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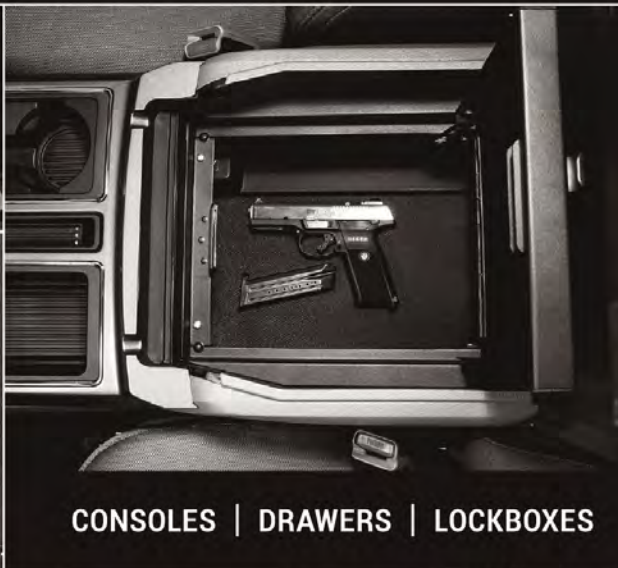




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Vaccination Mandates: Symptom of a Greater Threat



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

Vaccination mandates in Chicago and cities like it across America are a very real threat to public safety that has been entirely manufactured and unnecessarily escalated. Since March 2020, America's police, fire and medical first responders have faithfully protected their communities during the most trying time in modern-day history. We as a nation recognized their sacrifices by passing federal, state and local measures that offered security to them and their families.

Fast-forward to today, and these same dedicated men and women who were once appreciated for their selfless service to communities are now being cast aside by a completely flawed posturing tactic that diminishes two of the greatest capital resources that any governmental bodies possess; their "people capital" and their "financial capital."

It is a known fact that the cost to hire, train and nurture an effective police officer requires a considerable financial investment that will take several years to develop. Ignoring these investments and the unrealistic options to quickly replace seasoned officers is boarding on insanity. Rather than mandate COVID vaccinations with no alternative options to employees, cities would be better served to incentivize vaccinations, a more cost-effective model that saves millions while maintaining experienced staffing levels.

Instead, city officials like Chicago's mayor are creating an artificial crisis by implementing vaccination mandates. This action is a symptom of failed leadership focused more on domination of their "people capital" than building consensus. This exposes a symptom of a far greater threat to the safety of cities across America.

The cities where mandates are being forced on their police are served by some of the finest men and women in uniform. They are dedicated and committed to keeping their communities safe and did so for over a year before vaccinations were available. Instead of working cooperatively with these dedicated

men and women or engaging with their labor unions, tyrannical leaders are plundering their cities' greatest assets by potential termination ultimatums. This game of chicken to see who blinks first could force a significant number of officers off the streets. The cause and effect could be disastrous to the public we serve. Regardless of the final outcome, there is no question that in the end, the trust divide with city leaders is only expanding.

Rather than mandate COVID vaccinations with no alternative options to employees, cities would be better served to incentivize vaccinations, a more cost-effective model that saves millions while maintaining experienced staffing levels.

Like many citizens in the general population, some law enforcement officers are reluctant to get vaccinated for reasons that are entirely their own. Perhaps there may be a higher percentage of police officers than some professions due to mistrust of city leadership who have contributed to the demonization of their own police forces. This is true in Chicago and numerous other jurisdictions across the country.

Let me say that I believe in vaccinations and feel that they do work. Fully vaccinated, I tested positive for COVID just hours before the National Peace Officers' Memorial Service and was sidelined. I was not experiencing

symptoms prior to being tested, nor did any develop after — something that I attribute to being fully vaccinated. I also know otherwise healthy people who have died from this virus and others who became seriously ill.

The National Fraternal Order of Police encourages our members to get vaccinated because we believe in the effectiveness of vaccines, but we do not and cannot support forcing our members to undergo a medical procedure against their will without any regard for their rights as public employees or providing them with even the most basic due process.

Mayors who think that their game of brinkmanship is an acceptable risk to the citizens of their city, regardless of the cost and risk to public safety, clearly demonstrate a greater societal problem by using one crisis to create an even larger one. Their actions have nothing to do with the public's safety or health policy and everything to do with "winning" the political game against their union.

Stop using the safety of citizens as a guise to further political agendas. Leaders lead, tyrant dictators assert dominance. **FOP**

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Counting Our Blessings This Year

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

Brothers and sisters, I hope this month's message finds you and your family well. November is an exciting month. Fall is in full swing with the changing of the season and the splendor of the colors of the leaves. It is also the time that we start preparing for Hanukkah or Christmas, or other religious holidays, to spend time with family and friends. It is a time for reflection. But November has some amazing holidays that I will share a little history with you about.

On November 11, we will celebrate Veterans Day. The day — the 11th day of the 11th month on the 11th hour — was first recognized as Armistice Day in 1918 as a remembrance for our military service members, who lost their lives during World War I. In 1954, Congress passed a resolution that changed the name to Veterans Day in honor of all who served in our great military. What's interesting is that the day always falls on November 11. Many of our members are veterans. Please join me and take a few moments to thank them for their service.

This year, Thanksgiving will be celebrated on Thursday, November 25. As we all learned in elementary school, the first Thanksgiving was celebrated by the pilgrims after their harvest in 1621. It was attended by 53 pilgrims and 90 members of the Wampanoag Tribe. Without their help, the pilgrims would have certainly perished during the harsh winter. It wasn't until 1863 that President Abraham Lincoln issued a proclamation of a National Day of Thanksgiving to be celebrated on the last Thursday in November. President Lincoln proclaimed for all Americans to ask of God, "... Commend to His tender care all those who have become widows, orphans, mourners or sufferers in the lamentable civil strife in which are unavoidably



engaged ... to heal the wounds of the nation and to restore it as soon as may be consistent with the divine purpose to the full enjoyment of peace, harmony, tranquility and union." The day was

Last month, we were finally able to honor our 491 fallen brothers and sisters from the past two years, along with their families.

moved in 1939 to the fourth Thursday of November by President Franklin Roosevelt to aid business by spurring retail sales for Christmas. The words of Lincoln resonate with us all today.

The day after Thanksgiving, though not a federal holiday, was designated Native American Heritage Day by an act of Congress and signed by President Barack Obama in 2009.

"Every American is encouraged to understand the rich culture, tradition and history of Native Americans and their status today, and to appreciate the contributions that the first Americans have made and will continue to make to our nation," Obama proclaimed. Many of our members and our families have Native American lineage, and we are proud of their contributions to our country and especially law enforcement. Let us all give thanks for our many blessings, namely, our great families and friends.

The National FOP and the Kansas State Lodge lost a great leader and friend last month with the passing of Brother

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SECRETARY'S MESSAGE

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Kenny Gorman. Brother Kenny served us as the chairman of the National Trustees from 1991 to 1997. I have fond memories of our brother when I served with him on the National Board from 1993 to 1995. He was a mentor and was eager to help any member in need. He will be missed and always remembered.

Last month, we were finally able to honor our 491 fallen brothers and sisters from the past two years, along with their families. It was the largest memorial service ever held. Our National FOP Auxiliary, COPS, our NFOP Memorial Committee, the U.S. Capitol Police, U.S. Park Police, D.C. Metropolitan Police, the various honor guards and the tremendous number of volunteers all coordinated expertly to make this program a memorable and solemn event.

The emotions felt by all were overwhelming as we tried to console and offer comfort to the hundreds of family members and fellow officers in attendance, but especially the children.

I get emotional just thinking about the little ones and what has been robbed from their lives.

