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

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

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FOP Sounds the Alarm on Officer Safety



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

Our nation's law enforcement officers, despite the adversity they face, put themselves in harm's way to protect and serve the communities that they love. Unfortunately, the increased animosity toward the police has made our communities and law enforcement officers less safe. We've seen the consequences of divisive and hateful rhetoric, as acts of violence targeting the men and women of law enforcement have increased significantly over the past few years.

The National Fraternal Order of Police releases a monthly report (fop.net/category/officers-shot-and-killed), compiled by staff in the National FOP's Legislative Office in Washington, D.C., that details the number of officers shot in the line of duty, officers killed by gunfire and ambush-style attacks on law enforcement. So far this year, 333 officers have been shot in the line of duty, and, unfortunately, 60 of them were killed.

Even more alarming, 127 of these officers were shot in 102 separate ambush-style attacks, and, unfortunately, 29 of those were killed by gunfire.

This past year has been one of the most dangerous for law enforcement in recent memory. Not only are our officers vulnerable to contracting COVID-19, but the latest data shows that there has also been a 126% increase in ambush-style attacks from this time last year. It is a

stark reminder that our law enforcement officers are not just in harm's way due to the dangerous nature of their profession, but that they are the targets of cowardly individuals whose sole motivation is to injure or kill a law enforcement officer.

For more than a century, the Fraternal Order of Police has been the voice for the men and women

Continued on page 10 >



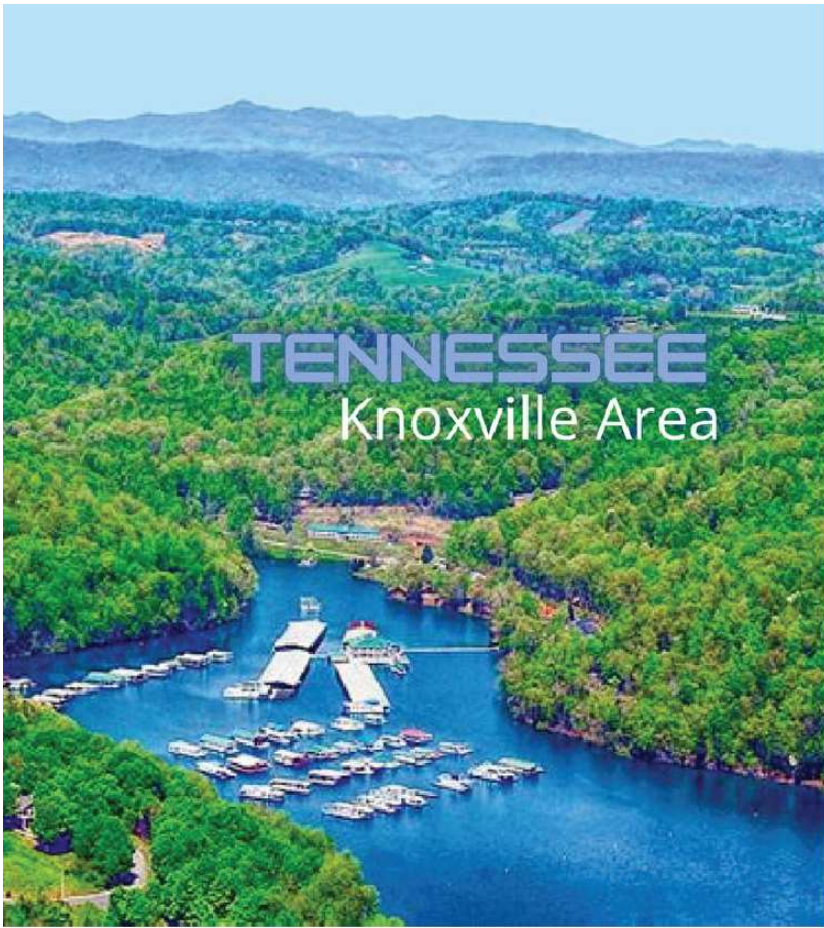
LAW ENFORCEMENT OFFICERS SHOT AND KILLED IN THE LINE OF DUTY

333 OFFICERS SHOT
60 KILLED BY GUNFIRE

127 LAW ENFORCEMENT OFFICERS WERE SHOT IN 102 SEPARATE AMBUSH-STYLE ATTACKS

AMBUSH-STYLE ATTACKS ON LAW ENFORCEMENT THIS YEAR ARE UP 126% FROM THIS TIME IN 2020

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PRESIDENT'S MESSAGE

Continued from page 8 >

of law enforcement in the United States. At a time when America's law enforcement is under attack — physically, professionally, rhetorically — we owe it to our members, the more than 800,000 men and women of law enforcement, and to the families of our officers to ensure that the media and the general public are made aware of the real and looming danger the American police officer is facing. We used data like this and coordinated social media campaigns to force the media and our elected leaders to recognize and react to the increased violence against law enforcement officers, the national spike in crime and the public safety costs our communities pay when offenders are not prosecuted to the fullest extent of the law by agenda-setting district attorneys.

Brothers and sisters, I'm proud to say that our united voice is stronger now than ever before!

The National Fraternal Order of Police is speaking out on behalf of America's law enforcement officers, addressing the issues head-on and making news. We are taking back the narrative, shaping the national conversation and propelling the issue of officer safety into the limelight!

Using Meltwater, a media monitoring system that scans over 300,000 news sources, we've calculated

that the National FOP's monthly reports have generated at least 168 news articles over the last year. The media coverage we've generated this year has garnered an estimated 2.17 billion views. A breakdown of the total viewership shows that 671 million views were on desktops and 1.5 billion views on mobile devices. To put things in perspective, the National FOP generated eight similar articles in 2018, seven articles in 2019 and 44 articles in 2020.

Our monthly reports have been featured in articles published by some of the nation's top media outlets, including *The Hill*, *Yahoo News*, *Fox News*, *the New York Post* and *the Washington Examiner*. They've also been referenced in national cable news segments, including on *Fox News*, *Faulkner Focus*, *Fox and Friends* and Fox Business's *Morning with Maria Bartiromo*.

Within 24 hours of the release of our December report, White House Press Secretary Jen Psaki **took a question** from Fox News' Peter Doocy, who asked about the administration's plans to address the increase in crime across the country and the alarming number of officers shot this year.

While we've had great success generating media buzz and shaping the conversation at the national level, we've also achieved major progress at the local level. Our monthly reports have generated media hits in local and regional markets across the country.

Some examples include **Fox 4** in Florida, **Fox 32** in Illinois, **WTRF 7** in West Virginia, **Vail Daily** in Colorado, **WKRG 5** in Alabama and **Fox 23** in Oklahoma.

By using Meltwater's Advertising Value Equivalency (AVE) widget, we've been able to place a monetary value on this media coverage. The estimated monetary value of this media coverage is upwards of \$20 million. And this only pertains to the articles that cover the National FOP's monthly reports!

But it doesn't stop there — our efforts to shine the spotlight on the issue of officer safety have successfully reached the halls of Congress! We continue to see our data and messaging referenced and amplified by members of Congress, including Representatives **Andy Barr** (Ky.-6), **John Rutherford** (Fla.-4), **Don Bacon** (Neb.-2), **Jay Obernolte** (Calif.-8) and **Vern Buchanan** (Fla.-16), and Senator **Thom Tillis** (S.C.), to name a few.

Our success in shaping the national conversation has also played out across social media, where these articles have been echoed and widely shared — over 9,000 times on Twitter and more than 235,000 times on Facebook.

These results should serve as just another indication that when the media and influencers look for insight into the law enforcement profession, they turn to the Fraternal Order of Police — the number one voice of America's law enforcement officers! **FOP**

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Never Forget

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

As I sit down to write this article, we are a week away from the close of 2021, and it is deeply saddening to report that this has been one of the deadliest years for law enforcement. We have lost over 60 officers to gunfire, over 450 to COVID and hundreds more to various line-of-duty deaths. Every sacrifice is important, every officer a hero, and for every brave man and woman we lost, there are family members, friends and co-workers left behind to pick up the pieces. We have all seen it before — there is a death of one of our brothers or sisters, and the department, community, city, county, state and oftentimes the entire country all rally around the family, and rightfully so. They are paying their respects to an officer who has made the ultimate sacrifice. But what happens in the weeks, months and years to follow? The attention wanes, people move on and our heroes are forgotten by most ... but not by us.

