



Twenty-Year Retirement

Congresswoman Connie Morella Wins Endorsement

The Union's membership has made it very clear that nearly everyone would like to return to "Twenty-year Retirement". Twenty-year Retirement is understood to mean a retirement plan, which permits members to retire after 20 years of service without regard to their age. It is also generally accepted to mean a return to the retirement program enjoyed by those members who were hired before February 15th 1980.

Their retirement system provides that they may retire after 20 years of service and receive 50 percent of their salary for their highest 12 months. Additionally, they are given an additional 3 percent for each year of service after 20 years up to a maximum of 80 percent after thirty years service. This program of retirement was offered beginning in 1970 when the U.S. Congress was attempting to increase the size of the Metropolitan Police Department by more than 2000 sworn members. Under the previous less generous retirement program newly hired officers were leaving the Department after a few years of service. Increasing the pay for police officers attracted new recruits but could not keep them here. It was an unusual time when many Police Departments were competing for the same recruits. The Congress decided to spend unprecedented amounts of money to improve the MPD's retirement program to a point to which would raise the stakes higher than local or state governments could afford.

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GG Neill, GI Greene & Mary Bonaccorsy with Cong. Connie Morrella

Congresswoman Connie Morella, who chairs the House of Representatives Committee on the District of Columbia, has been a long standing friend to the men and women of the Metropolitan Police Department. She cosponsored the bill, which adds longevity premiums to your retirement. Congresswoman Morella and her staff are always open to the Fraternal Order of Police and its representatives. She is currently working with the FOP on several major issues. The Union has endorsed her for reelection in the Eighth District of Maryland and urges its members who live in her district, to vote for her.

FOP Shout Out goes to Sheryl Harley - see page 6!

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A MESSAGE FROM THE CHAIRMAN

GG Neill, Chairman

Recently Fifth District Officer Bray Jones sustained a gunshot wound in the arm while performing his duties. Fortunately, his injury was not severe and he is recovering. Information was relayed to the Union that the shooter involved in this incident was released after appearing in court. Immediate steps were taken to obtain more details for a proper response to this action. However, it was later established that the shooter had not been released and the rumor was stopped. The Union is actively tracking the case and has been in attendance at several hearings to show support for our injured brother.

Many times we take for granted the gains Unions have made for their employees. In law enforcement it is not hard to imagine days in the old west where the sheriff was gunned down leaving widows and orphans to beg for survival. Certainly today, survival benefits are available and much better than that of years past, but are they enough for your family or your situation? Review your life insurance coverage. Additionally a Will makes certain who gets what when you are gone. A Will cost you nothing. Robert Ades & Associates provides this service to you as part of your union negotiated contract. I encourage you to take advantage of it.

This year's COPS survival breakfast was a huge success. The Chief deserves credit here for his support of this group. Many officers to include Crystal Dunkins, Crystal Hamer, Sharon Wilson and Mozettee Harmon volunteered their time and energy to COPS during police week. When you see these officers let them know you appreciate their help.

For many years the State of Maryland has had a law in place that requires our officers who live there and wish to carry their service weapon off duty to obtain a state gun permit. This law is largely ignored. You may encounter a situation outside your normal routine of responding to and from work and have to use your weapon. This may present problems. Our FOP brothers and sisters in jurisdictions of the state have assured me that they are happy to have you with your gun, however this is not the law. I join Robert Ades in stressing that all members that live in Maryland should get a gun permit. The paperwork to begin this process can be obtained from the department's Firearm Registration Section. With a completed packet and a check for \$125.00, the permit you obtain will assure you peace of mind.

Longevity Update

The Union and the Association of Retired Police (AORP) have been working for three years to have longevity included in your pension. Working together the Union and the AORP succeeded in getting the D.C. City Council to pass a bill, which provided for the inclusion of longevity premiums in annuities. While the goal was to include longevity for members who had worked 20 years or more, the City Council decided to require 25 years of service before allowing longevity to be included in your retirement.

The City Council bill was passed in 2000. Attention was immediately turned to the Congress where Congressman Tom Davis of Virginia and Congresswoman Connie Morella of Maryland worked to have Congressional action completed in near record time. As a result, Congress finished its work in the year 2000 as well. Consequently, longevity has been authorized to be included in annuities for Metropolitan Police Officers who served 25 years or more, effective January 2001. Unfortunately, the celebration was short-lived.

