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Auxiliary Conference Will Address Benefits and Issues

ARE YOUR OFFICERS UP-TO-DATE ON AUTISM TRAINING?

By Lon Bartel, retired officer, Nationally Certified Instructor and Director of Training & Curriculum at VirTra

According to the CDC, 1 in 54 people within the United States are diagnosed with autism. As such, law enforcement officers—who interact with countless individuals—are certain to come into contact with an autistic individual at some point in their career. Unfortunately, there are instances that prove not all agencies are equipped and educated in terms of interacting efficiently with people on the spectrum.

THE ROLE OF LAW ENFORCEMENT

Officers must be aware of certain signs that they are interacting with an autistic person. Failure to recognize these signs has led to officers mistaking autistic behaviors for criminal ones, including resistance or even drug use.

Unfortunate cases have occurred where autistic individuals were unnecessarily traumatized and left with minor injuries because the officer could not differentiate between autism and criminal behaviors.

AUTISM TRAINING

To prevent these cases, VirTra and the Southwest Autism Research and Resource Center (SARRC) teamed up to create the nationally-certified “Autism Awareness” curriculum for law enforcement. It teaches officers the signs of autism and the best methods of communication. After all, people diagnosed with autism communicate differently and often have trouble grasping social cues or may be entirely nonverbal.



Next, officers can test their new skills in VirTra’s simulators, whose cutting-edge technologies display real-life scenarios featuring real autistic individuals for the most realistic, skill-transferring training possible. Children and adults on the autism spectrum are a critical part of these scenarios, as this is the most accurate and respectful way to educate officers while training.

Each of these autism awareness scenarios are programmed with extensive branching options, allowing officers to enhance their skills and understand the consequences of each action. Departments know they are receiving quality training because this curriculum—just like dozens of others—is nationally-certified by IADLEST. Best of all, these curricula come free in every simulator for law enforcement customers.

AUTISM TRAINING IN THE MEDIA

Now, over a year since the course made its debut in VirTra’s V-VICTA™ curriculum lineup, Autism Awareness has been installed on simulations nationwide and has attracted praise from experts and officers alike.

Most notably, VirTra’s autism curriculum has been a critical training tool for the Utah Attorney General’s Office and the officers that train in their facility.

Chief Ken Wallentine, West Jordan Police Department, is one of the departments that train at the Utah Attorney General’s Office. “We’re astonished at the positive comments from our officers. They feel much better prepared to handle calls for service involving persons with autism and to practice empathy in an effective way.”

AUTISM TRAINING IN LEGISLATION

The necessity of law enforcement autism training has worked its way up into legislation. Recently, Utah Governor Cox signed H.B. 162 Peace Officer Training Amendments and H.B. 334 Special Needs Training for Law Enforcement.

Together, these bills require POST to include autism spectrum disorder training and other mental illnesses.

Fortunately, departments who train with VirTra have 2 hours of nationally-certified training at their fingertips which count towards the POST requirement. Start teaching your officers how to recognize autistic behaviors and increase the safety for both them and the communities they serve by contacting a VirTra specialist at www.virtra.com



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Don't Hate the Player, Hate the Game



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

We have all heard the catchphrase, “Don’t hate the player, hate the game.” While its meaning may vary, Urban Dictionary describes it as “Don’t blame me; this is how the system works” — as is the case with the police reform being considered in the House and Senate. And so, the hate begins. . . Other organizations are feeling left out and lashing out. You may have seen information circulating that purports to have inside knowledge about the FOP’s private meetings with members of Congress. These assumptions are misleading at best and largely based on a false premise. They simply would not know, because they were absent during this process.

Here are the facts: As the nation’s largest rank-and-file police organization, the FOP has been deeply involved in efforts to craft a criminal justice reform bill for more than a year now — from working with the previous Congress and administration to our current and ongoing efforts with this administration and the members of both parties in the House and Senate who have been identified as the lead negotiators on this issue by their respective leaderships.

The FOP is absolutely committed to fully preserving the existing doctrine of

qualified immunity, and this position is known and understood by everyone on the Hill. We are equally committed to ensuring that any provisions addressing the use of force by law enforcement are consistent with the standard established in *Graham v. Connor* and the *National Consensus Policy on the Use of Force*, a policy document drafted by the FOP and our partners in the International Association of Chiefs of Police (IACP), which was endorsed by nine other major law enforcement organizations. On these points, the NFOP intends to hold firm.

The FOP does support meaningful criminal justice reform, and we have grown more optimistic that progress is possible as these meetings and discussions continue. We remain committed to ensuring that the voice of our members, the rank-and-file officers on the beat, is clearly heard, that and our interests — officer and public safety — are clearly reflected in any final draft.

The FOP has been meeting jointly and individually with the chief congressional negotiators tasked with developing a criminal justice reform package in both parties. We’ve met with members of Congress in partnership with other law enforcement groups and have also been

meeting one-on-one as part of this ongoing effort. The members of Congress with whom we’ve been working in good faith have also made clear to us and their colleagues that no legislative package is likely to advance unless it has the FOP’s support. This should reassure all our members that the final, bipartisan consensus draft will have the support of the FOP, or it will not pass.

You can be assured that despite the false rhetoric by other groups, the FOP does not take positions on unfinished, draft legislation — especially when we are directly involved in the drafting process. The current situation is still very dynamic, and nothing is agreed until everything is. Assertions that the FOP has endorsed a draft bill or legislative language are lies, plain and simple.

At this writing, our most recent meeting was with the Republican and Democratic senators leading the negotiations on criminal justice reform. New language is expected to be shared among all parties for further review and input as the process moves forward. I must emphasize that this is a process, and until that process concludes, we will continue to work hard and stay engaged to protect our noble profession and the interests of our members. **FOP**

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

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Indianapolis, Here We Come!

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

Sisters and brothers, I pray that you and your families are healthy and safe. Summer is here, and it is a wonderful time to be outside and enjoying the great outdoors with the ones we love. It does seem that most areas of our country have settled down and things are getting back to normal. Enjoy the season and make time for yourself.

Indianapolis, here we come! I recently received an update on the activities planned for us all at the 65th Biennial National Fraternal Order of Police Conference by Indiana State Lodge President Bill Owensby and Indianapolis Lodge #86 President Rick Snyder, and I am here to tell you, it is going to be fantastic. The Indianapolis FOP has made special arrangements for us to experience the 27th

annual Pennzoil 150 race on Saturday and the Brickyard 400 on Sunday. There will be a welcome reception on Monday night, followed by "The World's Largest Human Blue Line" on Tuesday evening and a world-class country music farewell concert on Wednesday night. Do not miss out on the fun and festivities — come join us for fellowship and have some fun together.

On the business side, the Conference meeting is tentatively set to begin each morning at 9 a.m., and our president will most likely recess each day around 2 p.m. We have decided to have concession stands open for your refreshment needs; however, there will be no official lunch breaks. Much business, ceremony, presentations and special speakers will be held, and your presence is needed to conduct the orderly

business of the Order. Please arrive on time in your designated seating area and be attentive to the business at hand. If you have business to conduct on the floor, go to the nearest microphone and give your name, state and lodge number so that I may memorialize you in the record of proceedings.

When President Yoes calls for the recess of business each day (except on Thursday), take advantage of the 12 different and unique educational opportunities taking place in the convention center. We have seminars ranging from "Robert's Rules of Order" to "Wellness Strategies," and from "Policy Changes in a Nation of Police Reform" to "QuickBooks Training: First-Time and Intermediate Users." If you have an interest in a topic facing you today, most likely we have a seminar for you to gather valuable information to take back home. I cannot save you a seat, so sign up early.

Again, I encourage presidents or secretaries to pick up all their lodge delegates' credentials and distribute them back at their hotel or in another area. Simply email credentials@fop.net to participate in the service. Requests cannot be accepted after the end of July. Also, if you can assist with helping the Credentials Committee or the sergeant at arms with security, please send me an email and I will forward it to the appropriate chairman.

Let me change it up at this point and talk about something weighing heavily on me. We are brothers and sisters first and foremost. We have each other's backs, or at least we should. There is too much negativity happening in our great country, with us being at the center, receiving undue ridicule and accusations. Like you, I am proud to be a law enforcement officer and I am proud of the service that I have given my community. I am proud to be FOP strong. I am saddened to have

LET YOUR VOICE BE HEARD!



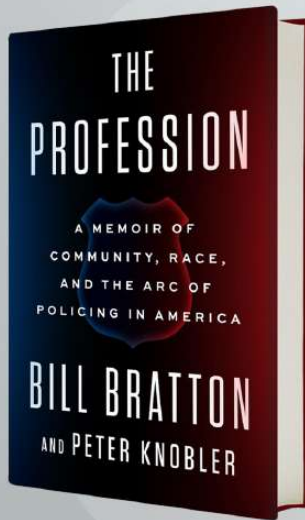
The FOP constantly endeavors to hear about the experiences of our members, so that we can understand how best to serve you.

Policing during the pandemic and other challenges faced in 2020 have created different experiences for many of us. Share yours with us at www.surveymonkey.com/r/FOPCOVID-19.

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 www.surveymonkey.com/r/PowerInPeers.

witnessed, over the past year, sisters and brothers turning on each other, making outlandish assertions, name-calling and being just plain rude and unprofessional. It is perfectly healthy to disagree and take a different position, but be professional. What moves us forward is honest debate, but when decisions are made, we have an obligation to carry out those decisions and try our best to implement them. If it becomes apparent that there is a better or more practical solution, we should offer suggestions for realignment. It is not acceptable to sit back and say, "I told you it wouldn't work," or "This was a silly idea in the first place." Sometimes it is how we say it, not what is said. Be mindful of this in your dealings in the lodge. No one, especially our younger members, wants to be around grumpy, arrogant or condescending individuals. These characteristics do not instill esprit de corps, but rather withdrawal and alienation. We need to stand together now more than ever.

In closing, I am looking forward to seeing everyone soon, and I am honored to be at your service. If I or any of my staff can be of service to you in any way, please let us know. Be safe, my friends. **FOP**



The Profession, authored by Bill Bratton and Peter Knobler,

is a new book about race, community and the arc of policing in America over the past five decades. A riveting combination of cop stories and community involvement, *The Profession* presents not only a fascinating and colorful life at the heights of law enforcement leadership, but the vision for the future of American policing that is sorely needed.