I wanted to draft this article to remind all of us of the role each one of us plays in making sure that our heroes, the very best of us, are never forgotten. You see, after everyone else moves on, the FOP, the blue

family we are all a part of, is still there. It is incumbent upon every single one of us to make sure we never forget, and that our fallen families never forget we love them. Of course, we honor them at Police Week and pay our respects, but I am talking about doing more than that, and we all have the capability to participate. I am asking every single one of you,

I am asking every single one of you to continue to check in on the families of our fallen.

because we all have friends and family we have lost, to make a commitment this year that you will continue to check in on the families of our fallen. This could be as simple as a text or email every other week, or a phone call once a month,

whatever you feel is best. But let these families know that we still love and care about them. Let them know we are there for whatever they need. Let them know that the politicians, the department and others may fade, but the FOP and its brotherhood and sisterhood will not. We will be there for them in their moment of need and in the years and decades that follow. We will be there for the graduations, the weddings, the family events that our fallen brother or sister could not be present for. We do this because this is our family, and we instinctively know that if something happens to us, our blue family will step up to make sure our families are taken care of.

As a profession, as the FOP, as a family, we must make sure we never forget those who have made the ultimate sacrifice. We show them the honor and respect they deserve by taking care of the people left behind. So, please, let us all do our part to make sure we never forget!

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

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There Is Hope, But We Must Act

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

Brothers and sisters, welcome to the new year! I hope you had a great Christmas and holiday season. I surely hope that 2022 brings about stability in our communities, something we have not seen in two years, but especially not this past year. The lawlessness, attacks on our brother and sister officers, calls for defunding the police, extreme reform proposals and ever-increasing inflation have taken a toll on us all. In addition, government mandates for vaccinations, shortages in personnel and the failure of countless prosecutors to fulfill their duties in prosecuting criminals have been demeaning. I commend those local FOP leaders and our great FOP attorney network of lawyers around our nation who have taken on the fights in the courts and to the public. I am thankful to live in Florida, where we have a governor, Ron DeSantis, who has championed law enforcement. Namely, he has passed enhanced penalties for interfering with or assaulting a law enforcement officer (anti-rioting legislation), prohibited any municipality or county from mandating that law enforcement officers be vaccinated for COVID and, most recently, proposed giving \$5,000 bonuses to recruit and retain law enforcement officers at the local, county and state levels.

With all the perils we have faced and dealt with, there is hope in 2022, but we must act. There are 34 U.S. Senate seats (Class III) and all 435 U.S. House of Representatives seats up for election in November. Now is the time to prepare to help those candidates who are law enforcement and FOP supporters win. It isn't always about how much money you give. Most candidates will tell you that "boots on the ground" or "grassroots organization" is worth more

than anything. In other words, volunteer to work in the campaign. It may be as simple as answering the phone at the campaign headquarters or stuffing mailers. One extremely effective way to help is doing door-to-door canvassing with the candidate. Talking to a citizen in a neighborhood about the need for electing your candidate, who supports safer neighborhoods and the police, carries huge weight. The citizen gets the interaction and sees firsthand law enforcement's support for a law-and-order candidate. Another good tactic is to join your candidate at a community forum. Ideally, numerous officers will join the candidate, and those citizens in attendance will take notice of the large support base present. Your candidate will appreciate the support and will be grateful for the insight you give on issues posed to them that pertain to our profession. And, of course, you can influence 20 or more family, friends and neighbors in choosing their next representative.

My above comments and suggestions will work in every race at every level. The only exception might be judicial races. Depending on your state's regulations, most judicial candidates are prohibited from answering questions or taking a pre-determined position, since they are supposed to be impartial. If they take a pro-law enforcement position on a subject, they may very well violate the "canon of ethics." Certainly, assistant prosecutors who have handled your cases for years and with whom you have built trust are generally good judicial candidates for law enforcement. But don't discount defense counsel from your support. All our FOP legal plan counselors and most in-house counsels at the local and state lodge levels are defense attorneys, and certainly we would like to see many of them sit on the bench.

We should actively recruit candidates who share our beliefs and values. The place we should start our search for candidates is in our lodges. We have members among us who are qualified and don't have to be educated about our needs. Many of our members are retired, or soon to be retired, and have the skill set to serve on the city council, as mayor, on the county commission, as sheriff or in the state legislature. Many local and state lodges have done just this, namely in Alabama, Nashville, Kentucky and Ohio.

My point is simple: Get involved in the process. When I was a local and State Lodge president, I routinely spoke of the three "L"s and an "I" that we worked for. The three "L"s were legislation, labor and legal, and the "I" was insurance. Legislative action is the key to success in gaining better pay, benefits and job protections. To obtain needed legislation, we must involve ourselves in the political process by helping candidates win who are pro-law enforcement. As a side note, don't look at just one political party. We have supporters on both sides of the political system, and our focus must be on those individuals who support us.

In closing, congratulations to all the newly elected lodge officers who will take office this month. I hope you will have the opportunity to participate in the various training opportunities this month and in February. If you can't make it to one of the training sessions, please read your local, State and National constitutions and by-laws. Know what your duties are and those of your fellow officers. If you are in doubt as to what you are supposed to do or need clarification on a requirement, please contact your State secretary, your National trustee or my office. We stand ready to assist.

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Reflecting on a Year of Service and Sacrifice



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

Brothers and sisters, I hope you all had a wonderful and blessed holiday season. As we draw 2021 to a close and ring in the new year, I want to take a moment to recognize the year it has been for all of us. Undoubtedly, it has not been without its challenges. Despite those challenges, we have worked together to adapt and overcome as individuals, as professionals and as an organization.

Amid a pandemic, devastating natural disasters, the political agendas against law enforcement and the many other things we have faced, we have come together with innovative solutions to solve each problem. We have proven to ourselves, and our communities, that we will weather the storm regardless of how bad it gets. When faced with a pandemic of catastrophic

proportions, we all stood together. While many people stayed home, we continued to answer the call of service to our communities, and we came to work every

We exemplify the love we have for our communities through our selfless service.

day to provide safer communities.

When natural disasters struck our communities, we banded together and deployed across the country in multiple

locations to provide for our brothers and sisters who were recovering from the devastation they experienced in their cities. Thousands of drinks and meals were served, hundreds of homes were remediated and the Fraternal Order of Police served its core purpose of cops helping cops.

In every one of these instances, we exemplify the love we have for our communities through our selfless service. We show our commitment through our personal sacrifices and we stand together, FOP strong, to make the world a safer place! I am honored to work alongside each of you as we navigate the future. As always, if there is anything I can ever do for you, please don't hesitate to ask. I hope you all have a happy and blessed new year! **FOP**

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

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Progressive Policies Lead to Rising Crime Rates and Endanger Police



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

As some of you are aware, my home city is Philadelphia, and it happens to be one of the leading examples of a progressive trend when it comes to prosecuting violent offenders. In Philadelphia, one could almost believe we do not have a prosecutor, as our current district attorney's only experience in being a prosecutor was his first term as an elected official. His previous work in the law was as an aggressive defender, suing police officers over 75 times throughout his career. Through the efforts of West Coast activists and a billionaire funding his campaign, he easily won re-election to continue his destruction of the prosecution side of things here in Philly. Under his guidance, Philadelphia now has a revolving-door policy as it relates to violent offenders, with many getting little or no

bail to hold them for hideous crimes. One of those violent offenders was able to bail out and was subsequently arrested for the murder of Corporal Jimmy O'Connor of the Philadelphia SWAT Unit, who was leading a team to arrest the felon on an unrelated murder charge that this violent offender committed while out on low bail.

This local district attorney just continues this behavior in lowballing both charges and the bail these violent offenders are facing. The end result in this town is that homicides are up more than 13% over last year's record pace, and that does not include an additional 140 so-called "S cases," which are deaths that are listed as suspicious in nature. If two-thirds of those cases are subsequently found to be homicides, Philadelphia will be over the 600 mark easily by year's end.

In a disturbing national trend, 59 law enforcement officers were killed during the period from January 1 through September 30, 2021, and that marks a 51% increase over the same time period last year. Another disturbing national trend is in the area of assaults on police. In 2020, there were 60,105 assaults on police, which represents an increase of 4,071 assaults on police nationally versus 2019.

It is quite obvious that progressive policies, especially in the big cities, have endangered those of us in law enforcement. It speaks loud and clear that elections matter at all levels, from the presidential elections to the local officials such as district attorneys and county prosecutors.

Our lives are in their hands, and that is not a comfortable place to be. **FOP**

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A Funny Thing Happened on the Road to Criminal Justice Reform



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

A funny thing happened on the road to criminal justice reform. The criminals, the opportunists we all know them to be, did what they do best. They took advantage of a very beneficial opening in the area of enforcement and prosecution and ran with it! They loaded up their shopping carts with the most expensive items they could find, whether it was electronics, fine meats, expensive clothing — whatever! They loaded up their booty and dared security to stop them as they strolled past the cashiers.

