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Adapting to a New Congress

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

At this writing, the votes in two states and less than a dozen congressional districts are still being tabulated. We do know now that the Republicans will take control of the House, but with a very narrow majority. We also know that the Democrats, who currently hold 50 seats, will control the Senate by virtue of the vice president being able to cast tie-breaking votes. The election in Georgia will come down to a December run-off election when Senator Raphael G. Warnock (D-Ga.) will face Republican candidate Herschel J. Walker. This race will determine whether we will again have a 50-50 Senate or if the Democrats will control the Chamber with 51 seats.

Democracy, politics and elections are messy affairs that often bring about change. We will face some challenges as we work to adapt to a new Congress. But just like we always have, we will be prepared and ready to meet those challenges. We have faced, weathered and succeeded in Congress following tumultuous elections like the 2016 election that brought us the Trump administration and a Congress completely controlled by Republicans.

Just two years after that, the Democrats seized back control of the House, and just two years later, President Biden was elected, and the Democrats took complete control of both chambers of Congress.

We have been down this road before, and we have succeeded in every Congress. Our issues do not rise and fall based on partisan control because our issues are the safety of the public and the safety and well-being of the men and women in law enforcement. Administrations and congresses may change, but our priorities and commitments to our members do not.

It may seem to us now that this is a major shift in our body politic, but as the old adage goes — the more things change, the more they remain the same. As I noted above, one of the outcomes of this election cycle is another 50-50 Senate. The only change is the party that controls the House. Given the FOP's major successes in this, the 117th Congress — which was extremely divided along political lines — we are confident that we can succeed in the Congress that will be sworn in this upcoming January.

However this situation is resolved, we expect the strident rhetoric of the campaign to give way to reason and reality.

Regardless of party, the members of the 118th Congress were elected to serve their constituents and get the people's business done. The FOP will have the same problems with both parties in this Congress as we did in the previous Congress.

Republicans will be hostile to grant programs that benefit state and local law enforcement and legislation recognizing the collective bargaining rights of public safety officers. Democrats will continue to push for criminal justice "reforms" that will make it more difficult to keep our citizens and our officers safe. And, of course, we will need the help of both parties to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).

The FOP is the most prominent voice for law enforcement, and I want to assure all of our members that our voice will be heard over the next two years, no matter which party controls the House or Senate. But over the course of this 118th Congress, the FOP will be fighting for you in the White House, in the Senate and in the House. We will ensure our top priorities are re-introduced in the next Congress, and we will continue to fiercely advocate for them. **FOP**



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We need your support of the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support our members and our profession. As the oldest and largest law enforcement labor organization in the United States, it is crucial we keep our PAC strong, so we can help the candidates who not only support our members but the entire law enforcement community. It is up to us to ensure that they get elected!

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Pass the Protect and Serve Act

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

As this article is being written, the United States House of Representatives is poised to flip Republican, with the party only needing one more seat for a majority. No doubt the violent crime epidemic in this country, to the tune of the highest homicide rate since the 1990s and a historic number of police officers being shot, played a major role in the house flipping. According to polling data, violent crime was the number two issue for voters going into election day. Thanks to the tireless work of every FOP leader in this country, we were able to keep the violent crime issue front and center for voters.

Now that Republicans control the House, it is not enough to talk about how they care about violent crime and how much they support police officers. It is time for action. There have been 290 police officers shot in this country as of November 15 — ambush attacks are up, assaults are up, and it is not hyperbole to say we are being hunted in the streets simply because of the uniform we wear.

I am keenly aware of this because, unfortunately, my home state of Texas leads the nation in officers shot. Thus, when the 118th Congress convenes, the House must pass the Protect and Serve Act, which would make it a federal crime to knowingly

assault a police officer. Of course, it would still have to pass the Senate to become the law of the land, but it would force every lawmaker to be on the record about where they stand on this issue.

This would send a powerful message to any dirtbag who thinks about assaulting a police officer. There will be serious federal prison (day for day) and consequences for their actions. This will take the power out of the local, rogue DAs and activist judges who consistently dismiss and reduce charges of criminals who assault police officers. This will restore the public's faith in the criminal justice system and the rule of law. Make no mistake, when a miscreant assaults a police officer, it is an attack on our very system of law and order, and the continued violence against law enforcement is truly a stain on our society. A stain that will never be forgotten and leaves heartbreak for officers and their families in its wake.

The Fraternal Order of Police will continue to advocate for our members, their safety, and justice for all victims. We will continue to sound the alarm about the crime epidemic in this country, and we will be relentless in our efforts to restore law and order in our country, never caving to the "woke" nonsense that is destroying our urban communities, and we will do it **together**.

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

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Wishing Everyone a Safe and Happy Holiday Season



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

Happy holidays, brothers and sisters. I hope you and your family enjoy the season together and join me in giving thanks for our many blessings. In an ever-changing world that sometimes seems to be against us, we have much to be thankful for. Namely, our families and friends. They are our foundation, and they give us hope and drive to continue to make our communities, country and the world a better place. Take a moment to reflect and give praise.

Last month, I had the special opportunity to attend the Iowa State Conference. It was held in Altoona, right outside Des Moines. This was an important state conference since Iowa is our newest State Lodge, having been chartered in 2019. The meeting was well attended, and Iowa is doing amazing work in representing its members, especially with its legislative agenda and legal defense program. The presentations in both areas were impressive, and commendations go to the entire Executive Board, especially President Oleta Davis, Secretary Paul Damrow, National Trustee Don Strong and General Counsel Skylar J. Limkemann.

Congratulations go out to Michigan State President Mike Sauger and Ohio sister Lisa Beam. Their nuptials took place on November 5 in Canfield, Ohio, and was attended by several hundred family and friends, along with brother and sister FOP members. This marriage is truly a "labor of love." Wishing you every happiness together.

Thank you for voting in the most recent midterm elections. As law enforcement officers, this is truly one of our civic duties. Most of us thought there would be a different result, but overall I believe we will be in a better place come January. I am especially



Iowa State President Oleta Davis and the Executive Board



Jimmy Holderfield, Beverly Blackwell, Pam Holderfield, and Jim and Teri Maguire in Omaha

proud of my home state of Florida's turnout and results. I attribute this primarily to the great leadership we have with Governor Ron DeSantis and our State FOP President Steve Zona. Florida is a law-and-order state — the citizens listen to the FOP and follow our lead on endorsed candidates. We have a governor who backs us not only on law enforcement issues but on pay, benefits and rights.

Right now, all eyes are on the U.S. Senate race in Georgia. I know that Georgia State Lodge President Jeff Wiggs and National Trustee Jamy Steinberg are working hard to help get Hershel Walker elected. This election has national ramifications, and any assistance you can offer to our brothers and sisters in Georgia is much appreciated.

Continued on page 16 >



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SECRETARY'S MESSAGE

Continued from page 14 >

The South Dakota State Lodge held its annual state conference in Florence, South Dakota, several weeks ago (see article on page 25). Traveling from Florida, where it was 85 degrees when I left, I was met with 11-degree temperatures and snow flurries when I arrived. It was **cold!** National Treasurer James Smallwood and I had the problematic issue of trying to retrieve our luggage, which contained our suits for the conference and winter gear. Thankfully, after my suitcase went to three other cities, I finally received it late Friday evening. Brother James, on the other hand, had not received his as of Sunday afternoon. That didn't stop us from doing our duty, and with the aid of the brothers and sisters from South Dakota, we were able to keep warm and participate in the activities. Also attending were President Pat Yoes, Second Vice President Steve Weiler and Chairman Rob Pride. If you get the opportunity, ask Brother Pride about the differences between pheasant hens and roosters. He is an expert and will educate you.

I had the pleasure of visiting Nebraska State Lodge President Jim Maguire in Omaha after the South Dakota meeting. Nebraska is still celebrating its 50th anniversary of being chartered as a State Lodge. He, National Trustee John Francavilla and the entire Executive Board have



The 2023 membership cards are getting ready to be shipped!



Katie, Noah and Elesha of the National Membership staff

been working diligently on expanding membership and creating new lodges. It was exciting hearing President Jim laying out his plan for the upcoming legislative session. Nebraska, keep up the fantastic efforts.

Per capita is now due. National per capita (dues) are due as of November 1 for the first half of 2023. Your National Membership staff has been busy processing membership dues, printing, packaging and mailing 2023 membership cards. We have a great staff, and during this time of year, every staff member in the office (those in other departments) has a hand in getting this massive project completed. As of this writing, we have processed over 1,000 lodges and printed over 200,000 cards. Local and state lodge secretaries, though it is permissible to submit your membership changes via hard copy to the National Membership office, it is suggested and preferred that you do so electronically. The hard copy process requires my staff to manually enter the changes, which slows down the process and subjects us to errors. I also suggest payments to the National Office via Automated Clearing House (ACH), which expedites the process, and you avoid credit card convenience fees. If you have not yet paid your local dues, please contact your local lodge secretary.