The U.S. Treasury's Office of D.C. Pensions is responsible for calculating the individual amount due each retired officer who left active service with the MPD before July 1st 1997. For those officers who retire on or after July 1st 1997, the responsibility is shared with the D.C. Office of Pay and Retirement. When efforts began to calculate the amount due each retiree, it was discovered that a significant fraction of the records were incomplete. The auditing standards of the Federal government are such that those responsible for calculating the new payments cannot do so under the present rules.

The U.S. Treasury, the District Government, the Union and the AORP worked together to find a solution. It was decided that special legislation must be passed by the D.C. City Council to permit the District to calculate its share of longevity payments by simply looking at the rank and date of retirement of each retiree in order to determine the appropriate payment. A study conducted by the U.S. Treasury confirms that this approach is highly accurate. The District's City Council passed the necessary legislation in July. Now, the Congress of the United States must pass similar legislation to authorize the U.S. Treasury to calculate its portion of the annuities in the same manner.

The Union and the AORP have asked Gary Hankins to assist them in the Congress, as he has in the City Council. Congresswoman Connie Morella has been approached and agreed to introduce legislation, which will close the loop by authorizing Treasury to calculate longevity amounts in the same fashion as the District of Columbia. The U.S. Treasury's Office of D.C. Pensions is working with the Congresswoman's office to develop specific language for this purpose.

Everyone involved is working hard to get this Congressional bill passed before the end of the year. We will publish information on new developments and as they happen.

Legal Corner

FOP/MPD Labor Committee Hires New Law Firm

Harold Vaught Esq.

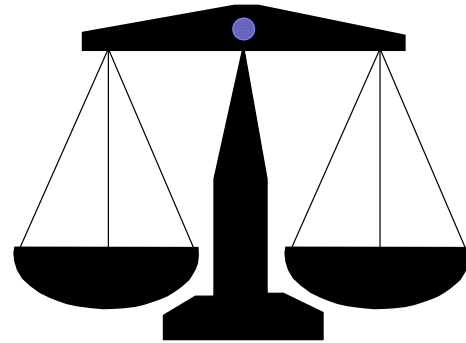
For those of you that I have not met, I am the new General Counsel for the MPD Labor Committee. My associate, Kerry Davidson, and I are committed to providing the Union with high quality legal representation responsive to the needs of the Union's leadership and its individual members.

As the Union's attorney representatives, we confront a broad range of legal challenges that include: defending Union members in Adverse Action Hearings; enforcing the terms of the collective bargaining agreement (CBA) through the grievance/arbitration process; defending the Union's officers against unwarranted legal actions; and bringing actions at the Public Employee Relations Board (PERB) to assure the Department's compliance with all applicable labor laws.

With regard to this last category, there are currently several high-interest matters pending before the PERB. Earlier this year, the Union filed two Unfair Labor Practice Complaints each alleging that the Department had implemented unnegotiated changes in the terms and conditions of employment. The first complaint alleges that the Department initiated a reorganization of the Special Investigations Division/Office of Superintendent of Detectives without providing the Union with the opportunity to negotiate the impact of that change. The second complaint alleges a similar failure to afford the opportunity for negotiation prior to the Department's implementation of the policies and practices contained in the Department's Memorandum of Agreement (MOA) with the Department of Justice. Some of the unnegotiated changes in policies and practices contained within the MOA directly impact the terms of the CBA.

The PERB has consolidated these two Unfair Labor Practice Complaints and has set a hearing for September, 2002. We are confident that we will prevail in these matters and that the favorable resolution of these complaints will bring about a long-overdue change in the Department's attitude towards the Union while impressing upon the Department the necessity to deal with

the Union through negotiations, including the requirement to negotiate the impact of changes in terms and conditions of employment before they are implemented.



The Department Concedes Successful Negotiations Pertaining to Member's Rights

Consultant Bill Sarvis successfully negotiated with the Department to "do the right thing". In February an agreement was reached for the restoration of full back pay and benefits to D-11 Dennis Williams, who was wrongfully demoted by the agency in August 2001.

Teresa Brown was denied a promotion to the rank lieutenant after successfully competing in the promotional process. She was passed over as a result of the department's policy regarding disciplinary penalties of more than 20 days. In May, an agreement was reached for the penalty to be reduced thereby allowing her to be promoted to the rank of lieutenant, which will be retroactive back to August 2001.