It was unfortunate that National President Yoes tested positive because of a mandatory COVID test just hours before the program and was not able to participate. He was hurt deeply by not being able to attend. I received the ultimate honor of performing the duties of master of ceremony for the memorial, introducing those attending the event, including dignitaries on the dais and keeping the program flowing. Our National chaplain, Brother Rick Snyder, did a beautiful invocation and benediction. National Auxiliary President Glenda Lehmann gave the welcome message, and National Treasurer James Smallwood delivered the memorial message. We were extremely honored to have country music recording star Kellie Pickler perform a tribute to our fallen and the survivors.

The day started out beautiful, but about halfway through the program, the weather changed drastically. High winds

and torrential rain became the norm for the rest of the day. Through it all, the attendees stayed focused on the service, and few fled for shelter. I must commend the Secretary of Homeland Security Alejandro Mayorkas, who stayed on the stage during the entire service. After the playing of taps, many of us traveled to the National Law Enforcement Wall, where the wreaths were laid, the honor guard stood watch and Chairman of the National Trustees Rob Pride gave the ending remarks. Being cold, wet, tired and hungry, it amplified our admiration for those who answered the supreme sacrifice. God bless them all.

In closing, please look after your family and each other. Take this time of the year to give thanks for all your blessings. Bury that grudge if you have one, and know that it's OK to say you are sorry for a mean-spirited remark or action toward someone. Be kind to each other — we are each other's keeper. Be safe, and I will see you soon. **FOP**

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A Feeling Like No Other

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On behalf of the members of the Fraternal Order of Police ... These words, generally, do not invoke emotion. However, on Saturday, October 16, each time I uttered those words, I was completely overwhelmed by emotions that are difficult to describe. Emotions that, I am certain, were shared by many in our organization and the many survivors who converged on the United States Capitol to honor and memorialize their loved ones from 2019 and 2020. For the first time since the inception of the National Peace Officers' Memorial Service, the National FOP was forced to delay the memorial services we conduct for two years due to the COVID-19 pandemic. On October 16, that devastating delay came to an end.

When the official word was passed

down that we had received a joint resolution allowing us to hold the service, many of us took a sigh of relief because we could finally honor the brave men and women who made the ultimate sacrifice in the service of others. While this was not the first time I had attended the event, it was the first time I served in the capacity of National treasurer. Like many other Board members, for the first time, I experienced the overwhelming wave of emotions associated with presenting medals to the surviving families. Tasked with the responsibility of delivering words of comfort to each of them, I struggled to find the right thing to say. After all, there simply are no words that can make sense of this injustice of absolute proportions.

For some, my remarks were brief, as we both shared our emotions and exchanged a handshake or a hug. For others, we held full conversations about the cost of the sacrifice and the love that they had for their heroes. However, in each conversation, it was my purpose to extend the message that on behalf of the members of the Fraternal Order of Police, that all of those who had lost their loved ones were now part of our larger family forever; ensuring that they knew we were there for them if they should ever need anything.

At the conclusion of each and every single interaction, I was rendered speechless when the survivors would look at me with tear-filled eyes and muster the courage to say these two words: Thank you. For them, this service, and our unending support, means that they can make it through the next day, week, year and beyond. For us, we should never forget that the families of our fallen brothers and sisters depend on us, and it is our responsibility to ensure that they never, ever walk alone. Thankfully, our brothers and sisters can rest easy knowing that we will forever care for the ones they left behind.

In closing, I would like to personally commend each member of the Memorial Committee, FOP Auxiliary and each of the volunteers who put their tireless efforts into the planning and execution of Police Week and the memorial service. Because of the delay, this year was, sadly, larger than ever. The sheer volume of attendees brought with it significant challenges. The planning and daily efforts you undertook ensured that the event, despite its many challenges, was the honoring tribute to our fallen that it should be. Thank you for your commitment and dedication to our fallen heroes and their families. May we never forget those who have gone before us in their endeavor to make the world a better place. **FOP**

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It's been an unusual year, to say the least. We had no National Peace Officers' Memorial Service in 2020, and our 2021 ceremony was pushed off from May to October. I, along with my fellow Executive Board members, was confident that although we have faced over two years of adversity to get to this year's memorial service, everything would go smoothly. We have a dedicated army of volunteers that really makes this event occur.

As I predicted, on October 15, the day before this year's service, our usual walkthrough went without a hitch. The white chairs were all set up, six tables, rather than two, were strategically located at the front to distribute our survivors'

medals and pins. Sound checks were taking place, medical tents were up, water bottles were on site. The perimeter was tight, with Capitol Police manning their posts. All the security issues that I look for were in place. I was once again reassured by our Auxiliary members that they would guide me through the ceremony to ensure I didn't make any missteps. All was good! We were ready! Then I glance over to President Yoes and see a troubled expression.

What is common knowledge now, but shocking news then, President Yoes, who was fully vaccinated with no symptoms, tested positive for COVID! We all had to submit to testing in preparation for meeting with White House officials

attending the memorial. A mere formality that we are all used to. So, within an instant, the best-laid plans of mice and men had been thrown to the wind. Our official voice, our master of ceremonies, the conductor for the orchestra, was out of commission.

I have always been a student of systems. I like observing what makes events occur. Some people refer to this as back-of-the-house activities. All the moving parts no one sees and most take for granted in the construction of a grand event. I've worked in this type of environment most of my life.

It was amazing to see your Executive

Continued on page 22 >

SHARE YOUR STORY!

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SERGEANT AT ARMS' MESSAGE

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Board spring into action during this time of adversity. We needed an alternative plan in less than 24 hours. Except for President Yoes, only Chairman of Trustees Pride and myself had experienced recent memorials from the back of the house. We all got to work immediately. This event is bigger than any one person, group or committee. This event is probably the biggest and most high-profile event we do as the FOP. No pressure.

Secretary Holderfield introduced the dais, and Treasurer Smallwood delivered a moving speech and introduced the president of the United States. Volunteer trustees and state presidents assisted us in presenting medals and pins to survivors. We hugged, cajoled and cried with survivors and eventually sustained a drenching downpour as the event neared conclusion. Chairman Pride delivered an impromptu speech at the memorial wall in the pouring rain!

As is supposed to occur with any well-planned event, all went well despite obstacles, roadblocks, rain and yes, COVID. From the perspective of our survivors, the most important part of this event, I am positive from the interactions



that I had with them that they were unaware of how we scrambled in the 11th hour to make this event a memorable occurrence to all of them.

Once again, it was my honor to represent over 364,000 members of the FOP at our national memorial service.

I wish there was no need for such memorials, but rest assured, as long as there is a need, your Executive Board will make sure it goes without a hitch. It's bigger than any one of us.

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

YOUR VOICE MATTERS!



2021 FOP Biennial Critical Issues in Policing Survey

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

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NATIONAL PEACE OFFICERS' MEMORIAL SERVICE

★ Honoring Our Fallen Heroes ★

October 16 was an emotional and much-anticipated day for law enforcement officers, families and supporters around the country as the FOP honored 491 fallen brothers and sisters during the National Peace Officers' Memorial Service.

The service comes after COVID-19 forced the event to be canceled in 2020 and the date to be moved this year from May to October.

Nothing — not even heavy rains — could stop the National Memorial Committee and National Auxiliary members from honoring the fallen by reading each and every name and escorting families to the wreaths.

Seeing the emotions of those in attendance and having heartfelt conversations with families who lost a loved one made it clear that the National Peace Officers' Memorial Service is so much bigger than any one individual.