Most local lodges will have their elections this month. Even if there is no change in your lodge officers, the Membership Department needs your updated roster showing the new term expiration date. Failing to send in the update will result in your lodge officers being locked out of the membership (VUE) system. If locked out, you can't make changes to your membership information and other important administrative functions.

I am very pleased to inform you that after several years of reviewing a new automated membership data system, we have selected a vendor to develop the program. The contract is currently being reviewed by counsel, and once the terms are agreed to and signed off, we will begin work. This will be a very intense project that my staff and I will devote our full attention to bringing to fruition. Our target date for rollout, which is extremely aggressive, is the National Conference in August 2023. Stay tuned.

In closing, whether you celebrate Rohatsu, Hanukkah, Kwanzaa or Christmas, I wish you and your family a safe and happy holiday season. Know that your National Staff is here to help you in any way we can. Let us all join in unity to continue to make our Order stronger. I look forward to talking to you or seeing you at our next meeting. **FOP**

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Recruitment and Retention Update

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

At the National Fraternal Order of Police Spring Board meeting held in Philadelphia, Pennsylvania, in April, an initial call to action was generated. Recruiting and retention have been a nagging consequence of the “defund the police” movement since the death of George Floyd in May 2020. Originally seen as strictly an employer and management dilemma, it was becoming distinctly clear that the largest organization representing rank-and-file law enforcement had a stake in the game. I made that plea to those in attendance in Philly, and help soon followed.

As police departments across the country were struggling with recruitment and retention, we were observing accelerated career burnout, which of course, resulted in a diminished workforce and overworked law enforcement professionals. Already dealing with a higher-than-normal profession-driven rate of suicide, it was clear that as exhaustion set in, additional stressors were being placed upon our law enforcement professionals.

By July 2022, a temporary FOP committee was established by President Pat Yoes and Vice President Joe Gamaldi to address the crisis in recruitment and retention. Chaired by myself, the following members were appointed: Willie Jenkins III (La.), David Cuevas (Texas) and Jeffery Benge (Ohio). The committee’s first look at this crisis was to explore potential opportunities with Job Corps as they have 121 Job Corps centers across the country, along with six regional offices. After some initial discussions with Job Corps, Apprenticeship USA appeared as another viable partnership. The FOP has been in preliminary discussions with both organizations.

On September 29, President Yoes, Executive Director Jim Pasco and I met

with U.S. Attorney General Merrick Garland, Deputy Attorney General Lisa Monaco and Associate Attorney General Vanita Gupta, along with other major law enforcement organizations at the offices of the Attorney General in Washington, D.C. At this meeting, we offered some suggested solutions surrounding the crisis and proposed to partner with other law enforcement organizations in such

Forum and Federal Law Enforcement Officers Association, to name a few. Also present was Acting Director Rob Chapman from the COPS Office.

We left that meeting with some positive responses from the Department of Justice, yet the burden of making something happen still rests with us. Several exploratory discussions have taken place with representatives from the Department of Labor and the Boy Scouts of America. Each communication seems to peel back yet another layer of the onion as the FOP aggressively pursues every avenue in addressing the current crisis in recruitment and retention. Most recently, we endorsed a grant proposal submitted by Dr. Jeremy Wilson from the University of Michigan on a study he wishes to conduct on this crisis.

If your lodge is a part of any partnerships with the Boy Scouts of America’s Explorer program or working with any other sort of apprenticeship program, I definitely want to hear from you. As a matter of fact, any ideas, or thoughts on how we can leverage programs or initiatives already in place would be helpful to our committee. Please reach out with your ideas.

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

Each communication seems to peel back yet another layer of the onion as the FOP aggressively pursues every avenue in addressing the current crisis in recruitment and retention.

a manner as was done when the groups agreed on a consensus policy on the use of force several years ago. Other law enforcement groups present were the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives, Major Cities Chiefs Association, Major County Sheriffs of America, National Sheriffs’ Association, Police Executive Research



What “Fraternal” Really Means

// **WRITE TO US!** If you have further questions, contact Rob Pride at lodge52pride@gmail.com.

Fraternal. The very first word in the name of our organization defines us. This word has different meanings for different people. Various dictionaries and online resources define the word fraternal as “brotherly” or “of or like a brother or brothers.” It describes the togetherness and bond we as brothers and sisters have in the law enforcement profession and in the FOP as we stand together through good times and bad. Recently, I had the privilege of witnessing a tribute that yet again reminded me of the importance of fraternalism and what it should mean to all of us.

As you all have learned by now, this past summer, we lost a great brother and leader in former National FOP President Gil Gallegos. His accomplishments were many, including starting the NFOP Diversity Committee, his work and advancement in the labor realm and his legislative efforts in Washington, D.C. President Gallegos also had a long, distinguished career at the Albuquerque, New Mexico, Police Department, where he rose to the rank of chief. At his funeral services, numerous people who had served under him at APD and within the FOP described him as a “cop’s cop” and one who never forgot where he came from or what it was like on the street for line officers.

But there is another great story behind that story.

If you knew President Gallegos over those years or you saw him anywhere, you also saw another brother right by his side, Brother James Flores. Brother Flores currently sits as the National trustee for New Mexico and has served various roles in the FOP for many years.

Brother Flores led all of the election campaigns for President Gallegos on the National level and was his closest friend over all those years. It was a rare occasion you would see one without the other at

an event. This friendship continued long after President Gallegos served on the Executive Board and continued until the day he left us for his seat at the heavenly Executive Board table.

Although his health declined in recent years, Brother Gallegos never lost his love for the FOP or being with his brothers and sisters. Even when it was probably not in his best health interests, he would come to meetings and spend time with his brothers and sisters as his energy allowed. Anywhere he went, there was Brother Flores helping him get to and from the events, helping him get around to see people and simply just caring for him. Like a brother would do.

Brother Flores never wavered in his love and care for Gil, and it showed to anyone watching. Until his very last day on earth, Brother Flores was by his side, doing whatever he could to make him comfortable as often as possible. At the services, family members even spoke about how they chose to move Gil’s residence during his final days closer to Brother Flores because seeing him meant that much to Gil. While sharing memories about President Gallegos, friends and loved ones told many stories about Brother Flores and all he did for his friend. No matter how hard or inconvenient, he was there for Gil until the end. We all saw it at meetings and events, but I don’t think any of us knew how much or how often Brother Flores cared for his friend and our brother.

So when I think of the word “fraternalism” or try to define it, this is it. Fraternalism is having this level of love for your brothers and sisters. Fraternalism is being there for them in good times and bad, when they need you, even when it’s not easy, or your plate is full. It is literally being “my brother’s keeper,” especially when a brother or sister needs you most,



Former National FOP President Gil Gallegos and New Mexico National Trustee James Flores

and doing it with a servant’s heart.

As we move into the holiday season and the new year, take note of the brothers and sisters around you who might be struggling or who might otherwise need you. Check on them. And if they need you, be there. Let’s use this holiday season as a time to reflect on how we can better help and support each other. We’ve been through a lot in recent years, and there are no doubt more challenges ahead. But we can and will endure by remembering to be “fraternal” as we navigate it all.

Brothers and sisters, I wish you a happy and safe holiday season for you and your families. May this season bring you joy, peace and a feeling of fraternalism in all that you do. May God bless each of you, and may God bless this mighty organization in the new year to come! **FOP**

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BERL PERDUE / KENTUCKY STATE LODGE
PRESIDENT

This month's National FOP Member Spotlight hails from the Bluegrass State, Kentucky. He has the unique distinction of serving as the elected sheriff of Clark County (population of 37,000) and as the Kentucky State Lodge president (9,879 members/68 lodges). He is one of the most active State Lodge leaders in the FOP. He is well respected by members from around the country and by political leaders at the local, state and federal levels, especially by U.S. Senate minority leader Mitch McConnell.

Under Kentucky State President Berl Perdue's leadership, the Kentucky State Lodge has grown in membership, political capital and lodge financial stability. He is always looking for ways to improve and is innovative in his approach in serving his membership. He is a trailblazer in encouraging his local lodges to engage in their respective communities by sponsoring various programs and events centered around children. He also exudes true fraternalism to every sister and brother he meets.

