

FOP



JOURNAL

THE VOICE OF OUR NATION'S
LAW ENFORCEMENT OFFICERS®

OCTOBER 2021

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TOGETHER, WE HONOR THE FALLEN

*National Peace Officers'
Memorial Service*

**October 16 in
Washington, D.C.**



ALSO INSIDE

**REMEMBERING
AN FOP LEGEND**



Past President
Richard Boyd



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// **WRITE TO US!** If you have further questions, contact Patrick Yoes at (504) 234-4300, or pyoes@fop.net

Life is always subject to change at a moment's notice, which often reminds us just how little control we have in the bigger scheme of things. Turn on the weather channel or evening news at any given time and you will see images of devastation caused by the unforgiving forces of Mother Nature. Look into the faces of those impacted and see their struggles ... then, count your blessings, for by the grace of God, you and your family were not in harm's way this time.

Just like so many in the communities we serve and protect, law enforcement officers can also be victims of these events. The magnitude of the destruction of storms like Hurricane Ida makes it impossible for local agencies to manage the recovery alone. In this time of uncertainty, when help is

needed most, the Fraternal Order of Police Foundation and its members continue to show their compassion and support for their fellow officers.

Thank you to everyone who has reached out to me with concerns about my well-being in the wake of Hurricane Ida. While I did sustain substantial damage to my home, I am truly blessed compared to so many of our members who were left homeless by the extremely destructive forces of Hurricane Ida. This storm is the worst I have ever witnessed. It changed the lives of thousands in South Louisiana and across the country as it made its way north.

The National FOP DART Team operated two relief sites in Southeast Louisiana that were staffed by 50 FOP

volunteers. They came in from Oklahoma, Missouri, the District of Columbia, New Jersey, New York, Alabama, Tennessee, Ohio, Arkansas, Connecticut and Indiana. Together, they served thousands of hot meals to first responders each day for three weeks while also breaking up into remediation crews to clean up debris, cut trees and make temporary repairs to the homes of over 60 officers so they could stay on the job stabilizing their communities. That is what we do. **Thank you ... thank you ... thank you!**

Over the past 16 years, the FOP Foundation has come to the aid of officers following tornadoes, wildfires, hurricanes and

Continued on page 12 >

The NFOP and COVID Vaccinations

In late January 2020, as COVID-19 forced our nation and the rest of the world to take extraordinary measures to combat its spread, then-President Donald J. Trump established the White House Coronavirus Task Force, which was ultimately chaired by then-Vice President Michael R. Pence. The work of the task force directly led to **Operation Warp Speed**, a public-private partnership initiated by the U.S. government to develop, produce and distribute a vaccine for COVID-19, as well as advances in testing and other therapies.

During that spring, the FOP sent several letters and had numerous conversations with the Trump administration about the importance of ensuring that law enforcement officers, who could not work from home or practice effective social distancing,

needed "expedited access to vaccines or other medications that may mitigate the virus' effects, as well as to appropriate personal protective equipment (PPE) to prevent their contracting the disease."

Operation Warp Speed was a tremendous success. What scientists thought would take 12 to 18 months was accomplished before the end of the year. Three companies developed effective vaccines to protect us, testing supplies were more plentiful and the availability of free tests nationwide began to turn the tide against the global pandemic. By the time President Trump left office, the three vaccines for COVID-19 were widely available to the general public. It seemed for a time that our nation was on the road to returning to normal life.

The delta variant of COVID-19 and a slowdown in vaccinations have

upended the progress that had been made — leading local and state governments, and now the federal government, to force public and private employees to "get the shot" using executive and regulatory power. All of these efforts are being challenged in courts at the state and federal levels. (Visit the FOP Legal Q&A website at tinyurl.com/yua3j7xh for updated legal challenges to mandatory vaccinations.)

The National FOP believes that the COVID-19 vaccines are safe and effective; we support their use. Our members, however, have rights. The rights of employees have been abrogated by arbitrary executive action, no matter how compelling the reason. To this end, the FOP issued the following policy statement on September 13.

Continued on page 14 >

FALLEN BUT NEVER FORGOTTEN

**Detective Marylou
Hernandez Armer**

Santa Rosa Police Department
EOW: March 31, 2020

Deputy Terrell Young

Riverside County Sheriff's Department
EOW: April 2, 2020

Officer Daniel Walters

San Diego Police Department
EOW: April 23, 2020

Sergeant Damon Gutzwiller

Santa Cruz County Sheriff's Office
EOW: June 6, 2020

Detective Jose Cruz Mora

Fresno County Sheriff's Office
EOW: September 7, 2020

Sergeant Harry Cohen

Riverside County Sheriff's Department
EOW: October 18, 2020

Officer Julio Beltran

Riverside County Probation Department
EOW: November 14, 2020

Officer Andy Ornelas

California Highway Patrol
— Antelope Valley Area
EOW: December 2, 2020

Officer Angel De La Fuente

Fresno Police Department
EOW: December 28, 2020

*The California FOP salutes our state's heroes and all
the law enforcement officers across the nation who
have lost their lives in the line of duty. Their legacy of
service and sacrifice will live on in our hearts forever.*



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100% of the proceeds go to the NFOP Foundation Disaster Relief Fund.

COPS HELPING COPS — IT'S WHO WE ARE!

Continued from page 10 >

floods. During disasters, the FOP strives to help members get back on their feet and their lives back in order. During Hurricane Katrina alone, your FOP Foundation provided over \$1 million in assistance to affected members, and its mission continues today. Cops helping cops — it's who we are.

None of this support would be possible were it not for the caring and generosity of our brothers and sisters nationwide. Now, more than ever, it is so important to give to the FOP Foundation's Disaster Relief Fund. FOP members have constantly risen to the occasion and provided much-needed funds to help our brothers and sisters affected by tragedy. Your donations to the National FOP Foundation will go a long way in helping those officers to rebuild their lives.

Please keep our FOP members and their families affected by these tragic events in your thoughts and prayers. When you see the devastation of these natural disasters on television, know this: If someday your family is the one impacted, you can find comfort in knowing that your brothers and sisters in blue will be there for you as well. **FOP**

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THE NFOP AND COVID VACCINATIONS

Continued from page 10 >

Policy Statement

"The National FOP will take every step and use every available approach to protect our members and their rights as these issues develop. We are prepared to bring to bear all of our resources — legislative, legal and others — in this effort. It is the position of the National FOP that vaccinations work to prevent people from becoming infected by or transmitting COVID-19. However, the National FOP asserts that whether or not to accept the vaccine is a personal decision that our members should make for themselves after consultation with their doctor or other medical professionals. We will continue to be engaged with the administration, governors and other elected leaders on these matters as vaccine and testing policies are implemented at every level of government. The National FOP takes our responsibilities to protect and inform our members about their rights very seriously, and we will be working diligently to ensure that while you protect the public, the FOP will protect **you**."

Executive Orders and Actions Expanding COVID-19 Vaccination Requirements

On September 10, President Joseph R. Biden Jr. issued two new executive orders. The first requires all federal agencies to implement programs requiring all executive branch employees to receive

the COVID-19 vaccination, subject to exceptions required by law.

Recently, the Safer Federal Workforce Task Force issued guidance to all federal agencies "on implementation of this requirement."

The second executive order requires that all federal contractors and subcontractors be required to receive the COVID-19 vaccination, subject to exceptions required by law. The task force will issue guidance to all federal agencies to ensure that any and all contract or contract-like instruments with components of the federal government have a clause requiring vaccination.

President Biden took additional steps to use the regulatory powers of the federal government and other executive actions to "substantially increase the number of Americans covered by vaccination requirements" to provide that such requirements "become dominant in the workplace." These steps are as follows:

- The Occupational Safety and Health Administration (OSHA) within the U.S. Department of Labor is developing a rule that would require all employers with 100 or more employees to ensure their employees are fully vaccinated or that the employee produces a negative test result on "at least a weekly basis" before reporting for work. OSHA will issue an Emergency Temporary Standard to implement this requirement. It is estimated this will impact approximately

80 million employees. The rule will also require that employers provide employees with paid time off to comply with the new requirements.

- The Centers for Medicare and Medicaid Services will take action to require COVID-19 vaccinations "for workers in most health care settings that receive Medicare or Medicaid reimbursements." It is expected that these requirements will apply to approximately 50,000 providers and cover a majority of health care workers.
- The president called on "large entertainment venues" to require that patrons and attendees be required to be vaccinated or show a recent negative test, or be denied admittance to the venue.
- The administration is preparing to offer "booster shots" to those who are already vaccinated, subject to approval from the Food and Drug Administration (FDA) and recommendations by the independent Advisory Committee on Immunization Practices (ACIP) within the Centers for Disease Control and Prevention (CDC). These boosters will be "easy" to get at more than 80,000 locations and may be available as soon as September 20.
- The president urged the parents of all children aged 12 and above to

Continued on page 16 >

Statement From National FOP President Patrick Yoes on Criminal Justice Reform Efforts

The Fraternal Order of Police took the initiative and, more than a year and a half ago, began participating in good-faith discussions on criminal justice reform. We spent countless hours working with members of Congress from both parties, in the

House and in the Senate, to draft legislation that would improve policing in the United States while preserving the protections so critically important to officers on the street.

While we are disappointed that bipartisan legislation on

criminal justice reform could not be agreed upon, the FOP remains committed to working with our partners in Congress and the administration to find opportunities to strengthen the bonds between police officers and the communities they serve.

HONORING THE FALLEN

*The Delaware Fraternal Order of Police honors all of our fallen brothers and sisters, including our own **Corporal Keith Heacock**, who gave their life in service to others.*



CORPORAL
KEITH HEACOOK

Delmar Police Department,
Delaware

END OF WATCH
WEDNESDAY, APRIL 28, 2021

Delaware State Lodge



FRATERNAL ORDER OF POLICE

THE NFOP AND COVID VACCINATIONS

Continued from page 14 >

ensure that their child is vaccinated against COVID-19. The FDA is working to evaluate the possibility of a vaccination for children younger than 12 years of age, and the administration is providing support for this endeavor.

- The U.S. Department of Health and Human Services (HHS) will initiate a rulemaking to require teachers and other staff at Head Start, Early Head Start and similar federal education and youth programs across the federal government to be vaccinated against COVID-19.
- The president urged states to adopt vaccine requirements for

all school employees. The U.S. Department of Education (DoEd) will make funding available to any school that has adopted a vaccination requirement or CDC-recommended prevention strategy and, as a consequence, lost access to state funding.

- The DoEd will also take action and investigate states that have prohibited mask mandates in schools.
- The HHS is calling for all schools to implement regular testing for students, teachers and staff consistent with CDC recommendations.
- Using the authorities of the Defense Production Act and the acquisition of \$2 billion in

rapid tests and at-home tests, the administration will work to ensure a broad industrial capacity for test production. With an agreement between the federal government, Walmart, Amazon and Kroger, at-home tests will be available to all Americans at cost for the next three months. Free tests will be made available to community health centers and food banks, and the number of retail pharmacies providing free testing will be expanded.

- The executive order requiring masks to be worn on most public transportation has been extended to January 18, 2022, and fines for non-compliance have been doubled. Mask requirements remain in place on all federal property.
- The Small Business Administration (SBA) will increase the maximum amount of funding that can be borrowed from \$500,000 to \$2 million. The COVID Economic Injury Disaster Loan (EIDL) program will be strengthened with this increase.
- The administration is establishing a forgiveness program for those businesses that borrowed from the Paycheck Protection Program (PPP).
- The SBA will be selecting Community Navigators, as established in the American Recovery Act, in underserved communities by the fall.
- The U.S. Department of Defense has committed to doubling the number of its COVID-19 surge response teams, which will be deployed to areas of the country hit hardest by the COVID-19 delta variant.
- The federal government will accelerate and increase the number of free monoclonal antibody treatments. The federal government will also expand its in-person technical assistance and virtual training for medical health professions to provide this treatment.

**COVID-19
VACCINE
MANDATES IN
PUBLIC-SECTOR
EMPLOYMENT**

Q&A

VACCINE
covid - 19
sars cov - 2

National Fraternal Order of Police
www.FOP.net

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IN MEMORIAM

Newark Lodge #12 honors the memory of
our fallen Brothers lost to COVID-19.



**Detective
Bryan McAdams**
EOW: January 22, 2021



**Police Officer
Hector Moya**
EOW: January 13, 2021



**Detective
Marcus Thomas**
EOW: September 28, 2020



**Detective
Irving Callender**
EOW: August 22, 2020



**Sergeant
Michael Clegg**
EOW: May 10, 2020



**Police Officer
Michael Connors**
EOW: April 30, 2020

We will always remember their service to the City of Newark,
and we will never let their families walk alone.



THE NFOP AND COVID VACCINATIONS

Continued from page 16 >

Policy Questions

We expect there to be multiple lawsuits challenging both the executive orders and other executive actions. At this stage, the implementation of the mandate is unclear, though the administration has stated it expects all employees to be vaccinated in "about 75 days."

We have no definitive information about how the mandate will be enforced but anticipate it will be done on an agency-by-agency basis. It is not clear what kind of due process protections will be put into place for employees who do not comply with the mandate.

There is not yet any established process or protocol for employees who claim they should be exempt from the vaccine requirements for health, religious or other reasons, nor is there any process or protocol in place to handle appeals for decisions on exemptions.

There is not yet any recordkeeping process or protocol to accept or certify an employees' vaccination status. The task force is expected to address some of these

issues when it issues its guidance in the next week or two.

Vaccine Mandates in States and Local Agencies

Across the country, state and local governments and some individual agencies are putting in vaccine mandates, enhanced testing protocols and mask requirements for their employees. While state and local laws vary, here is what you need to know:

- Public employers can mandate employees be vaccinated against COVID-19 and its variants as long as they accommodate employees with medical conditions or religious beliefs against receiving the vaccination.
 - It is likely, however, that the imposition of such a mandate must be subject to mandatory bargaining if the employees have a contract or collective bargaining agreement in place, as it represents a change in working conditions — especially if there are disciplinary considerations. Any changes in workplace conditions — vaccine mandates, testing, mask-wearing policies — should be subject to bargaining.
- This issue is in active litigation.**
- Public employers can mandate that employees who decline the vaccine be tested for COVID-19. The employer can determine the frequency of such tests and who incurs the cost of the test. The federal government is working on expanding the availability of at-home tests and free testing at local pharmacies. It should also be noted that the OSHA guidelines to expand vaccination rates in the private sector will require employers to give employees paid time off to comply.
 - If a public employee has an adverse reaction due to a mandated vaccination shot, the employee should have recourse through the workers' compensation program.
 - Public employers that require employees to disclose their vaccination status **must** keep this information and records completely private, just like any other medical information. The same applies to any COVID-19 test. **FOP**

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To mark the 20th anniversary of the 9/11 attacks, the National Law Enforcement Museum will feature a new exhibit titled "Post 9/11: The Evolution of American Law Enforcement."