The brave men and women who gave their all can rest easy knowing that the FOP will always look after and care for those they left behind. We will never forget your sacrifice! **FOP**





★ Honoring Our Fallen Heroes ★

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William R. Buechner Jr.
Wytasha L. Carter
Billy F. Clardy III
Dornell Cousette
Julius J. Daily
Gail S. Green-Gilliam
Parnell L. Guyton
Nicholas D. O'Rear
Levi Pettway*
Sean P. Tudor
John A. Williams Sr.
Stephen P. Williams

Arizona

Gregory S. Carnicle
Jason W. Judd
David W. Kellywood
Gene W. Lee
Paul T. Rutherford
Clayton J. Townsend

Arkansas

Stephen P. Carr
Kevin D. Collins
James L. Dancy
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Terrell D. Young

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Curt Holland
Jeffrey C. Hopkins
William J. Modén
Brendan P. Unitt
Joshua E. Voth

Connecticut

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Matthew B. Mainieri*

District of Columbia

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Keith D. Williams Sr.

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Donna M. Doss
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Steven Splan
Caleb H. Starr

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E. Raye Hawkins
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Jeremy A. Voyles
Willie H. West

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Kendle G. Blackburn
Tamarris L. Bohannon
Andrew D. Clark
Rickie Groves

Continued on page 28 >



★ Honoring Our Fallen Heroes ★

Continued from page 27 >

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Richard A. Wright

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Jacob O. Allmendinger

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West Virginia

Cassie M. Johnson

Wisconsin

John D. Hetland*
Matthew J. Rittner
Richard C. Treadwell
Fred R. Wiercyski*

*The officer's death occurred before 2019 or 2020 but was determined as a line-of-duty death.



It Still Matters

// **WRITE TO US!** If you have further questions, contact Rob Pride at ldodge52pride@gmail.com.

It is done. The largest NFOP memorial ceremony in our history was finally completed on October 16. Between COVID and security concerns at the Capitol, it took two years for us to be able to honor the 491 officers in 2019 and 2020 who gave the ultimate sacrifice for their communities and this country. The families of those officers finally got the day they deserved for the nation to pay tribute to them as well.

This has always been a heart-wrenching event for me, but especially so this year. As name after name was called from the seemingly endless list of fallen officers, it was

sobering to see so many spouses, children, mothers, fathers and other loved ones come forward to place their flower in the wreath knowing their officer was never coming home again.

But through the heartache and tears, there were many moments of resolve and clarity. When other dignitaries had left the dais, looking up to see DHS Secretary Mayorkas, Customs and Border Patrol Director Miller, DEA Director Milgram, ATF Director Richardson and U.S. Marshals Director Jeff Tyler all still there in the pouring rain while the names of our fallen were read brought me a staunch realization.

Our NFOP Fallen Peace Officers' Memorial Service and what it means is so much bigger than any one person, so much bigger than all of us. It's bigger than politics, bigger than the ongoing social debates and that day, even bigger than mother nature. These various law enforcement leaders, who stayed through the remainder of the ceremony, were a sign of leadership, appreciation and respect for the price those officers paid. Our profession as a whole is hungry for this type of servant leadership. The heavy rain also could not stop our National Memorial Committee and National Auxiliary members from reading each and every name honoring the fallen and escorting those families to the wreaths. I can tell you firsthand the families noticed and appreciated the presence of these leaders and the unwavering work of our committee members through conditions that were less than ideal.

It is easy in today's atmosphere to become overwhelmed with the outside rhetoric about our profession that constantly fills our news cycles and social media platforms. All the noise, coupled with the long hours due to staffing shortages and the lowest recruitment numbers in recent history, has us all running and exhausted. But what I saw and experienced at the memorial ceremony reminded me of one very important thought that often gets pushed to the back of our thinking: What we do still matters!

Each day we suit up to keep our communities safe, it matters. When you take an extra minute to comfort someone on a call before you leave, stop and say hello to the kids selling lemonade on the corner, help a stranded motorist during rush hour, it all still matters. Your daily service and sacrifice are appreciated, and it still matters! As we prepare for our next memorial service just seven short months away, please remember their families and loved ones and take time to pray or honor them in whatever way is best for you, because all of us doing so **still matters!** **FOP**

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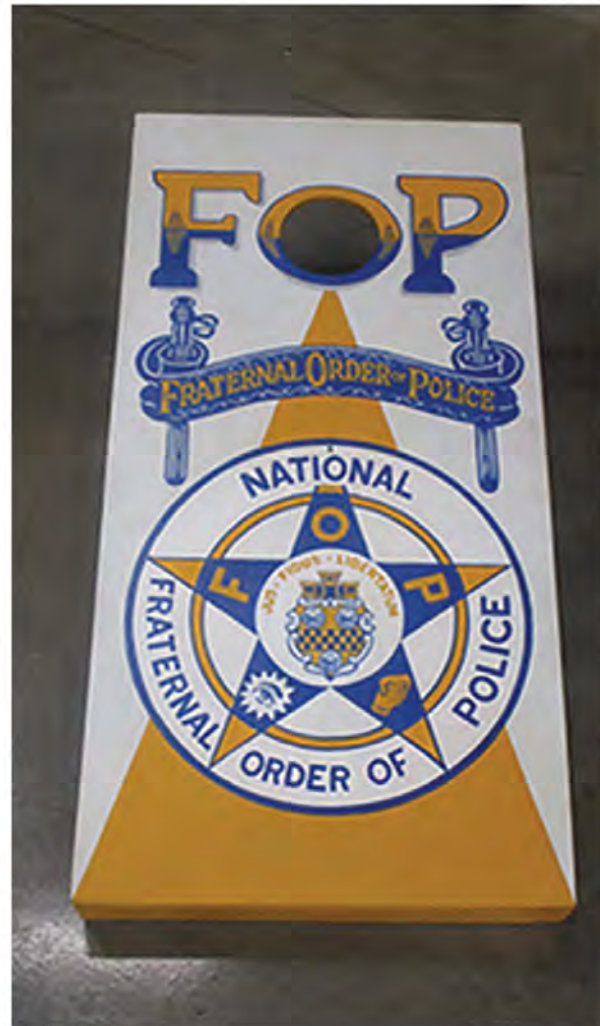
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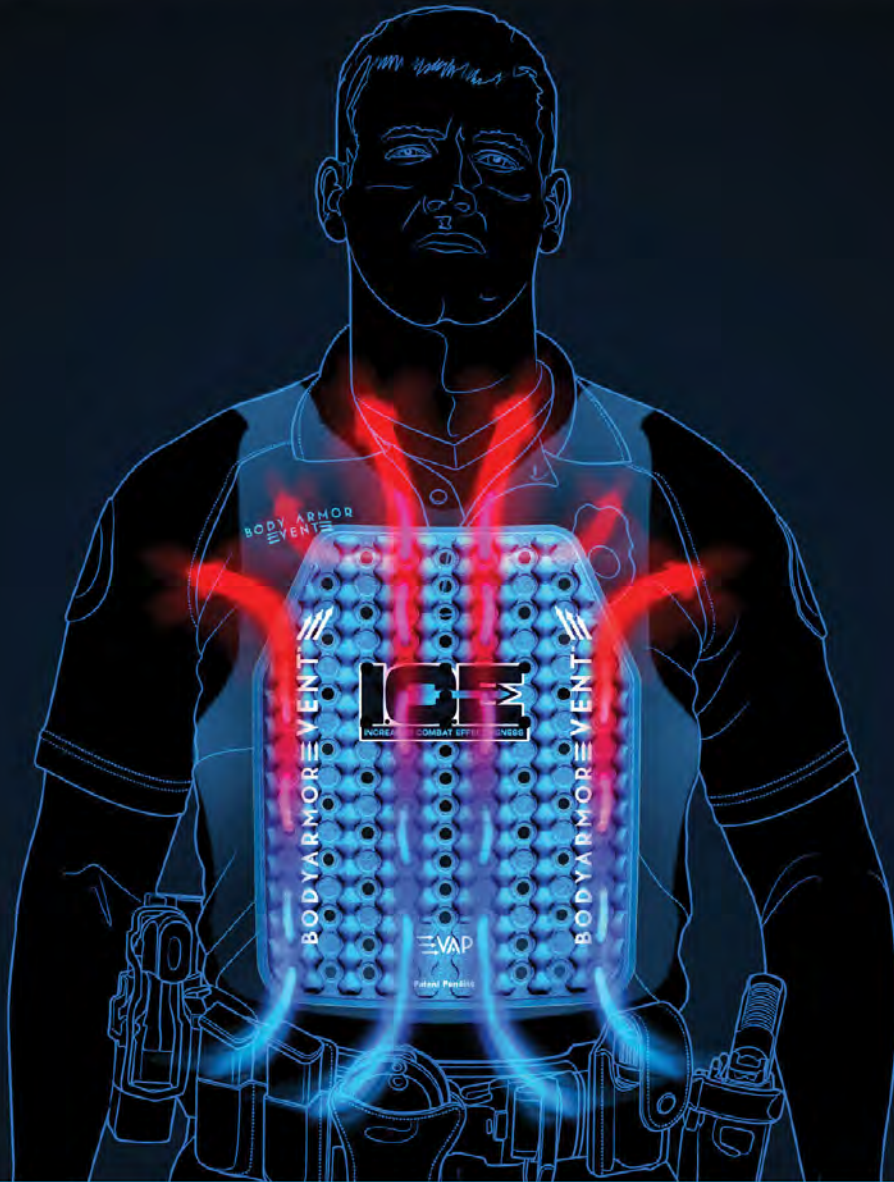
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MEMBER SPOTLIGHT

