

Mayor Fraim,

Employees and retirees are looking forward to meeting with you next Tuesday, **November 10<sup>th</sup>, at 6 pm at the Workforce Development Center, Room 202.** We have asked for feedback from employees and retirees on suggested topics of interest and gathered the following questions. We thought it would be courteous to provide you with this list in advance, so you have an idea of what we are interested in, but feel free to speak on topics of your choice. Thanking you in advance for making time for the employees and retirees.

1. Recently the City Manager warned that the FY-11 Budget will be \$29 million short just to fund the FY-10 budget as written. Since you went through and cut less critical items from the FY-10 budget, what methods would you support to balance the FY-11 budget?
2. Since it appears that city employees will not make up the lost Step increment from the FY-10 pay freeze, would you support enhancing other benefits, like health insurance or retirement, to make up for their loss?
3. What capital improvement projects do you see being approved in the FY-11 budget, and what are your positions on what to do about the deficits being run up at Waterside and the at the Half Moon Cruise Center? How will these projects be funded?
4. Many employees and retirees feel it is a "rainy day." Will the City consider using the rainy day fund to make sure employees get their increment in FY11 and retirees get a cost of living increase of at least 2%?
5. What are your positions on the "Employee Free Choice Act" and the "Public Safety Employee-Employer Cooperation Act" now going through Congress that could have a profound effect on the City of Norfolk?
6. What do you see as being the City's priorities in the 2010 Legislative Session in Richmond?
7. What is your position on same sex benefits, e.g., family sick leave and other benefits?
8. When do you anticipate the major portion of downtown construction will be completed?
9. What are your expectations of how the Coalition Of Public Employees (COPE) might be able to work with City leaders to help achieve the vision and mission of the City of Norfolk and also achieve the goals of COPE?

Jane Bethel