



## *THE COMMUNIQUE*

### PRESIDENT'S COMMENTS

By Brother Kevin Carroll

Greetings and Salutations, It has been a long time since I have written an article for this newsletter. I hope to correct that practice this year. It is once again my honor and good fortune to have been re-elected to the office of president of this fine organization. If you have been reading the papers or watching television you should know that I have been very busy as of late. I along with many other police officers from Chesterfield have been busy working on a committee assigned by Col. Dupuis to identify reasons that have affected the department's ability to retain officers. I worked with Capt. Dan Kelly, Mel Hamner, Kristen Brown and Nancy Brooking from Human resources to identify discrepancies in pay both internally and externally. We compared our officer's pay to Henrico, Richmond, and Hanover. Officers were compared based on time in grade, salary, title, and position. We compared the actual pay of each officer to determine if officers were paid more in the other jurisdictions. We confirmed what everyone already suspected. Chesterfield Police officers are paid lower than our counterparts in this region. There are several factors which contributed to this problem. In 2001 a similar study was conducted and recommendations were made to the county to fix the problem. A recommendation was made in 2001 to expand the current career development program from two levels to four levels. This would have resulted in higher increases for officers participating in career development. The county would not allow Col. Baker to implement the full recommendations. Instead of expanding the program to four levels the county only authorized expansion to three levels over a fifteen year period. The result of this action has led to the problems we are now facing. Richmond and Henrico have four levels of career development that start earlier in the officer's career. In Henrico officers can potentially complete the four levels by year six. In Richmond officers can complete the four levels of career development by year eight. Henrico's program has a 4.8 increase per step for a net increase of 19.2 percent in six years. Richmond's equals a 20.0 percent increase over eight years. In 2006 Richmond City decided that public safety was a priority. The City Council enacted a city ordinance creating a public safety pay scale. The scale is designed to phase in over a six year period reaching its complete phase in 2012. We completed our study and made a recommendation to Col. Dupuis to increase career development to five steps and switch to a military style pay scale

for the police department. We presented to the command staff and they concurred with the recommendations. We then presented to the new County Administrator Jay Stegmaier, the Director of Human Resources Karla Gerner, Assistant Director Scott Zaremba and Budget Director Alan Carmody. The proposals are currently under review by the county administrator's office. I as your president felt that this issue is of grave importance to the members of this lodge. Accordingly I contacted each member of the Board of Supervisors for Chesterfield Count and met with each member to discuss the retention committee's findings. I also informed them of the morale issue facing the police department. I told them of the officers that are in limbo waiting to see what the county proposed to fix the pay problems. We then went on the offensive by starting a media campaign to inform the public of the dissatisfaction of the Chesterfield police and sheriffs with the current pay problems. I enlisted the help of a very tenacious couple named Carolyn and Jerry Horton. They are police department volunteers and have firsthand knowledge of the problems facing the officers. They have helped us tremendously in our efforts. If you see them make sure you thank them for the help they have given us. It is still unclear what the Board of Supervisors will do for us this year. One thing I do know for a fact is that this is a very different board than the previous one. I believe for the first time in a long time we actually have people who care about public safety. I am encouraged by the conversations I have had with each member. I will not tell you that the solution to our problems will happen this year. That would be very irresponsible of me. I will say that I believe that the message has been received by the county and they realize that they cannot afford to lose the many officers that will leave if the pay is not addressed. In the meantime I need your continued support on this issue. We need to continue with the E-mail campaign on the Board of Supervisors. I am attaching their information to this newsletter. An e-mail encouraging them to fix the pay issues is all I ask. Please keep it positive and not negative. I do not want them to think we are just a bunch of whiners. Now, what do I think will happen? It is probable that we will see a shift in the county policy dealing with public safety. I am pushing for the implementation of a public safety pay scale. I believe that the county is now amenable to this. I am now sure if it will be the scale we designed or a modification. I will be monitoring this closely as it develops.