Robert C. Parra

JIMMY HOLDERFIELD / NATIONAL SECRETARY

CONTRIBUTIONS BY BOB MARTINEZ

This month's Member Spotlight recognizes the recently elected president of the New Mexico State Lodge. He has a diverse and experienced career in law enforcement. Just being around him, you feel welcomed and valued.

Robert C. Parra was born in Deming, New Mexico. He comes from a family of 12 siblings. Robert is a graduate of Deming High School and has a Bachelor of Science degree in administration of justice from Western New Mexico University in Silver City.

Robert knew from an early age that he wanted to work in law enforcement. He comes from a family with a long history of service in law enforcement, beginning with his grandfather, who was a constable in Grant County, New Mexico. Robert's father is a retired captain who served with the Deming Police Department for over 30 years. His daughter worked for the Las Cruces Police Department. He has three siblings who are in law enforcement, an uncle and brother-in-law who retired from law enforcement and a nephew, niece and great-nephew who are in law enforcement.

Robert has over 25 years of experience in the criminal justice system, including law enforcement, civil administration, criminal defense and civil rights programs. He served as the undersheriff for Grant County for eight years. He currently works for the New Mexico Department of Corrections.

In 2017, he was recruited and became an active member of the Las Cruces FOP Lodge #8 after relocating to the city four years earlier. He became immediately involved with community events, but especially the "Shop With a Cop" program. There was a need for unity among the members and a desire for help with the operation of the lodge. Brother Robert stepped up, being the voice of unity and sharing his experiences and knowledge. His leadership was recognized by the president of Lodge #8, and when a vacancy occurred in the office of vice president, he was appointed to fill the unexpired term. The next year, with the support of the membership and the desire to lead the order in a different, positive direction, Brother Robert was elected president, the position he still holds today.

He and his team of fellow Board members have concentrated on recruitment, training, education and running the lodge in a proactive business manner.

President Parra had the privilege of meeting with the leadership of other lodges in New Mexico and with leaders at the National level. He became engaged with the challenges the FOP was facing in his state and elsewhere, and he knew that to make a difference, he had to run for State president. He told the *Journal*, "There are many favorite things in my role as State president, but to mention a few, I enjoy meeting great positive leaders in both the State and National level who are working



together to achieve a common goal. I also enjoy taking on the challenges that we are faced with in order to bring unity, fairness and protection for our family of blue."

Robert thinks it is vitally important for all law enforcement officers to be a part of our 356,000 members of the FOP, the "voice of law enforcement." He believes that together, we will continue to work diligently to improve working conditions, safety, wages, benefits and camaraderie in our noble profession. He knows that keeping up to date on legislation affecting law enforcement and maintaining a good relationship with the citizens we serve are the keys to our success.

Recently, President Parra attended a briefing with other FOP leaders and top staff of the U.S. Customs and Border Protection in Washington, D.C. He was very direct with his questions to the officials and expertly articulated the Fraternal Order of Police's concerns over the border crisis. He gave several suggestions and exchanged contacts with the top chiefs in attendance. We are all proud that Robert joined us and led the way.

President Robert Parra has four adult children and four grandchildren. "They are my support group, and they keep me motivated in working hard to make sure that they and the community will be safe now and in the future," he said. In his spare time, he enjoys the outdoors and is an avid hunter. Robert also enjoys working out in the gym, being physically active and spending time with his family. He beams when he talks about his relationship with Christ. He finds peace and comfort in learning and playing Christian songs on his acoustic guitar. He is proud of teaching himself how to play the guitar. **FOP**



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BURNOUT IN LAW ENFORCEMENT

C. GABRIELLE SALFATI / PH.D.

What is Burnout?

Burnout is the mental or physical collapse caused by long-term chronic stress or doing work that no longer feels connected to your life's purpose. Over time, it causes you to run out of energy and leads to extreme exhaustion, cynicism and inefficacy. It can be debilitating mentally and emotionally and can flow over into the rest of your life outside of work, as well as affect your physical health.

In May 2019, the World Health Organization (WHO)¹ added burnout to the International Classification of Diseases handbook, where they describe it as an "occupational phenomenon," not a medical condition, that results from unmanaged workplace stress that has not been successfully managed. They go on to define it as characterized by three dimensions:

- Feelings of energy depletion or exhaustion
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- Reduced professional efficacy

Stress or Burnout?

To understand burnout, we need to first understand stress. The first thing to know is that although we often associate stress

with something negative, stress is something we need in order to function well. Knowing this allows us to understand that stress has a function in our well-being and ability to engage with our work. Stress is there to fuel our focus and provides the energy that allows us to do our work. It's often what we associate with engagement, focus and excitement. It's the adrenaline that fuels our activities. But the key is that it doesn't threaten us.

Stress is also there to help us in bad moments. It is our survival mechanism when our body engages the fight-or-flight response (getting our bodies ready to react to the danger by either facing it or by running away) in the face of a situation of adversity or danger. The stress response activates our system to deal with this. The key is that once the situation is dealt with, our system comes back to normal. The problem becomes when we deal with stress that does not get resolved or becomes long term and chronic, which leads us to feel out of control of our lives.

Our bodies are not designed for chronic stress, and if we experience it for a long time, it can have serious negative effects on our bodies. Our bodies are also not wired for today's types of stressors, which are not immediate survival stressors but often related to our day-to-day tasks. Our brain does not recognize the difference between a stressor that is life-threatening and

REFERENCES

¹ "Burn-out an 'occupational phenomenon'; International Classification of Diseases," WHO, 28 May 2019, [who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases](https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases)

your email inbox. Irrespective of the type of stress, it floods the body with the same types of stress hormones. Because many of our stressors are not life-threatening, we don't deal with them, and they stay with us, as we often don't feel able to reduce or remove these stressors. And it's having too much stress for too long and not having the tools to deal with it that balance it over from something useful to being destructive.

We often hear people refer to chronic stress as feeling "burnt out." But it is important to understand that although continuous stress may lead to burnout, stress and burnout are different. The manifestation is different, the causes are different, and ultimately, how we can most successfully deal with each are also different. Stress is essentially about being over-engaged (always busy), which leads to feeling emotionally overactive (stress), which leads to loss of physical energy. Burnout, on the other hand, is about being disengaged (loss of motivation), which leads to hopelessness, which leads to loss of emotional energy. Stress is essentially a physical issue, while burnout is an emotional issue.

