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FOP



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A Journey We Take Together

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

As I stood on the stage and gazed out among the delegates attending our 65th Biennial Conference, I did so in complete awe, for each represent that is good in America. These past 18 months have been a never-ending, ever-changing challenge that has tested each of us to the core. Our lives have changed in ways that would have seemed unimaginable just 24 months ago.

Yet, during uncertainty, we have thrived, giving voice to the men and women who are brave enough to pin on a badge and stand that line between order and chaos in communities all across America every single day for far too little pay, and in many cases disrespected by the very benefactors of our courage. You have never wavered; it is not in our DNA to leave our communities unprotected.

Your NFOP hasn't wavered either. We are lighting a path forward and others have followed. We have positioned ourselves as the reasonable voice in a sea of partisan political banter. We have formed unlikely partnerships and are redirecting the police reform movement toward reasonable improvements that include the rank-and-file officers' perspective.

Not only have we taken on the unprecedented challenges and issues of the day, but we have also developed a business model that keeps us at the front of the pack. We have expanded our services, our reach and our stability and did so by realigning our expenditures and growing our income through non-dues methods.

So how do you measure our success?

Well, here are a few metrics that are undeniable.

- Our membership stands today at 363,675 — that's over 14,000 more members than our last Conference and perhaps our largest two-year growth between National Conferences.

- Our labor services have expanded to provide services to 139 units in 17 states. Combined with local lodge contracts negotiated independently by their FOP lodges or state labor councils, we dominate police bargaining in America.
- Our support or opposition to actions in Washington, D.C., is often the difference of success or defeat on law enforcement bills.
- Our legal defense plan now exceeds 110,000 participants.

We are effectively casting the dominant voice on issues that matter most to our members.

- Our media presence grossly dwarfs all our competitors combined.
- Our social media is the largest law enforcement association presence, and our content often drives the mainstream media news cycles.
- Our internal video production is viewed by tens of millions and educates and humanizes the men and women of law enforcement.
- And so much more. We are cops representing cops.

Perhaps the best indicator of our success is how our competitors act toward us. When you are the biggest and best, others are jealous and seek to demonize you to elevate themselves. We are

repeatedly attacked by other police groups, progressive politicians and news outlets who are threatened by our influence.

To whom do we owe our success? Each of you!

Your Executive Board has worked tirelessly to unify our leaders and members. We worked to build these relationships because anything less is a disservice to our members and profession. We empowered our members with relevant and timely information. We launched an app, realigned our *Journal* to include monthly issues, enhanced our website, produced informative videos available through FOP TV and much more.

We elevated our media presence by speaking with one voice. Our media team set the bar high for representing our noble profession. Of the 11 largest police representative organizations mentioned in news coverage, the FOP was mentioned nearly 73,000 times since our last Conference. In fact, adding up the mentions by the other 10 groups combined, they are less than 65% of our total media mentions.

As the oldest and largest police organization, there is no question — we are effectively casting the dominant voice on issues that matter most to our members. We are making a difference in the lives of our members and the communities we serve.

In closing, my first term as your National president has been exciting, rewarding and at times so demanding that I lack the proper words to adequately describe the illogical challenges and demands placed on our members. I am deeply grateful for the opportunity to continue to serve you as the National president and I am humbled beyond words by your confidence and support. I remain steadfast to leading the Order in these changing times as we find solutions to the real issues facing our profession and our members. **Thank you! FOP**



Over 364,000 Strong!

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

Brothers and sisters, we have just wrapped up our 65th Biennial Conference in Indianapolis, and I must say it was a huge success. A great time was had by all, and I cannot thank our hosts, Indianapolis Lodge #86 and the Indiana State Lodge, enough for their incredible hospitality. Breaking FOP news that was shared during the Conference is that we now have a membership that is over 364,000 strong! We have seen incredible growth over the last two years, increasing our membership by over 15,000. During that same time, we have seen legal and labor services grow to their highest numbers ever. Combine that all with nearly 75,000 media mentions over the last two years — and the fact that the other 11 largest law enforcement groups don't even make up 70% of that in the same time period combined — and the picture becomes pretty clear that the FOP is the No. 1 law enforcement group in the world, and it's not even close. By every metric you would use to measure the success of the FOP, we are thriving.

Some may ask, what is driving this growth? But if you have been engaged over the last two years, it is clear. We have made standing up for the hardworking men and

women of law enforcement center stage in every forum from Washington, D.C., to news media and social media. Police officers from across the country (and the world) see the proud posture we take

The future is extremely bright for our organization, and I am honored to be a part of it with my brothers and sisters.

defending our noble profession and they want to be a part of it. They understand that in our trying times, they need the best legal and labor representation they can find. They understand there is only

one group who will step up and fight back to protect them against the never-ending attacks of the often biased mainstream media. They understand they need a strong voice in Washington, D.C., to protect our profession and their livelihood. For all of these reasons and many more I don't have space to list, police officers are coming over to the FOP in record numbers, and we should all be proud of the incredible progress we have made together!

As we continue to see this huge influx of new members, please welcome them with the same love, admiration and respect we all show one another. Show them what it means to be a part of our FOP family and that being with the FOP means never fighting alone. We should all feel a sense of excitement in the direction the FOP is going, and I know the best is yet to come. The future is extremely bright for our organization, and I am honored to be a part of it with my brothers and sisters — all 364,000 strong!

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

Visit [FOPCovid19.org](https://www.fopcovid19.org)



Get the latest updates on the FOP's activities in response to the coronavirus pandemic and helpful safety information for law enforcement!

Conference Highlights and Other Important News



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

Brothers and sisters, I hope this *Journal* finds you and your family happy and well. We just wrapped up our 65th Biennial Conference in Indianapolis, and what a conference it was. Indiana State President Bill Owensby, Indianapolis Lodge President Rick Snyder and Conference Committee Chairman Danny Overly treated us all like family and attended to our needs. It was a fantastic venue with lots to do and great fellowship spots.

On the business side, we passed 21 of the 24 proposed amendments to our National Constitution and By-laws. Of major importance is the delegates' approval of the 11 amendments presented by my office to help expedite business and reduce the cost of printing and mailing. Also, our official name has been changed to "National Fraternal Order of Police." We have retired the name "Grand Lodge." My staff, along with the chairman of the National Constitution and By-laws Committee, is reviewing the placement of the amendments, and every lodge will receive a copy soon. All State and local lodges must update the changes in their own constitution and by-laws. It is not necessary for a State or local lodge to go through the amendment process at their respective levels in implementing the National changes. Additionally, all State lodges are now required to submit their proposed amendment changes in electronic format to the National Secretary's Office. Also, all State and local lodges are required to have an active email (non-governmental) on file with my office. My office will provide an fop.net email address at no charge.

The first half of 2022 per capita notices are being prepared at this time. Please note that per capita is due on November 1. Members who have paid their 2021 second half per capita are in good standing until December 31. Lodge secretaries should also update their lodge officer roster as soon as



The 2023 Biennial National Conference will be held at the MGM Grand in Las Vegas.

elections are held or when there is a change in lodge officers.

Join with me in congratulating and welcoming our two new NFOP Executive

I truly enjoy serving my FOP family, and I look forward to kicking it up a notch or two in the coming year.

Board members, National Treasurer James Smallwood and National Second Vice President Steve Weiler. Both are veteran FOP leaders and bring new ideas and enthusiasm to the National Board. Both welcome your contacts to them.

We honored our retiring National Treasurer Tom Penozza and National Second Vice President Les Neri at the

Conference, along with my administrative assistant Angie Hoover and membership coordinator Roxanne Hollis. Brother Neri served six years on the NFOP Board, and Brother Penozza served an incredible 32 years. Both staff members achieved the milestone of 20 years of service to the NFOP. Congratulations to all.

I want to express my gratitude to the delegates for re-electing me as your National secretary without opposition. I truly enjoy serving my FOP family, and I look forward to kicking it up a notch or two in the coming year. Please let me know if you have suggestions on improvements.

Our next Conference, in 2023, will be in Las Vegas. Start planning now to attend since it is going to be a magnificent Conference at the MGM Grand. By the actions of the delegates recently, we chose Miami, Florida, for the 2025 Biennial Conference. A special thanks goes to my Governor Ron DeSantis (Florida) for coming to Indiana and addressing the Conference. There is no doubt that my governor sealed the deal.

In closing, know that my staff and I stand ready to assist any member in any way we can. Stay safe, and I will see or talk to you soon. **FOP**

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Looking Ahead

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

Brothers and sisters, I hope you all have made your way home from Indianapolis and have had the opportunity to recuperate from the trip. I cannot begin to tell you how humbled I am to have the trust and support of this membership to lead as your National treasurer! Thank you for allowing me the opportunity to serve you in this capacity. As I write this message, outgoing Treasurer Tom Penozza and I are well underway in our transition efforts. I would be remiss if I did not acknowledge the assistance that Brother Penozza has provided in the transition and thank him for his dedication and service to the FOP, not only over the last 30 years, but during this transition phase as well.

As we look to the future, it will be

my goal to provide you all with the excellent service that you have come to know and expect from your National FOP Lodge. Of course, I will always be looking for ways to improve and deliver more efficient services to the Order as well. As part of that vision, because I live and work in the Metro Nashville area, I have established an office and plan to have a more consistent presence in your National Headquarters. This presence will ensure a more collaborative effort between the offices of the National president, secretary and treasurer, which often work together to accomplish our collective goals, and increase the efficiencies of our day-to-day efforts.

In closing, we all know that our profession is facing challenges like it

has never seen before. I can say with confidence that every one of your National Board members is committed to the relentless defense of the brave men and women who pin the badge on each day in the service of their communities. In Indianapolis, I stood before you and told you that together we would make

Together we will continue to rise to the challenge and strive to make the world a better place.

LET YOUR VOICE BE HEARD!

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

The FOP was selected to partner with the Department of Justice to build standardized training in law enforcement peer support. Share your thoughts with us on how this training can best help our profession at surveymonkey.com/r/PowerInPeers.

the Fraternal Order of Police bigger, better and stronger than it has ever been before. I meant every word. Together we will continue to rise to the challenge and strive to make the world a better place, and I am beyond excited to see what the future holds for us! If there is ever anything I can do for you as your National treasurer, please don't hesitate to reach out. **FOP**



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

Fellow officers, thank you very much for the opportunity to serve you as your new National second vice president. I look forward to joining you as we face the challenges ahead of us in the next two years.

I will be meeting with many of you in the upcoming months as we work together to protect and promote our membership.

The National Fraternal Order of Police is the strongest organization in the country when it comes to representing working law enforcement professionals.


I offer you the benefit of my experience as a Philadelphia police

I look forward to joining you as we face the challenges ahead of us in the next two years.


officer and a local FOP vice president, and I commit to you the same level of dedication I have applied on behalf of my colleagues for these many years.

Together we will be unbeatable! **FOP**

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

When you are a cop in Illinois who's active in the FOP, you meet a lot of people. I don't recall exactly when or where, but I do recall being at some event somewhere in the area many, many years ago when I first met Jim Mullen. I recall Mullen being a larger-than-life individual, even back then. Shot in the line of duty in 1996 and paralyzed from the neck down, seated in his motorized wheelchair, he was a celebrity. Here was a guy, a Chicago police officer tragically injured in the line of duty, smiling and kibitzing with those around him. I thought to myself, what a role model for injured and disabled officers, if not for all officers aspiring to be heroes.

Like I said, that was many, many years ago, and as life often does, Mullen's and my paths went in different directions. Fast forward to circa 2014 when I'm running for office

with the Illinois FOP State Lodge, and of course I needed something innovative to pass out to delegates to convince them that I was a quality candidate. Mullen had started an applesauce company in 2007, and I thought to myself ... applesauce! Everyone likes applesauce! I wonder if I can get some of Mullen's applesauce. I did, it was a hit and the rest is history — sort of.

Running for National office in 2017, I was faced with a similar dilemma. Pat Yoes has hot sauce, Joe Gamaldi has bobbleheads. Hmm, what can I have that will be memorable, make sense to our delegates, recognize a sacrifice, pay it forward and help a brother member? Of course, Mullen's applesauce! I think Mullen thought I was a little crazy when I asked him to ship 4,000 jars to Nashville, then again snack packs to New Orleans and again most recently to Indianapolis. But nobody's complaining, and wherever I travel in my duties as your National sergeant at arms I always get asked, did you bring the applesauce? Can you send me some applesauce? Where can I get that applesauce?

