



San Jose Fire Fighters • Local 230

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August 30, 2011

Alex Gurza, Deputy City Manager
Director of Employee Relations
City of San Jose
200 E. Santa Clara Street
San Jose, CA 95113

RE: Retirement Reform Negotiations

Dear Alex,

Local 230 has reviewed the Side Letter Agreement between the City of San Jose and San Jose Police Officers' Association titled Retirement Reform. Local 230 proposes entering into an agreement with the City to provide an 80% maximum "opt in" benefit to employees (2.5% for the first 20 years and 3% after 20 years) to be effective on January 1, 2012 under the following condition:

- Any implementation of an opt-in program is contingent upon receiving an IRS qualification letter.

I look forward to your response to this proposal. If you have any questions, please do not hesitate to contact me.

Respectfully,



Robert Sapien, Jr., President

C: George Beattie, President – San Jose Police Officers Association
Christopher E. Platten, Esq – Local 230 Legal Counsel