To learn more about the National Law Enforcement Museum, please visit tinyurl.com/hazwfmldr.

We salute the heroism of the responder community & thank them for their service.

The World Trade Center Health Program (WTCHP) medical community is honored to continue to care for and support the rescue, recovery, and volunteer workers who responded on that day and in the months that followed.

We are connected by that catastrophic moment in America's history. During the last 20 years, we have built a strong community, one bound by resiliency and hope.



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Saying Goodbye to a Legend

// **WRITE TO US!** If you have further questions, contact Joe Gamaldi at jgamaldi@hpou.org.

On Friday, September 10, 2021, we said goodbye to an FOP legend. Past National President Richard “Dick” Boyd passed away at the age of 78 with his family by his side. Dick was a veteran of the Air Force, served over 20 years as an Oklahoma City police officer, was secretary and president of his local lodge, OKC Lodge #123, and, as if that weren’t already enough service to his community and his law enforcement family, he was elected National treasurer in 1979 and would go on to become National president in 1983. To be honest, calling

him a legend probably doesn’t do him justice, because he was and continues to be so much more than that.

Dozens of FOP leaders from across the country gathered in Oklahoma City days after his death to celebrate his life, share stories and say goodbye. After speaking with all of them, it was clear Dick left a lasting legacy in the Fraternal Order of Police, and I am not just talking about tangible success you can hold in your hands. Of course, he played a pivotal role in passing the Fair Labor Standards Act, but it was his fighting spirit, leadership and teacher’s heart that

continue to permeate this great order. He has literally inspired an entire generation of FOP leaders across the country to get involved, get in the fight and defend our members at every turn.

On a personal note, Dick Boyd took a chance on me two years ago when he nominated me for National vice president at the National Conference in New Orleans. I will be forever grateful for the faith and trust he placed in me. Every time I talked to him, he was passing down a wealth of knowledge, sharing lessons and stories, always with the aim of providing an education on how to be better. He would also make it a point to remind me to never temper my passion and keep kicking ass.

We have all learned so much from Dick and we owe him so much, as we are truly standing on the shoulders of the giants who have come before us. It is incumbent upon us all to honor and remember those who have built our foundation and their amazing accomplishments. We exhibit that honor not by writing an article or posting on social media; we honor men like Dick by living the lessons and legacy he has left for us. That is the real honor. So, in true Richard “Dick” Boyd fashion, everyone who is reading this, stay in the fight, never be afraid to speak up for what is right, defend our noble profession and always have a teacher’s heart. That is a lasting legacy that will ensure the Fraternal Order of Police’s rightful place as the number one voice for law enforcement in this country for generations to come.

As always, be safe out there, and if you need anything, I am only a phone call, text, email, Facebook Messenger or Twitter direct message ([@JoeGamaldi](https://twitter.com/JoeGamaldi)) away — or message me on our free National FOP mobile app. **FOP**

LET YOUR VOICE BE HEARD!

The FOP constantly endeavors to hear about the experiences of our members, so that we can understand how best to serve you.

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CAPTAIN JONATHAN DAVID PARNELL

Detroit Police Department
EOW: Tuesday, March 24, 2020
Cause of Death: COVID19

COMMANDER DONAFAY COLLINS

Wayne County Sheriff's Office
EOW: Wednesday, March 25, 2020
Cause of Death: COVID19

CORPORAL DEAN MICHAEL SAVARD

Wayne County Sheriff's Office
EOW: Friday, April 3, 2020
Cause of Death: COVID19

POLICE OFFICER WALDIS VANNESS "JAY" JOHNSON

Detroit Police Department
EOW: Sunday, May 31, 2020
Cause of Death: Gunfire

TROOPER CALEB HOWARD STARR

Michigan State Police
EOW: Friday, July 31, 2020
Cause of Death: Vehicular assault

SERGEANT STEVEN SPLAN

Bloomfield Hills Department of Public Safety
EOW: Sunday, August 2, 2020
Cause of Death: Heart attack

CORPORAL BRYANT SEARCY

Wayne County Sheriff's Office
EOW: Wednesday, September 2, 2020
Cause of Death: Assault

SERGEANT WILLIAM JAMES DARNELL

DeWitt Township Police Department
EOW: Wednesday, November 4, 2020
Cause of Death: COVID19

SHERIFF BENNY N. NAPOLEON

Wayne County Sheriff's Office
EOW: Thursday, December 17, 2020
Cause of Death: COVID19

CHIEF OF POLICE FRED ALAN POSAVETZ

Clinton Township Police Department
EOW: Monday, March 22, 2021
Cause of Death: COVID19

DEPUTY SHERIFF RYAN J. PROXMIRE

Kalamazoo County Sheriff's Office
EOW: Sunday, August 15, 2021
Cause of Death: Gunfire

CORRECTIONS DEPUTY KEVIN KOKINIS

Branch County Sheriff's Office
EOW: Sunday, August 22, 2021
Cause of Death: COVID19



Sherry Wheeler



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// **WRITE TO US!** If you have further questions, contact Jimmy Holderfield at (904) 813-0067, or jholderfield@fop.net

Brothers and sisters, I pray that you and your family are doing well. Fall is finally here, and even in Florida, I can feel it in the air. The change is certainly welcome, though we still have two more months of hurricane season. NOAA predicts another seven to 10 hurricanes before the end of the season on November 30. Louisiana continues to be the target of major hurricanes, and the most recent one, Ida, was even more destructive than Katrina in 2005. Ida's path traveled from New Orleans to the Northeast, resulting in 82 deaths and an estimated \$95 billion in damage.

The home of National President Pat Yoes was partially destroyed by Ida. He is still without power, and it will be months before he and his family will be able to return to their home. A very special thanks goes to the brothers and sisters who responded to Louisiana to aid in relief efforts. Disaster Relief Committee Chair Dennis McCrary and DART Chair Jason Smith put out the call for assistance, and members from as far away as California, New York and everywhere else in between came running. They cooked, fed, helped with clearing debris and made repairs to first responders' homes, allowing those brothers and sisters to help the citizens in their communities. This is what the FOP is about: service to others.

Speaking of disaster relief, Foundation Chair Mike Essig is requesting contributions to our 501(c)(3) FOP Foundation Fund. Funds from the Foundation are used to assist members with disaster relief, and we need to replenish the account. As a special incentive, the Missouri State Lodge has donated a custom cornhole game valued at \$5,000 that will be given during a special drawing for Foundation contributors. Any individuals, lodges or others who contribute \$500 or more will be entered in the drawing, and additional chances

will be given for every additional \$500. In other words, if a lodge contributes \$10,000, it will receive 20 chances to win. The drawing will take place the second week in December, and it will be the responsibility of the winner to have the prize delivered from the National Secretary's Office. Every dollar is appreciated, no matter the amount. Send your check today to National FOP Foundation at 701 Marriott Dr., Nashville, TN 37214.

Last month, we lost a dear friend, a mentor and one of the most dynamic FOP leaders our Order has ever known. Of course, I am referring to past National President Richard "Dick" Boyd. I first met Worthy President Boyd at my first National FOP Conference in Baltimore in 1985. I was 26 years old, had been on the department for seven years and was Jacksonville, Florida, Lodge #5-30's secretary. I was mesmerized listening to and watching this gentle giant skillfully handle the business before the Order. His booming voice and ear-to-ear grin captured the attention of all. Since it was my first convention and I had no idea of what was happening, I was in learning mode. I sat attentively listening to every word he said and was amazed at his talent in applying parliamentary procedure to keep order and the business moving. I said to myself, "I want to lead like that Brother leads."

I vividly remember the third day of the conference, Wednesday, when I was approached by National President Boyd. I was overjoyed by his presence. He shook my hand and asked if this was my first convention and where I was from. He asked my name and told me to call him Dick. He treated me like I was the most important person in the hall. After a few minutes, he asked me if I could help him by assisting the Elections Committee

on Thursday, counting ballots. I said of course. I was locked in a room for almost eight hours, but it was a labor of love. I became great friends with Dick over the years, calling on him for advice and counsel as I served as my local lodge president and then the president of the Florida State Lodge. When I was elected to the National Board in Louisville in 1993, Dick swore me in and gave me the black Ritual Book he used to administer the oath of office. He signed the book, "To my Brother Jimmy Holderfield, best of luck.... Dick Boyd." I still use that book today and have sworn in new members or administered the oath of office to hundreds of members. God bless Richard "Dick" Boyd; he is missed.

On the business side, the first half of National per capita is due November 1. The new 2022 membership cards will be mailed around the first of December. Most local lodges will be conducting officer elections over the next several months. Please send in an updated officer roster after your elections, even if there were no changes in offices. The term of office must be updated for officers to have continued access to the membership system.

Please start preparing for the annual Wellness Seminar, January 30 through February 1, 2022, and the Leadership Matters Seminar, February 3-5, 2022. Both will be held at a new venue, the Nashville Music City Sheraton, which is a short distance from the National Office. Registration information will be available soon.

In closing, please continue sending me your special events information and photographs so we can share them in the *Journal* with our brothers and sisters. Let me know if I can help you in any way, and of course, I always welcome your suggestions on how we can improve our service to you. Be safe, and I look forward to seeing you soon. **FOP**



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The Power of FOP's Disaster Relief Program



// **WRITE TO US!** If you have further questions, contact James Smallwood at (615) 474-8898, or fopsmallwood@gmail.com.

Brothers and sisters, I hope this finds you well. The transition in the Treasurer's Office continues and is going very well. Last month, I told you that it was my intention to establish an office at our National Headquarters, and I am pleased to inform you that it has taken place. Unfortunately, there is a significant delay in technology, likely due to COVID-19, so some parts of the transition are taking a little longer than expected, but we are moving forward. Recently, the full transfer was made from Brother Penozza to me, and we are beginning our work. I would again like to thank Brother Penozza for his help and willingness to stay on slightly longer than originally anticipated so that we could have a smooth transition.

As part of the transition, I have hired an employee of the Membership Division, Christina Karn, as the executive assistant to the Treasurer's Office. Christina will maintain her presence in the office and be a full-time employee. It is my expectation that, in time, this will greatly increase the efficiency of not only the Treasurer's Office but the entire organization, as we will have everyone operating under the same roof. Christina has already begun the daunting task of digitizing all our existing files for the last fiscal year so that we can eliminate the many boxes of paper in our storage facility.

For those of you who continue to store your important financial documents via hard copy, I encourage you to consider an electronic format for storing them. The key to success with that change is, first, to ensure your Constitution and By-Laws allow for electronic recordkeeping and then having secure and redundant backups for those files. As time goes on, we will continue to look for and implement solutions like these to ensure we are providing you with the most efficient and effective service possible.



In closing, I would like to talk about a different kind of service the FOP provides to its members. On August 29, Hurricane Ida made landfall in the southeastern region

of Louisiana and caused billions of dollars in devastation across the area. Within

Continued on page 30 ➤

WE WILL NEVER FORGET.



OFFICER
Nick O'Rear



SERGEANT
Parnell Guyton



ASSISTANT CHIEF
Gail Green



LIEUTENANT
Stephen Williams



ALABAMA FOP STATE LODGE

TREASURER'S MESSAGE

Continued from page 28 >

hours of its landfall, we knew that the FOP's Disaster Relief program and Disaster Area Response Team (DART) would be activated. For the first time in its history, DART activated two response teams at the same time — one in Thibodaux, Louisiana, and the other in Raceland, Louisiana. I was fortunate enough to have the opportunity to deploy with the second DART team and serve first responders in the area with three hot meals a day and remediation for their homes while they continued to serve their shattered communities.

The work was not easy. It was hot, conditions were primitive and in some areas, there was virtually no cell service or electricity that was not provided by a generator. However, the reward was far more than I could ever describe in words. As we worked to feed and remediate the homes of some of the local first responders, I was motivated to continue as they were so appreciative. Some were even reduced to tears knowing that law enforcement officers from around the country had responded to their city to help them so that they could continue to help others.

We all know that cops helping cops is at the core of the FOP's existence. This program reflects our core, as it is all about the FOP standing up for its members when they need us the most. This will be the largest and most expensive deployment for the DART team and Disaster Relief program since its inception, and that's OK. This is exactly why we have these programs. However, to ensure that this program remains ready to stand for those members across the nation anytime disaster strikes, it needs to be funded. The DART deployment will cost us around \$50,000, and we have already received over \$40,000 in disaster relief requests, with hundreds more expected to come in as members make their way back to their homes in Louisiana.

I ask you to consider joining me in making a personal donation to the National Fraternal Order of Police Foundation — and challenging your State and local lodges to do the same — so that we can ensure this program's sustainability for generations to come. Donations can be made online at FOP.net/donate or via U.S. Mail to 701 Marriott Dr., Nashville, TN 37214. I hope you all continue to be blessed and safe as you work each day to make the world a better place! **FOP**



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A SALUTE TO THE FALLEN

The Washington State FOP honors all our law enforcement brothers and sisters who made the ultimate sacrifice in the service of their communities.



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As members of the first responder family, you and I know firsthand the stress first responders face and the effects that these stressors can have on health. This program works to bring you back into balance, both physically and mentally, to create a more sustainable version of yourself. Take the first step by completing the free confidential digital health assessment form at tinyurl.com/CHHealthAssessment.

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// **WRITE TO US!** If you have further questions, contact Steve Weiler at (267) 249-1486, or [swiler@fop5.org](mailto:sweiler@fop5.org)

It gives me great pleasure to take this opportunity to thank all of you for your support at the recent FOP National Conference in Indianapolis. I promise to serve all of my brother and sister members across the country as I would serve members of my home lodge in Philadelphia.

On Wednesday, September 8, I was fortunate to be in the Newark area, where I attended a rally in support of the Newark FOP and the International Association of Fire Fighters. This rally was opposing the proposal that all city employees undergo mandatory COVID-19 vaccination or be fired. I was able to speak at this rally, demanding a seat at the table to negotiate the demand for vaccination rather than the arbitrary demand that they take the shot or be fired.


As for upcoming events, I will be in attendance at the Big 50 Conference in Fort Lauderdale, Florida. This event will be a gathering of police labor leaders from the largest 50 cities in the United States, and discussions will be held regarding the multiple problems facing law enforcement across the country and the issues that various unions face in these dealings, including the Fraternal Order of Police.


At my home base in Philadelphia, we recently completed an outdoor event where we raised funds for our survivors. These events help us to fund activities and address issues that the survivors of our fallen face on a daily basis. We had gorgeous weather for an outdoor barbecue, and as usual it was well attended. We will never forget! We are currently

accepting applications for foursomes for a golf tournament to be held on October 11, which will support our local lodge scholarship program for kids and grandchildren of our members. We also have another golf outing scheduled for November 8 that supports our PAC fund, which we use to garner support from local and state politicians in Philadelphia and Pennsylvania.

As you can see, it's a busy time, but I am never too busy to help a member, whether it's at my local level or on a national level. I can be reached at [swiler@fop5.org](mailto:sweiler@fop5.org) at any hour for now, and I should have a National FOP email address in the near future. No issue is too small — just bring it to my attention and I will make every effort to see that it gets to the right people to work on it. I work for you! **FOP**

YOUR VOICE MATTERS!