If you haven't heard the story, Mullen's Applesauce is based on his mother's recipe. Mullen donates a portion of his sales proceeds to the Chicago Police Memorial Foundation, which ensures that the sacrifices he and other officers have made in service to Chicago are always remembered. With the recent loss of Chicago Police Officer Ella French and the debilitating injuries sustained by her partner Officer Carlos Yanez Jr., I can think of no greater contribution to our profession.

In addition to applesauce, Mullen became an on-air disability reporter for six years at Chicago CBS affiliate

WBBM-TV. He was the only ventilator-dependent quadriplegic to broadcast for a national news network. In 2005, he received an Emmy for his outstanding work reporting inspirational stories about people who have overcome major obstacles due to their physical challenges.

So I did my part. If you attended

It's a greater honor to expose all of you to one of our greatest role models in American policing, Jim Mullen.

the 65th Biennial Conference in Indianapolis, you were exposed to some of the best applesauce in the world, and if you paid attention, you learned how to get more! If you missed the Conference, or the promotional pitch from one of my volunteers, go to mullenfoods.com where you can find out how to fill your need for applesauce.

It is my honor to serve as your National sergeant at arms for another two years. I thank you all for the love and support you have afforded me. It's a greater honor to expose all of you to one of our greatest role models in American policing, Jim Mullen. When life gives you lemons, make applesauce!

God bless you all, and God bless the FOP. **FOP**

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65th Biennial National FOP Conference

The FOP celebrated its 65th Biennial National Conference in Indianapolis from August 16 to 19, with 3,459 registered delegates and 274 registered alternates, plus guests, family members and supporters. While at the Conference, members attended both NASCAR and Brickyard races, enjoyed a night of fair food and music, formed the largest human thin blue line and experienced a concert under the stars. A special thank-you to Indianapolis Lodge #86 for showing everyone such a good time!

Several guest speakers, including Indiana Governor Eric Holcomb, Indianapolis City Mayor Joseph Hogsett, Secretary of the Department of Homeland Security Alejandro Mayorkas and Florida Governor Ron DeSantis, addressed the delegation.

The Expo was once again a great success, with more than 100 vendors showcasing their products and services to the members.

Roxie Hollis and Angie Hoover each received the Employee Award for their 20 years of service. The outgoing National Executive Board members and National trustees received plaques for their service and dedication to the organization: Thomas Penozza (22 years), Les Neri (6 years), Phil Wiggins (12 years), Al Finley (22 years), Sean Mattson (1 year), Thomas Tizzard (6 years), William Albertson (15 years) and outgoing National Auxiliary President Linda Hennie (10 years). Other awards presented were: Linda Hennie, Easterseals Humanitarian Award; Thomas Tizzard, Easterseals Service Award; Maurice Snell, Easterseals Appreciation Award; Lance LoRusso, Attorney of the Year Award; and Leo Blackwell, Attorney Lifetime Achievement Award.

Donations totaling \$6,392 were taken up for Easterseals, and \$4,076 was raised for Special Olympics. The Foundation held a silent auction and raffle, raising \$7,568.

A total of 24 amendments were brought to the business floor, with 21 of them passing and three failing. Three

President: Patrick Yoes
— Louisiana

Vice President: Joe Gamaldi
— Texas

Secretary: Jimmy Holderfield
— Florida

Treasurer: James Smallwood
— Tennessee

Second Vice President: Steve Weiler — Pennsylvania

Sergeant at Arms: Keith Turney — Illinois

National Trustees Chairman: Rob Pride — Colorado

resolutions were submitted; two failed and one passed.

The delegates of the 65th Biennial National Conference elected, with no opposition, the members listed above to the Executive Board for the next two years. **FOP**





2021 FOP Member of the Year: Allen Herald

Allen Herald served the Metropolitan Nashville Police Department from 1977 to 2007 with dedication and distinction. He served in the Patrol Division until 1982 when he was moved to the K-9 section. In 2005, he transferred to the Narcotics Division, where he remained until his retirement. He achieved the rank of Police Officer III, the highest non-supervisory rank a sworn officer can achieve. Herald was awarded Police Officer of the Month in 1985 and again in 2001 and has been awarded the Public Service Award by the Nashville Banner twice — in 1985 and again in 1986. He was awarded the Lifesaving Award in 1993 and was a 1999 National Top Cops Award Honorable Mention. It is without question that Brother Herald has served the department admirably.

Herald has served Andrew Jackson Lodge #5 as vice president and now serves as second vice president. For more than 30 years he has served in, and is currently the director of, the Andrew Jackson Lodge #5 service project, the Andrew Jackson Police Youth Camp, a youth camp that breaks down the cultural barriers between police officers and the children in the communities they serve. He also coordinates the annual Shop With a Cop program that allows many of these same children to

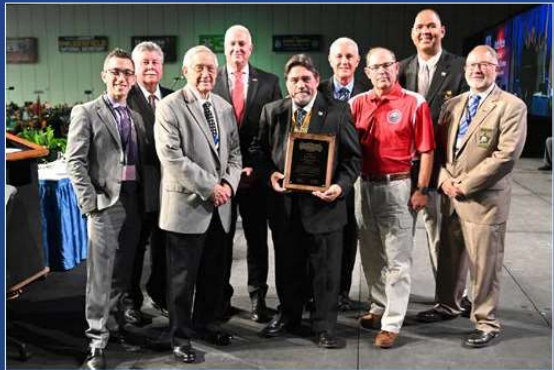
provide a Christmas for their families and themselves. In 2019, Herald's efforts with the youth camp and Shop With a Cop were recognized by the ASIS Middle Tennessee Chapter where they, for the first time in the history of the organization, awarded a nonmember with the Herman Statum Award of Excellence for his years of dedication and service.

Herald has also overseen and managed the implementation of a new community charity program, the Caring Police Respond program. Working with community and corporate sponsors, he has secured sponsorships that fund a program aiding officers in providing vital support to the members of the community they encounter who are facing significant adversity — continuing to build on the mission of breaking down the cultural barriers between the communities and the officers who serve them.

Brother Herald continues to serve the Order faithfully, going above and beyond to ensure that the members of the FOP and the community are served with excellence. The FOP is proud to present Allen Herald with the 2021 Jack Dudek Member of the Year Award. Congratulations! **FOP**









Randy Sutton, Las Vegas Metropolitan Police Lt. (Ret.) and founder of The Wounded Blue (TWB), invites you to join and support TWB for 2 major events this fall



LAW ENFORCEMENT **SURVIVAL** S U M M I T

OCTOBER 28 – OCTOBER 30, 2021

TWB is holding the first annual Law Enforcement Survival Summit in Las Vegas, Nevada.

Sixteen of America's most respected speakers like Dr. David Gilmartin, Dave and Betsy Smith and many more from a wide variety of expertise will present the information and tools necessary and designed to Protect the People who Protect the People. Topics include:

- Winning in police combat
- Crisis decision making
- Life after service
- Healing your family after trauma

And much more over 3 days.

Log on to www.thewoundedblue.org for more information and to register for the Survival Summit. Join fellow officers as you learn the skills to protect yourself as you protect your community.



Great American **PICKLEBALL** M A R A T H O N

SEPTEMBER 11, 2021

the 20th anniversary of 9-11, The Wounded Blue (TWB) is presenting live the Great American Pickleball Marathon, from 8 AM to 8 PM.

Pickleball matches with sports celebrities and Pickleball pro's, live interviews, music and much more action will stream live all day. We will also pay respect and honor our fallen hero's on that iconic day 20 years ago.

Log on to www.bmwopb.com, sign up to watch the live streaming event, donate to TWB, and if you play register to play Pickleball anytime that day from your home court. Join us in raising funds for TWB and honor law enforcement officers across the country.

The Wounded Blue is a national non profit created to provide support, assistance and prevent suicides among officers injured in the line of duty.

AMENDMENT #1

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of mailing and makes distribution of materials easier and allows for electronic means. It will also shorten the required time from 20 days to 10 days since electronic means will be utilized. The added section allows the National Executive Board the ability to offer a virtual option, postpone or cancel the National Board of Trustees Meeting if there is an emergency which makes meeting impossible, such as the COVID pandemic.

The proposed change to the National Constitution is under Article 8, National Board of Trustees, Section 4. Meetings, A. Also adding a new Subsection E.

CURRENTLY READS:

ARTICLE 8

National Board of Trustees

Section 4. Meetings

A. The National Board of Trustees shall meet immediately prior to and after the Biennial Conference, which meetings shall be known as the Pre-Conference and Post-Conference Board meetings of the National Board of Trustees, respectively. In addition, the National Board of Trustees shall meet at least three times between Biennial Conferences. The National Board of Trustees shall also meet when it is deemed necessary by the National President, upon petition of a majority of the Board of Trustees or upon the finding of probable cause to inquire into charges brought against a national officer. Notice of special meetings shall be prepared and **mailed** by the National Secretary to each member of the National Board of Trustees not less than **twenty (20)** days prior to such meeting.

TO READ:

ARTICLE 8

National Board of Trustees

Section 4. Meetings

A. The National Board of Trustees shall meet immediately prior to and after the Biennial Conference, which meetings shall be known as the Pre-Conference and Post-Conference Board meetings of the National Board of Trustees, respectively. In addition, the National Board of Trustees shall meet at least three times between Biennial Conferences. The National Board of Trustees shall also meet when it is deemed necessary by the National President, upon petition of a majority of the Board of Trustees or upon the finding of probable cause to inquire into charges brought against a national officer. Notice of special meetings shall be prepared and **distributed** by the National Secretary to each member of the National Board of Trustees not less than **ten (10)** days prior to such meeting.

Adding a new Subsection E.

E. National Emergency

If, in the opinion of the National Executive Board, the existence of a national emergency makes the holding of the National Board of Trustees Meeting impracticable, the Board may offer a virtual option, postpone, or cancel said meeting.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #2

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of mailing and makes

distribution of materials easier and allows for electronic means. It will also shorten the required time from 20 days to 10 days since electronic means will be utilized.

The proposed change to the National Constitution is under Article 12, National Secretary, Section 12.

CURRENTLY READS:

ARTICLE 12

National Secretary

Section 12. The National Secretary shall **mail** to each member of the National Board of Trustees notice of special meetings thereof not less than **twenty (20)** days prior to such meeting.

TO READ:

ARTICLE 12

National Secretary

Section 12. The National Secretary shall **distribute** to each member of the National Board of Trustees notice of special meetings thereof not less than **ten (10)** days prior to such meeting.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #3

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of mailing and allows distribution of materials by electronic means.

The proposed change to the National Constitution is under Article 30, Constitutional Amendments, Section 2.

CURRENTLY READS:

ARTICLE 30

Constitutional Amendments

Section 2. A proposed amendment to this Constitution shall be submitted in writing to the National Secretary not less than one hundred twenty (120) days prior to the Biennial Conference at which it is to be considered. Such proposed amendment shall be attested to by the secretary and shall bear the official seal of the lodge submitting same or of the National Secretary if proposed by the National Board of Trustees and shall state the date of the meeting at which it was agreed that the proposal would be submitted for consideration by the Biennial Conference. The National Secretary shall **mail a copy** of such proposed amendment and any related materials to each member of the National Board of Trustees, each state and subordinate lodge secretary, and the Chairman of the Constitution and By-Laws Committee not less than sixty (60) days prior to the next Biennial Conference. (*Amended 8/99*)

TO READ:

ARTICLE 30

Constitutional Amendments

Section 2. A proposed amendment to this Constitution shall be submitted in writing to the National Secretary not less than one hundred twenty (120) days prior to the Biennial Conference at which it is to be considered. Such proposed amendment shall be attested to by the secretary and shall bear the official seal of the lodge submitting same or of the National Secretary if proposed by the National Board of Trustees and shall state the date of the meeting at which it was agreed that the proposal would be submitted for consideration by the Biennial Conference. The National Secretary shall **distribute** such proposed amendment and any related materials to each member of the National Board of Trustees, each state and subordinate lodge secretary, and the Chairman of the Constitution and By-Laws Committee not less than

sixty (60) days prior to the next Biennial Conference. (Amended 8/99)

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #4

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of providing printed copies and allows distribution of materials by electronic means.

The proposed change to the National By-Laws is under Article 12, National Secretary, Section 1.