New, enlightened store policies dictated that even the most well-meaning and capable of guards must stand down, for fear of physical force and a lawsuit. The warnings that police would be called were simply idle threats. The cops, being in short supply due to defunding, vilification and early retirements, were most likely dealing with the rising homicide rate, accelerated by other, more advanced criminal elements. And if, in fact, the police arrived, they too were leery to take enforcement action. Use-of-force policies emphasize de-escalation and a hands-off approach to matters such as this. Many police departments have enacted no-chase policies, whether the escape is perpetrated by vehicle or on foot! And let's say that perhaps the police did arrive and the criminal, in running from the scene, tripped and broke a leg and was taken into custody — the local prosecutor would refuse to prosecute!

If I were to write this scenario five years ago, you would have thought I either had lost my mind or was competing for some science fiction award. Unfortunately, what is illustrated above is fact in many jurisdictions across this great country. The response to this commercial carnage that we often hear is "Insurance will cover the loss" or "A lawsuit is costlier than the loss" or "It's only a commercial item and

not worth the potential damage to the offender."

Ironically, these same response tactics have been in place for years as loss prevention professionals and criminal justice experts have balanced the costs and benefits of target hardening and enforcement actions. So, in the past we didn't destroy the future of a young person who shoplifted items for their personal use. We had compassion for the individual who stole food to feed their family. We had understanding for those with mental illnesses who acted out in strange and unusual ways in retail establishments. But we also knew that there must be consequences for those of the criminal persuasion who would take advantage of any sign of weakness by authorities.

Why do I pontificate on this commercial carnage when we as a society are dealing with even greater problems, such as the increase of police ambushes and killings and the rise in homicides across America? Because I believe they are all related to our social order. If it's OK to steal mass amounts of merchandise from retailers without fear of any consequences, then the person inclined to not follow the social order is motivated to move on to bigger and better heists. Therefore, we see a dramatic increase in carjackings with few or no consequences from the criminal justice system. And if I'm a carjacker on electronic monitoring, actually being monitored by no one because the sworn monitors are in equally short supply fighting even greater criminal behaviors, I feel little consequence to commit a drive-by shooting! Especially when many of my cohorts on electronic monitoring have committed several such shootings and are still out of jail on electronic monitoring.

So, if organized retail theft has no consequences and carjackings and

drive-by shootings are OK, why not burglary and home invasion? How about murder? And not just any murder, but the murder of children and police officers! This is the end result of a misguided social experiment that has gone terribly wrong. While researchers scratch their heads, befuddled by the rise in homicides across this country, any seasoned law enforcement officer could enlighten them in short order. The social fabric that has held our country together has been damaged by a failure of the criminal justice system to protect the most vulnerable among us and maintain the social order.

Will things change? Perhaps. We are seeing retail merchant associations now demanding better service from the system they pay tax dollars into. Mayors who were once advocates for criminal justice reforms are now banging their fists on their proverbial podiums and declaring that law and order must be re-established. Recall elections of liberal politicians and prosecutors are on the rise. And state and federal legislators who were once quick to advocate for reform and police defunding are being carjacked!

Perhaps it's time for society to turn back to the professionals in law enforcement and ask us how to dig ourselves out of this dilemma. We surely don't have all the answers, but we have a vast understanding of the human condition from a perspective few others have. It's time to bring law enforcement back into the partnership of problem-solving the ills of our society. We care as much, if not more, about the future of our great nation. And we can help.

May 2022 bring us all a more enriched sense of self as we protect and serve in these most unusual times. As always, God bless you all and God bless the FOP. **FOP**

National Headquarters Gets a Facelift

JIMMY HOLDERFIELD / NATIONAL SECRETARY



Our National Headquarters in Nashville is the home of many aspects of the Fraternal Order of Police. It primarily functions as the National Secretary's Office, encompassing the Membership Department, Accounts Receivable, the *Journal*, Records, Seminars, Expo, Merchandising and other functions of the National secretary. It is the office of the Labor Services Division and our IT Department. Our National president maintains a presence and office at the National Headquarters, as well as our National treasurer.

The National Headquarters was built nearly 20 years ago and needed some renewal and upgrades. We have improved our heating and air-conditioning system, upgraded our parking lot lights for safety and security, and painted the outside of the building. Additionally, the exterior was pressure-washed, the interior



was professionally sanitized and new landscaping was added.

There are several other areas we are working on to keep our headquarters in

tip-top and pristine condition.

We will update you as they occur. When in Nashville, stop by to check it out. **FOP**

GEORGIA

Fulton County Lodge #64 Does It Again

On Saturday, December 11, Fulton County Lodge #64 held its annual Cops and Kids Christmas community service event at Walmart in East Point, Georgia. Lodge members and representatives from the Fulton County Sheriff's Office, Fulton County Marshal's Department, Fulton County Solicitor's Office, East Point Police Department, College Park Police Department, Union City Police Department and Atlanta Public Schools Police Department

participated, with a total of 99 officers helping kids shop for their Christmas gifts.

Amos Williams, as usual, was the best Santa of the day! A big thank-you goes to store manager Calvin Stallworth and Nikita Vaughan and Victoria Rush of Walmart for great customer service. A special thank-you to Sister Kirt Beasley for providing smoothies from Smoothie King. They were delicious!

Wishing you a safe and peaceful new year. **FOP**



Note: The lodge received signed consent to use the children's photos.

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MEMBER SPOTLIGHT

Terry Mangum

JIMMY HOLDERFIELD / NATIONAL SECRETARY

To start off the new year, we are proud to share with you the January 2022 Member Spotlight on Brother Terry Mangum, from the great state of North Carolina. He has been a member of the FOP for 45 years and has served in a variety of positions at the local, state and national levels. He retired from the Durham Police Department as a captain after 30 years of service.

Brother Terry joined the FOP in 1976 after the president of Durham County Lodge #2 dropped by his office and asked him to join. Being new to law enforcement, he joined to be a part of a law enforcement group. His dues were \$5 every six months, and the only interaction he had with the lodge was when the president would stop by to collect the semiannual dues. This changed in 1980. The lodge had become extremely inactive, and the leadership planned on turning the charter back to the State Lodge. A group of members got together, including Brother Terry, and decided they were not going to let that happen. New officers were chosen, and Terry was elected treasurer.

Over the years, Brother Mangum has served Durham County Lodge #2 as treasurer, secretary, vice president, president and currently State trustee. He has been a member of the executive board in one capacity or another continuously since 1980. Through his leadership and involvement, Lodge #2 is the second-largest lodge in North Carolina today. On the state level, he has served as guard, secretary and vice president. He stepped away from the State Lodge for a while as his sons were growing up. He returned to the State Lodge in 2002 and was once again elected vice president. He was elected president in 2008 and served for four years. He currently serves as the immediate past president.

Terry explained that he enjoys his service to the North Carolina State Lodge in his capacity of immediate past president: "President Randy Hagler keeps me busy by appointing me to several major duties, but I don't have the headaches associated with being president." Terry was appointed to the North Carolina FOP Foundation Committee and is chairman of the State Legal Aid Committee and editor of the State Lodge newsletter, *The BlueNote*. President Hagler reluctantly agreed to allow Brother Terry to step away from the Foundation with the understanding that he had to continue serving in the other two positions.



Brother Mangum is instrumental in helping increase membership in North Carolina. His tireless commitment to enacting legislation for improving benefits and working conditions for his brothers and sisters has fueled the interest and desire to be a part of the FOP. He is extremely proud that one of his two sons is an FOP member and serves on the local lodge executive board as a trustee. Terry was quick to point out that his sons grew up in the FOP.

We asked Brother Mangum why he thinks the FOP is important and what advice he can share with others. He replied, "The FOP is the protector of our profession and our members. It provides the opportunity for a member to share in a common bond with others. The FOP allows members to be a part of something that will improve and enhance their chosen profession, not only for you, but for the citizens you serve. It brings members together to share fraternalism and comradery. In truth, it provides for an ear of like-minded individuals to vent your stress and frustrations and in turn makes you available to allow for the same. Bottom line, the more you give of yourself to the FOP, the more you get out of being a member and being a part of our great organization."

Brother Mangum serves as chairman of the National Constitution and By-Laws Committee, which is one of the most important and demanding committees of the Order. Under his leadership, knowledge and experience, he skillfully guided the past Conference in considering 24 proposed changes to the National Constitution and By-Laws. It has been years since the Conference considered so much legislation, and Terry managed it with ease. Terry and his committee are responsible for reviewing and recommending submitted amendments to the Constitution and By-Laws from the 46 various State Lodges. This in itself is a full-time job.

