

SENT VIA EMAIL

September 30, 2011

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

RE: Sick Leave Payout

Dear George:

On September 13, 2011, the City notified the POA, pursuant to the side letter contained in the Agreement between the City and the POA, of its intent to begin negotiations over the sick leave payout benefit. The City proposed, and POA agreed, to hold our first meeting on Monday, September 26, 2011, from 4:00 p.m. to 5:00 p.m.

The morning of Friday, September 23, 2011, I was contacted by your representative who informed me that the POA was cancelling this meeting. As we previously indicated, the City would like to begin these discussions as soon as possible. The City proposes to have our first meeting Wednesday, October 5, 2011, from 5:00 p.m. to 6:00 p.m. The City would appreciate receiving confirmation or some alternative dates as soon as possible. In the interest of time, please find enclosed the City's initial proposal.

Thank you in advance for your cooperation and flexibility and we look forward to meeting with the POA in the near future on this matter.

Sincerely,



Gina Donnelly
Deputy Director of Employee Relations

c: Alex Gurza, Deputy City Manager
John Tennant, POA General Counsel
Gregg McLean Adam, Carroll, Burdick & McDonough LLP

Enclosure

CITY PROPOSAL – SICK LEAVE PAYOUT

Proposed Language

Effective January 1, 2012, the sick leave payout benefit shall cease.

This language is intended to replace the language in:

- *Articles 31.2 through 31.2.7 of the POA Memorandum of Agreement.*