

WELLNESS SUMMIT RECAP // P. 20

# FOP



# JOURNAL

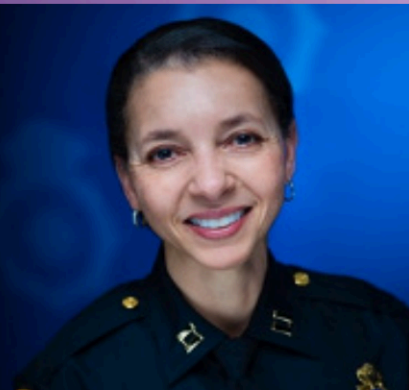
THE VOICE OF OUR NATION'S  
LAW ENFORCEMENT OFFICERS®

MARCH 2024

WWW.FOP.NET



**NATIONAL**  
**Women's**  
**History**  
**Month**



**Celebrating the Strength of Our Sisters in Blue  
and the FOP's Female Leaders**



**CROSSCOUNTRY  
MORTGAGE™**

THE EXCLUSIVE  
**LINE OF DUTY  
DEATH BENEFIT**







**THE FRATERNAL ORDER OF POLICE**  
PREFERRED MORTGAGE LENDER

**#3 US Retail Lender\***

\*Source: 2023 Scotsman Guide

## NEW Line of Duty Death Benefits!

- Canceling outstanding covered loan balances up to a combined \$525,000 in the event of Loss of Life
- This complimentary benefit is our way of saying thank you to all those currently serving in law enforcement, fire and rescue and EMS, whether a federal, state, county, or municipal agency employee
- Applicable for any work-related activities including heart attack or stroke occurring during strenuous training or activity

To learn more about this benefit, including reasons why a Member would not be covered, all members must call 1-833-724-8700 to obtain a "Special Benefit Code" and speak to your [CrossCountry Mortgage Union Mortgage Representative](#).



**833.724.8700**



**ccmaffinity**



**fop@ccm.com**



**ccmaffinity.com/fop**

41 Pinelawn Road Suite GL2, Melville, NY 11747 | NMLS 1681501 | Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. All borrowers must meet minimum credit score, loan-to-value, debt-to-income, and other requirements to qualify for any mortgage program. CrossCountry Mortgage, LLC NMLS3029 ([www.nmlsconsumeraccess.org](http://www.nmlsconsumeraccess.org)). The LODDB is for 1st mortgages closed with Cross Country Mortgage LLC only, and is not available on Home Equity Lines of Credit (HELOC). All Law Enforcement Members must be under 70 years of age and cannot currently be enrolled in an "End of Watch Benefit" Program.



**Quick and accessible loans are available to FOP members that can be put towards any expense!**

- **Emergency Travel**
- **Unexpected Expenses**
- **Payoff other debts**
- **Home Repairs**
- **Vehicle Repairs**
- **Personal Use**

**Easy Application**  
Loan offer in minutes from any device

**Higher Acceptance Rate<sup>1</sup>**  
All credit scores are encouraged to apply

**Instant Funding Available<sup>2</sup>**  
Most borrowers get their loan proceeds deposited in their bank accounts instantly

**Simple Interest Loans**  
No penalty rates, no late fees, no balloon payments, no prepayment penalties



**Get started, scan the QR code with your phone camera!**

**BMG Money, Inc. Customer Support | Phone: (800) 316-8507 | Email: [Customer.service@bmgmoney.com](mailto:Customer.service@bmgmoney.com)**

<sup>1</sup> During 2022 69% of all loan applications were approved.

<sup>2</sup> Must be employed for at least two (2) years with your employer to be eligible to apply.

All loans marketed by BMG Money are made by WebBank, except, as of 12/08/2023 the loans made to residents of Illinois, Iowa, Nebraska, New Jersey, New York, Ohio, Rhode Island are made by BMG LoansAtWork, LLC.







# Apply today at **BMGMoney.com**



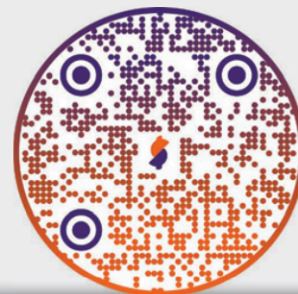

The **National Fraternal Order of Police** has partnered with **BMG Money**. Get access to reliable, affordable online installment loans to help you regardless of your credit history.

## Get the funds you need **today!**

-  Loans starting at \$2,000\*
-  Payments made over 17 months\*
-  Bi-weekly payments of \$75.00\*
-  Apply regardless of your credit score

**Sign up now at**

**[app.bmgmoney.com/signup](https://app.bmgmoney.com/signup)** and **TYPE "The National Fraternal Order of Police"** as the name of your employer



\*Fixed simple interest rate 35.50% per year with a one-time fee of \$59.00. For example, a \$2,000 loan repaid in 35 installments over 17 months, the **APR** will be **35.99%** and the approximate biweekly payment will be \$75.00 (assumes a loan execution date of 11/15/2023). Other terms and conditions apply, and your loan may vary depending upon your loan execution date, actual payroll deduction schedule, etc. Must be employed for at least two (2) years with the employer to be eligible to apply. Not all applicants will qualify for a loan. All loans marketed by BMG Money are made by WebBank, except, as of 12/08/2023 the loans made to residents of Illinois, Iowa, Nebraska, New Jersey, New York, Ohio, Rhode Island are made by BMG LoansAtWork, LLC.

# Serving Justice Across the Nation®

Justice Federal is committed to serving the justice and law enforcement community with products and services to improve the financial health of members and their families.

Join over 63,000 Members who choose Justice for all their banking needs.



## FREEDOM DIRECT SAVINGS

Earn **4.20% APY\*** on Freedom Direct Savings with a new or existing Freedom Direct Checking account with Direct Deposit!



## Official VISA Credit Card CONCERNS OF POLICE SURVIVORS

Each time you use your card, we'll give back a portion of the transaction to C.O.P.S. to further their mission.



## NEW, USED & REFINANCED AUTO LOANS

We'll put you in the driver's seat with our low-rate financing options and flexible terms.

**Save. Spend. Borrow. Belong. Join Today!**



**Learn More**  
**Visit [jfcu.org/LawEnforcement](https://jfcu.org/LawEnforcement)**  
**or call 800.550.5328**



Serving Justice Across the Nation®

\*APY= Annual Percentage Yield. APY is subject to change without notice. Rate effective February 1, 2024. Freedom Direct Savings will earn 4.20% APY on balances up to \$10,000 if the account holder has direct deposit(s) of at least \$500.00 to their Freedom Direct Checking Account during a month. Balances over \$10,000 will earn 0.150% APY and all balances in a month when qualifications are not met will earn the standard Share Savings APY starting at 0.100%. One Freedom Direct Savings per Justice Federal membership. Justice Federal reserves the right to withdraw this offer at any time. See a representative for details.

Federally Insured by NCUA Photo Courtesy of LAPD.



# FOP JOURNAL

MARCH 2024

TABLE OF CONTENTS



## FEATURE



### 20 // Five Years and Growing: A Recap of the 2024 FOP Wellness Summit



WINNER OF A SUMMIT  
CREATIVE AWARD

SUMMIT  
BRONZE

WWW.FOP.NET

## EXECUTIVE BOARD

### 10 // President's Message

Let's Rally Against WEP and GPO

### 12 // Secretary's Message

Celebrating Our Sisters in Blue in Honor of Women's History Month

## DEPARTMENTS

### 16 // Administrative Services Employee Spotlight

Angie Hoover

### 18 // Local Lodge News

Update From Illinois

### 24 // Wellness

Mental Health Care for Your Whole Self

### 26 // NFOPU Spotlight

Tiffin University

### 28 // Washington Report

FOP's Day on the Hill With IAFF Is Just Days Away!

### 34 // Legal Counsel

Compelling Officer Testimony on Communications During CISDs

### 36 // FOP History

Brother Jeff Wiggs

### 38 // Education and Outreach

Are You Zoomed Out?

### 40 // Labor News

Protect and Serve

### 41 // FOP Legal Defense Plan



## National Fraternal Order of Police

**National Headquarters** 701 Marriott Drive, Nashville, TN 37214  
1-800-451-2711 | Phone (615) 399-0900 | Fax (615) 399-0400  
Email: [glfop@fop.net](mailto:glfop@fop.net) | [www.fop.net](http://www.fop.net)

### Executive Board

**Patrick Yoes**, President  
Norco, LA | (504) 234-4300

**Joe Gamaldi**  
Vice President  
Houston, TX

**Jimmy Holderfield**  
Secretary  
Jacksonville, FL

**James Smallwood**  
Treasurer  
Nashville, TN

**John Hoyt**  
Second VP  
Philadelphia, PA

**Steve James**  
Sergeant at Arms  
Westminster, CA

**Rob Pride**  
National Trustees  
Chairman  
Johnstown, CO

### Past Presidents

**Chuck Canterbury**  
Myrtle Beach, SC

**John M. Dineen**  
Chicago, IL

**Dewey R. Stokes**  
Columbus, OH

### National Trustees

Colorado .....	Rob Pride, Chairman	Missouri .....	Kevin Ahlbrand
Alabama .....	Jay King	Nebraska .....	John Francavilla
Arizona .....	Paul Sheldon	Nevada .....	David Moody
Arkansas .....	Allen Hamby	New Jersey .....	Kevin Vernon
California .....	Matt Heady	New Mexico .....	Robert Radosevich
Connecticut .....	Daniel DePinto	New York .....	Joseph Battaglia
Delaware .....	Joe Fitzgerald	North Carolina .....	Dennis McCrary
District of Columbia.....	Marinos Marinos	North Dakota .....	Joe Johnson
Florida .....	Alex Bello	Ohio .....	Greg Toyeas
Georgia .....	Jamy Steinberg	Oklahoma .....	Phil Wise
Idaho .....	Gregory Austin	Oregon .....	Todd Hargrove
Illinois .....	Robert "Rocky" Nowaczyk	Pennsylvania.....	John Fiorill
Indiana .....	Joe Hamer	Rhode Island .....	Louis Gianfrancesco
Iowa .....	Donald Strong	South Carolina .....	Terry Gainey
Kansas.....	K.C. Blodgett	South Dakota .....	Tony Harrison
Kentucky .....	Dave Mutchler	Tennessee .....	Johnny Crumby
Louisiana .....	Kelly Gibson	Texas .....	Frank Plowick
Maine .....	Mike Edes	Utah .....	Raymond Flores
Maryland .....	Sherrice Carpenter	Virginia .....	John Ohrnberger
Massachusetts .....	Rich Shailor	Washington .....	Jack Simington
Michigan .....	Joe Adams	West Virginia .....	Stephen Walker
Minnesota .....	Ruben Marichalar	Wisconsin .....	Jerry Johnson
Mississippi .....	Billy Chandler	Wyoming .....	Ryan Cox

**Editor-in-Chief** Jimmy Holderfield  
**Editor** Stephanie Simpson

**911MEDIA Staff**  
**Publisher** Mark Deitch

**Associate Publisher**  
Jordan Tolila

**Production Manager**  
Natasha Carleton

**Senior Editor**  
Sophia Islas

**Art Director**  
Chad Rooney

**Graphic Designer**  
Richard Chu

**Advertising Consultants**  
Adam James, Bruce Loria,  
Kevin Nakanishi,  
Heidi Wood-Brown

**Client Services Director**  
Kelly Ross

**Managing Editor**  
Jenna Anderson

**Editor**  
Paul Amico

**Senior Graphic Designer**  
Adam Huntington

**Advertising Sales Manager**  
Leslie Lueders

**Sales Assistant**  
Sandra Diaz

**911MEDIA**  
STRATEGIC COMMUNICATIONS FOR YOUR ORGANIZATION

**TNI**

Published by 911MEDIA®  
911MEDIA® is a division of Trade News International, Inc.  
For advertising call 877-DIAL-911 (342-5911) | [911MEDIA.com](http://911MEDIA.com)

For editorial submissions, send inquiries to [fopjournal@fop.net](mailto:fopjournal@fop.net).

For product guide submissions, email your press release  
and hi-res digital image to [news@911media.com](mailto:news@911media.com).