It is a high honor for the *Journal* to recognize Brother Terry Mangum in our January 2022 Member Spotlight. **FOP**



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 University Heights, OH: #1, 2
 Rock Island, IL #1,2
 Montebello, CA #2
 Illinois State Police, IL #3, 4, 8

LIEUTENANT:

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

CAPTAIN:

Woodbridge, NJ #1,3,3,4,5
 Reading, PA #1,2
 Bridgeport, CT #1
 League City, TX #2

Contact us regarding your agency and your upcoming exam

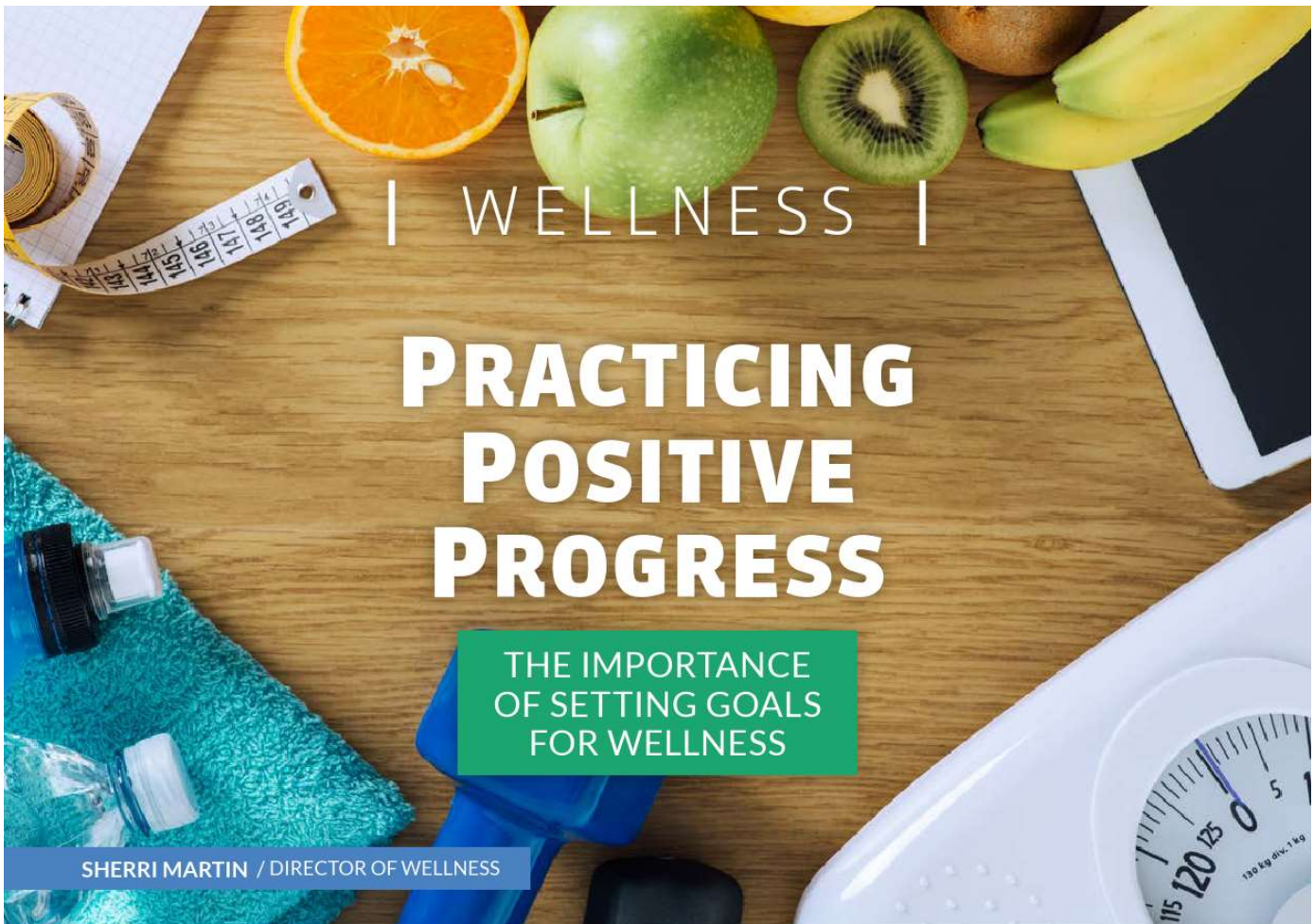
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| WELLNESS |

PRACTICING POSITIVE PROGRESS

THE IMPORTANCE OF SETTING GOALS FOR WELLNESS

SHERRI MARTIN / DIRECTOR OF WELLNESS

As we begin a new year, many of us will engage in the age-old practice of making New Year's resolutions. The National Division of Wellness Services would like to share some reminders about setting yourself up for success.

We have all heard the old adage that failing to plan translates into planning to fail. There is perhaps no area where this is more true than in keeping up with wellness. Wellness should be holistic, including not only mental health, but also physical fitness, financial readiness, family and social relationship nurturing, spiritual attunement and intellectual stimulation. Sometimes it may seem that this is a lot to keep track of in our busy lives, but wellness is essential to happy and complete living, so attention must be paid if we are to achieve the fulfilled life we all deserve.

It was not until relatively recently that I learned the importance of goal-setting when it comes to wellness. Sure, I had always known that it was important to set goals. We are told this throughout our lives, whether in school or as we strive toward coveted assignments or leadership roles in our work. Most of us have goals in mind about how we want to live, whether it is a financial benchmark we want to achieve, a goal weight or clothing size, or something as simple as a "bucket list." However, it is not enough to just dream. Without

a plan or a road map for reaching our goals, many of us will never actually reach them. This is where writing things down, recording and creating a concrete plan, becomes crucial.

To be successful, strive to set SMART goals. This means that they should be **specific**, stating exactly what you want to accomplish. Goals should be **measurable**, meaning that you want to be able to see or track your progress toward the goal, each little step. Next, think about what **actions** you will take to move toward that goal. It can be something as simple as devoting five extra minutes each day to brainstorming about ways to achieve the goal, or reading another person's story of success toward that goal to prep yourself with ideas of how it can be accomplished. Or, it can be something much more challenging, like endeavoring to exercise for half an hour when you haven't worked out in over a year. Make sure your goals are **reasonable** so that they are not out of reach. We cannot expect to win a marathon in a month when we have never been runners. Goals should also be aligned with the bigger picture of how you see your ideal life lived, and perhaps in line with the goals you share with your partner or family. Finally, goals should be **time-oriented**. If we never give ourselves a deadline, we may not have the drive to remain focused on the endgame.

According to a study published in the *Journal of Clinical Psychology*, the top New Year's resolutions people make are: 1)

lose weight, 2) eat healthier, 3) quit smoking, 4) spend more time with family, 5) get organized and 6) get out of debt. It is interesting to note that all of these have something to do with a facet of wellness! Only 45% of the population makes New Year's resolutions. New Year's Day is in the rearview mirror, and maybe you made a resolution then that you have stuck with, but maybe you are part of the 64% of the population that abandons those resolutions within the first few months. Today is a new day, and the season of rebirth and awakening is upon us!

So ask yourself, what are your wellness goals? Lose 10 pounds? Spend an hour each week devoted entirely to your partner? Pay off a debt? Begin attending church? Repair or renew a lost friendship? Get that physical wellness check you have been putting off? Take out a piece of paper and write down your top selections. Maybe there are three, maybe 10, or maybe you want to start with one key goal. Whatever the case, the first step is to write it down. Consider the steps you will take along the way to achieving your goals — that is, the smaller pieces that will get you down the field to the goalpost or over the miles to the finish line. Each of those smaller pieces is also a goal, a step in the right direction, and they should also follow the SMART goal outline, being specific, measurable, action-oriented, reachable and realistic, and time-oriented. Begin drawing a map, a chart or a step-by-step plan of which prerequisites need to be met or intermediate steps need to be taken in order for you to reach the bigger goal. It may take some time or reflection to arrive at these, and a friend may be able to help brainstorm with you. Once you have developed your road map, set timelines for reaching each step. Be flexible enough to be realistic, but firm enough to ensure that you remain focused.