We asked President Perdue to share his story with us. We want to know about his past accomplishments, what he is working on now and his thoughts on what we need to do in the future. We are as proud of him as the members of the Commonwealth of Kentucky are. Here is his story.
— Jimmy Holderfield

I am the sheriff of the Clark County, Kentucky, Sheriff's Office. I've been sheriff of our office for the past 16 years, serving four terms. I recently won re-election for a fifth term, unopposed. Prior to being elected sheriff, I worked at and retired from the Winchester Police Department (WPD) after 25 years



of service. I retired from WPD with the rank of detective sergeant. I am approaching 41 years of continuous service in my county.

I joined the FOP on my first day on the job — May 16, 1982. I had an uncle who was a police officer and a board member of the Lexington, Kentucky, lodge. He was all FOP! That is where my initial interest very first started. So, here we are, nearly 41 years later, and I'm still FOP through and through.

I initially started out in FOP leadership at my local lodge as the secretary. I eventually ran for and was elected local lodge president,

serving 20 years (1991–2011). I ran for and was elected vice president of the Kentucky State Lodge in 1999 and served as VP from 1999–2011. In 2011, I was elevated to president midway through that year when the current president, Spike Jones, resigned to take a position as chief. Currently, I'm serving 11 ½ years as the Kentucky State FOP president.

My role as president is that of an organizer, mentor to younger members and mediator. My greatest satisfaction is helping local lodges and members come to agreements and solve any problems they have. I am especially proud to mentor



young members and prepare them to become leaders of our great organization. This involvement gives me great satisfaction.

Our future is bright in Kentucky. We've had really good legislative success over the past three years. We've re-established and made new positive relationships with our legislators. This has been a tremendous asset to our membership. This is something we will continue to work on and expand. We have started a new funding source for our State Lodge that shows great promise. We are excited about that aspect and feel like we will be on very stable ground sooner rather than later. Our membership continues to grow, and we will also concentrate on the expansion of new lodges.

I think our proudest accomplishment is the fact that



candidates seeking office from the local level all the way to the state and federal level seek us out now for our FOP endorsement. Even judges, all the way to the Kentucky Supreme Court, seek out the FOP for endorsements. This shows how far we have come and shows our organization's influence in government. This is a source of pride for us, as it wasn't always this way. We, the Kentucky State FOP, are now players, not pawns, in the political world.

I know that the FOP is important to all law enforcement, members or not. We are the largest police organization in the world. The important thing is that we fight each and every day for better benefits and working conditions for our officers. And just as importantly, we fight for the rights and due process of our officers. Many times, we are their



only voice. That's my favorite thing concerning the FOP — the fact that we support our members each and every single day. Nothing gives me more satisfaction than to see our members win in court or even win as far down in the councils of cities.

I really don't think I have a great secret for success. I simply feel that if you are a hard, dedicated worker who is fair and honest with your members and employees, you can and will be successful. However, you must be forward thinking and look down the long road. Try to foresee problems before they happen and have a plan to correct the problem. I stay motivated unintentionally. I'm always thinking and thinking. I challenge myself by asking, "What can I do better, what can I improve on and what new idea or concept can I implement?" This is what motivates me — the success of our organization.

I would advise our members, young and older, that it's never too early and certainly never too late to get involved with your local lodges. Volunteer for every lodge event, attend all your local lodge meetings and don't be afraid to make suggestions. You have a voice, so be heard. Step up and be a leader. You don't have to hold an office to be a leader. Being a member who can be counted on for lodge business and events is a grassroots leader.

In closing, I leave you with one thing. I've repeated this for 40 years, and it still rings true today. **"If it's not good for the Order ... then it's not good!" FOP**



NFOP FOUNDATION



Donate for a Chance to Win a Custom-Made Cornhole Game

MIKE ESSIG /
FOUNDATION COMMITTEE CHAIR

JIMMY HOLDERFIELD /
NATIONAL SECRETARY

Any individual or lodge donating \$500 or more will be given a ticket for a chance to win this beautiful custom-made cornhole game, courtesy of the Missouri State Lodge. A ticket will be given for every \$500 increment of your donation; e.g., \$5,000 will receive 10 tickets.

The drawing will be held December 9, in time for Christmas.

The winner will be responsible for shipping from the National Secretary's Office in Nashville.

To donate, please mail a check made out to the **NFOP Foundation** to:

Fraternal Order of Police
701 Marriott Drive
Nashville, TN 37214

In the memo line, indicate: *disaster relief. FOP*



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College AVE
STUDENT LOANS

NORTH CAROLINA In Memory of Donald P. Penix

TERRY MANGUM / NORTH CAROLINA
IMMEDIATE PAST STATE PRESIDENT

This is my tribute to my dear friend, Don Penix. In our day-to-day lives, I guess most of us just assume that our loved ones will always be with us. Death is a stark reminder that this is not the case. The sorrow and grief we are experiencing are for our loss and the fact that we will no longer be able to see and spend time with Don. We should realize that Don has begun his eternal life with our heavenly father, and he is no longer suffering. And this should comfort us and make us happy.

We all know that Don would not want a big deal or fuss made over him. So, I hope he will understand my attempt to express my sincere love and appreciation for this man.

To me, Don was a good man, a dear and close friend, a teacher, and a truly dedicated FOP member. He was my mentor. I had the honor and privilege to serve as Don's State vice president. The time spent with Don and the knowledge I gained from him were invaluable and definitely prepared me for my next role.

Don's contributions to the State FOP and National FOP are numerous, and I would even say legendary. If you ponder on many of our State Lodge programs, benefits and even lodges, you will see Don's fingerprints all over them. He also served on many National committees and was well respected by the National Executive Board and Board of Directors. Additionally, Don served as the FOP Southern States Association's secretary/treasurer for more consecutive years than I can remember. I used to joke that Don was the SSA secretary/treasurer during most of my adult lifetime.

Don was also a recipient of the State Lodge's Tom Kelly Award, which was later renamed the Mark Tucker Memorial Award. This is the most prestigious award given by



the State Lodge, and it recognizes individuals who have worked tirelessly in the furtherance of the goals of the FOP and honors them for their contributions.

**To me, Don was
a good man, a dear
and close friend,
a teacher, and
a truly dedicated
FOP member.**

Examples of Don's dedication, commitment and devotion to the Fraternal Order of Police are innumerable, and the longer you reflect, the more you can remember.

Besides his love of the FOP, Don had a greater love for his family. My thoughts and prayers



are with Mary Ann and their two sons, Donnie and Adam. We can all be thankful for the time we had with Don throughout our own lives. And we can all remember the good times we shared with such a good and fine man. In the days and months ahead, may these fond memories of our time with Don bring us comfort and peace. **FOP**

SOUTH DAKOTA

South Dakota State Conference

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The South Dakota State Lodge held its annual State conference and training at the Joy Ranch near Florence, South Dakota. The Joy Ranch is a rustic, circa 1880 conference/recreation center that plays host to children suffering from diseases and disabilities during the summer. It was the perfect setting for the State conference, with onsite accommodations and a large meeting area.

South Dakota Lodge #6 (Watertown) hosted the conference under the direction of President Ryan Fischer and State Lodge Treasurer Travis Gutzmer. State President Mike Walsh and National Trustee Tony Harrison conducted the meeting in expert fashion. National Treasurer James Smallwood instructed the membership on new trends in social media and how to use them to get our positive narrative out.

Congratulations to the State Executive Board on being re-elected, unanimously, for



National Treasurer James Smallwood

WWW.FOP.NET



South Dakota pheasant hunt



National President Pat Yoes swearing in the South Dakota State Executive Board

another two-year term of office. National President Pat Yoes swore in the officers. A special treat was a pheasant hunt after the conference. The hunt was hosted by a friend

of Lodge #6, Joel Willette, on his private game plots. An informative meeting and great fellowship were had by all. **FOP**



Ho-Ho-Holiday Stress? We Have Tips for Coping!

SHERRI MARTIN / DIRECTOR OF WELLNESS

In this December issue of the *FOP Journal*, the National Officer Wellness Committee wants to have a fireside chat with our members about stress! Listen, we know that stress doesn't only happen during the holidays, but whether you love them or hate them or somewhere in between, the holidays add another layer of "to-dos" and responsibilities that we don't face at other times of the year. With that in mind, and in the spirit of giving, the members of our committee have shared some of their strategies for coping with stress at these times and at all times.

Darrin, a recently retired officer from Chicago, shares that he loves to listen to "yacht rock" and sometimes even classical music. Spending time with his family also relieves stress, and he adds that prayer also helps tremendously.

Oleta, who serves in Iowa, says physical activity and getting her body moving is the key. Hiking and biking, and when she can't be outside, going to the gym is her go-to for stress relief.

Sean, a recently retired officer from Colorado, has mastered some meditation and breathing exercises. He loves to talk and laugh with his spouse and is a connoisseur of comedy programs! Sean can often

be seen on social media documenting one of his many fly-fishing adventures.

