



## FRATERNAL ORDER OF POLICE®

Little Rock Fraternal Order of Police, Lodge #17

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[www.lrfop.org](http://www.lrfop.org)

Honorable Frank Scott, Jr.  
Mayor's Office City Hall  
500 W. Markham St.  
Little Rock, Arkansas 72201  
Re: LRFOP Statement of Agreement

November 16, 2020

Dear Mayor Scott

On August 11, 2020, Jarred McCauley, as the Negotiation Committee Chairman for the Little Rock Fraternal Order of Police Lodge #17 (LRFOP), sent an email to Stacy Witherell, Director of Human Resources, requesting that negotiations begin with the City pursuant to Article XXV Section 5 of the Statement of Agreement, which states "It shall be the obligation of the City and the FOP to start negotiations within two (2) weeks after Labor Day, prior to the expiration of the agreement." Labor Day for 2020 was Monday September 7<sup>th</sup> and the current agreement expires December 31, 2020. This was well in advance of the two weeks required.

On September 25, 2020, a letter was sent via email to Jarred McCauley restating in writing a telephone conversation with him from September 21, 2020. In this letter Director Witherell indicated the following:

- The City wishes to negotiate a new agreement
- The City wishes a more inclusive negotiations process, including and starting at the negotiations table
- Therefore, the City is recommending that four (4) representatives from and selected by the BPOA sit on the negotiations team with the FOP

The final line of this letter indicated, "the City is ready and willing to negotiate and looks forward to your response.

After receiving this response, we were encouraged the City was willing to continue the relationship between the City and LRFOP as the exclusive bargaining agent for police officers, which has been in existence for over 40 years. At that time, the LRFOP sent you a letter dated September 28, 2020, advising you of the inclusiveness of the LRFOP and the 5-member negotiating team as representative of all races and ethnicities. This letter stated:

*We also share your commitment to an inclusive process. The Little Rock Fraternal Order of Police (LRFOP) is by definition diverse, as members make up 95.38 percent of the workforce at the LRPD. Within the bargaining unit that would operate under this contract, officers and sergeants, our membership encompasses 97.75 percent and 90.41 percent respectively. To our knowledge there are only 14 members (3 percent) of the bargaining unit that have elected to not become members of the LRFOP. Regardless, our negotiators' duty to our brothers and*

*sisters in the LRPD is not constrained by membership in the LRFOP. We seek to represent all of their best interests and all will receive the negotiated benefits.*

*That is why we have carefully selected the members of our negotiating committee to be inclusive and representative even of the 3 percent that are not LRFOP members. Our committee is comprised of five individuals. Forty percent of this group are members of the Little Rock Black Police Officers Association (BPOA), including one member who serves on the organization's Executive Board.*

The letter also requested that you have Human Resources contact Jarred McCauley by October 2, 2020, to schedule the first official negotiation meeting between the City and the LRFOP.

On October 5, 2020, Director Witherell sent me an email acknowledging receipt of the above letter to you and that the City was aware that the LRFOP Negotiations Committee was comprised of LRFOP members who are also members of the BPOA. The letter further stated, "It is still the City's recommendation that the FOP include four representatives from and selected by the BPOA sit on the negotiations teams with the FOP."

After receiving Director Witherell's email, I informed her that the position of the LRFOP was to continue as the exclusive bargaining unit for Little Rock Fraternal Order of Police as is specifically required in the Statement of Agreement. Involving entities other than the City of Little Rock and the Little Rock Fraternal Order of Police is in direct violation of several articles of the current Statement of Agreement dated January 1, 2020. Again, I reiterated the LRFOP was committed to good faith and inclusive negotiations and requested she contact Jarred McCauley by October 9, 2020, to set a meeting to begin the process. After that letter was sent, again the City failed to begin negotiations as there was no communication from you or the City of Little Rock concerning the negotiation process.

On November 2, 2020, I sent Bridgette Newson an email requesting a meeting with you concerning the negotiation process. A meeting was scheduled and took place on November 10, 2020. Present at that meeting were you, Director Witherell, Kendra Pruitt, Erik Temple, Van Thomas, and myself. You indicated the "negotiation process" had already been ongoing since Jared McCauley's initial request and the City's position remained that the BPOA should be represented prior to coming to the table to discuss the specifics in the contract. You also reiterated your desire to sign a new workplace Statement of Agreement with the Little Rock Fraternal Order of Police as the exclusive bargaining unit for officers within the Little Rock Police Department. We previously provided you with information which shows the LRFOP is already operating inclusively, representing 95.35 % of the LRPD workforce which includes representation without regard to race, sex, ethnicity or sexual orientation. And yet you have refused to authorize negotiations to proceed.

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I would add that a 9-member LRFOP negotiating team sitting down at the table is totally unnecessary and would be extremely unwieldy and counterproductive.

The position of the Little Rock Fraternal Order of Police Lodge #17 is that the City of Little Rock has failed to continue any meaningful negotiation in good faith toward a new Statement of Agreement. Therefore, regretfully, this letter serves to officially notify you, pursuant to Article XXV Section 6 or the Statement of Agreement, that Little Rock Fraternal Order of Police Lodge 17 has determined that an impasse in negotiations exists and thereby is requesting assistance from the Federal Mediation and Conciliation Service. Pursuant to the Statement of Agreement we will be notifying them as required within the next 3 days as outlined in Article XXV.

Sincerely,

Ronnie Morgan, President

cc. Director Stacy Witherell

cc. City Board of Directors