Once you have a written plan for achieving your goals, set yourself up for success. Congratulate yourself for setting up a

plan and taking time to get closer to your goals. Visualize what it will be like when you have met your goal. How will you feel? Imagining the sense of accomplishment and “seeing” the positive outcome can be powerful motivators. Think positive! Write down positive thoughts related to your goals and put them where you will see them. It may seem silly, but reminding yourself why you are working toward these goals can keep you on track. We will all have days when meeting even a small goal seems impossible. When you think that you cannot reach your goal, practice reframing those negative thoughts. For example, if you were planning family time and had to report for unanticipated overtime, you might think, “I’m going to miss out on time with my family.” Instead, think, “I can have a meal with them before I go,” and look forward to the next planned family time. Post your goals in a location where you will see them daily. Constant reminders will help you remain motivated. Even when a day seems to get away from you, practice positive thinking. Choose one thing about the day for which you can be grateful.

Get others in on your process and your progress. Sharing your goals with friends, family and co-workers will also help you stay focused and on track. Let those around you know what you are trying to accomplish and the reasons why achieving your goals is important to you. Few of us reach our goals alone, so look to your support network to keep you going on days when you feel like slipping or giving up. Then thank them for helping you along. Add to the sweetness of each small victory by looking for ways to help others achieve their own goals. Paying it back as well as forward by helping the next person achieve their wellness goals not only feels good, but also gives us an opportunity to showcase what we have learned in the process. You can be successful, and help others to be as well. Now, let's get to planning! It's going to be a great year! **FOP**



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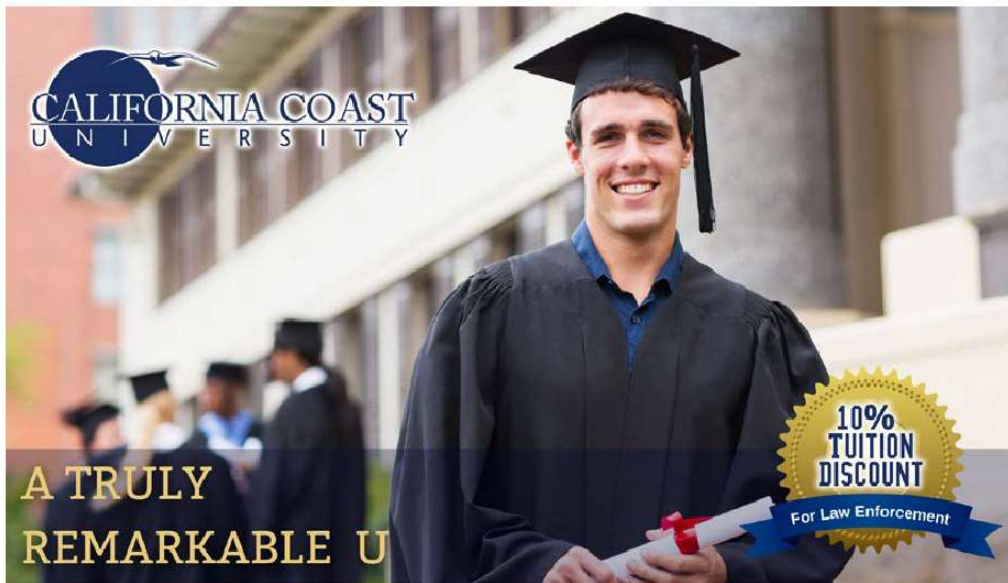
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VISIT FOP.NET FOR INFORMATION

The banner features a dark blue background with white and yellow text. At the top, there is a row of seven icons: a person running, a person with a backpack, a group of people, a person with a key, a person with a bottle, and a person with a graduation cap. Below the icons is the FOP logo, a yellow star with 'F', 'O', and 'P' on its points. The main text is in a large, bold, white font. At the bottom, there is a yellow box with the text 'VISIT FOP.NET FOR INFORMATION' in bold black font. There are also three icons at the bottom left: a person with a clock, a globe, and a person with a dog.

NFOPU SPOTLIGHT

California Coast University



California Coast University (CCU) was founded in 1973 to meet the needs of busy professionals who are unable to complete their education in a traditional classroom setting.

CCU programs are 100% online and self-paced — with no set schedule for courses, no term dates and no deadlines. Students receive transfer credit for previously completed coursework, and academic credit can be awarded for work experience and/or training (for undergraduate programs). This allows for graduation in as little as nine months or up to five years, which makes CCU a popular choice for law enforcement.

Angie A., a CCU 2019 Criminal Justice graduate and 9-1-1 emergency dispatcher, enthuses that “the freedom to complete the courses at my own pace was extremely helpful. This allowed me to continue to work full-time and raise my family without a major change in scheduling.”

The University offers programs in criminal justice, business, management/ leadership, psychology and education at the undergraduate and graduate levels for those looking to advance their career and/or reach an educational goal. The faculty have educational backgrounds and professional expertise in areas such as police administration, homeland security, supervision, criminology, corrections, domestic security management, police training, cultural issues, research and more. Collectively, the CCU criminal justice professors bring valuable real-world experience to their individual courses and to the educational programs overall.

“I loved all my professors and all of the staff I have come in contact with through the two years I was there,” says Amy McDaniel, a member of the El Segundo Police Department and a CCU 2020 graduate. “Everyone was always willing to go the extra step to help you.”

With CCU’s affordable tuition rates, the 10% discount for law enforcement

and interest-free monthly payment plans starting at \$150 per month, it’s possible to graduate debt-free! CCU also offers a tuition reimbursement plan that allows for easy access to reimbursement statements for employers.

Once enrolled, students are assigned their own Student Success Advisor for the duration of their program. Advisors are there every step of the way to offer assistance and help students stay motivated and on track.

CCU conducts ongoing research, and data shows that students and graduates report a satisfaction rate of over 95% when asked if they “were satisfied with their studies at CCU,” “achieved their goals with the courses” and “would recommend these studies to a friend.”

Join CCU’s group of satisfied students and alumni. For more information about California Coast University and the educational programs offered, visit www.calcoast.edu/fop or call Admissions at (888) 228-8648. **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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Nashville, TN



Fayette, IA



Washington, DC



Cypress, CA



Minneapolis, MN



Saint Charles, MO



Cincinnati, OH



Forest City, IA



End-of-Session Wrap-Up

Congress ended its first session without a Senate vote on the House-passed version of H.R. 5376, the Build Back Better Act, a bill of at least \$1.75 trillion in social spending according to the Congressional Budget Office (CBO). The Senate intended to consider the bill as a reconciliation measure, meaning that it could pass with a simple majority in the Senate without the need for any Republican support. However, disagreement within the Democratic caucus on the total cost of the bill forced the Senate to go into recess without meeting its self-imposed deadline of voting on the legislation before Christmas.

Congress did, however, pass H.R. 6119, the Further Extending Government Funding Act, which was then signed into law by President Biden. The bill was a vehicle for a continuing resolution that funds the operations of the federal government until February 18, 2022.

Congress also passed S.J. Res. 33, which increased the public debt limit by \$2.5 trillion. This measure was necessary to avoid defaulting on existing loans and financial commitments. The U.S. Department of the Treasury estimated that the federal government would have hit the debt ceiling and risked default on or around December 15, 2021. With the passage of S.J. Res. 33, new estimates indicate the government's borrowing authority will be viable until early 2023. Senate Republicans had said for months that they would not support any further extensions on borrowing authority, but they reached an agreement allowing the resolution to be passed with a simple majority.

Just the Facts:

» The FOP succeeded in blocking amendments to the National Defense Authorization Act that would have curtailed or ended the 1033 equipment program. There has also been progress on a number of FOP-backed bills, including the Better Cybercrime Metrics Act, the Social Security Fairness Act and particularly the Law Enforcement Officers Equity Act, which currently has more than three times the co-sponsors it had in the previous Congress. Members can help by sending messages to lawmakers in support of these bills, especially the Social Security Fairness Act. The FOP will continue to urge Congress to address violence against law enforcement officers by passing the Protect and Serve Act.

FOP Successfully Defends 1033 Program in Defense Authorization Bill

The FOP, with the help of key allies in the United States Senate, succeeded in blocking the consideration of amendments that would have curtailed or effectively ended the 1033 program. This important equipment program, administered by the Defense Logistics Agency (DLA) and the Law Enforcement Support Office (LESO) within the U.S. Department of Defense (DoD), allows state and local law enforcement agencies to obtain equipment they would not otherwise be able to afford.

The FOP was successful in defeating an amendment to H.R. 4350, the National Defense Authorization Act (NDAA), offered by Representative Henry "Hank" Johnson Jr. (D-Ga.), that would have gutted the 1033 program. When the legislation moved to a conference committee to resolve the differences between the House and Senate bills, the issue re-emerged. Fortunately, the efforts of our Washington, D.C., staff were able to block considerations of a pair of amendments offered by Senator Brian

E. Schatz (D-Hawaii), which would have prevented most law enforcement agencies from seeking access to equipment through the 1033 program.

