

COPY

May 25, 2004

VIA FACSIMILE: 541-4710

Ms. Lisa A. Elizondo
City Attorney
City of El Paso
2 Civic Center Plaza
9th Floor
El Paso, TX 79901

Re: Retirement from the City of El Paso

Dear Ms. Elizondo:

Please accept this letter as my notice of intent to retire from my employment with the City of El Paso in my capacity as Director of Solid Waste Management. It is my intent to retire from my position with a gross annual pension benefit of \$90,000.00 as agreed upon by the parties. My retirement and the execution of any and all documents related to my retirement is expressly contingent upon the receipt of a gross annual pension benefit of \$90,000.00 on the effective date of my retirement.

It is my understanding that I will need to remain at the appropriate salary ("the new salary") for a period of no less than thirty days, and I understand that the City will handle all necessary paperwork to ensure the end result. Thus, the effective date of my retirement shall be 31 days following the effective date of the new salary. My last day of work will be May 26, 2004. I agree to utilize any and all accrued leave for the period of time required until the effective date of my retirement. My agreement to retire is contingent upon the execution of a formal release and settlement agreement that shall guaranty the gross annual retirement benefit of \$90,000.00 as described above and as indicated in the Release of All Claims.

Please advise me if you need any additional information and forward the necessary documentation to my attention at your earliest convenience.

Sincerely,


Emma Acosta