Ryan, who serves in Michigan, has honed a whole repertoire of tools and habits for handling stressful times. He includes prayer, meditation and breathing exercises into his routines. With four kids, he values family time and has recently instituted a daily practice with his family where each member cites something they are grateful for.

Corey, a recent retiree from Oklahoma, is an avid gym-goer, making sure he gets there three days a week. He also eats healthy and makes time to enjoy his hobby, photography. Those who are linked with Corey on social media will find him on hiking trails spending time in nature with loved ones.

Rob, a recent retiree from Massachusetts, says that he thrives on moving toward growth versus just coping. In his mind, just getting by isn't good enough. He is focused on perpetual improvement. He utilizes a wide range of wellness practices on a daily basis not only to process stress he is currently feeling but also to prepare for any future stresses. Here are some other great ideas our committee has heard, especially during the holiday season:



Make some plans. There is a flurry of activity around the holidays! With parties, holiday shows and school and community activities, it can be hard to bring the family together to enjoy those special holiday events. A little pre-planning can help. While you may not be able to enjoy all of the holiday activities in your community, choosing one or two for which you can all be present can make it doable to enjoy the special events that only occur during the holidays. Maybe it's your town tree lighting, your church concert or your child's holiday play. There are so many fun things happening this time of year!

Connect with spirituality. For some, the Christmas season is the most special time of year because of the origins of the holiday. In fact, for me, I am reminded of my connections to my spirituality most during the Christmas season. Connecting with your spiritual self can bring much peace. FOP National Chaplain Rick Snyder serves as one half of a team that conducts a weekly podcast, *Remnant Revealed*, which is geared toward first responders. Each week, the team provides a no-nonsense message that resonates with members of law enforcement. Check it out!

Focus on the shiny objects. We joke, but what we really mean is to focus on

the bright side of the holidays. In the hustle and bustle to find the right gifts, make enough money to pay for them all and find time to spend with family when the demands of work are enormous, we sometimes struggle to look around and see the acts of kindness and spirit of giving that exists during the holidays. It's

For some, the Christmas season is the most special time of year because of the origins of the holiday.

easy to overlook the pretty decorations and the looks in the eyes of children when they think of Christmas morning and to focus instead on all of our responsibilities. Make an effort to find one chance each day to see something magical and bright about the season, maybe trying it on your ride to or from work. Then, when you arrive, share your special sight with others!

Don't forget yourself. As one member of our committee acknowledges, we often struggle to be honest about the amount

of stress that is associated with our profession. Balancing traumatic scenes, public scrutiny and administration while also staying connected to family and maintaining physical health can seem impossible. If you find yourself feeling overwhelmed, recognize that you are not alone and that it is normal to feel this way

at times. Breathe, pause and move forward one step at a time. The FOP is here to give you a hand. In addition, there are resources available if you find yourself in a crisis.

As officers, we often look to our peers for examples or suggestions of how to do something or how to improve. This process is ingrained in us from field training and beyond. We share information

on the best place to find lunch, the best lawn care company and the best gyms. Wellness practices and dealing with stress are no different. If you're tapped out on ideas and find yourself in a rut, ask a peer what they do! If you have some strategies to share, engage with others in this season of giving and give the gift of shared wellness practices!

The Division of Wellness Services wishes all of our members and their families a wonderful and joyful holiday season. Great things lie ahead in 2023! **FOP**

STAY FIT AND HEALTHY AT HOME WITH SILVERSNEAKERS

SilverSneakers, the fitness program that comes with Fraternal Order of Police (FOP) Medicare Advantage plans, has several online tools you can use to stay active. They provide education and resources to help you stay safe, fit and healthy, whether you like to go to a fitness center or want to work out at home.

Here are the programs SilverSneakers offers to help you stay active at home:

- **SilverSneakers On-Demand:** SilverSneakers has an online library of 200-plus workout videos. Just log in to [SilverSneakers.com](https://www.silversneakers.com) (or create an account) to get started. They offer classes such as SilverSneakers Classic, yoga and more. Once you've registered, visit [SilverSneakers.com/learn/ondemand](https://www.silversneakers.com/learn/ondemand) to start watching videos.
- **SilverSneakers GO fitness app:** The official SilverSneakers app allows you to access fitness videos anywhere. With just one click, you can make the workouts easier or harder and tailor them to your fitness level. You can also schedule activities or get notifications to stay on track with your fitness routine. Download the app using the Apple Store or Google Play on your phone. Visit [Go.SilverSneakers.com/silversneakers-go-promo](https://www.silversneakers.com/silversneakers-go-promo) to learn more.
- **SilverSneakers YouTube channel:** Just search for SilverSneakers on YouTube to access hundreds of fitness videos. They also have playlists for different challenges or trainers you can try. You don't have to be a SilverSneakers member to try a workout — anyone can watch these videos.
- **SilverSneakers Facebook Live classes:** You can join live virtual classes at home via the SilverSneakers Facebook page. Facebook Live classes are open to anyone, whether you're a SilverSneakers member or not. They also have a video library of workouts, and you can like or follow the page to get updates from SilverSneakers. Go to [Facebook.com/SilverSneakers](https://www.facebook.com/SilverSneakers) for more details.

If you're interested in joining SilverSneakers, you can sign up for an FOP Aetna Medicare Advantage plan that includes this benefit at no extra cost. You can sign up for a plan from **October 15 to December 7, 2022**. To enroll or find out more about your plan options:

- Go to [FOP.AetnaMedicare.com](https://www.FOP.AetnaMedicare.com) to see full plan details.



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



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

fherehab.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

Sessions First

sessionsfirst.com

Lighthouse Health & Wellness

lighthousehw.org

TIAG mResilience

tiag.net/innovations/mresilience

Wellness Training Programs

HEART 9/11 SMART Program

heart911.org/programs/smart-program

Warrior PATH

bouldercrest.org/warrior-pathh



Excelsior University



Level Up Your Career With a Master's Degree in Criminal Justice

Are you a police officer looking for some advancement in your career? Consider pursuing a master's degree in criminal justice.

A master's degree in criminal justice can help you advance in your career, whether that is moving forward in your current position or exploring other roles. With a higher degree, you have more opportunities to advance in the public sector, work for private companies and organizations, or branch out on your own, such as working as a private investigator.

Why Should You Get a Master's Degree in Criminal Justice?

The criminal world is evolving, and as such, so is our need for professionals to address threats. A master's degree prepares people to advance their justice careers and play an important role in defending and supporting their communities.

Gretchen Schmidt, the faculty program director of criminal justice programs at Excelsior University, explains, "Criminal justice professionals face a myriad of decisions and choices every day. Higher education is a great way to prepare these professionals to understand and apply the constitutional constraints of their work, provide an ethical lens with which to approach their work, as well as create a space for critical thinking as it applies to the scenarios and people who they encounter."

Here are specific reasons why earning a higher degree in criminal justice can be beneficial to your career.

- A master's degree in criminal justice can enhance your communication skills. Working with a team is often necessary in criminal justice, so the better you can communicate, the

more valuable you can be. A master's degree program is often writing intensive, which gives you the practice to hone your written communication skills.

- A master's degree in criminal justice can help you earn more. A Georgetown University study reported that master's degree holders earn up to \$17,000 more than people who only have a bachelor's degree. In criminal justice, a higher degree means more money for you.
- A master's degree in criminal justice can help you be competitive. With an advanced degree, you improve your qualifications and are well prepared to apply for higher-up positions.

Continued on page 32 >

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.



Charles Town, WV



South Euclid, OH



Cypress, CA



Williamsburg, KY



Ashland, OH



Olivet, MI



Cincinnati, OH



Fayette, IA



Albany, NY



Rosemont, PA



Cincinnati, OH



Minneapolis, MN



Washington, DC



Thomasville, GA



Arlington, VA



Forest City, IA



Montreat, NC



Tiffin, OH



Adelphi, MD



La Jolla, CA



Nashville, TN



San Diego, CA

NFOPU SPOTLIGHT

Continued from page 30 >

Law Enforcement Jobs You Can Obtain With a Master's Degree in Criminal Justice

Jobs that require a master's degree in criminal justice are found throughout law enforcement. Here are some examples.

- **Private investigator.** A private investigator is usually hired by individuals or they work for firms to find more information for their clients. They find facts and analyze information to find missing persons, investigate crimes and explore peoples' backgrounds.
- **Forensic psychologist.** Forensic psychologists typically work with convicted inmates to assess their mental health status. They also conduct investigations and research studies, and design treatment programs, as well as provide expert witness testimony in court, among other responsibilities.
- **Criminologist.** Simply put, criminologists study crime. They study the causes of crime and make recommendations to support public policy and law enforcement. They often conduct interviews, analyze data and use statistics and other means of exploration.
- **Police and detective supervisor.**

Police and detective supervisors oversee officers and detectives under them. They schedule, arrange and provide training, as well as conduct reports and participate in investigations.