CURRENTLY READS:

ARTICLE 12

National Secretary

Section 1. The National Secretary shall compile all officer, committee and related reports **in printed forms** and **furnish one (1) copy** to each delegate in attendance at the Conference, and **one (1) copy** to each subordinate lodge who may not be represented at the Conference. (Amended 8/15)

TO READ:

ARTICLE 12

National Secretary

Section 1. The National Secretary shall compile all officer, committee and related reports **and make available to** each delegate in attendance at the Conference, and any subordinate lodge who may not be represented at the Conference. (Amended 8/15)

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #5

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of telephonic voting and allows for electronic voting. It will also shorten the required notice time from 15 days to 10 days since electronic means will be utilized.

The proposed change to the National Constitution is under Article 5, Organization, Section 2, B, 3.

CURRENTLY READS:

ARTICLE 5

Organization

Section 2. Conference. The Grand Lodge shall hold a Conference to be known as the Biennial Conference of the Fraternal Order of Police.

A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

B. Location

1. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference or, in the event the delegates of said Conference fail to do so, by the National Board of Trustees.

2. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference in the fourth year preceding such Biennial Conference.

3. In the event that a site selected by the delegates or the National Board of Trustees becomes unavailable, the National Board of Trustees shall select a replacement site at their next regular meeting, a special meeting called for that purpose **or by mail or telephonic** vote, provided that such vote shall not occur except upon **fifteen (15)** days' notice.

TO READ:

ARTICLE 5

Organization

Section 2. Conference. The Grand Lodge shall hold a Conference to be known as the Biennial Conference of the Fraternal Order of Police.

A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

B. Location

1. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference or, in the event the delegates of said Conference fail to do so, by the National Board of Trustees.

2. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference in the fourth year preceding such Biennial Conference.

3. In the event that a site selected by the delegates or the National Board of Trustees becomes unavailable, the National Board of Trustees shall select a replacement site at their next regular meeting, a special meeting called for that purpose, **by mail or electronic** vote, provided that such vote shall not occur except upon **ten (10)** days' notice.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #6

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment allows the National Executive Board the ability to offer a virtual option, postpone or cancel the National Conference if there is an emergency which makes meeting impossible, such as the COVID pandemic.

The proposed change to the National Constitution is under Article 5, Organization, Section 2. Adding a new Section C.

CURRENTLY READS:

ARTICLE 5

Organization

Section 1. The Fraternal Order of Police shall consist of the Grand Lodge and such state and subordinate lodges as may, from time to time, be admitted to membership and which conform to this Constitution and such rules and regulations as may then be applicable.

Section 2. Conference. The Grand Lodge shall hold a Conference to be known as the Biennial Conference of the Fraternal Order of Police.

A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

B. Location

1. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference or, in the event the delegates of said Conference fail to do so, by the National Board of Trustees.

2. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference in the fourth year preceding such

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AMENDMENTS AND RESOLUTIONS

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Biennial Conference.

3. In the event that a site selected by the delegates or the National Board of Trustees becomes unavailable, the National Board of Trustees shall select a replacement site at their next regular meeting, a special meeting called for that purpose or by mail or telephonic vote, provided that such vote shall not occur except upon fifteen (15) days' notice.
4. Upon conclusion of the voting procedure on the last day of each Conference, no business, with the exception of the report and approval of the Election Committee and the motion and approval for adjournment, shall be conducted that would require a vote of the delegates without determining that a sufficient quorum exists. (Amended 8/09)

Adding a new Section C.

C. National Emergency

If, in the opinion of the National Executive Board, the existence of a national emergency makes the holding of the Biennial National Conference impracticable, the Board may offer a virtual option, postpone, or cancel said meeting.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #7

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment allows for the option of having a digital form of credential.

The proposed change to the National Constitution is under Article 17, Delegates, Section 3 Nomination and Election, Subsection 5 Credentials.

CURRENTLY READS:

ARTICLE 17

Delegates

Section 5. Credentials. The National Secretary shall prescribe such rules, forms and/or procedures as are necessary to enable verifiable credentials to be issued to all delegates. Each delegate shall have available for inspection a verifiable **copy** of his Biennial Conference credential at all times while within or when seeking admission to the Biennial Conference hall.

TO READ:

ARTICLE 17

Delegates

Section 5. Credentials. The National Secretary shall prescribe such rules, forms and/or procedures as are necessary to enable verifiable credentials to be issued to all delegates. Each delegate shall have available for inspection a verifiable **image** of his Biennial Conference credential at all times while within or when seeking admission to the Biennial Conference hall.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #8

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of providing printed copies and allows distribution of materials by electronic means.

The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Section 6, Constitutions.

CURRENTLY READS:

ARTICLE 19

State and Subordinate Lodges

Section 6. Constitutions

- A. Each state and subordinate lodge shall adopt a Constitution and such By-Laws as it deems necessary for the governance thereof, provided, however, that such Constitution shall not be in conflict herewith.
- B. Each state lodge and each subordinate lodge in those states where there is no state lodge shall submit for approval to the Grand Lodge **two (2) copies** of its Constitution and, if any, its By-Laws, and each and every revision thereto. The National Board of Trustees shall, prior to approval thereof, determine that such Constitution and By-Laws, if any, and any revisions thereto are not in conflict herewith.

TO READ:

ARTICLE 19

State and Subordinate Lodges

Section 6. Constitutions

- A. Each state and subordinate lodge shall adopt a Constitution and such By-Laws as it deems necessary for the governance thereof, provided, however, that such Constitution shall not be in conflict herewith.
- B. Each state lodge and each subordinate lodge in those states where there is no state lodge shall submit for approval to the Grand Lodge **an electronic copy** of its Constitution and, if any, its By-Laws, and each and every revision thereto. The National Board of Trustees shall, prior to approval thereof, determine that such Constitution and By-Laws, if any, and any revisions thereto are not in conflict herewith.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #9

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment allows for the collection of lodge email addresses for communication purposes.

The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Section 7, New Lodges.

CURRENTLY READS:

ARTICLE 19

State and Subordinate Lodges

Section 7. New Lodges

- A. Each subordinate lodge hereafter established in a state having no state lodge shall pay to the Grand Lodge an initiation fee established by the National Board of Trustees. In states where there is a state lodge, the initiation fee shall be determined by and paid to the state lodge.

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

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

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



Commemorating the

20th

ANNIVERSARY

Responder Clinical Centers of Excellence

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Manhattan; Staten Island; Suffern, NY
- **New York University Grossman School of Medicine**
Manhattan
- **Northwell Health Rego Park**
Queens
- **State University of New York, Stony Brook**
Commack & Mineola
- **Rutgers, The State University of New Jersey**
Piscataway, NJ
- **FDNY Bureau of Health Services**
Various locations



The WTC Health Program has a Nationwide Provider Network (NPN) to serve members who live outside the New York metropolitan area.

The Program also provides benefits for eligible WTC survivors who were present on 9/11 or lived, worked, or went to school nearby in the days, weeks, or months after.

LEARN MORE

1-888-982-4748
www.cdc.gov/wtc

AMENDMENTS AND RESOLUTIONS

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- B. Each lodge hereafter established and installed shall be entitled to receive, at cost, such necessary supplies, equipment and other paraphernalia as may be prescribed by the National Board of Trustees.
- C. No more than one lodge shall be established and maintained in any city, town or other political subdivision. Upon application by a state lodge, the National President may grant an exception for good cause shown, mandated by applicable law. This Section shall not prohibit the establishment or maintenance of any subordinate lodge whose jurisdiction may overlap that of another subordinate lodge.
- D. In the event of a dispute between two or more lodges in respect to questions of membership in such lodges or as to the territorial jurisdiction thereof, such dispute(s) shall be resolved by the state lodge, if any, or, in the absence thereof, by the National Board of Trustees, subject to a final appeal to the Biennial Conference.
- E. Upon chartering, lodges shall pay a pro-rated amount of per capita based on the month chartered. To determine the amount to be paid per member, per capita will be determined by dividing the half year per capita amount by six. That amount will be multiplied by the number of months remaining in the one half year per capita cycle. (Amended 8/13)

Adding a new section F:

- F. *Each State and subordinate lodge shall provide to the National Secretary an active email address which shall be used for official communications. The National Fraternal Order of Police shall issue an email address to lodges upon request.*

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #10

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment updates the term "dues" card to "membership" card and allows for the possibility of digital cards as well as expands the possible capabilities of membership cards in the future.

The proposed change to the National By-Laws is under Article 31, Dues, Assessments and Administrative Fees, Sections 1 & 2.

CURRENTLY READS:

ARTICLE 31

Dues, Assessments and Administrative Fees

Section 1. The National Secretary shall transmit all deposit records for funds collected in respect to per capita taxes and assessments to the National Treasurer for recording of deposit in the proper accounts. Upon receipt of all dues and assessments owing from each lodge, the National Secretary shall furnish such lodge the Password and a **dues** card for each member for whom payment is made. (Amended 8/15)

Section 2. The official **dues** card of the Grand Lodge shall be printed **thereby, shall be pre-numbered and shall be of a different color each year.** No state lodge, subordinate lodge or member thereof shall print or cause to be printed, a replica of the official **dues** card of the Grand Lodge nor shall any member use any other **dues** card for Active Members.

TO READ:

ARTICLE 31

Dues, Assessments and Administrative Fees

Section 1. The National Secretary shall transmit all deposit records for funds collected in respect to per capita taxes and assessments to the National Treasurer

for recording of deposit in the proper accounts. Upon receipt of all dues and assessments owing from each lodge, the National Secretary shall furnish such lodge the Password and a **membership** card for each member for whom payment is made.

Section 2. The official **membership** card of the Grand Lodge shall be printed **or electronic and may interface with other functions of the Order.** No state lodge, subordinate lodge or member thereof shall print or cause to be printed or **create electronically** a replica of the official **membership** card of the Grand Lodge nor shall any member use any other **membership** card for Active Members.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #11

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed Amendment to the Constitution and By-Laws of the Grand Lodge Fraternal Order of Police is to change and clarify the legal name of the National Fraternal Order of Police. Currently, the National Fraternal Order of Police has two legal names: (1) Fraternal Order of Police and (2) Fraternal Order of Police Grand Lodge.

Proposed Amendment to the Grand Lodge Constitution and By-laws and Ritual

To eliminate the two current legal names, (1) Fraternal Order of Police and (2) Fraternal Order of Police Grand Lodge and replace these two legal names with the one new legal name of National Fraternal Order of Police, and

To change any and all references, within the entire current Grand Lodge Fraternal Order of Police Constitution and By-Laws and the Ritual, of the wording "Grand Lodge" and "Fraternal Order of Police" to the wording "National Fraternal Order of Police."

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #12

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

Supporting Rationale

1. These changes give the delegates an opportunity to properly evaluate and investigate the qualifications of the candidates allowing them to make better informed decisions.
2. The 90 days requirement could eliminate the retention costs for the election company should none of the offices be contested.
3. If there are contested elections, the hiatus between the nomination submissions and the election dates would provide more time for the election company to properly design and prepare the ballots.
4. When unforeseen and unusual circumstances occur that could affect the capacity of the National Lodge to run an election, such as we have experienced with COVID-19, the delay between the nomination submission date and election date allows for a time period to adjust and adapt the election processes while at the same time complying with the spirit and intent of the Constitution.

Continued on page 32 >



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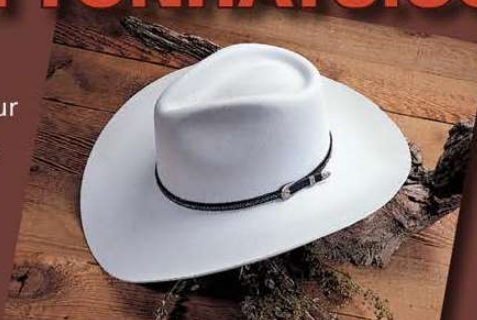
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style on with an authentic
Stratton Western Hat!



AMENDMENTS AND RESOLUTIONS

Continued from page 30 >

The proposed change to the National Constitution is under Article 6. National Officers, Section 3. B.

CURRENTLY READS:

ARTICLE 6

National Officers

Section 3. Nomination, Election and Installation

B. Nomination. Candidates for election to the offices of National President, National Vice President, National Secretary, National Treasurer, National Second Vice President and National Sergeant at Arms shall be nominated two (2) days prior to the election of such national officers. Nominations shall be made from the floor of the Biennial Conference and, after being declared closed, such nominations shall not be re-opened. No member shall be nominated or be a candidate for election to more than one national office at the same Biennial Conference. Immediately following the closing of nominations, each candidate (but only the candidate himself) for national office shall be permitted to speak to the delegates of the Biennial Conference for not more than three (3) minutes.