**THE FOP JOURNAL** is published monthly by the National Fraternal Order of Police. 701 Marriott Drive, Nashville, TN 37214 – 1-800-451-2711. Presort Non-Profit Standard, U.S. Postage Paid in Bolingbrook, IL, Permit No 1309. FOP membership includes a subscription to THE FOP JOURNAL. Subscriptions accepted from recognized law enforcement agencies, government officials and libraries. Non-member subscriptions \$32 a year; single copies \$8.

Media information available upon request by writing or calling National Headquarters. No part of THE FOP JOURNAL may be reprinted without written permission. Publication of any product does not endorse product or service by the National FOP.

The National Fraternal Order of Police Board of Trustees has contracted with the following vendors to offer services to our members. From time to time, these vendors may market by mail and electronically with the membership to offer services: Armed Forces Eyewear, Avis, Calibre Press, Commerce Bank, Enterprise Holdings, Inc., GovX, HALO/Lee Wayne Merchandise, Hylant Group, Liberty Mutual, Nationwide Advantage Mortgage, Rockwell Watches, Your Travel Experts and 911MEDIA®.



# PROFORCE

## LAW ENFORCEMENT

Firearms and Tactical Equipment for Law Enforcement Professionals

**800-367-5855**

**PROMOTION ENDS  
3/31/24**



## HYPERX TACTICAL ARMOR & TCI COMMUNICATION SYSTEMS AVAILABLE HERE AT PROFORCE!



**HYPERX HYBRID  
TACTICAL CARRIER**



**HYPERX SA STAND  
ALONE PLATFORM**



**LIBERATOR IV COMM  
HEADSET**



**LIBERATOR HP 2.0  
HEARING PROTECTION**



**OREGON CITY OVERT  
CARRIER**



**DELTA 4 BALLISTIC  
HELMET**

Check out the **SAFARILAND** Product page for more details and get a price quote **TODAY!**

Scan the QR code!



**SAFARILAND®**

NOTE: TERRITORY RESTRICTIONS MAY APPLY FOR SOME MANUFACTURERS



**FOP  
MEMBERS**

Scan the QR code with your phone or smart device to access and enjoy more great products and accessories at fantastic pricing!

### >> OUR AGENCY PRODUCTS & SERVICES <<



**First class customer support, quality service makes PROFORCE the number one choice for first responder equipment and accessories!**

**Agency demonstrations and test & evaluation products are available upon request. Ask about our agency trade-in program! We will buy your agency duty or confiscated firearms, any model and condition!**

Support Center: 2625 Stearman Road, Prescott AZ, 86301 Tel: 800-367-5855  
e-mail: [sales@proforceonline.com](mailto:sales@proforceonline.com) | [www.proforceonline.com](http://www.proforceonline.com)

### CHECK OUT THESE GREAT MANUFACTURERS

AXON • AIMPOINT • BERETTA • GLOCK  
COLT • BIANCHI • BENELLI • ALIEN GEAR  
SMITH & WESSON • CZ USA • HOLOSUN  
DANIEL DEFENSE • HUXWRX • SUREFIRE  
SIG SAUER • SHADOW SYSTEMS  
DEFENSE TECHNOLOGY • AGUILA  
EOTECH • BURRIS • OTIS • PEPPERBALL  
MOSSBERG • PROTECH • RUGER  
STREAMLIGHT • MAGPUL • H&K  
SAFARILAND • SPRINGFIELD • SIONICS  
BLACKHAWK • C&H PRECISION  
BOLA WRAP • L3 HARRIS  
US PEACEKEEPER • REMINGTON  
NIGHTSTICK • FNH AMERICA • TRIJICON

NOTE TERRITORY RESTRICTIONS MAY APPLY

**Visit our website today for up to date information pricing and products!**

**[www.proforceonline.com](http://www.proforceonline.com)**



## Let's Rally Against WEP and GPO

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

In just a few days, FOP members will be in Washington, D.C., for our annual Day on the Hill event. This year will be a unique event, as we'll be joining forces with the International Association of Fire Fighters (IAFF). Rank-and-file law enforcement officers and firefighters will come together in our nation's capital to highlight the important issues facing our public safety organizations. We will be talking about the challenges and the needs of our memberships, including recognizing the right of public safety officers to collectively bargain, protecting due process for officers and firefighters, and repealing the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).

On Tuesday, March 5, at 11 a.m., the FOP and IAFF will hold a joint rally on the Capitol grounds to call for congressional action on H.R. 82/S. 597, the Social Security Fairness Act, which would repeal the WEP and GPO. This event will feature remarks from me, IAFF General President Ed Kelly, Representative Garret Graves (the sponsor of H.R. 82) and other members of Congress fighting for us on this issue. We have an opportunity in this Congress to finally have a chance to get a vote on the Social Security Fairness Act. With more than 300 co-sponsors in the House and more than half of the Senate in support of the legislation, we need to make sure Congress hears from us now about just how important this issue is for our retired members.

While the rally will be the week's keystone event, we cannot forget that the objective of our annual Day on the Hill is to give our members an opportunity to have face-to-face interactions with the members of Congress that represent **you** in the nation's capital. We need to make sure that **your** senators and representatives understand **our** priorities.

For those of you who cannot attend the Day on the Hill this year, make an effort during that week of March 4 to take a moment to write, call or email your representative and senators about the Social Security Fairness Act and our other top priorities. I want Congress to hear from the FOP about our agenda all week long.

I look forward to seeing our Day on the Hill participants next week! **FOP**

## Support the NFOP PAC!

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. As the oldest and largest law enforcement labor organization in the United States, it is crucial we keep our PAC strong, so we can help the candidates who not only support our members but the entire law enforcement community. It is up to us to ensure that they get elected!

We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please help us advocate on your behalf and do so with the resources needed to be effective. Help us grow our PAC and amplify our voice in the nation's capital.

**Sign up today: [tinyurl.com/5nu8f58v](https://tinyurl.com/5nu8f58v)**



# METRO NASHVILLE POLICE

## HIRING FOR Basic Police Officer Trainee, Lateral Officer & Lateral School Resource Officer

- Must be 21 years old
- No maximum age restriction

### BASIC OFFICER TRAINEE

- Police Academy pay (18 weeks) \$54,900 salary
- Pay during Field Training Phase \$60,501- \$64,131
- Pay upon completion of training \$66,185- \$70,156

### LATERAL & LATERAL SRO OFFICER

- Starting Lateral pay \$70,215- \$74,428 Must have 2 years of POST (or state equivalent) certified law enforcement experience

### BENEFITS

- Education incentive pay: 3% increase for Associate's Degree; 6% increase for Bachelor's Degree
- 20 vacation days, 3 personal days, 12 holidays per year
- Earn 1 sick day per month (accumulate up to 120 days)
  - 20 paid Military leave days
- Up to 30 days paid family sick leave
- \$800 state-supplemented in-service pay per year
  - Endless overtime opportunities
  - Longevity pay
  - 100% Metro-funded pension
  - 457 MetroMax Deferred Compensation plan
  - Vested for service pension after 10 years
  - Vested for medical pension after 10 years
- Use of Montgomery GI bills and Post 9/11 GI bills in first year of training
  - Domestic partner benefits
- \$1000 uniform allowance per year

### INSURANCE

- Cigna health insurance (75% premium paid by Metro)
  - Life Insurance
  - Dental Insurance
  - Vision Insurance

### QUALIFICATIONS

- High school diploma or GED and 60 credit hours with a 2.0 GPA from an accredited education institution; or
- High school diploma or GED and 3 years of responsible, full-time work; or
- High school diploma or GED, 2 years of active service with an Honorable Discharge from any branch of the United States Armed Forces

**APPLY AT JOINMNPD.COM**



# Celebrating Our Sisters in Blue in Honor of Women's History Month



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

**B**rothers and sisters, I hope this March edition of the *Journal* finds you and your family well. We just finished up our annual Officer Wellness Summit and Leadership Matters seminars. More than 400 attendees were on hand to receive this excellent training to fulfill their functions as lodge officers and to train others in their lodges in becoming lodge officers. We are currently working on the dates for next year's training. Stay tuned.

We are working diligently on the Social Security Windfall Elimination Provision in Washington, D.C. For the first time ever, the International Association of Fire Fighters has joined forces with the National Fraternal Order of Police in calling on Congress to do the right thing and repeal this unfair law. Please check your weekly *Washington Watch* for updates, and if your representative or senator has not yet signed on as a co-sponsor, call their office and let them know the importance of Social Security fairness for law enforcement officers.

The National Fraternal Order of Police is proud to participate in Women's History Month. This annual event honors women's contributions to history and society. In 1980, President Jimmy Carter signed a proclamation designating March 2–8 as the first National Women's History Week. In President Carter's message to the nation, he said: "From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often, the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well." In 1987, Congress declared March as National

Women's History Month in perpetuity. Of great significance to us all are the contributions women have made to our law enforcement profession. The following is a list of influential female police officers who should be remembered.

**Aurora "Lola" Greene Baldwin (Portland, Oregon)** — In 1908, Baldwin became one of the first sworn female full-time police officers in the United States. She dedicated her life to assisting troubled young women, spending years as an unpaid social worker prior to her official police officer employment.

**Isabella Goodwin (New York City, New York)** — Goodwin became the nation's first female police detective in 1912. She spent years working long hours as a police matron, which was the best she could hope for at the time. However, her fearlessness in the face of danger and penchant for undercover work helped her solve one of the most notorious robberies of her time.

**Penny Harrington (Portland, Oregon)** — In 1985, Harrington became the first female to lead a major police department in the United States. Despite her excellent service record, the road to the top was not an easy one — she filed more than 40 sexual discrimination lawsuits from 1969 to 1985 without losing a single suit. After leaving her position as the Portland chief of police, Harrington spent several years advising the LAPD on women's issues.

**Beverly J. Harvard (Atlanta, Georgia)** — Harvard enrolled in the police academy training as part of a \$100 bet with her husband. Upon completion of the program, she worked her way up through the ranks of the Atlanta Police Department to become the department's first African American female police chief.

**Marie Owens (Chicago, Illinois)** — Owens is one of three women to hold the

claim of the United States' first female police officer. Owens' story is much less established than those of the other two. The Canadian-born Owens joined the Chicago Police Department in 1891, where she was responsible for enforcing child labor and welfare laws.

**Elizabeth Robinson and Betty Blankenship (Indianapolis, Indiana)** — Robinson and Blankenship are widely recognized as the first female patrol officers after taking on the role in 1972. Their move into patrol marked a large shift in thinking among police, considering women were previously relegated to working in "desk" positions or with juvenile offenders.

**Georgia Ann Robinson (Los Angeles, California)** — Robinson became the first African American female police officer in 1916 — not a small feat, considering the prevailing attitudes of the time toward women and African Americans. She was an active volunteer in several community organizations around Los Angeles prior to being approached by an LAPD recruiter about joining the force. She accepted the position as a jail matron and eventually began working juvenile and homicide cases.

**Alice Stebbins Wells (Los Angeles, California)** — Wells was also considered one of the first female police officers in the United States when she was hired by the LAPD in 1910. Like Baldwin, Wells spent several years as a social worker before petitioning her city government for the opportunity to become a female officer. The publicity surrounding her hiring paved the way for many other cities to hire female police officers.

**Mary Sullivan (New York City, New York)** — Sullivan became the first female homicide detective in 1918.

Continued on page 14 >

FOP JOURNAL // MARCH 2024



# Illuminate and Dominate

Gear Up for Tactical Excellence with



Unleash the Power of Night with

## Strion® 2020



- Peak Performance: 1200 lumens & 28,000 candela for long-range illumination.
- Tactical Precision: Three modes plus strobe, with intuitive selection for critical situations.
- Rugged and Ready: IPX7 waterproof and 2m impact resistance in a durable aluminum body.
- Efficient Charging: Compatible with existing chargers, featuring a quick 4.5-hour recharge and battery status indicator.

**Available now:**

[OfficerStore.com/strion2020](https://officerstore.com/strion2020)

Command the Dark with

## TLR-7®X Tactical Light



- Precision Illumination: 500 lumens for a powerful, extensive range beam with optimal peripheral vision.
- Ambidextrous rear switches with selectable strobe mode for quick, one-handed operation.
- Waterproof IPX7 rating and live-fire tested in extreme conditions from -40°F to +120°F.
- Effortlessly attaches/detaches from weapons, ensuring safety with its one-handed interface.