- **DEA agent.** DEA agents enforce drug laws, investigate drug-related crimes and work to prevent the distribution of illegal drugs.
- **Attorney general investigator.** An attorney general investigator investigates criminal activity and collects evidence for attorneys to use to prosecute suspected criminals. They also conduct interviews, coordinate investigations, carry out research and compile important documents and reports to use in court.
- **Cybercrime investigator.** A cybercrime investigator works to identify individuals who use online databases and websites to commit crimes. These investigators may explore the hard drives of confiscated computers to recover data and files.

With a master's degree in criminal justice, you can be well-positioned to enter or enhance your current career within the justice system. Excelsior's Master of Science in Criminal Justice degree (tinyurl.com/pjmwdwt4) will help you advance your career. Schmidt outlines the program, saying, "All courses and assignments are designed with the

'learn it today and use it tomorrow' philosophy in mind. You will have the opportunity to network, interact with criminal practitioners abroad, practice tweets and press conferences, as well as learn about the intersections of mental health, human trafficking, courts, corrections and law enforcement. The program culminates in a capstone, where you have the opportunity to highlight and demonstrate all that you have learned by addressing an issue in your community or organization and making recommendations for change or focusing on a social justice issue and making recommendations for change. This incredibly practical program will help you think like an ethical, conscientious leader in criminal justice and help elevate your career."

Partnered for Your Success

If pursuing a master's degree in criminal justice sounds like the right choice for you, be aware that Excelsior University is part of the National Fraternal Order of Police University (NFOPU), a consortium of colleges and universities that provides FOP members with methods to pursue higher learning. Excelsior University offers many programs for earning a career-boosting degree. In fact, FOP members and their spouses/domestic partners can save up to 20% on tuition (tinyurl.com/4puzzatz). You can use this money-saving benefit when pursuing Excelsior's Master of Science in Criminal Justice degree (tinyurl.com/pjmwdwt4). **FOP**

Check out FOP.net

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

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

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





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1/4 Zip
F1205



Carhartt Duffel
F1249



Mug
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www.thefopstore.com

Republicans Win Narrow House Majority; Dems Hold on to the Senate



At this writing, the final votes in just a few races are still being tabulated, but what we know right now is that Republicans will take control of the House, but with a very narrow majority.

Representative Kevin O. McCarthy (R-Calif.) defeated Representative Andrew S. Biggs (R-Ariz.) on a 188–31 vote within the Republican Conference for the nomination to be the next speaker of the House. Once the 118th Congress is convened in January, the House will elect its speaker.

Representative Stephen J. Scalise (R-La.) was the unanimous choice of the conference to take over as the majority leader, as was Representative Elise Stefanik (R-N.Y.) for conference chairman.

Representative Nancy P. Pelosi (D-Calif.) announced that she would not seek to be re-elected as minority leader but would continue to serve as a member of the House. Representative Steny H. Hoyer (D-Md.) also announced he would not seek a leadership post and endorsed Representative Hakeem S. Jeffries (D-N.Y.) to be the next minority leader. The FOP will be monitoring developments when the Democratic caucus holds their leadership elections in December, but it is widely believed that Representative Jeffries will lead the Democrats in the House in the next Congress.

In the Senate, Democrats flipped one seat in Pennsylvania with the election of John K. Fetterman to succeed the retiring Patrick J. Toomey (R-Pa.). At this time, there is no certified winner in Alaska (where both remaining candidates are Republican) or Georgia. The Democrats have 50 seats in the Senate right now, meaning they will retain control of the Senate because Vice

Just the Facts:

» While the final votes in a few races are still being tabulated, we know right now that Republicans will take control of the House, but with a very narrow majority. In the Senate, Democrats flipped one seat in Pennsylvania with the election of John K. Fetterman to succeed the retiring Patrick J. Toomey (R-Pa.). The Democrats have 50 seats in the Senate right now, meaning they will retain control of the Senate because Vice President Kamala D. Harris can break any tie.

President Kamala D. Harris can break any tie. The Georgia election will be decided on December 6 when Senator Raphael G. Warnock (D-Ga.) will face Republican candidate Herschel J. Walker. If Senator Warnock is re-elected, the Democrats will have a one-seat majority. If Walker prevails, we will have another 50–50 split in the Senate.

Senator Charles E. Schumer (D-N.Y.) is all but certain to be re-elected as majority leader when the Democrats have their leadership elections in December. Senator Mitch McConnell (R-Ken.) was re-elected as minority leader over Senator Richard L. Scott (R-Fla.), who also ran for the position, on a 37–10 vote with one abstention.

Return From Recess — Congress Reconvenes

Following the midterm elections, Congress returned to session. After a week-long break for Thanksgiving, both chambers returned to order to tackle several “must-pass” bills before the end of the Congress.

The federal government is currently funded through a continuing resolution, which expires on December 16. Congress will need to pass an omnibus appropriations package or adopt another continuing resolution to fund the

government into the new year after the swearing in of the 118th Congress.

Congress will also be considering H.R. 7900, the National Defense Reauthorization Act, for fiscal year 2023. This legislation passed the House and is pending in the Senate. Talks between the congressional leaders have been ongoing for several weeks now, but there is no final version available at this writing. We have been advised by staff on the Senate Committee on Armed Services, however, that a modified version of H.R. 8142, the Department of Defense Law Enforcement Credential Act, will be part of the final draft. The provision would require each military department in the U.S. Department of Defense (DOD) to develop a standardized law enforcement identification credential for civilian DOD law enforcement officers and issue such credentials at no cost to the officers. Right now, too many civilian law enforcement officers do not have a law enforcement credential and are forced to rely solely on just the standard DOD-issued common access card. This legislation will ensure these officers are clearly identified as DOD law enforcement officers.

Senate Passes Fair RETIRE Act!

Just before the Thanksgiving recess, the Senate considered and

passed H.R. 521, the Fair Return for Employees on Their Initial Retirement Earned (RETIRE) Act, by unanimous consent. The legislation, which the FOP strongly supported, will allow federal law enforcement officers who were severely injured in the line of duty and, as a result, unable to continue their service as a law enforcement officer, to maintain their 6(c) early retirement benefit provided they take a civil service position in the federal government after their injury. The measure is now on its way to the president, who is expected to sign it into law.

First PSOB Claim Under New Law Approved

The family of U.S. Capitol Police Officer Howard C. Liebengood, who took his own life a few days after being on site during the attack on January 6 — the day an angry mob broke into the U.S. Capitol and the world witnessed the rioters violently assault law enforcement officers — shared with the National FOP their news that their death benefits claim was approved by the Public Safety Officers' Benefit

(PSOB) program. This is the first claim awarded under the new law, the Public Safety Officer Support Act. The FOP was instrumental in the development and passage of this legislation, which was signed into law in August.

While no amount of money will bring Howie back to his family, their successful claim is an important step in acknowledging that law enforcement suicides are service-connected and should be seen for what they are — line-of-duty deaths.

The Liebengood family issued the following statement:

“We were recently notified that the Department of Justice officially determined our beloved family member, U.S. Capitol Police Officer (USCP) Howie Liebengood’s passing was in the line of duty under the PSOB program. The determination is significant, healing and relieving, and we are grateful for it.

“We hope the changes to the PSOB program, which allowed Howie to receive this designation, will serve as a model for other entities that offer similar benefits and recognition. This is an important step in a longer effort to

change outdated processes and attitudes. We also hope that this helps other families who have felt the pain of losing a loved one to suicide.

“Anyone who knew Howie knew he was kind hearted and fiercely loyal. We all desperately miss his one-of-a-kind smile and his warm, gentle temperament, but we take some solace in knowing that Howie officially has received this well-deserved honor.

“We appreciate the opportunities we’ve had to meet with the Department of Justice and others before this decision. We are grateful for the assistance of many stakeholders, including the Fraternal Order of Police and Blue H.E.L.P., which have stood alongside us and advocated on behalf of families like ours. We also applaud the leadership of Congressman Trone, Congressman Reschenthaler, Senator Duckworth, Senator Cornyn, Howie’s Senator Kaine and other members of Congress on this issue.

