



Department of Employee Relations

April 8, 2002

John O. Norquist
Mayor

Jeffrey Hansen
Director

Florence Dukes
Deputy Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Manager

Mr. Sam Purdy
Business Representative
Local #494 (FED)
3303 S. 103rd Street
Milwaukee, WI 53227

Dear Mr. Purdy:

This is to confirm our agreement regarding the development of shift selection procedures for 2003 and beyond. The Fire Department will work cooperatively with the Union to develop by October 1, 2002, a shift selection procedure that will take into account employee seniority for shift selection as well as the need to balance experience across all shifts. The recommendations of the shift selection procedure group shall be advisory and shall be subject to the approval of the City.

Sincerely,

Frank H. Forbes
Labor Negotiator

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