**Available now:**

[OfficerStore.com/tlr7x](https://officerstore.com/tlr7x)



Call **610-857-8070** to order or visit [OfficerStore.com](https://officerstore.com)

Follow [@officerstore](https://twitter.com/officerstore) [f](https://www.facebook.com/officerstore) [X](https://www.youtube.com/officerstore) [▶](https://www.youtube.com/officerstore)



**SECRETARY'S MESSAGE***Continued from page 12 >*

Sullivan grew up in a police family, so when the combination of financial strain from the passing of her husband and the opportunity to join the ranks presented itself, she jumped at the chance. Sullivan finished in the top five of her class, which helped prove her value as an officer,

culminating in her appointment to the NYPD homicide squad.

We are extremely proud of our female FOP leaders at the National, State and local lodge levels. These fine members exhibit great leadership and have been chosen by their peers to assist in leading the Order. They serve as an inspiration to us all, and we recognize those serving at the National and State lodge levels.

Please make plans to attend the annual National Peace Officers' Memorial Service in Washington, D.C., on May 15. This is a special time of the year when we join together in remembrance of our fallen brothers and sisters and comfort their families. Your attendance is needed.

In closing, be safe out there. Take care of yourself and your family. If I or my staff can help you in any way, please let us know. **FOP**



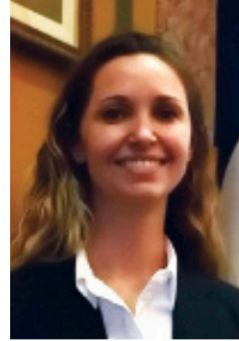
**Sherri Martin**  
Director of Wellness  
Services



**Lisa Curry**  
Arkansas State Secretary



**Lynette Clinch**  
Florida State Secretary



**Oleta Davis**  
Iowa State President



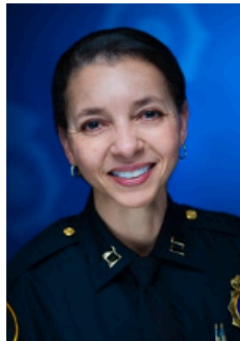
**Christie Jones**  
Kentucky State Secretary



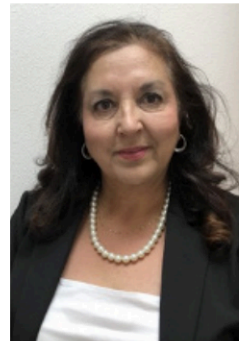
**Sherrie Carpenter**  
Maryland National Trustee



**Kate Petersen**  
Minnesota State Secretary



**Anna Colon**  
Nebraska State Secretary



**Rose Maese**  
New Mexico State  
Secretary



**Lauren Holz**  
New York State Secretary



**Lynn Wilson**  
North Carolina State  
Secretary



**Kerri Gortmaker**  
North Dakota State  
Secretary



**Karla Pruneda**  
Texas State President



**Tina Trimble**  
Wyoming State President



# DRAGON SKIN<sup>®</sup>

**The most comfortable  
duty belt in the world**

**4 ERGONOMIC advantages over  
any other duty belt in the world:**

- 1 •No rubbing on upper hip bones
- 2 •No pulling on lower back
- 3 •No pinching the sciatic nerve
- 4 •No squeezing off blood flow to lower legs

Sold only in sets ie: (INNER AND  
OUTER BELT)

**100% ERGONOMIC**



**PATENTED**



Made in Canada



/hitecintervention



Hi-Tec Intervention

[www.hi-tec.qc.ca](http://www.hi-tec.qc.ca)

1-(888)-709-4400

[service@hi-tec.qc.ca](mailto:service@hi-tec.qc.ca)



## ADMINISTRATIVE SERVICES EMPLOYEE SPOTLIGHT

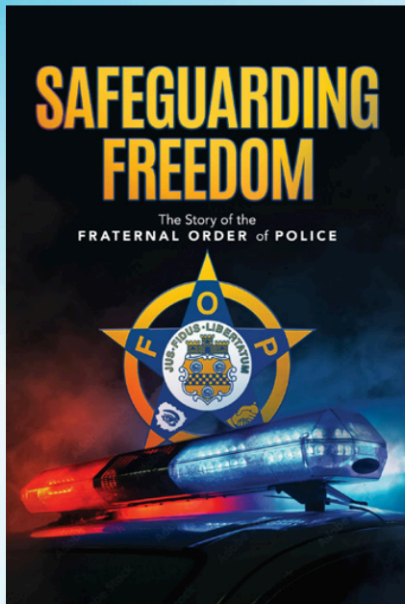
# Angie Hoover

Angie Hoover is the executive secretary for the National Fraternal Order of Police.

Angie joined the NFOP in February 2001 as a part-time assistant/secretary. Past National Secretary Jerry Atnip recognized the strengths and assets that Angie was providing and changed her status to full-time in April 2021. Angie has served as secretary to National Secretaries Jerry Atnip, Patrick Yoes and Jimmy Holderfield.

Much has changed in her 23 years of service to the NFOP, but Angie has always stepped up and made sure the Executive Board, state and local lodges and her fellow teammates can count on her to master any task or project given to her.

When Angie is not working, she and her husband, Billy, like to camp, hike, enjoy the gorgeous sunsets from their property, sit around a good bonfire and drink a glass of wine. She has two children: Max (Zoe), who is serving in the U.S. Navy and currently stationed abroad, and Abigail, who is the newest employee at the NFOP headquarters. She and Billy also have two fur babies, Daisy and Lily. **FOP**



### SAFEGUARDING FREEDOM: The Story of the Fraternal Order of Police

The National Fraternal Order of Police History Committee and the National Board of Trustees are excited to present you with a new book, *Safeguarding Freedom: The Story of the Fraternal Order of Police*. This literary work is the result of reviewing historical documents, combing through thousands of photographs and conducting interviews to give the reader a comprehensive history of how the Fraternal Order of Police has impacted policing in America. Author Max DiLallo, co-author with James Patterson on numerous books, along with the direction of National History Committee Chair David Stevens, has worked tirelessly over the past year to reveal the journey of the FOP.

This fantastic book is available from the National Office for \$25 plus tax, and the proceeds benefit our National FOP Foundation. Call (800) 451-2711 or email Lori at [lharris@fop.net](mailto:lharris@fop.net).



# EXCEPTIONAL SERVICE DESERVES EXCEPTIONAL RECOGNITION



**PROUDLY MADE IN THE USA**



100% USA LABOR  
100% USA MATERIALS

**888.411.7744**  
**LIBERTYARTWORKS.COM**



## ILLINOIS

## Canines Can and Should Answer the Call to Corrections Duty

JENNIFER WARD / IL FOP  
CORRECTIONS LODGE #263

Since ancient times, canines have been utilized to help track escaped prisoners and maintain order. **Departments that have not maintained or even implemented the use of canine units are noticeably missing opportunity, and can be seen as doing a disservice to staff, offenders and the community in their ability to provide a safe and secure rehabilitative environment as most department missions state.**

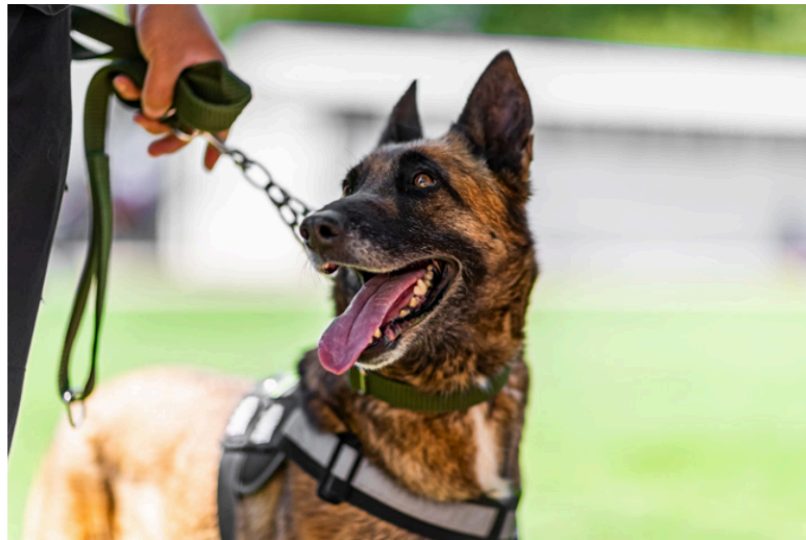
With the increasing media exaggeration and scrutiny, along with economic hinderance, the expectation and goal of public safety is to gain compliance without force. Corrections departments are often the first hindered when it comes to budget cuts; however, the conjecture is that more can be done without a budget to support it, and canines can offer great support and ease the burden.

Instead of not utilizing a canine team (or only borrowing one as a reaction to an incident), realizing that canines are better utilized as a proactive approach, and often curb or eliminate situations, can better serve an agency.

Anecdotal testimonials can be found in articles broadcasting the usefulness of canines, but the statistical research that is found to uphold such testimonials of the beneficial uses in correctional settings is easy to find.

At times fear of liability or labor issues slow the demand and use of correctional dogs. And the movement toward less offender and even staff accountability has slowed the movement even more. However, the overwhelming benefits to agencies have often shown to turn the tide back. **Having solid canine team directives can prevent incidents from coming back to attack you.**

To some, the cost of a canine may seem like a reckless expense or better described as an easy excuse. However, the cost of a canine proves to be a beneficial investment, rather than a debt



or expense, when close scrutiny is given. In cost-versus-benefit assessments, it has been calculated that a canine can be as competent as up to 10 officers, and at an estimated cost of less than a few dollars a day, they can be a budgetary savings as well as a safety enhancement.

Correctional facilities (jails/prisons) often operate on shoestring budgets and correctional leaders are expected to maintain operations. Implementing the use of canine units can support operations and add to overall safety and security without depleting budgets. Often, canine teams add to the budget savings in other areas. **Administrators should not sacrifice security in order to save money.**

Correctional use of canine teams can be an asset. They can be utilized for many chores, such as control of disruptive offenders, mass disturbances/crowd control, contraband detection, searches of staff and offenders, escape apprehension, routine perimeter patrols, special assignments, transporting offenders and as an important part of a department's drug interdiction plan.

The current national trend is significant drug/synthetic drug infiltration of prisons. Staff and offenders are both being exposed and are often administered Narcan, to the point

that Narcan is stored in all or various locations at a facility or even issued to/carrying by officers as a part of duty gear. Instead, dogs can offer a good return on investment and could best be utilized as detection, curbing the entrance of drugs (and other contraband) into the facility in the first place.

A dog's sense of smell is 10,000 to 100,000 times more acute than a human's, which makes them able to sense the presence of an item far quicker than their human counterpart. According to James Walker, former director of the Sensory Research Institute at Florida State University, "Let's suppose they're just 10,000 times better. If you make the analogy to vision, what you and I can see at a third of a mile, a dog could see more than 3,000 miles away and still see us as well" ([tinyurl.com/38me2a3v](https://tinyurl.com/38me2a3v)).

In a research study conducted in Michigan ([tinyurl.com/2tazsxm5](https://tinyurl.com/2tazsxm5)), K-9 teams showed a 93% success rate in locating hidden subjects during building searches compared to the 59% success rate of officers searching. Additionally, the K-9 teams were able to complete the searches in a fraction of the time taken by the officers.

Since the introduction of canines into law enforcement in 1907, these dogs have repeatedly shown their value.



In addition to their detection capability, canines have a psychological effect on offenders, protecting the handler and other officers. They also have a favorable effect on public relations, improve officer morale and are of great support in being more effective in the job they are sworn to do.

**With violence in correctional settings being ordinary**, and that violence often being drug-related, it's interesting that when we see media or video footage from a riot or other violent act, it is never or rarely when a canine is present. Could this be due to the fact that when canines are present, acts of violence decline? Research would show that to be the case.

Drugs/contraband in correctional facilities disrupt the mission of providing a safe and secure environment for offenders and staff. Drugs are also a hindrance to the potential an agency may have in actual rehabilitative services. Possession and use of drugs/contraband inside facilities should be associated with a serious offender disciplinary charge, and the same is true for staff found in violation. Unfortunately, the trend is not

that of accountability, and the dangers and incidents have been significant.