The indications of burnout are, however, also similar to the indications that we see in those who are feeling compassion fatigue, a condition characterized by emotional and physical exhaustion specifically seen in those in the helping professions, leading to a diminished ability to empathize or feel compassion for others. Both burnout and compassion fatigue look similar. In both situations, the functioning in the workplace is reduced. But the causes are again different. Compassion fatigue is often associated with operational stress caused by job function (e.g., helping people, experiencing other people's trauma). Burnout, on the other hand, is more often related to organizational stress (e.g., administrative demands, shift work, constant policy and legislation changes, inadequate support by department). For other types of organizational stressors, see the police stress questionnaire.²

How Big Is the Burnout Problem?

The American Institute of Stress³ has identified the workplace as the greatest source of most people's stress. The Ruderman Foundation's 2018 report⁴ highlighted that in terms of mental health, law enforcement officers were doing substantially worse than the general population in terms of mental health issues such as depression, PTSD, suicide ideation and suicide rates. Law enforcement officers must pass mental and physical fitness tests before entering the academy, and as such, start their service with a much higher baseline of mental health on entry into law enforcement. These numbers, therefore, reflect deterioration of mental health during service.

Our bodies are not designed for chronic stress, and if we experience it for a long time, it can have serious negative effects on our bodies.

This indicates that we need to focus on the work environment as well as other areas of life if we want to comprehensively understand mental health and wellness issues, especially in terms of burnout, which has been defined as a workplace issue. The FOP's own 2018 survey⁵ of nearly 8,000 active and retired sworn officers showed that 78% of officers said they experienced critical stress on the job (FOP 2018). Badge of Life in 2015 highlighted that in terms of the effects of stress, 70% of officers reported stress-based physical health problems.

There are many studies that have looked at the **impact** of burnout, but to date, there have been few studies that have provided actual **prevalent** numbers on burnout in law enforcement to help us understand the extent of the issue. To gain an understanding of the situation, there is currently an ongoing systematic review at John Jay College of Criminal Justice (Salfati, 2021).⁶ Pulling out six studies from this review that focused on U.S. law enforcement published during 2001–2019, which together accounted for 18,013 officers, we can get an initial overview of the problem. As an average across these studies, almost a quarter (24%) reported high, critical or severe levels of burnout. In the studies that provided further detail, just over a quarter (25.2%) reported high levels of emotional exhaustion (feelings of being emotionally overextended and exhausted by work). Over a third (39.1%) indicated high levels of depersonalization (negative, cynical attitudes and feelings about their operational work), and just under a third (29.4%) indicated low levels of professional efficacy (negative self-view and lack of successful achievement in one's work). What these initial numbers are showing us overall is that between one-third to one-quarter of officers are reporting levels of burnout that put them at risk for not only disengaging with their work but also at risk for the mental and physical impact burnout can have on their mental, emotional and physical well-being.

How Do We Address Burnout?

Stress is often related to issues of **workload** and **time management**. Therefore, regulating your work hours, reducing the number of tasks, getting more sleep and taking time off work are all great steps to help with reducing stress. Burnout, on the other hand, is more about **energy management**. Removing the stress and adding time is a good first step to deal with burnout, but it's not enough. The core focus on addressing burnout lies in finding ways to reengage with your meaning and purpose in your work to increase feelings of positive emotion and energy resulting from work.

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- ² John Violanti, et al. "Highly Rated and Most Frequent Stressors Among Police Officers: Gender Differences." *American Journal of Criminal Justice*, 41(4), 645-662. DOI: 10.1007/s12103-016-9342-x. March 2016.
- ³ "Workplace Stress." The American Institute of Stress. [stress.org/workplace-stress](https://www.stress.org/workplace-stress).
- ⁴ "Study: Police Officers and Firefighters Are More Likely to Die by Suicide Than in Line of Duty." Ruderman Family Foundation. rudermanfoundation.org/white_papers/police-officers-and-firefighters-are-more-likely-to-die-by-suicide-than-in-line-of-duty/
- ⁵ "Report On FOP/NBC Survey of Police Officer Mental and Behavioral Health." files.fop.net/wp-content/uploads/2021/03/OfficerWellnessSurvey.pdf.
- ⁶ C. Gabrielle Salfati, (2021) Law Enforcement Resilience. Investigative Psychology Research Unit, John Jay College of Criminal Justice. [jjay.cuny.edu/IPRU](https://www.jjay.cuny.edu/IPRU).

BURNOUT IN LAW ENFORCEMENT

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What do we mean by energy management? Energy is about what fuels us rather than what depletes us. Reengaging with why we signed up for the job in the first place and reigniting our sense of purpose will allow us to regain meaning from our work. This, in turn, will increase the amount of positive emotion we feel from it, which we know from the field of positive psychology is the key ingredient for leading a fully engaged, flourishing life. This reengagement is the key step to moving out of burnout.

Positive psychology is the science of how to enable people to live their most engaged and flourishing lives. It does not focus on identifying what is wrong with us and instead focuses on what is right by proactively supporting and increasing well-being. Positive psychology is also the basis for resilience training. Resilience is a protective factor that helps people bounce back from adversity quicker and with less negative side effects. It has been shown through research to be a teachable mindset and skillset that few people are taught, but everyone needs, especially when dealing with day-to-day stress. The skillset that comes from resilience training can help to deal not only reactively to stressful events but can also help to proactively build up a shield against future stress. There are four different sets of resilience tools, and each one tackles the issue of burnout from different angles.

- **Mental resilience** provides tools to help us change our perception of stressful events, which leads to changing our experience of that stressful event. We can rarely change the situations we face, but by changing how we perceive stress, it gives us back a feeling of control by giving us choices for how we interpret the situation.
- **Emotional resilience** provides tools to help us deal with regulating our emotional reactions to stressful events. We can't change our initial reactions to stressful events, but we can learn to regulate our emotions to help us manage the aftereffects. By understanding why we react to stressful situations the way we do, it gives us back a feeling of control by giving us choices for how we feel about our reactions to the situation.
- **Physical resilience** provides tools to help reduce the stress response in our bodies, which helps reduce the physical impact of stress and provides tools that can help us feel like we have control back over our bodies.
- **Spiritual resilience** is not about religion (although religion for some is one of the avenues) but rather about finding our place in the world to find connection. It provides tools to help us uncover our strengths and values and how to leverage these in times of stress. If we



approach adversity with our innate strengths, we will more likely see the adversity as a challenge that we have the tools to resolve, rather than an insurmountable situation out of our control. This, in turn, gets us reconnected and feeds into fueling our meaning and purpose.

By employing tools that focus on our mind, our emotions and our bodies, we gain the practical tools to regain control over stressful situations. By further understanding how we can reframe the situation from something that depletes us to something that energizes us, we have gained the key tools to help us reconnect and reengage. That is the key to reigniting the good fire that fuels us rather than the bad fire that burns us.

Resources

For more information on ongoing research and training on law enforcement wellness and resilience, see the IPRU website at jjay.cuny.edu/IPRU. For updates from the IPRU, join us on LinkedIn at [linkedin.com/in/gabriellesalfati](https://www.linkedin.com/in/gabriellesalfati). **FOP**

C. Gabrielle Salfati is a professor of psychology and the director of the Investigative Psychology Research Unit at John Jay College of Criminal Justice in New York. Her 25-plus-year career to date has been focused on serving law enforcement. She has developed and spearheaded initiatives to prioritize best practices in translation of scientific evidence to be applicable in practice through the development of practitioner-focused training. She is part of the first group of people who emerged within the new field of investigative psychology and was instrumental in its development as an international research field on the empirical analysis of violent criminal behavior. Her work in the field of positive psychology focuses on the development of resilience training, and she leads key research programs on the evaluation of the impact of positive psychology-based resilience training programs to support wellness and prevent burnout in law enforcement and other front-line first responders.



