

EXHIBIT A
2010 City of Milwaukee Furloughs - Summary of Operational Details
Department of Employee Relations

Section 350-116 of the Milwaukee Code of Ordinances authorizes the implementation of mandatory furloughs for city officials and most city employees. This document summarizes the 2010 City of Milwaukee Operational Details to implement mandatory furloughs on:

- Monday, April 5th , 2010
- Friday, May 28th , 2010
- Friday, July 2nd , 2010
- Friday, September 3rd , 2010

In general, mandatory furloughs will apply to all city officials and most employees independent of funding source. The implementation plan for mandatory furloughs across City departments is summarized below:

CABINET DEPARTMENTS: will be required to comply with the mandatory furlough schedule as presented above. Departments will, however, identify employees staffing key functions who will be required to work during the aforementioned days but will be scheduled for four mandatory furlough days as determined by the appointing authority before the end of the 2010 fiscal year.

NON-CABINET DEPARTMENTS: will be required to comply with mandatory furloughs but retain the flexibility of determining when employees will be furloughed based on operational needs. This includes implementing a different mandatory furlough schedule for the entire department or staggering delayed furlough days for furlough-eligible employees. The four mandatory furloughs days must be scheduled before the end of the fiscal year.

Note: The Municipal Court will furlough its employees on Tuesday, September 7th instead of Friday September 3rd. All other furlough days for the Court will be consistent with the above schedule. The City Attorney's Office and the Comptroller's Office will furlough employees consistent with the above schedule but may identify furlough-eligible must report positions based on operational needs.

PROTECTIVE SERVICE DEPARTMENTS: Furloughs within the Fire and Police Departments are to be scheduled in a manner designed to minimize the disruption to department operations. An implementation plan is to be approved by the Fire and Police Commission.

MPD: Civilian and sworn management personnel will serve 4 days of mandatory furlough before the end of the fiscal year. All other sworn personnel must be scheduled for 2 days of mandatory furlough before the end of the fiscal year. Furloughs at the Milwaukee Police Department are to be scheduled in a manner to be determined by the Chief.

MFD: Civilian personnel, sworn management personnel and members of the Chief Officers Association will serve 4 days of mandatory furlough before the end of the fiscal year. These days are to be scheduled in a manner to be determined by the Chief.

FURLOUGH-ELIGIBILITY CLASSIFICATIONS

Furlough-Eligible –(FE) employees who occupy positions which have been identified as furlough eligible, and who are subject to furlough provisions applicable to their respective department. All City of Milwaukee employees who are identified as furlough- eligible will be subject to mandatory furlough days in 2010 to be served as described above or scheduled, in a manner to be determined by the department head, in 8- hour increments before the end of the fiscal year.

Furlough-Eligible/Must Report-(FEMR) employees who occupy positions that have been identified as furlough-eligible and who would normally be furloughed on the designated City mandatory furlough days, but who are required to work because of business necessity. Employees who are FEMR will be required to serve four days of delayed mandatory furlough time, in increments of 8 hours, to be scheduled in a manner to be determined by the department head, before the end of the fiscal year.

Furlough-Ineligible – (FI) a position with assigned duties which must be performed on the scheduled mandatory furlough days. Employees occupying such positions are subject to working on the scheduled furlough days and will not be required to serve any delayed mandatory furlough time.

NOTE: *The number and type of positions identified under each “furlough eligibility” category is subject to change based on business needs and service delivery considerations in place during a mandatory furlough week.*

FURLOUGH-ELIGIBLE/MUST REPORT (FEMR)

DEPARTMENT OF PUBLIC WORKS:

ADMINISTRATION

- 3 Call Center Communications Assistants on 04/05/10 and 2 on 05/28/10, 07/02/10, and 09/03/10.
- Tow Lot: 1 Tow Lot Manager, 1 Tow Lot Assistant Manager, 1 Vehicle Salvage Supervisor, and 1 Tow Lot Supervisor
- City Hall Operators (number to be determined by DPW-Admin)
- 1 Parking Meter Technician
- Night /Day parking enforcement.