Employing canines in an agency's strategy to prevent drugs/contraband from entering institutions can stop the supply of drugs through a variety of interdiction tasks, especially a canine's ability to focus on institution points

**A dog's sense of smell is 10,000 to 100,000 times more acute than a human's.**

of entry such as gates/sally ports staff, visitors/volunteers, vendors/contractors, mail and packages, as well as transfer and receiving areas.

Common interdiction efforts in many correctional systems include searching staff, limiting the personal property staff are permitted to bring into the institution, and conducting

random searches and drug tests of staff and offenders. Offender visitors and, more recently, offender mail represent a significant source of drugs entering institutions. Insufficient staffing, searches, cameras, monitors and other detection equipment all contribute to entry and nondetection. Having canine searches in parking lots, at gates and facility entrances and mail, or just the known possibility that searches could be randomly conducted on any given day and the known possibility of discipline or legal action, play a significant role in overall drug/contraband interdiction.

Canines are vital tools, whether they are detecting drugs and harmful substances within a facility or in staff or visitor vehicles, tracking and apprehending an escapee, being present to protect staff or offenders, or searching for a hostage in a correctional setting. Canines in corrections provide the possibility to facilitate compliance and dissuade undesirable behaviors before the occurrence. Canines also serve as an effective tool for staff, assisting them in dealing with situations when they do occur. **FOP**



**WELLNESS PROVIDERS**

<p><b>Chateau Recovery</b> Midway, UT <a href="http://chateaufrecovery.com/programs/first-responders">chateaufrecovery.com/programs/first-responders</a></p>	<p><b>Harbor of Grace First Responder Program</b> Havre de Grace, MD <a href="http://harborofgracerecovery.com/first-responders">harborofgracerecovery.com/first-responders</a></p>
<p><b>FHE Health: Shatterproof Program</b> Deerfield Beach, FL <a href="http://fhrehab.com/services/first-responders">fhrehab.com/services/first-responders</a></p>	<p><b>Transformations Treatment Center: Help for Our Heroes Program</b> Delray Beach, FL <a href="http://helpforourheroes.com">helpforourheroes.com</a></p>
<p><b>First Responder Wellness by Simple Recovery</b> Costa Mesa, CA <a href="http://firstresponder-wellness.com">firstresponder-wellness.com</a></p>	<p><b>Warrior's Heart</b> Bandera, TX <a href="http://warriorshheart.com">warriorshheart.com</a></p>

Find more vetted and approved wellness providers and programs at [fop.net/officer-wellness/providers](http://fop.net/officer-wellness/providers).



# | WELLNESS | FIVE YEARS AND GROWING

## A RECAP OF THE 2024 FOP WELLNESS SUMMIT

SHERRI MARTIN / DIRECTOR OF WELLNESS

**W**ith our fifth annual Officer Wellness Summit having just wrapped up, the National Officer Wellness Committee is already looking forward to the future.

As we browse the comments and reviews from attendees of the 2024 Summit, we are delighted at the diversity of experiences and viewpoints offered. Here is a snapshot of our 2024 event.

The National Officer Wellness Committee welcomed a keynote presentation from the Metropolitan Nashville Police Department Wellness Unit. With their dynamic presentation, they shared their story of how they supported their personnel in the days following the Covenant School shooting incident that occurred in March 2023. Offering a complete picture of how community resources and agency resources came together, this presentation provided attendees with a model for response to similar incidents.

Our Wellness Program Showcase provides attendees with an opportunity to learn from the experiences of others. We invited two agencies that have developed successful

wellness programs to share the story of how they created their wellness program, including how they sustain and grow it. This year we welcomed the Baltimore (Maryland) Police Department and the Rapid City (South Dakota) Police Department, which both shared valuable insights with attendees, spurring ideas of how to best serve their members.

We know that our profession has long shrouded discussions of mental health in secret corners, and one key mission of the Division of Wellness Services is to keep the conversation about officer wellness front and center, and to remove the secrecy and mystery that might keep help-seeking stigmatized. To that end, the 2024 Summit incorporated an informative panel discussion that explored wellness through the eyes of the agency administrator. We were fortunate to be joined by four agency heads, who shared their perspectives on gaining buy-in, emphasizing the importance of wellness and taking care of our personnel.

Summit attendees have the opportunity to build their own experience of the Wellness Summit. A variety of seminars are offered on various wellness topics, so that participants have





the chance to choose topics that are of most interest to them or match their level of experience. For example, we welcomed trainers from the Sertoma Centre, who shared the QPR model, a basic technique for suicide prevention. For attendees more experienced in the wellness arena, the Summit offered a variety of more advanced topics. As one example, Dr. Stephanie Conn and Sonny Provetto offered a seminar in the Acute Stress Adaptive Protocol (ASAP), a new technique designed to be used by peer support as they work with their peers. Nick Daugherty, "Financial Cop," provided guidance for monitoring financial wellness, and That Peer Support Couple, Javier and Cathy Bustos, shared their story of maintaining a loving and successful marriage through two careers in law enforcement.

We were able to provide some unique and innovative experiences during the 2024 Summit as well. Thanks to the generosity of the Quell Foundation, we presented a screening of the documentary film *First Responders Sound the Alarm*. The film highlights the experiences of first responders who witness and experience traumatic incidents in their work, including the toll that it

can take, with the final takeaway that help is available and no first responder should suffer in silence. We also had the opportunity to host a live recording of the podcast *Remnant Revealed*. This podcast is co-hosted by our own National Chaplain Rick Snyder, along with his partner Dr. Chris Holland. In this special recording of the podcast, we discussed the Summit and other topics in officer wellness, all in front of a live studio audience.

In an effort to keep attendees informed about the most current topics in law enforcement wellness, we added space in the agenda to discuss a challenge to the confidentiality of critical incident stress debriefings that is currently playing out in a Massachusetts court. This also serves as a reminder that many states still do not allow for legally protected speech between trained peer supporters and those they are supporting, and the FOP Wellness Division aims to help all acquire this important benefit.

Because we know that wellness isn't just about mental health, attendees were also offered a range of options for engaging in or learning new practices and developing healthy new habits. From a pre-mapped self-paced run/walk course



to yoga to meditation, attendees were encouraged to use the team dynamic to keep their bodies in motion and keep their minds on physical fitness as well. This year's Summit included introductions to physical wellness practices new to the officer wellness arena, including Brazilian jiu-jitsu and HeartMath.

This year, the Wellness Summit was

*Continued on page 22* ➤

**WELLNESS***Continued from page 21 >*

preceded by the fourth annual FOP Wellness Professionals' Forum. As the National Officer Wellness Committee works to build resources in the Approved Provider Bulletin, our national directory of culturally competent wellness services for law enforcement, we are simultaneously building a network of professional practitioners who will be able to link with and support FOP lodges, agencies and individual members to round out their wellness programs. The Wellness Professionals' Forum brought together some of those professionals for an opportunity to learn more about the FOP, our Division of Wellness Services and the wellness initiatives we will offer into the future. The day includes seminars presented by police psychologists, with the opportunity for attendees to earn continuing education credits.

Our event could not have been a success without the support and participation of many. As the culture of wellness becomes more widespread within our profession, we are fortunate to introduce and include several sponsors, including some of our Vetted and Approved Provider facilities, those providing smartphone applications focused on officer wellness, and partner organizations like Survivors of



Blue Suicide (SBS) and Concerns of Police Survivors (C.O.P.S.). Due to a generous sponsorship from the American Arbitration Association, we were able to provide scholarships to 50 attendees who would otherwise not have been able to attend. Finally, the National Officer Wellness Committee wishes to extend our special thanks to our National Office staff, who worked behind the scenes

to ensure that all attendees enjoyed a valuable experience.

As we look to the future and begin planning new presentations on emerging wellness topics for next year's event, we encourage all our members to remain focused on individual wellness while also looking out for your brother and sister officers. We look forward to seeing you at Wellness Summit 2025! **FOP**

## Check out FOP.net

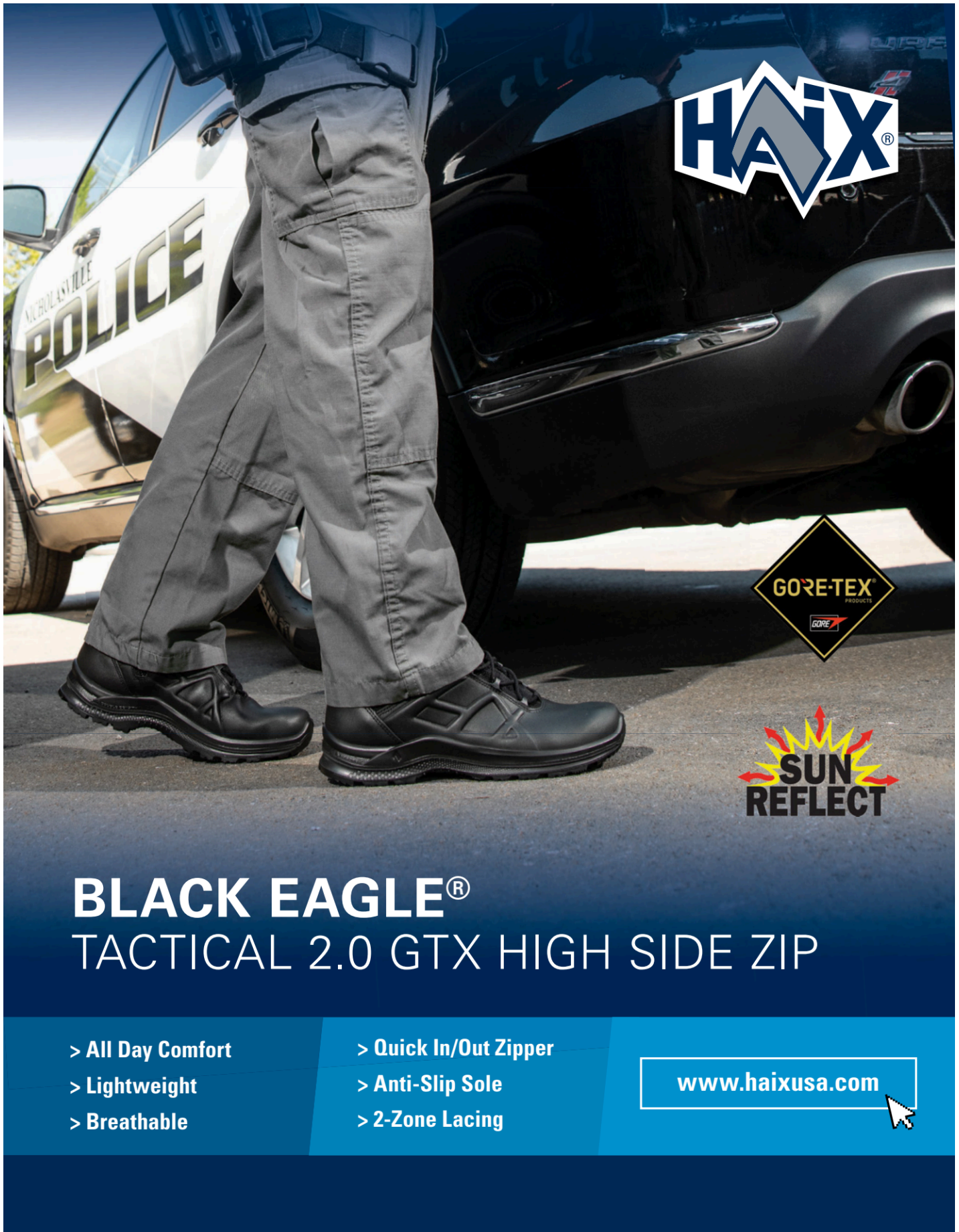
Our user-friendly website keeps you up to date on the topics that affect you!

You have the power of the FOP at your fingertips with easy access to all the information you need, including:

- + Law enforcement news
- + FOP updates and events
- + Member benefits
- + Legal defense
- + Legislation
- + Labor issues
- + Training
- + Wellness resources
- + And much more!