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- Talk to a member services advocate at **(866) 246-8060 (TTY: 711)**, Monday–Friday, 8 a.m. to 6 p.m. ET. Just tell the representative you want more information about FOP plans. **FOP**

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





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Thomas University



For over 70 years, Thomas University has served South Georgia, North Florida and students from around the globe by providing an education that values each student's individuality and unique contributions to society.

Thomas University works closely with law enforcement agencies across the United States and awards 40 semester credit hours toward an associate or bachelor's degree. In fact, students may apply up to 90 credits from prior college, certifications and military service.

As a result, law enforcement personnel are able to complete TU's associate degree in law enforcement in as few as seven classes! TU also offers a bachelor's degree in criminal justice, homeland security and justice administration. All of these degrees can be completed entirely online. Classes are offered in eight-week sessions in an asynchronous format. This means that busy, working adults can earn their

degrees while balancing personal and professional obligations.

"Thomas University's online criminal justice program provided me with the perfect opportunity to achieve the bachelor's degree that I had put off for years," says G. Wayne Dennard Jr., Acworth (Georgia) Police Department chief of police. "The staff was so incredibly helpful in advising me and setting me on track toward the completion of the program. I credit Thomas with providing me a springboard for my current command-level position."

Many students pursuing degrees at TU are active law enforcement officers. Our faculty are criminal justice professionals with experience working in the Department of Corrections, Department of Community Supervision, State Patrol and local police departments. One faculty member is even a Superior Court judge! These professors bring real-world application to course material.

The online homeland security degree program began in the fall of 2021. This program is a participant in the University and Agency Partnership Program (UAPP) of the Naval Postgraduate School's Center for Homeland Defense and Security, allowing TU students to access their national digital library and other resources.

"When we were putting the classes together, we looked at all the aspects that make up homeland security," says Crawford "Chip" Battle, program director for criminal justice. "When we think of homeland security, we're mainly thinking of TSA, CIA or federal law enforcement agencies, but there are also a lot of for-profit and nonprofit organizations that are hiring in the field."

When it comes to risk management or emergency management, the classes focus on identifying critical assets in a

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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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NFOPU SPOTLIGHT

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community, how to protect those assets and what to do if they are attacked or damaged by natural hazards. Those assets could include hospitals, military bases or power plants.

Thomas University has a number of memorandums of understanding (MOU) with state and local law enforcement agencies and is a university partner with NFOP. These agreements allow students actively employed with partner organizations to receive a tuition discount. TU's partnership with NFOP allows NFOP members and their families to receive a tuition discount for any of our undergraduate programs.

Because many active law enforcement personnel are veterans, you may be interested to know that for the fourth year in a row, Thomas University was named a top 10 military-friendly school. TU has been named by the Military Friendly Schools list several times for its continued commitment to veterans and current military students.

"At Thomas University, we understand that veterans have served their country, and now we're in a position to serve them by helping them and their family members earn a college degree," says Stephen Ferguson, vice president for military and corporate relations. "We take this responsibility seriously, and we're committed to doing the best job that we can to help these families. Being named a top 10 military-friendly school proves that we're doing what we should for our military students."

Thomas University is a private, nonprofit, regionally accredited institution located in southwest Georgia. TU offers associate, bachelor's and graduate degrees in a wide variety of fields such as education, social work, supply chain management, computer information systems, exercise and sport sciences, as well as graduate programs in business, education and counseling. **FOP**

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Border Discussion, FOP-Backed Bills, Vaccine Mandate Updates and More



Congress returned to session after Labor Day and, following a recess in observance of Columbus Day, is once again in session and will meet through the first week of November. The remainder of the year poses a variety of serious challenges for the remaining weeks of this first session of the 117th Congress.

A bipartisan agreement averted both a government shutdown and a potential breach of the existing debt ceiling. The current continuing resolution and the borrowing authority for the federal government both expire on December 3, meaning that Congress will have to address both issues before that date.

Congress is also working to develop a budget reconciliation bill that can pass without any Republican support. This effort has become politically linked to H.R. 3684, the Infrastructure Investment and Jobs Act, a bipartisan measure that was amended and passed the Senate on a 69–30 vote. To date, the House has refused to hold a vote on H.R. 3684 until they have assurances the budget reconciliation bill has the votes to pass the Senate, leaving Congress at an impasse with no obvious solutions on the horizon.

Police Reform Efforts Reach Impasse, Active Negotiations Suspended

The FOP was disappointed with the announcement that congressional leaders working on police reform have suspended negotiations after reaching an impasse. The FOP, along with the International Association of Chiefs of Police (IACP), were very early partners in this comprehensive effort. For the last year and a half, the FOP worked in good faith with members of the House and Senate to enact meaningful

Just the Facts:

» While the FOP is disappointed that congressional leaders working on police reform have suspended negotiations after reaching an impasse, we are proud to have preserved the existing doctrine of qualified immunity, the “objectively reasonable” standard established by *Graham v. Connor* and the existing language in 18 USC Section 242. Additionally, FOP leaders recently joined senior officials at the U.S. Customs and Border Protection (CBP) headquarters in Washington, D.C., to be briefed on the state of the border. We found the briefing and the following discussion productive and very helpful as they highlighted the need for continued engagement and cooperation between federal agencies and their state and local counterparts.

police reform while protecting the due process rights of and protections afforded to law enforcement officers. We are grateful to Senators Cory A. Booker (D-N.J.) and Timothy E. Scott (R-S.C.), as well as Representative Karen R. Bass (D-Calif.), for the countless hours they worked with us on these issues over these last months.

While we are unhappy that this work remains undone, the FOP is proud to have preserved the existing doctrine of qualified immunity, the “objectively reasonable” standard established by *Graham v. Connor* and the existing language in 18 USC Section 242.

FOP Defeats Johnson Amendment Gutting 1033 Program

In September, the House amended and passed H.R. 4350, the National Defense Authorization Act, on a 316–113 vote. The legislation, which would authorize FY 2022 appropriations for military activities and programs of the U.S. Department of Defense (DoD), will be transmitted to the Senate for further action.

One of the numerous amendments that were considered was offered

by Representative Henry “Hank” Johnson Jr. (D-Ga.), which would have imposed severe restrictions on the 1033 program, a surplus equipment program administered by the Defense Logistics Agency (DLA) and the Law Enforcement Support Office (LESO) within the DoD. The 1033 program allows state and local law enforcement agencies to obtain equipment they would not otherwise be able to afford. This amendment, which the FOP lobbied members of the House to oppose, was rejected on a 198–231 vote.

FOP Leaders Talk Border With Top DHS Officials

National President Patrick Yoes, National Vice President Joe Gamaldi, National Secretary Jimmy Holderfield, National Treasurer James Smallwood and I, along with more than a dozen FOP leaders from border states and regions, joined senior officials at the U.S. Customs and Border Protection (CBP) headquarters in Washington, D.C., in October to be briefed on the state of the border.

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WASHINGTON REPORT

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The briefing was provided by Marcos Mareno, acting director of the Strategic Intelligence and Analysis Division within the CBP Office of Intelligence, who gave our FOP leaders a thorough overview of criminal activity

Top Priorities in Brief

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

House: 232 co-sponsors (176 D, 56 R)

Senate: 35 co-sponsors (29 D, 4 R, 2 I)

Urge Congress to pass the Social Security Fairness Act:

tinyurl.com/ps9rbnd8

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

House: 68 co-sponsors (50 D, 18 R)

Senate: 1 co-sponsor (1 R)

Urge Congress to pass the Law Enforcement Officers' Equity Act:

tinyurl.com/9pp93cw

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

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

Urge Congress to pass the Public Safety Collective Bargaining Rights:

tinyurl.com/8hzwfbt3

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

House: 51 co-sponsors (1 D, 50 R)

Senate: 2 co-sponsors (2 R)

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

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

Senate: 23 co-sponsors (23 R)

Urge Congress to Pass the Protect and Serve Act: tinyurl.com/97jb9e6y

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/yrnbeu55.

at and across the border, as well as its potential impact on state and local jurisdictions across the country.