TO READ:

ARTICLE 6

National Officers

Section 3. Nomination, Election and Installation

B. Nomination. Candidates for election to the offices of National President, National Vice President, National Secretary, National Treasurer, National Second Vice President, and National Sergeant at Arms shall be nominated **by written submission to the National Secretary at least ninety (90) days prior to the date of the Biennial Conference. The National Secretary shall then inform all state lodges (and subordinate lodges in a state having no state lodge) of such nominations at least sixty (60) days prior to the election date of the Conference. The names of all nominees shall appear on a ballot the day of the election. In the event that no nominations are received, or that a nominee withdraws or otherwise does not run for office after the written submission date, nominations for that office may be made by the delegates two (2) days prior to the election.** Such delegate nominations after being declared closed shall not be re-opened. No member shall be nominated or be a candidate for election to more than one national office at the same Biennial Conference. **Two (2) days prior to the election** each candidate (but only the candidate) for the national office shall be permitted to speak to the delegates of the Biennial Conference for not more than three (3) minutes.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: _____ _____ ADOPT _____ _____ REJECT

CONFERENCE: _____ _____ ADOPT _____ _____ REJECT

AMENDMENT #13

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment allows for a new class of membership.

The proposed change to the National Constitution & By-Laws is a new Article 32.

ARTICLE 32

Support Personnel Affiliate Lodges and Membership

Section 1. The Fraternal Order of Police recognizes, acknowledges and validates Support Personnel Affiliate Associate Lodges of the Grand Lodge, state lodges

and subordinate lodges. Such Support Personnel Affiliate Associate Lodges shall be known as Fraternal Order of Police Support Personnel Affiliates and may function as Grand Lodge Support Personnel Affiliates, State Lodge Support Personnel Affiliates and Subordinate Lodge Support Personnel Affiliates. They shall conform to and be governed by a Constitution and such By-Laws as they shall adopt and which shall, at all times, be subject to approval by the governing body of the lodge with which they are affiliated and, ultimately, the Grand Lodge.

Section 2. Support Personnel Affiliate membership shall be comprised of those full-time and part-time personnel working for a law enforcement agency within their respective jurisdictions or political subdivisions thereof, who do not otherwise qualify for active membership. Support Personnel Affiliate members shall receive an annual Support Personnel Affiliate membership card, access to the official publication and app of the Order, the ability to purchase Grand Lodge merchandise, access to subordinate lodge meetings, access to state conferences and access to the Grand Lodge Biennial Conference. Support Personnel Affiliate members shall have no voice or voting rights outside of their respective Support Personnel Affiliate lodges.

Section 3. A member of the Support Personnel Affiliate lodge shall not be eligible to hold office in the Grand Lodge, state lodge or subordinate lodge. Such Support Personnel Affiliate lodges shall be subject to the control and supervision of the lodge or lodges with which they are affiliated. There shall not be a Support Personnel Affiliate lodge without a Supervisory State and Local Lodge.

Section 4. Support Personnel Affiliate Lodges

- Each FOP State Lodge shall have the choice on whether or not to create Subordinate Support Personnel Affiliate lodges. If the State Lodge decides to create Support Personnel Affiliate lodges, the State Lodge Constitution and By-laws shall be amended to permit this action. An initiation fee and per-capita shall be determined by and paid to the state lodge.
- Each Support Personnel Affiliate lodge hereafter established and installed shall be entitled to receive, at cost, such necessary supplies, equipment and other paraphernalia as may be prescribed by the National Board of Trustees.
- In the event of a dispute between two or more Support Personnel Affiliate lodges in respect to questions of membership in such lodges or as to the territorial jurisdiction thereof, such dispute(s) shall be resolved by the state lodge with which they are affiliated.
- Support Personnel Affiliate Lodges shall pay a National Per-Capita in the amount of Fifty Percent of the current Per-Capita rate then in effect for subordinate lodges. The methods, manner and timing of these payments will be the same as then in effect for subordinate lodges.

Section 5. A Support Personnel Affiliate lodge shall not solicit funds or anything of value for any reason whatsoever without the written permission of the state and subordinate lodges in whose territory the solicitation is to be made. Said written permission shall be signed by the president and secretary of the state and subordinate lodges granting permission and shall certify that permission was given at a regular meeting or a special meeting called for that specific purpose.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: _____ _____ ADOPT _____ _____ REJECT

CONFERENCE: _____ _____ ADOPT _____ _____ REJECT

AMENDMENT #14

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of an emergency to go over budget on any line item.

The proposed change to the National By-Laws is under Article 29, Annual Budget, Sections 2 & 3.

CURRENTLY READS:

Continued on page 34 >

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AMENDMENTS AND RESOLUTIONS

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ARTICLE 29

Annual Budget

Section 2. Unappropriated funds plus any surplus funds collected above appropriated revenues shall be invested by the National Treasurer into the Contingency Fund and shall be subject to appropriation to **deficit** accounts **only upon the declaration and notification to the National Board of Trustees by the National President that an emergency exists in respect to a particular account.**

Section 3. Any other provision of these By-Laws notwithstanding, the National President shall not approve any warrant or voucher in excess of the budgeted amount for any particular line item, or sub-line item account. Each national officer, committee chairman, advisor, sub-contractor and employee will cooperate in the institution of and compliance with the annual budget of the Grand Lodge and will, upon request therefor, submit an itemized budget with respect to anticipated revenues and expenses in their area of control or interest for the next fiscal year.

TO READ:

ARTICLE 29

Annual Budget

Section 2. Unappropriated funds plus any surplus funds collected above appropriated revenues shall be invested by the National Treasurer into the Contingency Fund and shall be subject to appropriation to **any** accounts **with a shortfall, by the National President with approval of a majority of the Executive Board. The National President shall notify the National Board of Trustees of the reason for adding funds in respect to a particular account.**

Section 3. Any other provision of these By-Laws notwithstanding, the National President shall not approve any warrant or voucher in excess of the budgeted amount for any particular line item, or sub-line item account **without the approval of a majority of the Executive Board.** Each national officer, committee chairman, advisor, sub-contractor and employee will cooperate in the institution of and compliance with the annual budget of the Grand Lodge and will, upon request therefor, submit an itemized budget with respect to anticipated revenues and expenses in their area of control or interest for the next fiscal year.

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #15

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

The National Fraternal Order of Police acknowledges the importance of all lodges operating in a legal and appropriate manner. Currently, acts of malfeasance are not addressed in the Grand Lodge Constitution. This proposed amendment provides direction to the Grand Lodge in addressing incidents of malfeasance in the operation of a State or Subordinate lodge.

Understanding the above, the Board of Directors of the National Fraternal Order of Police suggest and support the addition to Section 9. of Subsection C. and C. 1. below, to the Grand Lodge Constitution. All other language contained here is current.

The proposed change to the Grand Lodge Constitution is under Article 19, State and Subordinate Lodges, Section 9 Receivership (New Subsection C. and C., 1.)

CURRENTLY READS:

ARTICLE 19

State and Subordinate Lodges

Section 9. Receivership

- A. The president of any state or subordinate lodge that shall become insolvent shall provide written notice thereof to the National President. In such event, the Grand Lodge may, but shall not be required to, assume control of such insolvent state or subordinate lodge for a period of six (6) months, during which period the insolvent lodge shall be operated under the supervision of the National President or his designee. Extensions in increments of six (6) months may be granted at the request of the state or subordinate lodge president and with the approval of the National President.
- B. Upon written request therefor made by two-thirds (2/3) of the governing board of a state or subordinate lodge to the National President, the Grand Lodge may, but shall not be required to, assume control of such lodge. In such case, the lodge shall be operated for a period not to exceed six (6) months under the supervision of the National President or his designee.

TO ADD:

- C. **In the event the Grand Lodge becomes aware of malfeasance and/or misfeasance in the operation of a State or Subordinate lodge, which is not being appropriately addressed, the National Secretary shall make notification to the National President, the Chairman of Trustees and the National Executive Board. The National President shall authorize the General Counsel, along with an assigned committee, the duty of investigating this malfeasance and/or misfeasance and the General Counsel may freeze the assets and records in order to preserve evidence and protect membership property from loss, with a majority vote of the Board of Trustees. This action shall not extend more than 1 year or until the Lodge function can be made whole. If more time is needed the National Board of Trustees may extend this time limit by a 2/3 majority vote.**
- D. **Any discipline imposed by either the State Lodge or Grand Lodge will be in accordance with Article 23 of the Grand Lodge Constitution.**

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT

CONFERENCE: ADOPT REJECT

AMENDMENT #16

The following proposed amendment is submitted by the Grand Lodge National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting April 16 and 17, 2021 in Kansas City, Missouri.

This proposed amendment removes the requirement of voting machines or punch cards and allows use of computer tabulated printed ballots. It also allows the National Board of Trustees the ability to select a form of voting if this option is not available.

The proposed change to the National Constitution is under Article 6, National Officers, Section D, Election. Section 1.

CURRENTLY READS:

ARTICLE 6

National Officers

- D. Election.** Each national officer, except National Trustees, shall be elected by a vote of the qualified delegates on the floor of the Conference.
1. Voting shall be by **voting machines whenever available** and the expense thereof shall be borne by the Grand Lodge. In the event that **voting machines are unavailable, the voting procedure shall be by computer tabulated "punch card."** In the event that neither voting machines nor **"punch card" procedures** are available, there shall be furnished to each delegate printed ballots upon which each delegate shall record his or her vote(s). Ballots shall not be taken from the Biennial Conference site. *(Amended 8/17)*

TO READ:

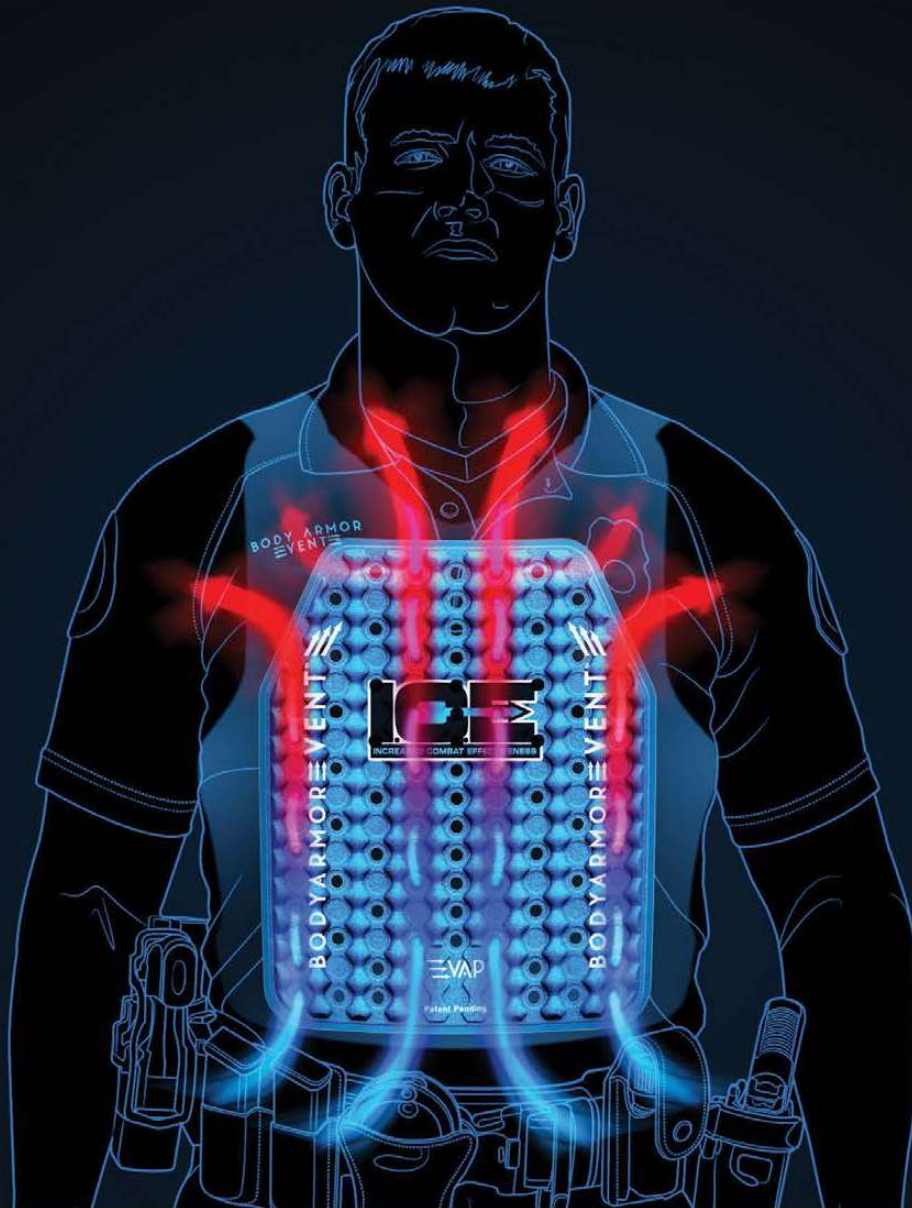
ARTICLE 6

National Officers

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AMENDMENTS AND RESOLUTIONS

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- D. Election.** Each national officer, except National Trustees, shall be elected by a vote of the qualified delegates on the floor of the Conference.
1. Voting shall be by **computer tabulated printed ballots** and the expense thereof shall be borne by the Grand Lodge. In the event that **printed ballots are not available or practical the National Board of Trustees, by a two-thirds vote, may select another form of voting. Such other form must provide for multi-factor authentication of vote totals.** Ballots shall not be taken from the Biennial Conference site. **All information that could be used to identify how the voter voted will be anonymized in all distributions of voting results to all individuals.**

Date: April 17, 2021

/s/ Patrick Yoes Jimmy Holderfield
National President National Secretary

COMMITTEE: ADOPT REJECT
CONFERENCE: ADOPT REJECT

AMENDMENT #17

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 9 Section 3.

