



Department of Employee Relations

**Tom Barrett**  
Mayor

**Maria Monteagudo**  
Director

**Michael Brady**  
Employee Benefits Director

**Troy M. Hamblin**  
Labor Negotiator

Sent Electronically and U.S. Mail

March 2, 2012

Mr. Thomas Klusman, Labor Relations Manager  
Milwaukee Police Supervisors' Organization  
2900 W. Forest Home Avenue  
Milwaukee, WI 53215

RE: Accrued Time-Off Donor Program

Dear Mr. Klusman:

As I discussed with you verbally on March 1, 2012, there will be a proposal brought forward to the Finance and Personnel Committee to expand the Accrued Time-Off Donor Program. This will be done by amending Chapter 350 of the Milwaukee Code of Ordinances. As you know, Article 57 of the Agreement covers this benefit for employees represented by the MPSO. The expanded benefit would include allowing donations to employees for a terminal illness or a major catastrophic illness of an employee's spouse, child, step-child, or qualified domestic partner.

The other needed change to the current Agreement relates to the employee being required to exhaust all available sick leave for his or her own terminal or catastrophic illness. Under the new benefit the employee would not be required to exhaust his or her sick leave before utilizing this benefit as it applies to the spouse, child, step-child, or qualified domestic partner. The employee would, however, be required to use all available paid sick leave as allowed by law under the FMLA. In most cases this would be 2 weeks.

In order for these changes to apply to employees represented by the MPSO, you will need to agree to this change. If you have any questions or need more information, please contact me at your earliest convenience.

Sincerely,



Troy M. Hamblin  
Labor Negotiator