



# KEENAN & ASSOCIATES, INC.

ADMINISTRATORS FOR THE FRATERNAL ORDER OF POLICE-LEGAL PLAN, INC.

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March 18, 2005

RE: Fraternal Order of Police Legal Plan, Inc.  
Salary Reimbursement Option (SRO)

*The Legal Plan, Inc. is offering a **new option** to the Members.* Under the Administrative coverage, there is a **salary reimbursement option** which allows a Member to choose up to 3-days actual loss-of-pay (based on regular hourly rate) or \$500.00, whichever is less. This Option can be taken once a suspension has been imposed. ***This Option is in lieu of legal costs for an appeal to the suspension.***

The SRO is available *per claim, per suspension*, just not for the SAME issue. For example, if an officer is suspended two separate times for not cleaning out his patrol car, the officer is only eligible for one SRO. The second incident/suspension can be grieved through the administrative grievance process, pursuant to normal claims procedures.

However, if an officer is being suspended for two different incidents, one for not cleaning out his patrol car and then another suspension for insubordination, the SRO is available for each claim (i.e., two separate issues). Taking the SRO for one suspension (dirty cruiser) does not mean a second claim (insubordination) cannot be made or that a second SRO cannot be taken. The "barred coverage" would be for an **appeal** to the suspension once the SRO is taken or a request for an SRO for an identical, subsequent suspension.

If the attorney can conclude the matter under \$500 up to the point of suspension, the officer would be eligible and the attorney fees would be reimbursed in full.

If attorney fees have exceeded \$500 before a suspension is imposed, the officer is NOT eligible for the SRO. However, if the officer wants to appeal the issue of not being eligible for the SRO, the claim can be presented to the Board of Trustees. The Board will make a final decision on whether or not to allow the officer to take the SRO and how much of the attorney fees will be paid above the \$500.

The main point is we want the attorneys to not incur unnecessary fees for an insignificant issue that will only result in a brief suspension.

If you have any questions, please feel free to contact me toll free at 1-866-920-6600.

Sincerely,  
KEENAN & ASSOCIATES, INC.

Cara Webb  
Benefit Administrator  
Fraternal Order of Police Legal Plan, Inc.

Also enclosed is the most current Claim Reporting Form. Please replace this form with any you are currently using. If the correct form is not used, the claim will not be accepted.

To view the most current PLAN ATTORNEY listing, please go to [www.fophylant.com](http://www.fophylant.com)