**HAIX®**

**GORE-TEX®**  
PRODUCTS

**SUN  
REFLECT**

# **BLACK EAGLE®** TACTICAL 2.0 GTX HIGH SIDE ZIP

- > All Day Comfort
- > Lightweight
- > Breathable
- > Quick In/Out Zipper
- > Anti-Slip Sole
- > 2-Zone Lacing

[www.haixusa.com](http://www.haixusa.com)

# | WELLNESS |

## MENTAL HEALTH CARE FOR YOUR WHOLE SELF

**M**ental health concerns are nothing to fear or hide; it's part of your overall health and quality of life. Mental distress can interfere with so many important things in life — from basic hygiene to healthy relationships, taking medicines as prescribed, practicing healthy behaviors and so much more. If you think something is wrong, ask an expert.

- Depression is the No. 1 mental health challenge for those age 65+.
- Before the pandemic, more than one in five adults over age 60 suffered from a mental or neurological disorder.

### Common Mental Health Conditions That Affect Older Adults

One in five older Americans experiences some form of mental distress, according to the Centers for Disease Control and Prevention (CDC). Common conditions include:

- **Anxiety:** Anxiety can make you jump from one task to another to keep up with your racing thoughts. Anxiety is persistent even when nothing is presently causing you stress.
- **Social isolation:** Social isolation is measurable. If you have little contact with others, you are isolated. It is not the same as loneliness, but it can lead to it.
- **Loneliness:** Loneliness is different for everyone. Some feel lonely in a crowded room, and others feel that they need someone to connect with. Anyone can experience loneliness, but sometimes it can lead to depression.
- **Depression:** Although the rate of older adults with



depressive symptoms tends to increase with age, depression is not a normal part of growing older. It's a diagnosable medical condition that needs medical care.

- **Post-traumatic stress disorder (PTSD):** After experiencing a shocking, scary or dangerous event, you may have sudden flashbacks, nightmares or fearful thoughts. Symptoms usually begin within three months of an event but can also emerge years later.
- **Stress:** Only the person experiencing stress can know how severe their stress levels are. Common stressors for older adults include grief and personal loss, unstructured time and physical losses like vision, hearing or mobility.

### SOURCES

American Psychological Association. "What's the difference between stress and anxiety?" Available at <https://www.apa.org/topics/stress/anxiety-difference>. Accessed November 12, 2021.

Centers for Disease Control and Prevention. "Depression is Not a Normal Part of Growing Older." Available at <https://www.cdc.gov/aging/depression/index.html>. Accessed November 12, 2021.

Centers for Disease Control and Prevention. *Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic — United States, June 24–30, 2020*. Available at <https://www.cdc.gov/mmwr/volumes/69/wr/mm6932a1.htm>. Accessed January 7, 2022.

Centers for Disease Control and Prevention and National Association of Chronic Disease Directors. "The State of Mental Health and Aging in America, Issue Brief 1: What Do the Data Tell Us?" Atlanta, GA: National Association of Chronic Disease Directors, 2008. Available at [https://www.cdc.gov/aging/pdf/mental\\_health.pdf](https://www.cdc.gov/aging/pdf/mental_health.pdf). Accessed January 10, 2022.

Healthline.com. "Loneliness and Depression: What's the Connection?" Available at <https://www.healthline.com/health/loneliness-and-depression#loneliness-turning-into-depression>. Accessed January 7, 2022.

National Library of Medicine. "Older Adult Mental Health." Available at <https://medlineplus.gov/olderadultmentalhealth.html>. Accessed January 7, 2022.

Psychom. "Anxiety vs. Depression: How to Tell the Difference." Available at <https://www.psychom.net/anxiety-depression-difference>. Accessed November 12, 2021.

World Health Organization. "Mental health of older adults." Available at <https://www.who.int/news-room/fact-sheets/detail/mental-health-of-older-adults>. Accessed January 7, 2022.



### Different Mental Health Issues Can Have Similar Symptoms

Get help if you experience any of these warning signs or think you may have a mental health problem:

- Mood swings or an unusual change in energy level
- Not eating or sleeping the same
- Shying away from activities and people you used to enjoy
- Feeling confused or forgetful, angry, worried or scared
- Having no feelings at all, like nothing matters
- Aches and pains that your doctor can't explain
- Feeling sad and hopeless
- Smoking or drinking more than usual
- Being aggressive
- Dwelling on certain thoughts or memories
- Hearing voices and believing things that aren't true
- Thinking about harming yourself or others

### Talk Openly About Your Feelings With Your Primary Care Doctor

Your primary care doctor may ask questions about your mental well-being during your annual well visit. This mental health assessment is covered 100% as preventive care under your medical plan. Your doctor can help you get the right care when you talk openly about your concerns.

If you're concerned there's a danger of self-harm or if

you or a loved one needs immediate help, call 9-1-1 or the National Suicide Prevention Lifeline at 9-8-8.

See Evidence of Coverage for a complete description of plan benefits, exclusions, limitations and conditions of coverage. Plan features and availability may vary by service area. Participating health care providers are independent contractors and are neither agents nor employees of Aetna. The availability of any particular provider cannot be guaranteed, and provider network composition is subject to change.

© 2024 Aetna Inc.  
Y0001\_GRP\_5435\_2023\_C  
3025406-01-01

**FOP.AetnaMedicare.com 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.



## There Is ALWAYS Another Option

### FOP Vetted and Approved Crisis Hotlines



**FOP.net/officer-wellness/crisis-hotlines**

## NFOPU SPOTLIGHT



# Tiffin University

### We're the Gateway to Graduation

**T**iffin University is an institution that's invested in every student's success. We provide a supportive and enriching educational environment, where students are prepared for a future of exciting possibilities. Step by step, we pave the way to graduation day by equipping every student with next-level administrative support, outstanding academic instruction and plentiful options for financial aid, network-building and career readiness.

### FOP Discount

**Your partner in education:** As a proud supporter of the Fraternal Order of Police, Tiffin University is honored to help its members further their careers through education. We extend to all current FOP members and their spouses a 30% discount off normal tuition, applicable to both undergraduate and graduate degree programs. Visit [go.tiffin.edu/about-tu/partnerships/fop](https://go.tiffin.edu/about-tu/partnerships/fop) to learn more about our offer.

### Testimonials

#### Hear from some of our alumni:

See what achievements are possible for students who earn a degree in criminal justice from Tiffin University.

- "I have had a great experience with Tiffin University and I love how passionate and interactive the staff are with the students. They are always there to assist and provide the best knowledge and advice." — Lieutenant Rachel Smith, Bachelor of Criminal Justice in Criminalistics
- "Interactions with the faculty have been a great experience. They make themselves available and will work with you, not against you." — Lauren Jones, MSCJ in Criminal Behavior
- "I have always heard great things



about [Tiffin University's] programs and instructors. In addition, they have a great financial program established with the FOP to provide a discount on tuition." — Chief Chris Stutes, MSCJ Justice Administration

- "[My] specific program at Tiffin was highly recommended by a few alumni, who are now successful crime analysts. After reviewing the program and learning how it is designed for full-time working individuals, I knew this was the right school for me." — Alyssa Quintana, MS in Criminal Justice: Crime Analysis.

### Programs

**Plentiful programming, flexible options:** With online or on-campus learning options, Tiffin University's criminal justice degree programs are accommodating and immersive, ideal for students with the ambition to graduate and the determination to excel.

Tiffin University's Bachelor of Criminal Justice programs ([go.tiffin.edu/bachelors-programs/bachelor-criminal-justice](https://go.tiffin.edu/bachelors-programs/bachelor-criminal-justice)) include:

- Contemporary Justice
- Criminal Behavior
- Criminalistics
- Ohio Police Officer Training Academy

Our Master of Science in Criminal Justice programs ([go.tiffin.edu/masters-programs/master-science-criminal-justice](https://go.tiffin.edu/masters-programs/master-science-criminal-justice)) include:

- Crime Analysis
- Crime Science
- Criminal Behavior
- Forensic Psychology
- Homeland Security
- Homeland Security Administration
- Justice Administration

### Enroll Today and Prepare for Tomorrow

With a commitment to academic excellence, flexible learning and comprehensive support, Tiffin University is the optimal choice for criminal justice professionals. We ensure that every student — regardless of their background or circumstances — can thrive and reach their educational and professional goals. We accept applications throughout the year, and there is no fee required to submit an application. Take your first step toward success by contacting our admissions office today at [go.tiffin.edu/request-info](https://go.tiffin.edu/request-info). **FOP**



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](https://fopconnect.com/education-connect/about-the-consortium).



Charles Town, WV



Romeoville, IL



Tiffin, OH



San Diego, CA



Ashland, OH



Montreat, NC



Cincinnati, OH



Williamsburg, KY



Orange Beach, AL



Olivet, MI



Arlington, VA



Fayette, IA



Washington, DC



Rosemont, PA



Adelphi, MD



Minneapolis, MN



# FOP's Day on the Hill With IAFF Is Just Days Away!



## FOP/IAFF Joint Rally at the Capitol on March 5

We look forward to seeing everyone at our upcoming Day on the Hill event next week, which will feature a joint rally with the International Association of Fire Fighters (IAFF) on Tuesday, March 5, at 11 a.m. Our organizations are calling on Congress to act on H.R. 82/S. 597, the Social Security Fairness Act, which would repeal the WEP and GPO.

We will kick off our annual event on Monday, March 4, with a legislative briefing for all Day on the Hill participants at D.C. Lodge #1, which will begin at 3 p.m. Attendees will hear from National President Patrick Yoes, myself and members of the National Legislative Office staff about our top priorities and the climate in Capitol Hill. The briefing is expected to last about 90 minutes.

If you are going to be at Day on the Hill, make sure you have registered at [tinyurl.com/5erjsj33](https://tinyurl.com/5erjsj33) and let us know if you will be attending the rally on Tuesday, March 5, at 11 a.m. We look forward to seeing everyone!

## House Bill Introduced to Restore Collective Bargaining Rights for D.C.'s MPD Passed by Committee

In January last year, the Washington, D.C., City Council enacted the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA), which stripped away the right of officers serving the Washington, D.C., Metropolitan Police Department (MPD) to bargain collectively with the city over disciplinary procedures — a right that every other city agency still has. It also repealed the requirement that the MPD must commence discipline against its officers within 90 business days, which will result in abusively

## Just the Facts:

» The FOP and IAFF will rally together at the Day on the Hill event on March 5 to call on Congress to act on the Social Security Fairness Act. The FOP has also been advocating on a variety of topics including rights and protections for D.C. Metro Police officers, access to investigatory data, collection and sharing of intelligence data, relief from limitations on deductions for state and local taxes, and preserving the 4.9 GHz band for public safety, as well as continuing to make progress on our ongoing priority bills on collective bargaining, officer safety and more.

long disciplinary investigations that violate the constitutional rights of these officers. The CPJRAA also provides for the disclosure of disciplinary records — including personally identifiable information — potentially placing these officers in jeopardy.

Recognizing the egregious impact on MPD and public safety in the District of Columbia, Congress took the highly unusual step of offering H.J. Res. 42, a resolution disapproving of the new law and blocking its implementation. The House passed the measure on a bipartisan 229–189 vote, and the Senate adopted the resolution on a similarly bipartisan 56–43 vote. Regrettably, the resolution was vetoed by President Biden, and the House fell short of an override effort. The president noted that he did not support every provision in the CPJRAA, which included “commonsense police reforms.”

To address this manifest unfairness, the FOP worked with Representative Andrew R. Garbarino (R-N.Y.) to develop H.R. 5798, the Protecting Our Nation's Capital Emergency Act. The bill will undo the most egregious and harmful provisions in the D.C. law — provisions that the House and the Senate were united in opposing. The bill would restore the collective bargaining rights, nondisclosure protections and

disciplinary protocols of MPD officers that were lost in the implementation of the CPJRAA. The legislation was considered and favorably reported on a party-line 22–19 vote by the Committee on Oversight and Accountability. The bill is now pending before the House.

We are also working with staff in the office of Senator J.D. Vance (R-Ohio) to develop a Senate companion bill.

