

**SENT VIA EMAIL**

October 28, 2011

George Beattie  
President  
San Jose Police Officers' Association  
1151 North Fourth Street  
San Jose, CA 95112

Robert Sapien  
President  
San Jose Fire Fighters, IAFF, Local 230  
425 E. Santa Clara Street, Suite 300  
San Jose, CA 95113

**RE: Retirement Negotiations**

Dear George and Robert:

This letter confirms that, based on our discussion during the negotiation session held this afternoon, and pursuant to the Framework for Retirement Reform And Related Ballot Measure Negotiations, the parties will participate in mediation. The mediation will commence on November 4, 2011, at 1:30 p.m., in City Hall Tower, Room 1734. Mr. Paul Roose from the State Mediation and Conciliation Service will serve as the mediator.

Sincerely,



Alex Gurza  
Director of Employee Relations

c: Paul Roose, State Mediation and Conciliation Service  
Gina Donnelly, Deputy Director of Employee Relations  
Jim Unland, Vice President, POA  
John Tennant, General Counsel, POA  
Gregg McLean Adam, Carroll, Burdick & McDonough LLP  
Jeff Welch, Vice President, San Jose Fire Fighters, IAFF, Local 230  
Chris Platten, Legal Counsel, San Jose Fire Fighters, IAFF, Local 230