

ATTENTION TO ROLLCALL

Association of Retired Police Officers of D.C. Inc.

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MPD CONTRACT & ARBITRATION UPDATE BY CHAIRMAN OF THE FOP/MPD LABOR COMMITTEE

This article was written by Officer Kristopher Baumann, Chairman of the FOP/MPD Labor Committee (the union for Officers & Sergeants) for his members. He has given the AORP permission to reprint it here. Thank you to brother Baumann

OVERVIEW

After 6 years of no increase in compensation, constant delay tactics by the District, and false promises by Mayor Vincent Gray, the D.C. Police Union and its members will finally have an opportunity to bring their case for fair compensation before a neutral third party. As detailed below, the contract negotiations' impasse process has moved to the final phase – arbitration – and an arbitrator and hearing dates have been secured.

As you know, on February 4, 2013, the District of Columbia and the D.C. Police Union notified the District of Columbia Public Employee Relations Board (PERB) that contract negotiations were at impasse. The process was then referred by PERB to mediation. On June 25, 2013, the parties were released from mediation in order to proceed to arbitration. On September 10, 2013, the arbitrator assigned by PERB confirmed his availability and the dates for the arbitration hearing.

WHAT HAPPENS NEXT?

An arbitration hearing is now scheduled beginning in October 2013. A neutral arbitrator will oversee the hearing. Both parties will present their cases through expert and other witnesses, and through reports examining economic and comparative data. Following the presentation of all evidence and briefs from the parties, the arbitrator will issue a final written decision called an award.

One article is left to be resolved that does not relate to compensation, however, the majority of articles left to be resolved relate to compensation, including wages and insurance. At impasse arbitration, compensation articles must be decided by the arbitrator as a whole package. In other words, the arbitrator must select either one or the other party's entire package of compensation articles. The arbitrator may not select some articles from one side and other articles from the other side.

The arbitrator is required to issue a written award. The mayor is then required to transmit the award, along with the rest of the contract, to the Council of the District of Columbia within 60 days after the arbitration award has been issued. The mayor is required to submit a financial plan that includes proposed funding for the award. The mayor is also required, by law, to fully support the passage of the award by every reasonable means possible.

The members of the D.C. Police Union also will have to vote to ratify the articles agreed to between the parties (those articles not ruled on by the arbitrator). The Council will have thirty days to vote to accept or reject the contract, including the award.

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GARY HANKINS ELECTED TO DCRB

Gary Hankins has been elected to complete George Suter's term of office (Jan 27, 2013) as the representative for retired police officers on the Board of Directors of the DC Retirement Board. Gary would like to thank you for your confidence in him; and, will represent you to the best of his ability.

MAIL FORWARDING SERVICES

Please be sure and use the correct mailing address for the AORP as our forwarding services will soon expire.

AORP
14035 CANAL ROAD SE
CUMBERLAND, MD 21502

AORP BOARD OF DIRECTORS

PRESIDENT – Gary Hankins
 1ST VICE PRESIDENT – Bob Arscott
 2ND VICE PRESIDENT – Bill Dixon
 SECRETARY/TREASURER – Janet Hankins

TRUSTEES

George Day (2015)
 Dave Shannon (2015)
 Charlie Haines (2014)

BADGES AVAILABLE

There are still some MPD 150th Anniversary badges and the 2013 Inaugural Badges available. Please contact George Day directly on 301-753-6494 to order.

ANNUAL RETREAT

The Catholic Police & Firefighters Society will host its annual retreat at Loyola Retreat House, October 14-16, 2013. Please contact Monsignor Sal on 202-347-2713 or George Day at 301-753-6494 for further information.

DOLLARD-SUTER FAMILY FUND DONATIONS NOT TAX-DEDUCTIBLE

The Dollard-Suter Family Fund (DSFF) missed an IRS deadline for the routine filing of its activities in the Spring of this year. The Fund has been notified that effective March 11, 2013, donations made to Fund may not be tax deductible.

The Fund has filed the necessary paperwork to comply with the missed deadline. It has also filed an appeal of the suspension of its tax-deductible status.

The appeal requests retroactive restoration of its tax-deductible status under the IRS regulations. Donors should not file returns that claim a tax deduction for donations made on or after March 11, 2013. Should the IRS decide to provide retroactive restoration of the Fund's tax-deductible status, we will notify all affected donors that they may claim the tax benefits for their donations.

The Dollard-Suter Family Fund continues to provide financial support for those who are in need. Its charitable activities have not been interrupted due to this IRS administrative action.

The DSFF is committed to continue support for our members' and their families who are in need. Those who have benefited from your generous donations, wish to thank you. It is hoped that you will continue to donate, even though there is no tax benefit for the time being.