2021 FOP Biennial Critical Issues in Policing Survey

Your participation in the 2021 Biennial Critical Issues in Policing Survey will enable your FOP leaders to advocate on your behalf about the issues that matter most to you. The survey is completely anonymous, and each participant's voice is valuable. Be sure to enter the prize drawing when you complete the survey. We want to hear from you!

To take the survey, please visit
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Rock Island, IL #1,2
Montebello, CA #2
Illinois State Police, IL #3, 4, 8

LIEUTENANT:

Cleveland, OH #1,2,3,4,5,6,8,9
Toms River Police Department, NJ #1,2,3,4,5,6,7,8
Kanawha County Sheriff's, WV #1
League City, TX #2
Cheshire, CT #2

CAPTAIN:

Woodbridge, NJ #1,3,3,4,5
Reading, PA #1,2
Bridgeport, CT #1
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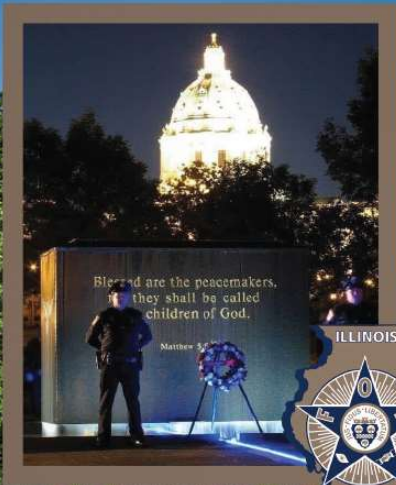
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SENIOR MASTER TROOPER TODD HANNEKEN, ILLINOIS STATE POLICE, EOW MARCH 25, 2021

LIEUTENANT JAMES KOUSKI, HOMETOWN POLICE DEPARTMENT, EOW APRIL 3, 2021

OFFICER MARCO DI FRANCO, CHICAGO POLICE DEPARTMENT, EOW APRIL 2, 2020

OFFICER CLIFFORD MARTIN SR., CHICAGO POLICE DEPARTMENT, EOW APRIL 10, 2020

CHIEF TERENCE ALLEN ENGLE, HAMPTON POLICE DEPARTMENT, EOW APRIL 11, 2020

OFFICER RONALD NEWMAN, CHICAGO POLICE DEPARTMENT, EOW APRIL 17, 2020

CORRECTIONAL OFFICER SHEILA RIVERA, COOK COUNTY SHERIFF'S OFFICE, EOW APRIL 19, 2020

DEPUTY SHERIFF RICHARD O'BRIEN, COOK COUNTY SHERIFF'S OFFICE, EOW MAY 3, 2020

CORRECTIONAL OFFICER ANTOINE JONES, COOK COUNTY SHERIFF'S OFFICE, EOW MAY 10, 2020

CORRECTIONAL OFFICER JOSE MARQUEZ, COOK COUNTY SHERIFF'S OFFICE, EOW JUNE 28, 2020

DEPUTY SHERIFF RICHARD SANTIAGO JR., COOK COUNTY SHERIFF'S OFFICE, EOW OCTOBER 20, 2020

OFFICER TITUS MOORE, CHICAGO POLICE DEPARTMENT, EOW NOVEMBER 24, 2020

TROOPER FIRST CLASS CHRISTOPHER LAMBERT, ILLINOIS STATE POLICE, EOW JANUARY 12, 2019

DEPUTY SHERIFF JACOB KELTNER, MCHENRY COUNTY SHERIFF'S OFFICE, EOW MARCH 7, 2019

TROOPER FIRST CLASS BROOKE JONES-STORY, ILLINOIS STATE POLICE, EOW MARCH 28, 2019

TROOPER FIRST CLASS GERALD ELLIS, ILLINOIS STATE POLICE, EOW MARCH 30, 2019

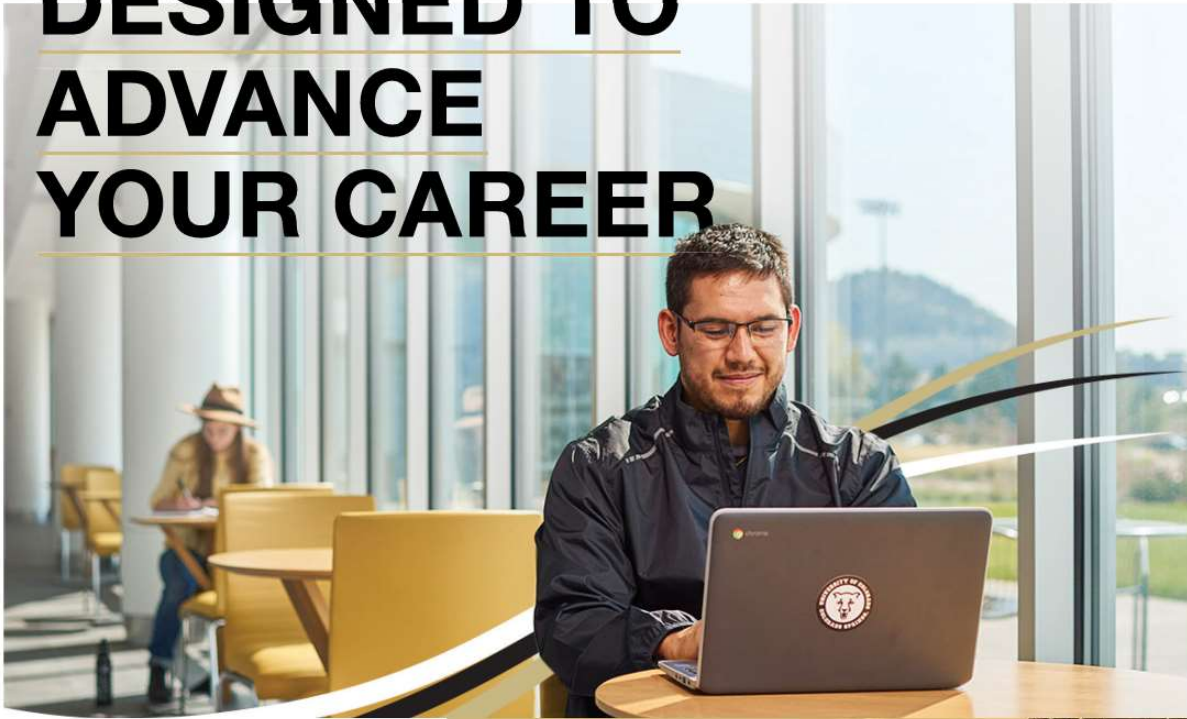
DEPUTY SHERIFF TROY CHISUM, FULTON COUNTY SHERIFF'S OFFICE, EOW JUNE 25, 2019

TROOPER FIRST CLASS NICHOLAS HOPKINS, ILLINOIS STATE POLICE, EOW AUGUST 23, 2019

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It's Complicated

// **WRITE TO US!** If you have further questions, contact Keith Turney at kturney@fop.org.

Dare I go down the vaccination rabbit hole? I have been wondering about this most interesting phenomenon for months now! I have heard people say, "I am vaccinated, but I don't believe in mandates." I see where hospital ICUs are filling up with COVID patients, many unvaccinated. I recall that early on, when the vaccine was scarce, there was an outcry from first responders to be moved up on the priority list. Many have said they don't trust the science and evaluation process. Some believe that the whole COVID thing is a concept made up by the left to take away our personal liberties and gain control over other aspects of our lives. Then there are those survivors of COVID who were once against vaccinations and are now wholeheartedly in favor. People who have lost unvaccinated loved ones are using their loss to illustrate the importance of the vaccine. What a confusing and conflicting state of affairs we have!

I have an attorney friend who has been representing police officers for several years now and readily admits that he often doesn't understand the nuances of our profession. He asked me the other day, "How can people

who routinely and unselfishly risk their lives in the service of others so callously refuse to be vaccinated and therefore put others' lives at risk?" He continued, and I'll paraphrase: Big bad cops who run headlong into danger, dodging bullets and fending off evil, are afraid of a little needle? I know he was trying to get a rise out of me, but I didn't take the bait. My answer to him: It's complicated.

That recent interaction got me thinking even deeper about this vaccination issue. I took COVID pretty seriously from the start. I was in the trenches early on when there was a mass rush for personal protective equipment. I was networking with many other law enforcement groups, vetting providers, discounting unethical sales pitches, researching symptoms, strategizing how to keep first responders safe from exposure. At that point in time, we didn't even have a vaccine and we had no idea where this pandemic was heading. Those of us who could locked down and isolated ourselves. We feared human interaction and avoided our loved ones for fear of either harming them or being harmed.

Then came the news that a vaccine was on the horizon, but due to limited supply, only certain segments of society were being afforded it. With anti-police sentiment raging across the country, we heard early on that law enforcement officers were not going to be considered essential personnel and therefore not entitled to priority access to the vaccine. This resulted in more activism as we rallied our political strength to counter this absurd notion. We even lobbied (successfully) to have first responders killed by COVID recognized as line-of-duty deaths. To my amazement, as half of our members celebrated, the other half said, "Thanks, but no thanks; we don't trust the science."

Our membership appears to be no different from the rest of society, as there are vast numbers of people who refuse to take the vaccine. Many espouse the conviction

that it is a personal choice. Others believe the drugs have not been properly vetted. Some simply don't like big government dictating what they should do! I respect all these perspectives and have dedicated my life to ensuring that the voices of law enforcement are heard on these controversial issues.

But I have also been scratching my head a bit over all this. There was a time in our history when there would not have been a question about law enforcement officers taking a vaccine. We would have simply followed orders from on high. If a vaccination was necessary to keep America safe, we did our patriotic duty, stood in line and took the shot! What has changed? Much has changed. We are much more organized today than before. We have unions and associations, and we communicate freely across the country. We are no longer politically obligated to our employers. We have due process rights, and we are analytical thinkers. We no longer blindly follow.

And as our profession has evolved, so has this pandemic. Employers are starting to crack down on mandates and have some legal justifications to back them up. Unions are cautioning mass resignations. Workers' comp and insurance companies are re-evaluating vaccinated claims against unvaccinated claims. Lawsuits abound!

I guess I could quote statistics here and espouse the numbers of COVID-related deaths necessitating the need for everyone to get vaccinated, or I could question those very statistics and probably make an argument why the vaccine is overrated. Either way, I am right to half of our membership. I won't do either. What I will do is offer a bit of advice. Don't blindly follow one espoused direction or the other. Weigh all your options and dig deep within your soul to come to the right conclusion. Think for yourself and do what's best for you and your loved ones. And remember, it's complicated... God bless you all, and God bless the FOP. **FOP**

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Moving Our Organization Ever Forward



// **WRITE TO US!** If you have further questions, contact Rob Pride at lodge52pride@gmail.com.

I hope this month's version of the *FOP Journal* finds you all well and settled back in after our great conference in Indy this year. What a fantastic job by the Indiana State FOP, the Indianapolis FOP and all of the many volunteers who truly gave us a full helping of Hoosier hospitality! Thank you! And thank you to all of our delegates who attended to get the important work done there for the Order.

I want to take a moment here to thank my fellow trustees and the membership for once again placing your faith and trust in me to serve another term as your chairman of trustees. I am truly humbled and very excited to be a part of the great work ahead for the FOP in the next two years.

As I spoke about during our conference, we have renewed our agreement and are continuing to push forward with our Aetna Medicare partnership. This FOP-specific plan provides excellent benefits at very competitive, affordable prices to all of our Medicare-eligible members. Again, our overall goal with this program is to reach 25,000 enrolled members, at which point we will be able to work with Aetna to provide a pre-65 health care plan to all FOP members and their spouses.

Open enrollment for this year will begin October 15. You can find all of the plan benefits, pricing and enrollment information at fop.aetnamedicare.com. Please do what you can to spread the word

and get this information into the hands of all of your Medicare-eligible members.

Together, we can accomplish the goal of a full FOP health care plan, which will give our retirees an affordable, comprehensive health care plan and allow members an option to retire at an age when they can fully enjoy it while maintaining health care coverage before the age of 65.

I look forward to working with all of you on this initiative and many others over the next two years as we move our organization ever forward. Please feel free to contact me or email Steve Gervasio at sgervasio@svanhholm.us if you have questions or need further information. Stay safe and remain FOP strong! **FOP**

SHARE YOUR STORY!

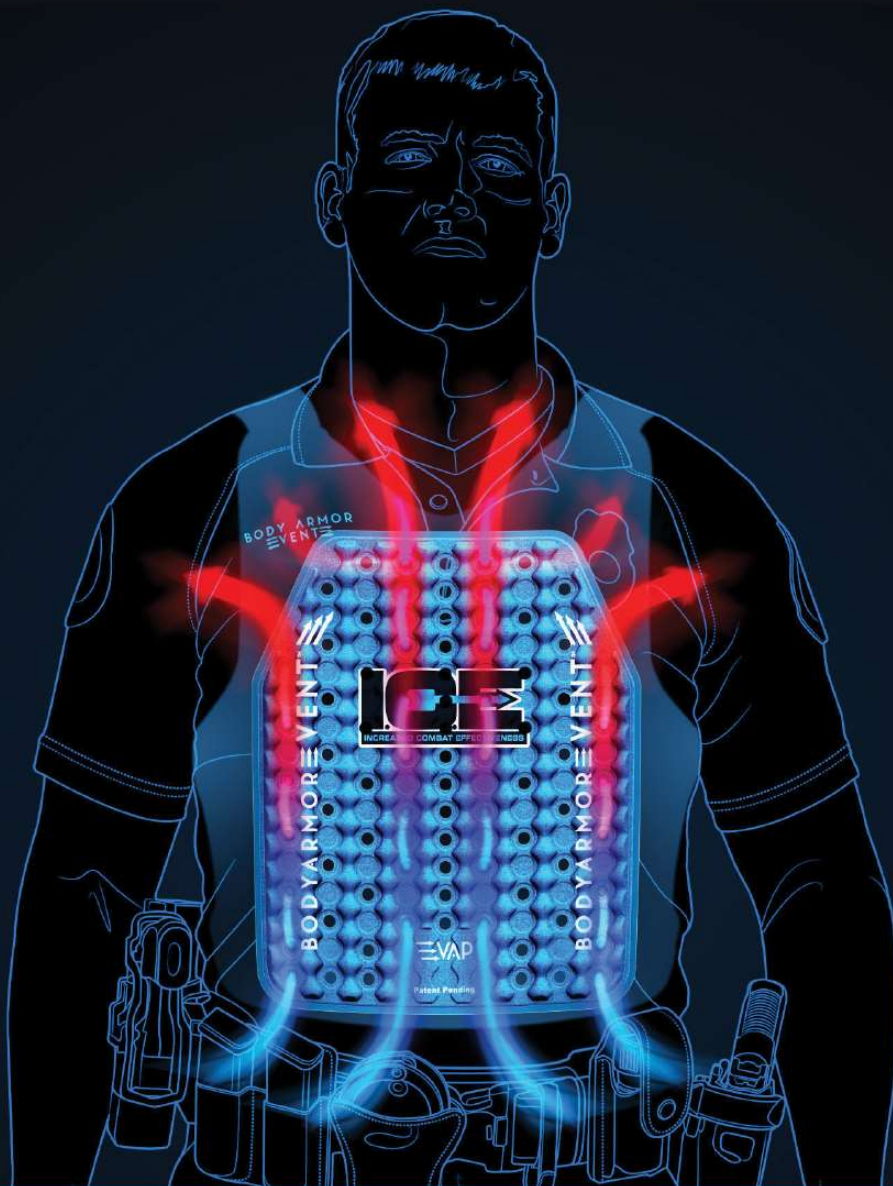
So many of us learn from the experiences of others, especially others with whom we share things in common. Do you have a story to tell of overcoming adversity in your own life? The National Officer Wellness Committee would like to hear it!

