

YOUR GO-TO FOP CONFERENCE GUIDE // P. 16

FOP



JOURNAL

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JULY 2023

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A large photograph of the Statue of Liberty in New York City, silhouetted against a night sky filled with numerous colorful fireworks. The fireworks are in various stages of explosion, creating a vibrant display of light and color.

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A horizontal graphic of the American flag, showing the stars and stripes.

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ALSO INSIDE

TACKLING THE
RECRUITMENT AND
RETENTION CRISIS

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BEYOND

THE RICH HISTORY OF
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War and Police

A
Novel of War in The Jungles
and On The Streets and
The People Who Survived
Both



Newton Davis

October 2022



BOOK REVIEW:

War and Police

A first time Author's book with a catchy title and lots of action stories, like the classic book of a similar name, "War and Police," offers plenty of action for the reader to take in. Newton Davis, the nom de plume of a Vietnam Helicopter Pilot, has intertwined his Vietnam experiences, and his police helicopter experiences quite well. The chapters flip back and forth between the experiences of a Vietnam helicopter Pilot as well as his experiences as a police helicopter pilot in an unnamed city.

The main character in this novel shares with us many of his experiences as a slick pilot in the 1st Cav as well as his memorable flights and "ground pounding" as a city police pilot.

The author pulls no punches with each chapter's details, and it is very obvious that the author is giving us true stories based on his fictional character. Each chapter, whether in Vietnam or back here in the World, highlights a different facet of his career. sometimes a "good" ending to each chapter, sometimes not: just like many experiences during our time in Vietnam.

As I read Newton Davis's first book effort, he certainly kept me wanting to read as I finished each chapter. He gave us a detailed accounting of his experiences and shows the reader that Vietnam was not the only place to get adrenalin rushes!

—From the Spring 2023 issue of *The VHPA Aviator*, the official magazine of the Vietnam Helicopter Pilots Association

Book is available on Amazon Books under book & author name; i.e., War and Police Newton Davis

[Amazon.com/War-Police-Jungles-Streets-Survived/dp/B0BJYD45NH](https://www.amazon.com/War-Police-Jungles-Streets-Survived/dp/B0BJYD45NH)

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The Crisis Is Real — But Not Unsolvable



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

I wanted to provide our members with an update on the work of the National FOP to address the many issues and solutions we discussed at the April summit on the recruitment and retention crisis in law enforcement.

While we must acknowledge that many of the “solutions” must begin at home — in our own agencies and communities — it is equally important that we engage at the federal level and seek ways to get access to resources to help our profession nationally, not just jurisdiction by jurisdiction.

We are doing this by working directly with the White House to support recruitment and retention efforts — particularly with respect to Section 3 of Executive Order 14074, Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety, which commits to finding “new practices in law enforcement recruitment, hiring, promotion and retention.” As this section of the executive order is implemented, we have been providing important feedback for shaping “a set of core policies and best practices” regarding “recruitment, hiring, promotion and retention.”

We are also directly engaged with the U.S. Department of Justice (DOJ) and its components in the Bureau of Justice Assistance (BJA) and the Office of Community Oriented Policing Services (COPS). Leaders such as Assistant U.S. Attorney Vanita Gupta, BJA Director Karhlton Moore and COPS Director Hugh Clements have been working hand in glove with the FOP to help us find and fund solutions and to support local agencies struggling to hire and keep officers.

Finally, we are working closely with the U.S. Department of Labor

to develop a national apprenticeship program to help identify and train our next generation of law enforcement officers. We are working to leverage existing programs for federal officers and make them work for local law enforcement agencies.

Among the recurring observations made by the summit’s attendees is that pay and benefits matter. Having good retirement benefits is a huge incentive for veteran officers to stay and an excellent recruitment tool for young people looking for a career that will

We are working to leverage existing programs for federal officers and make them work for local law enforcement agencies.

allow them to retire comfortably at the end of their working life. We have worked with our friends and allies in Congress to draft legislation to make a career in law enforcement more attractive. Legislation such as:

- **H.R. 82/S. 597**, the Social Security Fairness Act, which would repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), putting hundreds of dollars back in retirees’ pockets every month
- **H.R. 898**, the Recruit and Retain Act, which would authorize COPS grantees to use

grant funds for the recruitment and retention of law enforcement officers — including recruitment drives and campaigns