NINETY FIVE AND UP CLUB

We are fortunate to have the following men as our most mature members of the AORP

NAME	DOB	SERVICE DATES	JOINED AORP
Anthony A. Cuozzo	04/07/11	04/13/42 – 02/01/69	1970
Robert S. Shuttleworth	11/23/14	12/17/41 – 07/31/71	1971
Kemper L. Weaver	09/16/15	12/14/42 – 01/01/66	1966
Harold F. Gipe	09/21/15	09/01/40 – 03/01/69	1973
Moir G. Baliles	01/18/16	08/06/41 – 07/01/67	1968
James L. Faircloth	12/22/17	05/18/42 – 05/31/71	1971
Randall C. Degges	04/03/18	02/08/43 – 02/28/71	1971
Robert F. Miller	05/14/18	09/01/45 – 12/01/72	1973
John J. Balassa	08/25/18	08/25/18 – 10/01/68	1969

(Note: Mary Wright will be 99 years old in December. We may have other Associate Members who might qualify for this list; however, we do not capture their dates of birth. If you would like to have your name added, please contact Janet on 202-438-1494.)

National Law Enforcement Museum Bonds Issued

In 2000, Congress and President Bill Clinton authorized the establishment of a National Law Enforcement Museum in Washington, D.C. to honor the duty and sacrifice of America's law enforcement officers. The 57,000-square-foot largely underground facility will house historical collections, research archives and interactive exhibits. The museum is designed to engage and educate visitors about America's law enforcement industry and the people who have helped evolve the profession, with special salutes to fallen officers who made the highest sacrifice to protect our society.

HJ Sims will join Motorola, Glock®, Target®, Mag Instrument, Inc. and others in helping to bring the **National Law Enforcement Museum** to a reality.

As a municipal bond underwriter, HJ Sims will provide financing for the construction of the museum through the offering of municipal bonds to institutional and retail clients.

"We are thrilled to be working with HJ Simms on our bond financing as we edge closer to opening the Museum and telling the story of American law enforcement," stated National Law Enforcement Officers Memorial Fund Chairman & CEO Craig W. Floyd.

Aaron Rulnick, Managing Principal at HJ Sims says, "The capital campaign theme for the National Law Enforcement Museum is 'A Matter of Honor.' On behalf of the entire team at HJ Sims, it is certainly an honor to serve as the investment banking firm on the bond financing for the museum," added Mr. Rulnick.

"Many HJ Sims employees and clients are eager to support the museum for personal reasons, and in most cases, because they have a direct tie to law enforcement through a family member or friend. As such, being involved in the bond financing is a way to support and honor these individuals who put their lives at risk to serve and protect," concluded Mr. Rulnick.

The museum will be located adjacent to the existing National Law Enforcement Officers Memorial in Washington, DC's Judiciary Square, and is expected to open in 2015.

Sims' NLEM Bond will provide a federal tax-free yield based on bonds issued at par between 6.00% and 7.50% dependent upon the maturity. The taxable equivalent yield for investors in the maximum federal tax bracket will range from 9.93% to 12.42%. In addition, these bonds are tax exempt for residents of the District of Columbia. The minimum investment in the Museum Bond is \$5,000.

Potential investors are encouraged to call (877) 577-3365 to learn more or [contact Sims](#) for more details regarding this investment opportunity.



ATTENTION FOOTBALL FANS

AORP Brother Darwin Ashburn has donated a poster that shows a ticket for every Super Bowl beginning in 1967 (when it was called World Championship Game and cost \$10) through the Super Bowl XXV in 1991 (when it cost \$150). This poster – see photo – measures about 24" X 36" and has suffered slight water damage at the bottom. This damage does not affect the ticket display.

We will have a "silent auction" for anyone interested in submitting a bid by November 15th. Please email your bid to jhankins@atlanticbb.net or mail it to the AORP. Be sure to include your name and phone number. All proceeds will go to the Dollard-Suter Family Fund.

COPS ARE TOPS LUNCHEON

Thursday, October 17th

Social Hour – 11 A.M.

Lunch Served – 12 Noon

Knights of Columbus Hall

9707 Rosensteel Avenue

Silver Spring, MD

(301) 588-3303

Send a \$14 check &

make payable to one of the below:

Tom Reilly (301) 438-0788

3351 South Leisure World Blvd.

Silver Spring, MD 20906

Bob Drescher (410) 758-6708

102 Overture Way,

Centerville, MD 21617

VISITING ANGELS

GREAT ORGANIZATION OFFERS GREAT SERVICE FOR A GREAT PRICE

Visiting Angels is America's Choice in home care. Our caregivers are the best in the business. We look for more than competency. We look for character. We offer a complimentary, in-home assessment before service begins. This is an opportunity for you to ask questions and it is an opportunity for us to understand your unique situation and needs. Our services include:

- Bathing & Dressing Assistance
- Grooming & Incontinence Care
- Assistance with Walking
- Medication Reminders
- Errands & Shopping
- Light Housekeeping & Laundry
- Meal Preparation
- Friendly Companionship

Visiting Angels is offering these personalized services to all members of the Association of Retired Police Officers, who live in **Montgomery County, Maryland, Northwest and Northeast, DC**, at a preferred rate of only \$19.50 per hour.