Whether you would just like to share your story privately with peers on the Committee or are willing to share with readers so that all can learn from it and celebrate with you, we want to hear from you! Contact us confidentially at officerwellness@fop.net.



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 **VAP**
TECHNOLOGY



NATIONAL PEACE OFFICERS' MEMORIAL SERVICE

SATURDAY, OCTOBER 16, 2021

Two years ago, for the first time in nearly four decades, we were forced to cancel our annual Peace Officers' Memorial Service on the Capitol lawn in Washington, D.C., due to the COVID-19 pandemic. This news was a devastating blow to the friends, families and survivors of law enforcement officers who made the ultimate sacrifice. Despite this, and the known risks of COVID-19, law enforcement officers everywhere continued to display the dedication and commitment they had for their communities by showing up to work every single day while others sheltered in their homes for safety. Unfortunately, that dedication did not come without a significant cost to our profession, as we have lost a record number of law enforcement officers to this pandemic.

In these challenging times, we have been left to wonder when we will be able to honor the dedication and sacrifice that all these brave heroes made. While the question had remained, until now, unanswered, we are pleased that the National FOP Peace Officers' Memorial Service will finally be allowed to return to the Capitol lawn on October 16, 2021, at 12 p.m. Eastern Time. At this service, we will come together to draw strength from one another as we remember and honor the ultimate sacrifice that our colleagues and loved ones have made. We must



also ensure that the families of these fallen heroes will forever receive our love and support. When the service concludes, we must also strive to serve with the same dedication and commitment that our fallen heroes exemplified each day.

To find out more information about National Police Weekend (October 13–17) and the memorial service, go to **FOP.net** or **policeweek.org**. To watch a video about the memorial service, visit **youtube.com/watch?v=6ssXivAlad0**. **FOP**



Use of Force Reporting

Efficient collection and reporting of use of force event data has never been more critical for law enforcement.

A screenshot of the Mark43 Use of Force Reporting web application. The interface shows a "Report # 203213213 Use of Force" header. Below this, there's a "Use of Force" section with a "Use of Force reason type" dropdown menu. The dropdown is open, showing a list of reasons: "Ambush - No Warning", "Call for Service", "Civil Disorder", "In Custody Event - Awaiting Booking", "In Custody Event - Booked - Awaiting Trial", "In Custody Event - Booked - No Charges Filed", and "In Custody Event - In Transit". Below the dropdown is an "Officer date of birth" field with a date picker showing "MM/DD/YY".

With Mark43's Use of Force Reporting, agencies can easily:

- Write use of force reports
- Complete multiple levels of approval
- Export the data in an FBI-compliant digital format
- Configure to fit your own agency's data collection requirements

Mark43's Use of Force Reporting is available as a standalone solution to support your critical responsibilities or as an integrated part of the Mark43 Public Safety Platform.

Explore Use of Force Reporting at

mark43.com

Remembering Past National President RICHARD “DICK” BOYD

A Giant Among Men and an Inspiration to All

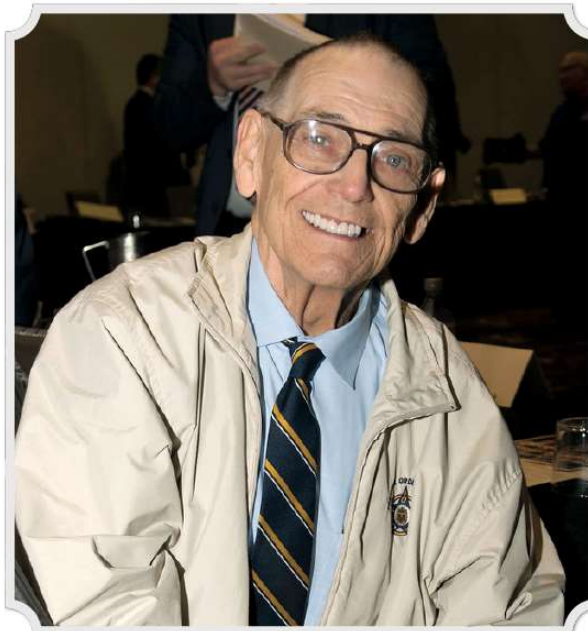
PATRICK YOE / NATIONAL PRESIDENT

Leader, mentor, friend, Mr. FOP ... these are all words that best describe a man who has helped shape policing in America. Past National President Richard Boyd never met a stranger. His energy and passion inspired many to achieve great things, and he always had a story to tell you about police and the Fraternal Order of Police.

Richard served this great Order as National president from 1983 to 1987. He was instrumental in establishing the NFOP presence in Washington, D.C.

Richard was a giant among men, always there, helping, teaching, mentoring, involving younger members, guiding and pushing everyone to be their best, but never afraid to set you straight when you took a misstep along the path.

I had the opportunity to visit with Richard several weeks ago. His humor and his love for the FOP and everyone in it were at the forefront of his mind. He was sharp and passionate



to the very end; his frail body just couldn't keep up with his energy. Richard passed on September 10, 2021, at his home in Oklahoma City with his loved ones by his side, leaving an emptiness in the hearts of his family, both blood and blue.

With his passing, new members will never get to know Richard, but they will hear of his depth, spirit and love of the FOP, all of which he leaves as a colorful legacy.

While we celebrate the life of a man who left his mark on our noble profession, we must also recognize the sacrifices of his family. Richard's path to lead the National FOP came with a price paid over and over by him and his family. While most focused on building their pensions for the best time to retire, Richard's selfless path placed our members first, retiring at an early age to lead this Order.

I will be forever grateful for Richard's advice, counsel and guidance, even when I didn't ask for it. He was my mentor and friend who helped shape my path in this Order. I choose to honor our friendship by trying to be more like him, teaching and sharing, and my hope is to share a few stories about Richard along the way and inspire others to follow in his footsteps.

We have lost a great leader, and there is no doubt the Fraternal Order of Police is a better organization today because of Richard Boyd. Rest easy, Brother Boyd — we all have the watch from here. **FOP**

*The Tennessee Fraternal Order of Police
Pledges to Never Forget Our Heroes Lost in 2020*



Deputy Jeremy Devaughn Smith

Shelby County Sheriff's Office

EOW: 04/21/2020

Officer Destin Scott Legieza

Brentwood Police Department

EOW: 06/18/2020

Officer Bobby Rodriguez Montgomery

Memphis Police Department

EOW: 08/16/2020

Captain Anthony Terrance Jackson, Sr.

Shelby County Sheriff's Office

EOW: 12/25/2020





NATIONAL FAITH & BLUE WEEKEND

FOP and Other Law Enforcement Groups Announce Largest Police–Community Outreach Initiative Ever

As crime escalates and tensions between police and some communities linger, law enforcement organizations are uniting with local communities for National Faith & Blue Weekend 2021 (October 8–11) to encourage dialogue and collaboration.

The Fraternal Order of Police, along with every major national law enforcement group, state and regional associations representing 47 states, the U.S. Department of Justice Office of Community Oriented Policing Services, and the U.S. Department of Homeland Security, is partnering with Atlanta-based MovementForward, Inc.'s One Congregation One Precinct (OneCOP) initiative to jointly organize the most consolidated police–community outreach project in history: **National Faith & Blue Weekend 2021**. The effort is sponsored by FirstNet, Built with AT&T and the Motorola Solutions Foundation. The mission is to facilitate safer, stronger and more unified communities by connecting law enforcement officers and residents through local faith-based and community organizations.

“For the past several years, we’ve seen enormous strains in the relationship between law enforcement and communities,” said MovementForward CEO and Faith & Blue lead organizer Reverend Markel Hutchins. “Recent times have proven that we cannot simply march and protest away the problems — we have to turn our pain into power,” Hutchins continued. “Our pathway to progress around policing as a nation is a collaborative one that focuses on our commonalities rather than our differences.”

As the nation continues to grapple with recent discord between law enforcement and some of the communities they serve, Faith & Blue Weekend will address the urgent yet longstanding need for authentic collaboration between law enforcement and residents. In its inaugural year of 2020, National Faith & Blue Weekend facilitated 1,000

Faith & Blue 2021 is slated for Friday, October 8, through Monday, October 11, with planned activities such as community dialogues, peace marches, service projects and other interactive experiences to help foster ongoing, authentic and mutual community–law enforcement trust.

community-led activities in 43 states and the District of Columbia.

“As the number one voice of America’s law enforcement, the FOP is incredibly proud and honored to partner with the National Faith & Blue Weekend for the second year in a row,” said Patrick Yoes, National President of the Fraternal Order of Police. “The National Faith & Blue Weekend is an opportunity to engage in conversations and build relationships within our communities. If we continue to change for the better, we will create a stronger and more unified community.”

Collaborations between law enforcement and local groups — especially faith-based organizations — are invaluable force-



multipliers for creating safer and more engaged communities. Faith & Blue will positively impact Americans by directly engaging community influencers, residents and law enforcement professionals in every state across the United States.

“Faith-based organizations and law enforcement groups are uniquely and deeply tied to their communities and it is through collaborative and respectful dialogue that common ground can be found,” said Jason Porter, president, Public Sector and FirstNet, AT&T. “As America’s public safety partner, it’s our honor to support the grassroots effort of Faith & Blue to strengthen police–community relations in neighborhoods across the country.”

Faith & Blue 2021 is slated for Friday, October 8, through Monday, October 11, with planned activities such as community dialogues, peace marches, service projects and other interactive experiences to help foster ongoing, authentic and mutual community–law enforcement trust.

“Motorola Solutions Foundation is honored to support National Faith & Blue Weekend as it drives important conversations and strengthens connections between law enforcement and communities across the United States,” said Jack Molloy, Board Member, Motorola Solutions Foundation and Executive Vice President of Products, Sales & Services, Motorola Solutions.

Launched in October 2020 in the wake of the controversial death of George Floyd and other law enforcement-involved tragedies, Faith & Blue is an unprecedented national law enforcement–community engagement project involving dozens of state law enforcement professional associations, the federal government, and nearly **every major national law enforcement group** in the United States of America, including:

- Federal Law Enforcement Officers Association
- Fraternal Order of Police
- Hispanic American Police Command Officers Association
- International Association of Campus Law Enforcement Administrators
- International Association of Chiefs of Police
- International Brotherhood of Police Officers
- Major Cities Chiefs Association
- Major County Sheriffs of America
- National Association of Assistant United States Attorneys
- National Association of Women Law Enforcement Executives
- National Black Police Association
- National District Attorneys’ Association
- National Law Enforcement Officers Memorial Fund and Museum
- National Narcotics Officers’ Associations’ Coalition
- National Organization of Black Law Enforcement Executives
- National Police Foundation
- National Sheriffs’ Association
- Police Executive Research Forum
- Secure Community Network
- Small & Rural Law Enforcement Executive Association
- Office of Community Oriented Policing Services, United States Department of Justice
- U.S. Department of Homeland Security

For more information about National Faith & Blue Weekend, visit faithandblue.org or watch the video at <https://tinyurl.com/5xcjdtep>. **FOP**



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MIKE ESSIG /
FOUNDATION COMMITTEE CHAIR

JIMMY HOLDERFIELD /
NATIONAL SECRETARY

Due to the recent horrific destruction caused by Hurricane Ida, many of our brothers and sisters have suffered damage or displacement. Please consider making a contribution to the National FOP Foundation, which in turn will help with disaster relief.

Any individual or lodge donating \$500 or more will be given a ticket for a chance to win this beautiful custom-made cornhole game, courtesy of the Missouri State Lodge. A ticket will be given for every \$500 increment of your donation; e.g., \$5,000 will receive 10 tickets.

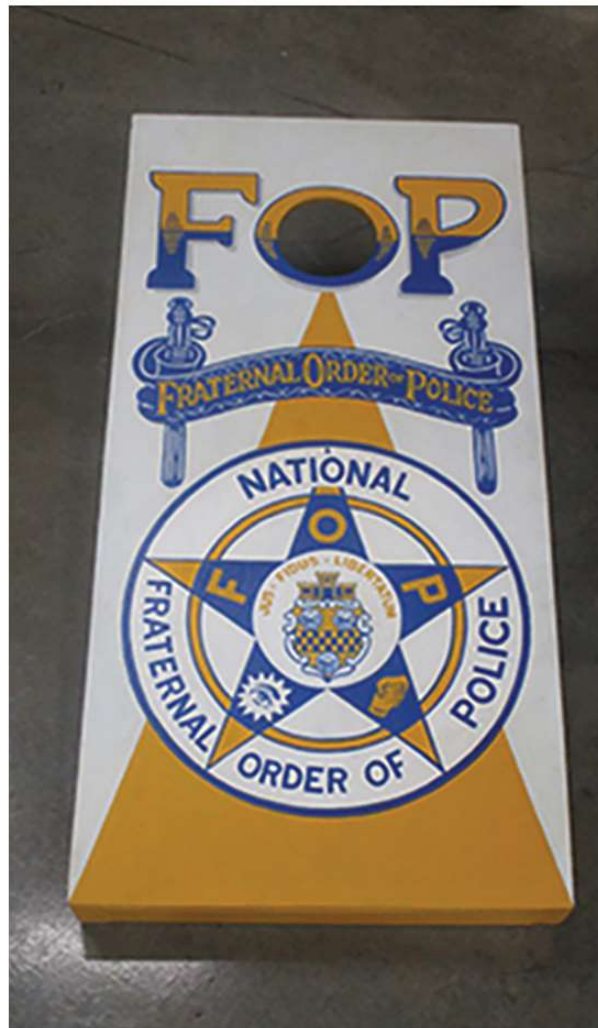
The drawing will be held December 10, in time for Christmas.

The winner will be responsible for shipping from the National Secretary's Office in Nashville.

