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**VIA ELECTRONIC AND US MAIL**

Gregg Adam  
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44 Montgomery Street, Suite 400  
San Francisco, CA 94104  
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Re: City of San Jose Outsourcing of Background Investigators

Dear Gregg:

This letter will confirm our telephone conversations of the past few days regarding the outsourcing of the City's background investigations in order to avoid pulling officers from patrol to perform those duties.

First, I understand that, although the parties reached impasse in July, the San Jose Police Officers Association (SJPOA) is declining to proceed to mediation under the City's Employer-Employee Relations Resolution (Resolution 39367). Instead, I understand that the SJPOA will be filing a Petition to Compel arbitration over the alleged violation of Section 51.2 of the parties Memorandum of Agreement as early as Monday, August 27. I understand that you will be in touch regarding hearing dates and a shortened briefing schedule.

This letter will also confirm that the City intends to move forward with the outsourcing of background investigations. The outsourcing process is expected to take approximately three weeks before outside backgrounders can actually begin the work.

Sincerely,

Charles Sakai

cc: Alex Gurza  
Nora Frimann  
Jennifer Schembri