## FOP Opposes Amendment Cutting Off Law Enforcement From Investigatory Data

Representatives Warren E. Davidson (R-Ohio) and Jerrold L. Nadler (D-N.Y.), ranking member of the Committee on the Judiciary, introduced H.R. 4693, the Fourth Amendment Is Not for Sale Act. The Judiciary Committee held a markup on the legislation and then favorably reported it on a unanimous vote.

Just before the Presidents Day recess, the House Committee on Rules was considering a rule to govern debate on H.R. 7320, the Reforming Intelligence and Securing America Act, which would reauthorize Section 702 of the Foreign Intelligence Surveillance Act — the provision that allows U.S. intelligence agencies to conduct targeted surveillance on foreigners abroad.



Representative Davidson, with the support of Representative James D. Jordan (R-Ohio), chairman of the Judiciary Committee and the ranking member, filed an amendment in the Rules Committee to allow them to consider H.R. 4693 on the House floor as an amendment to H.R. 7320.

If the amendment were enacted into law, it would have a profoundly negative effect on public safety and on the ability of law enforcement to conduct investigations into violent crimes like murder, kidnapping, terrorism and other serious threats. The legislation would cut off access to commercially available data collected by third parties and impose a probable cause standard for this type of information, meaning routine investigations will become arduous and time-consuming. This data is critical because it allows investigators to identify and pursue leads, which in turn are used to gather evidence and establish probable cause for an arrest and prosecution. Without access to this type of data, investigators will not be able to “connect the dots” — to see patterns and establish links between the crime and the perpetrator. The legislation would also impose these restrictions on U.S. intelligence agencies that use the data to protect our national security.

The FOP immediately engaged with House leadership and key allies and worked to defeat the amendment being made in order in the Rules Committee, and — for now — we have succeeded. It became clear that there were not enough votes for the rule to pass, so the Speaker of the House, Representative J. Michael Johnson (R-La.), announced that the underlying legislation on Section 702 of FISA would be reconsidered at a later date.

The FOP will continue our engagement on this issue, which is certain to resurface on the next attempt to reauthorize FISA.

### FOP Wins Changes to Intel Bill

The FOP expressed serious concerns to the Permanent Select Committee on Intelligence regarding Section 312 of S. 2103, the Intelligence Authorization Act for Fiscal Year 2024.

Section 312, as drafted, threatened the ability of the U.S. Department of Homeland Security (DHS), through

its Office of Intelligence and Analysis (I&A), to maintain its critical role in supporting local and state crime and violence prevention efforts that rely on the collection and sharing of effective and actionable information — including the gathering and sharing of intelligence data. Responding to our concerns, the committee amended Section 312 to make clear that this prohibition would not apply to “I&A officials responsible for collecting information or intelligence from state, local, or Tribal territory governments, or a private employer.”

This change preserves the I&A’s ability to collect vital publicly available information on individuals who have become radicalized to violence by foreign and domestic terror organizations, and share it with their state and local law enforcement partners.

### State and Local Taxes (SALT)

As we reported in the previous issue of the *Journal*, the National FOP and IAFF joined forces and sent a letter to congressional leadership (see [tinyurl.com/5duhjkmr](https://tinyurl.com/5duhjkmr)) calling on Congress to include relief from limitations on deductions for state and local taxes (SALT) as part of any tax package that Congress considers this year. Under current law, there is a \$10,000 cap on SALT deductions, which uniquely and unfairly penalizes firefighters, law enforcement officers and other public safety employees, who are often required to live within a certain distance of the jurisdictions they serve. The arbitrary SALT deduction cap also places unnecessary pressures on local budgets, which could result in the reduction of vital public safety services.

In late January, the House passed H.R. 7024, the Tax Relief for American Families and Workers Act, on a 357–70 vote. The bill, however, was nearly killed on the floor when a handful of Republicans threatened to join the Democrats to vote down the rule governing debate. To shift these members, House leadership pledged that they would bring a bill on SALT reform to the floor.

Representative Michael V. Lawler (R-N.Y.) introduced H.R. 7160, the SALT Marriage Penalty Elimination Act, which would increase the maximum amount of the tax deduction for state and local taxes for married couples from

\$10,000 to \$20,000, thus eliminating the tax effect known as the “marriage penalty.” The legislation bypassed committee and went straight to the Rules Committee, which adopted H. Res. 994 to govern debate on the floor. The House rejected the rule on a 195–225 vote, which effectively killed the bill.

### H.R. 82/S. 597, the Social Security Fairness Act

During the Presidents Day recess, staff in the National Legislative Office received word from a Senate Republican office that they would be cosponsoring S. 597. This is great news, as it brings the number of co-sponsors in the Senate to 50 — which, when you count the bill’s sponsor, means that a majority of the Senate now supports the Social Security Fairness Act!

This is a tremendous and historic opportunity. **We are urging all FOP members to contact their senators and ask them to cosponsor S. 597 or thank them for doing so!** It is critical that we retain this momentum, so visit [tinyurl.com/3jrr2e3u](https://tinyurl.com/3jrr2e3u) to see if your senators are co-sponsors. These offices must hear from their constituents on this issue if we’re to successfully get these provisions repealed!

The House Ways and Means Committee has not yet filed its report on the field hearing it held in Baton Rouge last November, but it is expected to be published soon. We want to thank the more than 300 FOP members who submitted statements and letters to the committee for inclusion into that record.

### H.R. 3539, the Public Safety Employer–Employee Cooperation Act

D.C. legislative staff launched an advocacy campaign to increase the number of co-sponsors on this FOP top priority by targeting 145 House members who cosponsored this legislation in the 116th Congress. You can see the list of these former co-sponsors at [tinyurl.com/2s4zpb4d](https://tinyurl.com/2s4zpb4d). We urge our members to contact these offices and ask them to support the FOP and co-sponsor this bill again!

We continue to work with Senator Sherrod D. Brown (D-Ohio) and others to develop and introduce the Senate companion bill.

*Continued on page 30* ➤

## Top Priorities in Brief

### H.R. 82/S. 597, the Social Security Fairness Act

**House:** 308 co-sponsors (105 R, 203 D)

**Senate:** 49 co-sponsors (39 D, 7 R, 3 I)

Urge Congress to pass it:  
[tinyurl.com/ycxk6pay](https://tinyurl.com/ycxk6pay)

### H.R. 1322/S. 1658, the Law Enforcement Officers' Equity Act

**House:** 75 co-sponsors (19 R, 56 D)

**Senate:** 1 co-sponsor (1 R)

Urge Congress to pass it:  
[tinyurl.com/37afz34h](https://tinyurl.com/37afz34h)

### H.R. 3539, the Public Safety Employer-Employee Cooperation Act

**House:** 46 co-sponsors (10 R, 36 D)

**Senate:** Not yet introduced

Urge Congress to pass it:  
[tinyurl.com/5h6mtmvt](https://tinyurl.com/5h6mtmvt)

### H.R. 354/S. 1462, the LEOSA Reform Act

**House:** 35 co-sponsors (35 R)

**Senate:** 3 co-sponsors (3 R)

Urge Congress to pass it:  
[tinyurl.com/3w4br4sj](https://tinyurl.com/3w4br4sj)

### H.R. 743, the Protect and Serve Act

**House:** 100 co-sponsors (86 R, 14 D)

**Senate:** Not yet introduced

Urge Congress to pass it:  
[tinyurl.com/3uzdafpk](https://tinyurl.com/3uzdafpk)

### H.R. 3170/S. 1514, the Homes for Every Local Protector, Educator, and Responder (HELPER) Act

**House:** 108 co-sponsors (33 R, 75 D)

**Senate:** 17 co-sponsors (5 R, 12 D)

Urge Congress to pass it:  
[tinyurl.com/48vxkdp4](https://tinyurl.com/48vxkdp4)

To see a full list of legislation supported by the FOP, please visit [tinyurl.com/ycy5k5rv](https://tinyurl.com/ycy5k5rv). 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 the FOP Action Center at [votervoice.net/FOP/home](https://votervoice.net/FOP/home).

## WASHINGTON REPORT

Continued from page 29 >

### H.R. 743, the Protect and Serve Act

As of the end of 2023, there were 378 officers shot in the line of duty, which is the highest number the FOP has recorded. Thankfully, because of dramatic improvements in medical trauma science and anti-ballistic technology, the lethality of these attacks has been reduced and only 46 of the officers shot in the line of duty were killed. There were 115 ambush-style attacks on law enforcement officers last year, which resulted in 138 officers shot, 20 of whom were killed. You can read the National FOP's year-end report at [tinyurl.com/mr48344p](https://tinyurl.com/mr48344p).

The D.C. legislative staff has focused on building support for the legislation among Republicans on the Committee on the Judiciary, several of whom blocked the bill's scheduled consideration in May 2023. We continue to lay the groundwork to have the committee mark up the bill this year and have added nine more co-sponsors — eight Republicans and one Democrat — since the start of the new session, bringing our total to 100 co-sponsors.

We urge all of our members to contact their representative and ask them to support H.R. 743!

### Other Legislative Activity and New Bills

The FOP recently sent a letter ([tinyurl.com/264jtj3k](https://tinyurl.com/264jtj3k)) to Jessica Rosenworcel, chairwoman of the Federal Communications Commission, thanking her for the Commission's recent ruling preserving the 4.9 GHz band for public safety, which also requires priority and preemption over any non-public safety use, and adopts a nationwide framework to support public safety's growing need for dedicated 5G spectrum.

The letter urges the FCC to consult regularly with FOP members and other public safety representative organizations, who are the end users in the field who rely on these communications to protect themselves and the public. It is important that the FCC reject a fractured, patchwork approach that results in different uses of the band depending upon the geographic area, or even upon the licensee within the

same geographic area. This decentralized approach lacks the necessary economies of scale and coherent approach necessary to increase the use of the band and drive innovation and could result in commercial entities "cherry-picking" the most desirable areas for 5G investment, while leaving much of the country unserved.

The letter expressed the FOP's agreement with the First Responder Network Authority's (FirstNet) filing that integrating the 4.9 GHz spectrum into the Nationwide Public Safety Broadband Network (NPSBN) would "undoubtedly further the public interest." It is through the FirstNet Authority Board and the FirstNet Public Safety Advisory Committee that law enforcement or other public safety disciplines play a direct role in the oversight, governance and evolution of the FirstNet network. In our view, making the 4.9 GHz spectrum available for nationwide FirstNet 5G deployment is the most expedient and impactful way we can operationalize the 4.9 GHz spectrum.

The new 5G technology offers the promise to equip law enforcement and other first responders with new tools for emergency response and public safety. The use of mid-band spectrum for 5G would provide the speed and propagation characteristics essential to innovative public safety communications. We have a real need for a dedicated 5G spectrum, and the 4.9 GHz band is uniquely positioned to meet this need both today and into the future. The FCC must continue to partner with law enforcement and public safety over the commercial interests of providers, as our views are those of the end users who rely on their ability to communicate. This must be the first and only consideration guiding decisions in this matter.

Since the last issue of the *Journal*, the FOP has supported the following legislation:

- **S. 3643**, the Combating Money Laundering, Terrorist Financing and Counterfeiting Act, which would update and enhance federal laws to combat money-laundering operations and restrict the ability of criminals to profit from their crimes
- **S. 3677**, which would permanently reauthorize the Undetectable Firearms Act

Continued on page 32 >

FOP JOURNAL // MARCH 2024





**PennState**  
World Campus

# Lead your department to a better future



Recruitment and retention are two of the most pressing issues facing law enforcement agencies today. **You can make a difference!** Prepare to lead an organization and its officers to a better future with the knowledge you can gain in an online criminal justice program offered through Penn State World Campus. Our programs offer you:

## **The real Penn State — online**

Our online courses are taught by the same faculty who teach on campus.

## **Collaborative, supportive learning environments**

Learn with other law enforcement professionals who understand the challenges of your job.

## **Flexible programs designed for working adults**

100% online programs can be completed part-time, at your own pace.