U.S. Border Patrol Chief Tony Barker, who is also the director of the Southwest Border (SWB) Response, briefed FOP leaders and addressed the recent Del Rio operation, which successfully cleared a large encampment of people seeking to enter or remain in the U.S. unlawfully. He also responded to questions from our FOP leaders in a direct and candid way about the operations of the U.S. Border Patrol.

We found the briefing and the following discussion productive and very helpful as it highlighted the need for continued engagement and cooperation between federal agencies and their state and local counterparts to combat crime and reduce the incentive for people to attempt illegal crossings or engage in criminal trafficking.

Potential House Action on FOP-Backed Bills

The staff in the Government and Media Affairs Center (GMAC) have been pushing House leadership for a floor vote on three bipartisan bills, and it looks like they will be considered and passed under a suspension of the rules before the end of the year. The bills are:

- S. 921, the Jaime Zapata and Victor Avila Federal Officers and Employees Protection Act, which would clarify that federal law clearly and unambiguously protects federal law enforcement officers and other employees operating outside our borders
- S. 1502, the Confidentiality Opportunities for Peer Support (COPS) Act, which would reduce the barriers for law enforcement officers when trying to access mental health resources
- S. 1511, the Protecting America's First Responders Act, which would update the Public Safety Officers' Benefits Program (PSOB) disability determinations and the definitions, making it more consistent with existing federal law, and greatly improve the ability of our injured and disabled officers to have their claims processed more fairly

and more quickly, as well as providing for an extension of the COVID-19 presumption for the PSOB program

All of these bills have already passed the Senate. If adopted by the House, S. 921 and S. 1502 would go directly to the president to be signed into law. But S. 1511 would need to go back to the Senate after being amended, and there is a bicameral agreement that it would be quickly taken up and passed by unanimous consent.

Update: Additional Information on Federal Vaccine Mandate

- All federal employees must be fully vaccinated by November 22, which means that federal employees must receive their final dose of the vaccine no later than November 8.
- Individual agencies and their offices of general counsel will set a date by which employees must notify their agency of their intention to seek a legally required exemption.
- The Task Force recommends that employees who are denied an exemption receive their first dose within two weeks of the final determination.
- If an employee refuses to be fully vaccinated, he or she may be subject to discipline, up to and including termination, beginning as soon as November 9.
- The Task Force recommends federal agencies work with their employees to encourage compliance. From the guidance:
 - o "Accordingly, agencies should initiate the enforcement process with a brief period of education and counseling (five days), including providing employees with information regarding the benefits of vaccination (tinyurl.com/e74ey7hw) and ways to obtain the vaccine (tinyurl.com/n6fb3pby). If the employee does not demonstrate progress toward becoming fully vaccinated through completion of a required vaccination dose or provision of required

documentation by the end of the counseling and education period, it should be followed by a short suspension (14 days or less). Continued noncompliance during the suspension can be followed by proposing removal.”

Social Security Fairness Act: Is Your Representative a Co-Sponsor?

Last month, we were pleased to report that a majority of the members of the U.S. House of Representatives were co-sponsors of H.R. 82, the Social Security Fairness Act. While this is a very important milestone, our true goal is to reach 290 co-sponsors, which would trigger an existing House rule and force the measure to the House floor for a vote.

As of this writing, we have 232 co-sponsors — including 176 Democrats, a majority of that caucus, and 56 Republicans! We also still have 20 members of Congress who previously co-sponsored the bill but have not yet signed on in this Congress. The GMAC staff will be continuing to target these

offices, but we are asking our members to review the list below and, if any of these representatives are yours, please contact them and ask them to co-sponsor H.R. 82:

- Tony Cardenas (D-Calif.-29)
- Jimmy Gomez (D-Calif.-34)
- Bill Posey (R-Fla.-8)
- Lucy McBath (D-Ga.-6)
- Jamie Raskin (D-Md.-8)
- Haley M. Stevens (D-Mich.-11)
- Jim Hagedorn (R-Minn.-1)
- Emanuel Cleaver (D-Mo.-5)
- Nydia M. Velazquez (D-N.Y.-7)
- Marcy Kaptur (D-Ohio-9)
- Kevin Hern (R-Okla.-1)
- Frank D. Lucas (R-Okla.-3)
- Mary Gay Scanlon (D-Pa.-5)
- John R. Carter (R-Texas-31)
- Lloyd Doggett (D-Texas-35)
- Lizzie Fletcher (D-Texas-7)
- Lance Gooden (R-Texas-5)
- Marc A. Veasey (D-Texas-33)
- Jennifer Wexton (D-Va.-10)
- Mark Pocan (D-Wis.-2)

Please check to make sure your representative and both senators are co-sponsoring H.R. 82 or S. 1302, even if they are not listed above! Urge

Congress to pass the Social Security Fairness Act: tinyurl.com/ps9rbnd8.


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

Violence in our communities and targeted violence against law enforcement officers continues to climb, and we are sadly on pace to surpass 2020’s historic numbers of officers shot in the line of duty. At this writing, 267 officers have been shot in the line of duty in 2021, 51 of whom were killed. There have been 84 ambush-style attacks on law enforcement this year, which have resulted in 106 officers shot, 25 of whom were killed. Thanks to improvements in medical trauma science and the efficacy of anti-ballistic soft body armor, many of the officers who were shot survived the incident.

To address these increased attacks on law enforcement, the FOP is urging Congress to consider H.R. 3079/S. 774, the Protect and Serve Act.

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THE EVOLUTION OF AMERICAN LAW ENFORCEMENT
8.27.21 - 7.31.22
HONORARY CHAIR, COMMISSIONER DERMOT F. SHEA, NYPD



National Law Enforcement Memorial and Museum
RESPECT. HONOR. REMEMBER.

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

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

WASHINGTON REPORT

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The legislation would impose federal penalties on individuals who deliberately target law enforcement officers with violence in very specific circumstances. GMAC staff are waging an outreach campaign focused on members of Congress who have lost officers in their district or states to targeted or ambush attacks.

The bills currently have 46 and 23 co-sponsors, respectively. Urge Congress to pass the Protect and Serve Act: tinyurl.com/97jb9e6y.

Make Your Voice Heard!

The National FOP continues to be a leading voice on social media. We have had tremendous success at spreading our message strategically and effectively, allowing us to take back the narrative from those seeking to demonize law enforcement and the brave men and women who wear the badge. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The National FOP undisputedly has the largest presence on social media compared to other national law enforcement organizations.

We urge our members to visit our social media pages and see for themselves the daily posts we are making to better inform and educate the public on the current issues facing




law enforcement. We encourage every lodge, every member and every citizen who supports law enforcement's brave men and women to follow the National FOP:

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

Making our voice heard is critical to shaping the narrative around our brothers and sisters who

wear the badge. We ask that you join us by sharing articles, stories and pictures that highlight the tremendous work our members are doing in their communities. When sharing, please make sure to tag and use the following hashtags: **#FOP #FOPstrong #BacktheBlue #DefendthePolice**

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Support the P  C
National Fraternal Order of Police

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



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NOW IS YOUR TIME TO THRIVE.**

CONTACT US TODAY:

INFO.SIGNAL88FRANCHISE.COM/POLICE

WASHINGTON REPORT

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If the individuals tasked with developing social media content for your lodge have any questions about creating, developing or implementing any social media material or strategy, please have them reach out to Mark McDonald (mmcdonald@fop.net) in our Government & Media Affairs Center to set up a meeting.