Please call **Visiting Angels at 301-355-6578** for your free, no obligation, in-home assessment. Please mention that you are a member of the Association of Retired Police Officers to get the preferred rate. *(Please note this preferred rate applies to specific geographical areas.)*

“CRAIG’S CLAN CARES” ANNUAL WALK FOR ALS

This year's annual walk for ALS will be held on Sunday, October 6th, 10 to Noon, at the Robinson Secondary School, 5035 Sideburn Road, Fairfax, VA, in the Coffey football stadium.

As most of you know, AORP Brother Craig Munro suffers from ALS and each year his team (Craig's Clan Cares) does their part to raise awareness of this terrible disease and to support research efforts to find causes, treatments and eventual care. Here are some excerpts from a letter Craig's wife, Kay, sent us:

“This month marks seven and a half years since Craig's diagnosis at Johns Hopkins. We continue to be blessed that Craig is doing amazingly well and that our family and many wonderful old and new friends give us lots of support. Although he is no longer able to walk and his speech is hard to understand, Craig has had few changes in the last several years and a friend recently commented that his extremely positive and happy attitude is truly miraculous! His mind and memory are perfect, he's our fact checker and his hair and beard are still as black as ever. Craig keeps busy with TV (he loves FIOS), Netflix and his laptop. His email address is cmunro@aol.com, and he is also on Face Book. He enjoys receiving and forwarding many emails and plays hours of computer card games. Craig loves company!!! If you come to visit, Craig will keep you busy with questions on his new LED board – so easy to use – no skipping magic markers and instant erasability! His memory and printing are much better than mine.”

If you would like to participate in the Walk or make an online donation, please contact Kay Munro at 703-323-8069 or email Kay at KFM62@aol.com. If you would like to send a check, please make it payable to Robert Packard Center and put “Craig's Clan Cares” in the memo line of your check. Please mail your check to Robert Packard Center for ALS Research, 5801 Smith Avenue, McAuley Suite 110, Baltimore, MD 21209 or to the Munro's at 9755 Abington Court, Fairfax, VA 22032.

“We hope that your year has been a good one. Remember Craig will be leading the team in his power chair and we would love to see you on Sunday morning, October 6th as well as anytime you can come see us! Please keep us and all the patients suffering from this terrible disease in your thoughts and prayers.”

MILITARY BUY BACK INSTRUCITONS

Recently, several AORP members, who have their military service included in their police pensions, were notified that upon reaching eligibility for Social Security the military credit would be removed from their police pension. There is a process to pay the social security due for those years of military service (usually a modest sum) in order to have them permanently applied to their police pensions.

The AORP can email the form and instructions for this process to our members or send it by regular mail. You can call (877)283-1065 and leave a message requesting the package, or email Janet Hankins at: jhankins@atlanticbb.net. Please advise which method you prefer for getting the package in your voice mail or email.

DESPITE OBSTACLES HOPE REMAINS

By Janet Hankins

(Seventh Installment: Officer Larry D. Brooks (3D) was involved in a not-at-fault, off duty motorcycle accident in 2008 that left him paralyzed from the waist down. Larry returned to limited duty a short 8 months later where he remained until retired on disability in 2010. He was planning to go back to work as a civilian when he developed a major infection that began a medical nightmare that is not yet over. If that was not enough, Larry was notified that he no longer had Federal Health Insurance, effective December 2011, due to a change in DC Law.)

After spending most of the summer in the WHC, Larry's continues to have problems with healing. While one wound is healing well, the second one remains open and just not healing.

As you may recall, it took incredibly long for his original wound to heal. We can only hope that once the second wound completes its healing, the last one will follow suit.

Please continue to keep Larry in your prayers. No doubt that God has a plan for Larry and we must wait on the Lord. In the meantime, Larry is staying incredibly strong and his attitude is always positive.

A MOMENT OF REFLECTION

By Dale E. Wallace

The police officers from the 13th Precinct are gathering early at 15th and Pennsylvania Avenue on this day late in August. Also arriving, there are members of the DC National Guard who are deployed for the day to assist the police officers. Both groups are there on assignment to help the pedestrians and others as they make their way across Pennsylvania Avenue to the Mall area. A peaceful gathering of thousands is anticipated.

Those attending the gathering begin arriving early and in great numbers. They all seem to have an aura of friendliness and goodwill as they gather at the corners waiting to cross the street. They smile their greetings and project a look of happiness and determination.