The Profession can now be purchased at bookstores, on Amazon and through Penguin Press online.

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Knowing Your Responsibilities as a Lodge Treasurer



// **WRITE TO US!** If you have further questions, contact Tom Penozza at tomfop@aol.com.

As your National treasurer, I am frequently asked what a treasurer should be doing with lodge funds and what should be reported to lodge members. I always start by saying that as lodge leaders, we must be familiar with our lodge's constitution and by-laws. The basic answers about how to run your lodge and how to handle your finances can usually be found there. It is also important to put in place additional procedures for handling lodge finances. The treasurer should be suggesting procedures to the board, because how the lodge funds are handled should be a board decision.

As a State Lodge treasurer and now as your National treasurer, I am responsible for multiple bank accounts. I work with the lodge accountant to make sure all our procedures are up to date and being followed for all the accounts. Your lodge may only have one bank account, or you may have multiple accounts. The Grand Lodge has five checking accounts, two savings accounts and an investment account. The Grand Lodge and the Foundation each have a checking account and a savings account, the PAC has a checking account, the member solicitation has a checking account and the FOP Financial Corp has a checking account. The Foundation checking account has three accounts within it, for the Memorial, disaster relief and the general Foundation. We also have two loans for the buildings in Washington, D.C. In addition, the Grand Lodge issues credit cards to the Executive Board and some employees. It is my responsibility to manage all these accounts and report on them to the Board every month. I issue approximately 3,000 checks every year, and I must make sure each expense has proper authorization and receipts before the check is sent. Your lodge treasurer is responsible for managing your accounts, making sure procedures are followed and reporting to the members of your lodge on a regular basis. If this is not

happening, you need to find out why.

Your lodge treasurer, with guidance of the board, should prepare a draft of a budget every year to present to the board so they can finalize and approve a budget for the upcoming year. This allows your board to track the progress of your finances throughout the year. On a regular basis, your treasurer should prepare reports on your lodge finances for the board and your members. I send out reports to our National Board monthly, and the trustees share that information with their members. The treasurer should also advise the board if some items are likely to exceed what they have approved. Remember, the board has approved the spending limits, and they must be adhered to by your treasurer. I prepare a financial sheet that shows the balances in all our accounts, budget versus actual reports for the Grand Lodge and the Foundation, check registers for the previous month for checks written on any of our accounts and balance sheets for any accounts with no activity. Your board and membership should determine the type and scope of the reports the lodge treasurer should prepare.

Bank statements should be reconciled each month and reviewed by your lodge accountant, another board member or several board members. Someone other than the treasurer should be reviewing income and expenses each month. The Grand Lodge bank statements are sent directly to our accounting firm each month. After I reconcile the bank accounts, I forward copies of the reconciliations to our accounting firm and to our part-time accountant, Bob Krone, to review. Bob also requests copies of cleared checks, which he then follows up on to make sure the expenditure was proper.

We also have an annual audit by our accounting firm that double-checks everything that has been occurring during the past year. During that audit, the auditors point out changes in their auditing

procedures, which sometimes require us to change the way we handle our finances. Everything is done to protect the assets of the lodge and make sure the members know how their funds are being spent. Information from the audit is also used to complete the LM2 form the Grand Lodge is now required to file each year with the Department of Labor. Furthermore, it is used to complete yearly reports for workers' comp insurance. Your lodge should determine what it needs to track and how extensive an audit is needed.

It is very important to maintain proper records for tax purposes and any issues that may arise. The Grand Lodge uses QuickBooks to keep track of our expenditures, and we are now keeping copies of vouchers that authorize an expense and receipts for the expenses electronically. Your lodge should determine how you will keep copies of expenses, approval for the expense and receipts, and you should make sure those items are properly stored.

I realize that, in many lodges, a small number of board members do most of the lodge business. But it is important for each board member to know what their lodge constitution and by-laws say their responsibilities are, and to make sure they fulfill those responsibilities. As your National treasurer, I get various assignments from the president or the Board, and I do those as asked. But I was elected to be your treasurer, and the National Constitution and By-Laws spell out what I am responsible for. Those things, above all else, are the treasurer's responsibility. We have over 2,000 local and State Lodge treasurers who should make sure they are following proper procedures, reporting to the membership and ensuring the treasurer's job is being done properly.

The Grand Lodge puts on a seminar each February in Nashville, Tennessee, where we can provide you, your treasurer and your lodge leadership with all the information you need to run your lodge. **FOP**



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

I was talking to a flight attendant friend of mine the other day who was explaining to me the increase in violence against flight attendants in the air. He told me that it has gotten so bad, his airline and others are delaying alcohol service on flights. A female flight attendant on Southwest Airlines recently lost two teeth after allegedly being punched by a passenger who had ignored standard flight instructions. An FAA spokesperson was quoted as saying, "Based on our experience, we can say with confidence that the number of reports we've received during the past several months are significantly higher than the numbers we've seen in the past."

In Chicago, a bus driver was tasked with imposing mask regulations on passengers. When he requested compliance and eventually got it after taking a great deal of grief, a passenger became unruly and was asked to exit the bus. His comment on the way out was "I'll blow your f---ing head off." After exiting, he in fact fired three rounds through the bus door, narrowly missing the driver.

A recent survey from the American Psychological Association found that 44% of teachers reported being physically attacked by students. More than half of the teachers surveyed experienced the destruction of

personal property by students (computer, car, phone, jacket, home, etc.). A whopping 75% of teachers said they had been verbally harassed by a student in some way during the past year.

According to a *Washington Post* analysis of the first five months of 2021, gunfire killed more than 8,100 people in the United States. That's about 54 lives lost per day. It's about 14 more lives lost per day over the last six years' average.

These facts, these stories, these real-life tragedies are perfect examples of the breakdown in the fabric of our society. It's not just the authority of law enforcement that is being challenged; authority is being challenged at every level within our society. If there is no respect for law enforcement, why should there be any respect for any authority figure?

Although the "defund the police" movement seems to be losing some steam, it produced its anticipated results. By turning well-meaning citizens against the police and aligning them with the ideologies of people who have had longstanding resentments against authority, the floodgates have been opened.

And while the violence, chaos and mayhem have flooded every city in the nation,

our law enforcement officers are among the many other victims of this siege, adrift in a lifeboat and bailing out water. Across this country, law enforcement agencies are struggling with staffing issues. Retirements are up and recruitment is down. Politically motivated policies are mandating that enforcement actions should be curtailed if there is the slightest probability that any force may be used. Gun sales are through the roof as law-abiding citizens are coming to the realization that they, too, are in the sinking lifeboat.

Many of us grew up on the principles of Sir Robert Peel. One of his most quoted and excerpted principles is that "the police are the public, and the public are the police." Unfortunately, we cannot be all things to all people. So, until more of our citizenry find themselves in the lifeboat with the rest of us, the carnage will continue.

We can only do what society asks of us. Let's hope that they start asking — no, demanding — that the rule of law come back into fashion and recognizing that there is a definite need for respected lines of authority throughout our nation's social fabric. Otherwise, we're going to need a bigger boat... **FOP**

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65th Biennial National Conference and Exposition

Indiana Convention Center, Indianapolis

August 15-19



The FOP is headed to Indiana for the 65th Biennial National Conference and Exposition. During the Conference, seminars will take place, the Constitution and By-Laws will be reviewed and changed, the Executive Board will be elected, exhibitors around the country will showcase their products and services at the Expo and much more. Here are the latest updates from this year's event:

DONATIONS NEEDED FOR FOP FOUNDATION RAFFLE

The FOP is asking State and local lodges to donate items for the Second Annual National FOP Foundation Raffle.

The raffle will take place on August 19, and all proceeds will go to the NFOP Foundation, a 501(c)(3). Contact National Secretary Jimmy Holderfield or National Ways and Means Chair Mike Essig for details.

SEMINAR SCHEDULE

MONDAY, AUGUST 16

- Room 101: *NFOP Diversity Awareness Training* — **Robert Gaddy Jr.**
Room 102: *So, You Were Elected to a Leadership Role in the FOP... What's Next?* — **Richard Boyd**
Room 103: *First Response: Autism Awareness Training for First Responders* — **Sarah Smith and Shannon Swanson**
Room 104: *Courageous Leadership for Law Enforcement* — **Travis Yates**
Room 105: *FOP Legal Defense Plan* — **Michael Yon**
Room 106: *Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight* — **Rudy Perez**
Room 107: *Building Financial Strength in First Responder Families* — **Nick Daugherty**
Room 108: *FOP Officer Wellness: How Our Organization Is Leading the Way* — **Sherri Martin and National Officer Wellness Committee**
Room 109: *Tax Affairs of a Lodge* — **Robert Krone**
Room 110: *Policy Changes in a Nation of Police Reform* — **Leo T. Blackwell and John F. Kautzman**
Room 116: *Responding to Line-of-Duty Death: Supporting the Family and Co-workers* — **Dianne Bernhard**
Room 117: *The Truths of De-Escalation* — **John Bostain**

TUESDAY, AUGUST 17

- Room 101: *NFOP Diversity Awareness Training* — **Robert Gaddy Jr.**
Room 102: *So, You Were Elected to a Leadership Role in the FOP... What's Next?* — **Richard Boyd**
Room 103: *First Response: Autism Awareness Training for First Responders* — **Sarah Smith and Shannon Swanson**
Room 104: *Courageous Communication: Silencing Cowards and Exposing Liars* — **Travis Yates**
Room 105: *FOP Legal Defense Plan* — **Michael Yon**
Room 106: *Fair Labor Standards Act* — **Michael Coviello**
Room 107: *"Not on My Watch": A LEO's Guide to Getting Help Confidentially* — **Carlos Farina, Adam Mogul and Rich Wistocki**
Room 108: *Choosing a Competent Wellness Professional: Getting the Best Care for You and Your Family* — **Sherri Martin**
Room 109: *QuickBooks Training: First-Time and Intermediate Users* — **Izabela Poludniak and Jim Robbs**
Room 110: *FOP Medicare Advantage Plan* — **Julie DeHaven and Steve Gervasio**
Room 116: *National Police Weekend 2021 and Police Week 2022* — **Dianne Bernhard**
Room 117: *The Truths of De-Escalation* — **John Bostain**

WEDNESDAY, AUGUST 18

- Room 101: *Disaster Area Response Team: Being Prepared to Serve Those Who Serve* — **Jason Smith**
Room 102: *FOP Medicare Advantage Plan* — **Julie DeHaven and Steve Gervasio**
Room 103: *Basic Fundamentals of Robert's Rules of Order* — **Rob Pride**
Room 104: *Courageous Leadership for Law Enforcement* — **Travis Yates**
Room 105: *FOP Legal Defense Plan* — **Michael Yon**
Room 106: *Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight* — **Rudy Perez**
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Room 108: *Wellness Strategies for the Law Enforcement Family* — **Sherri Martin and FOP Auxiliary**
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SEMINAR DESCRIPTIONS

Basic Fundamentals of Robert's Rules of Order

ROB PRIDE

This course is geared toward new or aspiring lodge leaders who wish to learn the basic fundamentals of running a lodge meeting using Robert's Rules of Order. Basic rules such as motions, points of order and meeting decorum will be discussed. This is not an advanced course or a parliamentary certification of any kind.