To donate, please mail a check made out to the **NFOP Foundation** to:

Fraternal Order of Police
701 Marriott Drive
Nashville, TN 37214

In the memo line, indicate: *disaster relief*. **FOP**



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Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health, Inc.: Shatterproof Program

Deerfield Beach, FL

fherehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

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MEMBER SPOTLIGHT

Jim McGuire

JIMMY HOLDERFIELD /
NATIONAL SECRETARY

This month's Member Spotlight is about Nebraska State Lodge

President Jim McGuire. He is an amazing person, in that he completed 29 years of service with the Douglas County Nebraska Sheriff's Office and then started a second law enforcement career two years ago with the Omaha Police Department. Along with National Trustee John Francavilla and others, he has made Nebraska a national focal point for the Fraternal Order of Police's expansion efforts. Brother Jim is a police officer's police officer, and his character exhibits this trait. Here is his story, told in his own words.



I am honored and humbled to be asked to contribute to the *FOP Journal's* Member Spotlight. For a little background, I was hired as a Douglas County correctional officer in 1990 and joined the FOP immediately. In January 1992, I was fortunate to get hired as a Douglas County deputy sheriff, where I primarily worked the overnight shift on the street and five years as a narcotics officer. I loved every minute of my time, but in 2019, after almost 29 years of working for Douglas County, I started looking around for my next adventure. I'm basically good at two things: police work and demolition — I have a talent for breaking things; just ask my wife.

Well, I decided to submit an application to be a police officer for the Omaha Police Department. In 2019, at the tender age of 51, I got hired, and yes, I had to go through another police academy. It was interesting going through an academy with recruits who weren't born when I started my career and are younger than my children. I survived the academy and have been on for over two years now, so I think I'm off the hook from being considered a rookie.

During the course of my career, I've always been an active FOP member. Not only is it important to be informed, but it's also a great way to see others outside

of the job. In 2002, our local FOP lodge's then-president stepped down and decided to run for sheriff against the incumbent sheriff. I had never held any type of position on the executive board, but the membership was looking for someone to run. I had some close friends encourage me to run for president, so I decided to do it and was elected. I was the president of Lodge #2 for 12 years before I decided to step down and not run in 2014. I thought it was time for some new blood and new ideas. During my 12 years as a local lodge president, I wanted to get more involved with the State Lodge. While I was a local lodge president, I ran for State Lodge sergeant at arms and held that spot for four years until I decided not to run for re-election.

In 2016, I had been away from any type of union leadership position for two years. With the batteries recharged, I was looking for a way to get involved with the State Lodge again. Then-President John Francavilla said he wasn't going to run again after 10 successful years, so I campaigned and was fortunate enough to get elected State Lodge president, a position I still currently hold.

I've always admired the FOP's tireless work in fighting for the cop on the street and as a leading voice advocating for the victims. It seems like they are overlooked in this era

Continued on page 54 >

WE WILL NEVER FORGET

FALLEN OFFICERS OF GENESEE COUNTY

DETECTIVE SERGEANT

Caleb Smith

Flint Police Department

EOW: OCTOBER 27, 1921

PATROLMAN

Avera Hudson

Flint Police Department

EOW: JUNE 28, 1923

DETECTIVE

Matthew Hauer

Flint Police Department

EOW: APRIL 18, 1924

PATROLMAN

John Wopinski

Flint Police Department

EOW: AUGUST 9, 1932

PATROLMAN

Gerald Leach

Flint Police Department

EOW: SEPTEMBER 21, 1940

DEPUTY

James Cranston

Genesee County Sheriff's Department

EOW: JULY 26, 1945

PATROLMAN

Neil Krantz

Flint Police Department

EOW: APRIL 25, 1951

DETECTIVE

James McCullough

Flint Police Department

EOW: FEBRUARY 28, 1952

PATROLMAN

Karl Liebengood

Burton Police Department

EOW: JANUARY 11, 1955

TROOPER

George Lappi

Michigan State Police

EOW: NOVEMBER 19, 1956

TROOPER

Burt Pozza

Michigan State Police

EOW: NOVEMBER 19, 1956

TROOPER

Albert Souden

Michigan State Police

EOW: SEPTEMBER 3, 1959

DETECTIVE

Alton Fritcher

Flint Police Department

EOW: JANUARY 5, 1969

DEPUTY

Ben Walker

Genesee County Sheriff's Department

EOW: APRIL 6, 1971

TROOPER

Norman Killough

Michigan State Police

EOW: OCTOBER 7, 1978

PATROLMAN

Russell Herrick

Burton Police Department

EOW: MAY 8, 1980

PATROLMAN

Terry Thompson

Burton Police Department

EOW: JULY 5, 1983

PATROLMAN

Leslie Keely

Flint Police Department

EOW: SEPTEMBER 24, 1999

PATROLMAN

Owen Fisher

Flint Police Department

EOW: JULY 16, 2005

PATROLMAN

David Williams

Flint Police Department

EOW: FEBRUARY 24, 2009

FALLEN CANINE OFFICERS OF GENESEE COUNTY

Major

Genesee County Sheriff's Department

EOW: JULY 11, 1976

Charlie

Genesee County Sheriff's Department

EOW: 1980

Romel

Genesee County Sheriff's Department

EOW: APRIL 21, 1986

Gillette

Burton Police Department

EOW: MAY 16, 1990

Symmon

Mt. Morris Township

Police Department

EOW: JUNE 24, 1995

Ailo

Michigan State Police

EOW: OCTOBER 15, 1998

Midnight

Flint Police Department

EOW: 1997-2000

Rocky

Genesee County Sheriff's Department

EOW: OCTOBER 2, 2018



**Michigan FOP
Arrowhead
Lodge #126**

SUPPORTING FLINT AND GENESEE
COUNTY OFFICERS SINCE 1947

MEMBER SPOTLIGHT

Continued from page 52 >

of defunding the police or prison reform.

In 2016, we had a rural county deputy get shot four times. The county decided to end his family health insurance due to him not being able to work 40 hours. Once we found out what the county was doing, we crafted some legislation to prohibit cities and counties from ending health insurance if a law enforcement officer is seriously injured in the line of duty due to a lack of ability to work. We actually had a state senator say on the floor of the Legislature that we should hold bake sales to pay for his health insurance — that would be a lot of brownies to sell.

Needless to say, we got the bill passed and it pretty much put the state on notice that the FOP would not sit idly by. Last year, with all of the turmoil and calls to reform the police, the State FOP drafted a massive police reform bill. We were told it would never pass. We had opposition from some sheriffs,



Jim McGuire at a holiday Shop With a Cop event

accomplishing that. We will continue to recruit, and it doesn't matter if you're big or small — we'll represent them all.

I've been lucky throughout my FOP career to have been surrounded by thoughtful and passionate executive board

police chiefs and legislators, but in the end we got it passed. We even had the ACLU (yes, that's not a typo) support it. I'm not saying the bill is perfect, but we passed police reform on our terms and not anyone else's. I've seen some police reform bills from other states and don't know how they could possibly work under those conditions. Law enforcement officers working in those states are real heroes.

Who knows what the future will hold for me in this awesome organization, but a goal of mine is to have all law enforcement officers in Nebraska be a part of the FOP. We are essentially one large association away from

members. Their advice and friendship have made it all worthwhile. I'm still in awe that my wife has been able to put up with me to this day, because she has had to share me with now three departments and the FOP.

If you are considering a run for a spot on your executive board, my advice would be to do it. If you are a younger officer, I'd almost beg you to get more involved. You are the future of this organization and we need you. Administrators will always have the best interest of the department as their priority. The FOP will always have **your** best interest in mind.

It's funny, the days are long but the years go by fast. It seems like yesterday I started my first day on the job. Even with all of the naysayers, "defund the police"-ers and rioters, it's still the greatest job ever created. Who needs to go to the movies? Driving a cruiser is the best show on earth. Some of the stuff we see you just can't make up.

God bless the FOP and all law enforcement. If there is anything I can do for you, please let me know. — Jim **FOP**

NEED SOMEONE TO TALK TO?



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COPLINE is always in need of retired officers to volunteer to answer the "Call." The training is free. The application and other info can be found at <http://www.copline.org/volunteer>.

For information on volunteering for COPLINE, please feel free to contact Stephanie Samuels at Director@copline.org or (732) 577-8300 x8



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NATIONAL CONFERENCE RECAP

AND WHAT'S IN THE WORKS



SHERRI MARTIN / DIRECTOR OF WELLNESS

If the past few weeks have seemed like a whirlwind to you, you are not alone.

It was an absolute pleasure for me and the Officer Wellness Committee to see and talk with our members in attendance at the National Conference in Indianapolis. For the first time ever at the National Conference Expo, we had a Wellness Services table where we shared information about wellness programs the FOP is building, materials from our vetted and approved wellness services providers, and a few fun giveaways.

During the Conference, we provided status updates on the projects currently underway in the Division of Wellness Services. The development of our Power in Peers curriculum, a nationally standardized course in law enforcement peer support, is well underway. We will be wrapping up construction of the modules and materials for the course in the coming months, and we will begin working with our partner, the COPS Office arm of the U.S. Department

of Justice, to identify pilot locations for the course. We anticipate piloting the course in early 2022 and look forward to a complete rollout in the months to follow. **Power in Peers** will present a comprehensive, updated model of law enforcement peer support that is expected to become the national standard.

The Fraternal Order of Police has become recognized as the leading voice when it comes to best practices for identifying competent wellness services for law enforcement. In July, in conjunction with the COPS Office, we published the **FOP Wellness Provider Vetting Guide** (tinyurl.com/FOPguide). This resource, available in print as well as online at the link above, provides guidelines for identifying the most competent wellness services for law enforcement. From individual therapists to wellness training programs, this guide serves as a reference to practices used by the Officer Wellness Committee for vetting providers. We encourage members, lodges and agencies to consult the guide, which the COPS Office has also added to its online Resource Center.

Continued on page 58 >

HONORING HEROES

We pay tribute to the memory of all our brothers and sisters who made the ultimate sacrifice to protect and serve others.

Let us never forget their bravery and the losses endured by their families and communities.

**California FOP
Los Angeles County
Lodge #1**



WHAT'S IN THE WORKS

Continued from page 56 >

The Officer Wellness Committee remains constantly engaged in the vetting of providers and programs for inclusion in the **FOP Approved Provider Bulletin** (APB). A nationwide directory of competent wellness services for law enforcement, the APB is expected to be available online in early 2022. In the meantime, the Committee has completed evaluations of several providers over the course of the past year. We now recognize as FOP vetted and approved providers two smartphone apps designed for law enforcement, which are full of wellness content and tools. Cordico (cordico.com) and Lighthouse Health & Wellness (lighthousehw.org) offer private use of services, right in the palm of your hand. We have added to our list of vetted and approved inpatient treatment programs, including Harbor of Grace (harborofgracerecovery.com) and First Responder Wellness (firstresponder-wellness.com).

We have also recently identified as vetted and approved two exceptional wellness training programs, the Warrior PATHH Program (bouldercrest.org/warriorpathh), an intensive seven-day residential training program focused on post-traumatic growth, and SMART training by Heart 9/11

(heart911.org), a 16-hour course that helps build officer resilience. In addition, we have begun vetting individual clinicians, with the goal of identifying the best in each state in the nation. We welcome all members to contact us with questions about FOP vetted and approved providers or the vetting process, or to recommend a provider or program for inclusion in the Approved Provider Bulletin.

At the National Conference, we provided wellness seminars on a range of topics. During our course "How Our Organization Is Leading the Way," we shared an overview of the variety of wellness programs being built within the organization and offered attendees avenues for becoming involved. Then, during "Choosing a Competent Wellness Professional: Getting the Best Care for You and Your Family," we reviewed the FOP Wellness Provider Vetting Guide, including how to best utilize it and what to look for when identifying services. We brought it all together with "Wellness Strategies for the Law Enforcement Family," where we not only shared what we have learned, but engaged class participants in a group discussion of strategies that work for them. We were also proud to see some of our wellness partners sharing valuable information in their own seminars, from financial wellness to establishing wellness protocols. We are beginning preparations and planning for the **2022 FOP Wellness Summit**, scheduled to take place in Nashville from January 31 to February 1. We are excited about putting together another comprehensive program of speakers, panels, and seminars in all things officer wellness! We expect the 2022 Wellness Summit to be the best yet.

The message we most strongly wish to convey from the FOP Division of Wellness Services is that we care about **you!** We



**The Division of
Wellness Services is
standing with you,
sitting beside you and
working each day to
ensure that your health
and wellness remain an
important part of our
national conversation.**

want to hear what it is like for you, not only to do the job in these current times, but also to lead the life of a law enforcement officer. While we are law enforcement officers too, we know that each person is an individual, and each person's experience is unique. Above all, we want to learn how we can best serve our members and your families. In Indianapolis, we rolled out the **2021 FOP Biennial Critical Issues in Policing Survey**, which will allow you to have your voice heard. The survey asks about your experiences with the pandemic, calls for defunding, protests against law enforcement and a range of other items that have

demanding our attention in the past year. Through surveys such as this, we can learn about the broad impact that such events have on our profession, and we can report to the world, sharing the voices of the men and women doing the work that is too often overlooked and whose voices too often remain unheard. This survey will provide our organization with valuable information about what our members need and want in order to feel supported and represented. The survey is available online at surveymonkey.com/r/2021FOPCriticalIssues. Look for the announcement elsewhere in this issue of the *Journal*, where you can also find a QR code that makes it easier to go right to the survey on your mobile device. All responses are anonymous, and when you complete the survey, you will be eligible

to enter a prize drawing. Share your opinion, and then ask other members to do the same. Your voice matters!

Over the past few weeks, we have heard from several members who are feeling exhausted, some who are overwhelmed and some who have expressed sadness or anger at recent events. **We hear you and we see you!** The Officer Wellness Committee recognizes that these are among the toughest times our profession has faced, and many of us are dealing with several stressors all at once. However, as we heard many times at the National Conference, **we are still standing.** The Division of Wellness Services is standing with you, sitting beside you and working each day to ensure that your health and wellness remain an important part of our national conversation. As we talk about the health of our communities, we must also talk about the health of our men and women in uniform. For the Officer Wellness Committee, this is our mission, and we will not falter. **FOP**



Fulton County Lodge #64 East Point, GA

END OF WATCH

DEPUTY SHERIFF

ANTHONY WHITE



**Fulton County Sheriff's
Office, Georgia**

TUESDAY, SEPTEMBER 29, 2020



Bro. Anthony White

[Employed with the Fulton County Sheriff's Office, Atlanta, GA for 7 years and 9 months. He worked in the Law Enforcement Division. He is survived by his wife: Mrs. Taliana White, Daughter -Amaya White and a host of family, friends and co-workers.

He was a 7 year member of
Fulton County Lodge #64].

