

July 7, 2011

Vera Todorov  
President  
Association of Legal Professionals  
c/o City Attorney's Office  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Reopener on Retirement Reform**

Dear Ms. Todorov:

We are in receipt of the letter dated July 6, 2011, from the Association of Legal Professionals (ALP). We wanted to clarify certain points that were made in your letter.

The assertion in ALP's letter that on June 13<sup>th</sup> the City indicated it was not exercising the reopener provision contained in the City/ALP agreement is correct. The purpose of the June 13<sup>th</sup> meeting was to discuss a potential framework (similar to ground rules) for concurrent negotiations on the issues of retirement reform and related ballot measures. The June 13<sup>th</sup> meeting did not include any substantive negotiations over retirement reform, therefore it was not necessary to exercise the reopener provisions of the City/ALP agreement.

However, retirement reform remains a critical issue for the City, and as such, we will be in contact with you shortly to begin negotiations over retirement reform. Please note that these negotiations will be separate and apart from any meet and confer obligations that may exist regarding ballot measures proposed by the City.

Please let me know if you have any questions.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations

c: Brian Doyle, Negotiation Team Member