The FOP also played a key role in defeating a concerted effort to add the Secure and Fair Enforcement (SAFE) Banking Act to the NDAA. This legislation, which the FOP opposes, would allow financial institutions regulated by the federal government to do business with an industry that is trafficking in an illegal substance — marijuana. Supporting an industry that is distributing a controlled substance is not "SAFE Banking" — it is abetting a federal crime.

FOP-Backed Bill Favorably Reported by House Judiciary Committee

The FOP worked with staff in the offices of Representatives Abigail D. Spanberger (D-Va.) and Andrew R. Garbarino (R-N.Y.) to develop H.R. 4977, the Better Cybercrime Metrics Act. The legislation would encourage local and federal law enforcement agencies to report cybercrimes to the

Continued on page 32 >

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¹Discounts provided for active, retired, surviving spouses of FOP members and their families including parents-in-law. ²40% off pricing as referenced in the Consumer Guide to Hearing Aids; details available on request. Discount varies depending on product. ³Rebates are valid only on product technology levels 3,4,5 and may not be used with any federal or state funded reimbursement programs. Rebates are not valid on returned hearing aids, please allow 60 days for receipt of the mail-in rebate. ⁴Trial period for hearing aids is 75 days. If you're not 100% satisfied, simply return your aids for a full refund. ⁵Approval based on credit.

Top Priorities in Brief

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

House: 242 co-sponsors (184 D, 58 R)

Senate: 37 co-sponsors (31 D, 4 R, 2 I)

Urge Congress to pass it:

<https://tinyurl.com/yc84zf3m>

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

House: 84 co-sponsors (62 D, 22 R)

Senate: 1 co-sponsor (1 R)

Urge Congress to pass it:

<https://tinyurl.com/37afz34h>

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

House: 29 co-sponsors (20 D, 9 R)

Urge Congress to pass it:

<https://tinyurl.com/5h6mtmvt>

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

House: 52 co-sponsors (1 D, 51 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:

<https://tinyurl.com/5e4m94rj>

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

House: 49 co-sponsors (5 D, 44 R)

Senate: 23 co-sponsors (23 R)

Urge Congress to pass it:

<https://tinyurl.com/mvursja>

To see a full list of legislation supported by the FOP, please visit tinyurl.com/ycy5k5rv. Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news! To send a message to your members of Congress asking them to support FOP priority legislation, visit the FOP Action Center at votervoicenet.com/FOP/home.

WASHINGTON REPORT

Continued from page 30 >

Federal Bureau of Investigation (FBI) and authorize a National Academies of Sciences study, in consultation with federal, state, local and tribal stakeholders, on creating a taxonomy for cybercrime incidents. This study would be used to inform the FBI's reporting of cyber-enabled crime. The bill also requires the Bureau of Justice Statistics at the U.S. Department of Justice and the Census Bureau to include cybercrime on the annual National Crime Victimization Survey. The bill passed the House Committee on the Judiciary and is awaiting action on the House floor.

Social Security Fairness Act: Contact These Representatives!

Our *Journal* readers know that we achieved an important milestone in October by getting a majority of the members of the U.S. House of Representatives to sign on as co-sponsors of H.R. 82, the Social Security Fairness Act. However, in order to guarantee a vote on the House floor, we need 290 co-sponsors, so we still have some work to do.

As of this writing, we have 242 co-sponsors — including 184 Democrats, a majority of that caucus, and 58 Republicans! We also still have 17 members of Congress who previously co-sponsored the bill but have not yet signed on in this Congress. The GMAC staff continues our outreach to these offices, but we are asking our members to review the list below and, if any of these representatives are yours, to please contact them and ask them to co-sponsor H.R. 82:

- Tony Cardenas (D-Calif.-29)
- 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)
- Marcy Kaptur (D-Ohio-9)
- Kevin Hern (R-Okla.-1)
- Frank D. Lucas (R-Okla.-3)
- Mary Gay Scanlon (D-Pa.-5)
- Lloyd Doggett (D-Texas-35)
- Lizzie Fletcher (D-Texas-7)
- Lance Gooden (R-Texas-5)

- Roger Williams (R-Texas-35)
- Marc A. Veasey (D-Texas-33)
- Mark Pocan (D-Wisc.-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 by sending a message via [votervoicenet.com/FOP/Campaigns/80564/Respond!](https://votervoicenet.com/FOP/Campaigns/80564/Respond)

Law Enforcement Officers Equity Act — FOP Legislative Priority Update!

Early on in this Congress, the FOP worked with staff in the offices of Representatives William J. Pascrell Jr. (D-N.J.), Andrew R. Garbarino (R-N.Y.), Gerald E. Connolly (D-Va.) and Brian K. Fitzpatrick (R-Pa.) to reintroduce H.R. 962, the Law Enforcement Officers Equity Act. Senators Corey A. Booker (D-N.J.) and Robert J. Portman (R-Ohio) introduced the Senate companion bill as S. 1888.

This legislation expands the definition of “law enforcement officer” for retirement benefits to include **all** GS-0083 officers — which will benefit the nearly 30,000 federal law enforcement officers who are not currently eligible for this benefit. This would provide these officers with 6(c) retirement benefits and the ability to retire after 20 years of service at the age of 50, or after 25 years of service at any age.

Our members know we have struggled to build support for this legislation, but we are pleased to report that, as of this writing, we have 84 co-sponsors in the House! This is more than **three times** the co-sponsorship total it had in the previous Congress, and the support is bipartisan. Our sustained campaign to build support for this measure is working, and we believe that if we can get to 100 or more co-sponsors, we can credibly seek committee action on the bill.

Urge Congress to pass the Law Enforcement Officers' Equity Act by sending a message via [votervoicenet.com/FOP/Campaigns/80568/Respond!](https://votervoicenet.com/FOP/Campaigns/80568/Respond)

Continued on page 34 >

FOP VETTED AND APPROVED WELLNESS PROVIDERS AND PROGRAMS

Wellness Facilities

Chateau Recovery

Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health: Shatterproof Program

Deerfield Beach, FL

fhrehab.com/services/first-responders

First Responder Wellness by Simple Recovery

Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program

Havre de Grace, MD

harborofgracerecovery.com/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

Wellness Products

CordicoShield

cordico.com/shield

TIAG mResilience

tiag.net/innovations/mresilience

Lighthouse Health & Wellness

lighthousehw.org

Wellness Training Programs

HEART 9/11 SMART Program

heart911.org/programs/smart-program

Warrior PATHH

bouldercrest.org/warrior-pathh

WASHINGTON REPORT

Continued from page 32 >

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

So far this year, 333 officers have been shot in the line of duty, 60 of whom were killed. These numbers include 127 officers who were shot in 102 separate ambush-style attacks, resulting in the deaths of 29 officers. Without the improvements in medical trauma science and the efficacy of anti-ballistic soft body armor, we would have lost more officers to this kind of violence.

Since the FOP began tracking officers shot in the line of duty — particularly those who were targeted for violence in ambush or calculated attacks — we can confirm that these numbers have increased each and every year. The most recent data shows that there has been a 126% increase of ambush-style attacks from this time last year — a stark reminder that our law enforcement officers are not just in harm's way due to the dangerous nature of their profession, but that they are the targets of cowardly individuals whose sole motivation is to injure or kill a law enforcement officer.

To address these increased attacks on law enforcement, the FOP is urging Congress to pass H.R. 3079/S. 774, the Protect and Serve Act, which was adopted by the House in 2018 on a lopsided 382–35 vote. The legislation would impose federal penalties on individuals who deliberately target law enforcement officers with violence in very specific circumstances.

We are disappointed to report that, while support for the bill is growing, Congress has held no hearings or undertaken other actions to protect the law enforcement officers who are in harm's way. Legislation has been introduced, similar in construction to the Protect and Serve Act, to establish federal penalties for targeting journalists, election poll workers and polling places. The FOP is cooperating with federal task forces tracking threats to educators, school board members and election workers because we know that angry rhetoric can turn into physical violence. However, we have evidence that officers are being targeted with violence **right now** — 29 of whom did not make it home to their families. Congress has a responsibility to act.

Staff in the GMAC are waging an

outreach campaign focused on members of Congress who have lost officers in their district or states to targeted or ambush attacks and will be broadening this advocacy campaign in the coming months.

Urge Congress to pass the Protect and Serve Act by sending a message via [votervoicenet.org/FOP/Campaigns/82562/Respond!](https://www.votervoicenet.org/FOP/Campaigns/82562/Respond)

Make Your Voice Heard!