END OF WATCH

DEPUTY SHERIFF

KENNY INGRAM



**Fulton County Sheriff's
Office, Georgia**

TUESDAY, SEPTEMBER 29, 2020



Bro. Kenny Ingram

[Employed with the Fulton County Sheriff's Office, Atlanta, GA for 14 years and 11 months. He worked in the Law Enforcement Division. He is survived by his wife: Mrs. Linda Ingram, 2 daughters— Tiara & Kiara Ingram, 2 sons: Brandon Green-Ingram and Gabriel 'Tyrone' Mathis with a host of family, friends and co-workers. He was a 12 year member of Fulton County Lodge #64]

**Thank you to the "Jones Law Firm, LLP " and Lodge 64 Members for all
your support and commitment to "Doing More with Lodge 64"**

The Louisiana FOP State Lodge
salutes our fallen and
the fallen across our nation



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2022 OPEN ENROLLMENT IS HERE

Starting this month on **October 15**, Fraternal Order of Police members and spouses who are Medicare-eligible can sign up for any of our four FOP Aetna Medicare Advantage PPO plans. We have plan options to fit any budget, with extra benefits and programs that you may not have now.

In addition to medical and pharmacy coverage, our plans give you access to many extras, at no additional cost. Aetna offers you:

- Hearing and vision reimbursements
- SilverSneakers fitness benefits
- Telemedicine visits 24/7 through Teladoc
- Resources for Living program to connect you with local resources
- Nurses you can talk to 24/7
- Care advocates who can help you manage complex conditions or behavioral health issues
- Health and wellness programs

Members who are eligible for Medicare can select an FOP Aetna Medicare Advantage PPO plan from **October 15 to December 7, 2021**. If you choose to enroll, your new plan will begin on January 1, 2022. If you have Medicare coverage through a former employer or a trust, check with your benefits team to see if an Aetna Medicare Advantage plan is an option for you.

There are several ways you can find out more about our Aetna Medicare Advantage PPO plans:

- Dial in to a conference call. This month, calls are on October 5 at 1 p.m. ET and October 19 at 9 a.m. ET. Just call **(800) 681-1621** to join your call.
- Go to **FOP.AetnaMedicare.com** to see full plan details.
- Speak live with a member services advocate at **(866) 246-8060 (TTY: 711)**, Monday–Friday, 8 a.m. to 6 p.m. ET. Just tell the representative you want more information about the FOP plans. **FOP**



Editor's Note: The FOP is dedicated to helping all of its members and their families thrive and improve their standard of living. That's why the FOP has teamed up with Aetna to offer four Aetna Medicare Advantage PPO plan options that provide members with comprehensive medical, prescription, hearing and vision benefits. As part of this partnership, Aetna will be sharing helpful information about its plans, wellness-related news and more in each issue of the FOP Journal.





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National University



National University, a veteran-founded nonprofit, is proud to support public safety professionals who protect and serve our communities every day. As a proud member of NFOP University, National University is fully committed to making education more affordable and accessible to you and your family members. This is why we have enhanced our **Public Safety Promise** to extend the benefits to your spouse and dependents. Now, just like you, they are entitled to the same 25% Tuition Reduction Scholarship and the ability to get every fourth class free through our **Fast Track Scholarship**. These benefits can be applied to over **75 degree programs**.

Center for Creative Leadership MBA Law Enforcement Cohort

These benefits can also be applied to our new program, the **Center for Creative Leadership Masters in Business**

As a proud member of NFOP University, National University is fully committed to making education more affordable and accessible to you and your family members.

Administration (CCL MBA). This cutting-edge MBA is an innovative combination of leadership training and best business practices. You may be familiar with CCL, as it has earned

a reputation worldwide as the premier leadership development organization — steeped in research, built on human-centered experiences and powered by innovation. For those looking to rise to the command staff level in law enforcement, this is a course of study you should definitely consider.

To specifically meet the needs of 21st-century policing, National University has created an exclusive law enforcement cohort session of the CCL MBA to begin on **January 3, 2022**. This cohort will provide the same CCL MBA content and background of topics, with the addition of faculty with expertise in law enforcement. This cohort provides you a space to learn from your peers within the industry.

CCL MBA highlights:

- **Duration:** Can be completed in 12 months

Continued on page 66 >

REMEMBERING GENE...

In 2021, Nevada FOP Lodge #3 changed its name to the Gene Altobella Lodge to honor him as a founding member. This tribute describes what made him so special to so many.

Our dad used this word often to describe what he believed meant wealth and ownership of things. Anyone who knew our dad, whether as Gene, Papa, Uncle Gene, Peanuts, Geno... all knew he loved his things, which I liked to tease and call his "treasures." He collected cars, locks, guns, and tools and was known to take slightly damaged (or downright broken) items in trade for a rekey or safe job. What he didn't realize, however, was that his legacy wasn't wealth, or collections; those things aren't what live on after someone passes. His legacy is right here. It's in this room. It was always right in front of him. Whether it was Sunday breakfast with Jr. and the grandkids, opening presents around the tree with family, a group ride on his trike with close friends, a restaurant meeting with the Knights of Columbus or the VFW or the Catholic War Veterans or the FOP or the American Legion... or the dozens of other groups he belonged to and loved. It is all the great memories, smiles and good deeds that live on in the hearts of everyone he touched - that is his legacy. The examples he set for me, my brother, and his grandchildren. The friendships he fostered and the community of Henderson that he lived in and served for more than 40 years - his legacy. His blacksmithing trade, quickly recognized by his bright orange shirt and van - his legacy. His support of anything related to veterans or police officers or his great love for this country that he served - all are part of his legacy.

Somehow over the years, our roles reversed, and I became his mother hen. He called me "the Boss," and I not-so-secretly loved that. I would nag him to eat healthier or to make sure he was taking his medications the right way. One of my biggest goals was trying to help him downsize his "treasures" and simplify things a bit. He resented "the Boss" a little bit for that, but I know he knew I always had his best interest at heart.

Since he passed, Eugene and I have been inundated with message after message sharing what an amazing friend, father-figure, mentor or co-worker he was. And while each of those messages fill our hearts to hear how others felt about him, we aren't hearing anything new. We knew that. We grew up witnessing those examples. He was that person, to so many. What really struck a chord, were the stories about his influences on others by the examples that he set: for dressing as an elf at Christmas, donating to Shop with a Cop, or even paying the membership dues for those that couldn't afford to join any of the multiple organizations he was a member of. Dad handed out money to those less fortunate, even when he couldn't afford to do so. He would always just say, "they needed it more." That's the kind of guy he was. And it makes me want to be more like him in all of those ways.

I can't help but smile thinking about how we are now saying goodbye at St. Peter's, the church we grew up in. Most of you know that St. Peter is the gate keeper at the gates of heaven. More than one person mentioned that our sweet dad got his best lockout call yet... and he was needed to unlock the pearly gates. We can all rest assured that we are all set. I can't think of a better legacy to leave behind.



GENE ALTOBELLA LODGE #3

The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education. For more information on the NFOPU Consortium, go to fopconnect.com/education-connect/about-the-consortium



NFOPU SPOTLIGHT

Continued from page 64 >

- **Start date:** Law Enforcement Cohort, January 3, 2022
- **Admissions:** No GMAT required
- **Courses:** 15, 4-week-long courses, application-based

Master of Criminal Justice Public Safety Cohort

The **Master of Criminal Justice (MCJ)** is designed to provide students with the required knowledge and competence in administration, management and problem-solving skills in the challenging and demanding fields of criminal justice administration and criminal justice research and development. Students completing the Master of Criminal Justice are exposed to both theoretical and applied models and concepts in criminal justice administration, as well as qualitative and quantitative research methods. Learn law enforcement leadership for the 21st century by earning National University's Master of Criminal Justice degree in as little as 12 months.

MS Criminal Justice highlights:

- **Duration:** Can be completed in 12 months
- **Start date:** Public Safety Cohort, October 4, 2021
- **Admissions:** No GMAT required
- **Courses:** 12, 4-week-long courses

Please let us know if you have any questions by calling directly, filling out a request for information at the **Public Safety Promise** link (nu.edu/ouruniversity/theuniversity/partnerships/publicsafety) or making an online appointment to meet with our **Public Safety Specialist, Kevin Tarazi** (calendly.com/nupublicsafetykevin/public-safety-promise). **FOP**

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The Social Security Fairness Act, Vaccine Mandates and More



Both chambers of Congress are back in session after a long, albeit delayed recess and will be tackling major legislation, including potential action on appropriations, budget reconciliation, infrastructure and voting reform. Given the deep partisan divide on Capitol Hill, it is difficult to predict if these efforts will succeed or not.

Majority of the House Now Supports the Social Security Fairness Act!

Readers of the *Journal* know that we had set a goal to reach a majority of the members of the U.S. House of Representatives, 218 total, to co-sponsor H.R. 82, the Social Security Fairness Act, before the end of the August recess. We are proud to report we have exceeded that goal!

As of this writing, we have 224 co-sponsors — including 170 Democrats, a majority of that caucus, and 54 Republicans! This is a very important milestone for the legislation. We also still have 26 members of Congress who previously co-sponsored the bill but have not yet signed on in this Congress. The staff in the Government and Media Affairs Center (GMAC) will be targeting these offices in the coming weeks, but we are asking our members to review the list below and, if any of these representatives are yours, please contact them and ask them to co-sponsor H.R. 82:

- Tony Cardenas (D-Calif.-29)
- Jim Costa (D-Calif.-16)
- Jimmy Gomez (D-Calif.-34)
- Doris O. Matsui (D-Calif.-6)
- Bill Posey (R-Fla.-8)
- Lucy McBath (D-Ga.-6)
- Cynthia Axne (D-Iowa-3)
- Jamie Raskin (D-Md.-8)
- Haley M. Stevens (D-Mich.-11)

Just the Facts:

» After months of hard work trying to get enough members of the U.S. House of Representatives to co-sponsor H.R. 82, the Social Security Fairness Act, before the end of the August recess, the FOP is proud to report we've achieved this huge milestone. The next goal is reaching 290 co-sponsors, which would trigger an existing House rule and force the measure to the House floor for a vote. The FOP is also continuing to engage with decision-makers on issues of vaccine mandates, DOJ policies, criminal justice reform, LODDs and more.

- Jim Hagedorn (R-Minn.-1)
- Emanuel Cleaver (D-Mo.-5)
- Jerrold Nadler (D-N.Y.-10)
- Nydia M. Velazquez (D-N.Y.-7)
- Marcy Kaptur (D-Ohio-9)
- Kevin Hern (R-Okla.-1)
- Frank D. Lucas (R-Okla.-3)
- Mary Gay Scanlon (D-Pa.-5)
- John R. Carter (R-Texas-31)
- Lloyd Doggett (D-Texas-35)
- Lizzie Fletcher (D-Texas-7)
- Lance Gooden (R-Texas-5)
- Marc A. Veasey (D-Texas-33)
- Roger Williams (R-Texas-25)
- Jennifer Wexton (D-Va.-10)
- Kim Schrier (D-Wash.-8)
- Mark Pocan (D-Wis.-2)

While getting more than 218 co-sponsors is a significant achievement, the real goal is to reach 290 co-sponsors, which would trigger an existing House rule and force the measure to the House floor for a vote. Please check to make sure your representative and both senators are co-sponsoring H.R. 82 or S. 1302, even if they are not listed above!

Federal Government Mandates Vaccination for All Employees

President Joseph R. Biden Jr. issued two new executive orders in early September. The first requires all federal agencies to implement programs

requiring all executive branch employees to receive the COVID-19 vaccination, subject to exceptions required by law. The second executive order impacts federal contractors and subcontractors.

The Safer Federal Workforce Task Force has issued guidance to all federal agencies that implement both executive orders. At this writing, all federal employees must be fully vaccinated by November 22 unless a reasonable accommodation is legally required because of "a disability or because of a sincerely held religious belief, practice or observance." Individual agencies and their offices of general counsel will make these determinations.

The employing agency will require employees to provide documentation proving that they have been fully vaccinated. This documentation will be treated like any other disclosed medical record and be subject to all federal privacy rules and regulations.

Individual agencies will enforce the mandate and, if an employee refuses to be fully vaccinated, they may be subject to discipline, up to and including termination. The guidance states: "In pursuing any adverse action, the agency must provide the required

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WASHINGTON REPORT

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procedural rights to an employee and follow normal processes, including any agency policies or collective bargaining agreement requirements concerning disciplinary matters.”

The guidance also directs all agencies to engage with employee unions at “their earliest opportunity.” However, the guidance also states, **“bargaining over this Government-wide policy will be limited to impact and implementation issues not otherwise addressed in the guidance. Moreover, agencies must implement Government-wide policy by the deadline, so any bargaining that**

has not been completed by the time implementation must begin will have to be finished post-implementation.”

We expect that there will be multiple legal challenges to the executive orders and to any executive actions taken at the agency level to implement them. As the FOP noted in our recent policy statement, the National FOP believes that the COVID-19 vaccines are safe and effective, and we support their use to prevent infection. However, the National FOP asserts that whether or not to accept the vaccine is a personal decision that our members should make for themselves after consultation with their doctor or other medical professionals.

We take our responsibilities to protect and inform our members about their rights very seriously, and we will be working diligently to ensure that while you protect the public, the FOP will protect **you**.

We will continue to be engaged with the administration, governors and other elected leaders on these matters as vaccine and testing policies are implemented at every level of government. We will keep our members up to date as matters develop.

Vaccine Mandates in States and Local Agencies

State and local governments and some individual agencies are also adopting vaccine mandates, enhanced testing protocols and mask requirements for their employees. While state and local laws vary, here is what you need to know:

- Public employers can mandate employees be vaccinated against COVID-19 and its variants as long as they accommodate employees with medical conditions or religious beliefs against receiving the vaccination.
- It is likely, however, that the imposition of such a mandate must be subject to mandatory bargaining if the employees have a contract or collective bargaining agreement in place, as it represents a change in working conditions — especially if there are disciplinary considerations. Any changes in workplace conditions — vaccine mandates, testing, mask-wearing policies —

should be subject to bargaining.

This issue is in active litigation.

- Public employers can mandate that employees who decline the vaccine be tested for COVID-19. The employer can determine the frequency of such tests and who incurs the cost of the test. The federal government is working on expanding the availability of at-home tests and free testing at local pharmacies. It should also be noted that the OSHA guidelines to expand vaccination rates in the private sector will require employers to give employees paid time off to comply.
- If a public employee has an adverse reaction due to a mandated vaccination shot, the employee should have recourse through the workers' compensation program.
- Public employers that require employees to disclose their vaccination status **must** keep this information and records completely private, just like any other medical information. The same applies to any COVID-19 test.

DOJ Announces New Policy on Chokeholds, Carotid Restraints and No-Knock Warrants

The U.S. Department of Justice (DOJ) recently issued a memorandum ([tinyurl.com/mr2wdjb9](https://www.tinyurl.com/mr2wdjb9)) establishing new guidelines on the use of chokeholds, carotid restraints and no-knock warrants.

The memorandum directs the department's law enforcement components to prohibit the use of chokeholds and carotid restraints unless deadly force is authorized. This policy is completely consistent with the **National Consensus Policy on the Use of Force** that the National Fraternal Order of Police helped develop.