- **H.R. 957**, the Public Safety Health Care Retirees Act, which would update the Healthcare Enhancement for Local Public Safety (HELPS) Retirees Act in current federal law and double the amount of the pre-tax benefit from \$3,000 to \$6,000 per year to cover the cost of long-term health coverage
- **H.R. 2722** (*Peters, D-Calif.*), the Providing Child Care to Police Officers Act, which would establish a grant pilot program to provide child care services for the minor children of law enforcement officers to accommodate the shift work and abnormal work hours of such officers, and to enhance recruitment and retention of such officers
- **H.R. 2949/S. 1331**, the Public Service Loan Forgiveness (PSLF) Payment Completion Fairness Act, which would aid our nation’s public servants, including law enforcement officers, firefighters and first responders, by forgiving the remaining balance of their federal direct student loans after 10 years of qualifying public service and payments — providing an incentive for these officers to commit to a public safety career
- **H.R. 3170/S. 1514**, the Homes for Every Local Protector, Educator and Responder (HELPER) Act, which creates a home loan benefits program

Continued on page 10 >



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*Ret. Detective at Washington State Patrol,
Former President of FOP Spokane Lodge 20*



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PRESIDENT'S MESSAGE

Continued from page 8 >

for law enforcement officers and certain other public employees based on the successful U.S. Department of Veterans Affairs home loan program available to our nation's veterans, which we believe will help young officers to afford to buy homes in the communities they protect

- **S. 546**, the Recruit and Retain Act, which would expand the scope of the hiring program administered by COPS to allow funds to be used to reduce application fees and other similar costs for job applicants
- **S.738**, the Tax Fairness for Workers Act, which would establish an "above-the-line" deduction for law enforcement and other public safety officers for certain employee-related expenses, including union dues, which will allow officers to invest in their own careers

- **S. 972**, the Filling Public Safety Vacancies Act, which provides a one-time boost of \$162

The FOP is taking the lead on this issue in Washington, but we must also take the lead in our own local communities.

million for the hiring program administered by COPS

- **S. 994**, the Strong Communities Act, which would help 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

We are also working to build support for bills specific to our federal

law enforcement officer members:

- **S. 311**, the U.S. Customs and Border Protection Officer Retirement Corrections Act, which would recognize the officers impacted by a detrimental retirement mix-up at the hands of U.S. Customs and Border Patrol and award them the retirement benefits they paid for and were initially guaranteed
- **H.R. 1322/S. 1658**, the Law Enforcement Officers' Equity Act, which would expand the definition of "law enforcement officer" as it applies to salary and retirement benefits so that all federal law enforcement officers will have access to them

The FOP is taking the lead on this issue in Washington, but we must also take the lead in our own local communities. You can find the recommendations from our recruitment and retention summit at tinyurl.com/2smnxmae. The challenges are real, and the crisis is real — but it is not unsolvable. **FOP**

A graphic with a blue background and a red and white American flag on the left and bottom right. The text is white and yellow. The main headline is "Support the NFOP PAC!". Below it is a paragraph of text explaining the importance of the NFOP PAC. At the bottom, there is a call to action to sign up today with a URL.

Support the NFOP PAC!

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!

We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please help us advocate on your behalf and do so with the resources needed to be effective. Help us grow our PAC and amplify our voice in the nation's capital.

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Conference Is Almost Here!

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

Greetings, brothers and sisters. Now that school is out in most areas, I hope that you are enjoying the summer with family and friends. Happy Fourth of July! Show some independence for yourself during the season and relax from the stresses of the job. Even if it is just hanging out in the backyard or a local park, take a break.

We are just six weeks away from the 66th Biennial National Fraternal Order of Police Conference and Expo. We are making the final efforts to ensure this will be a great business meeting and that we'll all have a little fun. Rooms are going fast at the Las Vegas MGM Grand, so if you have waited until the last minute to book,

do it now at FOPLasVegas2023.org. As a reminder, the hotel has a five-and-a-half-acre water park that is family-friendly.

President Yoes is finalizing the agenda. An overview of the schedule is the following, but is subject to change. Business will be conducted starting on Monday, August 14, and continuing through Thursday, August 17. The sessions will start each day at 9 a.m. and recess at approximately 1:30–2 p.m. Our extensive training opportunities will take place Monday through Wednesday, one hour after the business session recess. Monday will begin with several welcoming guests and keynote speakers. National officers will give their reports, followed by


National trustees. Tuesday will continue with the committee reports.

Wednesday will continue with committee reports and unfinished and new business. Thursday will be a wrap-up of any business and elections. Newly elected officers and trustees will be sworn in immediately after the adjournment of business on Thursday. This year, the Conference book will be available in digital format, with large posters containing the QR code placed around the convention area. Please take the time to visit our Expo area and thank the many vendors who are participating. The Expo will help us defray the cost of the Conference. I look forward to seeing you there.

