



ASSOCIATION OF LAW ENFORCEMENT ALLIED SERVICES PERSONNEL

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June 2, 2009

Mayor Thomas Barrett
City Hall
200 E Wells Street
Milwaukee, WI 53202

Members of the Common Council
City Hall
200 E Wells Street
Milwaukee, WI 53202

Re: City's suggested employee furloughs/layoffs

Dear Mayor Barrett and Members of the Common Council:

This letter is written on behalf of the Association of Law Enforcement Allied Services Personnel, Local 218 (ALEASP) members.

At the outset, we wish to advise that our members, your employees, are all too aware of the economic conditions which exist at this time. This is especially true since they generally live paycheck to paycheck and have families to support. Due to the potentially severe, personal impacts which furloughs/layoffs will have on our individual members, we are writing this letter to attempt to bring our concerns and issues to your attention in hopes of minimizing, if not even avoiding, those impacts on our members.

In this regard, we have several concerns:

1. It is our belief that the furloughs/layoffs of ALEASP members will necessitate removing police officers from the street and patrol duties and reassigning them to cover the duties normally performed by our members. Therefore, the question is: what economic benefit would come from this since our members make considerably less than the City's police officers? In essence, the City would end up paying more for those work duties than if it had simply not furloughed/laid off our members.

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2. It is our further belief that our parking checker members generate more revenue for the City than it costs the City to pay those parking checkers for performing their duties. Question: what fiscal benefit would there be in furloughing/laying off the parking checkers?

In addition, what costs would the City incur in reassigning, for example, police officers to perform parking checker duties? It would appear that such a reassignment of higher paid police officers to do parking checker duties would cost more than the revenue which would be generated. Not assigning personnel to do those parking checker duties would lead to a total loss of the revenue for the City which is normally generated by the parking checkers.

3. It has also come to our attention that the City is anticipating hiring more dispatchers, seasonal telecommunicators, more regular telecommunicators and 6 new Office Assistant I's. If the money, and the need, exists for these additional employees, why would any present dispatchers or telecommunicators be furloughed/laid off? When viewed in light of the additional costs of training such new personnel, what fiscal benefit would the City achieve in such a course of action? Again, it would appear that the economic benefit to the City would result in a larger expenditure of monies rather than simply not furloughing/laying off the present personnel.
4. Another issue which concerns us is that there are police officers who are assigned to limited duty. Many of these officers are not in uniform and are not to be carrying a firearm and are assigned to such duties such as filing documents and doing other types of clerical work which is done by our members; however, these limited duty officers apparently are not to be included in the furlough/layoff proposal. Why? It would appear that the cost to have more highly paid limited duty police officers not be furloughed/laid off, while having them perform the duties of our civilian members would not achieve any economic benefit for the City. How does the City project saving money in that situation?
5. Our labor contract does not provide for furloughs but it does cover layoffs. Layoffs, contractually, are to be by seniority, as more specifically set forth in the ALEASP collectively bargained agreement with the City of Milwaukee. Despite having been asked, the question remains: will our contract be honored and the seniority provisions followed?
6. It is also a concern that the loss of eight (8) hours of pay all at one time would again adversely impact our members. It is suggested that rather than an eight (8) hour loss of pay, perhaps that time could be extended into two (2) different four (4) hour blocks of pay. This would help alleviate the economic reduction of salary or compensation which our members would experience and spread that reduction of salary or compensation over an extended time period of time rather than have it hit our members all at once. Moreover, this may also provide assistance in retaining the benefits utilized by our members.

Additionally, since each person knows their respective financial condition better than someone else, it is also suggested that the employee be given a choice as to when to take required time off to better soften the impact of the reduction of salary or compensation.

7. We understand that there are appropriate legal procedures and requirements which impact and govern furloughs/layoffs. In this regard, we are hopeful that any action taken by the City will duly comply with all of the statutory, contractual and municipal laws, including such preliminary

requirements which are or might be conditions precedent to any final decision or implementation of any such decision.

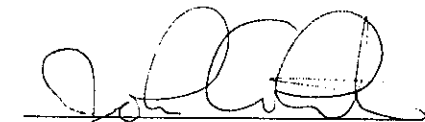
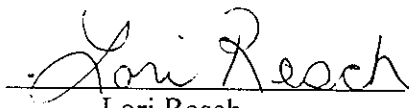
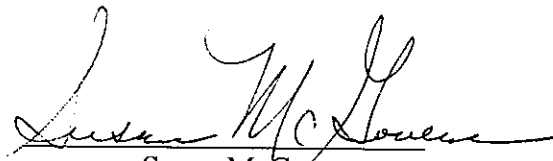
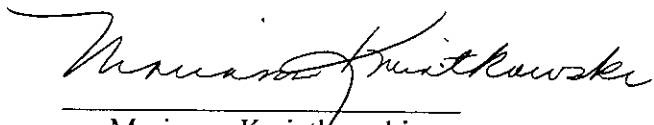
We wish to emphasize that ALEASP and its members desire to work amicably with the City while at the same time respectfully requesting that the City work amicably with us in addressing these concerns as outline above and the severe, personal economic impacts which our members, your employees, are confronted with. We also wish to remind the City that ALEASP members continue to endure through this economic crisis at 2006 wages in 2009.

We are also respectfully requesting to meet formally or informally with the City and its duly authorized representatives to work towards a mutually agreeable solution to the situation.

Please contact us since we are very interested in staying on top of this situation.

Thank you.

Sincerely,


John Whitman
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