 10 Highly Probable SQPs with Actual Board Answer sheets *High Concentrator Photovoltaics* Pedro Pérez-Higueras, Eduardo F. Fernández, 2015-08-04 The aim of this book is to provide a comprehensive overview of the fundamentals and engineering of high concentrator photovoltaic HCPV technology and to elucidate how this complex and emerging technology is applied in power plants It is the first of its kind to focus exclusively on HCPV technology and offers a valuable reference volume to readers This book is the result of an international collaboration among experts and each chapter is written by a specialist in the field The conversion of solar energy to electricity plays an important role in power generation and HCPV is signalled by many researchers and professionals as one of the most promising sources of solar power Therefore this book provides an important resource for companies research institutes and universities to assist with the understanding of fundamentals different applications and potential of such technology **Super 10 Sample Papers for CBSE Class 12 Chemistry with Marking Scheme & MINDMAPS** Disha Experts, 2018-10-20 The book contains 10 Sample Papers designed on the latest pattern of CBSE Board Exam The book also provides the 2018 Solved paper along with CBSE Instructions for Marking Further Answer Sheets of 2017 Topper provided by CBSE are also included in the book The book also provide the complete Latest Syllabus Blue Prints followed by Chapter wise MINDMAPS Explanations to all the questions along with stepwise marking have been provided *Evaluation of PM2.5 speciation sampler performance and related sample collection and stability issues for U.S. Environmental Protection Agency, Office of Air Quality Planning and Standards, Emissions, Monitoring, and Analysis Division* , Oswaal CBSE LMP Last Minute Preparation System and 20 Combined Sample Question Papers Class 12 Commerce Stream (Accountancy, Business Studies, Economics, Mathematics, English

Core) (Set of 2 Books) With Board Additional Practice Questions For 2024 Board Exams #WinTheBoards Oswaal Editorial Board, 2023-11-27 Description of the Product Board Additional Practice Papers Set 1 2 Released on 8th September and 8th November 2023 these are your secret weapons for rigorous exam practice Chapter wise Topic wise Revision Notes Bridge those learning gaps by recalling the most crucial topic details Mind Maps and Mnemonics Simplify complex concepts for crisp recall visualize and memorize with ease Concept Videos Reinforce your understanding with visual aids one last time Comprehensive Coverage Curated with all Major subjects Confidence Booster 700 Questions for Targeted improvement Curriculum Alignment 4 5 sets of Sample Papers to stimulate exam pattern format

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web $p_1 v_1 u_1 v_2$ 2 gz_1 q $p_2 v_2 u_2 v_2$ 2 gz_2 w $p_1 v_1 u_1 h_1$ enthalpy of steam at inlet $p_2 v_2 u_2 h_2$ enthalpy of steam at exit $h_1 v_2$ 2 gz_1 q $h_2 v_2$ 2 gz_2 w generally changes in potential energy are negligible $z_1 z_2$ if no heat is supplied from the surroundings then $q = 0$

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