These people from throughout the country, who are gathering here, talk positive and think with an open mind. They are here to talk about the issues; the issues that are slowly surfacing from years of repression and degradation. They have a firm belief that most of the people from around the country, who have something to say concerning repression and degradation, will join them at this peaceful gathering, helping to create a solid foundation for unity.

The events for the day are beginning as the public address system comes to life and starts broadcasting to the multitudes occupying a wide panorama of the Mall area. The prayers are said and responded to by the audience. They hold hands and join in the singing by lifting their voices in song. The oratory, by those who chose to speak, was meaningful. They spoke of the strife from yesterday; and how the future would turn people's lives around bringing about acceptance for them into the main stream of American life.

August 28th, 1963 dawned bright and clear with all the prospects of the day being set forth to welcome a pleasant gathering. And so it was.

The date is the day, when people from throughout the country traveled here to march for peace and unity. And so they did.

The day will always be remembered in the annals of peaceful protest by historians and people like you and me as the day when Martin Luther King Jr. stood before thousands at the Lincoln Memorial and delivered one of the most profound and inspirational speeches ever heard; his "I HAVE A DREAM" speech.

I was there and so were many of my fellow officers as part of our duties; but today I have different feelings about what took place and what my involvement was. I look back in retrospect and realize how proud I feel, knowing I witnessed and participated in an event that will outlive the ages.

PROPOSED CHANGES TO LIFE MEMBERSHIP

As reported in the September 2012 "ATTENTION TO ROLLCALL", the following proposed by-laws amendment was presented at the September 4, 2013 General Membership Meeting. It will be voted on at the October 2, 2013 meeting. If approved, there will be no new Life Memberships issued after this year. THIS WILL NOT AFFECT ANY CURRENT LIFE MEMBERSHIPS!

Life Membership is issued after 30 years of paid dues. If you would like to check to see how close you are to reaching 30 years, please email or call Janet Hankins at jhankins@atlanticbb.net or 202-438-1494. You may buy your remaining years at \$35 per year.

Proposed By-Laws Amendments

The Board of Directors recommends the proposed amendment to the By-Laws of the Association of Retired Police Officers of the District of Columbia as adopted on October 7, 2009. The purpose of this amendment is the elimination of the Life Membership category.

The fiscal demands on the Association increase as we continue to deliver the individual services to our members such as publication of the Newsletter; expand our internet services through the AORP Web Page; publish the Notice of Deaths to our membership through the Washington Post; and defend the benefits of our membership through litigation, lobbying and any other venues available to us.

The Board makes this recommendation in consideration of the aging of our membership. The costs associated with publication of Death Notices increases in direct proportion to the increasing average age of our membership.

The elimination of the Life Membership category will provide a continuing source of revenue which is important to the stability of our Association and its ability to adequately represent our member.

The proposed amendments appear below. Article 3, Dues, paragraph C will be struck and removed from the By-Laws; and Article 5, Board of Directors, existing paragraph I will be struck and removed from the By-Laws, paragraph J will be labeled I

(Proposed)

Article 3

Dues

A. Dues shall be set by a majority vote of the members voting at a regular or special membership meeting. Dues are payable on or before January 1st of each year, for that year. Notification of any proposed or approved dues increase shall be placed in the quarterly newsletter and posted on the website.

B. Membership dues are to be paid by January 1st for the current year. Members whose dues are not paid shall be placed in inactive status and not allowed to exercise the privileges of membership effective April 1st of that year. Members who are seriously ill, or experiencing other extenuating circumstances may contact the Secretary/Treasurer so the member's circumstance may be considered by the Board of Directors for exemption. Members who are in inactive status and wish to resume full membership must pay at least two years of back dues plus the current year's dues if their membership was inactive for two or more years. Members who have been inactive less than two years must pay the applicable dues plus the current years dues in order to return to full membership.

~~C. Any member who has paid thirty years AORP dues shall receive a Life Membership.~~

(Proposed)

Article 5

Board of Directors

~~I. Life Membership/Dues:~~

~~Any member who has served on the AORP Board of Directors for five years shall receive Life Membership in the AORP. Members of the Board of Directors shall not be assessed dues during their tenure in office. Those years shall be included in the calculation of years toward life membership.~~

MPD CONTRACT - ARBITRATION UPDATE

Continued from Pg. 1

Although the content of our negotiations continues to be subject to confidentiality restrictions throughout the impasse procedure, we remain confident about our position in this process.

IMPASSE ARBITRATION SCHEDULE

The arbitration hearing will be held on the following dates: October 28 and 31, 2013, and November 1, 6, and 8, 2013.

As noted above, at the end of the hearing the parties will submit briefs and a decision will be issued by the arbitrator. The D.C. Police Union will be requesting a compressed briefing schedule of less than 20 days in an effort to secure a decision from the arbitrator by December 2013.

