

**From:** Rynn Kerkhove <kerkhove1996@gmail.com>  
**Sent:** Thursday, July 15, 2021 2:26 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Pay Equity

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

My name is Rynn, and I am a City of Madison employee and member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong.

I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

Rynn

-----Original Message-----

From: T Bud Brei <talk2tbud@gmail.com>

Sent: Friday, July 23, 2021 11:16 AM

To: All Alders <allalders@cityofmadison.com>

Subject: Please support the Coalition's alternate proposal for wage equity attached to Legistar #66091

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

My name is Todd Brei, and I am a City of Madison employee, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong.

I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

Todd Brei

**From:** tgoldbin@att.net <tgoldbin@att.net>  
**Sent:** Friday, July 23, 2021 11:21 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** [All Alders] MPSEA & Coalition paper-pay equity

**Recipient:** All Alders

**Name:** Terri Goldbin  
**Address:** 4805 Hamlet Place, MADISON, WI 53714  
**Email:** [tgoldbin@att.net](mailto:tgoldbin@att.net)

**Would you like us to contact you?** Yes, by email

**Message:**

I am requesting your support of the coalitions plan for pay equity July 2021 which was submitted by MPSEA.  
Your time in this matter is greatly appreciated.

**From:** Richie Breidenbach <elbreidenbach@gmail.com>  
**Sent:** Friday, July 23, 2021 12:52 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support Pay Equity!

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hi alders,

I work for the City and I am writing to urge you to support pay equity for all City employees at the upcoming Committee on Employee Relations meeting. Right now, MPSEA members and our fellow Coalition Partners are 6% behind sworn MFD/MPD employees. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong.

Please support the pay equity plan outlined by MPSEA in the following pdf, and NOT the mayor's plan:

[https://257947ab-1b34-4cd5-be18-53c01a04bf88.filesusr.com/ugd/a4d4b0\\_9621e8692207463582266a5fa29bb52f.pdf](https://257947ab-1b34-4cd5-be18-53c01a04bf88.filesusr.com/ugd/a4d4b0_9621e8692207463582266a5fa29bb52f.pdf)

Thank you!  
Richie Breidenbach  
114 N Brearly St, Madison, WI 53703

**From:** Chad Veinot <chadveinot@gmail.com>  
**Sent:** Saturday, July 24, 2021 6:06 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Wage Equity

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Dear Alders,

My name is Chad Veinot, and I am a City of Madison employee, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong.

I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

Chad A. Veinot

**From:** Rebecca Below <rjbelow1@hotmail.com>  
**Sent:** Saturday, July 24, 2021 9:41 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Alternate Proposal for Legistar #66091

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Dear City of Madison Alders,

My name is Rebecca Below, and I am a City of Madison employee, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong. I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

Rebecca Below

**From:** Tim Jahr <tim.jahr@gmail.com>  
**Sent:** Saturday, July 24, 2021 3:04 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** wage equity

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

My name is Tim Jahr, and I am a City of Madison employee, and a member of MPSEA. I am emailing to encourage you to support the Coalition's alternate proposal for wage equity (attached to Legistar #66091). I also hope you will consider supporting MPSEA and our fellow General Municipal Employees regardless of decisions on this specific proposal. The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has always impressed me in my short time here with the commitment to treating employees equitably, but wage equity is an important part of your employees feeling that commitment. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and showing that ALL employees contribute equally to the success of our City, not just those who have a union forcing the issue. Most importantly, it is the right thing to do. Balancing the budget by hurting those who keep the City running is the wrong approach.

I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

**Tim Jahr**, (260) 918-0716  
[tim.jahr@gmail.com](mailto:tim.jahr@gmail.com)

**From:** Douglas Creviere <dcreviere22@gmail.com>  
**Sent:** Sunday, July 25, 2021 12:23 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Pay for non rep

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please support pay increases for non reps. I have been working through this pandemic at Metro. I don't believe it to be enough but I would be grateful for something at this point. Thank you



**From:** Carissa Wegner <carissa396@gmail.com>  
**Sent:** Wednesday, July 28, 2021 9:00 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please Support the Wage Equity Resolution

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I'm a City of Madison employee and a member of MPSEA. I'm writing to ask for your support in the Wage Equity resolution at the CER meeting tonight.

Thanks very much for your consideration.

Sincerely,

Carissa Wegner  
Madison, Wisconsin

**From:** Dan Rodman <danrodman@gmail.com>  
**Sent:** Wednesday, July 28, 2021 12:03 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Wage Equity

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Madison Alders,

I am a Madison Parks Division employee since 2007, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong. I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Thank you,

Dan Rodman

**From:** outdoorlvr@charter.net <outdoorlvr@charter.net>  
**Sent:** Tuesday, September 14, 2021 10:26 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Wage Parity for General Municipal Employees

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Good Morning,

I am writing to express my support the Coalition's alternate proposal for Legistar #66091 (<https://madison.legistar.com/LegislationDetail.aspx?ID=5130521&GUID=81780095-4DF3-4B8A-A5FE-7762D829A023&Options=ID|Text|Attachments|&Search=66091>) which will bring wage parity to City of Madison General Municipal Employees.

