



November 3, 2009

Mayor, Vice-Mayor and City Commissioners:

I would like to take a moment of your time on behalf of the Lawrence Police Officers' Association (LPOA), to encourage you to follow the City Manager's recommendation to fully fund longevity payments for 2009.

As you know longevity payments have been a part of our Officers' and Detectives' compensation mix for over 30 years. This pay mix rewards performance, skill sets and years of service, which will help in future recruitment and retention of long-term quality Officers and Detectives.

The City's 2003 compensation study confirmed that longevity is a vital part of our pay mix. The study noted that \$48.00 is a fair reward for long-term tenured employees that consistently provide quality services. This \$4.00 per month or \$48.00 a year amount has been paid to our members for over 12 years.

The Citizens of Lawrence expect and deserve quality services, which our members will continue to provide and strive to improve. Thank you for your past support of our membership and we request your affirmative vote in regards to the 2009 longevity payment.

Respectfully,

*/e/ Mike McAtee*

Mike McAtee  
Chairman LPOA

CC: Chief W. Ronald Olin  
City Manager Dave Corliss  
Assistant City Manager Diane Stoddard  
Mark Weems LPOA Secretary