WHY THIS TOOK SO LONG

While some issues were settled at mediation, the main issue of wages was not resolved. Despite being referred for mediation in February 2013 and being released by the mediator on June 25, 2013, the selection of the arbitrator and the finalizing of the dates for the arbitration hearing were only accomplished in the last few weeks. Why did it take this long? The District continued to engage in delay tactics at every turn.

The inability to move forward on the process, including more than six years of delays, is extremely frustrating and disappointing. It is, however, not unexpected. Despite repeated inaccurate and inappropriate statements by Mayor Gray that the parties were "close" to resolution, the District had actually asserted impasse prior to Mr. Gray misinforming the media about the status of negotiations and the District's role in the process. The District's tactics did not change during the impasse process.

Just how egregious has the District's behavior been? Here are two recent examples:

At the end of the mediation process, the parties were ordered to provide final offers on remaining articles. The parties negotiated and agreed to a process and timeline for submitting the offers. Despite expressly agreeing to the timelines, the day the offers were due the District broke the agreement and unilaterally requested an extension. The request was granted prior to the D.C. Police Union even being given an opportunity to object. The District used the extension to delay the process an additional 3 weeks.

After being referred back to PERB in order to begin the arbitration process, the District refused to participate in the arbitrator selection process. The D.C. Police Union was forced to go to PERB and PERB had to order the District to participate in the process. The PERB found there was no basis for the District's refusal to participate and ordered them to participate in the selection of an arbitrator. That refusal gained the District another four weeks of delay.

The possible reasons for the District's constant delays and how we handled the delays are discussed in the frequently asked questions section on page 5. But, it is important to remember that despite the District's efforts to frustrate the process, the process is now in the hands of a neutral third party, and the merits of the parties' positions will be evaluated. After it became clear that the District had no intention of reaching a resolution, this is what we have been waiting for.

ADDITIONAL INFORMATION AND LEGISLATIVE INITIATIVES

While confidentiality rules prevent us from discussing the specifics of our positions going into arbitration, there are several positive factors that can be discussed. First, one of the most difficult hurdles facing unions in arbitration is demonstrating that the employer has the ability to pay. In this case, the District's finances are in fantastic shape. As we previously noted, the District has been generating surpluses of hundreds of millions of dollars (for example, the District announced additional funds of over \$400 million for fiscal year 2013) and is projecting additional surpluses in the next several years.

Given the District's financial health, the union's burden of demonstrating the District's ability to pay has been significantly reduced. In fact, given the amount of money that the District has at its disposal, it is difficult to imagine any legitimate justification for failing to offer made fair (or any) compensation proposals to its police officers or other first responders for their work. (Remember, District's firefighters have not had a raise in seven years.)

Second, as discussed in prior updates, for the first time ever (to our knowledge) members of the Council have exercised their statutory right to review the progress of negotiations. Councilmembers Tommy Wells and Jack Evans both have requested and been provided updates on the process. In addition, both councilmembers have made it clear that they expect the District to respect the efforts of its police officers and to compensate them accordingly. While it is regrettable that it took this level of failure and incompetence on behalf of the District to force oversight over the process, at least now there are competent individuals, committed to public safety, who are monitoring the process.

Third, by having Councilmembers Evans and Wells involved and informed about the process, we are already building legislative support in the event we prevail at arbitration. As noted above, if we win at arbitration the award will be transmitted to the Council for approval. It is important that we have legislative support in order to move the award to a vote quickly.

Finally, the enormous delay in this process and the District's attitude toward rank and file police officers has taught us

some valuable lessons. We know that the financial security and well-being of police officers can be imperiled by a hostile mayor and administrators. In turn this impacts the ability of the District to retain and hire police officers, and that impacts public safety.

In order to prevent this situation from ever recurring, on Friday, September 13, 2013, we asked Councilmembers Evans and Wells to introduce legislation that would stabilize and enhance the Department's hiring and retention capabilities. The legislation would accomplish two goals:

First, it would provide retroactive increases to police officers' salaries for the past 5 years that would essentially allow them to catch up with inflation; and

Second, it would prevent a reoccurrence of what has happened over the past 6 years. The bill provides that police officers would receive at least cost of living increases each year based upon the CPI-U for Washington, D.C. This would ensure that even if the collective bargaining process is stalled – the actual value of the compensation being paid to police officers would remain steady, rising with inflation.

The legislation would provide an incentive and assurance for the Department in retaining and recruiting police officers. The legislation does not impair the collective bargaining process. It is designed to bring police officer compensation up to the present with regard to inflation and keep officers on an even footing if the collective bargaining process is stalled or not functioning. If the bargaining process is functioning and raises are being negotiated or awarded through arbitration, the amount authorized under this legislation would not be in addition to those amounts. We will keep you updated on the progress of that legislation.

FREQUENTLY ASKED QUESTIONS CONFIDENTIALITY

Question. Can you discuss what the parties have offered at the table?