Building Financial Strength in First Responder Families

NICK DAUGHERTY

This is an in-depth financial wellness class taught by first responders for first responders. It addresses the financial topics of budgeting, will and estate planning, legacy go-bag preparation, debt reduction, pensions, retirement planning, financial pitfalls of first responders and the eight phases of financial training (building your plan). The training helps build your financial strength and alleviate stress related to your finances to prepare you for financial success!

Choosing a Competent Wellness Professional: Getting the Best Care for You and Your Family

SHERRI MARTIN

The FOP Officer Wellness Committee strives to locate and identify the best in wellness services for law enforcement officers and their families. This seminar will explore indicators of quality specialized care for members of the law enforcement family and will provide tips and pointers on locating services that work best for each individual. The FOP Vetted and Approved Wellness Provider Vetting Guide will be introduced, and the Committee will share and review practices that they use to review providers to ensure that our members have access to the best.

Courageous Communication: Silencing Cowards and Exposing Liars

TRAVIS YATES

"Courageous Communication" is a unique and fast-paced course designed to give a voice to a profession that has been silenced by the media, activists and "cancel culture." The course revolves around the "Circle of Chaos" that has prevented law enforcement from communicating directly to the public, and real solutions with real-world successes will be discussed.

Courageous Leadership for Law Enforcement

TRAVIS YATES

"Courageous Leadership" is a dynamic course designed to give leaders in organizations the tools needed to combat a myriad of obstacles that stand in the way of greatness. From dealing with politicians to activists, this course places the most important virtue in the center of leadership: **courage**.

Disaster Area Response Team: Being Prepared to Serve Those Who Serve

JASON SMITH

This session will cover what volunteers during a disaster



deployment should do to prepare themselves to be a volunteer, what you can expect from us and what we on the deployment expect from you. When disaster strikes, one thing our members can count on is that help is on the way!

Fair Labor Standards Act

MICHAEL COVIELLO

This session will explore what is compensable and included in overtime.

First Response: Autism Awareness Training for First Responders

SARAH SMITH AND SHANNON SWANSON

This seminar will provide law enforcement with an overview of autism spectrum disorders, current research and practical strategies for assisting individuals in the community during emergency or crisis situations. All participants will be able to identify the common characteristics of individuals with autism, analyze common complicating factors of various emergency situations, and select strategies to meet the needs and support the safety of individuals with autism in their community. Hands-on examples and resources will also be shared.

FOP Legal Defense Plan

MICHAEL YON

Don't let an administrative, civil or criminal lawsuit affect your financial or job security. This session will provide guidance around the necessity of protecting you and safeguarding your family's future with affordable, comprehensive coverage through the FOP Legal Defense Plan. This session will leave you with a clear vision of the dedicated claim services, experience and expertise of law enforcement cases, the attorney selection process and the invaluable cost of obtaining legal defense protection before a lawsuit happens.

FOP Medicare Advantage Plan

JULIE DEHAVEN AND STEVE GERVASIO

This session is an introduction to the four national Medicare Advantage plans offered in partnership with Aetna for FOP Medicare-eligible retirees, spouses and dependents.

FOP Officer Wellness: How Our Organization Is Leading the Way

SHERRI MARTIN

The National Officer Wellness Committee will share an

overview of the suite of wellness programs developed with our membership in mind. Attendees can expect to gain greater knowledge of wellness products vetted and approved by the FOP for specialized work with police officers and their families and will learn about opportunities to become involved in the efforts of the FOP Division of Wellness Services.

Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight

RUDY PEREZ

This session will cover the events of the 2020 pandemic and police defund movement. It will speak about leading during one of the most challenging times in law enforcement and school-based policing. It will also provide tools and strategies used to help a department stop a disbandment by using digital media and a path to move forward.

National Police Weekend 2021 and Police Week 2022

DIANNE BERNHARD

This session will discuss the events hosted at National Police Week and the impact on upcoming National Police Weeks due to the high number of officer deaths from COVID and the cancellation and rescheduling of National Police Week in May 2020 and May 2021. Participants will be given an overview of what to expect at National Police Weekend in October 2021 and at National Police Week in 2022.

NFOP Diversity Awareness Training

ROBERT GADDY JR.

This program is focused on diversity awareness at all levels of the Fraternal Order of Police. Attendees will gather valuable information to take back to their own states and lodges that will aid them in fostering a more diverse organization.

“Not on My Watch”: A LEO’s Guide to Getting Help Confidentially

CARLOS FARINA, ADAM MOGUL AND RICH WISTOCKI

This training showcases how first responders suffer in silence and are afraid to ask for help from their command staff. We will discuss why so many first responders suffer in silence because they feel they cannot access treatment without being “outed.” This session will guide and direct the member how to help the officer report **confidentially**.

Policy Changes in a Nation of Police Reform

LEO T. BLACKWELL AND JOHN F. KAUTZMAN

This presentation will discuss the dramatic shift in societal perception of law enforcement, as well as several of the suggested changes to police policies and procedures, including use of force, civilian oversight and labor agreements. We will also cover strategies and best practices for union leaders and legal practitioners on how to defend against unnecessary and detrimental proposals, as well as facilitate positive initiatives.

QuickBooks Training: First-Time and Intermediate Users

IZABELA POLUDNIAK AND JIM ROBBS

Orientation of first-time users on QuickBooks Desktop basics like setting up a company and chart of accounts, writing checks, making deposits, creating a bank reconciliation and making a budget. Intermediate users will learn how to create batch invoices and track receivables and payables. Training will focus on QB Desktop, but QB Online questions will be answered. **Note:** Bring a laptop with QuickBooks installed/accessible, if intending to follow along. A step-by-step guide for QB Desktop will be provided.

Responding to Line-of-Duty Death: Supporting the Family and Co-workers

DIANNE BERNHARD

Losing a co-worker in the line of duty is a life-changing experience. How the agency responds to the surviving family and the co-workers following such a loss is vitally important to the grieving and healing process. This session will look at recent changes in LODD trends and will give strategies for law enforcement when responding to tragedy.

So, You Were Elected to a Leadership Role in the FOP... What’s Next?

RICHARD BOYD

This class will show the effectiveness of the daily FOP leadership traits needed to show members and non-members the knowledge and abilities needed in every FOP leader.

Tax Affairs of a Lodge

ROBERT KRONE

This session will discuss annual tax filings for lodges, including 990s, E-postcard filings, filings for employees and independent contractors as well as filings for PAC funds and lodges with unrelated business income. Other topics include solicitation issues and accounting recordkeeping.

The Truths of De-Escalation

JOHN BOSTAIN

De-escalation: It is a term frequently used by politicians, activists and law enforcement professionals. But what is it? And more importantly, what is it not? Many people do not have a realistic understanding of de-escalation, so this course examines three fundamental truths that should guide discussions with the community, political leaders and the officers in your agency. We will also examine three key strategies for empowering officers with the tools they need to attempt de-escalation.

Wellness Strategies for the Law Enforcement Family

SHERRI MARTIN & FOP AUXILIARY

The families of our law enforcement members are often their greatest concern and simultaneously their greatest source of support. Members are encouraged to attend this seminar focused on strategies for successfully navigating life as a law enforcement family. Drawing on the experience of members of the National FOP Auxiliary, along with the FOP Division of Wellness Services, attendees can expect to walk away with new wellness tools.

MEMBER SPOTLIGHT

Mike Sauger

JIMMY HOLDERFIELD / NATIONAL SECRETARY

This month's featured member hails from the state of Michigan. Officer Mike Sauger is currently in his 23rd year with the Warren Police Department. He joined the Fraternal Order of Police in 1998 and became actively involved with his local lodge in 2008, serving as treasurer and then president (full-time union president for 10 years), and currently as immediate past president and treasurer.

On the state level, Brother Mike has served as sergeant at arms, vice president and, since 2018, president of the Michigan State Lodge. He is also the executive director of the State Lodge, overseeing the office operations, and he is a registered lobbyist with the Michigan State Senate and House of Representatives. He currently holds a seat on the governor's board representing Michigan's law enforcement officers.

President Mike says he was drawn to the FOP because we are a family of police officers working together to protect each other — active, retired and future officers. As State president, he enjoys attending local lodge meetings and events, and he especially likes installing new lodge officers. He emphasizes to local lodge leaders that they and their members are the backbone of the FOP. He stresses that we are only as strong as each individual member, and it is imperative that we support each other for all of us to succeed.

Mike gives praise to Past Michigan State President Joe Adams for creating a stellar grassroots legislative program, which Mike continued as State president, in combating a massive pension war that attacked active and retired officers' pensions. He also points out that he and Brother Joe engaged lobbyists, their members, and FOP leaders from Ohio (Jay McDonald) and Illinois (National Sergeant at Arms Keith Turney) to aid in the fight. "To the newer leaders in the FOP, I encourage you to always reach out to your state, other states and national leaders when you have issues, but especially,

build those bonds with your neighboring states," Mike advises.

President Sauger notes that the FOP provides benefits to our members that are, in many ways, far superior to the benefits offered by the members' agencies. He implores us all to continue improving and expanding the benefits offered to our members. He says his favorite thing about being involved in the FOP is the friends he has made, locally, statewide and throughout the country. He met his best friend, Lisa, through the FOP, and in the fall of 2022, they will be married.

We asked President Sauger what his key to success is. His response: "Surround yourself with a **team** — a diverse team where each member brings different ideas or skillsets." Tackle each situation from different viewpoints and build the team from different genders, races and backgrounds, including active, retired and past leaders, he explains. "I am proud of the team we have in Michigan, and I attribute our success to all of us working together."