[worldcampus.psu.edu/CJfop](https://worldcampus.psu.edu/CJfop)

Explore our  
degree programs



24-WC-1459636/lgo/ss

A world of possibilities. **Online.**

## WASHINGTON REPORT

Continued from page 30 &gt;

- **S. 3740**, the Supporting Treatment and Recovery Over Narcotics for Growth, Empowerment, and Rehabilitation (STRONGER) Act, which would reauthorize the Residential Substance Abuse Treatment for State Prisoners (RSAT) grant program through FY 2026 at \$40 million annually and would make substantial improvements to the program
- **S. 3763**, the Violent Incident Clearance and Technological Investigative Methods (VICTIM) Act, which would establish a grant program administered by the U.S. Department of Justice to help state, tribal and local law enforcement agencies improve their clearance rates for homicides and firearm-related violent crimes.

## Are You Reading the Weekly Update to Get the Latest News?

Each week, the *Weekly Update* is sent straight from Capitol Hill to your inbox. It helps to keep you and your members up to date with the latest news from Washington, D.C. If you aren't getting this important information, go to [tinyurl.com/bdhfu29d](https://tinyurl.com/bdhfu29d) to sign up.

We ask all members to visit all of our social media platforms, as the daily posts are the best way to keep up

with the National FOP's daily activity. Follow the National FOP on:

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

Do your part! Please **share**, **comment** and **like** our content.

## Check Out the FOP's YouTube Channel and the Blue View Podcast!

The FOP's YouTube channel ([youtube.com/GLFOP](https://youtube.com/GLFOP)) hosts every episode of the FOP's podcast, entitled the *Blue View*, as well as news clips, interviews and our FOP Facts videos on Social Security fairness and qualified immunity.

National President Patrick Yoes hosts the *Blue View*, which has featured guests from Capitol Hill and within the FOP, as well as law enforcement experts and leaders from around the country, to gain better insight into the issues and current events in the law enforcement community.

The *Blue View* podcast can also be found on **Apple Podcasts**, **Spotify**, **Amazon Music** and **YouTube**.

## Election 2024 Will Be Here Before You Know It!

**We need your help! The next election is less than a year away!** The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs more of our members to contribute to ensure that our PAC has the resources to support candidates who will fight for our officers and the issues that are important to them.

**We are asking all FOP members to find a way to contribute to the National FOP PAC. Our profession depends on having well-informed lawmakers who listen and understand the challenges facing law enforcement today.**

We are urging members (and lodges) to sign up for recurring monthly contributions using their credit card. This is the most effective and reliable way to contribute and to strengthen our PAC.

These contributions need not be for hundreds or thousands of dollars (though these are also very much appreciated) — but every dollar helps! If every FOP member gave just \$1, we could raise \$373,000! If 10% of our members gave just \$5 this year, we would raise \$183,500. We can and need to do better raising funds for our PAC!

To donate online, please go to **[nfop-pac.firstresponderprocessing.com](https://nfop-pac.firstresponderprocessing.com)**.

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 Ave. 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 Steve Young Law Enforcement Legislative Advocacy Center at (202) 547-8189 or David Taboh at [dtaboh@fop.net](mailto:dtaboh@fop.net).

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





# BLUE VIEW

TUNE IN TO THE FOP PODCAST

Listen in every week to hear from law enforcement experts, elected officials and other notable leaders to gain insight into the issues and current events surrounding the law enforcement community.

**Available now on FOP.net, FOP's YouTube channel, Apple Podcasts, Google Podcasts, Spotify and Amazon Music.**





# The FOP Store

## Unleash Your Potential



[www.thefopstore.com](http://www.thefopstore.com)



# Compelling Officer Testimony on Communications During CISDs

The regular and constant exposure to high-stress and traumatic incidents can have a profound impact on the mental well-being of police officers. As such, departments nationwide are actively integrating post-incident mental health counseling and debriefing sessions as a vital tool for support and recovery. Specifically, critical incident stress debriefings (CISDs) are being implemented to inform and empower police and other first responders to seek necessary help and facilitate both a recovery from the traumatic stress and a return to a normal, healthy state. These post-incident sessions create an environment where officers can candidly address the emotional toll of critical incidents. But various questions arise when that critical incident is subject to a lawsuit. The crucial question is whether there are any protections from disclosure in the case afforded to statements made during these post-incident sessions.

The United States Supreme Court created a federal psychotherapist–patient privilege in *Jaffee v. Redmond*, 518 U.S. 1 (1996). The court held that the privilege exists for statements made to **licensed** psychotherapists or **licensed** social workers during the course of treatment. The court was clear, however, that the psychotherapist–patient privilege was to be limited in nature and was not meant to encompass all communications with medical care providers. The privilege created in *Jaffee* has been generally adopted by state courts across the country. However, state courts are split in circumstances where a police officer is **mandated** to attend CISD or obtain post-incident mental health counseling. Various factors — including whether the counselor was licensed and the officer had a reasonable expectation of privacy — are considered to determine whether the privilege was established and maintained.

The limited nature of the psychotherapist–patient privilege was recently analyzed in *Huffman v. City of*

## Just the Facts:

➤ Critical incident stress debriefings (CISDs) facilitate recovery from trauma by creating an environment where officers can candidly address the emotional toll of a critical incident. But when the incident is subject to a lawsuit, are statements made during these sessions protected from being disclosed? The recent case of *Huffman v. City of Boston* analyzed the limited nature of psychotherapist–patient privilege. To maintain that privilege, communications should be made to a licensed therapist, within the context of seeking treatment and with the expectation of confidentiality. It is also important to refer to state-specific legislation that may vary from the federal standard.

*Boston*, D.Mass. No. 21-10986-ADB, 2023 U.S. Dist. LEXIS 224471 (Dec. 18, 2023). In this case, following the death of George Floyd, numerous individuals, including the plaintiffs, protested on Boston Common. The plaintiffs alleged, *inter alia*, that during and after the protest, defendant Boston police officers subjected them to unreasonable and excessive force in retaliation for exercising their First Amendment rights. Following the protest, the Peer Support Unit within the Boston Police Department (BPD) held a series of CISDs for their officers. Per the clinical director of BPD's Critical Incident Stress Management Team, the sessions were "not therapy" but the interactions throughout such sessions "shall be kept strictly confidential, in accordance with the provisions of G.L. c. 112, §§ 134, 135A, and 135B3 which govern privileged communications."

Commanding Officer James Conley testified at a deposition that he and one-third of his unit participated together in a CISD session. Conley stated that he never received therapy from the individual who led the debriefing, he did not know the individual's name or qualifications, he met the person only once at the group session, and the topics of discussion included the "anti-police sentiment that was evident" and the officers' feelings. During the deposition,

Conley's counsel directed him not to answer questions regarding what was said during the session based on "a therapist privilege, a counsel privilege, [and an] EAP privilege." However, the plaintiffs filed a motion to compel Conley to answer questions regarding the communications made during the CISD. In turn, the defendant officers sought a protective order to preclude such testimony from being disclosed.

The court first looked at the relevance of plaintiffs' request. The plaintiffs argued that the officers gave "startlingly consistent versions of the events that night — as if the officers all got their stories straight to protect each other from accountability for misconduct." The plaintiffs asserted that this unusual level of consistency may be attributable to the officers' participation in debriefing sessions following the protests. Specifically, the plaintiffs pointed to testimony from Conley in which he stated that one of the debriefing topics was the officers' perception of anti-police sentiment at the protests. The court held that if there is a practice within the department of ensuring that all of the officers agree on the same story to protect each other from accountability for misconduct, information relating to a meeting during which such communications occurred is relevant. Thus, the court concluded that





proposed testimony was relevant to the issues in the case.

Next, the court analyzed the privilege. The court first noted that the defendants struggled to define the precise nature of the privilege to support their protective order because the defendants' attorney based the direction to Conley not to answer on "a therapist privilege, a counsel privilege, [and an] EAP privilege." Nonetheless, the court found that the defendants failed to assert the patient–psychotherapist privilege because they did not show that the allegedly privileged communications were made (1) confidentially, (2) between a licensed psychotherapist and their patient, and (3) in the course of diagnosis or treatment. See *Riley v. Massachusetts State Police*, No. 15-14137-DJC, 2017 WL 11487867, at \*3 (D.Mass. Apr. 12, 2017). Because the court was unclear on what privilege was being asserted, the court wrote that "[t]he confusing nature of the request, on this basis alone, justifies the denial of a protective order."

Finally, the court examined whether Massachusetts state courts would recognize such privilege. The court rejected the defendants' argument that the subject communications are privileged pursuant to *Commonwealth v. Bernard*, 424 Mass. 32, 673 N.E.2d 1220 (1996). The court found that *Bernard* involved a single counselor providing services to a single patient — not a group debriefing. Moreover, Conley testified that he never received therapy from

the individual who led the debriefing, nor was he even aware of the individual's name or qualifications. The court also noted that state law (Section 20O of M.G.L. c. 233) only precluded provider, not participant, testimony. Therefore, the court granted the plaintiffs' motion to compel the testimony of Conley to answer questions regarding communications during the CISD.

The psychotherapist–patient privilege is also examined by courts and legislatures in other contexts. In order to clarify the confusion articulated in *Huffman*, various states enacted legislation to define the privilege for debriefing sessions. (See, e.g., S.D. Codified Laws § 34-50-4 [2018] "Confidentiality of Communication to or Record of Critical Incident Stress Management Team or Peer Support Team"; Va. Code § 19.2- 271.4 [2017] "Privileged Communications by Certain Public Safety Personnel"; Del. Code tit. 10, § 4319 [2017] "Confidential Communications Involving First Responders.") Courts have also been asked whether the psychotherapist–patient privilege extends to testimony or documentation regarding mental health evaluations and fitness-for-duty evaluations. Since *Jaffee*, federal courts have generally held that mental health records must be protected from discovery unless it can be demonstrated that the patient has no reasonable expectation that the communications will remain private. Courts note that the determinative factor in assessing the existence of a psychotherapist–patient privilege is whether the officer had a

reasonable expectation of confidentiality. See *Estate of Turnbow v. Ogden City*, 254 F.R.D. 434, 437 (D. Utah 2008) (holding that no psychotherapist–patient privilege existed for the mental health evaluation conducted prior to the officer's employment with the police department because it was clear on the face of a letter to the officer that the records would be disclosed to the police department).

In sum, not every statement made by officers in post-incident stress debriefings may enjoy protection under the psychotherapist–patient privilege. Thus, to maintain the privilege, communications should be made to a licensed therapist and within the context of seeking treatment. It is also important to refer to state-specific legislation to ensure compliance with any variations from the federal standard. **FOP**

## FOP GENERAL COUNSEL

500 South Front Street,  
Suite 1200  
Columbus, Ohio 43215  
**Phone:** (614) 229-4567  
**Cell:** (614) 581-1125  
**Email:** [ljames@amundsendavislaw.com](mailto:ljames@amundsendavislaw.com),  
[mborschke@amundsendavislaw.com](mailto:mborschke@amundsendavislaw.com)



# Brother Jeff Wiggs

On January 28, I and many of my brothers and sisters across this country woke up to the news that Georgia Fraternal Order of Police President Jeff Wiggs had passed away unexpectedly. Jeff was a fine man that I had the privilege of meeting through our mutual involvement with the Fraternal Order of Police.

I knew Jeff to be a man of few words who let his actions speak for him, and speak for him they did. Brother Wiggs was a man of faith, and God, family, community and the Fraternal Order of Police were his passions.

Brother Wiggs was born Jeffrey Wayne Wiggs in Tucker, Georgia, on August 11. Jeff attended high school at Stone Mountain Christian School and matriculated at Pensacola Christian College. In 1987, Jeff joined the DeKalb County Sheriff's Office and enjoyed a distinguished 28-year career serving as a patrol officer, traffic specialist investigator and helicopter pilot. Brother Wiggs retired as a sergeant on April 27, 2015.

After retiring from the DeKalb County Sheriff's Office, Brother Wiggs served for more than two years as a reserve officer for the Lithonia, Georgia, Police Department, where he was still serving at the time of his passing.

Wiggs was elected as president of his local lodge (William E. Peacock Jr. Lodge #10) on January 1, 2010, and was elected as the Georgia State Lodge president in June 2022. Wiggs was appointed as the vice president of the William E. Peacock Jr. Lodge #10 FOP Charitable Foundation.