OPERATIONS

- 2 Urban Forestry Technicians, 1 Nursery Laborer, 1 Urban Forestry Crew Leader
- Garbage collection force of 209 workers: 72 cart collection routes (144 workers), 3 rear load routes (6 workers), 4 front load routes (4 workers), 34 designated recycling routes (34 workers), 3 support yard staff. Supervisory staff: 15 Sanitation Supervisor and 3 District Managers.
- Fleet Maintenance Staff of 13 workers: 2 Dispatchers, 4 Field Service Mechanics, 6 second shift Vehicle Services Technicians, and 1 broom to sweep Summerfest and downtown area.

INFRASTRUCTURE SERVICES

- Electrical Service response (1st, 2nd and 3rd shift response for lighting services and Digger Hotline field locating services): 1 Electrical Services Manager, 10 Electrical Mechanics, 8 Electrical Workers, 2 Utility Workers, 4 Laborers-Electrical Service
- Transportation/Central Drafting (Diggers Hotline response): 1 Engineering Drafting Technician IV, 1 Engineering Drafting Technician II.
- Construction Management (inspection of active, on-going construction projects by Public Works Inspectors): 35 Public Works Inspectors, 1 Civil Engineer V, 2 Management Civil Engineer Senior
- Bridge Openings: 14 Bridge Operators and 3 Bridge Operator Lead workers
- Sewer Maintenance: 1 crew of a Sewer Investigator and Sewer Investigator Helper for day shift and 1 crew for second shift. The second shift crew will be on-call for the third shift.

WATER WORKS:

Minimum staffing for Water Works treatment plant operations and minimum staffing for Water Works distribution system control including:

- 2 Water Chemists x 3 shifts
- 4 Senior Water Treatment Plant Operators x 3 shifts
- 2 Water Treatment Plant Operators x 3 shifts
- 1 Water Systems Operator x 3 shifts
- 1 Communications Assistant V x 3 shifts
- 1 Water Distribution Utility Investigator x 3 shifts
- 1 Water Distribution Laborer x 3 shifts

Note: Additional represented employees will be "on call" to respond to water main breaks.

ELECTION COMMISSION:

- April 5, 2010 - All employees (to ensure staff is prepared for April 6th election).

HEALTH DEPARTMENT:

- 1 Environmental Health Specialist to work at Summerfest (070210)
- 1 Virologist to work in the laboratory.
- 1 Public Health Nurse (2 hours to administer medication to TB clients)
- 1 Custodial Worker at Northwest Health Center to staff building when federal employees are working.

MILWAUKEE PUBLIC LIBRARY:

- 2 Custodial Workers to staff facilities when MCFLS employees will be working.

DEPARTMENT OF NEIGHBORHOOD SERVICES:

- July 2, 2010 – 10-12 inspectors handling for pre-shoot fireworks inspections, electrical and plumbing for festival and structural and electrical hazards emergency calls.
- April 5th, May 28th, September 3rd - 3 to 4 trades inspectors (plumbing, electrical, construction)

PORT:

If ship is scheduled to arrive during a furlough week, the following individuals will be scheduled to work: 1 Operations Manager, 1 Facilities Supervisor, 3 Port Maintenance Technicians, 2 Harbor Crane Operators, 1 Port Mechanic.

NOTE: *In addition to positions which have been identified as FEMR, City departments will ensure appropriate “on-call” personnel will be available to respond to emergencies during the shut- down.*

FURLOUGH –INELIGIBLE

DEPARTMENT OF PUBLIC WORKS:

Tow Lot represented employees. The Tow Lot is already scheduled to be closed on July 5th and September 6th in accordance with City holidays. Tow Lot services involving payment of citations and retrieval of vehicles would be greatly impacted, even with staggered mandatory furloughs of represented employees.

Tow Lot Assistant IV (2)

Tow Lot Crew Leader

Tow Lot Assistant III (7)

Tow Lot Attendant (11 regular, 2 auxiliary)