

KANSAS CITY, MISSOURI  
FRATERNAL ORDER OF POLICE, LODGE #99

*"A Missouri Non-Profit Organization"*  
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**HEALTH CARE BENEFITS-EMERGENCY HELP NEEDED**  
**BOPC MEETING – MARCH 24<sup>TH</sup>, 2011**

**MUST READ!!!**  
**MUST ATTEND ABOVE MEETING**

Dear Department Members:

Over the last three years, the FOP has served as the rank-and-file's representative on the City's Health Care and Benefits Steering Committee (Committee). We have listened and responded to the City's presentations regarding City health benefits. Over the last year, the City has been pushing for the Department to agree to fold the Department's health care plan into the City's plan.

During our Committee meetings, the City has claimed that bringing the Department into its plan would result in a savings to the City of up to \$2.5 million and would help provide greater and cheaper benefits to all employees, including members of the Department. To date, the City has never provided any documentation demonstrating that the Department's inclusion in the City's health insurance would result in any savings to us or the City, despite the Committee's numerous requests for that information. The Committee speculates that there could be a savings of approximately \$350,000 due to a change in management philosophy, but even that has not yet been proven to the Committee's satisfaction.

Over the last two months, we have been involved in detailed discussions with the City as part of the Committee. The Committee has spent countless hours reviewing the Department's health care packages, and comparing the Department and City health care plans. Additionally, we have held a number of group meetings with City officials where members have engaged in very open dialogue regarding the health care plans of both the City and the Department. During those discussions, the FOP has maintained that unless the City demonstrates that there is a financial benefit to our members in joining the City's health insurance plan, we, as an organization, will not support any changes to our health care plans, especially if such changes were to the financial detriment of our members.

As we are all aware, our members are by far the healthiest individuals in the City. Adding us to the existing health care trust would help raise the overall health of the City's other members, and that would allegedly help the City's overall health rating. However, based on our research and investigation, it is clear that our members benefits would decrease and our premium and co-pay costs would increase significantly. Essentially, the City wants to use our health rating to make up for its employees with poor health histories. What's ironic is that the City has met with other City agencies regarding adding them to the existing city health care trust, but after the City's official reviewed those agencies health histories, they rejected their inclusion in the City's plan because they were in such poor overall health. From our perspective, the City wants us to do for the City what it is unwilling to do for other City agencies. And that from the FOP's perspective is hypocritical and unacceptable.

Moreover, when the FOP asked the City if it would be possible to keep our benefits intact, or if the City could raise other members' benefits to Department levels, we were told an emphatic "NO." Instead of offering us

some type of compromise, we were told that this was a take it or leave it offer. The City said that the other bargaining units would never let us have a better health care program, regardless of the fact that we have earned it. Apparently, the City is held hostage by these other organizations. We are not.

Given all of this information, it is our position that any transition to the City's health care trust and shared insurance would not be in our member's best interest. While we understand the City's position, we cannot support moving to the City's health insurance plan at this time. We support keeping our current health care package in place, and maintain that any change to our current benefits must be negotiated with the FOP through the collective bargaining process.

On March 24, 2011 at 0900 hours, the Board of Police Commissioners (BOPC) will be addressing this issue in an open Board meeting on the sixth floor of Headquarters. This is one of the most important issues in recent memory. The BOPC will be listening to presentations by the Command Staff, City officials, and FOP E-Board members. It is absolutely essential that we stand united on this issue. We cannot overstate the importance of showing our interest in this matter. We need hundreds of our members to attend this meeting. A vote may happen that day regarding your benefits, and you need to stand up for your rights. You deserve to be heard, and the FOP E-board needs your support. We ask you to please arrive no later than 0830 and grab as many seats up front as possible. This issue affects not only you, but also your families, retirees and civilians alike. We cannot afford to sit idly by and not voice our position on this matter. We firmly believe that a united front will result in a supportive vote from the BOPC.

We have attached the e-mail addresses of the BOPC members and the governor's office, and we ask you to send emails to each of them voicing the FOP's position that our health insurance should remain intact.

It is my pleasure to stand proud with each of you. Thank you for all the support. Please be respectful when sending e-mails.

Sincerely,  
**/s/ Brad Dumit**  
Brad Dumit  
President, FOP Lodge 99

<http://governor.mo.gov/share/>

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