

April 26, 2012

Dan Rodriguez  
Business Agent  
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)  
2125 Canoas Garden Ave, Suite 100  
San Jose, CA 95125

**RE: Last, Best, and Final Offer**

Dear Dan:

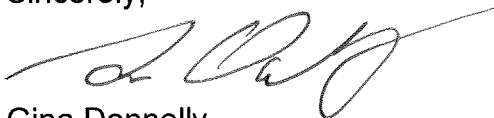
The City is in receipt of your letter dated April 20, 2012, regarding the City's Last, Best, and Final Offer on Healthcare, Medicare Part A and B, and Pension Benefits for New Employees. Regarding your question about the City's previous offers to IBEW regarding these issues, this information is available online:

<http://www.sanjoseca.gov/employeeRelations/RetirementReform.asp>.

In addition to the City's Last, Best, and Final Offer provided to IBEW on or about April 16, 2012, the link noted above will provide information on the proposals provided to and from IBEW related to Healthcare, Medicare Part A and B, and Pension Benefits for New Employees, including the dates of such proposals and the actual proposals themselves.

Please let me know if you have any additional questions. As a reminder, please be advised that the City has placed the Last, Best, and Final Offer dated April 16, 2012, on the City Council agenda for approval in open session on May 1, 2012.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager  
Frank Crusco, IBEW