Answer. Not yet. The arbitration process is part of the impasse process. As a result, under District law and the parties' ground rules, the substance of the process and the offers are still confidential. As discussed below, many Department officials have indicated that they were provided information on the District's position when they were given raises by the District. Because of the confidentiality rules, the D.C. Police Union cannot confirm the accuracy of those statements.

However, upon conclusion of the impasse resolution proceedings, the confidentiality rules will no longer be applicable. This means we will be able to disclose the complete history of the process. This will allow every police officer to find out how the District and the Department have behaved during this process and what, if any, value the District has placed on your services over the past five years. That knowledge will allow each of you to assess the veracity of the Department and its officials during this process, the level of commitment the District has to its police officers, and reasons this process took more than five years.

RAISES FOR OFFICIALS

Question. Department officials (lieutenants and above, and Internal Affairs agents) were recently given a raise. As part of that process, they were informed that the D.C. Police Union and its members were not offered any more than what the officials received. Is that true?

Answer. As an initial matter, it is accurate that lieutenants and above and Internal Affairs agents did receive a raise. They were given a 3% raise for fiscal year 2013, no raise in fiscal year 2014, and a 3% raise in fiscal years 2015, 2016, and 2017. They received no retroactive pay. As a result, their total compensation package for fiscal year 2008 to fiscal year 2017 was 12%. That is an average 1.3% each year, far less than inflation. That means that what those individuals will be making in 2017 will have less buying value than their salary had in 2007. It also means those individuals will not have an opportunity for increased compensation until 2018.

As noted above, we cannot confirm the accuracy of the assertion that the District has made the same offer to the D.C. Police Union (i.e., no retroactive raises and less in raises than the rate of inflation over an almost ten year period). But the treatment of the management officials and Internal Affairs agents should provide an important insight into the attitude of Mayor Gray and his administration as it relates to police officers. Mayor Gray and his people do not respect the job that we do, and they do not view us as valuable city employees.

The raise given to management should tell you everything you need to know about the attitude of the individuals we are dealing with during negotiations and the type of offers (or non-offers) they have provided with regards to compensation.

DELAY TACTICS BY THE DISTRICT

Question. Why does the District keep delaying the process? Why don't we do something about it?

Answer. The behavior of the District has been so egregious and so unprofessional that everyone involved in the process has been taken aback. Our veteran attorneys and consultants have never encountered anything like it in their decades of experience. Outside of complete and absolute institutional and professional incompetence, the behavior of the District in this process cannot be innocently explained. What to do about it has been discussed at length.

Here is what we believe might be happening: the District is trying to bait the D.C. Police Union into taking legal action in order to further derail the process. The behavior of the District has clearly not been in good faith, but in order to address that we would need to file an unfair labor practice with PERB. That would probably result in the entire process being put on hold while that issue is resolved. That could take additional months or years, and that is apparently what the District wants. As a result, we have stayed consistently professional and worked diligently to move the process forward.

Why does the District want the delay? The District has not taken this process seriously and its representatives clearly do not want to have to explain their behavior or their positions. As a result, they have tried to delay the proceedings as much as possible. They apparently believe perpetual delay will cause concessions by the D.C. Police Union or disruptions inside the union that would prevent the D.C. Police Union from getting its case before an arbitrator and its membership.

It is important to remember the history of this mayoral administration and the prior mayoral administration with the D.C. Police Union. The past two mayors have waged a war on District employees, their benefits, and their unions. The D.C. Police Union is the only union to have all of the 6 past years still open for negotiation; the D.C. Police Union was able to stop the reduction in health care benefits for its members; the D.C. Police Union was able to protect its members' retirement benefits; and the list goes on – our litigation abilities and our resolve have been battle-tested.

The D.C. Police union and its members has been the sole organization able to successfully fight the anti-police, anti-worker initiatives of both Mayor Fenty and Mayor Gray. All the other workers have been given less compensation, had benefits reduced, been furloughed, had contractual raises reduced, been privatized, or otherwise marginalized. Our litigation record and our willingness to stand up have made us formidable. As a result, rather than arbitrating this issue on its merits in front of a neutral, the District has stalled this process out, in the vain hope that the D.C. Police Union and its members would falter and fade. Instead this union, its members, and its leadership have been resolute, methodical, and focused.

Remember that the past two administrations have a long history of attempting to interfere in the D.C. Police Union and undercut its leadership. A long list of sustained and pending unfair labor practices has established that the District is willing to go to any lengths to undermine this organization. Those efforts have failed because of the courage and support of the members of the D.C. Police Union. It is your perseverance and faith that have allowed this organization to stand fast.