Lately, my office has experienced some issues with membership, and I am going to address several of them and give advice. The National Constitution is clear on eligibility for regular active membership. To be a member, you must be a full-time law enforcement officer of a federal, state, political subdivision or municipal agency. You can be elected or appointed, and you must work at least 30 hours or more a week. Membership also includes those law enforcement officers who have retired from their agency and were in good standing with their lodge at the time of retirement. It **may** also include members who have left their agency before regular retirement but have chosen to stay an active member if the local lodge and the state lodge have a provision in their constitution and by-laws that allows for this.

Starting with the basic active member — this is simple. If you are a police officer, a deputy sheriff, a state trooper or a federal law enforcement officer, for example, there should be no question as to your eligibility if you are working at least 30 hours per week and this is your full-time profession. The reason for 30 hours per week is that most states recognize working 30 hours per week

LET YOUR VOICE BE HEARD!



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

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

as full-time employment and provide health insurance and other benefits to employees. There are a few areas where law enforcement officers work for different agencies during the week, but the total number of work hours is 30 or more, and this is their full-time profession. Excluded are volunteer, auxiliary or reserve law enforcement officers since, generally, they are not paid, and this is not their professional livelihood.

The second example is straightforward. If you were qualified as an active member when you retired from your agency, you could continue as an active member, provided you continue to pay your local and state dues (if required) and the National per capita, which is mandated.

The third example is a little tricky. If you meet the qualification to be an active member, and let's say after five years on the job, you decided to take over the family business and quit being a law enforcement officer, you can continue as an active member. Your state and local lodges must have a provision that allows you to continue your membership, and they can vote to allow you to stay a member, provided you pay the required local and/or state dues and the National per capita.

The National Constitution states that a local and state lodge is the judge of its membership. This does not mean that a local or state lodge can deviate from the prerequisites. For instance, the lodge cannot allow someone to join the FOP who has met the minimum standards in their state to work as a law enforcement officer but that person is working in another career. What it does mean is that a local or state lodge can place restrictions on who they allow to join their lodge. As an example, if Florida Lodge #31 states that only law enforcement officers employed by or retired from the city of Fort Lauderdale can be members of the lodge, then they can refuse to accept membership from law enforcement officers employed by another agency. This practice is more prevalent with lodges engaged in collective bargaining.

Another issue is jurisdictional boundaries. The Constitution directs that only one lodge shall be established in a town, city or political subdivision unless special permission is granted by the National president for the showing of a need. This restriction is made for many reasons. Applicants for membership should be made, if possible, with the lodge associated with their agency. Recently, it has

come to my attention that applicants have sought membership in a lodge several counties away because the dues were a few dollars less. The applicants should be directed back to the more appropriate lodge for membership. Also, unless permission is granted, applicants living and working in one state should not be accepted in a lodge in another state.

**Rooms are going fast
at the Las Vegas MGM
Grand, so if you have
waited until the last
minute to book, do it now
at FOPLasVegas2023.org.**

This past year, I have addressed three different dual membership issues. The Constitution prohibits a member from belonging to more than one lodge. In one case, the person was expelled from a lodge in one state and moved to another state, where they took a position as a police officer. The person was accepted as a member of the new state's local lodge. When this was brought to my attention,

the new lodge secretary was instructed to drop the member from the lodge until such a time that the expulsion from the original lodge was lifted. On the other two, the members simply left the location of their lodge and joined another lodge. Members certainly move for a variety of reasons — job opportunities, family, retirement — but the member should give the courtesy of advising the lodge secretary of their intent to leave and secure a letter of demit. The demit letter should be given to the secretary of the new lodge the member is petitioning for new membership. What is of major importance in both scenarios is the need of the receiving lodge to ask questions of the petitioning member. If the petitioner does not have a letter of demit, they should be directly asked if they have been a member of the FOP before, and if yes, what state and lodge. A follow-up should be made with the lodge to make sure that the petitioner left in good standing, does not owe any money, turned in all lodge property and does not have any pending charges.

It is my extreme pleasure to serve you as your National secretary. Know that my staff and I stand ready to assist you in any way we can. Our motto is simple: "Our job is to make your job easier." Be safe, and I look forward to seeing you at the Conference. **FOP**

SHARE YOUR STORY!

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

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



The Things We Take for Granted

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

As I was thinking about what to write for this month's *FOP Journal* article, I had a sudden epiphany. Holy smokes, I just had a significant moment. An experience that I thought little about until I really stopped and thought about it. The stuff we do and the things we take for granted.

