



Comprehensive Legal Plan Comparison

This chart contains a comprehensive comparison of various legal plans offered to Arizona Police Officers. At the left is a list of the covered benefits. The three columns to the right of the benefits column list the covered benefits of each plan. The F.O.P. protects its members with the FOP/ALC Plan just to the right of the benefits column.

	ARIZONA STATE F.O.P. ARIZONA LABOR COUNCIL	COMMUNICATION WORKERS OF AMERICA (CWA)	APA LEGAL DEFENSE PLAN II
BENEFIT COVERAGE	F.O.P. Arizona Labor Council	AZCOPS Legal Assistance	PORAC of California
Disciplinary hearing representation for job related matters: a. Administrative inquiries or investigations. b. Pre-termination hearings. c. Post-termination matter before a review board or arbitrator. (i) pre-hearing assistance and counsel (where the work is really done), including interviewing witnesses, reviewing documents, conferring with member and opposing counsel, preparing briefs, and, all other hearing preparation; (ii) actual hearing time. d. Appeals beyond Superior Court.	UNLIMITED for member, spouse, dependant children. All covered 100% by the ALC. d. Appeals to U.S. Supreme Court, if necessary	Spouses and children not covered. Must receive Executive Board permission and exhaust all internal departmental procedures before using AZCOPS plan. Specifically not covered by the plan are Equal Employment Opportunity Act (EEOC) cases, pension and retirement benefits, promotions and assignments, and medical conditions and injuries. Depositions are not covered. d. Review only to the Superior Court subject to approval of the Executive Board; no further review provided.	NONE a. NONE b. NONE c. NONE (i) NONE (ii) NONE d. NONE
Trial defense for job related matters (civil or criminal). a. Pre-trial preparation time including interviewing witnesses, reviewing documents, preparing the cross and direct examinations of witnesses, and all other trial preparation. b. Actual trial time. c. Appeals to next level.	UNLIMITED for member, spouse, dependant children. All covered 100% by the ALC. c. Appeals to U.S. Supreme Court, if necessary	Available only if employer does not offer coverage. Customary and reasonable legal fees and costs of court; any expert or witness fees are subject to Executive Board approval. Depositions are not covered. Plan will reimburse member for legal fees up to \$5,000 if the member is found not guilty. c. Legal representation for the appeal of a criminal defense is subject to Executive Board approval.	Spouses and children not covered. Criminal: No limits on member coverage. Civil: Provides counsel for member only if employer refuses to provide a lawyer.
Bail bond in criminal matters.	Bond up to \$50,000.	NONE	NONE
IRS Audit Representation.	Up to 65 hours of representation in the event of an IRS Audit of member's personal returns.	NONE	NONE
Will	Free for spouse and member.	NONE	NONE
Motor Vehicle Representation.	Unlimited defense of moving violations except DUI/DWI and drug related matters.	NONE	NONE
Assistance with property damage recovery.	Five (5) free hours of representation per year.	NONE	NONE
Telephone consultations.	UNLIMITED	Only as customary and reasonable and only concerning the meaning of statutes involving open records, pensions, disability, civil services, collective bargaining, or social security. Specifically not covered are Workman's Compensation and personal injury cases.	NONE
Estate Representation.	UNLIMITED for survivors of members killed in the line of duty.	NONE	NONE
Discounted rate for other legal services.	\$80 per hour, 25% contingency fees, or 25% off regular fees for flat rate services.	NONE	NONE
Response to officer involved critical incidents.	UNLIMITED	If deemed necessary - after contacting regional director or local association president.	If deemed necessary - must call a representative first.
Direct contact with attorney.	YES - 24 hours per day, via a toll free number if out of the Phoenix area.	No - must contact AZCOPS first.	NONE
Legislative work to promote/protect law enforcement interests.	YES (For example: preserve 40 hour work week for law enforcement.)	NONE	NONE
Class Action claims that promote law enforcement issues, for example: Fair Labor Standards Act and wage claims.	YES	When the Executive Board in its sole discretion determines that legal assistant may have a positive effect on law enforcement locally or statewide.	Board may choose to become involved in issues that would have a favorable impact on members, such as filing briefs in support of law enforcement.



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