Unfortunately, in the past there has been a tiny group of union members that have colluded with management. Those individuals have used management resources and conspired with management in failed efforts to cause this organization and its members harm (and, yes we know who you are). It is time for those individuals to ask themselves – whose side are you on? The administration that you are colluding with has tried to take away our hard-won benefits at every turn; it is an administration that has failed to provide any fair compensation to police officers for 6 years. It is time for all of us to come together and finish this fight.

At the end of the day, management has failed to derail this process. The contract will go to arbitration, the parties' positions will be heard, and a decision will be rendered. And you, the membership, will know what you already knew – the union and its leadership has advocated and stood strong for you at every turn. We have not allowed the years of delay and unprofessional behavior to wear us down and we will prevail.

CONCLUSION

Here are some relevant facts to keep in mind: Police officers have not had a raise since 2007. During that time: the cost of living has increased by over 15%; management officials have received raises and bonuses, Chief Lanier has increased her compensation by over 45%, and the District has increased its budget each year. At the same time, Mr. Gray and Chief Lanier have taken personal credit for the record low number of homicides and the perception that crime is down. The Department is down from an authorized strength of 4200 police officers, to approximately 3800 police officers. The Department cannot meet its hiring goals and it cannot retain police officers. The Department failed to reach and maintain 3900 officers last fiscal year. Over the next four years, 1500 police officers will become eligible to retire, and that is in addition to other attrition categories.

All of these facts are disheartening and make our jobs more difficult. But they are also the facts that demonstrate why rank and file police officers deserve fair compensation, and securing that compensation is imperative for public safety.

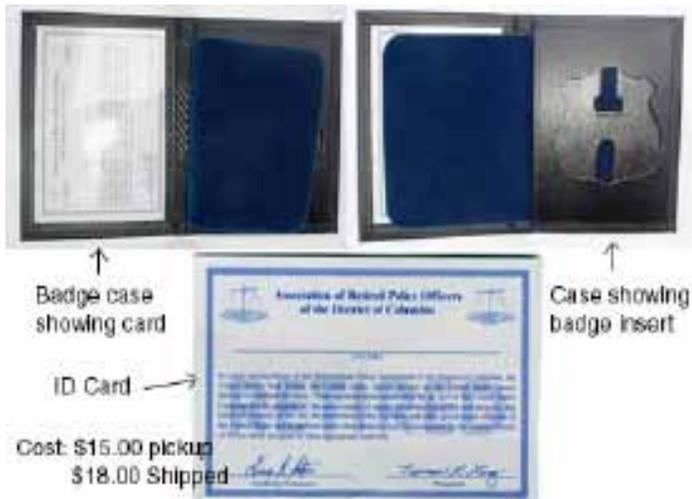
Despite all of the facts in our favor, at the end of the day nothing is guaranteed. The arbitration process is a winner-takes-all proposition – no matter how compelling our case, there is always the possibility of losing. That is one of the reasons we are also working with our legislative partners in securing financial security for rank and file police officers no matter how slowly the negotiating process is working or not working.

We are confident in our position, well prepared, and believe that we should prevail. If we do not win at arbitration, we will welcome an open review of the process. We believe our members will agree with the positions we have taken.

Thank you,

Kristopher Baumann, Chairman

AORP MERCHANDISE



If you are interested in purchasing any items, send check or money order payable to the Association of Retired Police Officers to

AORP
P.O. Box 700
Laurel, MD 20725
Phone (877) 283-1065

When ordering merchandise, be sure and supply all necessary information, such as, sizes, color, indoor or outdoor decals, and summer or winter hats.

Visit our web site at www.aorp.org to see them in color. Please make sure you are very specific in what you want and provide us with all information needed to process your order.

Items are sold at General Membership meetings (Direct buy), or may be mail ordered. The prices appear in the next column.

