




Date: January 25, 2008
To: Stephen Lucas, FOP President
Butch Crawford, IAFF President
From: Steve Lewis, City Manager 
Subject: FYE09 Contract Negotiations

I received notices from both the Fraternal Order of Police Lodge #122 and the International Association of Firefighters Local 2067, requesting to negotiate for the upcoming FYE09 fiscal year. After much consideration, I have decided to retain Mr. Michael Bates as the City's Chief Negotiator. Mr. Bates recently retired from the City of Tulsa after serving in the positions of Labor Relations Manager and Human Resources Director.

It has been my experience that efforts to negotiate a contract outside the negotiation process are usually not fruitful and often counterproductive. I also know that a good faith effort to clearly understand each other's proposals as well as the background issues being raised is critical to bargaining and to productive labor/management relations. From my discussions with Mr. Bates, I believe our thinking on this is in alignment.

Please know that I will remain in close contact with Mr. Bates for full update purposes and I ask that all negotiation communications flow through Mr. Bates as the City's designated representative.

The City of Norman looks forward to meeting with representatives of Lodge #122 and Local 2067 in good faith to reach a positive and mutually beneficial resolution to contract negotiations for FYE 09.

If you have any question with regard to this memo, feel free to contact me.

Xc Mike Bates
Gala Hicks, Human Resources Director
Phil Cotten, Police Chief
James Fullingim, Fire Chief