We look forward to continuing to reduce the stigma around mental health

Continued on page 36 >

Save the Date



2023 FOP OFFICER WELLNESS SUMMIT

January 30–31, 2023
Nashville, TN



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FOR INFORMATION**

Top Priorities in Brief

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

House: 305 co-sponsors (211 D, 94 R)

Senate: 42 co-sponsors (36 D, 4 R, 2 I)

Urge Congress to pass it:
tinyurl.com/yc84zf3m

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

House: 105 co-sponsors (80 D, 25 R)

Senate: 5 co-sponsors (4 D, 1 R)

Urge Congress to pass it:
tinyurl.com/37afz34h

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

House: 35 co-sponsors (25 D, 10 R)

Urge Congress to pass it:
tinyurl.com/5h6mtmvt

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

House: 59 co-sponsors (1 D, 58 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:
tinyurl.com/5e4m94rj

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

House: 90 co-sponsors (8 D, 82 R)

Senate: 23 co-sponsors (23 R)

Urge Congress to pass it:
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 votervoice.net/FOP/home.

WASHINGTON REPORT

Continued from page 35 >

and suicide for public safety officers — who make sacrifices for us all.”

The mental and spiritual injuries sustained by America's brave law enforcement officers in the field are real and can be just as disabling or deadly as any physical injury. A death like Howie's is just as service-connected as any other line-of-duty death, and we believe the PSOB's decision to award benefits to the family is the right one. Their family will always be part of our family.

Congress May Still Act on FOP-Backed Bills Before Adjournment

Earlier this summer, the Senate passed five bills supported by the FOP by unanimous consent. During the current recess, the GMAC staff have been working to get these non-controversial but important bills to the House floor under a suspension of the rules.

- S. 1046, the Residential Substance Use Disorder Treatment Act, which would expand access to important substance use treatments in jails and prisons around the country and help those exiting correctional facilities continue their treatment in the community
- S. 2151, the Strong Communities Act, would build on the community-policing model by establishing a grant program for local law enforcement agencies to assist in recruiting officers from their own community
- S. 3860, the Invest to Protect Act, would establish a grant program administered by the Community Oriented Policing Services (COPS) Office, which would be used for the training of officers from police departments that employ less than 200 law enforcement officers
- S. 4003, the Law Enforcement De-Escalation Training Act, would provide \$70 million in annual grant funding from the Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) to state and local law enforcement agencies to train officers in de-escalation tactics and alternatives to the use of force
- S. 4007, the Fighting Post-Traumatic Stress Disorder Act, directs the

U.S. Department of Justice to develop a treatment program for public safety officers experiencing acute stress disorder or post-traumatic stress disorder (PTSD)

We believe we have made progress on S. 4003, and of all the bills listed above, this seems to be the most likely to be voted on in the House.

We also have three other bills awaiting action in the Senate. The GMAC staff is engaged with Senate leadership and the leadership of the committees with jurisdiction in an effort to get these pieces of legislation to the Senate floor under a unanimous consent agreement.

- H.R. 263, the Big Cats Public Safety Act, which would strengthen existing restrictions on the possession and exhibition of big cats, including restricting direct contact between the public and these animals
- H.R. 1260, the Bipartisan Solution to Cyclical Violence Act, which would allow HHS to select existing violence prevention or intervention programs administered by state and local trauma centers to receive federal grants to expand existing programs, study the effectiveness of those programs and examine their impacts on reincarceration and re-admittance rates
- H.R. 6538, the Active Shooter Alert Act, which would establish a national coordinator within the U.S. Department of Justice (DOJ) to establish and administer an Active Shooter Alert Communications Network.

FOP Calls on Congress to Make DEA Scheduling Authority Permanent

The Fraternal Order of Police sent a letter to congressional leaders in both the House and the Senate urging Congress to pass legislation that would make permanent the temporary authority of the Drug Enforcement Administration (DEA) to execute class-wide scheduling of illicit fentanyl-related substances or analogs, as schedule I substances under the Controlled Substances Act (CSA).

Clandestine chemists create new synthetic variations of fentanyl by introducing minor structural modifications, resulting in new, non-controlled fentanyl analogs specifically

engineered to skirt U.S. law. In 2018, the DEA used its authority under Section 201 of the CSA to place all non-scheduled fentanyl-like substances into Schedule I **temporarily**, on an emergency basis, for two years to combat this process based on their chemical structure and because they are purely illicit drugs with a high potential for abuse and no reasonable medical purpose. This means that anyone who possesses, imports, distributes or manufactures any illicit fentanyl analog is in violation of the CSA, which makes it easier for law enforcement to investigate and prosecute traffickers and criminal organizations.

These analogs are killing Americans. Data from the Centers for Disease Control and Prevention (CDC) has determined that approximately 100,000 Americans have died as a result of an overdose between April 2021 and February 2022. The vast majority of these deaths, more than 75,000, have come from opioids such as fentanyl and fentanyl-related substances. The CDC is also raising the alarm about fentanyl and fentanyl analogs being mixed with other illicit substances like cocaine and heroin.

Congress has repeatedly and overwhelmingly voted to extend this temporary authority, but this is not a temporary problem. The FOP told Congress to get serious about attacking our nation's fentanyl problem and reduce the number of Americans who perish from taking these drugs, and make the DEA's authority permanent to ensure that illicit fentanyl and any analogs remain on schedule I. Without granting the DEA the authority to permanently classify fentanyl analogs as they become available, our communities and American lives are in jeopardy.

Stay Connected With the FOP!

We urge all FOP members to regularly visit our social media pages, which update our members and the general public on all the current issues facing law enforcement today. With our social media outreach, we hope to better educate them on the current situation for the brave men and women who suit up and show up every day to serve and protect. We ask every lodge, every member and every citizen who supports law enforcement officers to

follow the National FOP on:

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

Do your part! We need your help — please **share, comment** and **like** the content that we are posting.

The **National FOP's Weekly Update** is a valuable tool for members and local lodges to keep them informed on the legislation important to law enforcement and the latest news from our nation's capital. It is 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/26nxx94x.

Tune in to the Blue View Podcast!

More than 30 episodes of the FOP's weekly podcast, entitled the *Blue View*, are now available on the FOP's YouTube channel! National President Patrick Yoes hosts the podcast, which has featured guests from Capitol Hill, from within the FOP, as well as law enforcement experts and leaders from around the country to gain better insight into the issues and current events in the law enforcement community. Be sure to check it out!

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

The PAC Needs Your Support!

The FOP's Government and Media Affairs Center is the most reliable, effective and impactful law enforcement 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. We are known and trusted to fight for the interests of our members, which makes the FOP a vital ally on policing and criminal justice issues.

With midterm elections now over, the National Fraternal Order of Police Political Action Committee (NFOP PAC) needs your help! Our PAC plays

an important role in our advocacy program and allows the FOP to support candidates who support our members and our profession. Given the importance of the PAC, it is vital that the PAC is as well-funded as possible, but ours is very much depleted from previous election cycles, which will limit our effectiveness in future elections. We really need our members to step up and contribute to ensure that our PAC has the ability to support candidates who will fight for our officers and the issues that are important to them. One lodge in particular, the Long Beach Police Officers Association, raises over \$1,000 per month for the PAC. And this is just one lodge! If lodges nationwide were to follow their lead, the NFOP PAC would have the resources it needs to make a nationwide impact.

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. We can and need to do better raising funds for our PAC!

To donate online, please visit tinyurl.com/y2t8tpcz. 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**



Gratitude for the Union

The holidays are a time of reflecting upon all for which we are thankful. Oftentimes, that list includes aspects of our lives such as family, health, finances and the like. However, one more thing can be added to that list: union benefits. Employees falling under a collective bargaining agreement (CBA) have many things that non-bargaining employees do not, including 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, it is probably fitting to assume that you can see why there exists such a discrepancy in job satisfaction.

According to the Bureau of Labor and 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

Just the Facts:

» Employees falling under a collective bargaining agreement (CBA) have many things that non-bargaining employees do not, including increased wages, top-tier benefits, labor representatives who advocate for those employees' specific needs and desires, and so much more. Public-sector employees covered under a CBA earned, on average, \$745 more 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.

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, on average, \$745 more 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, we hope you take the time to appreciate the work that union representation does for you and the vast benefits it confers upon you. 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 Headquarters, will continue to be one of those workplace aspects.

We will continue to work for you in every uphill battle, and we recognize our own gratitude for getting to serve 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 merry Christmas and happy holidays.

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

WANT A PRINTED COPY OF AN ARTICLE THAT APPEARED IN FOP JOURNAL?



Perhaps you or your lodge were featured in the magazine and you'd like a keepsake to share or display?



Contact 911MEDIA for more information on ordering a reprint: production@911MEDIA.com.