The memorandum also restricts the use of no-knock warrants by the department's law enforcement components to situations in which there are reasonable grounds to believe that knocking and announcing “would create an imminent threat of physical

Top Priorities in Brief

H.R. 82/S. 1302, the Social Security Fairness Act

House: 224 co-sponsors (170 D, 54 R)

Senate: 34 co-sponsors (28 D, 4 R, 2 I)

H.R. 962/S. 1888, the Law Enforcement Officers' Equity Act

House: 61 co-sponsors (44 D, 17 R)

Senate: 1 co-sponsor (1 R)

H.R. 3225, the Public Safety Employer-Employee Cooperation Act

House: 25 co-sponsors (16 D, 9 R)

H.R. 1210/S. 1610, the LEOSA Reform Act

House: 48 co-sponsors (1 D, 47 R)

Senate: 2 co-sponsors (2 R)

H.R. 3079/S. 774, the Protect and Serve Act

House: 42 co-sponsors (4 D, 38 R)

Senate: 23 co-sponsors (23 R)

To see a full list of legislation supported by the FOP, please visit [tinyurl.com/ynep59y6](https://www.tinyurl.com/ynep59y6). Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news! To send a message to your members of Congress asking them to support FOP priority legislation, visit [tinyurl.com/4tpnddkr](https://www.tinyurl.com/4tpnddkr).

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In remembrance of

Bonneville County Sheriff's Office Dep.

Wyatt Maser #341

End of Watch: May 18, 2020



Your BCSO FOP Lodge #8 brothers and sisters will never forget you and will always have your family in our hearts.

Rest in peace brother, we have the watch.

WASHINGTON REPORT

Continued from page 70 >

violence.” The memorandum lays out the procedure for requesting a no-knock warrant and provides exceptions for exigent circumstances and national security matters. Please note that this memorandum only impacts the federal law enforcement components of the DOJ.

Justice Department Announces Results of Monitor Review

After months of engagement and countless conversations between the National FOP and leadership at the U.S. Department of Justice (DOJ), U.S. Attorney General Merrick B. Garland announced the implementation of recommendations on the use of monitors in civil settlement agreements and consent decrees. These 19 recommendations reflect the input and feedback the FOP provided to Associate U.S. Attorney General Vanita Gupta, who led the effort.

The Attorney General’s announcement is now posted on the DOJ website (tinyurl.com/2c48ffmv), and the official memorandum has also been published (tinyurl.com/n2c6sm4).

Criminal Justice Reform Discussion Continues

The FOP remains engaged with members of Congress, particularly on the Senate side, on developing legislation to enact meaningful reforms

to our nation’s criminal justice system.

No formal bill text or draft language is available, but the FOP remains very much part of the effort, maintaining regular contact with these leaders to ensure that the doctrine of qualified immunity and the “objectively reasonable” standard established by *Graham v. Connor* are preserved or codified in any legislative proposal. Our work will continue now that Congress has returned.

Officers Shot and Killed in the Line of Duty and the Protect and Serve Act

Violence in our communities and targeted violence against law enforcement officers working to keep those communities safe continues to increase. We are on track to surpass 2020’s historic numbers of officers shot in the line of duty. At this writing, 231 officers have been shot in the line of duty so far this year, 42 of whom were killed by gunfire. There have been 72 ambush-style attacks on law enforcement this year, which have resulted in 89 officers shot, 20 of whom were killed. The lethality of these attacks would be much greater but for the dramatic improvements in medical trauma science and anti-ballistic technology.

In response to these increased attacks on law enforcement, the FOP is calling on Congress to consider H.R. 3079/S. 774, the Protect and Serve Act, which would impose federal penalties on

individuals who deliberately target law enforcement officers with violence in very specific circumstances. Staff in the Washington, D.C., office are waging an outreach campaign focused on members of Congress who have lost officers in their district or states to targeted or ambush attacks. The bills currently have 42 and 23 co-sponsors, respectively.

Make Your Voice Heard!

The National FOP has been very effective in using social media to spread our message and take back the narrative from those seeking to demonize law enforcement and the men and women who wear the badge. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The FOP is undisputedly the largest presence on social media compared to other national law enforcement organizations.

We urge our members to visit our social media pages and see for themselves the daily posts we are making to better inform and educate the public on the current issues facing law enforcement. We encourage every lodge, every member and every citizen who supports law enforcement’s brave men and women to follow the National FOP:

- Facebook (@GLFOP)
- Twitter (@GLFOP)
- Instagram (@FOPnational)

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Support the P O C

National Fraternal Order of Police

We need your support of the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support our members and our profession. We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please take this request back to your local and state lodges and help us grow our PAC and amplify our voice in the nation’s capital.



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-Pete Mango, Owner, Signal 88 Security of Octorara, PA. Former Chief of Police

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WASHINGTON REPORT

Continued from page 72 >

Making our voice heard is critical to shaping the narrative around our brothers and sisters who wear the badge. We ask that you join us by sharing articles, stories and pictures that highlight the tremendous work our members are doing in their communities. When sharing, please make sure to tag and use the following hashtags: **#FOP #FOPstrong #BackTheBlue #iAM**

The bottom line: We need your help to spread the truth and defend the police. We ask that everyone **share, comment** and **like** the content that we are posting.

Lastly, the **FOP Weekly Update** is a key resource to keep you informed on the legislation pertinent to law enforcement and a great way to stay updated on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-a-kind weekly update is sent out every Friday via email, posted in the NFOP mobile app, and

shared on our social media platforms. To sign up to receive the update via email, please visit tinyurl.com/57yvd2as.

Support the PAC!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) is an essential part of our National Legislative Program. The NFOP PAC is an effective way to represent our members on Capitol Hill by supporting candidates who support our members and our profession. The FOP is the oldest and largest law enforcement labor organization, so it is crucial we keep our PAC strong.

After the last election cycle, our PAC is severely depleted of funds. Recent fundraising efforts have fallen far short of our needs. Until we can replenish our PAC, our ability to make an impact on next year's elections will be extremely limited.

We urge all FOP members who care about the issues our profession faces to find a way to contribute to the National FOP PAC.

We can accept one-time donations and encourage members

to sign up for recurring, monthly contributions using their credit card. These contributions need not be for hundreds or thousands of dollars (though these are also very much appreciated) — every dollar helps! If every FOP member gave just \$1, we could raise \$364,000! If 10% of our members gave just \$5 this year, we would raise \$182,000 in time for the next election cycle. We can and need to do better!

To donate online, please visit tinyurl.com/keft6ad9. If you would like to donate via check, please make it out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Avenue NE, Washington, D.C. 20002. For inquiries about our effortless payroll deduction program or to sign up for our recurring monthly credit card donations, please contact the Government and Media Affairs Center at (202) 547-8189 or David Taboh at dtaboh@fop.net.

Thank you to all of you who have supported and continue to support our PAC with regular contributions! **FOP**

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The
Indiana State
Fraternal Order of Police
pays tribute to our fallen officers.



Your sacrifice
will not be forgotten.



Blessed are the peacemakers;
for they shall be called the children of God.

Matthew 5:9



Labor Services: A History

Beginning with its establishment in 2001, Labor Services' primary goal has always been to ensure that every law enforcement officer in our nation has the right to collectively bargain with their employer, with an FOP labor entity as the bargaining agent. What does that mean? It means that since 2001, Labor Services has been dedicated to providing the men and women in our lodges with top-notch collective bargaining advocates, resources and tools. Since the Division's inception, it was apparent that providing these offerings under the National FOP provided the best structure for ease of delivery and continuity of service. Instead of making FOP members search for labor advocates in their area, we decided to bring the advocates directly to the FOP members in a way where the foundation was already laid.

The early stages of Labor Services consisted of only one labor specialist with minimal staff; however, it was evident that our members were going to need more. With the support and assistance of both the National FOP Labor Committee and the Executive Board, we were able to expand rapidly to ensure quality representation for all units that wished to come on board. Since then, we have grown to seven full-time labor specialists located throughout the country, including those who specialize in federal representation. In addition to our labor specialists, we have also expanded to include full-time in-house labor counsel, multiple administrative employees to help with members' day-to-day questions and running of operations, research assistance, wage and compatibility analysis, and hands-on educational opportunities.

Just the Facts:

» Labor Services was founded in 2001 with the goal of providing every law enforcement officer with top-notch collective bargaining advocates, resources and tools; doing so through the National FOP provides the best structure for ease of delivery and continuity of service. Since then, Labor Services has grown to comprise seven full-time labor specialists located throughout the country, full-time in-house labor counsel and multiple administrative employees. The Division also offers annual training, including November's Collective Bargaining Seminar in Las Vegas.

As part of Labor Services' expansion over the years, we have come to offer annual opportunities for both collective bargaining education and training. This November, we will hold our Collective Bargaining Seminar

will be supported by experienced NFOP negotiators and will engage in using actual bargaining techniques and strategies. We encourage all individuals who need or want to learn the bargaining process to attend.

Labor Services believes in expanding with both our members' needs and the times. We understand that what may not be a priority one year may be a substantial priority the next. As a result, we vow to always reassess where we are and what we can be doing better to serve you. If you are interested in learning more about our services and/or educational opportunities, please contact labor@fop.net. FOP

Labor Services' primary goal has always been to ensure that every law enforcement officer in our nation has the right to collectively bargain with their employer.

in Las Vegas, Nevada. The Seminar spans the course of four days and offers hands-on training for those who are new to collective bargaining, as well as providing a great refresher for experienced negotiators. Because the Division understands the importance of knowing what negotiations are like prior to sitting at the table, attendees



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COVID-19 Vaccine Mandates in Public-Sector Employment



A new wave of COVID-19 cases is sweeping across the United States, propelled by new variant forms. In response to this reality, employers are increasingly opting to require that their employees get vaccinated. With these mandates come a myriad of open legal questions, especially relating to public-sector employers, unionized workforces and states with collective bargaining. This article will address several of the most common questions raised.

1. Can a Public Employer Mandate That Employees Get Vaccinated?

Answer: Yes. Public employers can require their employees to get vaccinated against COVID-19. However, if a mandatory vaccine policy is implemented, the employer may be required to accommodate an employee's medical conditions under the Americans with Disabilities Act (ADA) or religious belief under Title VII of the Civil Rights Act of 1964.

Indiana University — a public university — implemented a policy requiring all students, faculty and staff to be fully vaccinated before returning to campus for the fall semester of 2021. Faculty and staff who refuse vaccination face termination. Indiana University students attempted to enjoin the university from imposing such policy; however, the Northern District Court of Indiana denied the injunction, stating that the "Fourteenth Amendment permits Indiana University to pursue a reasonable and due process of vaccination in the legitimate interest of public health for its students, faculty, and staff." The Seventh Circuit and United States Supreme Court upheld the trial court's decision denying the injunction, thus allowing the mandate.

Just the Facts:

» It is legal for public employers to require employees to be vaccinated against COVID-19, and to mandate that unvaccinated employees be tested. Employers have the right to ask employees if they are vaccinated, but they must treat any documentation as medical information and keep it confidential, along with the results of COVID-19 tests. In a unionized environment, an employer's decision to require vaccination as a condition of employment will likely be subject to bargaining. It is likely that such bargaining will only cover the impact or effects of the mandate; thus far, we have not seen any judge or arbitrator overturn a public employer's mandatory vaccine policy.

Furthermore, the state of California and New York City gave state and municipal employees a choice of getting vaccinated or facing weekly testing. New York City's policy will cover 350,000 public workers — including teachers and police officers. Similarly, the state of New York will require employees at state-owned hospitals and veterans' homes to be vaccinated. Finally, the Biden administration announced on July 29 that federal government employees will be asked to attest to their vaccination status. Anyone who does not attest or is not vaccinated will be required to wear a mask, test one to two times per week, socially distance and be restricted on traveling for work.

2. If the Employee Refuses to Get Vaccinated, Can the Public Employer Mandate That the Employee Be Tested for COVID-19? How Often? And Who Must Incur the Costs of Such Tests?

Answer: Yes, the employer can mandate that the employee be tested for COVID-19. It is the employer's decision to determine frequency and who incurs the cost of the tests.

Unvaccinated employees can be subjected to COVID-19 testing. Although the ADA generally prohibits medical examinations of employees, such examinations are permissible to determine whether an employee poses a direct threat to the workplace. In guidance issued on April 23, 2020, the U.S. Equal Employment Opportunity Commission (EEOC) stated that the COVID-19 pandemic poses a direct threat to the workplace — opening the door for COVID-19 testing of employees to reduce the risk of infection. For example, the California Statewide Law Enforcement Association is giving employees the option of providing proof of vaccination or adhering to testing and mask requirements.

In terms of testing costs, employers have taken a range of approaches, from the employer fully covering the costs to placing such cost on the unvaccinated workers. In some instances, employers are having employees contribute to the costs of on-site testing, such as a co-pay. Employees also have the option to be tested at an outside provider, which typically bills patients and their insurance.

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WE WILL NEVER FORGET

ILLINOIS TROOPERS



LEGAL COUNSEL

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3. If the Employer Mandates That an Employee Get Vaccinated and the Employee Gets Sick (or Has an Adverse Reaction), Will the Employee Have a Cause of Action Against the Employer or the Physician and/or Medical Entity That Administers the Vaccine?

Answer: An employee's recourse for an adverse reaction due to a mandated COVID-19 vaccine would most likely be covered by workers' compensation.

Under most state laws, an adverse reaction to an employer-mandated COVID-19 vaccine would likely be treated as an on-the-job injury and therefore covered by workers' compensation. Workers' compensation has been the employee's only recourse for other employer-required vaccinations, so it is likely that a COVID-19 vaccine would be treated the same.

An employee would **not** have a cause of action against the manufacturer or medical entity providing the vaccine, pursuant to the Public Readiness and Emergency Preparedness Act (PREP Act). The PREP Act authorizes the Secretary of Health and Human Services to limit legal liability for "losses relating to the administration of medical countermeasure such as diagnostics, treatments, and vaccines." In a declaration effective February 4, 2020, the Secretary of Health and Human Services invoked the PREP Act, thereby providing legal protection to companies making or distributing the vaccine. The only exception to PREP Act immunity is for death or serious physical injury caused by "willful misconduct." This protection lasts until 2024.

4. What Are the Privacy Rights of the Employee When an Employer Requires That They Furnish Proof of Vaccination?

Answer: Documentation or other confirmation of vaccination provided by the employee is medical information and must be kept confidential.

An employer can ask the vaccination status of its employees in an effort to maintain a safe work environment. Indeed, employers have a legitimate business reason to keep track of employees who have been vaccinated. **Contrary to public perception, it is not a Health Insurance Portability and Accountability Act (HIPAA) violation for an employer to ask if an employee is**

vaccinated against COVID-19. HIPAA applies only to specific health-related entities, such as insurance providers, doctors and hospitals. However, if an employer is going to make a copy of an employee's vaccination card, the employer must maintain such information as it maintains other medical information.

