

The Leaders of the DPOA and the bargaining team engaged the city in talks which centered on the city's demand of a 10% pay cut in wages and cuts in healthcare. The demand for concessions is in response to the city's reported financial crisis. All city unions were asked to give up the same concessions to avert the state's appointment of an Emergency Financial Manager. The leadership of your union advised the city that the members of the DPOA could not afford the requested pay cut and reduction in healthcare benefits, and talks began in an attempt to find a way to offset those demands.

After several weeks, the city presented to the DPOA its final offer wherein the DPOA agreed to take this offer to the Executive Board and Board of Directors for approval. With the approval of the boards, **the city's offer** has been submitted to you for your consideration. The **city's offer** has been outlined and it contains benefit concessions, if accepted will have an impact on the membership.

The agreement reached by AFSCME has preconditions which require public safety to suffer the same cuts in wages and healthcare. AFSCME 's agreements contain cuts in wages and increased healthcare cost. If the city receives the concessions from all of its unions, they will submit a plan to the Financial Review Team as a turn around plan to avert an Emergency Financial Manager. This plan, if approved, may allow the city to avert the appointment of an Emergency Financial Manager. If the city is forced into a **Consent Decree** the state would set the benchmarks and monitor the proposed plan and the city is obligated to maintain the benchmarks or face an Emergency Financial Manager.

This tentative agreement is not binding. As it affects you and your family, you are being **given the opportunity** to consider the **offer** and make a determination to reject or accept the **offer**. **There were enormous risks involved by not talking. We believe it is best for the membership to have all the information. You may have a choice to make. If a vote is taken, you will have been provided all of the necessary information to make a decision.** If this is the best that the city can offer and wants this membership to respond, it is my obligation to present the offer for an up or down vote, then let the chips fall where they may. I have made the Financial Review Team aware of **the Detroit police officers' economic package when compared to other cities (both national and local)**. I have also made it abundantly clear to the review team that **the DPOA membership voted on huge concessions within the last few months.**

Your leadership has and will continue to work to maintain our survival. The city's finances are not in question, what is in question, is will we accept or reject the offer, it will be your choice. **Your President, Officers, Executive Board and Board of Directors as well as members of the Bargaining Team wanted you to have the ability to vote on the city's offer.** The information that has been **provided** to you is just that, information.

The acceptance or rejection of this tentative agreement is no guarantee that the city will avert an Emergency Financial Manger or a Bankruptcy Judge, but if accepted by the State Treasurer Andy Dillion (a demand within the agreement) its contents will be protected under a Consent Degree. Although it is some protection, it is not what we had requested (protection from an Emergency Financial Manager or a Bankruptcy Judge) which was ultimately rejected by the city.

We are currently under contract and that contract will be in force until June 30, 2012 unless an Emergency Financial Manger or a bankruptcy judge is appointed. But let me be clear, we will be in contract negotiations in less than four months and the same or worse conditions will exist.

The officers and bargaining team will be available for any and all questions regarding this unprecedented and **extraordinary** situation we find ourselves facing.