I have been very busy over the last year with the lodge. We were forced to sell our building because all of the property around us is going to be developed. Luckily we found a great piece of property across the street to the right of Fire Station number eleven. We were able to secure owner financing at a great rate and purchase two acres with a house and several out buildings. Brother Micky Smith is now leading the charge for the construction of a new lodge at the new location. I have appointed members to serve on the various committees necessary to run the lodge. I have great confidence of the members who have chosen to serve.

Now, it is time to discuss one last important issue. The future of this organization! Contrary to popular belief I am not even close to retirement age. Ok maybe a little close. I will not even consider retirement for at least five to seven more years. That being said I am gravely concerned for the future of this lodge. Recently we held a Brunswick Stew event at the lodge. Perhaps it may have been short notice for some of you to attend. I saw the same faces at this event that I see at all the events. Now do not get me wrong, I love seeing their faces. However, It would be nice to see some new ones to. This lodge has endured before us and I hope it will endure after us. The only way this is possible is for new people to take interest and become part of it. I always hear people say well what the FOP is going to do about the pay or some other issue. A good question to ask I might add. My response is usually a plan of some type that the board and I come up with. My response should be I

don't know what do you think we should do? What are you going to do about it? The future of this organization is dependent upon the members of this organization. We need people to become active in the lodge. The more active you are I the lodge the more control you take of your own destiny. The future of this lodge depends on each and every one of you. When I stand behind the podium at the monthly meetings I see the same faces every month. The same dedicated group of people that I consider to be the leadership group in our organization. I also see on the back wall a row of pictures of the past presidents of this lodge. I see those who have trodden before me to build this lodge to what it is today. After being president for four years and now going into my fifth I realize that those past presidents gave a great deal of their time and life so this lodge could flourish. I would not ask of them to recommit at the later years of their life to the future of the lodge. They looked to me and the current members of this organization for the commitment to continue their work. I look to you, the new and old member to ask yourself what can I do to make a difference. I am committed to the success of this organization. I will tell you that my life would be easier if I just played golf, hunted and stayed at home with my wife. It would not however be as challenging. I look forward to the day when I will see the future leaders of this organization start to participate and take ownership in the FOP. Our future and yours depend on it. We will have a meeting this Thursday at 1900 hours at the lodge if you are available to attend it would be fantastic. There is plenty of Brunswick Stew left for sale at \$5.00 dollars a quart.

Well, that certainly was a mouthful wasn't it. Now if you read all of this you are probably saying HMMM, maybe it was better when he was silent for all those months.

Fraternally ,

Kevin P. Carroll

P.S. Keep your head down and laugh greatly each day. It is a lot more fun.

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## FROM THE EDITOR'S DESK

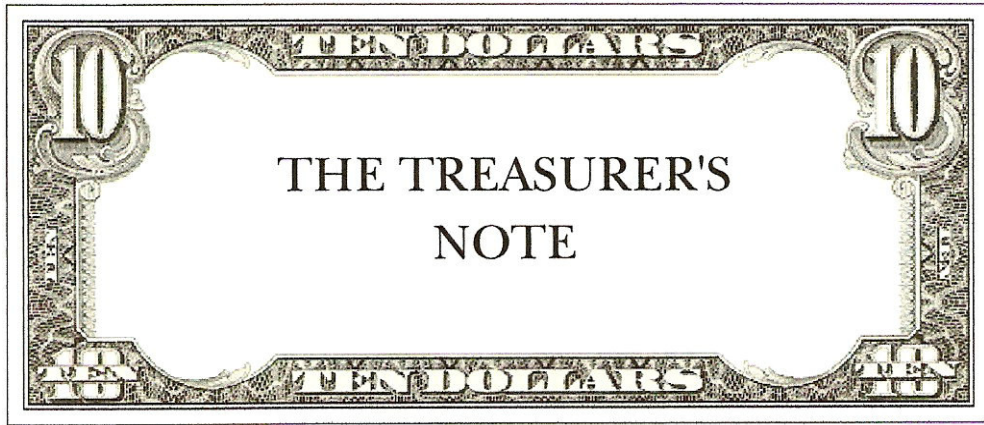
By Sister Gwen Orfield

For those of you who don't know me, I am the Secretary on the Executive Board of Chesterfield Lodge 47. I have recently acquired the task of editor of the Communique. This is the lodge's monthly newsletter that is posted on our website. In the coming months, the Communique will take on a new look and new sections.