Negotiations were successful for pay to members assigned to the Environmental Crimes Unit who are performing investigative duties. Retroactive for one year, those members now receive investigator pay.

Officers Mark Moore and Alfred Hodge were returned to duty after being placed on a non-pay and subsequently administrative leave with pay status for more than five years by the department and the now defunct Control Board. Officers Moore and Hodge will receive back pay and benefits for the past five years, in addition to Hodge being promoted to the rank of Sergeant.

These are but a few of the many successes the Labor Committee achieved regarding your rights.

D-I SELECTION PROCESS ISSUES

There had not been a promotional exercise for Detective-I since 1993, nor was any detective elevated to the position since 1995. After a seven-year lapse and under mandate from the Office of Employees Appeals, the department finally put a process in place for members to compete for the position. Of major concern to many detectives that participated is whether some members were permitted to compete in the process without meeting all of the required eligibility criteria. There were a variety of other allegations raised. The Labor Committee has been busy trying to get answers to all of your questions about the process and its fairness. Two letters have been sent to Chief Ramsey from chairman Neill requesting information regarding the promotional register for D-I. To date, Chief Ramsey has not responded.

A meeting with Assistant Chief Shannon Cockett and Joan Weiss of the Office of Testing and Standards Division took place on July 3rd. They were presented with all of the questions that came to the attention of the Labor Committee. Here are their responses:

Q. What year applied for the most recent annual performance rating?

A. Performance ratings received for fiscal year 2000, which concluded at the end of September of that year, applied to the D-I Selection Process. Considering final reviews and the appeal process, ratings submitted for fiscal year 2001 would not have been completed by the time the selection process was administered and therefore could be used.

Q. What were the cut-off dates of the training cycle for in-service and firearms certification that applied to this process?

A. The in-service training cycle is based on a Fiscal Year calendar, beginning in October and running through June of the following year. The in-service training cycle that was applied to the process concluded in June 2001. Firearm training includes two cycles, January - June and July - December, of each year. Eligibility for the process required members to have completed both the in-service and firearms training by the end of June 2001. An exception applied to those members in a non-full duty status, such as extended sick leave, and not available to complete these certifications within these timelines. In those cases, preceding cycle certifications would have applied.

Q. All of the eligibility requirements have timelines specified in the circular except the in service and firearms training, why?

A. Timelines for the eligibility criteria may have varied depending on the member's duty status. "Current" and "most recent final" defined the performance rating and training cycle that applied.

Q. Were "Lewis" concerns taken into account for eligibility requirements?

A. No. Standards applied to other promotional exercises (sergeant, lieutenant, captain) regarding discipline also applied to this process. Past or pending disciplinary matters did not exclude a member from participating in the process.

Q. Were members with identical ratings listed on the promotional register according to Residency Preference (RP) or Social Security Number (SSN)?

A. In compliance with District Personnel Manual regulations, both RP and SSN could apply depending on the circumstances. RP is used as a tiebreaker. Circumstances involving candidates with identical final ratings and claiming RP, would also require their SSN to be used to establish their position on the promotional register. RP is reflected on the register for tiebreakers and not for every member that claims such. Also, members claiming RP were not given any additional points toward their final score.

Q. Was the Office of Human Resources responsible to ensure candidate certifications were accurate and completed?

A. Personnel responsible to administer the selection process relied on Commanding Officers to submit accurate and complete certifications. All applications were subsequently forwarded to the Office of Human Resources for verification of the member's years of creditable services. No applicant was rejected from participating in the process for not having met the eligibility criteria. However, all applicant eligibility, except compliance of expected tardiness and optional leave, was verified before the promotional register was posted.

Q. Are there members on the promotional register that did not fulfill the qualifications for eligibility?

A. Assistant Chief Cockett or Joan Weiss is not aware of any member on the final register that did not fulfill the eligibility requirements.

Q. Did Commanders accept applications after the specified cut off date/time?

A. Assistant Chief Cockett or Joan Weiss could not answer this question, but believed the Commanders adhered to the cut off timeline for accepting applications.

Q. Was the closing date changed to allow for additional applicants to enter the process?

A. No.

Q. Was there a procedure in place to ensure the applicant's first and second line supervisor completed the 411-B and not a supervisor of their choosing?

A. No.

Q. Was there a minimum time specified to qualify a supervisor to rate the applicant?

A. No.

Q. Did all candidates complete all exercises of the selection process as required by the circular?

A. Yes.

Q. Was there any criteria established (i.e. previous assignment or investigative knowledge) to qualify as a panel member.