The FOP is the premier voice for law enforcement on social media. We have been very successful in spreading our message, allowing us to reclaim the narrative from those seeking to divide the brave men and women who wear the badge from the communities they serve. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents across our social media platforms. No other law enforcement organization can match the FOP's social media presence.

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 officers to follow the National FOP:

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

Making our voice heard is critical! It allows us to better shape the narrative around our brother and sister officers. 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 us and use the following hashtags: **#FOP #FOPstrong #BackTheBlue #DefendThePolice**

Any of our local lodges that want to develop or provide social media content or have any questions about creating, developing or implementing any social media material or strategy, please contact Mark McDonald (mmcdonald@fop.net) in our Government and Media Affairs Center to set up a meeting. Get your message out today!

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

Lastly, the National FOP's 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/24aecm93](https://www.tinyurl.com/24aecm93).

Support the PAC!

Not only is the FOP the premier voice for law enforcement on social media, but our National Legislative Program is the most reliable, effective and impactful advocacy operation in Washington, D.C. When Congress or an administration, regardless of party, is looking to engage meaningfully on criminal justice or law enforcement issues, they seek out the FOP as a partner.

One of the tools used by our National Legislative Program and Grassroots Action Network is the National Fraternal Order of Police Political Action Committee (NFOP PAC). The NFOP PAC is — or can be — a very effective way to represent our members on Capitol Hill by supporting candidates who support our members and our profession. As we move into this election year, the PAC will become all the more critical to supporting candidates who support law enforcement.

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) — but 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 **nfop-pac.firstresponderprocessing.com**. If you would like to donate via check, please make it out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts 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**

Your Help Is Needed Now!

There are three ways to give:

1. Visit **fopfoundation.firstresponderprocessing.com**
2. Visit **fop.giveback.org** and register for the **5-5-5 program**
3. By U.S. Mail:
NFOP Foundation
701 Marriott Dr.
Nashville TN 37214



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

Show Your Support for the FOP Foundation



Mini DART Truck/Trailer

\$100 donation plus shipping (determined by location)

Foundation Challenge Coin

\$20 donation plus shipping (determined by location)

To order, contact the National Office at **(615) 399-0900**

Proceeds benefit the FOP Foundation.

front



back





2022 Legal Counselor Seminar

The 2022 National Fraternal Order of Police Legal Counselor Seminar will take place on February 24–25 at Planet Hollywood in Las Vegas. The topics that will be covered are some of our most comprehensive to date, including many of the most recent developments that have occurred as a result of the COVID-19 pandemic and the events of 2020 and 2021. As with prior seminars, the National FOP has assembled experienced and distinguished practitioners to provide not only informative legal updates, but also practical tips and information for handling the unique issues that confront lawyers representing law enforcement.

Topics will include handling officer-involved critical incidents, internal affairs review, COVID-19 vaccine mandates, arbitration for law enforcement, challenging legislative initiatives involving police reform, minority law enforcement officer perspectives, and qualified immunity and civilian review body updates — all geared toward those practitioners who work with police officers every day. Finally, the seminar will include a guest appearance by Ohio State Attorney General Dave Yost. His presentation will cover professionalism and accountability for the next generation of policing.

President Patrick Yoes will open the seminar with a comprehensive overview and update on the major issues impacting law enforcement throughout the country. He will discuss key legislative initiatives taking place across cities and states. President Yoes will also address the benefits that our Listserv is providing to practitioners representing law enforcement.

Justice requires an investigation to be independent, to be performed

Just the Facts:

» All lodges are highly encouraged to recommend that their attorneys attend the 2022 National FOP Legal Counselor Seminar, held February 24–25 at Planet Hollywood in Las Vegas, where experienced and distinguished practitioners will provide not only informative legal updates, but also practical tips and information for handling the unique issues that confront lawyers representing law enforcement. Topics include handling officer-involved critical incidents, internal affairs review, COVID-19 vaccine mandates, arbitration for law enforcement, challenging legislative initiatives involving police reform, minority law enforcement officer perspectives, and qualified immunity and civilian review body updates.

completely and expertly, and to be done with as much transparency as possible. Special Agent Supervisor Mark Kollar from the Ohio Bureau

The topics that will be covered are some of our most comprehensive to date.

of Criminal Investigation will present the best practices for investigating an officer-involved critical incident. His presentation and corresponding guide are designed to ensure that the proper steps are taken to maintain the integrity of the scene, evidence and statements. Additionally, Mr. Kollar's presentation and materials address ways to ensure the fairness of an investigation when an officer suffers serious physical harm or death, when there is a use of force or

when a death occurs while a person is in custody.

Ken Davis will provide an insider's look at the internal affairs process from the agency's point of view. His presentation will cover interview and investigative techniques, tips for gathering evidence and timely *Garrity* updates.

In addition to the loss of loved ones, the COVID-19 pandemic changed the legal and employment landscape for law enforcement officers. Vaccine mandates, legislative initiatives and new federal, state and local laws swept across the nation in 2021. National FOP Associate General Counselors Christopher R. Green and Marissa R. Borschke will explore these issues and others related to COVID-19. They will provide a summary of the key judicial decisions that have been issued since the pandemic began so you know where the law stands in your jurisdiction. Attendees will be encouraged to participate and share their own observations of various policies introduced in their localities. Finally, Mr. Green and Ms. Borschke will provide updates on qualified immunity, including updates on those states that

have adopted new laws to limit and/or eliminate the legal doctrine. The presenters will also build on last year's introduction to civilian review boards by addressing where many cities stand on the topic and how those cities are implementing such review bodies.

Mike Coviello, associate general counsel for the Labor Services Division of the National FOP, returns to cover all matters related to law enforcement arbitration. Mr. Coviello has been representing FOP members since 1998 and has extensive experience in representing FOP members in civil, administrative, arbitration and collective bargaining matters. His presentation will focus on the determination to take a case to arbitration and strategies for maximizing your chances to win once you get there.

Tamara Cummings has been at the center of many battles with the Illinois State Legislature over the past several years regarding wide-ranging police reform proposals. She, along with FOP lobbyist Andrew Bodewes, will provide observations on lobbying your position and objecting to and challenging various

initiatives. This session will provide real-world examples of how legislative initiatives can impact the terms and conditions of employment for officers, including body cameras and discipline.

Kevin Drummond, managing partner of the Blue Line Law Firm PLLC, will provide the perspective of the minority law enforcement officer within the department and the community. He will touch on representing officers in conflict within the ranks, as well as strategies for responding to media and managing relationships with the public. Mr. Drummond will also provide insight into the DOJ and how to respond if they show up in your city.

Lastly, General Counsel Larry H. James will lead a roundtable discussion on topics impacting the various jurisdictions that our lawyers represent. This session will open the floor for attendees to seek insight on specific topics or to provide ideas and solutions to any of the unique issues impacting law enforcement officers.

Director of Labor Services Tim Mullaney is responsible for registering

attorneys. Tim can be contacted by mail at 88 Mary Anna Drive, Dover, DE 19901, by phone at (302) 270-8865 or by email at fopdls1@fop.net. All FOP lodges are **highly** encouraged to recommend that their attorneys attend the Legal Counselor Seminar. In addition to all of the information given to attendees during the conference, we will also provide each attendee with a flash drive containing comprehensive materials prepared by each of the presenters. We look forward to seeing you in Las Vegas in February, and to holding informative, timely discussions on issues impacting law enforcement. **FOP**

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Email: ljames@cbjlawyers.com

There Is ALWAYS Another Option



FOP.net/officer-wellness/crisis-hotlines

Tom Penoza Sets a Record for National FOP Service

Serving in one single position on the National Executive Board of the Fraternal Order of Police for 22 years? There are cops who are able to retire with fewer years than that! It's a record that will be hard to surpass.

Immediate Past National Past Treasurer Tom Penoza has had an illustrious career as a police officer, detective, administrator and FOP member. He also has the recognition of being the longest-tenured National Executive Board member at one position! Here's what Past President Chuck Canterbury had to say about Brother Penoza: "Tom Penoza served as the treasurer of the FOP during the 16-plus years of my presidency. Tom always looked for ways to improve our operations and was a go-to member of the Executive Board when there were complex issues. Tom communicated with clear reports and they were always comprehensive. Tom served at the local, state and National levels for more than three decades, and no matter what job he had, he was effective, dedicated and loyal to the members of the Fraternal Order of Police. It was not only a pleasure to serve with Tom for 22 years on the Executive Board, but I am proud to call him my friend and Brother."

