



**Fraternal Order of Police
Montgomery County Lodge 35**

Tuesday, April 29, 2003

TO : All Unit Members/Police Officers

FROM : Walter E. Bader, President *Walter E. Bader*

Councilmember Howard Denis (R- Bethesda) is a very strong supporter of your contract. He is a member of the MFP Committee and is consistent, honest, and principled.

Councilmembers Andrews (D-Rockville/Gaithersburg) and Praisner (D-Wheaton/Olney) are on the MFP Committee. Both voted AGAINST US by voting for "Option 3" in Committee yesterday. That should not be held against them, for they have a renewed opportunity today.

"Option 3" sounds good but is nothing but an invention of non-elected, big bucks (9-5; Monday – Friday; weekends and holidays off; time with family; no responsibility to use deadly force; no exposure to AIDS, biological hazards, vomit, urine, or assault) Council staff. It was created to deprive you of a decision today; to deprive us of the legal right to renegotiate and re-arbitrate; and to delay a decision until Council can consider cutting or delaying your below CPI pay increase. **It is a political game that frustrates the process and sets a precedent that will surely come back to haunt younger members unless we take a stand to preserve process now.** I do not want to fight our elected officials and crime on two fronts, but we must do what we must to protect our more junior members and this process.

Supporters of "Option 3" want you to believe they support you. Truth is, they have been co-opted into a backup plan that may result in a reduction in your pay increase. Listen to "Option 3" supporters' words. They sound good, but bottom line is that they advocate spitting in your face.

Arbitrator Sharnoff said that the FOP Final Offer of about 6.8% was reasonable **"but for"** the County's ability to pay. Therefore, he cut us from 6.8% to 2%. Other unions received higher contracts without consideration of "ability to pay." No other union has an arbitrated contract. **No other County employee union has ever arbitrated a contract.** We have arbitrated many and lost two. We have consistently supported all decisions. (It is in the interest of preservation of the process that we have appealed the current award only because it violates that process.)

We have been cut once by an arbitrator. That decision was a hard pill to swallow, but we respect the process that some may want to destroy. The other unions have not been cut once, or at all.

Now, some Councilmembers want to delay ("Option 3") so that they later can cut the other unions once and you a SECOND TIME. They call this "equality." Truth is, it is nothing but double jeopardy. Moreover, "Option 3" has the potential of wasting our resources and forcing us into arbitration next fall so that it will distract from our negotiations for a new contract!

Maybe **some** Councilmembers and certainly Doug Duncan know that you will do your job no matter what they do and will exploit your dedication. They know that we honor our oath of office, but may take you for granted. Our greatest weakness from their perspective – that we are committed to our community - is an underestimation, for our pride is the essence of our strength! **Some** might be committed to raw politics and backroom dealing to brutalize police officers and relegate us to the "tarpaper shacks" they truly believe we deserve. Their notion of equality defies all logic.

BOTTOM LINE: Any Councilmember who votes for "Option 3" is anti-police. Conversely, we must respect and appreciate all Councilmembers who support process.



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