Thank you.  
Sally Jo Spaeni

**From:** Rynn Kerkhove <kerkhove1996@gmail.com>  
**Sent:** Tuesday, September 14, 2021 10:57 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** MPSEA Coalition Alternate Proposal for Legistar #66091

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Alders,

I want to offer my support for the MPSEA Coalition Alternate Proposal for Legistar #66091.  
Thank you for your support of wage parity among municipal employees.

Rynn Kerkhove  
MPL Planner

**From:** Richie Breidenbach <elbreidenbach@gmail.com>  
**Sent:** Tuesday, September 14, 2021 4:27 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Wage Parity

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Hello,

I am a City employee and a member of MPSEA. I am writing to ask you to support the Coalition's alternate proposal for Legistar #66091. This achieves wage parity 6 months faster than the previous proposal and includes the important "me too" clause that is needed for wage parity to continue in the future. Passing this is an essential step in showing that the City values all of its employees, not just the ones that Scott Walker deemed worthy.

Thank you!

Richie Breidenbach  
114 N Brearly St  
Madison, WI 53703

**From:** Alvis Dancy <dancyaa@gmail.com>  
**Sent:** Wednesday, September 15, 2021 6:21 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Legistar #66091

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I support legistar #66091

**From:** T Bud Brei <talk2tbud@gmail.com>  
**Sent:** Monday, September 20, 2021 9:16 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Legistar 66091 ALTERNATE

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Please show your support full wage parity for general municipal employees by supporting Legistar #66091 ALTERNATE.

Thanks!

Todd Brei  
Madison 53705

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T Bud

From: swansonamie@gmail.com <swansonamie@gmail.com>  
Sent: Monday, September 20, 2021 9:40 AM  
To: All Alders <allalders@cityofmadison.com>; Benford, Brian <district6@cityofmadison.com>  
Subject: Wage Parity

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To Whom It May Concern,

I am writing today to request that you show support for full wage parity for general municipal employees by supporting Legistar #66091 ALTERNATE.

Thank you for your time.

Sincerely,

Amie Swanson  
[swansonamie@gmail.com](mailto:swansonamie@gmail.com)



**From:** epederson0162@charter.net <epederson0162@charter.net>  
**Sent:** Monday, September 20, 2021 9:45 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support City of Madison's Most Valuable Resources/Assets

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

My name is Eric Pederson. I am a City of Madison employee with Engineering Division, with just shy of 30yrs of dedication to this great City, and member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong.

I want to THANK EACH AND EVERY ONE OF YOU for your time and dedication as alders for this wonderful City!! I hope you can find it in your hearts to support the Coalition's proposal for wage equity attached to Legistar #66091 and show your commitment toward keeping our amazing City just that, by supporting our most valuable resources, the DEDICATED staff, including yourselves as Alders, that help make Madison the great City that it is!!!

Please vote in support of the alternate proposal outlined in Legistar item #66091. Again thank you for your time and dedication as Alders!! Your efforts are truly amazing and appreciated!

Cheers,  
Eric Pederson  
5221 Knightsbridge Rd  
Madison, WI 53713  
608.577.5956  
[epederson0162@charter.net](mailto:epederson0162@charter.net)

**From:** Tim Jahr <tim.jahr@gmail.com>  
**Sent:** Monday, September 20, 2021 10:02 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** support for Legistar 66091

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

My name is Tim Jahr, and I am a City of Madison employee, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees. The City's General Municipal Employees deserve pay equity with our unionized fellow employees in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this to help us continue with recruiting and retaining well-qualified employees. Please don't use pay cuts or freezes or inequality to balance the budget. We all work hard to make the City a great place, and we all deserve reward for that work.

I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

**Tim Jahr**, (260) 918-0716  
[tim.jahr@gmail.com](mailto:tim.jahr@gmail.com)

**From:** kbmanning@charter.net <kbmanning@charter.net>  
**Sent:** Monday, September 20, 2021 10:21 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Sept 21 Common Council meeting - Agenda Item #27

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

I'm asking you to please support Legistar #66091 ALTERNATE to provide a plan for full wage parity to general municipal employees. This is Agenda Item #27 for tomorrow evenings Common Council meeting. All City employees work hard within their individual departments to provide the high quality services that the citizens of Madison expect and demand. This item will help provide wage parity between the general municipal employees and the represented employees for providing those services.

Thank you for the work you do and for considering to support this item.

