



August 9, 2012

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VIA EMAIL AND REGULAR MAIL

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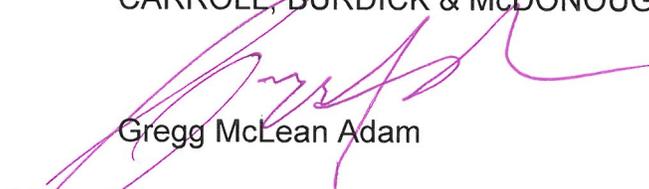
**Re: Your Letter of August 9 re Outsourcing of Background
Investigations
File No. 038780**

Dear Alex:

As confirmed in my e-mail message to you at approximately 2:30 p.m.,
the POA will NOT agree to allow retirees to conduct this bargaining unit work.

Very truly yours,

CARROLL, BURDICK & McDONOUGH LLP



Gregg McLean Adam

GMA:jo

cc: Chris Moore, Chief of Police
Edgardo Garcia, Deputy Chief of Police
Jim Unland, President, SJPOA
John Robb, Vice President, SJPOA
Franco Vado, Chief Financial Officer, SJPOA