Brother Penoza was hired by the Newark, Delaware, Police Department on February 1, 1972, becoming an FOP member that same day. He attended the Delaware State Police Academy and graduated in August of that same year. This timeline tells the story:

- Patrol for five years, when he was promoted to corporal
- As corporal, he worked Patrol and Investigations, and was ultimately sworn in as a special deputy for the U.S. Marshal's Service for one year; during



National Treasurer Tom Penoza, New Mexico National Trustee James Flores, National President Chuck Canterbury, Past National President Gil Gallegos and Albuquerque Lodge #1 President Ray Duran at the New Mexico State Conference in June 2003

this time, he worked a multi-state investigation into the outlaw motorcycle club known as the Pagans

- Promoted to sergeant and went back to Patrol for one year, followed by one year in the Special Operations Unit and two and a half years as CID detective sergeant
- Promoted to lieutenant and was assigned to Traffic for two years
- Promoted to captain as commander of the Operations Division, overseeing Patrol, Traffic and Special Operations for three years
- Retired in 1994, after serving the department for 22 and a half years

After retirement, Tom was hired by the Delaware Department of

Justice (Attorney General) as a special investigator. With the DDOJ, he spent 20 years in these various positions:

- 10 years in Consumer Protection Unit
- Two years investigating Medicare fraud
- Supervisor running Consumer Protection Unit
- Director of Special Investigations for six years
- Retired in 2004

His FOP career is every bit as accomplished as his law enforcement career:

- Became an FOP member on February 1, 1972
- Elected vice president of Lodge #4 in 1975
- Elected president of Lodge #4 in 1983 and served in this capacity for six years, until 1989; negotiated seven



contracts for Lodge #4 from 1973 to 1989

- Elected president again in 1993, serving until 1995
- Served as Lodge #4 State trustee for six years and Delaware State treasurer for 12 years
- Was Delaware's National trustee for 10 years and served on or chaired five national committees, including the National Legislative Committee
- Lobbyist at the local, state and national level
- National treasurer

In August 1999, at the 54th Biennial National Conference in Mobile, Alabama, Tom Penoza was elected as National FOP treasurer, embarking on the first of what would become 11 terms. During his 22 years as treasurer, he:

- Helped develop and administered the National FOP PAC
- Implemented the Electronic Vouchering System
- Developed the FOP 401(k) program for FOP employees
- Assisted in creating the National FOP Labor Services Program

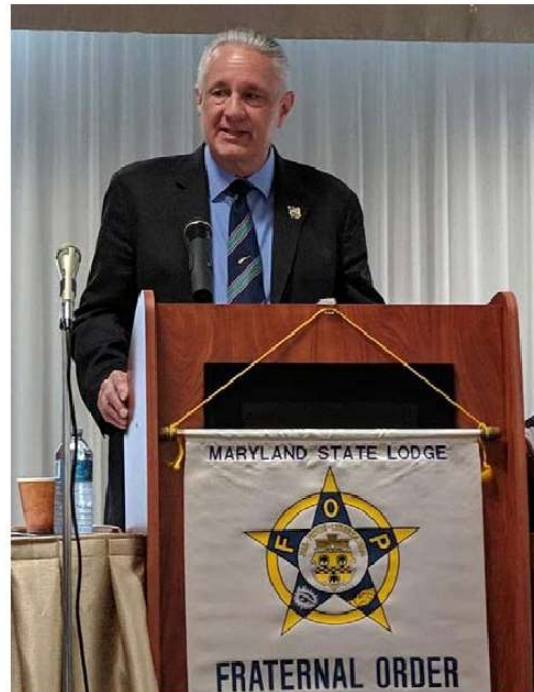
Tom accomplished much more than mentioned here, but I think you get the picture. Past President Gil Gallegos said, "Tom is a straight-up

guy. He professionalized the office of National treasurer and ensured that laws and policies set forth by the federal government were carried out. He was also a hardworking National trustee and represented Delaware well."

When Brother Penoza was first elected as National trustee in 1989, the FOP had approximately 199,000 members and 1,743 local lodges nationally. As of today, we have grown to over 365,000 members and have 2,169 local lodges. Brother Penoza played a major role in our growth, and we will be forever thankful to him. And let's not forget about Tom's wife, Cheryl, for all her hard work throughout the years. **Thank you!**

Tom has been a treasure for the National Office of the Fraternal Order of Police. On February 1, 2022, Tom will celebrate his **50th anniversary** as an FOP member. We thank him for his dedication, loyalty, mentorship and hard work, and we wish him the best in retirement.

James Flores (New Mexico) is the chairman 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



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

ADMINISTRATIVE + CIVIL + CRIMINAL

Protecting Your Future TODAY

Legal defense coverage has become a necessity for law enforcement as the frequency and cost of allegations against peace officers continue to rise. The FOP Legal Plan offers you and your lodge members a very affordable comprehensive plan.

FOP LEGAL DEFENSE PLAN PRICING			
Full Coverage Group Rate	Full Coverage Individual Rate	Two-Coverage Group Rate	Two-Coverage Individual Rate
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Administrative	Administrative		
Criminal	Criminal	Criminal	Criminal
Civil	Civil	Civil	Civil

For enrollment and marketing information, please call **1.800.341.6038**

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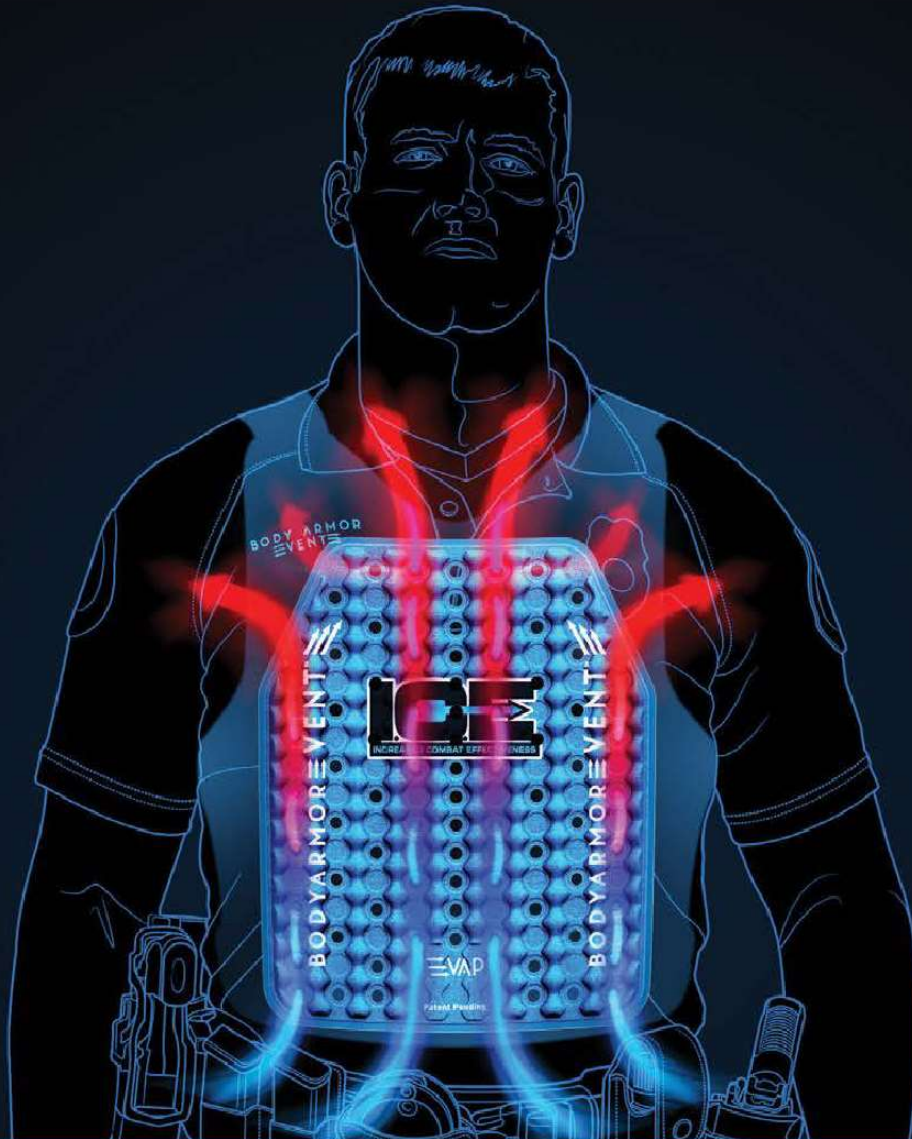


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