

SENT VIA EMAIL

November 6, 2020

Paul Kelly, President
San Jose Police Officers' Association
1151 N 4th St
San Jose, CA 95112

Re: Meet and Confer Over Compensation Increases

Dear Paul:

The City is in receipt of your letter dated November 5, 2020, indicating the POA's desire to exercise its one-time re-opener to meet and confer over compensation increases during the term of the July 1, 2020 – June 30, 2021 Memorandum of Agreement between the City and POA. The City has held the following dates and times to meet:

Date	Time
Thursday, November 12, 2020	4:00pm – 5:00pm
Thursday, November 19, 2020	10:00am – 11:00am

Please let us know if either of these times are acceptable to the POA's bargaining team. In light of the COVID-19 pandemic, the City proposes that any meetings be held virtually. The City will provide the POA's bargaining team with an invitation containing a link upon the confirmation of meeting date(s) and time(s). At this moment, the City's negotiating team consists of:

- Jennifer Schembri, Director of Human Resources and the Office of Employee Relations
- Dave Knopf, Acting Chief of Police
- Bill Gold, Senior Executive Analyst in the Office of Employee Relations

With respect to the POA's list of what it believes to be comparator agencies, the City notes that during the last several rounds of negotiations the City and POA have been unable to agree upon a list of comparator agencies, and that this appears likely to continue. With that said, this disagreement over comparator agencies has not prevented the City and the POA from reaching agreements in the past, and the City looks forward to engaging with the POA's bargaining team.

Sincerely,


Jennifer Schembri
Director of Human Resources
Director of Employee Relations

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c: Edgardo Garcia, Chief of Police
Dave Knopf, Acting Chief of Police
POA Bargaining Team
Tom Saggau
Gregg Adam