CURRENTLY READS:

ARTICLE 9

National President

Section 3. The National President shall receive an annual base salary of **\$68,250.00**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. Subject to the approval of the National Board of Trustees, the National President shall be provided a car which may be purchased or leased and which shall be properly insured at the expense of the Grand Lodge and a family health plan (in the event no other insurance is provided to the National President) costing the same as the family health plan then being paid by the home agency of the President. The National President is authorized to retain a secretary of his choosing who shall be paid an annual salary as determined by the National Board of Trustees. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 9

National President

Section 3. The National President shall receive an annual base salary of **\$100,000**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. Subject to the approval of the National Board of Trustees, the National President shall be provided a car which may be purchased or leased and which shall be properly insured at the expense of the Grand Lodge and a family health plan (in the event no other insurance is provided to the National President) costing the same as the family health plan then being paid by the home agency of the President. The National President is authorized to retain a secretary

of his choosing who shall be paid an annual salary as determined by the National Board of Trustees.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT REJECT
CONFERENCE: ADOPT REJECT

AMENDMENT #18

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 11 Section 2.

CURRENTLY READS:

ARTICLE 11

National Vice President

Section 2. He shall receive as compensation for his services a base salary of \$13,125.00 per year. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Vice President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 11

National Vice President

Section 2. The National Vice President shall receive an annual base salary of \$40,000. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Vice President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT REJECT
CONFERENCE: ADOPT REJECT

AMENDMENT #19

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

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AMENDMENTS AND RESOLUTIONS

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The proposed change to the National By-Laws under Article 12 Section 3.

CURRENTLY READS:

ARTICLE 12

National Secretary

Section 3. The National Secretary shall receive an annual base salary of **\$52,500**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Secretary shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 12

National Secretary

Section 3. The National Secretary shall receive an annual base salary of **\$75,000**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Secretary shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #20

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 13 Section 2.

CURRENTLY READS:

ARTICLE 13

National Treasurer

Section 2. The National Treasurer shall receive an annual base salary of **\$52,500.00**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Treasurer shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. The National Treasurer is authorized to retain a secretary of his choosing who shall be paid an annual salary as determined by the National Board of Trustees. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 13

National Treasurer

Section 2. The National Treasurer shall receive an annual base salary of **\$75,000**. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference.

The National Treasurer shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. The National Treasurer is authorized to retain a secretary of his choosing who shall be paid an annual salary as determined by the National Board of Trustees.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #21

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 14 Section 2.

CURRENTLY READS:

ARTICLE 14

National Second Vice President

Section 2. He shall receive as compensation for his services a base salary of \$13,125.00 per year. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Second Vice President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 14

National Second Vice President

Section 2. The National Second Vice President shall receive an annual base salary of \$40,000. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Second Vice President shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #22

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 15 Section 2.

CURRENTLY READS:

ARTICLE 15

National Sergeant at Arms

Section 2. He shall receive as compensation for his services a base salary of \$13,125.00 per year. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Sergeant at Arms shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 15

National Sergeant at Arms

Section 2. The National Sergeant at Arms shall receive an annual base salary of \$40,000. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Sergeant at Arms shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #23

At the January 2021 State Board of Directors Meeting of the Oklahoma Fraternal Order of Police State Lodge, the following amendment to the National Fraternal Order of Police By-Laws was approved and is being presented for consideration by the Delegates in attendance at the 65th Biennial Conference in Indianapolis, Indiana.

Articles 9 and 11-16 of the By-Laws detail "salaries" for National Executive Board members. Suffice it to say, the salaries provided to our Board members are not nearly enough. This proposed change still leaves room for improvement, but it is a reasonable and deserving change that will compensate our elected leaders for the work that they do.

The proposed change to the National By-Laws under Article 16 Section 3.

CURRENTLY READS:

ARTICLE 16

National Trustee

Section 3. The Chairman of the National Trustees shall receive **as compensation for his services a base salary of \$13,125.00 per year.** The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Chairman of the Trustees shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem. (Amended 8/15) (Amended 2018 Spring NBM)

TO READ:

ARTICLE 16

National Trustee

Section 3. The Chairman of the National Trustees shall receive **an annual base salary of \$40,000.** The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Chairman of the Trustees shall be reimbursed for ordinary and necessary expenses incident to his office and shall not receive a per diem.

Submitted by the Oklahoma State Lodge:

/s/ Mark Nelson Chris Cook
President Secretary

COMMITTEE: ADOPT _____ REJECT

CONFERENCE: ADOPT _____ REJECT

AMENDMENT #24

The following proposed amendment is submitted by the Two Rivers Lodge 23. It was voted on and approved at a regular meeting in March 2021.

The members of the Two Rivers Lodge 23 acknowledge the importance of keeping strict standards for membership and the Fraternal Order of Police is established to support the entirety of the law enforcement community. Current membership fails to allow all persons granted arrest authority, credentialed, and having rights in accordance with the national Law Enforcement Officer Act Standards. Reserve officers, part-time law enforcement (i.e., state or federal parks law enforcement officers, who are full-time employees with 50% of their duties/job description pertaining to law enforcement), some state or local commissioned constables, and perhaps other sworn and credentialed local, state, or federal law enforcement cannot participate in full active membership under the current constitution and by-laws. These law enforcement professionals deserve the fellowships, rights, support, and protections of other law enforcement professionals that wear the shield or star in service for their communities.

The proposed change to the National Constitution under Article 4 sections 1 and 3.

CURRENTLY READS:

ARTICLE 4

Membership

Section 1. Any **regularly appointed or elected and full-time** law enforcement officer of the United States, any state or political subdivision thereof, or any agency may be eligible for membership in the Fraternal Order of Police, subject to the provisions of this Constitution. No person shall be denied membership on account of race, religion, color, creed, sex, age or national origin. (Amended 8/17)

...

Section 3. There shall be two (2) classes of membership: Active and Honorary.

A. Active Membership

1. Shall include **regularly appointed or elected full-time** law enforcement officers.
2. Shall include retired **regularly appointed or elected** law enforcement officers who have remained in good standing with their state and subordinate lodges after retirement from their law enforcement agency. In good standing shall mean a member who fulfilled all requirements of membership in good standing in his respective subordinate and state lodges and for whom appropriate per capita tax has been paid to the Grand Lodge.
3. May include, subject to the approval of the state and subordinate lodges, **regularly appointed or elected** law enforcement officers who have resigned from their law enforcement duties and who have remained in good standing with their state and subordinate lodges.

TO READ:

ARTICLE 4

Membership

Section 1. Any **regularly appointed, full-time, reserve volunteer, part-time, selected, or commissioned** law enforcement officer of the United States, any state or political subdivision thereof, or any agency may be eligible for membership in the Fraternal Order of Police, subject to the provisions of this Constitution. No person shall be denied membership on account of race, religion, color, creed, sex, age or national origin. (Amended 8/17)

...

Section 3. There shall be two (2) classes of membership: Active and Honorary.

A. Active Membership

1. Shall include **regularly appointed, full-time, reserve volunteer, part-time, selected, or commissioned** law enforcement officers.
2. Shall include retired **regularly appointed, reserve volunteer,**

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AMENDMENTS AND RESOLUTIONS

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part-time, selected, or commissioned law enforcement officers who have remained in good standing with their state and subordinate lodges after retirement from their law enforcement agency. In good standing shall mean a member who fulfilled all requirements of membership in good standing in his respective subordinate and state lodges and for whom appropriate per capita tax has been paid to the Grand Lodge.

3. May include, subject to the approval of the state and subordinate lodges, **regularly appointed, reserve volunteer, part-time, selected, or commissioned** law enforcement officers who have resigned from their law enforcement duties and who have remained in good standing with their state and subordinate lodges.

Dated: March 9, 2021

Submitted by members of the Fraternal Order of Police Two Rivers Lodge 23:

/s/ Gordon Beck

President

COMMITTEE: _____ ADOPT _____ REJECT

CONFERENCE: _____ ADOPT _____ REJECT

RESOLUTION #1

WHEREAS: The events of January 6, 2021 at the United States Capitol were unprecedented and resulted in the occupation of the U.S. Capitol Building; and

WHEREAS: The Law Enforcement Officers of the United States Capitol Police and responding Law Enforcement Agencies were faced with an overwhelming number of rioters to repel, while protecting the elected members of the United States Congress and the iconic Capitol Building; and

WHEREAS: United States Capitol Police and responding Law Enforcement Officers placed themselves in harm's way, resulting in serious injury to themselves and loss of life, to save others from violent assault and possible death; and

WHEREAS: Officer Brian Sicknick was violently assaulted by rioters and subsequently succumbed to these injuries while in defense of the elected members of the United States Congress and the United States Capitol Building; and

WHEREAS: The Valor and Honor displayed by the members of the United States Capitol Police and responding Law Enforcement Officers, while in the performance of their duties, on this day of insurrection against the Democratic Process must not go unrecognized.

NOW, THEREFORE BE IT RESOLVED THAT: The National Fraternal Order of Police at their Biennial Conference in Indianapolis, Indiana this August 2021 that the United States Capitol Police Officers and responding Law Enforcement Officers be recognized as National Heroes for their actions in defense of the Democratic Process.

Submitted by D.C. State Lodge

RESOLUTION #1 FAILED: There were several floor amendments offered, but all were rejected. Ultimately, the resolution did not pass.

RESOLUTION #2

WHEREAS: There are currently more than 365,000 members of the Fraternal Order of Police; and

WHEREAS: These members of the Fraternal Order of Police believe that National Fraternal Order of Police elections and campaigns for election should be conducted as fairly and transparently as possible; and

THEREFORE BE IT RESOLVED: All candidates for National Fraternal Order of Police elections shall be given equal opportunity to campaign and advertise their campaign within the convention location/meeting location and at all events included in the official event package at the Biennial Conference and/or at all other official National Fraternal Order of Police events. All candidates shall also be charged the same prices or fees for campaign related advertising within the convention location or at official National Fraternal Order of Police events. This does not apply to candidate sponsored events or locations not included in the official event package for the Biennial Conference or other official National Fraternal Order of Police events.

Submitted: August 18, 2021 at the 65th Biennial Conference of the National Fraternal Order of Police in Indianapolis, Indiana.

Signed by:

William Owensby, IN

Gary Wolske, OH

Ryan Windorff, WI

Mike Sauger, MI

Chris Southwood, IL

Les Neri, PA

RESOLUTION #2 FAILED: The Resolution Committee recommended striking a sentence; that amendment passed but the resolution as amended failed.

RESOLUTION #3

WHEREAS: The events of before, during, and after January 6th 2021, at the United States Capitol and the riots observed across the country were unprecedented the American law enforcement officer from coast to coast answered the call.

WHEREAS: The Law Enforcement Officers of the United States Capitol Police and Police Officers from across this great nation answered the call protecting the members of Congress and every individual across our country.

WHEREAS: These officers placed themselves in harm's way, resulting in serious injury to themselves and loss of life, to save others from violent assault and possible death.

