

November 14, 2017

Ben Brassart
503 Arizona St.
Lawrence, KS 66049

Mayor Leslie Soden
Vice Mayor Stuart Boley
Commissioner Mike Amyx
Commissioner Matthew Herbert
Commissioner Lisa Larsen
City of Lawrence, Kansas
P.O. Box 708
Lawrence, KS 66044

Dear Mayor Soden and Members of the Lawrence City Commission,

I write this letter, as both an employee and citizen of the City of Lawrence, to voice my opinion and support concerning the approval of \$4.00/month longevity payments for City employees. With the extensive history of the longevity payment policy at the City, many employees have come to rely on the yearly payment as part of their annual income. To significantly cut or eliminate the payments would have an immediate and tangible negative effect on many of our employees here in Lawrence.

While funding of longevity payments is clearly at the sole discretion of the City Commission, so too are countless other potentially cost-saving and likewise cost-incurring decisions. In my position with the City, I too make decisions on how to best appropriate a portion, albeit a small one, of the City's yearly budget. This is a responsibility I've always taken very seriously, as I'm sure you all do as well. I work with my peers and colleagues to determine our needs. I research and consider possible solutions. I weigh and measure how that choice will affect the City, not just in the following years, but for many years to come.

It is with this mindset that I approach the topic of this letter. It is my belief that the existing longevity policy of the City of Lawrence is an investment in our employees with a high rate of return. The goodwill shown by supporting this policy will help retain employees in an increasingly competitive job market, show support for our employees and their families, and inspire confidence in City leadership.

I understand first-hand the ever-present yoke of an over-burdened budget. While it may be tempting to pick the easy, low-hanging fruit of the longevity policy in an attempt to save money, I urge the Commission to consider the true cost, and look elsewhere for relief.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ben Brassart', with a stylized, flowing script.

Ben Brassart