



# FRATERNAL ORDER OF POLICE LEGAL PLAN, INC.

*Owned and Operated by the Fraternal Order of Police*

## M E M O

TO: FOP Legal Defense Plan Participants  
FROM: Hylant Group, Inc.  
DATE: October 19, 2004  
RE: Plan Description Change (Salary Reimbursement Option)

---

Effective May 1, 2004 The Legal Defense Plan Board made the following change to the plan description:

### **Salary Reimbursement Option**

In lieu of Legal Defense Costs, Participants whose claims involve suspension or other discipline resulting in salary loss may elect to receive reimbursement of up to three days' actual salary loss or \$500, whichever is less. The salary loss must result directly from the matters at issue in the claim, as determined by the Benefit Administrator. Salary loss shall be calculated at the Participants' regular basic salary rate excluding the value of overtime, perquisites (such as use of vehicle or other equipment, etc.) and employment benefits, as determined by the Benefit Administrator. The election may not be rescinded or reversed with respect to the claim or other related claims after the reimbursement benefit is paid. This option is not subject to any deductible which would otherwise apply.

If you have any questions, you may contact Hylant Group at 1-800-341-6038. Thank you.



*Administrators for the FOP Legal Plan and Insurance Programs*