WHEREAS: The Valor and Honor displayed by all members of law enforcement in the face of riots and unrest, not go unrecognized.

NOW, THEREFORE BE IT RESOLVED THAT: The Fraternal Order of Police at its Biennial Conference in Indianapolis, Indiana in August 2021 that all law enforcement across the country be recognized as National Heroes for their actions during the unrest and riots.

Submitted by:

Joe Gamaldi

National Vice President

RESOLUTION #3 PASSED: There was discussion and the amendment passed. **FOP**





Tahnika Moore-Bessant
*Criminal Justice Administration
Alumnus*

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MEMBER SPOTLIGHT

James Smallwood and Steve Weiler

JIMMY HOLDERFIELD /
NATIONAL SECRETARY

This month's member spotlight recognizes two dynamic leaders who were recently elected to the National Fraternal Order of Police Executive Board. Both were elected without opposition at the 65th Biennial Conference held in Indianapolis on August 17. They each bring a wealth of knowledge to the NFOP, having served in various leadership roles in their respective local lodges.

National Treasurer James Smallwood

James Smallwood is a sergeant with the Metropolitan Nashville Police Department. He started his career with the agency in 2010 and has served as a patrol officer, detective and patrol supervisor and has worked in the street crimes and strategic planning units. Brother Smallwood is the current president of Andrew Jackson Lodge #5 (Nashville) and has served in that capacity for five years. Lodge #5 has a membership of nearly 2,000, and the FOP is the recognized representative for the Metropolitan Nashville Police. President Smallwood is assigned to the FOP and works daily for better pay, benefits, working conditions and protections for his sisters and brothers.

Smallwood has also served as the president of the Andrew Jackson Police Youth Camp, a camp whose mission is to build positive relationships between police officers and the youth in the community. For more than 50 years, the youth camp has conducted a six-week summer program for at-risk or low-income children. The camp also sponsors the annual Shop With a Cop program. Most recently, Smallwood established the Caring Police Respond program. This program advocates officers to identify a member in their community who is facing adversity, with no means to overcome it. The officer can request financial aid to help the community member overcome the situation they are facing.

Brother Smallwood serves as the chairperson of the National FOP Marketing Committee and is a member of the National FOP Strategic Planning Committee. He was appointed by



President Trump to serve as a commissioner on the Commission on Law Enforcement and the Administration of Justice. He was also appointed by Tennessee Governor Bill Lee to serve as a commissioner on the 2020 Law Enforcement Task Force.

Smallwood is the 22nd National treasurer and has already shared several innovative ideas that he plans to bring to the office. Please join with me in welcoming Brother James Smallwood to the National Executive Board.

National Second Vice President Steve Weiler

Brother Steve Weiler is an active police officer with the Philadelphia, Pennsylvania, Police Department. He started his law enforcement career in 1993 and has served in the 35th Patrol District and Narcotics Bureau. He has conducted hundreds of long-term and street corner sales investigations and is considered an expert in these specialty and complex investigations.

From 2002 through 2009, Brother Weiler was assigned to the Philadelphia FOP Lodge #5 and was appointed the FOP Narcotics director. He was the on-call field representative, responding to members on the street in crisis situations. He also mediated conflicts between officers and supervisors, and he coordinated the various Philadelphia FOP Lodge #5 sports leagues.

In 2009, Brother Weiler became a member of the "Philly 5" Executive Board and was placed in charge of marketing and served as the manager of charitable events for the FOP's Survivor Fund and the coordinator of the *Peace Officer* magazine. In 2011, he was elected and currently serves as vice president of Philadelphia FOP Lodge #5, one of the oldest and largest labor lodges in the nation. In his role as vice president, he is the administrator of the Charitable Survivors Fund, a labor arbitration representative and the coordinator of district and internal affairs interviews.

Second Vice President Weiler brings to the National FOP Board a wealth of knowledge ranging from fundraising and labor relations to intramural sports coordination and magazine editorialization. Weiler is a police officer's police officer and has been heard to say on numerous occasions, "I got your back." Please join me in giving Second Vice President Steve Weiler a big FOP welcome. **FOP**

NEED SOMEONE TO TALK TO?



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ATTENTION RETIRED OFFICERS

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

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

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NATIONAL PREPAREDNESS MONTH

ARE YOU INCLUDING WELLNESS IN YOUR PREPARATIONS?



SHERRI MARTIN / DIRECTOR OF WELLNESS

National Preparedness Month is observed each September to raise awareness about the importance of preparing for disasters and emergencies that could happen at any time. The 2021 theme is “Prepare to Protect: Preparing for Disasters Is Protecting Everyone You Love.” With this focus, we shine a light on law enforcement and their families this month and consider how preparedness relates to wellness.

According to [ready.gov](https://www.ready.gov), a website established by the federal government as a guide to National Preparedness Month, each week of September, the campaign focuses on a different aspect of preparedness for individuals, families and communities. We will take a look at each, personalize them for law enforcement families and bring them full circle by considering their relationship to wellness.

Week 1: Make a Plan

Talk to your co-workers, friends and family about how you will communicate before, during and after a disaster.¹ Consider not only those events commonly recognized or thought of as disasters, such as hurricanes, tornadoes and floods, but also incidents that law enforcement faces that may bear many of the same characteristics as what is commonly thought of as a typical disaster. Terrorist attacks, widespread community violence or unrest, and many other unpredictable incidents can resemble and feel like disasters and can elicit the same types of reactions and emotions. Don't forget to consider those incidents and include them in your planning as well. As members of law enforcement, we have a greater chance than the general public of facing such incidents, so planning for our response is key.

Week 2: Build a Kit

Gather supplies that will last for several days after a disaster for everyone living in your home. Don't forget to consider

the unique needs each person or pet may have in case you have to evacuate quickly.¹ While we might think of “building a kit” as gathering a list of tangible items, which is certainly important, when it comes to wellness, our toolkit may contain more intangible items. For example, if your family were faced with a disaster or with you as their family member being involved in a critical incident, what tools would you wish for them to have? Your family’s wellness toolkit may contain contacts for resources where they could turn for support. It may contain the location of important documents that may need to be accessed for your care in the event of an emergency. While building your wellness “ready bag,” think of which tools will aid you and consider the needs of each individual in your family. What will help them better cope with the unpredictability and instability that comes with a disaster or major event?



have mandated annual mental health check-ins. I 100% support that idea.”

Week 4: Teach Youth About Preparedness

Talk to your kids about preparing for emergencies and what to do in case you are separated. Reassure them by providing information about how they can get involved.¹ The lives of the children of law enforcement officers are in many ways different from the lives of other youth. While we may feel pressure to keep their lives as “normal” as possible, it is not always possible to do so, and rigidly trying may even be counterproductive and lead to greater stress. Instead, why not educate our children about the potential risks of our work, define your own “normal”

Week 3: Prepare for Disasters

Limit the impacts that disasters have on you and your family. Know the risk of disasters in your area and check your insurance coverage. Learn how to make your home stronger in the face of storms and other common hazards and act fast if you receive a local warning or alert.¹ When I was in training as a new recruit, my FTO would call on me to visualize my response in various situations. We would be sitting writing reports or sharing a meal, and he would say, “What would you do if a person walked up to you right now with a gun?” I was expected to give a detailed and speedy explanation of my response, and even go through the motions of acting it out. I found this training invaluable. What if we did

the same with preparing, as much as we can, by thinking about risks we may face **ahead of time** and acting out our response?

In a recent conversation with Dr. Thomas Coghlan, a retired NYPD detective now in private practice as a psychologist treating police officers, we discussed how preparedness plays into wellness. Coghlan explained that therapy is best engaged in when life is 100% perfect, not when things are falling apart or in the middle of a storm. It’s much harder to make your home stronger after damage has been done than it is to shore up your home before disaster strikes. Establishing a relationship with a wellness professional like a psychologist, counselor or therapist is best done when you are thinking clearly and can hear alternate points of view. According to Coghlan, “It is for this reason that some states

for your family, provide reassurance and teach them strategies for coping with the challenges that may arise? We can build resilience in our families by having candid conversations with them about our work and planning ahead for how to react as a family unit when situations arise. Give your family members a chance to contribute their input and get them engaged in planning by letting them make decisions about what will make them feel safe and calm to get through an emergency. Utilize planning tools available to you, whether it be online tools, printed planning guides or other resources. LifeExec, a new FOP partner, provides

such tools in its Blueprint for Life program.

As we wind down from summer and get back to school, we encourage each member to schedule a time to work on a preparedness plan. Put it on a calendar and sit down with your family members to create clear actions that you will take in the event of emergencies. Plan not only for each person’s physical safety, but also their mental well-being.

“Establishing a relationship with a wellness professional like a psychologist, counselor or therapist is best done when you are thinking clearly and can hear alternate points of view.”

Create a detailed plan of action, with ordered steps identified so that each person knows which family member is responsible for handling each part of the plan. Getting everyone together on the same page will decrease stress levels and bring about a sense of security that will serve as a buffer from uncertainty and instability that could arise in a disaster situation. Doing this work (think of it as training) ahead of time and making a point to revisit and revise the plan each year will promote the maintenance of health and wellness, which is certainly among the most priceless of our possessions to protect. **FOP**

REFERENCE

¹ Retrieved from [ready.gov/september](https://www.ready.gov/september), August 10, 2021.

GET READY FOR 2022 OPEN ENROLLMENT

The Fraternal Order of Police has teamed up with Aetna to offer Medicare plans to retired FOP police officers and their spouses. Starting **October 15**, members who are eligible for Medicare can sign up for any of our four Aetna Medicare Advantage PPO plan options. We have plan options to fit any budget, with lower premiums and deductibles than you may pay now.

Our four plans give you access to many benefits and programs, all at no extra cost. Aetna offers you:

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

All four Medicare Advantage PPO plans have what we call an extended service area. This means you can see any licensed provider eligible to receive Medicare payment who is willing to accept your Aetna plan. Aetna has a large nationwide network of providers, but you'll pay the same cost whether your doctor is in or out of network.

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

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

- Go to [FOPAetnaMedicare.com](https://www.FOPAetnaMedicare.com) to see full plan details.
- Talk to a live member services advocate at **1-866-246-8060 (TTY: 711)**, Monday through Friday, 8 a.m. to 6 p.m. ET. Just tell the representative you want more information about the FOP plans. **FOP**



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





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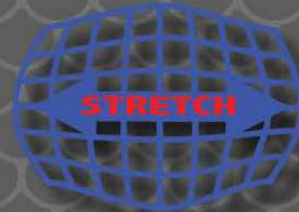


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University of Cincinnati

The University of Cincinnati's online Bachelor's and Master of Science in criminal justice degree programs are built to provide students with the understanding of the criminal offending and criminal justice processes. Offered entirely online, students may enroll in the spring, summer and fall semesters. The master's program even has two sessions per semester, allowing for six different enrollment entry points throughout the year. Students, on average, are able to complete UC's Bachelor of Science in criminal justice degree within two to four years. The Master of Science in criminal

justice degree may be completed in as few as two years of dedicated part-time study or one year of full-time study. Both programs are designed for working professionals, allowing for asynchronous studies to fit a busy schedule. Whether pursuing a career in crime prevention, effective intervention or child behavioral issues and beyond, the programs will prepare you for success and leadership potential.

Taught by the same nationally renowned faculty as the campus programs, our instructors focus on real-world outcomes and are relevant, inspiring, attentive and supportive. In addition to the course delivery teams, students also have the assistance of a student success coordinator. Student success coordinators are available to students enrolled in online programs at UC — they are on-campus partners



who can help students manage their time and anything else that they may need to get to graduation. This dedicated support is important to the online student community, as connectivity to campus staff allows for a greater educational experience and more profound learning outcomes.

The 100% online bachelor's in criminal justice can help you achieve your goals if you are seeking an entry-level position or want to advance your current career in law enforcement, loss prevention, special investigations, social advocacy or private security and more. This program combines professional skills training with relevant curriculum designed to help you develop a solid foundation of criminal justice knowledge. Ultimately, this online program prepares graduates to become leaders in criminal justice settings, policy reform

and law enforcement. Many students enter the program with incoming credit, which may be earned through previous collegiate studies or career experiences and professional trainings.

