



**Fraternal Order of Police**  
**BALTIMORE CITY LODGE No. 3**

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To all Unit I and Unit II Members,

Today I, and other union presidents, were asked to attend a meeting at City Hall regarding the economic impacts of the COVID-19 virus. The City advised that they expect to realize a revenue loss of \$103 Million in FY2021. To offset that loss, the City is looking to recover \$11 Million in savings from personnel spending. As a result, we were informed that they are contemplating the following three (3) options and want us to consider accepting one of them despite the fact that all will have a negative and drastic impact on our members.

The options are as follows:

**Option 1:**

Freeze all salaries at the FY20 amounts and forgo collectively bargained raises. This option would eliminate the 3% salary increase due to our members on July 1, 2020, that was bargained for in good faith by the FOP and the City in 2018.

**Option 2:**

Unit members would receive either 4, 5, or 6 furlough days, depending on salary. Because our members are "essential employees," you would be required to work and suffer a salary reduction for the total amount of furlough days.

**Option 3:**

This Option would eliminate pay freezes and furlough days; however, it would include 173 layoffs of full-time employees. Layoffs would include non-essential employees currently on permission leave along with specialized public safety functions such as BPD's Mounted Unit, Marine Unit and Traffic Units. (As a side note, the current MOU clearly defines the layoff procedure if it becomes necessary, and this is not it. They are wrong.)

I am furious and disgusted with the Mayor and his administration for asking our members to shoulder the burden of this crisis both physically, and now financially. As of today, we have had 350 members who have been quarantined, 63 who are awaiting test results, and 19 who have tested positive for COVID-19. According to all projections, this is just the beginning of what could be a devastating couple of weeks for our area.

Just two (2) weeks ago, the City said they understood the dangers facing our officers and solely elected to give us a "hazard pay" bonus of \$200/pay. **To give our officers this pay and then to recoup it, and then some, in this manner is clearly deceitful and insulting!!** We are on the front lines of this pandemic each and every day. Our officers continue to sacrifice their own well-being and the well-being of their loved ones in the face of this crisis. Now we are being asked to sacrifice even more while we continue to put on our uniforms and place ourselves on the front lines of this pandemic for the citizens of Baltimore. While you have courageously answered their call to duty, the City has chosen to allow thousands of its workers to stay home or to continue to work from the safety of their homes while being fully compensated.

Mayor Young and his team should not forget, that in the midst of this unprecedented crisis, homicides, shootings and carjacking continue to soar and are already projected to exceed 2019's record setting numbers. This is just another display of poor leadership by Mayor Young and his administration to even discuss furloughs and layoffs of police officers at a time when the Baltimore Police Department is already 500 officers short which places our citizens at a greater risk of becoming victims of violent crime.

Please be assured that the FOP will not take part in this ill-conceived process that Mayor Young's office has undertaken nor will we negotiate any option that might have a negative impact on you. I will fight any effort to force our members to sacrifice anything more than you already have been required to do and I will continue to keep you informed about any action this City is considering.

Thank you,

Mike Mancuso