		Direct	By Mail
MPD Retirement Badge		\$55.00	\$60.00
AORP Retirement Badge		\$45.00	\$50.00
AORP Nylon Jacket	Sm to 3X	\$30.00	\$35.00
Blue Only	4X & 5X	\$35.00	\$40.00
Unlined Jackets	Sm to 3X	\$20.00	\$25.00
AORP 75th Anniversary Plaque			\$35.00
AORP Golf Style Shirt (short sleeve w/pocket)			
White, Gray or Blue	Sm to XL	\$28.00	\$33.00
	2X	\$32.00	\$37.00
	3X	\$36.00	\$41.00
	4X	\$39.00	\$44.00
AORP Golf Style Shirt (long sleeve no pocket)			
White, Gray or Blue	Sm to XL	\$30.00	\$35.00
	2X	\$34.00	\$39.00
	3X	\$37.00	\$42.00
	4X	\$40.00	\$45.00
AORP Sweat Shirt	Sm to XL	\$22.00	\$27.00
Blue or Gray	2X & 3X	\$27.00	\$32.00
	4X	\$30.00	\$35.00
AORP Long Sleeve Tee Shirt			
White, Blue or Gray	Sm to XL	\$18.00	\$23.00
AORP Short Sleeve Tee Shirt w/ Pocket			
White, Blue or Gray	Sm to XL	\$16.00	\$21.00
	2x to 5X	\$19.00	\$24.00
AORP Womens Golf Style Shirt			
White or Blue	Sm to XL	\$26.00	\$31.00
	2X	\$30.00	\$35.00
	3X	\$33.00	\$38.00
AORP Bullion (name engraved)		\$28.00	\$31.00
AORP Badge Case		\$17.00	\$20.00
AORP Name Plate (shipped only)			\$15.00
AORP Key Fob (Chain)		\$16.00	\$20.00
AORP Thank You Cards (10 to a box)		\$7.00	\$11.00
AORP Baseball Hat (White/Summer)		\$8.00	\$12.00
AORP Baseball Hat (Blue-S or W)		\$8.00	\$12.00
AORP 2009 Inaugural Lapel Pin		\$5.00	\$6.00
AORP Lapel Pin		\$4.00	\$5.00
MPD Lapel Pin (Large)		\$5.00	\$6.00
MPD Minature Badge Lapel Pin		\$4.00	\$5.00
MPD Metal Shoulder Patch Lapel Pin		\$4.00	\$5.00
AORP Embroidered Emblem		\$4.00	\$5.00
AORP Window Decal (Inside)		\$1.50	\$2.00
	(Outside)	\$1.50	\$2.00

IN MEMORIAM

Since the last quarterly newsletter, the following members, or their spouses, have been added to the list of those who have answered their last Roll Call and have gone on before us. Our deepest sympathy is extended to their family and friends.

NAME	RETIRED	DEPT	RANK	ASSIGN	DOD
Norman F. Anna	03/01/47	MPD	OFF	1 PCT	02/16/13
Robert L. Gilliam	12/01/61	MPD	OFF	10 PCT	05/30/13
Reese E. Ervin	05/01/64	MPD	OFF	2 PCT	07/05/13
Milton (Skip) Harford	05/01/80	MPD	SGT	USCP	07/18/13
Cornelius B. Mahoney	08/30/84	MPD	SGT	SOD	07/25/13
Richard R. Caron	12/05/87	MPD	SGT	IAD	07/28/13
Chester Sczuka	01/01/71	MPD	OFF	TSD	08/23/13
Brian G. Traynor	06/01/79	MPD	INSP	COMM	08/25/13
John M. Johnson	11/01/69	MPD	OFF	COURT	09/03/13
Francis Rea Harper	10/07/91	MPD	OFF	3D	09/03/13
Edward T. Guggenheim	05/01/73	MPD	SGT	CID	09/12/13
Royal E. Daily	01/08/94	MPD	OFF	SOD	09/13/13
Gerald Woofter	04/22/68	MPD	DET	TRNG	09/14/13
Vryl R. Couperthwaite	05/01/66	MPD	SGT	TRNG	09/18/13
Rene A. Browett	05/07/89	MPD	SGT	2D	09/21/13

NAME	SPOUSE	DOD
Betty Jane Kerzaya	Ronald Kerzaya	05/10/13
Barbara Jeffers	Daniel M. Jeffers	06/13/13
Janet E. Smith	Eugene T. Smith	08/21/13
Suzanne E. Gaddy	Ernest C. Gaddy	09/20/13

NAME	WIDOW OF	DOD
Lily Prentice	Samuel R. Prentice	05/19/13
Jeanette Frye	Charles T. Frye	06/06/13
Anna Gloria Mendonca	George J. Mendonca	07/08/13
Eva C. Finnelle	John R. Finnelle	07/10/13
Rosemary Herlihy	Thomas Herlihy	07/27/13

NOTIFICATION OF DEATHS

No matter what your type of membership, please request your loved ones to notify the AORP upon your passing. Ask them to contact Janet Hankins on (202) 438-1494. I can assist them with the notifications that will need to be made; and, make sure that any money due your estate is located.

AORP MEETINGS ARE HELD THE FRIST WEDNESDAY OF EACH MONTH AT 7:00 P.M. WITH THE EXCEPTION OF JUNE, JULY & AUGUST. A MEAL IS PROVIDED PRIOR TO THE MAY AND OCTOBER MEETING FOR \$10 BEGINNING AT 6:00 P.M.

MEETINGS ARE HELD UPSTAIRS AT THE BRANCVILLE VOLUNTEER FIRE DEPARTMENT, 4905 BRANCVILLE ROAD, COLLEGE PARK, MD.

**YOUR 2014 DUES (\$35) ARE DUE
JANUARY 1, 2014. MAKE SURE
YOU ARE CURRENT.**

**Association of Retired Police Officers of D.C., Inc
14035 Canal Rd. SE
Cumberland, MD 21502
Telephone (877) 283-1065**

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