



**WEST CENTRAL MISSOURI REGIONAL LODGE #50**  
**FRATERNAL ORDER OF POLICE**  
Rick Inglima, President

Date: November 8<sup>th</sup>, 2008  
To: Lodge #50 Members  
From: R. Inglima, President  
Re: Proposed Dues Increase

Brothers & Sisters,

As much as I know that this isn't going to be a popular subject, it's one we have to talk about. The membership at the October, 2008 General Membership Meeting unanimously approved to send a ballot measure out to the members calling for a dues increase. The amount requested in the ballot measure is \$10.00 per month. This would bring our dues structure to \$36 per month or \$18 per two week pay period (24 pay periods). This increase is only for active members. Civilian members would see a \$4.00 per month increase and there is NO increase for retirees.

Why more, why now?

Now I know that the economy is bad, I know that no one wants to pay more money... but we have to face facts. We have not asked for a dues increase in six (6) years. During that six years we have seen our costs rise tremendously. We've increased our services, and increased our facilities for the member's use. Our costs have risen in insurance, utilities, supplies, accounting, equipment, training, increased dues to the State and National Lodges, and most importantly legal. Our legal costs have risen an average of \$20 per hour for legal services in the last six years. We continue to represent officers in lawsuits, unfair employment

actions, and officer involved shootings. We have to be able to continue our legal plan without any cuts. In fact we would like to do some work on the legal plan and at some point hire a staff attorney to fix our costs, solidify our representation, and increase our ability to stand and fight for our members.

### Collective Bargaining Costs

We also have to look the future. Not only will costs continue to rise but we are at a juncture in this Lodge and State. I believe as others do in the FOP that things are about to change. Regardless of whether you are personally happy about the outcome of the national elections on November 4th, you have to look at one thing. The thing we have been working for in this State for more than 30 years is about to arrive. With the incoming slate of politicians in Washington we are almost assured that the National Collective Bargaining Bill will pass in 2009. This is the bill that would enact federal law guaranteeing collective bargaining rights for public safety employees (Police, Deputies, Firefighters, & EMTs). This means that employers would have to bargain with your collective representative (FOP) over working conditions, wages, and benefits and sign a contract guaranteeing those things negotiated or agreed upon at the bargaining table. Along with the benefits it will also require a tremendous amount of education, knowledge, and training on our part and on the part of your chapter representatives. The training that is particularly important for us will cost money. We are going to bring the training here to Lodge #50 so we can train more of our members regionally with much less cost, but we will still have to pay out of Lodge funds.

### Fundraising

We also have to understand that the fundraising we always could count on to supplement our income has dried up. The \$30,000 to \$40,000 we received six years ago has dried up to nothing. We no longer even have a phone solicitation firm calling for us because the profit margin is so poor. This year alone the State FOP has had to decrease it's budget by more than \$100,000 in one year because of cuts in phone solicitation. To make up the difference the State Trustees voted to assess the membership \$10.00 each. This will be done in two increments \$5.00 in the fall and \$5.00 in the spring. The Lodge #50 board voted to absorb the cost of the first \$5.00 but we can't absorb the second without a dues increase. The State Lodge will then likely ask for a per capita (dues) increase at the next State Conference in 2010. The State currently only gets \$11.00 per member for per capita and the life insurance costs \$11.50 per member. Families in this Lodge have benefited from the life insurance when their officer/member dies unexpectedly. For some they realized it was the only insurance they had.

We currently pay the lowest amount of dues for any Lodge in the area. Our State Lodge receives the lowest per capita of any state we've spoken to.

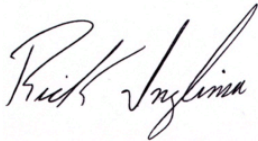
Put it in Perspective

The \$10 increase per month the Lodge is asking for is only \$5 additional per two week paycheck. That's less than a couple of coffees or a lunch at Burger King. Make sure you put it in perspective and think of the need and the good it will do for our members.

Please think about the future when deciding how you vote on this issue. This is a priority for our Lodge to continue and to thrive given the needs and challenges for our future. The Executive Board and the Board of Trustees recommends that you VOTE YES for the needed dues increase.

If approved your Board promises to use this money wisely and to increase services for you, the member. We will continue to be expeditious in the use of your money and work to make it help improve your jobs as police officers to the best of our abilities.

Fraternally,

A handwritten signature in cursive script that reads "Rick Inglima".

Rick Inglima, President  
FOP Lodge #50

## FAQ's:

### How much do other Lodges in our area pay for dues?

- Kansas City FOP Lodge #99 - Currently members pay \$35 per month. Lodge #99 expresses the need for a dues increase.
- Independence Lodge #1 members pay \$53.50 per month.
- Lodge #50 is the lowest in the area at \$26 per month. If the increase passes we will be almost even with #99 until their next increase in the near future.