This is where your help is needed. I am looking for members of the lodge to contribute to the articles included in the newsletter. If you feel there is something important that may affect our membership or be of interest to them, I want to hear from you. I encourage announcements of promotions, life events, etc. If you have something to sell or vacation property to rent, let me know. Remember, this newsletter is for our membership and I would like your input.

All articles will be reviewed by the lodge president for its content before inclusion in the Communique. It is requested that all articles be submitted by the 15<sup>th</sup> of each month for inclusion in the following month's newsletter.

I look forward to hearing from our membership and keeping you informed.



THE TREASURER'S  
NOTE

By Brother William 'Mickey' Smith

Brothers and Sisters,

I am currently on the building committee. we have met with the Planning commission and are moving forward with plans for the new lodge. There is a site planning meeting scheduled in about 2 weeks and I will keep you informed on the progress we are making as we press on.

Secondly, we recently finalized the transaction regarding the tower site and \$150,000 we deposited in the lodge's account. Although this lump sum greatly boosted our account, the yearly amount of \$8,400 will no longer be forthcoming.

Any suggestions with regard to raising monies throughout the year for charitable or other causes is very much appreciated.



From The Desk of the Associate President

We are proud to say that we have received 80% of our 2008 dues renewals! If you have not paid them, please have them in by March 31st. Thank you to all that have paid!

We want to welcome our newest member, Brother John "Monty" Morris. We look forward to working with you in the future.

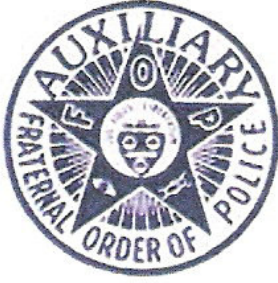
Happy Birthday wishes go out to Sisters Kathy Lasky on January 7th, Elke Eckenrode on the 15th, Brothers Mike Wananmaker on the 6th, Tom Manson on the 10th, Wayne Trammell on the 18th, Drew Lasky on the 19th, and Monty Morris on February 25th. Hope all of your birthday wishes come true!

It was so nice to see all that were able to attend our January and February meetings. We were delighted to see Sister Nancy Eubanks! We are so glad that you are doing so good!

The Lodge is getting really excited about our move to our new building. We will be needing a tremendous amount of help in making this our new home. Please let us know what special talents you have to offer that can help benefit our project, as well as, any ideas and comments that you have to benefit the Associates and the Lodge.

We look forward to seeing you all at our March 21st meeting! Take care til then!

Sister Betty Rice



## Fraternal Order of Police Auxiliary

Dear Members,

The Auxiliary Scholarship is now available. The forms are included in this edition of the Communique. The application must be postmarked no later than May 1, 2008.

Chesterfield Fraternal Order of Police  
Auxiliary #47

### **Scholastic Scholarship Fund Guidelines**

- A. Monetary amount to be five-hundred dollars (\$500.00) per annum.
- B. Monies to be paid in full at the beginning of semester after recipient has provided proof of enrollment to Auxiliary.
- C. To qualify, applicants must be the children of a member in good standing of the Chesterfield Fraternal Order of Police #47 or Chesterfield Fraternal Order of Police #47 Auxiliary. A person may win this scholarship only once.
- D. Applicants for this scholarship shall have maintained good scholastic standing and shall, in his or her current year, maintain at least a 3.0 grade point average.
- E. Scholarship monies will be refunded to the Chesterfield FOP Auxiliary #47 should applicant fail to complete semester.
- F. The Scholarship Committee will screen all applicants and select the winner. If an application is submitted by a member of the Scholarship Committee's family, then that committee member will not be permitted to serve.
- G. Applicant must be accepted by an accredited college or university, either for two (2) or four (4) years, graduate school, business school, or a trade school.

