

July 21, 2011

Tom Brim  
President  
Association of Building, Mechanical and Electrical Inspectors (ABMEI)  
c/o PBCE Department  
200 East Santa Clara Street  
San Jose, CA 95113

**RE: Retirement Reform**

Dear Tom:

As you know, we reached an agreement on April 29, 2011, for a successor Memorandum of Agreement. This agreement included side letters on Retirement Reform and the Supplemental Retiree Benefit Reserve (SRBR).

On July 6, 2011, the City met with ABMEI, IBEW, MEF and CEO. At that meeting the Unions indicated that they would like to proceed with retirement reform negotiations collectively in a coalition setting. The City is amenable to this proposal.

The side letters we agreed to require the City or ABMEI to provide notice to the other of its request to continue to meet and confer on retirement reform and the SRBR. The City is interested in commencing the retirement reform and SRBR discussions as soon as possible. This letter serves as official notice that the City is requesting to continue negotiations pursuant to the side letters regarding retirement reform and SRBR.

We will be sending a separate letter to ABMEI, CEO, IBEW, MEF and OE#3 regarding the commencement of these negotiations which will include the date which we understand has been mutually agreed upon by the Unions.

Please note these joint negotiations will address the retirement reform matters covered by the side letters. Upon request, each of the Unions listed above may meet and confer separately regarding any City proposals for ballot measures/Charter Amendments, pursuant to *Seal Beach* upon request by the individual Union.

Sincerely,



Gina Donnelly  
Deputy Director of Employee Relations