



Tom Barrett
Mayor, City of Milwaukee

June 5, 2009

Mr. Bobbie R. Webber, President
Milwaukee Professional Firefighters' Association
5625 West Wisconsin Avenue
Milwaukee, WI 53213

RE: Local #215 Proposal and Furloughs

Dear Mr. Webber:

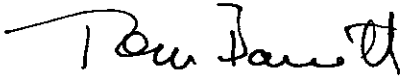
I spoke with Mr. Hamblin regarding your proposal to maintain a minimum staffing level of 250 employees forever in exchange for the employees giving up one paid off day. As I am sure you are aware given the economic challenges that lie ahead for the City of Milwaukee and the uncertainty we face, the City is not able to agree to your proposal. Mr. Hamblin will be providing you with a counter offer that would keep the 5th employee on the ladder trucks through the end of pay period 26 of 2009. If Local #215 agrees to the City's proposal, we will take it to the Common Council for approval. Until then the proposal to eliminate the 5th employee on the ladder trucks will be moved forward to the Common Council.

In the interim, one of the options the City will be implementing to deal with these challenges is mandatory furloughs. Since my last meeting with you and other union leaders, there has been a change regarding sworn employees. The Milwaukee Fire Department will be furloughing all non-represented management employees, including the Chief. In addition, the City will furlough for 16 hours some employees represented by Local #215. The employees who will be furloughed are those who are not involved with front line fire suppression activities. The Chief will decide which employees are to be furloughed.

Mr. Bobbie R. Webber, President
Milwaukee Professional Firefighters' Association
June 5, 2009
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Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Tom Barrett". The signature is fluid and cursive, with the first name "Tom" and last name "Barrett" clearly distinguishable.

Tom Barrett
Mayor

cc: Willie L. Hines, Jr., President
Michael J. Murphy, Alderman
Douglas Holton, Chief



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

June 8, 2009

Mr. Bobbie R. Webber, President
Milwaukee Professional Firefighters' Association
5625 West Wisconsin Avenue
Milwaukee, WI 53213

RE: City of Milwaukee Counter Proposal to Local #215

Dear Mr. Webber:

On June 4, 2009 you made the following proposal to the City of Milwaukee:

The City of Milwaukee shall maintain a minimum staffing level in the Milwaukee Fire Department of 250 employees forever in exchange for all employees giving up one paid off day.

As I verbally informed you, your proposal was rejected. However, the City of Milwaukee would provide the following counter proposal to the membership of Local #215:

1. All employees agree to take a total of 19.92 hours of unpaid time off prior the end of pay period 26, 2009, which will be scheduled in the following manner:
 - A. All employees agree to take 9.96 hours of their next scheduled paid off day as unpaid time off.
 - B. All employees agree to take 9.96 hours of one scheduled paid off day in September as unpaid time off.
 - C. If an employee does not have a scheduled paid off day in September, then the employee agrees to take 9.96 hours of one of their remaining scheduled paid off days prior to the end of pay period 26, 2009 as unpaid time off.
2. The City of Milwaukee agrees to retain the fifth (5th) employee on ladder trucks that are currently staffed with five (5) employees until the end of pay period 26, 2009.
3. The City of Milwaukee does not commit to any staffing levels beyond the end of pay period 26, 2009.

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Milwaukee Professional Firefighters' Association
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4. Local #215 agrees that the City of Milwaukee will have to make alterations to employee time records to execute this agreement because of the lack of codes in the payroll system to accomplish the intent of the agreement.
5. The City of Milwaukee agrees to bargain the impact of the unpaid time off on benefits related to base salary if so requested by Local #215.
6. This agreement expires January 1, 2010.

This counter proposal is the equivalent of 16 hours of unpaid time off if firefighters worked a 40 hour work week.

If you agree to the above conditions, please sign, date, and return a copy of this letter to me before the end of the day on June 12, 2009. The Agreement will then go before the Finance and Personnel Committee meeting on June 15, 2009 and before the Common Council on June 16, 2009.

Thank you for your consideration.

Sincerely,



Troy M. Hamblin
Labor Negotiator

cc: Tom Barrett, Mayor
Milwaukee Common Council Members
Douglas Holton, Chief

Bobbie R. Webber
President, Local #215

Date



Tom Barrett
Mayor, City of Milwaukee

June 5, 2009

Mr. John Balcerzak, President
Milwaukee Police Association
6310 West Bluemound Road
Milwaukee, WI 53213

RE: Furloughs

Dear Mr. Balcerzak:

As you know the City of Milwaukee is facing daunting economic challenges in the coming months. One of the options the City will be implementing to deal with these challenges is mandatory furloughs. Since my last meeting with you and other union leaders, there has been a change regarding sworn employees. The Milwaukee Police Department will be furloughing some Captains and all higher ranking officials, including the Chief.

