

**SENT VIA EMAIL**

June 13, 2022

Sean Pritchard, President  
San Jose Police Officers' Association  
1151 N 4th St  
San Jose, CA 95112

**Re: POA Negotiations**

Dear Sean:

As you are aware, the current Memorandum of Agreement (MOA) between the POA and the City will expire on June 30, 2022. In or around March 2022, the parties agreed to commence negotiations over a successor MOA, and held the first negotiation session on March 29, 2022. Since then, the City has provided several [proposals](#) to the POA. While the POA has engaged in discussions with the City related to the Drug and Alcohol Testing Policy and we appreciate the POA's efforts in reaching an agreement on that issue, the POA has not provided any proposals or counterproposals on any other issue to the City to date. Additionally, despite multiple attempts by the City, the POA has not provided their availability to schedule any additional negotiation sessions to date.

Given that the parties will need additional time to negotiate over a successor MOA, the City is confirming its understanding that the terms contained in the July 1, 2021 to June 30, 2022 MOA, and any and all agreed upon Side Letters that otherwise would have expired on June 30, 2022, will remain in effect until such time that the City and the POA reach an agreement on a successor MOA.

Please provide the City with the POA's availability to meet to continue the negotiation process as soon as possible. The City looks forward to continuing to engage in negotiations with the POA over a successor MOA.

Sincerely,



Jennifer Schembri  
Director of Human Resources  
Director of Employee Relations

c: Anthony Mata, Chief of Police  
Paul Joseph, Assistant Chief of Police  
Tom Saggau, POA Consultant  
Gregg Adam, POA Legal Counsel