A. The Assistant Chiefs provided recommendations for panel members.

Q. Why wasn't a question and answer exam included in the process in order to test a candidate's knowledge of the DC Code, Laws of Arrest, Search and Seizure, General Orders and Court Procedures?

A. *There were a number of factors considered. The Department was required to administer the process within a required time limit. Therefore, cost and time to develop a method were significant considerations. Written exams are used to measure basic knowledge and as a screening device for large candidate pools. The most appropriate means to measure the candidate's ability to write, develop a course of action, and speak is demonstrated by an oral and written exercise. Given the nominal size of the detective pool, coupled with the fact that a D-II with five years in grade should have the fundamental knowledge to perform his/her duties, this method was utilized. Additionally, an industry standard for testing a high-level position considers the method that was applied effective.*

Q. The written exercise consisted of preparation of a vice related search warrant. Why was a vice warrant, rather than a basic search or arrest warrant used to demonstrate the candidate's ability to prepare warrants?

A. *General Order 702.3 contains procedures to be used by members of the department to prepare warrants, which serves as the department's standard for all warrants. The purpose of indicating the types of warrant samples that could be used for the exercise was to point the candidate in the direction of reviewing the general order to prepare for the exercise. It was something to reference as a tool for the outcome. Additionally, all of the information needed to prepare the vice warrant was contained in the exercise. The candidate simply had to apply format to the information provided.*

Q. The circular indicates, "Incomplete packages shall be scored accordingly". Define "scored accordingly".

A. *There were no incomplete packages submitted. Some packages were more detailed and contained more information than others. The information provided by the candidate was scored.*

Q. Were Achievements Packages accepted after the specified submission (day of written exercise)?

A. *Two applicants brought in their achievement packages late due to exigent circumstances. One was accepted late due to the candidate's misunderstanding because of a minor discrepancy between the Special Order and the Circular in reference to the process. The other was accepted late due to the candidate's handling of an investigative case.*

Q. Why wasn't there an appeals segment to this process?

A. *There were no right or wrong answers. Using the dimensions listed in the circular, members were scored on the content of their exercises. Generally an appeal segment would become part of a promotional process if there were an exam with questions that could result in conflicts of general orders or two right answers. An appeal segment is used in a process for the following circumstances: a demonstrated difference in how the process was administered, undue hardship in scheduling (the member was im-*

peded from participating in the process due to scheduling), a candidate is required to appear before a panel member after a justified request for the panel member to be removed. None of these circumstances came to the attention of process administrators.

Q. Will members be permitted to reviewed their final ratings and receive feedback regarding their score?

A. *A teletype message was issued on May 24th, indicating feedback sessions will begin July 2002 and that interested candidates should contact the Office of Testing and Standards for an appointment.*

Subsequent to this interview, the Department promoted 55 D-II's to D-I. The Union has collected enough information to support a grievance on behalf of those men and women who were denied promotions because individuals who failed to meet the Department's published criteria for participation in the promotion process were selected for promotion.

The Union is demanding that the Department promote an additional D-II to D-I for each D-II who was promoted but failed to meet the Department's published criteria. Of course those D-II's would have to meet the Department's published criteria and be next on the list for promotion. The Union will publish information about these developments as they occur.

ATTENTION!
General Membership Meeting
September 10, 2002
4:00 p.m.
FOP Lodge
711 4th Street, N.W.
BE THERE
Your input is important!

Investigators/Detective
General Meeting
September 18, 2002 6:00p.m.
FOP Lodge
BE THERE!
Discuss issues that are important to you.

Tom Joyner doesn't do Shout Outs but we do!



A big *FOP SHOUT OUT* goes to Officer Sheryl R. Harley, a valued member of the FOP/MPD Commissary Committee. Officer Harley, along with Officers Marcello Muzzatti, John Felenchak, Terrence Allen and Elysia Branson works countless hours to purchase, prepare and serve food to members of the department during large-scale special events. During the IMF World Bank detail and most recently the week of July 4th, she committed at least 16 hours a day, working around the clock, to ensure members were provided with water and food.