In conclusion, President Mike gave this advice: "Get involved! I was invited to attend a State Conference at the last minute and I knew very few people, but when I left, I was appointed to several committees and was running for the State Board." He also counsels that lodges should "bring your members to your state and the National Conferences; let them experience just how big the FOP is. Know that the problems and issues we face at the local and state levels are most likely being addressed or have been addressed in another local or state." Finally, he adds, "Make the connections and learn from the positives."

President Sauger is a dynamic FOP leader, and we are proud to honor him in our July Member Spotlight. **FOP**



Mike Sauger met Lisa, his best friend and wife-to-be, through the FOP.



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STUDENT LOANS

The Fraternal Order of the Police has partnered with College Ave Student Loans to give our members and their families a better student loan experience.

HOW TO CHOOSE A STUDENT LOAN: KEY FACTORS TO CONSIDER

First, consider any federal student loan options available to you. If federal student loans fall short, and you need a private student loan, do not assume that all private student loans are the same. Benefits can vary by lender, and some lenders offer more repayment options than others. Unsure how to choose a student loan and lender? Here are some key factors to look for in a private student loan:

REPAYMENT OPTIONS

The repayment option is the way in which you are required to repay your loan. The biggest decision when it comes to choosing a student loan repayment option is whether you want to make payments while you're in school or postpone until you graduate.

REPAYMENT TERMS

The repayment term is the amount of time you will take to repay the loan. Paying the loan back sooner will result in a lower overall total cost, but it will also result in larger monthly payments. The terms offered by lenders vary. Some lenders may assign you a term while others may allow you to choose a term that works best for you.

INTEREST RATES

There are two types of interest rates – fixed and variable – and most lenders offer both options.

WHAT SHOULD I CONSIDER WHEN CHOOSING A LENDER?

Choosing a private student loan lender can seem overwhelming but knowing what factors to consider can make the process easier. Low interest rates are important, but also be sure to look for lenders with flexible repayment options that can help you match your monthly loan payments to your budget. Also, be on the lookout for any application or origination fees as well.



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SHERRI MARTIN / DIRECTOR OF WELLNESS

On June 8, the U.S. Senate unanimously passed the Confidentiality Opportunities for Peer Support (COPS) Counseling Act, and as of this writing, it is headed to the House of Representatives for consideration. Authored by Senators Catherine Cortez-Masto (D-Nev.) and Chuck Grassley (R-Iowa), this bill would encourage the adoption of law enforcement peer support programs across the country and ensure that the information disclosed during peer support sessions by federal law enforcement officers is kept confidential.

Grassley stated: “Confidential peer support programs provide an important mental health outlet for officers to share their experiences, decompress and receive guidance. This bill ensures officers have an opportunity to participate in peer counseling with the confidence that their privacy will be protected.”

It certainly is no mystery that confidentiality is absolutely paramount for officers who seek the assistance of mental health services

or peer support. Based on our own FOP research, we know that stigma surrounding the use of mental health services is still very much felt by our brothers and sisters, with top concerns being a fear of being seen as weak or unfit for duty and a fear of jeopardizing one’s job or position. These concerns might steer an officer away from seeking support even when they need it most. We may fear that if someone on the job knows we are struggling, they may not trust our judgment or we may risk being put on “desk duty” or suffer other changes to our position.

While those of us in the officer wellness arena have worked very hard to break down the barriers of stigma, to convey the message that it is “OK to not be OK” and to normalize stress and reactions to traumatic experiences as common, we know that for many, concerns about privacy and confidentiality are still very real. These concerns may prevent some officers from seeking assistance even in the most difficult times. Police psychologist Dr. Thomas Coghlan, a member of our FOP Wellness Professional Advisory Panel, also a retired police officer and proud FOP member who now works in private practice with law enforcement clients, recently related his experience with a client affected



by stigma. The client was more concerned that co-workers might find out he was receiving therapy than he was concerned about actually improving his well-being. This certainly speaks to the importance of maintaining privacy and taking confidentiality seriously, especially when it comes to brother and sister officers who are seeking support.

While the current bill was modeled after Nevada's confidentiality laws, at this time the COPS Counseling Act would provide this protection only to federal officers. But it is a clear step in the right direction. The act would provide confidentiality to federal law enforcement officers who utilize peer support services, excepting admissions of criminal conduct or threats of physical harm. (These two exceptions are standard when it comes to privacy and confidentiality.)

It is, of course, our hope that this effort will lead to the same protection for **all** law enforcement officers — local, tribal, state, campus **and** federal. The Division of Officer Wellness will proactively support State Lodges that do not yet have legally protected speech for peer support mentors in their own states but are fighting for it.

As always, we encourage each individual member to be aware of current applicable laws and rules within their respective states and local jurisdictions when it comes to confidentiality and privacy. While some states have enacted protected speech for law enforcement peer support, meaning that peer supporters or peer mentors cannot be compelled to disclose the content of peer support sessions, some states still do not provide this important protection for their members. Peer support subject-matter expert Chris Scallon, a retired Norfolk P.D. sergeant, often puts it like this: "There is a big difference between confidentiality and protected speech. Confidentiality is like a 'pinky swear' where we are relying on the peer support mentor to keep the assistance in confidence. Protected speech is much more solid, and prevents things from leaving the room or being compelled, except in extreme circumstances."

In addition to achieving confidentiality in peer support, the current national bill encourages first responder agencies to adopt peer counseling programs, requiring the Department of Justice to make best practices publicly available and provide listings of training programs for individuals to learn to become peer support mentors. We have also witnessed other recent support from the federal government for the development of law enforcement peer support programs. The 2021 Law Enforcement Mental Health and Wellness Act (LEMHWA) grant program administered by the Department of Justice provides for local, state and tribal agencies to apply for funding to develop mental health and wellness programs within their agencies, including the establishment and enhancement of peer support systems and training. We are excited to see this level of support and hope that this is only the beginning of continued future recognition of the importance of keeping law enforcement officers well.

It is in this arena that the National Officer Wellness Committee is excited to be helping to lead the way in officer wellness. In cooperation with the COPS Office of the U.S. Department of Justice, we are well underway in development of

the **Power in Peers** curriculum

in law enforcement peer support. The first nationally standardized curriculum in law enforcement peer support, Power in Peers will provide an opportunity for officers, active and retired, all across the country to learn the skills to be successful peer mentors. With a focus on not only surviving critical incidents, but also the common stressors faced by members of law enforcement, peer mentors will be trained in assisting their brothers and sisters in building on personal strengths to problem-solve through stressful times. We will, of course, also include best practices for keeping support confidential. We encourage each member of the Order to take a few minutes today to learn about the status of peer protected speech in your own state. Take that step in the right direction with us! **FOP**

For many, concerns about privacy and confidentiality are still very real. These concerns may prevent some officers from seeking assistance even in the most difficult times.

LEARN MORE ABOUT MEDICARE



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*.



The Fraternal Order of Police understands that Medicare can be confusing, so we're here to help. We've answered some frequently asked questions below.

When do I become eligible for Medicare?

You become eligible for Medicare when you turn 65, or earlier if you have certain health conditions.

How do I enroll in Medicare?

You can enroll online at [SSA.gov](https://ssa.gov). You can call (800) MEDICARE (TTY: 1-877-486-2048) 24 hours a day, 7 days a week, if you have questions.

When can I sign up for Medicare?

You can sign up for Medicare during the three months before your 65th birthday month. The window to enroll in Medicare closes three months after your birth month. If you enroll after that, you may face a late enrollment penalty. For example, if you turn 65 in May, you can sign up for Medicare starting in February and ending in August. We recommend signing up for Medicare as early as you can to ensure you don't have any gaps in coverage.

I'm turning 65 soon. When do I sign up for a Medicare insurance plan?

You can sign up for a Medicare insurance plan as soon as you have enrolled in Original Medicare and receive your Medicare beneficiary number. Your insurance coverage will start on the first day of your birth month. For example, if you turn 65 on May 15, your plan coverage would start May 1.

What do the different parts of Medicare mean?

Part A covers hospital care, Part B covers doctor services, Part C refers to Medicare Advantage plans and Part D covers prescription drugs.

What do Medicare Advantage plans cover?

These plans (called Part C) are offered through private insurers, and they combine everything covered under Part A and Part B, and sometimes Part D, into one plan. Plus, these plans often include additional benefits and programs not covered under Original Medicare.

Do I have to enroll in Part B and pay a Part B premium?

Yes, if you want to have services such as primary care visits and lab tests covered. To be eligible for a Medicare Advantage plan, you have to enroll in Medicare Part A and Part B and pay your Part B monthly premiums.

Where can I learn more about Medicare?

For more information, go to [FOP.AetnaMedicare.com/turning-65](https://www.fop.aetna.com/turning-65). We have helpful videos about enrolling in Medicare and the plan options available to you through the FOP. Or visit [Medicare.gov](https://www.Medicare.gov) for general Medicare information.

I've heard that the FOP may have a health insurance plan. Can you tell me more?

The FOP is offering four group Aetna Medicare Advantage PPO plans to Medicare-eligible retired FOP police officers and their spouses. These custom plans are for people who purchase their own insurance and don't have a bargained benefit through their former employer or lodge.

For those with bargained benefits, we're working with some groups across the country to see if we can add these plans to their offerings. Check with your former employer or lodge to see if an Aetna plan might be an option for you.

What is unique about group PPO plans?

Group Preferred Provider Organization (PPO) plans allow you more freedom than an HMO plan, so you can use the doctors and hospitals you want. The four FOP Aetna Medicare Advantage PPO plan options we're offering allow you to see any licensed provider who participates with Medicare and 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.



Do the FOP plans offer more benefits than Original Medicare?

Yes, the FOP Aetna plans include extra benefits and programs not offered by Original Medicare, such as vision and hearing aid reimbursements, the SilverSneakers fitness program, virtual behavioral health care, a referral service to help you find local resources, a 24-hour nurse line and other care and wellness programs to help keep you healthy.

Can I go back to Original Medicare if I don't like my FOP Aetna Medicare Advantage plan?

Yes, you can disenroll anytime from your group Aetna Medicare Advantage PPO plan. You will still maintain your eligibility for Original Medicare and can go back to it at any time. Keep in mind that any cost-share amounts you pay with Aetna, such as deductibles or copayments, will not carry over.