Bryan Manning  
3014 Pelham Rd  
Madison, WI 53713

**From:** Mary Richards <nocheapthrill7@gmail.com>  
**Sent:** Monday, September 20, 2021 10:36 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support for Legistar #66091 ALTERNATE

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Good Morning City of Madison Alders,

I am writing this morning asking for your support of resolution #66091 Alternate. As a City of Madison general employee, wage parity with my fellow employees who are represented is very important to me. No person goes into working in public service to make big piles of money, but we do need to support ourselves and our families through our work. As an accountant, I understand the budgetary situation that the City is in, and I know that payroll is one of the largest expenses. But employees whose wages stagnate (while others on the same overall team (the City) see their wages increase) have much lower morale and feel less valued by their employer. The state government hampered our ability to unionize a decade ago, but the City has always had a good history of working cooperatively with its labor force. Please don't balance the budget on the backs of the City's general employees. We need to achieve wage parity, and we cannot do so without the "Me Too" clause that is included in this alternate resolution. Additionally, the alternate includes a wage increase schedule that meets the intended target date for wage parity of "by 2024." I appreciate your time and efforts in working with City employees toward this goal.

Sincerely,

Mary Richards

**From:** sinclair\_b5@yahoo.com <sinclair\_b5@yahoo.com>  
**Sent:** Monday, September 20, 2021 6:35 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** [All Alders] Pay Equity

**Recipient:** All Alders

**Name:** Tom Campbell  
**Address:** 4607 Esch Ln., Madison, WI 53704  
**Phone:** 608-333-3781  
**Email:** [sinclair\\_b5@yahoo.com](mailto:sinclair_b5@yahoo.com)

**Would you like us to contact you?** No, do not contact me

**Message:**

I live on Madison's north side and am a City of Madison employee. I encourage you to support agenda item 27 on the agenda of tomorrow's council meeting. This is the alternate resolution for achieving pay equity for general municipal employees. Ever since Act 10, general employees have fallen further and further behind Police, Fire and Metro in wage increases. With the increased employee contributions to WRS as a result of Act 10, as well as regularly increasing health costs, financial burdens on general employees have increased, a burden felt especially by employees at the lower end of the wage schedules. The City has previously acknowledged the importance of achieving wage equity and had resolved to do so by 2024. The resolution up for vote tomorrow achieves this. Delaying equity not only creates a bigger gap between the various employees, but threatens to create lowered morale by creating the appearance of general employees being "second class" employees behind Police, Fire and Metro. While the City often faces financial challenges, resolving them on the backs of its loyal, hard-working labor force has never been and continues to not be the way for a responsible, progressive government to go.

**From:** Marc Gartler <mgartler@gmail.com>  
**Sent:** Monday, September 20, 2021 11:40 PM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Please support Legistar #66091 ALTERNATE (Wage Parity)

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear Alders,

Please support Legistar #66091 ALTERNATE. I am a City employee and a member of MPSEA. I moved to Madison in 2010 to work for the City, and quickly felt proud to be part of the amazing and devoted workforce not only in the Library, but also in other City departments--what we now call #TeamCity. I feel the same today, informed by a decade of working alongside employees who routinely exceed citizens' expectations of service.

Unfortunately, that decade has seen a drift away from the principle of wage parity, with General Municipal Employees now finding ourselves 6% behind increases received by other City employees. Wage parity, like excellent service, reflects a value that we hold as a City. It is important to all employees to see that value expressed both in principle and in practice. The Labor Coalition's proposal for wage parity does that by achieving parity more quickly, and by resolving that General Municipal Employees will not again fall behind should wages increase for other employee groups.

Please support Legistar #66091 ALTERNATE.

Thank you for your service to the City and its employees.

Sincerely,

Marc Gartler

**From:** Rebecca Below <rjbelow1@hotmail.com>  
**Sent:** Tuesday, September 21, 2021 7:57 AM  
**To:** All Alders <allalders@cityofmadison.com>  
**Subject:** Support Legistar 66091 Alternate

Caution: This email was sent from an external source. Avoid unknown links and attachments.

Dear City of Madison Alders,

My name is Rebecca Below, and I am a City of Madison employee, and a member of MPSEA. I am writing to encourage you to support the Coalition's alternate proposal for wage equity attached to Legistar #66091 and to support MPSEA and our fellow General Municipal Employees as the City transitions out of the Covid pandemic and into the "new normal." The City's General Municipal Employees deserve pay equity with our unionized brothers and sisters in Fire and Police. The City of Madison has committed to treating its employees equitably, and I strongly urge you to support this now and in the future by supporting the Coalition's proposal for wage equity. Ensuring pay equity / parity is critical to recruiting and retaining well-qualified employees, maintaining employee morale, and recognizing that ALL employees contribute equally to the success of our City. Most importantly, it is the right thing to do. Balancing the budget on the backs of employees is wrong. I hope you can support the Coalition's proposal for wage equity attached to Legistar #66091.

Sincerely,

Rebecca Below

**From:** Diana D <dducini@gmail.com>

**Sent:** Tuesday, September 21, 2021 11:10 AM

**To:** All Alders <allalders@cityofmadison.com>

**Subject:** Please support wage parity Legistar #66091 ALTERNATE

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Thank you to all the alders who are sponsors.

Diana du Cini

City Employee