The online master's in criminal justice program is ranked 11th best in the country for 2021 and the School of Criminal Justice is consistently ranked among the top 15 best criminal justice schools by *U.S. News & World Report*. The program also ranks as the seventh best for veterans by the same publisher. One of the core objectives of the program is to provide students with the conceptual and research skills needed to undertake advanced analyses of crime and the criminal justice system. The goal is to furnish law enforcement, corrections and court practitioners with knowledge of justice administration, social

science perspectives of human behavior, policy analysis and criminal justice theory. Also, faculty focus on training those who will become leaders in the criminal justice system by providing the skills needed to upgrade levels of professional practice, improve standards, initiate fresh perspectives and act as agents of change.

Offered only to Fraternal Order of Police members, a 20% tuition discount is available for the master's program at UC Online.

Whether pursuing a career in crime prevention, effective intervention or child behavioral issues and beyond, UC's online criminal justice degree programs will prepare you for success and leadership potential.

Among the many successful graduates of both programs is Terence Harrison, who is now a Veterans Programs and Services program manager after earning his Master of Science in criminal justice from UC Online. He has this to say about his experience as a student:

"I was a nontraditional student and I wanted to make a change in life. When I decided to go to graduate school, I chose the University of Cincinnati's online master's in criminal justice program for several reasons. The first reason was that many of my professors in my undergraduate program obtained their Ph.D. in criminal justice from UC and they had glowing reviews of the program. Also, as an Army reservist, I knew that my unit was going to be activated for a mobilization later that year. I chose the online option because I knew that I could get a majority of the coursework done before I went to Iraq, and I was able to take three classes while I was in the war zone."

Learn more about what your future could hold at online.uc.edu. **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



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Forest City, IA



The Latest News From Congress

At this writing, most of the Washington, D.C., staff has returned from the National Biennial Conference in Indianapolis. We would like to thank all the members who stopped by the National FOP's Government and Media Affairs Center (GMAC) booth and those who attended our seminar, "Turning Members Into Lobbyists: Grassroots Advocacy."

We especially want to thank everyone who contributed to the National FOP Political Action Committee (PAC) and specifically recognize those members who signed up to donate to the PAC on a monthly basis:

- Frank Plowick, KPEA-FOP Lodge #32 (Texas)
- Bill Raddatz, St. Mary's County Lodge #7 (Maryland)
- Matt Blasingame, Topeka Lodge #3 (Kansas)
- Ryan Miller, Fox Valley Area Lodge #14 (Wisconsin)

Congratulations to Frank Plowick, National trustee for the Texas State Lodge, new monthly PAC contributor and the winner of the limited-edition Henry FOP rifle!

On behalf of everyone here at the GMAC, we'd like to thank Immediate Past National Treasurer Tom Penozza and Immediate Past National Second Vice President Les Neri for their decades of service to the FOP and their dedication to fighting on behalf of the rank-and-file law enforcement officers across the country.

Latest News From Congress: What August Recess?

Congress typically observes a month-long recess during August, but like so many other things this year, nothing has been typical.

Since our last report in the *Journal*, the Senate delayed its August recess for

Just the Facts:

» The Senate delayed its August recess to work on legislation such as the Infrastructure Investment and Jobs Act and its budget resolution, S. Con. Res. 14, which includes amendments for establishing reserve funds related to hiring new officers nationwide, decreasing federal funding for local jurisdictions that defund the police and more. Meanwhile, the FOP continues its aggressive outreach efforts to gain co-sponsors for one of its top legislative priorities, the Social Security Fairness Act, as well as discussions on criminal justice reform and advocating for the Protect and Serve Act.

two weeks and spent its time working on a bipartisan compromise to President Biden's infrastructure proposal, H.R. 3684, the Infrastructure Investment and Jobs Act. The debate on the bill began on July 30, and hundreds of amendments were considered over the course of two weeks. The final version of the bill was passed by the Senate on a 69-30 vote. The bill was transmitted to the House, which may consider it in September.

Following the passage of H.R. 3684, the Senate took up its budget resolution — S. Con. Res. 14. The budget resolution was considered in a process called "budget reconciliation," meaning the resolution can be adopted with a simple majority, avoiding the filibuster in the Senate. This process was used earlier in the year to enact the administration's American Rescue Plan.

The resolution was heavily debated, and 43 roll call votes were taken on proposed amendments, including:

- S.Amdt. 2734, proposed by Senator Joshua D. Hawley (R-Mo.), which was agreed to on a 95-3 vote. The amendment would establish a deficit-neutral reserve fund related to hiring 100,000 new law enforcement officers nationwide to combat the crime wave in the United States, a proposal very

similar to the law that established the Universal Hiring Program within the Office of Community Oriented Policing Services within the U.S. Department of Justice.

- S.Amdt. 3113, proposed by Senator Thomas H. Tuberville (R-Ala.), which was agreed to on a 99-0 vote. The amendment would establish a deficit-neutral reserve fund related to decreasing federal funding for local jurisdictions that defund the police.
- S.Amdt. 3731, proposed by Senator Amy J. Klobuchar (D-Minn.), which was agreed to on a 99-0 vote. The amendment would establish a reserve fund relating to honoring the United States Capitol Police, the District of Columbia Metropolitan Police and all other first responders who fought and died protecting Congress and the Capitol on January 6.

The resolution, which sets forth the budgetary levels for fiscal years 2023-2031, contains approximately \$3.5 trillion in spending. The Senate passed the measure on a 50-49 vote and transmitted it to the House for further action.

House leadership called the chamber

Continued on page 52 >

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Top Priorities in Brief

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

House: 213 co-sponsors (159 D, 54 R)

Senate: 33 co-sponsors (27 D, 4 R, 2 I)

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

House: 60 co-sponsors (43 D, 17 R)

Senate: 1 co-sponsor (1 R)

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

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

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

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

Senate: 2 co-sponsors (2 R)

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

House: 38 co-sponsors (4 D, 34 R)

Senate: 23 co-sponsors (23 R)

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

WASHINGTON REPORT

Continued from page 50 >

back into session — interrupting the normal month-long recess — for the week of August 23 to consider the bill. House Democrats are not fully united on the proposal or the timing for its consideration. The outcome of any vote is uncertain.

Both chambers are expected to return to regular session the week of September 20.

Bills Signed Into Law

President Joseph R. Biden Jr. signed H.R. 3325 into law, awarding Congressional Gold Medals to the U.S. Capitol Police (USCP) and the Washington, D.C., Metropolitan Police (MPD) officers for their heroic actions on January 6, in defense of the U.S. Capitol and the people inside.

The enactment of this legislation, which the FOP supported, recognizes and honors the USCP and MPD officers who ran toward the looming danger and defended the U.S. Capitol from a violent mob on January 6. The Congressional Gold Medals will be provided to the USCP, the MPD, the Smithsonian Institution and the Architect of the Capitol to commemorate the heroism of the men and women that day.

Prior to recess, the House did act on H.R. 1652, the VOCA Fix to Sustain the Crime Victims Fund Act, and passed it on a 384–38 vote under a suspension of the rules. The legislation was then passed unanimously by the Senate and signed into law by the president. It will expand funding sources for the U.S. Justice Department Crime Victims Fund to include funds from

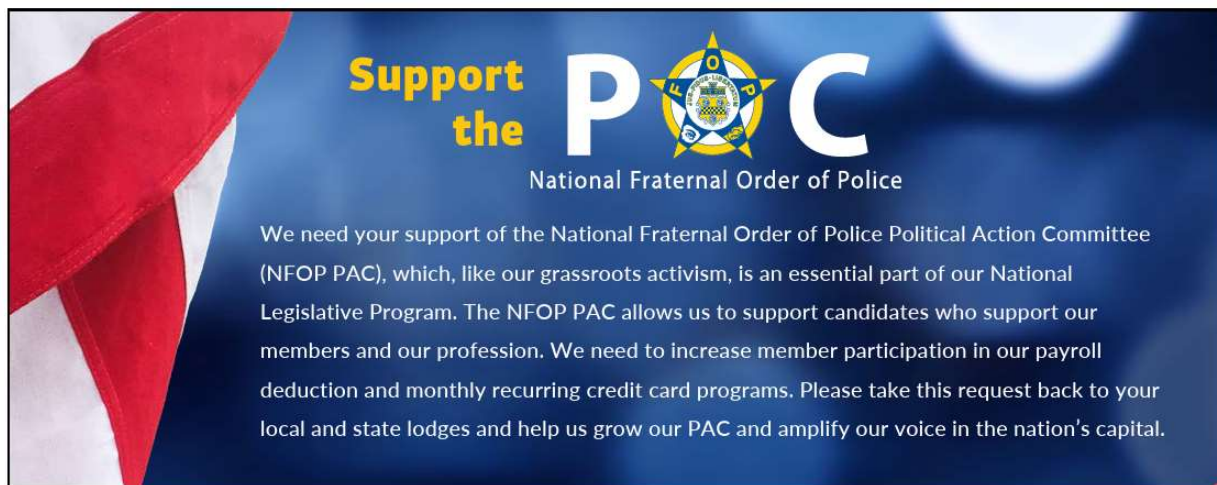
deferred prosecution agreements and non-prosecution agreements.

House Committee Begins January 6 Inquiry

The House Select Committee to Investigate the January 6th Attack on the U.S. Capitol held its first hearing entitled “The Law Enforcement Experience on January 6th.” Officer Harry Dunn and Sergeant Aquilino

The FOP continues to provide our support, gratitude and love to our brothers and sisters in law enforcement who successfully fought off the Capitol rioters on January 6.

Gonell of the United States Capitol Police (USCP) and Officers Michael Fanone and Daniel Hodges of the Washington, D.C., Metropolitan Police Department (MPD) — just four of the hundreds of law enforcement officers who heroically responded to defend the Capitol, members of Congress and the people inside the complex that day — testified before the committee to share



Support the P O C
National Fraternal Order of Police

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



their firsthand accounts of the attack. We thank them for sharing their stories, as they have ensured that history will not forget the heroic actions and the sacrifices made that day by the men and women of law enforcement in defense of our way of life.

The FOP reiterated the strong public position we took when this violent event unfolded by condemning those who took part in the attack and engaged in assaults on law enforcement or other persons,

looting, vandalism, trespassing and other crimes. We continue to call for these criminals to be arrested and prosecuted to the fullest extent of the law.

The National FOP continues to provide our support, gratitude and love to our brothers and sisters in law enforcement who successfully fought off the rioters, and we vowed to be with them as they grieve and recover, however long that may take.

Criminal Justice Reform Discussion Continues

The FOP remains engaged with members of Congress, particularly on the Senate side, on developing legislation to enact meaningful reforms to our nation's criminal justice system.

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

Our work will continue through the August recess.

Social Security Fairness Act: FOP Top Legislative Priority Update!

As we reported in last month's issue of the *Journal*, staff in the GMAC are waging an aggressive outreach effort to the more than 50 House members who had previously co-sponsored the Social Security Fairness Act in the 116th Congress.

Continued on page 54 >

The New and Improved FOP.net

A user-friendly website redesign is here to help you stay 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!



WASHINGTON REPORT

Continued from page 53 >

We are proud to report that, at this writing, we have added 25 additional co-sponsors for a current total of 213 — just **five** co-sponsors short of 218, which would be a majority of the U.S. House of Representatives! This is a remarkable achievement, and we hope to reach or exceed 218 co-sponsors before the House returns to regular session on September 20.

As regular *Journal* readers know, while 218 is an important milestone, our true goal is to reach 290 co-sponsors, which would trigger an existing House rule and force the measure to the House floor for a vote. Please check to make sure your representative and both Senators are co-sponsoring H.R. 82 or S. 1302!

If you need further information, please contact staff in the Government and Media Affairs Center.

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

Violence in our communities and targeted violence against law enforcement officers working to keep those communities safe continues to increase. We are on track to surpass 2020's historic numbers

of officers shot in the line of duty. At this writing, 212 officers have been shot so far this year, 40 of whom were killed by gunfire. There have been 64 ambush-style attacks on law enforcement this year, which have resulted in 80 officers shot, 21 of whom were killed. The lethality of these attacks would be much greater but for the dramatic improvements in medical trauma science and anti-ballistic technology.

In response to these increased attacks on law enforcement, the FOP is calling on Congress to consider H.R. 3079/S. 774, the Protect and Serve Act, which would impose federal penalties on individuals who deliberately target law enforcement officers with violence in very specific circumstances. Staff in the GMAC are waging an outreach campaign focused on members of Congress who have lost officers in their district or states to targeted or ambush attacks.

The bills currently have 38 and 23 co-sponsors, respectively.

Make Your Voice Heard!