When can I sign up for an FOP Aetna plan?

If you're already on a Medicare plan, you can enroll in the fall during Open Enrollment. If you're just becoming eligible for Medicare, you can sign up for an FOP Aetna Medicare Advantage plan throughout the year. Just be sure you've already enrolled in Medicare Part A and Part B.

Can I switch between the different FOP Aetna plans in the future?

Yes. Depending on how your health needs change, you can choose a different FOP Aetna plan during a future fall Open Enrollment time.

Where can I go for more information about my health plan options?

For more information or to enroll in an Aetna Medicare Advantage plan, go to [FOP.AetnaMedicare.com](https://www.fop.aetna.com) or call Aetna at (866) 246-8060 (TTY: 711), Monday through Friday, 8 a.m. to 6 p.m. ET. **FOP**



Ashland University



Our History

Since 1878, Ashland University has had a long tradition as a private nonprofit institution of higher learning. We prepare students for exciting and rewarding careers in service to the community by placing the **Accent on the Individual**, which has been our motto for many years and truly describes our approach to education. It means that we care about your success as a student and as a person. It also means that our faculty engages with you both in the classroom and out, whether you are an online student or make your home on our campus in north central Ohio. We also hold to our commitment to “teach you how to think, not what to think.” Especially in the fields of criminal justice and homeland security, it is imperative that, in an ever-changing world, our students can be the agents of change needed to advance the professions.

Our Programs

Choosing to study for a career in criminal justice at Ashland University — whether online or in person — means learning from the very best in the field. Our professors don't just teach from a textbook; they've been in

the field — in police departments, in the judicial system, in the correctional system and in probation departments.

The fields of criminal justice and homeland security, as well as your career opportunities, are wide open, and the AU program will prepare you for your future success. You'll gain valuable knowledge in the theory and practice of criminal justice, as well as more specialized knowledge in elective courses such as juvenile delinquency, gangs, advanced criminology and behavioral analysis, victimology, and white-collar crime and criminal organizations.

Many of our students are already in the criminal justice field and are seeking promotional opportunities; many agencies now require either an associate degree or bachelor's degree for promotion. Others in our program are looking to make a career change. Our graduates are working in federal law enforcement and crime analysis with the FBI, Secret Service, U.S. Marshals Offices, Customs, Immigration and with the Diplomatic Security Service. They work in state and local law enforcement agencies, coroner's offices and state-level fraud investigations. Others choose to work

in correctional administration, drug and alcohol treatment programs and private security management. And now, we're taking our expertise into the realms of homeland security and cybersecurity.

The all-new AU homeland security program is designed for those who want to work on the front lines helping people, often in their most critical time of need. This program is designed for students who aren't averse to confronting a disaster directly and on its own terms and who want to be involved with emergencies as they happen and in situations where creature comforts may not necessarily be near the top of the priority list. AU will equip you with everything you need to start or transition to a successful career in homeland security directly after graduation. Our coursework includes border and transportation security, emergency management and digital investigations, all required skills in today's world.

Our cybersecurity program is designed to help you succeed as a professional within the technology industry, which is expanding and evolving every day. Today's technology-focused world needs innovative, technology-focused

professionals who specialize in keeping data safe. Ashland University's cutting-edge cybersecurity program provides you with the hands-on training and skills you need to enter an in-demand, high-income career in technology.

Prepare for a hands-on career helping others in their most critical time of need through preparedness, response and recovery. Our program equips you to enter your chosen career directly after graduation.

Our Students

Whether you're coming directly out of high school or looking to make a career change, our online homeland security program will prepare you for the rigors of making critical decisions in critical situations where the health and safety of entire communities hang in the balance.

Our faculty and staff are dedicated to one goal: your success. Our programs in criminal justice, homeland security and cybersecurity can be completed entirely online. We design our courses with your life in mind; we are very aware of the necessity for work-life balance and strive to ensure that you can accomplish your educational goals. Depending on prior college experience and prior job training, associate degrees can be earned in as little as 12 months and bachelor's degrees in as little as two years. Our advisors and faculty will help you determine your exact completion time frame.

What Our Students Say

"My experience with Ashland's online criminal justice program can be summed up quite neatly in one word: amazing! I was very nervous returning to college after a 12-year hiatus after my first experience at another school. Right off the bat, the AU advising department put me at ease, showing me the highest levels of professionalism and care as an adult online student. As for my overall experience in the program, I cannot state just how impressed I was with the faculty from the criminal justice program. They are truly professionals who are highly skilled and knowledgeable not just in the field, but also of the rigors and demands that are experienced by those students who are in their classes. After a few weeks, I was able to determine a proper balance and rhythm between both completing my assignments and my personal life." — J. Baloney, class of 2018.

For more information, please visit our website: ashland.edu/online-courses. **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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NEW MEXICO NMFOP State Conference

JAMES FLORES / NATIONAL TRUSTEE

New Mexico's 67th State Conference was held June 24–26, 2021, at Albuquerque Lodge #1. Las Cruces Lodge #8 President Robert Parra was elected as

State president, and Lodge #8 Vice President Rose Maese was voted in as our new State secretary. Clovis Lodge #11 State Trustee Rick Smith is our new sergeant at arms.

Lodge #14 in Valencia County has been re-established, and Ruidoso Lodge

#25 is up and running. Their State trustees are Curtis Espinoza (Lodge #14) and Flint Kesterson (Lodge #25).

It was great to be together again! We thank our National officers for gracing us with their presence and look forward to a productive future for NMFOP! **FOP**



National officers with Gil Gallegos: President Pat Yoes, Chairman of Trustees Rob Pride, Past President Gil Gallegos, New Mexico National Trustee James Flores and Secretary Jimmy Holderfield



Lodge #1 retiree Mary Jones sharing a laugh with members of Las Cruces Lodge #8



Lodge #1 member Charles Poole providing Dignitary Protection for the keg served at the pre-conference barbecue



New Mexico's new State Executive Board: Chaplain Harry Tipton, Secretary Rose Maese, Sergeant at Arms Rick Smith, Chairman of Trustees Roberta Radosevich, State President Robert Parra, National Trustee James Flores, Vice President Terry McCoy and Treasurer Robert (Radar) Radosevich. Not pictured: Conductor Tom Smith and Immediate Past President Terry Fortenberry.



The NMFOP Board of Directors being sworn in by National President Pat Yoes, with Past President Gil Gallegos present



Roswell Lodge #55 member Diane Brennan taking a picture of someone taking a picture of her delegation. Also seated (left) is Lodge #1 member Marquita Ortiz.



Policing Reform Discussions

The FOP continues to fight to defend and protect our members' rights and the authorities we need to meet the challenges of the law enforcement mission. For us, criminal justice reform means improved policing, enhanced officer safety, protection of officers' due process rights and renewed efforts to rebuild the trust between police officers and the communities they serve.

National President Yoes addresses these efforts more comprehensively in his article, but I can report that I, as well as staff in the Government and Media Affairs Center, am in daily contact with members of Congress and their staff on both sides of the aisle who have been leading the negotiations on criminal justice reform.

National President Yoes has made it clear to all parties in this effort that:

- The FOP will not yield in our effort to preserve the existing qualified immunity doctrine.
- The FOP will not agree to changes to the "objectively reasonable" standard established by *Graham v. Connor*.
- The FOP will continue to work to ensure that any draft bill provides significant grants and federal resources on accreditation, data collection and training, which is a powerful rejection of the "defund the police" movement that was so prominent last summer.

The FOP **has not** taken and **will not** take a position on unfinished, draft legislation until we see language that both sides have agreed upon.

If you have not already seen the FOP's recently released video explaining the facts regarding qualified immunity,

Just the Facts:

» As the negotiations on criminal justice reform continue, the FOP has made it clear to all parties that it will not yield in its efforts to preserve qualified immunity, maintain the "objectively reasonable" force standard and advocate for significant grants and federal resources on accreditation, data collection and training. The FOP has not taken and will not take a position on unfinished, draft legislation until it sees language that both sides have agreed upon. Meanwhile FOP-backed bills to protect federal law enforcement operating outside our national borders, reduce barriers for officers to access mental health resources, and update the disability determinations and definitions for the PSOB Program have all advanced in the Senate.

please watch it at [youtube.com/watch?v=pf-o5TfOSdc](https://www.youtube.com/watch?v=pf-o5TfOSdc).

FOP-Backed Bills Advance in the Senate

S. 921, the Jamie Zapata and Victor Avila Federal Law Enforcement Officers Protection Act: On May 28, the Senate considered and passed S. 921 by unanimous consent. The legislation, which the FOP supports, would undo a dangerous precedent set by the D.C. Circuit Court of Appeals and clarify that federal law clearly and unambiguously protects federal law enforcement officers operating outside our national borders. The bill is being "held at the desk" in the House, and we hope to bring it to the House floor under a suspension of the rules sometime soon.

The legislation is in response to the murder of Immigration and Customs Enforcement (ICE) Special Agent Jaime Zapata and the attempted murder of his partner, Special Agent Victor Avila. In February 2011, the two federal agents were attacked at a roadblock near San Luis Potosi, Mexico, by hitmen sent by the Los Zetas drug cartel. These men attacked Agent Zapata and, while trying

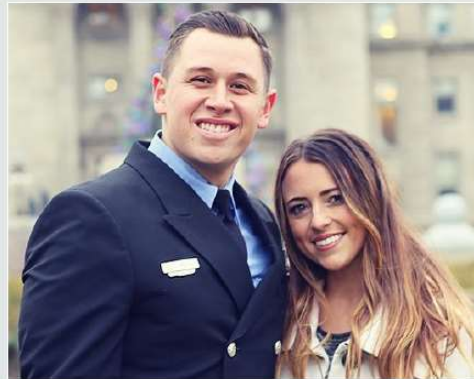
to extract him from the armored vehicle, shot him six times. Agent Avila, despite having been shot in the thigh and ankle, was able to raise the window of the armored SUV and call the U.S. Embassy in Mexico City for help. The cartel's assassins fired hundreds of rounds, but their bullets were unable to pierce the vehicle's armored exterior. Agent Zapata died from his wounds, becoming the first U.S. federal law enforcement officer killed in the line of duty in Mexico since 1985.