We all take so much for granted in life — our good health until we fall ill; our job security until we screw up; our loved ones until we realize that we have become estranged; our eyesight until it diminishes; our hearing until we can't hear. So much of our life is routine and taken for granted. Flip a light switch, and a light illuminates. Drive down the street, and the traffic lights regulate our travel. Pay your FOP dues, and think no more about it.

I most recently reconnected with a hobby that I shelved some 30 years ago — offroading. Back in the day, I was an avid four-wheel-drive nut, but with the job and family responsibilities being what they were, I had to set my hobby aside. Recently, I have reconnected with my hobby. I now have an awesome four-wheel drive machine that I'm very proud of. However, over the years, I lost

contact with the technology of the sport. Where are the best places to four-wheel? Who are good, responsible people to partner with? What are the best enhancements for my rig? Are there any clubs or organizations that I can network with?

I then embarked on researching my renewed love of four-wheeling. First on the list, join an organization of like-minded individuals who can reacclimate me to the sport. The internet, being the great tool it is, led me to a statewide organization. A four-wheel drive association. I looked at their website and saw they did legislative work in keeping trails open to the public and worked with national resource entities to preserve the lands. They also organized rallies and events. I found exactly what I needed! Dues were \$45 a year, and I paid them without hesitation. I am hopeful that this organization will introduce me to more like-minded individuals in my immediate vicinity, where I am sure there will be a local club to join and additional dues to pay. And I can't wait!

I'll bet you don't even know what you are paying in National FOP dues. I

recently had to think about it myself. I have been paying local, state and National dues all my life, yet the routine matter was a sort of auto-pilot function. Dues came out of my paycheck, along with all the other deductions for all the other services we take for granted while we work. After I departed from my employer, I would get a yearly dues request from my local lodge — I wrote a check and thought a little more about it. National FOP dues are \$11.50 a year.

I just paid \$45 to join an association that is no more than just a fun distraction to my more complicated life. And yet I only pay \$11.50 to support a career — a way of life that I have dedicated my very existence to for over 40 years. How ironic. I'm sure if you stop and think about the various organizations you belong to and the hobbies that you indulge yourself in, you will suddenly see what I saw. We all take for granted what we receive from the FOP and what we pay for the benefits we collect.

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

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66TH BIENNIAL NATIONAL CONFERENCE AND EXPOSITION

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AUGUST 14-17



The FOP is headed to Nevada for our 66th biennial National Conference and Expo. This event brings together law enforcement officials from all over the country to set the National FOP's goals and agenda, review and update the Constitution and By-Laws, elect

the Executive Board and conduct other business of the Order. In addition, attendees have the opportunity to attend seminars, check out exciting products and services showcased by exhibitors, and connect with other members for networking, fellowship and fun.



For hotel information, event packages and other details, go to foplasvegas2023.org.

SEMINAR SCHEDULE

MONDAY, AUGUST 14

- Room 355: *Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis* — Teresa Gilbert
- Room 356: *NFOP Diversity Awareness Training* — Robert Gaddy
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *Responding to Tragedy* — Dianne Bernhard
- Room 359: *First Response: Autism Awareness Training for First Responders* — Shannon Wess
- Room 360: *Why Training Is So Often Ineffective* — G.A. Bartick
- Room 361: *Conflict at the Fence: Strategic Adaptations for the Future of Policing* — Jason Lehman
- Room 362: *Accounting Best Practices and QuickBooks Basics* — Izabela Poludniak and Jim Robbs
- Room 363: *Pathway to Financial Wellness: Life After Law Enforcement* — Travis George
- Room 364: *The Evolving Threat Landscape* — John Cohen and Katherine Keneally
- Room 365: *Neuropathy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health* — Rebecca Allanson
- Room 366: *Checking the Source: Walking Out Spiritual Wellness* — Rick Snyder
- Room 367: *Inflation, Interest Rates and Investing* — Craig Chaikin
- Room 368: *Our Voices Have Been Heard: Findings of the 2021 FOP Critical Issues in Policing Survey* — Sherri Martin