#### INSTRUCTIONS:

1. Type or print clearly.
2. Attach the following to complete applications:

1 personal reference form (other than family) form is attached.

- Advisor/Guidance form
  - Biographical statement, including educational background and other pertinent information about yourself. (type written in essay form not to exceed 1000 words)
3. This scholarship, in the amount of \$500.00, is for one year only. A person may win this scholarship only once.
  4. Applicant is responsible for submitting a completed application. All incomplete applications will not be accepted.
  5. Return application with attachments to:

Mrs. Gale B. Stiles  
9771 Swansea Rd.  
Richmond, VA 23236

**APPLICATION FOR CHESTERFIELD FRATERNAL ORDER OF POLICE  
AUXILIARY #47 SCHOLARSHIP**

**DEADLINE FOR APPLICATION IS May 1st.**

NAME: \_\_\_\_\_ PHONE: \_\_\_\_\_

PERMANENT ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_\_

CURRENTLY EMPLOYED: \_\_\_\_\_ YES \_\_\_\_\_ NO

GPA OR QCA: \_\_\_\_\_

EDUCATIONAL INSTITUTION IN WHICH ENROLLMENT IS DESIRED

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

EXTRA CURRICULAR ACTIVITIES: \_\_\_\_\_

COURSE OF STUDY: \_\_\_\_\_

DEGREE SOUGHT: \_\_\_\_\_

EXPECTED DATE OF COMPLETION: \_\_\_\_\_

DATE PAYMENT MUST BE MADE: \_\_\_\_\_

DATE TERM BEGINS: \_\_\_\_\_

SOURCES USED TO COVER COST: \_\_\_\_\_

NUMBER OF MEMBERS IN HOUSEHOLD CURRENTLY ATTENDING COLLEGE: \_\_\_\_\_

\_\_\_\_\_  
SIGNATURE OF APPLICANT DATE

SIGNATURE OF PARENT/ GUARDIAN DATE

**Chesterfield Fraternal Order of Police Auxiliary #47  
SCHOLARSHIP FUND**

**PERSONAL REFERENCE FORM**

*To be completed by applicant:*

**NAME:** \_\_\_\_\_

**PLEASE PRINT**

*To be completed by reference:*

**NAME:** \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_

\_\_\_\_\_

**PHONE:** \_\_\_\_\_ **RELATIONSHIP TO APPLICANT:** \_\_\_\_\_

**NUMBER OF YEARS YOU HAVE KNOWN APPLICANT:** \_\_\_\_\_

**PERSONAL COMMENTS:** \_\_\_\_\_

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SIGNATURE OF REFERENCE DATE

**FORM MUST BE POSTMARKED NO LATER THAN May 1<sup>st</sup> :**

Return to: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Chesterfield Fraternal Order of Police Auxiliary #47  
SCHOLARSHIP FUND**

**ADVISOR / GUIDANCE FORM**

**TO BE COMPLETED BY APPLICANT**

Name: \_\_\_\_\_  
Freshman: \_\_\_\_\_ Sophomore: \_\_\_\_\_ Junior: \_\_\_\_\_ Senior \_\_\_\_\_ Graduate: \_\_\_\_\_

Name of School: \_\_\_\_\_

Address: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Anticipated Graduation Date \_\_\_\_\_

**TO BE COMPLETED BY ADVISOR / GUIDANCE COUNSELOR:**

DOES APPLICANT HAVE AT LEAST A 3.0 GPA FOR CURRENT YEAR? \_\_\_\_\_

COMMENTS: \_\_\_\_\_  
\_\_\_\_\_  
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\_\_\_\_\_

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NAME-PLEASE PRINT DATE

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SIGNATURE TITLE

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PHONE NUMBER

FORM TO BE RETURNED DIRECTLY TO:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

POSTMARKED NO LATER THAN MAY 1ST