Officer Harley, a native Washingtonian, was inspired to become a police officer by one of her neighbors, the late Sergeant Carolyn Charity. Some of you may remember, Charity was one of the first women to be elevated to the rank of Sergeant and served as a positive role model for other female officers. Sheryl always felt she would pursue a career in law enforcement but initially was too young to join the Department. She joined the Montgomery County Fire Department serving as a firefighter. She enjoyed driving fire trucks so much that she remained there the next nine years. After that, she made a career change to pursue her lifelong dream of becoming a police officer. She has been with MPD since 1989 serving in various elements as a patrol officer and K-9 Technician. At the present time, she is assigned to patrol duties in PSA 111 in the First District.

Sheryl worked alongside Rex, her K-9 for many years. Rex has since retired, but remains in Sheryl's life. There are times when Rex doesn't like the idea of Sheryl going to work without him, but he has since adjusted to his retirement and enjoys lying in her air-conditioned home awaiting her return from work.

In her spare time, which she doesn't seem to have much of, she loves to fly helicopters. She attends horse auctions with hopes of owning a horse one day. Challenged by how and why, she enjoys reading murder mysteries and true crime chronicles. Look out detectives; Sheryl may join your ranks one day.

Memorandum of Agreement Use of Force Update- where we are now!

In early 1999, Chief Ramsey requested the United States Department of Justice (DOJ) to investigate all aspects of your use of force. DOJ analyzed reported uses of force and citizen complaints alleging excessive use of force between 1994 and 1999, in addition to the Department's policies and practices related to use of force. The request was unprecedented. Never before had a law enforcement agency asked to be investigated. What was Chief Ramsey's real motivation for this invitation?

A little over a year ago, on June 13, 2001, the Department entered into an agreement (MOA) with DOJ, whereby DOJ would, for the next five years, determine what the department's practices and policies will be concerning the use of force. **That agreement also contained a clause that stated your collective bargaining rights would not be impaired.** Chief Ramsey obviously overlooked this clause. Since the Department opened its doors to DOJ, Chief Ramsey's actions would leave one to believe the Labor Committee and the bargaining agreement is nonexistent. Even though he indicated that prior to the signing of the agreement, Labor Committee members participated in drafting the MOA, the names of those members have never been disclosed.

The Labor Committee has not been given an opportunity to challenge sections of the agreement that are believed to significantly affect your working conditions.

In response to a letter from Chairman Neill demanding impact bargaining, the Chief stated, "the MOA does not require impact bargaining". The Labor Committee then initiated arbitration proceedings to protect your rights. Prior to the arbitration hearing, a meeting took place with former Executive Assistant Chief Gainer and Inspector Joshua Ederheimer, who directs the department's MOA Compliance Monitoring Team. Nothing was gained from that meeting and a determination was made that the pending arbitration would be withdrawn and an Unfair Labor Practice (ULP) would be filed with the Public Employees Relations Board (PERB).

The remedy the Labor Committee seeks is that until impact bargaining takes place, the Department shall cease the implementation of any policy that may affect your rights and change your working conditions. Further, any policy implemented that stems from the MOA shall be reversed and the Labor Committee be given an opportunity for input and bargaining on policy and disciplinary actions pertaining to the use of force.

A hearing with PERB is pending and should take place in the next few months. Previous PERB decisions regarding matters of similar concern indicates the Labor Committee should prevail and obtain the remedies sought.

Consultant Jacqueline Barnes has been designated as the Labor Committee's lead representative for the MOA. She has been informed that a Department circular regarding the MOA is being distributed to every member. Upon receipt of that circular, every one of you should take time to read it in its entirety and relay your concerns and comments to Jacqueline at the Labor Committee office.

FAIR LABOR STANDARDS ACT WILL REAP CASH FOR MANY MEMBERS

The Department seems to have forgotten that the Fair Labor Standards Act applies to every member of the bargaining unit. The bargaining unit is composed of every member of the Police Department in the rank of Sergeant and below. This includes recruit officers.

The Union has recently launched a series of grievances intended to restore the application of the fair labor standards act to every eligible member of our Department. These grievances have been filed as group grievances because the Department, as an agency and within its organizational elements, seems to have forgotten the lessons it learned in the mid-1980s when the Union filed a series of lawsuits against it.

The largest group of employees to be affected by violations of the Fair Labor Standards Act, are those members whose pay improvements have been delayed. This will include member's whose step increases, promotions and earned overtime have not been paid within two pay periods from the date the improvement or overtime was due. The courts have had a large collection of cases, which provided opportunities for them to interpret when an employer must pay an employee, money that he or she has earned. It has been generally held that two pay periods is a reasonable amount of time for any employer to pay money that has been earned.