Federal courts across the country have recognized for years that, pursuant to 18 U.S.C. 1114, the United States government could prosecute anyone who killed or attempted to kill a federal officer or employee while they were performing their official duties. In January 2020, the D.C. Circuit Court of Appeals vacated the murder convictions of the two Los Zetas cartel assassins responsible for the heinous murder of ICE Agent Zapata and attempted murder of ICE Agent Avila. The court concluded that Congress was not expressively clear that Section 1114

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Having relocated to Idaho as a Law Enforcement family ourselves, we specialize in helping out of state First Responders make the move to the Treasure Valley. Idaho has so much to offer and it is our pleasure to be able to introduce families, young or retired, to this great state. We have helped so many First Responders and their families relocate to Idaho, let us help YOU and YOURS next!



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WASHINGTON REPORT

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applies to crimes committed outside the United States.

This appalling decision is a horrendous miscarriage of justice, and the House should move swiftly to correct it by passing S. 921. The families and friends of Agents Zapata and Avila deserve no less, and our federal law enforcement officers operating outside the border of the United States need these protections.

S. 1502, the Confidentiality Opportunities for Peer Support (COPS) Counseling Act: In early June, the Senate considered and passed S. 1502 by unanimous consent. The legislation, which the FOP supports and helped develop, would reduce the barriers for law enforcement officers when trying to access mental health

resources. The bill is being “held at the desk” in the House, and we hope to bring it to the House floor under a suspension of the rules sometime this summer.

In 2018, the FOP partnered with NBC New York to conduct an important survey of our members with the aim of learning more about the critical stress that officers face on the job. We wanted to gauge the level of difficulties faced by these officers, who often struggle in silence, and bring light to these issues not only to raise awareness, but also to learn how we can best help our nation’s heroes remain well and productive in their lives and careers. Some of the key findings from law enforcement officers included:

- 90% reported stigma as a barrier to seeking treatment.
- 79% reported experiencing critical stress at some point during their career.
- 73% reported that they view peer support as the most helpful of treatments.

Peer support programs serve a valuable role in providing mental health to law enforcement officers. However, confidentiality concerns have left them underutilized.

After the Law Enforcement Mental Health and Wellness Act was signed into law in 2018, the Office of Community Oriented Policing Services (COPS) within the U.S. Department of Justice conducted a review of wellness support services and recommended improving “legislative privacy protections for officers seeking assistance from peer crisis lines and other peer-support programs” to increase the use of these peer support programs.

This legislation would reduce the barriers for law enforcement officers who want to access mental health resources. By increasing the level of confidentiality for individuals seeking peer support counseling, our nation’s everyday heroes will be better equipped to address a personal or professional crisis and to protect and serve their communities.

S. 1511, the Protecting America’s First Responders Act: On June 10, the Senate considered and passed S. 1511 by unanimous consent. The legislation, which the FOP supports and helped to

develop, would update the disability determinations and the definitions for the Public Safety Officers’ Benefit (PSOB) Program, making it more consistent with existing federal law and greatly improving the ability of our injured and disabled officers to have their claims processed more fairly and more quickly. The bill is being “held at the desk” in the House and, while we are working to bring it directly to the House floor for a vote soon, it may be referred to the Committee on the Judiciary.

The PSOB program is currently burdened with unreasonable definitions of the terms “catastrophic injury” and “gainful work” that prevent officers who are disabled in the line of duty from receiving the benefits to which they are entitled. This, combined with the absence of any guidelines for the adjudication of disability claims, has resulted in the denial of PSOB benefits to officers whose service-connected injuries would be viewed as eligible by almost every other component of the federal government. Under current law, officers capable of performing any commonly compensated activity are not considered permanently disabled, therefore making them ineligible to receive benefits.

The FOP played a critical role in developing this legislation, which would define the term “disability” to ensure that officers who can perform sedentary work that involves simple tasks with minimal duties, or work performed for therapeutic purposes or with special accommodations, still receive disability compensation benefits. We believe the changes proposed in this bill will greatly improve the ability of our injured and disabled officers to have their claims processed more fairly and more quickly.

In addition, the legislation requires the benefit award amount to be based on the date of the determination, rather than the date of the injury or death, to account for increases in the cost of living that may occur during lengthy adjudication periods. The bill also provides for education assistance for eligible survivors and ensures that those survivors who had no choice but to pay out of pocket for education expenses

Top Priorities in Brief

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

House: 167 co-sponsors (124 D, 43 R)

Senate: 31 co-sponsors (27 D, 4 R)

H.R. 962, the Law Enforcement Officers’ Equity Act

House: 53 co-sponsors (39 D, 14 R)

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

House: 24 co-sponsors (15 D, 9 R)

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

House: 41 co-sponsors (1 D, 40 R)

Senate: 2 co-sponsors (2 R)

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

House: 34 co-sponsors (2 D, 32 R)

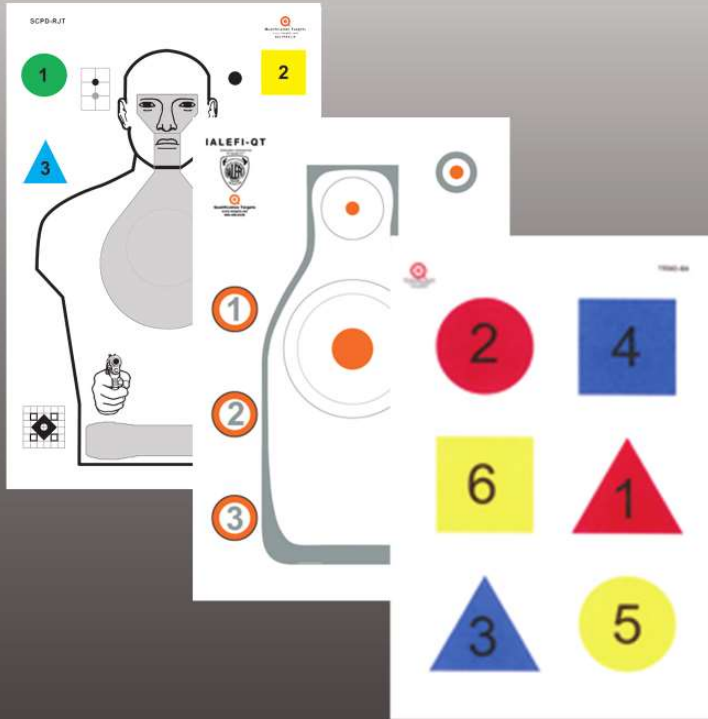
Senate: 23 co-sponsors (23 R)

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.

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while awaiting the adjudication of a claim will be paid back.

Too often, and especially in cases involving a disabling injury, heart attack or stroke, the PSOB process can take several years — which is too long and too frustrating for these officers and their families. The legislation addresses this by expanding the program's subpoena authority to more efficiently secure records needed to evaluate claims.

While no law, benefit or government program can alleviate the grief of losing a loved one or heal a permanent injury, this legislation can reduce the financial pressures these families may encounter.

Officers Shot and Killed in the Line of Duty

This year, we are on track to surpass 2020's historic numbers of officers shot in the line of duty. At this writing, 145 officers have been shot so far this year, 27 of whom were killed by gunfire. There have been 36 ambush-style attacks on law enforcement this year,

which have resulted in 47 officers shot, 12 of whom were killed.

Nominations

The Senate Committee on the Judiciary considered and reported favorably the nominations of Anne M. Milgram to be the administrator of the Drug Enforcement Administration (DEA) by voice vote and Kenneth Allen Polite Jr. to be the assistant attorney general for the Criminal Division within the U.S. Department of Justice on a 14–8 vote. The nominations will now go to the Senate floor for a final vote. The FOP supports the nomination of Milgram to lead the DEA.

Speak Up and Be Loud

The National FOP knows that social media is a powerful tool. We have been using it to spread our message and to take back the narrative from those who seek to demonize our noble profession. 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.

Visit our social media pages and you will see that we are posting on a daily basis to inform the public on the current issues facing law enforcement, calling on elected officials to take action on various issues, and more. We encourage every lodge, every member and every citizen who supports the brave men and women of law enforcement to do the same.

Follow the National FOP:

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

Having a **collective voice** 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 and use the following hashtags: #FOP #FOPstrong #BackTheBlue #iAM

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The Power of the FOP Voice



We want your input on the design of the FOP's new biennial survey!

Based upon the success of our 2018 Survey of Officer Mental and Behavioral Health, the National FOP recognizes the impact that our more than 356,000 members have had in shaping solutions for our profession. With significant lessons learned from your responses, the FOP has developed a robust program of wellness services and is leading the way in providing the best for our brothers and sisters.

With that in mind, we would like to announce the development of the FOP Biennial Issues in Policing Survey. To be rolled out at the 2021 National Biennial Conference in Indianapolis, the survey will once again provide our members with the opportunity to be heard regarding the issues that matter most to our profession.

We are calling on FOP members and leaders **NOW** to provide input as we design the survey. What do you want the FOP, the profession and world to know about your experience? Contact us at officerwellness@fop.net to contribute your ideas!

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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 that is 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 the voice of our members on Capitol Hill, supporting

candidates who back our members and our profession. As the oldest and largest law enforcement labor organization in the nation, it is crucial we keep our PAC strong.

In today's political climate, it is important for PACs to be well-funded, even during "off years," so that they can support their favored candidates and causes. NFOP PAC faces the challenge of remaining competitive with other organizations and PACs that, like ours, will be raising funds to enable them to compete in the upcoming election cycle.

In 2020, over \$8 billion was spent on congressional elections. On the heels of this record-setting spending, our new monthly and one-time contributions have dwindled and our PAC is depleted. If we are to be effective in 2022, we must have year-round growth that adds to our PAC. The NFOP PAC is critical to helping candidates that support not only our members, but the entire law enforcement community.

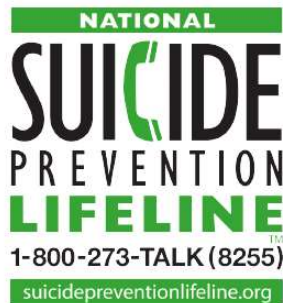
To donate, please visit tinyurl.com/55e2dxfs. You can also make a check out to the National Fraternal Order of Police Political Action Committee and mail it to 328

Massachusetts Avenue NE, Washington, D.C. 20002. For general inquiries or questions about our effortless payroll deduction program, please contact David Taboh at dtaboh@fop.net or the National Legislative Office at (202) 547-8189. We thank you for your support!