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

Lastly, the **FOP Weekly Update** is a key resource to keep you informed on the legislation pertinent to law enforcement and a great way to stay updated on what the National FOP is doing for you in Washington. If you have not yet done so, please be sure to sign up for the National 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 FOP is the oldest and largest law enforcement labor organization in the country and our legislative operation in Washington, D.C., is the most effective and reliable voice for law enforcement.

One of the tools used by our National Legislative Program and Grassroots Action Network is the National FOP Political Action Committee (NFOP PAC). The NFOP PAC is an effective way to represent our members on Capitol Hill by supporting candidates who support our members and our profession.

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

We can accept one-time donations, but we encourage members to sign-up for recurring, monthly contributions

using their credit card. This is the most effective and reliable way to contribute.

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

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

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

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

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Gratitude for the Union

November is a time of reflecting upon all that we are thankful for. Oftentimes, that list includes aspects of our lives like family, health, finances and the like. However, one more thing can be added to that list: union benefits. Employees working under a collective bargaining agreement (CBA) have many things that non-bargaining employees do not. Things like increased wages, top-tier benefits, labor representatives who advocate for those employees' specific needs and desires and so much more. In fact, a study done earlier this year by the National Bureau of Economic Research

found that union employees are four times more satisfied with their jobs and working conditions than those of their non-union counterparts. To those law enforcement officers who have brothers and sisters in the field across the nation, you can probably see why there exists such a discrepancy in job satisfaction.

According to the Bureau of Labor Statistics, over 14.3 million employees belong to unions across the country. In fact, 2020 alone saw a membership rate increase of 10.8%. Moreover, public-sector membership rates are over five times higher than those of private-sector membership rates. Though there

are many theories on why this is, the overarching theme is simple: increased wages and better working conditions. Public-sector employees covered under a CBA earned \$745 more on average than those employees not covered under a CBA. Furthermore, those same union employees had more favorable health care coverage, leave policies and disciplinary procedures than those who were without union representation. No wonder job satisfaction is four times higher!

So as this holiday season begins, even in the face of unprecedented criticism, we hope you take the time to appreciate the benefits union membership provides. Given all the law enforcement community has been through over the last few years, it can be easy to lose sight of some of the workplace aspects that still serve us and work for us, no matter the climate. The Labor Services Division, alongside National FOP Headquarters, will continue to be there for you. We will continue to work for you in every battle. We, in turn, express our gratitude for the opportunity to give back and serve you, the men and women of law enforcement, every single day. May we all enter this season with a thankful heart as we wish you and yours a very happy Thanksgiving.

If you are interested in learning more about Labor Services or obtaining information about our offerings, please contact labor@fop.net. **FOP**

NEED SOMEONE TO TALK TO?



COPLINE is the first international law enforcement officers' hotline, manned entirely by retired law enforcement officers.

An active or retired officer or their family can call 24/7 and be assured there is a trained active listener on the other end of the line.

COPLINE is strictly confidential.

If you or someone you know is struggling, please have them reach out to **COPLINE** and/or seek professional help.

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ATTENTION RETIRED OFFICERS

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

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



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Proposed Qualified Immunity Reform in State Legislatures



Qualified immunity is a judicially created doctrine. Each state may have its own codified law or statute that deals directly with indemnifying public officials for actions taken within the scope of their employment. Understanding that qualified immunity will remain available as a defense as long as the Supreme Court maintains its status quo, state legislatures have been increasingly aggressive in terms of reforming the doctrine via legislation.

Several state governments have undertaken their own form of qualified immunity reform legislation. Colorado was the first state to end qualified immunity via legislation on June 19, 2020. The law went into effect in July 2021. The act allows a person to bring a civil action against a peace officer when any of their constitutional rights secured by the bill of rights of Colorado have been infringed upon. A peace officer under Colorado law is defined as “any person employed by a political subdivision of the state required to be certified by the P.O.S.T. board, a Colorado state patrol officer and any non-certified deputy sheriff.” Further, the act requires the respective political subdivision of the state to indemnify its employees. The exception is if the employer determines the officer did not act upon a good faith and reasonable belief that the action was lawful, then the peace officer can be personally liable for the lesser of 5% of the judgment or \$25,000.

On April 7, 2021, the New Mexico governor signed into law the New Mexico Civil Rights Act, effectively ending qualified immunity for “public bod[ies] or persons,” including police officers. This act applies to state cases, which are claims under this law that

Just the Facts:

» Because qualified immunity will remain available as a defense as long as the Supreme Court maintains its status quo, state legislatures have been increasingly aggressive when it comes to reforming the doctrine via legislation. Many state governments have recently undertaken their own form of qualified immunity reform legislation. However, any proposed state legislation will only apply to actions brought under state law. Congress proposals to eliminate qualified immunity at the federal level have been summarily rejected.

residents can bring in any New Mexico district court for the deprivation of any rights, privileges and immunities secured by New Mexico’s constitution. Further, local or state government’s political subdivisions, government

Many states have codified indemnification for government officials, and thus, any reform eliminating qualified immunity would need to separately address indemnification.

agencies, boards and commissions are restricted from employing the qualified immunity defense. New Mexico residents have a three-year statute of limitations to bring a claim under this new law.

On July 21, 2020, Connecticut’s governor signed into law H.B. 6004, which codifies the qualified immunity

defense. Qualified immunity is only available when the police officer had an objectively good faith belief that such officer’s conduct did not violate the law. Connecticut residents have a one-year statute of limitation in which to bring claims arising out of a police officer deprivation of a person’s equal protection, privileges and immunities provided under state law. In addition, each respective municipality or police department shall indemnify a police officer for financial loss and expense in a suit initiated against an officer, except when it may attempt to recover such costs against the police officer if the act was malicious, wanton or willful.

Finally, in June 2021, Ohio introduced its version of qualified immunity legislation targeted at law enforcement. Ohio H.B. 332 eliminates qualified immunity for law enforcement officers in Ohio who, under color of law, and by the officer’s act or omission in the course of the performance of the officer’s official responsibilities, subjects or causes to be subjected any other individual to the deprivation of that individual’s rights. Like Colorado, under Ohio’s proposed law, the political subdivision (employer) shall

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LEGAL COUNSEL

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not indemnify the officer for 5% of the judgment or settlement or \$25,000, whichever is less.

Many states have codified indemnification for government officials, and thus, any reform eliminating qualified immunity would need to separately address indemnification. As discussed, some proposed legislation has done so by expressly removing indemnification for law enforcement officers up to \$25,000. Indemnification is defined as “[t]he action of compensating for loss or damage sustained.” Ohio, for example, indemnifies public officers or employees from liability incurred in the performance of official duties up to \$1 million per occurrence. Vermont indemnifies its state officials up to \$500,000 for each person and \$2 million to all people arising out of each occurrence. In Iowa, the duty to save harmless and indemnify does not apply to awards for punitive damages.

It must be noted that any proposed state legislation will only apply to actions brought under **state law**. It is almost always the case that an action against an officer will be brought, at least in



part, pursuant to the U.S. Constitution and federal law. Therefore, qualified immunity will be available to that officer for those alleged violations of federally protected rights. Congress proposals to eliminate qualified immunity at the federal level have been summarily rejected. Thus, until the Supreme Court says otherwise, it will remain a viable defense for state actors such as teachers, mayors, firefighters, school administrators — and yes, law enforcement officers. **FOP**

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New Retired Law Enforcement Concealed Carry Legal Defense Coverage



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

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

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

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

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

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

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

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



FOP LEGAL DEFENSE PLAN

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