NEW NATIONAL FRATERNAL ORDER OF POLICE RECRUITMENT BROCHURE

The National FOP Recruitment Committee has designed a new recruitment brochure to aid State and local lodges and individual members in recruiting new members into the FOP. This beautiful color brochure contains various QR codes that let the reader see the FOP website, the history of the FOP, the

Legal Defense Plan, the free college program and much, much more. It also contains a pocket for a membership application, business card or other information to be inserted.

DISASTER RESPONSE
Responding to catastrophic events around the country, feeding thousands in need.

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NFOP POLICE MEMORIAL
Honoring those who gave the ultimate sacrifice.

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Two Police officers in 1915 with a vision for the betterment of all Law Enforcement

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The number one voice of law enforcement

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It's better to have it and not need it, than to not have it and need it.

OFFICER WELLNESS
Leading efforts to ensure the well-being of law enforcement officers

FOP FREE COLLEGE
Up to a bachelor's degree members and their families saving millions of dollars every year.

The brochures are sold in lots of 100 for only \$20 with free ground shipping.



Lodges can order this wonderful recruitment tool by contacting the National Secretary's Office via Stephanie Simpson at ssimpson@fop.net.



The Jack Dudek Award

Since 1985, there have been 34 members of the Fraternal Order of Police who have been recognized as the National Fraternal Order of Police Member of the Year. This is the most prestigious award presented by the National Lodge and is formally known as the Jack Dudek Award.

Who was Jack Dudek, and what makes him worthy of such a prestigious award being named in his honor?

Jack Dudek served as the president of the National FOP from 1946–1965 and was the first National FOP president who was born in the 20th century. Dudek was just 15 years old when the Fraternal Order of Police was formed and was 25 years old when he joined the Cleveland Police Department to begin his 38-year career.

Dudek was a well liked and “affable” officer who was promoted to detective in 1927. One of his many strengths was his ability to communicate and his command of the spoken word. So much, in fact, that he was selected to give a 90-second broadcast over the Universal Radio Network at Chicago’s World Fair in 1933.

Dudek was a charter member of Lodge #8 when it was formed in 1934.

He served the lodge in various capacities, including secretary-treasurer, and chaired the Ways and Means Committee for six years. From 1941 to 1946, Dudek served the Ohio State Lodge as chairman of the Legislative Committee. He began 36 years as an officer in the National Lodge in 1941 when he was elected as the Ohio trustee in Toledo.

Dudek enlisted in the U.S. Navy shortly after America entered World War II. He only served a few months before he suffered serious arm injuries, which necessitated several surgeries and a discharge from the service. Dudek returned to his duties as a Cleveland police officer and rose to the rank of lieutenant before retiring in 1964.

Today, our number one legislative priority on the National level is the Social Security Fairness Act, but issues with social security have long been a thorn in the side of National leadership. Back in 1939 and well into the 1960s, there was a move to force police officers into social security and away from public pensions. In 1957, a bill was introduced in the House that removed the exclusion of police and firefighters entirely but was defeated 162–64.

Dudek served our great Order with distinction during some of the most turbulent times in history, including the Korean War, the Vietnam War and the civil rights movement. Dudek had many accomplishments during his distinguished career, and not all of his ideas were met with favor from lodges, which felt there would be a financial burden to their members associated. Dudek’s proposal to create an annual FOP wage and benefit survey was one such idea.

Instead of becoming a burden, the survey was soon the best known and most widely used service of the National Lodge. For a comprehensive look at the career of Brother Dudek and his many accomplishments, I highly recommend you read:

The Fraternal Order of Police, 1915–1976: A History by Justin E. Walsh, Ph.D.

“I was once asked by an elderly gentleman, ‘Jack, what is the formula for your success?’ I replied that I had no formula for my success, only a formula for my failures. ‘What’s that?’ he said. Trying to please everybody,” I said.

— Past President Jack Dudek,
February 3, 1976 **FOP**

Jack Dudek Award Winners

2022	Stephen Schulz	Colorado	2009	Jack Simmington	Washington	2000	Patrick Yoes	Louisiana
2021	Allen Herald	Tennessee	2008	Kenny Rodgers	District of Columbia	1999	Jack Brown	Michigan
2020	Steve Zona	Florida				1998	James Boomer	Ohio
2019	Phil Wiggins	North Carolina	2007	Bill Westermann	California	1997	Robert Wampard	Louisiana
2018	Carlton Stallings	Georgia	2006	Johnny Frederic	Louisiana	1996	Patrick McNamara	Pennsylvania
2017	James Harrity	Pennsylvania	2006	Wilbur Chamberlin	Mississippi	1995	Paul “P.D.” Taylor	Oklahoma
2016	Roger Mayberry	California	2005	Jerry Atnip	Tennessee	1991	James Gaudet	Virginia
2015	Pete Fogarty	Kansas	2004	Michael Lutz	Pennsylvania	1989	John J. Harrington	Pennsylvania
2014	Tom Martin	Ohio	2003	Ray Franklin	Ohio	1987	Clyde Bishop	Kentucky
2013	Danny Overly	Indiana	2003	Steve Young	Ohio	1985	Frank Wack	Pennsylvania
2012	Jay McDonald	Ohio	2002	Frank Ferreyra	New York	1985	Jack Dudek	Ohio
2011	Carl Smith	California	2001	Tommy Tague	District of Columbia			
2010	Allen Hamby	Arkansas						

2022 JACK DUDEK Member of the Year



Stephen Schulz, this year's recipient of the Jack Dudek Member of the Year Award

This year's recipient of the Jack Dudek Member of the Year Award is Stephen Schulz from Colorado. Steve has been in law enforcement since 1995. Steve served the first five years of his law enforcement career as a New York State court officer in Criminal Court, and has been with the Longmont Police Department in Colorado since then. His first five years with Longmont were spent working patrol, then he moved to narcotics, where he still works today.

Steve became a member of the FOP in 2003 when he joined as a member of Longmont Lodge #6, where he was elected as the sergeant-at-arms. In 2006, he was elected president of the lodge, a position he still holds today. In 2010, he became the Colorado State second vice president, and served for one term. He was then elected

Colorado State vice president in 2012, serving one term, and was then elected Colorado State president in 2014, a position he still holds today.

In 2018, Steve was elected vice chair of the National FOP Labor Coalition, and in 2020, he was elected as chair. Steve is well known for his labor knowledge and battles for collective bargaining rights, at times placing himself in administrative harm's way. He is a member of the National Legislative Committee, the National Succession Planning Committee and is chair of the National Counter Narcotics Coordinating Committee.

Steve is known for his leadership abilities and has spent countless hours helping his home state of Colorado, as well as many other states. In his time as Colorado State president, Colorado

law enforcement officers, through State Legislature, successfully obtained the right to be able to file workers' compensation coverage for post-traumatic stress injuries. In the past few years, Colorado has been able to secure legislation for a peace officers mental health grant program, which includes language to allow the FOP to apply for these monies to fund their FOP state-run programs.

At every meeting, and at every conference, Steve lets the light of the FOP shine as he welcomes and interacts with brothers and sisters from across the country. He doesn't do this for the recognition but rather for the good of the Order. The FOP is proud to present Steve Schulz with the 2022 Jack Dudek Member of the Year Award. Congratulations! **FOP**

2023 FOP Legal Counselor Seminar

The 2023 National Fraternal Order of Police Legal Counselor Seminar will be held February 23–24, 2023, at Planet Hollywood in Las Vegas, Nevada. The National FOP has assembled experienced practitioners to present on trending topics regarding the law enforcement community. The topics that will be covered include First Amendment challenges to social media policies enacted in police departments, the dynamics between marijuana legislation and usage by police officers, use-of-force issues and media coverage, the reliability of video evidence and important case law updates on qualified immunity. As with prior seminars, these presentations not only provide informative legal updates, but also practical tips for handling the unique issues that come with representing law enforcement. As such, this seminar is very beneficial for practitioners who work closely with police officers.

FOP President Patrick Yoes will open the seminar with a general update on the state of law enforcement across the country and the FOP overall. President Yoes will then provide a comprehensive overview of President Biden's Executive Order on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety. This order presents substantial federal action on police reform. President Yoes will discuss key provisions in the order and its implication for police officers.

Serving his third term as president of the International Council of Police Representative Associations and the former president of the Vancouver Police Union, Tom Stamatakis will discuss how video evidence is evaluated in the hands of a civilian oversight investigator or at trial. Stamatakis has extensive knowledge and experience

Just the Facts:

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in strategic crisis communications and advocacy. Therefore, this presentation will discuss how investigators, police commanders and attorneys frequently overestimate the reliability of digital videos and how such videos are often misrepresented to the trier of fact. Finally, Stamatakis will demonstrate strategies to expose unqualified practitioners during the videocentric prosecution of police officers.