I spoke with Jeff's brothers, Barry and Mike, and they both told me that Jeff absolutely loved the FOP and helping people, especially children. They described him as a Christian man of deep faith. Jeff was not married and did not have children, but he devoted himself to



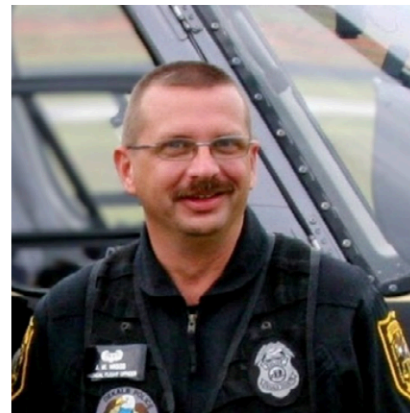
taking care of his parents, who he loved deeply, and being involved with projects like Santa Cop and My Brother's House.

"My Brother's House is a single-family home that provides free temporary housing to families of seriously injured public safety officers requiring treatment in the Atlanta metro area," said Dianna Rutland, president of the Lodge #10 Auxiliary. Rutland further stated that "Jeff was a strong Christian and My Brother's House was his passion."

The Jacksonville Lodge #5-30 FOP Foundation will be making a donation of \$5,000 in Jeff's name to support My Brother's House, and I encourage each of you to give whatever you can to support this worthwhile cause and honor the memory of a good man.

Jeff's impact went far beyond his immediate family and his brothers and sisters in law enforcement. A quick look at some of the comments left by those whose lives he touched are an example of just that:

"Jeff, you will be missed my friend. 40 plus years you've been our friend and have always been there for Robyn and I. Always with a smile. If called upon, you've never said no. The love we have for you is never ending. There



is now a hole in our hearts that can never be filled. Just knowing you are now with our Lord and Savior gives us much joy. We love you buddy, may we meet again in heaven." — Gary, Robyn & Michael Ortiz

"'Officer Jeff' as many warmly knew him was one of those rare people who instantly made you feel better just by seeing him. His dedication to serve, to protect, to always and all ways be kind

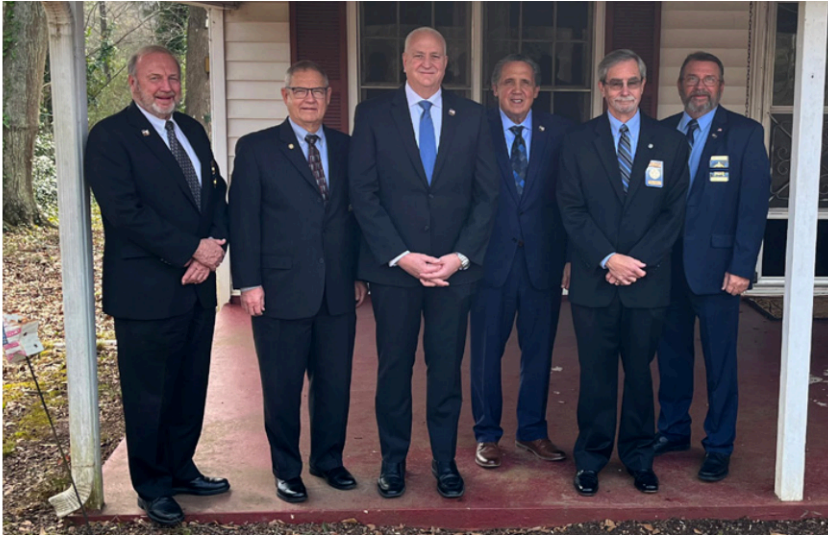




and friendly, made him special to even those of us who saw him only time to time over many years. Less than 2 weeks ago, I emailed him asking if he might speak with a mutual friend and offer advice. Within 30 minutes his kind reply was a helpful yes and including grace and warmth in his text. It's been said that people are born bad and are trained to be good. 'Officer Jeff' surely had a wonderful family because they raised an exceptionally good man. God bless our dear friend and all those he loved. We are all deeply saddened as we will always miss our dear friend." — Jack Arogeti

"Officer Jeff protected my synagogue for many years. I've known him throughout my childhood and all of my adult life. He gave the best hugs and

WWW.FOP.NET



had the warmest smile. In the Jewish faith, we have a name for people like him — *hasidei ummot ha'olam* which means righteous among nations. Officer Jeff was honorable, righteous and a huge light in the world. May his memory be a blessing." — Renee Pascale-Reynolds

These are just a few memories shared of our friend, and I know that each of us who knew Jeff has their own. I want to thank those who assisted me with information for this remembrance of Brother Wiggs. Thank you, Paul Taylor, Dianna Rutland, Robert de Graff, Jamy Steinberg, Craig Fulgham, and Mike and Barry Wiggs.

For those who would like to donate to My Brother's House, please send your donations to:

The William E. Peacock Jr. Lodge #10  
FOP Charitable Foundation  
1238 Ridge Ave.

Stone Mountain, GA 30083

The Foundation is a registered 501(c)(3),  
tax ID #20-4561344.

Until we meet again, Jeff.

*The National FOP History  
Committee members are David L. Stevens (chair, Fla.), Ben Roberts (Texas), James Flores (N.M.), Dewey Stokes (Ohio), Adolph South (Ala.) and Bruce Evarrt (Md.). FOP*

37



## Are You Zoomed Out?

Oftentimes, we hear the expression that one is “zoned out,” defined as not thinking clearly or paying attention to what is happening around one. People who are zoned out are mentally disengaged from their immediate environment, taking a mental break or letting their mind wander. It happens to us all, and everyone understands the dilemma. “Sorry, I zoned out there for a minute, can you repeat that?” It is often said and easily understood. It’s an understandable human condition. It’s a form of exhaustion.

I will offer you another recent form of exhaustion that I believe will become more and more prevalent: to be “Zoomed out.” As a result of the pandemic, technology has seemed to take over our everyday lives. Out of necessity, being unable to physically interact with one another, we became especially reliant upon teleconferencing. What was once a novel way of communicating became an industry standard to accomplish tasks. We all found value in not having to go to the office or travel across the country for a meeting. There are some historic teleconferencing goofs where

someone’s spouse walks across the visual background in a not-so-flattering outfit, or the participant stands up to reveal their pajamas bottoms — or worse!

So distracting became our backgrounds that technology addressed these faux pas with artificial backgrounds. You could give yourself a tropical island location, a snazzy company logo or just about any locale you wished. You could lead your colleagues to believe that you were broadcasting from the pyramids of Egypt, or perhaps from Italy or France. It became fun to anticipate what background a specific individual might invent for their day’s chores. But if you weren’t transmitting at a gazillion megabits a second, oftentimes your digital face would melt into your background and your voice could become choppy.

Well, the pandemic is over, and people are slowly returning to their offices and other places of work. Of course, law enforcement never left their offices (the squad car), but that’s another story. So, as humanity attempts to get back to its old routines, many of us still see the value in saving time and money by

utilizing teleconferencing. It’s still a great way to get a group together quickly and efficiently to accomplish a task. But just as many of us are longing for the days when in-person human contact really provided a way to uniquely interact, law enforcement is particularly aware of body language, tone of voice and inflection. As our interactions are always in person, under stressful conditions, we rely upon all our senses to unravel complex human dilemmas.

Teleconferencing only permits the smallest amount of personal contact. It’s one-dimensional. The nuanced body language is usually not seen. The eye movement, a frown or a smile is often missed. It’s difficult to concentrate on multiple participants as they sit in their own independent boxes. And of course, there are always those who simply dial in, where it is even more difficult to determine their demeanor.

Technology has its place in society. Artificial intelligence has inspired great hopes and great fears for the future. But we all must remember the value of personal interaction. It’s where true relationships are established and lasting memories are made. Make sure you strike a balance between the virtual and the realism of existence, or I fear you may become “Zoomed out.”

Until we meet again, God bless you and God bless the FOP! **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](mailto:officerwellness@fop.net).



### FOP DIVISION OF EDUCATION AND OUTREACH

If you have further questions, contact Director Keith Turnery at [kturney@fop.org](mailto:kturney@fop.org), or (815) 482-5620. For more information on CRI-TAC, visit [cops.usdoj.gov/cri-tac](https://cops.usdoj.gov/cri-tac).



From the Web Developers of *FOP.net*

# Get an Affordable Website for Your Lodge!



**Website Packages Starting at \$1,188/year**



**911MEDIA**  
STRATEGIC COMMUNICATIONS FOR YOUR ORGANIZATION

(877) DIAL-911 | 911MEDIA.com

**CONTACT US TODAY!**





# Protect and Serve

Winston Churchill, perhaps one of the greatest figures of the 20th century, once said, "We make a living by what we get, but we make a life by what we give." The message is that we get to live a fuller life through contribution to others, which includes the satisfaction of knowing we have been of service to others.

The law enforcement profession is built on the premise "protect and serve." Whether it's a single individual, a community or making the world a safer and better place in which to live, law enforcement is about contribution to others. I have heard law enforcement officers recount how they were thanked by people they arrested, because the arrest was an intervention in their lives that inspired them to begin making better choices and in turn begin living lives of contribution. (That is not to suggest that anyone should expect to be thanked by a person who they put in jail.)

There is an overarching theme that can be lost in what some would call a "thankless profession." That theme is "service." Many of the world's financially

## Just the Facts:

**>> Labor representatives selflessly serve others by representing fellow employees and negotiating contracts, and they are rewarded by the knowledge that their hard work can have a lasting impact on lives and careers now and into the future. If you are willing to take on the challenge of protecting and serving your fellow officers while making your agency, your profession and your community better and safer, consider becoming a labor representative. Contact the Labor Services Division for more information.**

wealthiest people and entrepreneurs who are also **happy** in their lives advise that the path to success is finding a need people have and filling it — being of service, whether it is monetized or not. Service is rewarding when done without the need for recognition or reward.

contract can be worth millions of dollars in the course of multiple careers.

Often these results are achieved without the vast majority of the beneficiaries ever knowing who created the result. Many law enforcement officers are the beneficiaries of salaries and benefits that are the cumulative result of a labor representative's work that occurred decades ago. There is a ripple effect from selfless service performed by someone who will never meet the people who are reaping the benefits of their work.

It is said that labor is a four-letter word, "work." While that is true, the resulting contribution as a result of service to others, protecting each other and the future and "making lives" better, is its own reward. Are you someone who is willing to take on the challenge of protecting and serving your fellow officers while making your agency, your profession and your community better and safer? If so, consider becoming a labor representative. The Labor Services Division does so every day, both in the services we provide and in the trainings we offer. Please contact the Labor Services Division regarding opportunities to join us or receive training in what we do so that you can say you "made a life." **FOP**

## Labor representation is a selfless service and the impact is extraordinary.

Labor representatives often toil untold hours representing fellow employees, negotiating contracts and resolving grievances in service of others. The work can be hard and the hours many, and those who are committed to it do not count the hours as much as they count the lives they touch and families whose security they protect. It is a selfless service and the impact is extraordinary. A grievance challenging discipline can result in hundreds of thousands of dollars over the course of a single career. A successfully negotiated



Scan the QR code  
for more information about  
NFOP Labor Services.





## FOP Legal Defense Plan for Retired Officers

Retired officers are eligible for unlimited legal defense coverage for civil and criminal claims associated with the legal carrying and use of a concealed weapon.

Legal defense coverage has become a necessity for law enforcement, both active and retired. That's why the FOP Legal Defense Plan offers the

**Retired Law Enforcement Concealed Carry Coverage (CCC).**



*Scan QR Code  
and learn how  
to ensure you're  
appropriately  
protected.*

## DO YOU HAVE CONCEALED CARRY LEGAL DEFENSE?

**For only \$75 per year, coverage includes:**

- Unlimited legal defense coverage when using a plan attorney
- Defense for criminal and civil charges
- Coverage for retirees qualified under LEOSA
- Coverage for retirees qualified under their own state laws to carry a concealed weapon
- Coverage for carry and use of a concealed weapon

*\*Active officers are not eligible.*

**STREAMLIGHT**

# STRION<sup>®</sup> 2020

| 1,200 LUMENS

| MODE SELECT SWITCH: HIGH, MEDIUM, LOW

| RECHARGEABLE BATTERY



**STREAMLIGHT.COM/STRION2020**  
©2024 STREAMLIGHT, INC. ALL RIGHTS RESERVED

**STREAMLIGHT**