

# FRATERNAL ORDER OF POLICE

INDIANAPOLIS



LODGE #86

1525 SOUTH SHELBY STREET  
INDIANAPOLIS, INDIANA 46203  
PHONE 317-637-1195  
FAX 317-267-0114  
[www.fop86.org](http://www.fop86.org)

February 22, 2012

Greetings,

As you know your FOP has been closely monitoring the miscalculation in overtime pay that arose at the beginning of the year when the new citywide payroll system was launched. Your FOP leadership team has expressed great concern related to this matter since that time and provided a written update to our membership on February 8, 2012.

During this time, representatives from the FOP and our legal team met with representatives from the City including the Office of Corporation Counsel and the Chief of Police. As a result of that meeting, the City agreed there is in fact a serious miscalculation error which is affecting many within our membership. Subsequently an emergency meeting was scheduled with the programmers of the system yesterday, February 21, 2012.

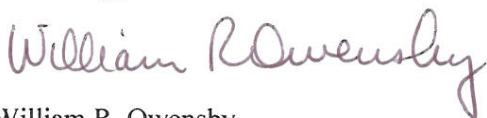
During the emergency meeting, the FOP outlined the financial shortfalls and it was determined the programmers had been directed to utilize FLSA standards and calculate overtime for any hours over 171 instead of the agreed upon contractual variable of 160 hours, otherwise known as gap overtime.

Due to the FOP's due diligence and persistence in this matter, the City has agreed to correct the discrepancy and abide by the Labor Agreement. However, this correction will not be in place before the next payroll checks are issued beginning Friday February 24, 2012. We are very hopeful to have the matter corrected and the payroll shortages caught up by the first check in March.

Obviously this is a very frustrating process and the FOP recognizes our members expect to be compensated for commitment and service to their community. Like all working professionals we expect to be treated fairly and equitably.

This misstep by the City once again proves the value of having police officers represent police officers. The police officers of Indianapolis and the members of the Fraternal Order of Police are professional subject matter experts within the Law Enforcement and Public Safety arena and had it not been for the expertise and professionalism of our membership, our public safety guardians would have continued to have been shortchanged. Once again, the purpose of our Labor Agreement has allowed us to promote orderly and peaceful labor relations for the mutual interest of the City, the employees and the FOP.

Fraternally,



William R. Owensby  
President