

## LETTER AGREEMENT

**THIS LETTER AGREEMENT** by and between Louisville/Jefferson County Metro Government ( hereinafter “ Louisville Metro”) and Louisville Metro Traffic Guards Association ( hereinafter” Union”) amends the Collective Bargaining Agreement extending to employees of the Louisville Metro Police Department holding the positions of Traffic Guards.

**WHEREAS**, as a result of a national and local economic recession that is eroding Louisville Metro's operating revenues resulting in projected revenues less than projected expenditures in Fiscal Year 2011-12; and

**WHEREAS**, Louisville Metro has implemented budget reductions or freezes in Department budgets along with the utilization of previously budgeted but not spent funds to submit a balanced budget which has been approved by Metro Council; and

**WHEREAS**, it is the intent of Louisville Metro and the Union to cooperate in all respects proper and necessary to seek and implement reduction in personnel costs not resulting in the permanent lay-off of employees; and

**WHEREAS**, Louisville Metro has encouraged all employees to participate in a voluntary furlough program to assist in the effort to avoid permanent lay-offs; and

**WHEREAS**, employees holding the positions of Traffic Guards due to the nature of their responsibilities are unable to participate in the voluntary furlough program.

**NOW THEREFORE, LOUISVILLE METRO AND THE UNION AGREE AS FOLLOWS:**

1. The parties agree to amend Article 12 of the Collective Bargaining Agreement to read as follows:

There will be mandatory meetings every other week with the Police Department and all Traffic Guards during each school year. In-service training may be provided during these meetings. Members shall be paid a minimum of three (3) hours of pay for attendance at a mandatory meeting.

2. There are no other agreements between the parties other than as set forth herein.

3. The Collective Bargaining Agreement effective July 1, 2008 and expiring on June 30, 2013, shall remain in full force and effect with no modifications or changes other than those expressly set out herein, and in a previous Letter Agreement dated November 3, 2009.

4. This Letter Agreement shall be effective upon its execution by the parties and expires June 30, 2012.

**IN WITNESS WHEREOF**, the parties have affixed their signatures this the 22<sup>nd</sup> day of August, 2011.

LOUISVILLE METRO TRAFFIC  
GUARDS ASSOCIATION

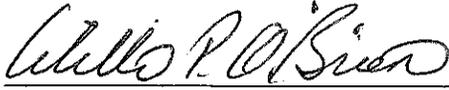
BY: Barbara Harbesmeier

DATE: 17 August 2011

LOUISVILLE/JEFFERSON COUNTY  
METRO GOVERNMENT

BY: Greg Fischer  
GREG FISCHER, MAYOR

APPROVED AS TO CONTENT:

A handwritten signature in cursive script, appearing to read "Michael P. O'Connell".

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MICHAEL O'CONNELL  
JEFFERSON COUNTY ATTORNEY