National Legislative Office Staff Update

The National Legislative Office is pleased to welcome aboard Matt Brown. He comes to us from the office of Representative Bryan G. Steil (R-Wis.) and, in his role as legislative liaison, he will be advocating on behalf of our 356,000 members and working to advance the interests of the law enforcement community. **FOP**

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The Division of Labor Services Always Has Your Back

These are uncertain times. How many times throughout history has someone said that? Have we ever lived in “certain” times? What in life is guaranteed to us other than the proverbial death and taxes? Besides the sun always rising in the east and setting in the west, not all that much.

Having said that, one of the things that you can probably count on is an employer that is unwilling to increase pay to rely on the “uncertainty” of whatever economic environment exists at the time of negotiations. Either the economy is currently not good, or the recovery from the past downturn is slower than anticipated. Or, despite how good things are, it will not last, and we must be prepared for the next downturn. Sound familiar?

Fortunately, you can also count on the Division of Labor Services to work for you in collective bargaining and to challenge such strategies at their root. Let’s be clear: These are strategies, mostly. Are there economic conditions that prevent employers from providing pay and benefits increases? Yes. This is what’s known as “inability to pay.”

Simply stated, if the employer does not have the funds and the flow of revenue to fund pay and benefits increases, it is highly unlikely that there will be an increase. Keep in mind, pointing out past expenditures, whether or not frivolous and/or irresponsible, does not prove a current ability to pay. Proving that such expenditures were reckless or irresponsible does not put the money back into the employer’s account to be used for pay increases.

This is in stark contrast to “unwillingness to pay.” We are currently negotiating two successor collective bargaining agreements on opposite sides of the country. In both cases, the employees are grossly underpaid compared

Just the Facts:

» You can always count on employers being unwilling to increase pay due to the “uncertainty” of whatever economic environment exists at the time of negotiations. Fortunately, you can also count on the Division of Labor Services to work for you in collective bargaining and to challenge such strategies at their root, thanks to the unmatched resources and power of the FOP.

to other officers in similar agencies in their jurisdictions. In both cases, the employer actually acknowledged that fact. Both have the ability to pay the FOP’s proposed pay raises to bring the employees up to the average, and both absolutely refuse to engage in meaningful good-faith

workplace. Sadly, the other unions gave in because they are underfunded and lack the resources that the FOP enjoys as a national organization with over 300,000 members and the bargaining power that such resources provide.

The Division of Labor Services works tirelessly for our members. We have the resources and bargaining power to negotiate the best police labor contracts in the world. This is not an empty slogan; it is a statement of fact based on actual results. Our objective is to always reach a mutual agreement that works for both parties. However, when an employer is not so inclined, we will not hesitate to declare an impasse and take on the fight. We have been doing so for decades with remarkable results, and we never make the decision based on the size of the unit or the cost. Simply stated, we see the cost of not doing so as far greater than the investment in the great men and women whom we work for and serve.

Stay tuned in the coming weeks for news of the results we are fighting for as they come in. In the meantime, come visit us at the Expo and the National Conference in Indianapolis. For more information, please contact us at labor@fop.net. **FOP**

The Division of Labor Services works tirelessly for our members. We have the resources and bargaining power to negotiate the best police labor contracts in the world.

bargaining to resolve the pay dispute.

In both cases, the employers’ strategy is to wait out the FOP or try to “break” the FOP financially until we surrender and accept little or no pay increase. This is not an assumption. These employers, like so many others throughout the country, have used this tactic with other bargaining units and unions in their



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FOP Asks Supreme Court About State-Created Danger Doctrine and Qualified Immunity



The National FOP filed a brief as amicus curiae in support of a petition to the United States Supreme Court in *Fowler v. Irish*. This marks the second amicus brief that the FOP has filed in cases before the Supreme Court this year and the sixth since 2019.

Amicus briefs offer additional, relevant information for the Supreme Court to consider before making its ruling and often include legal arguments that were not raised by the original parties to the case. The National FOP offers its services as amicus curiae when important law enforcement rights are at stake, serving as the voice of law enforcement. Particularly in recent times, when police and public tensions are strained, the FOP's perspective is critical in balancing both law enforcement and public safety interests.

The facts of *Fowler v. Irish* are lengthy, and the details are important. In early July 2015, Brittany Irish reported to the police that she was being harassed and threatened by her ex-boyfriend, Anthony Lord, who was then a registered sex offender. That same day, a police officer called Lord, advised him of Irish's report and told him that he was to stop attempting to contact her. One week later, on July 15, Irish reported that Lord abducted her, drove her to a rural area, sexually assaulted her and threatened to kill her. Irish further told the detectives that she was scared Lord would become violent if he knew she had gone to the police.

Irish met with the detectives again the following day, July 16. During a recorded interview, the detectives advised her that they planned to call Lord that evening, tell him about Irish's allegations and ask to meet with him. Irish gave the detectives Lord's phone number. At that time, she did not express concern about the detectives contacting Lord or ask them not to do so. The detectives called

Just the Facts:

» The National FOP filed an amicus brief as in support of a petition to the United States Supreme Court in *Fowler v. Irish*, a case that would decide whether two Maine State Police detectives are liable under the state-created danger doctrine for the death of a woman who was killed by her boyfriend while he was under investigation, or whether they are entitled to qualified immunity. The FOP brief highlighted the importance of the qualified immunity doctrine for law enforcement officers.

Lord later that evening; when he didn't answer, Detective Perkins left a voicemail identifying himself as a detective for the Maine State Police and asking Lord to return his call. Perkins' voicemail did not identify the reason he was calling or contain any mention of Irish. At the time Perkins contacted Lord, the detectives had not run a background check to determine Lord's criminal history or probation status. After Perkins' phone call to Lord, Irish spoke with the detectives again and stated she was afraid Lord would hurt her if he knew she had gone to the police.

In between their various conversations with Irish on July 16, the detectives conducted interviews of two of Irish's close friends and her boyfriend at the time, Kyle Hewitt. Both of Irish's close friends expressed skepticism regarding Irish's sexual assault allegations, with one of them describing Irish as a "pathological liar," while Hewitt informed the detectives that Irish had lied about her relationship with Lord in the past.

Several hours after Perkins' phone call to Lord, Irish informed the detectives that her parents' barn was on fire and that Lord had been overheard threatening to kill someone. While the detectives searched for Lord, Irish called several times to request police protection. A Maine State Police sergeant denied her requests because they did not have the

manpower to provide 24/7 presence. Early on the morning of July 17, while Irish, her boyfriend and her mother, Kimberly Irish, were asleep, Lord entered the house, shot and killed Hewitt, shot and grievously wounded Kimberly Irish and kidnapped Brittany Irish. While driving a vehicle with Irish as a hostage, Lord engaged in a shoot-out, which left another individual dead. Lord was later apprehended and eventually sentenced to life in prison.

Irish, her mother and Hewitt's estate filed a lawsuit against Detectives Perkins and Fowler, alleging that Lord's rampage was triggered by Perkins' voicemail. They alleged that the detectives were liable under the so-called state-created danger doctrine because they created and enhanced the danger to the plaintiffs and then failed to protect them from Lord. The lower court disagreed and held that the detectives were entitled to qualified immunity, which protects government actors from personal, civil liability for performing discretionary functions unless the plaintiff can show that the government actor violated a right that was "clearly established" at the time of their conduct. While the lower court found that Irish provided sufficient evidence to show that Perkins' voicemail subjected her and others to danger, it reasoned that the state-created danger doctrine was not clearly established

law in the First Circuit, meaning the detectives were entitled to qualified immunity.

The First Circuit Court of Appeals reversed the lower court's decision. In finding that the officers were **not** entitled to qualified immunity, the First Circuit recognized the state-created danger doctrine for the first time. The First Circuit held that government officials might be held liable under the doctrine if they "acted affirmatively" to create or enhance danger and if their conduct "shocks the conscience." Citing "a consensus of persuasive authority" from other federal circuit courts, the First Circuit further held that the doctrine **was** clearly established at the time of the detectives' conduct.

The detectives filed a petition for a writ of certiorari to the United States Supreme Court, requesting a review of the First Circuit's decision. In their petition, Detectives Perkins and Fowler argued that the First Circuit erred in denying them qualified immunity because the state-created danger doctrine was not a recognized doctrine in the First Circuit at the time of the events, which prompted the plaintiffs' lawsuit. In its brief in

support of the detectives, the National FOP highlighted the importance of the qualified immunity doctrine for law enforcement officers and argued that the lower court mistakenly found that the contours of the plaintiffs' due process claims for state-created danger were clearly established. Moreover, the National FOP argued that, even if the First Circuit properly found that the law was clearly established on July 15, the detectives' conduct was nevertheless reasonable and did not "shock the conscience." In other words, if we were to accept the First Circuit's newly created test for the state-created danger doctrine, then Perkins and Fowler's investigation is not the kind of conduct to which it would apply.

Finally, the National FOP underscored the legal paradox that law enforcement officers will find themselves in should the First Circuit's decision stand and why qualified immunity is an appropriate and important defense. Should the First Circuit's reasoning stand, then an officer will forfeit qualified immunity and risk civil liability if — while the officer is performing their discretionary law enforcement duties and investigating

a complaint of criminal activity — something happens to the complainant at the hands of a third party in the interim. At the same time, an officer would **also** forfeit qualified immunity if they were to investigate a complaint too quickly and arrest someone accused of criminal conduct without probable cause in violation of the Fourth Amendment. Either way, under the First Circuit's decision, an officer's discretion in the performance of criminal investigations will be significantly restrained.

As of the date of this publication, the Supreme Court has not yet decided if it will accept this case for review. **FOP**

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FOP Approved Wellness Provider Facilities

Chateau Recovery: First Responder Resiliency Program

Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health, Inc.: Shatterproof Program

Deerfield Beach, FL

therehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

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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My Brother's Keeper

Do diversity and inclusion fit into today's law enforcement profession? As leaders in the profession, do we practice what we preach when it comes to this topic? Or are we just saying it, seeing it or acknowledging it only when it is convenient or necessary? For the last two years, I have had the pleasure of serving as the National Diversity Committee chairman, and despite the pandemic, I have had the great pleasure of traveling to various FOP functions. For those of you who may have missed it, **we have a very diverse membership and organization.**

To my FOP brother who was in Nashville and attended the strategic planning session: Diversity and inclusion are not the same! They have two different meanings or definitions. Furthermore, if you only have one of something, **that does not make you diverse!** Sorry, everyone; I had to get that off my chest!

