

August 9, 2012

Gregg McLean Adam
CARROLL, BURDICK & McDONOUGH LLP
44 Montgomery Street, Suite 400
San Francisco, CA 94104-4606

**Re: San Jose POA – Outsourcing Background Investigations
File NO. 038780**

Dear Gregg:

We were disappointed to receive your letter dated August 8, 2012, demanding that the City cease and desist the outsourcing of background investigations.

The City's goal in outsourcing backgrounding is to perform backgrounds on potential San Jose Police Officer recruits for the March 2013 academy, and so that the Department can maximize the number of Police Officers on patrol, instead of pulling Officers out to perform backgrounding. We hope that the POA shares this goal.

Please let us know by the close of business today, if the POA is willing to agree to the City using retired San Jose Police Officers to perform backgrounding, while the POA continues to use these procedural processes.

Sincerely,



Alex Gurza
Deputy City Manager

- c. Chris Moore, Chief of Police
Edgardo Garcia, Deputy Chief
Jim Unland, President, San Jose POA