In addition, the City will furlough for 16 hours some employees represented by the Milwaukee Police Association. The employees who will be furloughed are those who are involved with police support functions rather than patrol duties. The Chief will decide which employees are to be furloughed.

Since approximately 60% of all City employees will lose 16 hours of salary, I am requesting that employees represented by the Milwaukee Police Association, who are not furloughed, participate with a salary reduction by agreeing to take two days of unpaid vacation or floating holidays between now and December 31, 2009.

I also hope you and the entire law enforcement community understand that I am truly appreciative of the work they do on a day-to-day basis. The financial sacrifice I am asking for is in no way a reflection of the quality of their work.

Mr. John Balcerzak, President
Milwaukee Police Association
June 5, 2009
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Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads "Tom Barrett". The signature is written in a cursive, flowing style.

Tom Barrett
Mayor

cc: Willie L. Hines, Jr., President
Michael J. Murphy, Alderman
Edward Flynn, Chief



Tom Barrett
Mayor, City of Milwaukee

June 5, 2009

Mr. Thomas P. Klusman, President
Milwaukee Police Supervisor's Organization
2900 W. Forest Home Avenue
Milwaukee, WI 53215

RE: Furloughs

Dear Mr. Klusman:

As you know the City of Milwaukee is facing daunting economic challenges in the coming months. One of the options the City will be implementing to deal with these challenges is mandatory furloughs. Since my last meeting with you and other union leaders, there has been a change regarding sworn employees. The Milwaukee Police Department will be furloughing all non-represented managers, including the Chief.

In addition, the City will furlough for 16 hours some employees represented by the Milwaukee Police Supervisor's Organization. The employees who will be furloughed are those who are involved with police support functions rather than patrol duties. The Chief will decide which employees are to be furloughed.

Since approximately 60% of all City employees will lose 16 hours of salary, I am requesting that employees represented by the Milwaukee Police Supervisor's Organization, who are not furloughed, participate with a salary reduction by agreeing to take two days of unpaid vacation or floating holidays between now and December 31, 2009.

I also hope you and the entire law enforcement community understand that I am truly appreciative of the work you do on a day-to-day basis. The financial sacrifice I am asking for is in no way a reflection of the quality of your work.

Mr. Thomas P. Klusman, President
Milwaukee Police Supervisor's Organization
June 5, 2009
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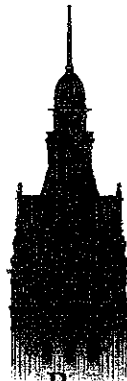
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Tom Barrett
Mayor

cc: Willie L. Hines, Jr., President
Michael J. Murphy, Alderman
Edward Flynn, Chief



Tom Barrett
Mayor, City of Milwaukee

June 8, 2009

Mr. Richard W. Abelson, Executive Director
Milwaukee District Council 48
AFSCME, AFL-CIO
3427 West St. Paul Avenue
Milwaukee, WI 53208

RE: Employees Ineligible for Furloughs

Dear Mr. Abelson,

As you know the City of Milwaukee will be asking the Common Council to implement 16 hours of mandatory furloughs for most employees. It appears that all but a few employees represented by District Council 48 will be furloughed at some point during 2009 for 16 hours. The only employees you represent not being furloughed are the following:

Tow Lot Assistant IV (2)
Tow Lot Crew Leader
Tow Lot Assistant III (7)
Tow Lot Attendant (11 regular, 2 auxiliary)

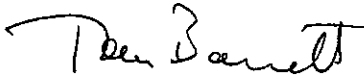
The managers and supervisors in the tow lot will be furloughed. Since all other employees represented by District Council 48 will lose 16 hours of salary, I am requesting that the employees in the above classifications agree to participate in the salary reductions by agreeing to take two days of unpaid vacation between now and December 31, 2009.

I also hope you and the employees you represent understand that I am truly appreciative of the work they do on a day-to-day basis. The financial sacrifice I am asking for is in no way a reflection of the quality or quantity of their work.

Mr. Richard W. Abelson, Executive Director
Milwaukee District Council 48
June 8, 2009
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Thank you for your consideration.

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Tom Barrett
Mayor

cc: Willie L. Hines, Jr., President
Michael J. Murphy, Alderman
Jeff Mantes, Commissioner

TB:TMH:lk