Guidance from the EEOC warns employers against requesting medical information during the process of verifying the vaccination to avoid triggering violations under the ADA or the Genetic Information Nondiscrimination Act (GINA). Under the ADA, an employer may not make a disability-related inquiry (i.e., ask questions that are likely to elicit information about an employee's disability) unless the questions are job-related and consistent with business necessity.

Therefore, there are limits on what an employer can ask or how they may react once aware of an employee's vaccination status. Asking questions about **why** an employee is not vaccinated could reveal medical or religious information that is protected by federal laws. However, if an employer has a policy requiring that all employees get vaccinated, then any employee seeking an exemption or accommodation under such policy will be obligated to disclose either a medical disability or religious exemption for their case.

5. What Are the Privacy Rights of the Employee When an Employer Requires That They Furnish Proof of the COVID-19 Test?

Answer: The result of an employee's COVID-19 test is medical information and must be kept confidential.

The EEOC's guidance allows for employers to test employees for COVID-19, as well as asking employees if they are experiencing symptoms of the virus, such as fever, chills, cough, shortness of breath or sore throat. The EEOC indicated that "employers are to maintain all such information about an employee's illness or absence thereof as a confidential medical record in compliance with the ADA."

The ADA requires that an employer keep all medical information about employees confidential, even if that information is not about a disability. The results of a COVID-19 test or information that an employee has symptoms of COVID-19 is medical information and therefore must be kept confidential.

6. Is Workers' Compensation Implicated if a Public Employee Contracts COVID-19 and It Is Believed That It Is Not Job-Related? Will That Individual Be Eligible for Workers' Compensation or Paid Sick Leave?

Answer: An employee may only be eligible for workers' compensation if the employee contracts COVID-19 on the job or it is job-related.

Although every state has its own workers' compensation system, generally workers' compensation does not cover communicable diseases like COVID-19 because of the varying ways individuals can be exposed to them. Thus, it is difficult to directly tie contracting COVID-19 to the workplace. For an employee to be eligible for workers' compensation, it will depend on the nature of the job, the circumstances of the case and the rules in that state. For example, according to the Ohio Bureau of Workers' Compensation, an Ohio COVID-19 workers' compensation claim "depends on how you contract COVID-19 and the nature of your occupation." Jobs with a higher risk of exposure, like first responders, are more likely to have an eligible COVID-19 workers' compensation claim.

Clearly, first responders face a particular danger of being exposed to COVID-19 because of the nature of their job. As such, several states took actions to extend workers' compensation coverage to include first responders and health-care workers impacted by COVID-19. Some states amended their policy so that COVID-19 infections in certain workers are **presumed** to be work-related and covered under workers' compensation. This presumption places the burden on the employer and insurer to prove that the infection was not work-related, thus making it easier for those workers to file successful claims. For example, Minnesota enacted legislation that creates a presumption that an employee contracted COVID-19 out of and in the course of employment for health-care providers and first responders — including peace officers.

7. In a Unionized Workforce, Must the Employer Bargain Before Mandating That Employees Get COVID-19 Vaccines?

Answer: An employer's decision to mandate COVID-19 vaccines will likely be subject to mandatory bargaining.

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In a unionized environment, employers are presented with other legal obligations — primarily in the bargaining context — when considering whether to implement a mandatory vaccine mandate. The employer's legal obligations depend upon the collective bargaining agreement. The agreement might have provisions reserving to management the right to promulgate health and safety rules. Such provisions might allow the employer to make unilateral decisions.

An employer's decision to require employees to be vaccinated as a condition of their employment will likely require bargaining with the union.

"[L]abor law presumes that a matter which affects the terms and conditions of employment will be a subject of mandatory bargaining" (*Newspaper Guild v. NLRB*, 636 F.2d 550, 561 [D.C. Cir. 1980]). Typically, a new workplace rule affects a term or condition of employment if an employee's breach of the rule can lead to discipline or the loss of an opportunity. However, what that bargaining looks like, in terms of COVID-19 mandated

vaccination policies, is new territory and currently being litigated.

For example, the International Brotherhood of Teamsters, Local 743, filed a federal lawsuit in Chicago against a union health fund — the TeamCare fund — challenging the fund's mandate that its workers get vaccinated or face termination. In the complaint, Teamsters alleged the fund's vaccination policy required bargaining and that the fund failed to adequately negotiate over the requirement with the union. The court denied the temporary restraining order, sending the parties to grievance arbitration instead. The court further declined to expedite the arbitration proceedings.

In a similar case, the Tucson Police Officers Association filed a lawsuit against the City of Tucson after the City mandated that all employees must be vaccinated. The union argues that the City breached its obligations under the parties' collective bargaining agreement by mandating the vaccines without bargaining in good faith over the change in working conditions. The matter is pending in Arizona state court.

While it may be likely that the employer's decision to mandate COVID-19 vaccines must be bargained for, it is also likely that such bargaining will only cover the impact or "effects" of the vaccine mandate; for example, the timing of the implementation of the mandate, where and when the vaccination will be performed, and any consequences of an employee's refusal to submit to vaccination — up to and including termination. Thus far, the courts are not providing employees with any immediate relief from these mandated policies. Indeed, to date, we have not seen any decision — by a judge or arbitrator — overturning a public employer's mandatory vaccine policy. **FOP**

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New Retired Law Enforcement Concealed Carry Legal Defense Coverage



The FOP Legal Defense Plan's Board of Trustees has had numerous requests from current and prospective participants to review broadening coverage under the current HR-218 LEOSA Plan. After diligent review and analysis, the Board voted to make the following changes.

The HR-218 Plan coverage was replaced with the **FOP Retired Law Enforcement Concealed Carry Legal Defense Coverage (CCC)**. The expanded coverage will offer **unlimited** legal defense for civil and criminal claims associated with the legal carrying and/or use of a concealed weapon: All reasonable and necessary legal defense costs are now covered in full when using a plan attorney. This new expanded plan will provide coverage for not only those retirees who were

qualified under LEOSA, but also those retirees who are qualified under their own state laws to carry a concealed weapon. **Coverage does not include claims related specifically to the open carrying of firearms.**

The CCC went into effect on **January 1, 2021**. If you are a current HR-218 retired member, unlimited coverage and the enhanced benefits automatically took effect on January 1, 2021, with no additional cost. Upon renewal of your coverage in 2021, the new annual fee of \$75 will take effect. For all new retired members joining the plan after January 1, 2021, the annual fee is \$75.

If you are an active law enforcement officer covered by the FOP Legal Defense Plan, LEOSA coverage is already included. CCC is for **retired law**

enforcement officers only and separate from the FOP Legal Defense Plan.

The Board is excited to provide yet another excellent benefit for our FOP law enforcement brothers and sisters. In today's unstable times, it is crucial to make sure you are protected.

The Legal Plan values your business and thanks you for your continued support. To enroll, please visit our website at foplegal.com and select Join Now > Retired Law Enforcement Concealed Carry Coverage. Full coverage, eligibility and other exclusions can be found in the Plan Description at foplegal.com, under the About > Library section. If you have questions pertaining to these changes, enrollment or the plan in general, please contact Hylant at (800) 341-6038 or via email at info@foplegal.com. **FOP**



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In Memoriam: Thomas Anthony “Tommy” Tizzard III

Louisiana FOP lost a dear friend and public servant earlier this year. National Trustee Tommy Tizzard passed away on January 12. He was 67 years old and lived in River Ridge, Louisiana, at the time of his death. He left a legacy few can claim. His close friend, National FOP President Pat Yoes, shared the following sentiment: “Tommy was a warrior who spent his entire life fighting monsters most would like to think don’t exist. He was fearless ... a cop’s cop!”

Brother Tizzard joined the Jefferson Parish Sheriff’s Office on September 1, 1971, and the FOP on July 6, 1984. He attended college at Loyola University and later graduated from the FBI National Academy, Session 206.

Tizzard was elected as president of his local lodge, Jefferson Parish Lodge #12, where he had 800-plus members. He has held various positions on Louisiana’s State Board, including treasurer for many years and first vice president. At the time of his death, he was Louisiana’s National trustee, following in the footsteps of longtime friend and former Louisiana National Trustee Willie Patin. Brother Tizzard retired from the sheriff’s office at the rank of lieutenant in 2003 after 32 years of service.

After retirement, Tizzard worked in executive security for Freeport-McMoRan for 15 years with his good friend Willie Patin. Brother Patin stated, “The unfortunate kids were at the top of his list. I feel confident that he has met his savior and is looking for his next assignment.”

Tizzard served as trustee and was on the board of directors for the Law Enforcement Emerald Society of Metropolitan New Orleans. In addition, he was a member of the Sons of the American Revolution and Kenner Chapter of DeMolay International and

was a 32nd degree Mason of Square and Compass Lodge #417. Also, Brother Tizzard worked closely with fellow National Trustee Rocky Nowaczyk (Illinois) for the benefit of Easter Seals, and in fact was on the board of directors for Easter Seals Louisiana.

Hard to believe he found time to coach Little League, which he did for many years. President Yoes stated, “He also had one of the softest and kindest hearts I have ever seen. I have witnessed the depth of his human kindness and compassion for others.”

He truly loved St. Patrick’s Day and enjoyed being involved in the various parades and marches associated with the holiday. He was known for his “Tommyisms.” He had a response or comeback for everything you could throw at him, had an immense sense of humor and was extremely quick-witted. And yes, no matter where you were (including the basement of the Parliament in London) or what you were doing, he could honestly tell you, “I know a guy.” And amazingly enough, he actually knew a guy. Don’t ask him what he has ... tell him what you need, and he’ll find it for you!

About Tommy, Willie Patin said it perfectly, “Vaya con Dios.” Well said, my friend.



Tommy Tizzard, Mannie Troncoso (Kenner, Louisiana, Lodge #21) and National FOP President Pat Yoes



Thomas Anthony “Tommy” Tizzard III

Go with God, Tommy, and we’ll see you on the other side.

Tommy Tizzard leaves behind his wife of 46 years, Nancy. He is also survived by his son, Bradley, and his wife, Lisa; daughter, Julie Tizzard-Harrison, and her husband, David; and five grandchildren. **FOP**

Officer Joseph S. Wargo Jr.

A Hero Remembered Never Dies



EOW: October 16, 2011

Officer Joseph Wargo Jr. died in the line of duty on October 16th, 2011 leaving a hole in our agency and community that could never be filled. His presence is missed every day, but our hearts are full of lasting memories of his larger-than-life personality and his ability to brighten every room he entered. You will forever be our brother and will never be forgotten.





Leading the Auxiliary Forward

The 40th Biennial Conference held in Indianapolis was a great success. I would like to extend many thanks to the Indiana Auxiliary and the Conference Committee for all their hard work in planning an amazing Conference. The events were fun and entertaining. Being part of the longest human thin blue line was both a privilege and humbling.

The Auxiliary Conference meetings included several breakout sessions. The benefits seminar offered a review of benefits that are now available to FOP members and their families, including Auxiliary members. The wellness seminar provided useful and necessary information that is being used to develop a program to assist officers and their families in tough situations.

During Conference, we received seven inquiries regarding interest in new auxiliaries. The new board will begin working with these interested parties and will be reporting soon on our newest auxiliaries.

At the Conference, the 2021 National Subordinate and State Auxiliary of the Year and Member of the Year awards were announced. This year, there were four state auxiliary nominees and 10 subordinate auxiliary nominees. All the nominees have worked hard to support their parent lodge and the community on ways-and-means projects, involvement with the National Auxiliary, Police Week activities, Easter Seals support, officer outreach and support, and much more. The National trustees selected the 2021 winners: Tulsa Auxiliary #93 is the Subordinate Auxiliary of the Year and the Georgia State Auxiliary is the State Auxiliary of the Year. Congratulations to both!

The M. Michele Letz Auxiliary Member of the Year Award went to past National Auxiliary President Beverly Crump. Beverly joined the Auxiliary in 1982 and has worked tirelessly to provide support and programs for members throughout Indiana. Serving as the National Auxiliary president from 2007 to 2011, she led the Auxiliary

forward across the country and provided leadership to the organization, mentorship to the members and friendship to all. Congratulations, Beverly — well-deserved.

Our past National Auxiliary presidents have made great strides in bridging relationships with other support groups, strengthening relationships with lodges, building programs to provide benefits to our members, honoring the fallen and ensuring that we Never Let Each Other Walk Alone. I am honored to have the opportunity entrusted in me to serve as National president and will work hard to lead the Auxiliary forward and build upon these foundations. We need to stand united. When we as an Auxiliary unite as one family for the common purpose, we can accomplish and overcome. Together we can do so much more.

The 2021–2023 National Board has taken on some new faces. The Executive Board officers who will be serving the Auxiliary are:

- President: Glenda Lehmann (Kentucky), kyfopauxpres@twc.com
- Past President: Linda Hennie (Ohio), lhennie@aol.com
- Vice President: Terri Ijamal (Tennessee), terri.ijamal@searshc.com
- Financial Secretary: Susan Vargo (Ohio), susanvargo89@gmail.com
- Recording Secretary: Linda Martinez (New Mexico), lam0426@msn.com
- Treasurer: Kristina Waters (Utah), watersteenie@yahoo.com
- Second Vice President: Bonnie Cannon (District of Columbia), bcannon@dc-fop.org
- Sergeant at Arms: Julie Black (Indiana), Julie.Black@indy.gov
- Chair of Trustees: Cherie Siehl (Ohio), cheriesiehl3@gmail.com

We welcome the following National trustees:

- Alabama: Melanie Lanier; alternate Sharon Wynn
- District of Columbia: Mirella Arroyo

- Georgia: Charlotte Scoggins; alternate Ramona Stone
- Illinois: Cindy Draege; alternate RuthAnn Trueblood
- Indiana: Jennifer Klasner-Allendorf; alternate Shannon Saltzman
- Kentucky: Kim McElroy; alternate Beth Wyatt
- Michigan: Jeanne Apple; alternate Debbie Swofford
- New Mexico: Linda Brown; alternate Sharon Valtierra
- North Carolina: Ally Michalec; alternate Melody Joyce
- Ohio: Cherie Siehl; alternate Peggy Mohr
- Oklahoma: Sharri Daily; alternate Kim Tyron
- Pennsylvania: Ann Cammerota; alternate Cheryl Gay
- Tennessee: Lizbeth Gragg; alternate Caity Green
- Utah: Trista Salmon; alternate Katie Jex
- Virginia: Florence Votava; alternate Gale Stiles

These officers and trustees are committed to supporting state and subordinate auxiliaries across the country and working hard to provide programs that support law enforcement families. Please contact us if we can be of assistance.

2021 National Police Weekend is taking place in October, starting on October 12 with Registration of Survivors and ending on October 16 with the National Peace Officers' Memorial Service. Both the Fraternal Order of Police Committee and the Fraternal Order of Police Auxiliary Committee are working hard to ensure we provide respect and honor to our fallen heroes and support to their families.

Members who wish to volunteer during 2021 Police Weekend are welcome. Contact the Grand Lodge Auxiliary Committee chair, Julie Black, at Julie.Black@indy.gov. **FOP**



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