### What are some of the increases in cost?

- As of October of 2008 we are *already* \$15,000 higher in total legal expenses as opposed to all 2007.
- The increase of the National Per Capita payment and administrative fee will increase our costs approximately \$3,000 per year.
- The assessment currently in place by the State Lodge will cost approximately \$5,000. If the members agree to a permanent increase at the next state conference this will make that \$5,000 increase permanent.
- With the increase in value of our buildings, property, and liability our insurance costs can rise as much as \$1,000 per year.
- Both buildings need repairs to their roofs and one looks like it will need a completely new roof. The estimated cost of the new roof for the office and repairs to the north building (10-81 Club) is \$20,000 +.
- As we increase duties and hours needed from our staff our personnel costs rise approximately 5% yearly or approximately \$750 to \$1,000 per year. If we increase to one full time staff with pay and benefits we anticipate a possible \$15,000 increase yearly.

### How much are the Exec Board members like President, Vice President, Treasurer, Secretary, etc... going to make from this dues increase they are asking for?

- **NOTHING!** - Your executive board members donate their time.
- None of our Board Members receive a salary.
- It costs most of them to work for you for free. If they weren't working for the members they could be dedicating their time elsewhere such as working O.T., Off Duty, or more importantly spending time with family.

### What do other Unions like the International Association of Firefighters (IAFF) charge their members?

- The IAFF does a lot of things very well. We work with them on regular occasion. We learn from them and believe they learn from us.
- Their members pay **\$100 per month** in dues and I have never heard them complain. This dues structure allows them to have a full time staff to handle a lot of their needs. We maintain one part time employee.
- If our members want similar services and features they have to expect to pay a reasonable fee in dues.

### What happens if the dues increase doesn't pass? Will Lodge #50 still be available?

- The Lodge will still exist. Eventually there may have to be a reduction in services such as legal, etc... (i.e. an attorney only available for disciplinary cases of 3 days or more, instead of any time there is an issue of discipline).
- I don't want to think about the possibility of the buildings falling into disrepair without funds? The buildings are our biggest investment and need to be maintained.
- I also don't want to think about the possibility of turning into only a social group rather than advocating for our members legally, politically, and in the labor field.
- Right now we are holding on and doing all the things necessary to advocate for our members and looking to even increase services. However, the dues increase is vital to our plans and our future.

### Why not phase the dues increase in over several years instead of all at once?

- Although we understand it may be easier for some to accept the increase over time this is a very big problem administratively for the Lodge.
- Each time there is an increase we have to go through the different processes of each local government that offers payroll deduction. Some require each member to sign a new sheet for payroll deduction before changing the amount.
- There are also more than 150 members still paying quarterly without payroll deduction and this causes new billing issues to keep them all current and paying the current and correct amount.
- You can see that this makes continual dues changes not feasible for us to accomplish.

### How much is the dues increase for civilian and retired members?

- We have attempted to minimize the impact on civilians. The ballot measure calls for a \$4.00 per month increase for civilians. Civilians receive legal coverage but not the insurance and we don't pay per capita to State and National for them. We reduced the increase to cover only what we felt was needed to maintain their legal coverage.
- There is **NO INCREASE FOR RETIREES**. Retirees don't receive legal coverage and we know most of them are on a fixed income trying to make ends meet. They made it through a career in this business and unless we are required to in the distant future we don't want to increase their dues.

### Thirty-six dollars a month is too much, why don't I just drop my membership?

- How much can you afford if you get sued?
- How much can you afford if you are involved in a critical incident?
- ***The average amount to represent an officer in a shooting is approximately \$3,500 - \$4,000.*** That includes getting the attorney out of bed and getting them to the scene, walking you through the process and protecting your interests, meeting with you and representing you during your interview with the investigators, getting you prepared, and seeing you through the Grand Jury. This cost doesn't even come close to the cost if you are sued civilly and need your own attorney.
- You'd call a doctor without malpractice insurance CRAZY!!! How is that different from a police officer who doesn't maintain legal protection?
- How much is \$20,000 - \$30,000 of insurance worth if it is something to help your family if you meet an accidental death on or off the job?
- How much is it worth to know that over 325,000 other members are standing behind you in time of need?

### When would the dues increase take effect?

- If approved the dues increase would take effect January 1, 2009

### How do I vote?

- Each member will have a ballot mailed to their address on file at the Lodge?
- Mark your answer, stamp the ballot, and return it in the specified time.
- The ballots will be sent to the Lodge Attorney who will tabulate the results.
- It is imperative that you make sure you have updated your information with the Lodge to ensure you receive a ballot.