In the first case an officer was promoted to Sergeant and did not receive his Sergeant pay for more than three months. The Union has heard complaints from many members who say their step increases have been delayed for many months and sometimes more than a year. These members are suffering from the same violation of the fair labor standards act that is the subject of the sergeant's grievance.

A second grievance was filed on behalf of officers who worked overtime on a regularly scheduled detail. However, when their checks arrived they discovered that the overtime they had worked was not paid. The members complained to their supervisors and to their Union Steward. The Union Steward made an inquiry of man-

agement and was advised that there was an error in the accounting codes used to pay the overtime detail. On another occasion he was told that the account used to pay the overtime was empty. Neither of these reasons excuses the Department from the Fair Labor Standards Act. The Steward sought advice from the Union's professional staff. A group grievance filed on behalf of the employees affected by this situation was promptly filed.

A third group of members and who are affected by violations of the fair labor standards act are recruit officer's in residence at the Academy. Chairman Neill discovered while talking with recruit officers that they were restricted to the Academy grounds after classes and that they were sometimes required to perform searches in support of police operations or to work in various other police activities. After consulting with Gary Hankins it was decided that the department's treatment of these young men and women violates the Fair Labor Standards Act. A member whose circumstances were suitable to the grievance was identified and he was placed on the grievance as the named representative of the group.

The first two grievances discussed in this article have become the subjects of demands for arbitration. The group grievance involving recruit officers is now working its way through the grievance process. If the Department fails to address this grievance satisfactorily, then the Union intends to file an arbitration demand on it is well.

SHOP STEWARDS RECEIVE TRAINING

The Labor Committee recently conducted two 16-hour training sessions for your Chief Shop Stewards and Stewards in an effort to enhance the skills needed to identify problems and provide effective representation to you. Speakers were present to teach and talk about changes in the Collective Bargaining Agreement, the grievance process and other topics that directly impact you such as benefits, legal aid, the Employees Assistance Program and disciplinary and citizen complaint review procedures.

Training for Shop Stewards will be ongoing. Because many of you have encountered various problems with pay, the Fair Labor Standard Act has been selected as this month's training topic. Our goal in keeping stewards knowledgeable and up to date on the issues will result in a stronger organization and ensure your rights and working conditions are protected.

Twenty-Year Retirement

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During the 10 years in which this program was offered it ran up billions of dollars of debt. When the Congress agreed to allow limited Home Rule for the District of Columbia, it required the city to assume responsibility for the twenty-year retirement program as well as future pension programs. During the first years of home rule the district moved to modify the pension programs by adopting less generous ones. The programs we call tier 2 and tier 3 were attempts to reduce the ballooning pension debt.

By 1990 the city was looking at more than \$5 billion in pension liabilities just from the MPD program and the unfunded liability was growing at a frightening rate. In 1997 the Congress stepped in because it was undoubtedly more than the city could handle by itself. In fact, the pension liability would bankrupt the city early in the 21st century unless something was done immediately.

The Congress agreed to assume responsibility for all pension benefits earned through June 30th 1997. While it took a substantial amount of money out of the District's pension investment fund to pay towards the billions of dollars needed to pay for all the benefits the Congress assumed, it left enough money with the District to fully fund the system for

all future benefits.

Today, the money contributed by our members to their retirement is matched by the City and then invested by the District of Columbia Retirement Board. The management of these funds is supervised by 12 member board which has representatives from each employee group its serves. Due to sound management professional actuaries had deemed your present pension system to be "fully funded". This means that the earnings on the money you contribute along with the money the city contributes will provide enough cash to pay for all your retirement benefit. At present, the pension system poses no threat to the City's financial health.

In response to your demands, the union has retained an actuary firm to study the cost of restoring everyone to the twenty-year retirement program enjoyed by officers hired before February 15th 1980. We have also asked these actuaries to estimate the cost of a program wherein everyone could retire after 25 years of service with no age requirement. That study has been completed in draft form. When it is finalized, it will provide a professional estimate of the cost for each alternative studied.

Given the history of the previous twenty-year retirement program, we should all be prepared for a very steep estimated cost to restore that benefit. Updates on this study and its cost will be provided to you as they are developed.

ATTENTION!

General Membership Meeting

September 10, 2002 4:00 p.m.

FOP Lodge

711 4th Street, N.W.

IT'S YOUR UNION! GET INVOLVED! ATTEND MEETINGS!