To simplify things: **Diversity** is simply representing many different types of people (gender, race, ability, religion). **Inclusion** is the deliberate act of welcoming diversity and creating an environment where all people can thrive and succeed.

- **Diversity** often focuses on the differences and is referred to as "the mix."
- **Inclusion** is the act of "making the mix work."
- **Diversity** is what you have.
- **Inclusion** is what you do.

Simply having a diverse group, team, workforce, organization, etc., is not enough anymore. Everyone should feel safe and encouraged to fully participate, share and be on an equal footing with everyone else. That's it; I can't make it any plainer than that! The FOP and the law enforcement profession have become entrenched in what is known as generational diversity, which means

having people of a wide range of different ages represented in the organization. In 2020, we had five generations working side by side, from the Traditionalist Generation to Generation Z! As you can imagine, I am confident that this has created some unfamiliar places and situations and had several of the generations saying, "What is wrong with y'all?" For the record, I am pretty sure I have heard this in an FOP meeting or two! Nonetheless, we have to learn to

Simply having a diverse group, team, workforce, organization, etc., is not enough anymore. Everyone should feel safe and encouraged to fully participate, share and be on an equal footing with everyone else.

accept our brothers and sisters from other generations and understand that times have changed for us all.

Realistically, the landscape of society has changed, and so have the workplace and our organization. In years past, African Americans, women, Hispanic Americans, gays, lesbians, Asian Americans and many others were not permitted, welcomed or encouraged to be members of the Order. Let's face it, in 1915 there was not a huge push to diversify the FOP, nor many other things! However, in 2021, so much

has changed, and we have continued to grow as a worldwide organization. Now, when someone thinks of labor and the rights of law enforcement, 99% of the time, the Fraternal Order of Police is the organization that comes to mind or comes up during a Google search. That is why we **must** recognize **all** of our members, however they identify. The founding fathers of this great country called America the giant melting pot, which can now be seen reflected in our Order.

In the book of Genesis, "the Lord said unto Cain, where is Abel thy brother? And he said, I know not: **Am I my brother's keeper?**" I say to each of you, **yes**, we are our brother's (and sister's) keeper. We have to put aside our differences and respect each other for the choices we make. Although some choices may not agree with our philosophical beliefs, we are still brothers and sisters. We should do everything to support each other if we hope to enhance each other's creativity, drive innovation and help to expand the lodge's reach. Members from diverse backgrounds will bring fresh perspectives to the table, leading to enhanced creativity and innovation. Diversity promotes creative thinking. Diversity expands your capacity for viewing issues or problems from multiple perspectives, angles and vantage points. Diversity enhances self-awareness. Learning from people whose backgrounds and experiences differ from your own sharpens your self-knowledge and self-insight by allowing you to compare and contrast your life experiences with others whose life experiences differ sharply from your own.

As always, I challenge each of you to become an agent of change by taking ownership of those things that we can change professionally and those we can improve as an organization. **FOP**

Carry a Big Stick ... and Your FOP Card

Legendary Law Enforcement Officer Was One of Us

Buford Pusser was born on December 12, 1937, in McNairy County, Tennessee. His father was chief of the Adamsville Police Department. We can only assume that this early exposure to law enforcement is what sparked the fire in him to become one of the most famous lawmen in history.

Pusser was quite the athlete in high school, standing a whopping 6 feet and 6 inches tall, which gave him an advantage in both basketball and football. His


Pusser immediately declared war on outlaw factions operating in the area, known as the Dixie Mafia or State Line Mob.

height would later add to his legacy as a daunting figure while performing his law enforcement duties.

In 1959, Pusser married his longtime girlfriend, Pauline Mullins, in Chicago, and shortly thereafter they returned to Tennessee. Assuming the same position his father had held, Pusser became the Adamsville police chief in 1962. After the sheriff of McNairy County was killed in an automobile accident, Pusser ran for and was elected to that position. At the time, he was the youngest person ever elected sheriff in Tennessee history.

Pusser immediately declared war on outlaw factions operating in the area,

Skilled Lodge #37
Jan. 37



Grand Lodge

NATIONAL HEADQUARTERS - HOTEL ALMS, VICTORY PKY. AT TAFT RD., CINCINNATI, OHIO 45206

APPLICATION FOR CHARTER

We, the undersigned, do hereby petition the Fraternal Order of Police for a Charter to form a Subordinate Lodge of the Order.

We certify that we are regularly appointed, full time police officers, employed by various Law Enforcement agencies in McNairy and adjoining counties of the city (or county) of _____ in the State of Tennessee this 9th day of July 1967

Signatures of Applicants

<i>Buford Pusser</i>	<i>Gary P. Lamb</i>
<i>James H. Hark</i>	<i>Bobby H. Gray</i>
<i>Clayton E. Phlips</i>	<i>Harold J. Fitzgerald</i>
<i>John W. Franks</i>	<i>John C. Swan</i>
<i>Bill E. Davis</i>	<i>Wayne D. Hodges</i>
<i>James C. Egan</i>	<i>Jimmy L. Williams</i>
<i>Billy C. Dean</i>	<i>Robert Larry Lynch</i>
<i>Billy Hagan</i>	

APPROVED BY State National BOARD OF DIRECTORS July 9, 1970 Date

R. W. Dailey
State or National Secretary
Robert W. Dailey, State Secretary

JUL 15 1970

F. O. P. NATIONAL OFFICE

Buford Pusser was the first to sign his name on the Tennessee Lodge #37 charter.



Pusser's grave in Adamsville, Tennessee

known as the Dixie Mafia or State Line Mob. These organizations were made up of known thieves, murderers and drug runners who were involved in prostitution and gambling, among other things. Pusser survived multiple assassination attempts, but his wife did not. According to Pusser, his phone rang before dawn on the morning of August 12, 1967, informing him of a disturbance on New Hope Road in McNairy County; Pusser responded and Pauline rode along. Shortly after they passed the New Hope Methodist Church, a car drove up alongside them and the occupant opened fire, killing Pauline and leaving Pusser for dead. Despite being severely wounded, he recovered and continued his fight against crime. No one was ever brought to justice for Pauline's murder.

Pusser was unable to run again for sheriff in 1970 due to term limits, but he was elected constable in the election with write-in votes on the ballot.

Buford Pusser died August 21, 1974, in an automobile accident that was deemed suspicious by locals at the time. As sheriff, Pusser was credited with surviving seven stabbings and eight shootings. His memorial service was held



Legendary lawman and proud FOP member Buford Pusser

at the Adamsville Church of Christ.

Buford Pusser was a charter member of the multi-agency Fraternal Order of Police Shiloh Lodge #37 in Tennessee, and his was the first of 15 signatures on the charter. The charter was date-stamped by the Grand Lodge on July 15, 1970. Brother Pusser maintained active membership up until the time of his death. He strongly believed in the

brotherhood of law enforcement and was known to be FOP proud. His grave marker is adorned with the FOP member logo and can be visited by the public in Adamsville. He has been memorialized in film and song, but no depiction is more recognizable than the movie *Walking Tall* from 1973. Please visit the Buford Pusser Museum in Adamsville if you find yourself in the area.

I would like to thank History Committee member Ben Roberts (Texas) for bringing this story to light, and for all his hard work researching information and preparing this article for publication. Great job, Brother Roberts.

James Flores (New Mexico) is the chair of the National FOP History Committee. Committee members are Dewey Stokes (Ohio), Adolph South (Alabama), Dave Stevens (Florida), Bruce Evaritt (Maryland) and Ben Roberts (Texas). FOP



Auxiliary Conference Will Address Benefits and Issues

We are excited to be attending the Grand Lodge Auxiliary's 40th Biennial Conference in Indianapolis in August. The Auxiliary will be addressing issues affecting and of concern to the families of today's FOP members. While many subjects concerning law enforcement families remain the same as they were for those who served 10, 20 or even 30 years ago, today's law enforcement families are facing topics that have not presented themselves in the past. Those are the issues that the Auxiliary needs to address and work toward avenues of assistance for FOP families. Matters of importance to an officer are matters of importance to their family.

The delegates to the Auxiliary Conference will also experience informative presentations designed with emphasis on some of the auxiliary offices, from subordinate to state to national, in an effort to provide the leaders and future leaders of the Auxiliary with

instruction and insight. Delegates will also attend presentations regarding the benefits afforded to them as members of the Auxiliary. A presentation for new auxiliaries will be available to assist them with questions and issues they may have.

The Auxiliary Expo booth will contain many of the projects and programs of the Auxiliary, and I hope you are able to visit the booth to learn more.

The Auxiliary Expo booth will contain many of the projects and programs of the Auxiliary, and I hope you are able to visit the booth to learn more. The Indiana

Auxiliary delegation is responsible for the Expo booth, and the booth will be manned by Auxiliary delegates from various states during Expo hours of operation.

The evening events planned by our hosts are intended to provide a brief look at their city while offering the chance to relax and have some fun. The event on Tuesday evening will give us an opportunity become a part of the world's largest human Thin Blue Line. I am looking forward to participating in this event in particular as we present a salute to law enforcement.

The Grand Lodge Auxiliary, initiated by the Auxiliary's National Peace Officers' Memorial Service Committee, has commissioned a new challenge coin for the 2021 Memorial Service. The beautiful challenge coin depicts a replica of the Medal of Valor presented to the families of our fallen heroes at the Memorial Service and the Memorial badge with a mourning band across it on the back. Sales of these striking coins have allowed the Auxiliary to make donations to the Fraternal Order of Police Foundation. At this year's Conference, the Grand Lodge Auxiliary will again present the Foundation with a very nice contribution.

The Auxiliary is ready to work for you and eager to talk with you regarding the many ways an auxiliary could assist your lodge. While at National Conference in Indianapolis, stop by our Expo booth, visit our meeting room or talk with an Auxiliary member attending our Conference to learn more about the Auxiliary. We are here for you and continue our efforts to support law enforcement and their families. We want to assure the FOP and their families that we will "Never Let Them Walk Alone." **FOP**

// **WRITE TO US!** Contact the National Auxiliary at lhennie@aol.com to learn more about opportunities to support law enforcement families.

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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