Next, John V. Berry will present on a hot topic in the law enforcement world: the decriminalization of marijuana and what it means for police officers. Can police officers in states where marijuana is legalized or decriminalized be disciplined for using marijuana? Mr. Berry, who previously served as the general counsel to the United States Park Police and the United States Capitol Police Federal labor unions, will provide an overview of how states are handling this question. This presentation will also explore how legalizing or decriminalizing marijuana may impact internal affairs such as department policies. Mr. Berry will use recent cases to show the risks associated with using marijuana, even where it is legal.

Lance J. LoRusso, a former law

enforcement officer, has been a use-of-force instructor for almost 30 years. In recent years, use of force and the reasonableness of police officers' conduct has been a consistent headline in the news. Mr. LoRusso, who has represented over 100 officers in officer-involved shootings and in-custody deaths, will use his expertise to discuss defending officers who are dealing with use-of-force issues in administrative, civil and criminal matters. This presentation will also focus on how to handle the media attention that these types of cases attract. Mr. LoRusso is a regular presenter at the Legal Counselor Seminar, and his presentations consistently provide invaluable insight and information.

Another critical subject in the law enforcement community is the use of social media. Social media platforms such as Facebook, Twitter and Instagram are increasingly utilized as a tool for law enforcement purposes such as discovering and investigating criminal activity, informing the communities about volatile situations and identifying names and locations of dangerous individuals or activities. These platforms allow officers to interact with citizens and share their

viewpoints on topics — good or bad. National FOP Associate General Counsel Marissa R. Borschke will discuss how police departments across the country have opted to enact policies to ensure that social media sites are being used to assist law enforcement and not hinder it. Ms. Borschke's presentation will analyze various policies implemented in departments across the country as well as how courts are handling challenges to these policies. Specifically, Ms. Borschke will address the need for police departments to create a social media policy that balances an officer's First Amendment right of free speech and the department's interest in promoting operational efficiency.

Qualified immunity continues to be at the forefront of legislative, media and judicial attacks on law enforcement officers. As a follow up to prior years' presentations, National FOP Associate General Counsel Christopher R. Green is back to provide an update on the qualified immunity doctrine's continued viability. While state governments seek to limit the doctrine's effectiveness, courts across the country are consistent in its application. This doctrine provides complete immunity for government officials, including police officers, from suit as long as their actions do not violate clearly established statutory or constitutional rights. Last year, Mr. Green provided a thorough explanation of the standard to establish this defense. This year's discussion will focus on how several state governments have undertaken their own form of qualified immunity reform legislation and the potential impact. He will discuss the current status of the defense according to the Supreme Court, anticipated changes due to the addition of a new justice and key developments in cases from every circuit.

Mike Coviello, associate general counsel for the Labor Services Division of the National FOP, returns to cover the right to fair representation. Mr. Coviello has extensive experience in all union-related matters and has represented FOP members since 1998. Indeed, unions have the duty to represent all employees — whether members or not — in good faith and

without discrimination for practically every action that a union may take. Mr. Coviello will address the common issues that arise under this duty, including strategies to deal with conflicts of interest. Mr. Coviello will also provide a post-*Janus* update. States have had different reactions to the decision in *Janus v. AFCSME, Council 31*, 138 S.Ct. 2448 (2018), where the Supreme Court determined that it was unconstitutional for public sector labor unions to collect representation fees from non-union members. This presentation will provide an overview of any major decisions and legislation that were enacted in the aftermath of *Janus*.

Lastly, General Counsel Larry H. James will present on ethical considerations for attorneys representing law enforcement. Specifically, Mr. James will provide strategic advice on how to handle ethical issues such as conflict of interests in representing multiple officers involved in the same shooting. Additionally, Mr. James will discuss representing the union **and** its members and how this creates other ethical issues where the Model Rules of Professional Conduct and case law offer little guidance. Mr. James will use case-specific examples to demonstrate the application of the Model Rules of

Professional Conduct in a variety of police-related scenarios.

The National FOP looks forward to seeing you in Las Vegas in February and to holding informative, timely discussions on issues impacting law enforcement. In addition to the presentations, the materials submitted and provided to all attendees will be substantial and all-encompassing. If you are interested in attending, please contact Roger Mayberry, director of Labor Services, who is responsible for registering attorneys. Roger (13410 Hilltop Terrance, Valley Center, California 92083) can be contacted at (323) 359-7073 or bear123@aol.com. All FOP lodges are **highly** encouraged to recommend that their attorneys attend. **FOP**

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SHARE YOUR STORY!

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

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



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
\$300	\$310	\$64	\$68
Administrative	Administrative		
Criminal	Criminal	Criminal	Criminal
Civil	Civil	Civil	Civil

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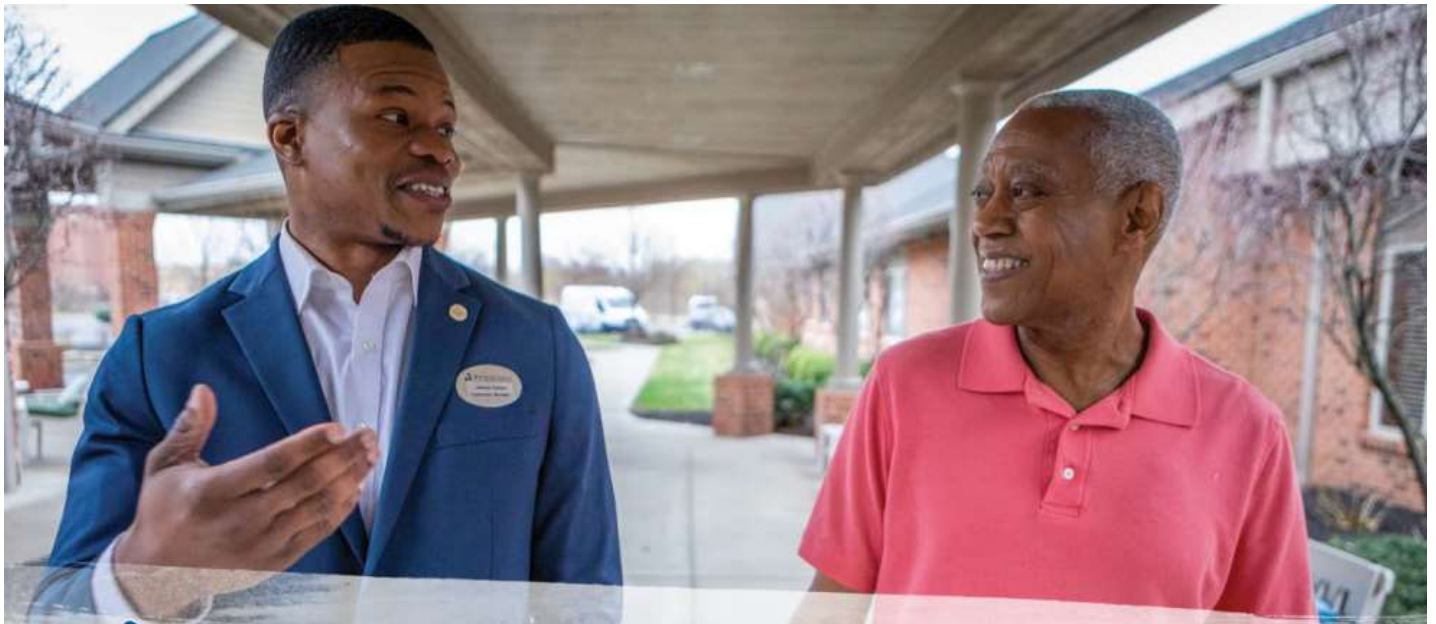
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SENIOR LIVING:

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service rate*

IN-HOME SERVICES:

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SHORT-TERM STAY:



DISCOUNTED
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► For more information, call **(866) 202-3690** or visit **brookdale.com/FOP**.

Applicable to all discounts: Residents under a Life Care Agreement are not eligible for the discounts. These discounts do not apply to any room, board or services which are paid for all or in part by any state or federally funded program. Discounts are available to members and their family members, including spouse, adult children, siblings, parents, grandparents, and corresponding in-law or step adult children, siblings, parents, and grandparents through current spouse. Subject to availability. Further restrictions may apply.

*Discount is only applicable to new residents of a Brookdale independent living, assisted living, or memory care community admitting under an executed residency agreement. Discount applies only to the monthly fee/basic service rate, excluding care costs and other fees and is calculated based on the initial monthly fee/basic service rate.

**Discount is only applicable to new clients of personal assistance services by a Brookdale agency under an executed service agreement.

***Discount is only applicable to new residents of a Brookdale assisted living or memory care community admitting under an executed respite agreement. Discount applies to the daily rate.

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