The National FOP has been very effective in using social media to spread our message and take back the narrative from those seeking to demonize law

enforcement and the men and women who wear the badge. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The FOP is undisputedly the largest presence on social media compared to other national law enforcement organizations.

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

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

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

There Is ALWAYS Another Option



www.fop.net

and use the following hashtags: **#FOP** **#FOPstrong** **#BackTheBlue** **#iAM**

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

Lastly, the **FOP Weekly Update** is a key resource to keep you informed on the legislation pertinent to law enforcement and a great way to stay up to date on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-a-kind weekly update is sent out every Friday via email, posted in the NFOP mobile app and shared on our social media platforms. To sign up to receive the update via email, please visit tinyurl.com/57yvd2as.

Support the PAC!

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

enforcement labor organization, so it is crucial we keep our PAC strong.

After the last election cycle, our PAC is severely depleted of funds. Our fundraising efforts at the Biennial Conference fell far short of our needs.

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

Until we can replenish our PAC, our ability to make an impact on next year's elections will be extremely limited.

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

We can accept one-time donations, and encourage members to sign up for recurring monthly contributions using their credit card.

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

To donate online, please visit tinyurl.com/55e2dxfs. 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 National Legislative Office at (202) 547-8189 or David Taboh at dtaboh@fop.net.

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



THE POWER OF THE FOP VOICE

Take the 2021 FOP Biennial Critical Issues in Policing Survey!

Have you let your voice be heard? Your participation in the **2021 Biennial Critical Issues in Policing Survey** will enable your FOP leaders to advocate on your behalf about the issues that matter most to you. The survey is completely anonymous, and each participant's voice is valuable. We want to hear from you!

To take the survey, please visit surveymonkeys.com/r/2021FOPCriticalIssues or scan the QR code.



Mandatory Vaccinations: What We Know, What We Can Do



It has been over a year and a half since the first COVID-19 cases were diagnosed in the United States, and since that time much discussion has been had regarding vaccines. Though there were whispers of how the COVID-19 vaccination would affect employment, it was not until recently — with the widespread availability of COVID-19 vaccines — that we have seen or heard much about employer-mandated vaccination.

Though employer-mandated vaccinations have long been a reality in certain occupations, mainly health care (e.g., the influenza vaccine, measles, mumps and rubella, etc.), it was not until the COVID-19 pandemic that employers in other occupations and industries began to consider the legality of vaccination mandates.

The most prevalent question we get in Labor Services is, “Can my employer require me to get the COVID-19 vaccine?” The short answer is yes, public employers can mandate COVID-19 vaccinations for public employees. These mandates are being issued around the country and more precedent is being set as the days go on. Keep in mind, employees may qualify for medical exemptions under the Americans with Disabilities Act (ADA) or for a religious exemption under Title VII of the Civil Rights Act of 1964, which both provide for employee accommodations. These accommodations, however, are often within an employer’s rights or authority and may not be subject to negotiation. In some cases, the accommodations may be onerous and financially costly, such as weekly COVID testing at the unvaccinated employee’s expense.

Furthermore, public employers can also request the vaccination status of any of their employees. A common

Just the Facts:

» Public employers can mandate COVID-19 vaccinations for public employees and can also request the vaccination status of any of their employees. If a public employee does not get vaccinated against COVID-19, the employer has the right to require COVID-19 testing, change the employee’s duties or instill other protocols for the employee. However, there are some exceptions to these rules. The Equal Employment Opportunity Commission requires employers to grant medical exemptions and offer accommodations based on disability or religion.

misconception is that such requests violate the Health Insurance Portability and Accountability Act (HIPAA); they do not. HIPAA applies only to health-related entities like hospitals

with a need to know the information based on “business necessity” can have access to the information.

But what if I choose to not get vaccinated? If a public employee does not get vaccinated against COVID-19, the public employer does have the right to require COVID-19 testing, mandate mask-wearing for that employee, change the employee’s duties or instill other protocols for the employee. Why are employers able to do this? That is because the Equal Employment Opportunity Commission (EEOC) issued guidance stating that the COVID-19 pandemic poses a direct threat to the workplace, and thus employers may mitigate that risk. Additionally, there is caselaw that supports the employer’s authority to terminate employees who refuse to get vaccinated.

As with so many of the issues Labor Services handles, the vaccination issue is not black and white. There are significant gray areas due to the many unanswered questions and the absence of substantial guidance from the courts. As always, please contact Labor Services with your concerns and questions, and we will support you with the most up-to-date information available. Please stay safe and well. **FOP**

Though employer-mandated vaccinations have long been a reality in certain occupations, it was not until the COVID-19 pandemic that employers in other occupations and industries began to consider the legality of vaccination mandates.

and insurance companies. However, if an employer requires documentation of vaccination or any other health information, that information must be kept confidential per federal and state record-keeping laws. This is not an absolute confidentiality. Any supervisor



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Understanding the Limits of the Freedom of Speech in the Public Sector



In light of the historic events of the last 18 months — including a global pandemic, the largest protests in American history and a contentious election cycle — and the continued ubiquity of social media, there has been renewed discussion and debate regarding “cancel culture” and the freedom of speech under the First Amendment. Although courts have long viewed the First Amendment freedom of speech as a fundamental right, it is not unlimited, and this is especially true for public employees such as police officers. But courts and law enforcement agencies alike have struggled with where to draw the line and how to inform police officers of the limitations on their First Amendment rights. Many police departments have implemented policies regulating their officers’ off-duty and social media speech only to have them struck down by the courts as unconstitutional, and the media is rife with stories about police officers who were disciplined for statements they made off duty or on their personal social media accounts. These cases and stories raise the question of whether and to what extent a police department may regulate its officers’ off-duty speech.

The First Amendment’s free speech clause protects most forms of speech from interference, censorship or restraint by the government. In the employment context, this means that a private employer is incapable of violating employees’ First Amendment rights, but the rule is less straightforward for public employees. On the one hand, the Supreme Court has repeatedly held that employees do not sacrifice their First Amendment rights by accepting government jobs. But on the other hand, the Supreme Court has also stated that government employers have an interest in the efficient administration of the

Just the Facts:

» If a public employee such as a police officer speaks as a citizen on a matter of public concern, their speech will be subject to First Amendment protections if the balance of interests favors the employee. Otherwise, if an employee’s speech is significantly harmful to their employer or its mission, then the employer may act to prevent further harm.

workplace, and may therefore discipline employees whose speech adversely impacts the integrity, functionality or morale of the public office. To reconcile employees’ constitutional rights with public employers’ interests, the Supreme Court has developed a multistep inquiry for courts to determine whether a government employer unlawfully retaliated against an employee for exercising their First Amendment right to freedom of speech.

Step 1: Official Job Duties

First, a court must ask whether the employee spoke as a citizen, and not pursuant to their official job duties. In the 2006 case *Garcetti v. Ceballos*, the Supreme Court explained that “when public employees make statements pursuant to their official duties, the employees are not speaking as citizens for First Amendment purposes.” Under those circumstances, an employer may take disciplinary actions against an employee without violating the First Amendment. If the court finds that the employee was speaking as a private citizen, however, then it will proceed to the next part of the analysis.

Step 2: Matters of Public Concern

At the second step, if the court finds that the employee spoke as a private citizen, then it must determine whether the employee was speaking about a matter

of public concern. If the speech was **not** about matters of public concern, then the employee’s speech is not subject to First Amendment protection. But if the speech touched upon matters of public concern, then the court must proceed with its analysis, and the employee’s speech may be protected under the First Amendment — even if the speech related to the public employee’s job or concerned information they learned as a public employee.

To determine whether speech involves a matter of public concern, courts consider the content, form and context of the speech. The Supreme Court has explained that speech deals with matters of public concern when it can be fairly considered as relating to any matter of political, social or other concern to the community, or when it is a subject of general interest, value and concern to the public (*Snyder v. Phelps*, 562 U.S. 443, 453 [2011]). Examples of matters of public concern include racial discrimination, government misconduct or the government’s use of its resources.

Step 3: Balancing Interests

If the employee indeed spoke as a citizen on a matter of public concern, then under the third step of the analysis, the question becomes whether the balance of interests favors the employee or the public employer. More specifically, the question is whether the employee’s interest in commenting on

matters of public concern outweighs the government's interest, as an employer, in the efficient administration of the workplace. In order to make this determination, courts examine many different factors, including: (1) whether the speech impaired discipline by superiors or harmony among co-workers; (2) whether the speech had a detrimental relationship on close working relationships for which personal loyalty and confidence are necessary; (3) whether the speech impeded the performance of the speaker's job duties or interfered with the regular operation of the enterprise; and (4) whether the speech undermined the employer's mission.

In general, courts have more commonly sided with the employer over the employee under this step, although there are some cases in which the employee's First Amendment interests prevailed. For example, in *Chico Police Officers' Association v. City of Chico*, 232 Cal.App.3d 635 (1991), a California court sided with a police officer who was disciplined for criticizing his police chief and other higher-ups in his department in a union newsletter. After determining that the officer's speech touched on

matters of public concern, the court found that the balance of interests weighed in his favor. The court found it dispositive that the government offered no evidence showing that the officer's speech had a disruptive effect on the department other than the police chief's personal opinion that he viewed the officer's comments as interfering with close working relationships and a direct attempt to undermine his authority. The government also offered no explanation as to how the officer's statements impeded his ability to do his job or interfered with the department's public responsibilities. Additionally, the court held there was not even an inference of disruption caused by the officer's statements because he was a rank-and-file officer as opposed to a high-level official charged with administering policy.

In short, if an employee speaks as a citizen on a matter of public concern, their speech will be subject to First Amendment protections if the balance of interests favors the employee. Otherwise, if an employee's speech is significantly harmful to their employer or its mission, then the employer may act to prevent further harm.

Takeaways

Police departments have an undeniable interest in implementing departmental policies, directives and mandates that rank-and-file officers are expected to follow. Nevertheless, this interest does not automatically outweigh individual officers' interest in speaking on matters of public concern. Although the outcome of each case involving public employee speech depends on the specific facts involved, it is clear that an employer may not discipline an employee for speaking as a citizen on matters of public concern in a manner that does not interfere with the efficient functioning of the workplace or cause internal disruption. **FOP**

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New Retired Law Enforcement Concealed Carry Legal Defense Coverage



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

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

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


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

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

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

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

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



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Proclamation to Honor

In October 1962, President John F. Kennedy signed a proclamation that designated May 15 of each year as Peace Officers Memorial Day. An excerpt from that document reads:

Whereas the police officers of America have worked devotedly and selflessly on behalf of the people of this Nation, regardless of the peril or hazard to themselves; and

Whereas these officers have safeguarded the lives and property of their fellow Americans; and

... Whereas these men and women by their patriotic service and their dedicated efforts have earned the gratitude of the Republic:

... be it resolved that ... the President ... issue a [proclamation] designating May 15 of each year as Peace Officers Memorial Day in honor of the Federal, State and Municipal Officers who have been killed ... in the line of duty.

At the time the proclamation was signed, the thought of a pandemic with

the magnitude of COVID-19 was not considered a possibility. The necessity to cancel the 2020 National Peace Officers' Memorial Service and to postpone the 2021 Memorial Service was also never considered. However, now it is reality.

The proclamation not only designates the date and foundation of the decree, it also recognizes the service of the men and women who stand guard, night and day, to protect and enforce the laws of our country, and invites states and communities to observe Peace Officers Memorial Day with appropriate ceremonies.

On October 16, 2021, families, friends and co-workers will gather on the west front lawn of the U.S. Capitol in Washington, D.C., to honor their loved ones. What a coincidence that President Kennedy signed the proclamation in October 1962, and 49 years later, we will meet in October to pay homage to the 491 officers who selflessly gave their lives while serving and protecting the citizens

of this country over the past two years. As family members are escorted to the white chairs, a place of honor at our service, the service begins. The reflection of our deepest respect for the officers and their families is understood. The performers and speakers will each offer moving tributes, and families will place a flower in the memorial wreath as their loved ones' names are read. As the final song is offered and you look upon the sea of blue ribbons being waived in honor and remembrance of our heroes, the service concludes.

The Fraternal Order of Police and the Fraternal Order of Police Auxiliary aspire to the day when there are no more new names to be read, no more new names are to be inscribed on memorials, and no more new families have to grieve a line-of-duty death. Until that day, we will remain vigilant to carry out President Kennedy's proclamation to honor our fallen heroes and continue to demonstrate our commitment to "Never Let Them Walk Alone." **FOP**

SHARE YOUR STORY!

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

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

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