TUESDAY, AUGUST 15

- Room 355: *Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis* — Teresa Gilbert
- Room 356: *Grassroots Advocacy: Turning Members Into Lobbyists* — Tim Richardson and Mark McDonald
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *Responding to Tragedy* — Dianne Bernhard
- Room 359: *First Response: Autism Awareness Training for First Responders* — Shannon Wess
- Room 360: *Why Training Is So Often Ineffective* — G.A. Bartick
- Room 361: *Conflict at the Fence: Strategic Adaptations for the Future of Policing* — Jason Lehman
- Room 362: *Not-for-Profit Tax Presentation* — Robert Krone
- Room 363: *Pathway to Financial Wellness: Life After Law Enforcement* — Travis George
- Room 364: *The Evolving Threat Landscape* — John Cohen and Katherine Keneally
- Room 365: *Neuropathy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health* — Rebecca Allanson
- Room 366: *Emerging Legal Trends* — Anthony Bandiero
- Room 367: *Inflation, Interest Rates and Investing* — Craig Chaikin
- Room 368: *Living the Good Life: Making Sure You Are Really Ready for Retirement* — Sherri Martin

WEDNESDAY, AUGUST 16

- Room 355: *NFOP Diversity Awareness Training* — Robert Gaddy
- Room 356: *Grassroots Advocacy: Turning Members Into Lobbyists* — Tim Richardson and Mark McDonald
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *DART: Preparation and Training for When Disaster Strikes* — Jason Smith
- Room 359: *Basic Robert's Rules of Order* — Rob Pride
- Room 360: *National Police Week* — Matt Hagen and Andy Maybo
- Room 361: *Emerging Legal Trends* — Anthony Bandiero
- Room 362: *Current Labor/Contract Negotiation Issues From Around the Country* — Michael Powell
- Room 363: *Recruitment and Retention* — Brad Landes
- Room 364: *Checking the Source: Walking Out Spiritual Wellness* — Rick Snyder
- Room 365: *FOP Benefits* — Gena Maytubby and Jack Simington
- Room 366: *Succession Planning and Mentoring* — Adam Crawford
- Room 367: *"The First Time I Ran From the Police, I Was 8 Years Old": A Discussion on Community Perspective* — Charles Myles
- Room 368: *The FOP-Approved Provider Bulletin: A Resource for All Members* — Sherri Martin
- Room 369: *Duties of the Lodge Executive Board* — Darrell Basco, Mike Essig and Steven Schulz

SEMINAR DESCRIPTIONS

Accounting Best Practices and QuickBooks Basics

IZABELA POLUDNIAK AND JIM ROBBS

This class focuses on basic functions of QuickBooks Desktop and Online — including bank reconciliations, recording deposits, checks, creating budgets and running reports. It will also highlight best practices related to internal controls. Specific questions/issues will be addressed to the best of our abilities during the session but may require additional follow-up post-Conference.

Basic Robert's Rules of Order

ROB PRIDE

This class is designed for new or aspiring lodge leaders who are interested in learning the basics of Robert's Rules to assist them in running a lodge meeting. This is not an advanced class for parliamentarians or those already familiar with RRs. This will give attendees basic knowledge, skills and tools to use when chairing lodge or committee meetings.

Checking the Source: Walking Out Spiritual Wellness

RICK SNYDER

This is a dynamic presentation that tackles the issues of the day for the law enforcement profession (including riots, surging attacks on officers, blue suicide and more). This session will explore the source of obstacles to professional and personal wellness. We will also explore the source of strength that can come from spiritual wellness combined with the source of foundational principles within the profession. All of this can help us walk out the call upon our lives.

Conflict at the Fence: Strategic Adaptations for the Future of Policing

JASON LEHMAN

Failure to effectively communicate and embrace conflict is one reason policing is where it is in 2023. While working on a high-producing, street-level crime suppression team in Los Angeles County, Jason began to develop a system of fairness while working through dangerous and sometimes deadly force incidents. This class will outline this defensible system America's protectors can utilize to prove "fairness" during critical incidents both "on duty" and in their personal lives. It will also identify strategic adaptations that can improve trust and positively influence the future of policing. The presentation will conclude with a Q&A session where attendees can engage in discussion on the most effective and safe solutions that align with national best practices to reduce the stress and opposition felt during these formidable times.

Current Labor/Contract Negotiation Issues From Around the Country

MIKE POWELL

This seminar is an open discussion of current trends in negotiations and labor issues from around the country. The instructor will introduce and open discussion on topics and facilitate class participation. This is an interactive class.

DART: Preparation and Training for When Disaster Strikes

JASON SMITH

When disaster strikes, without hesitation, our first responder heroes spring into action. Without consideration of their own families and homes, that are often damaged or destroyed, they respond. It is the mission of DART to assist those officers and their communities by providing immediate assistance to officers standing on the thin blue line.

Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis

TERESA GILBERT

This presentation is focused on working with people living with dementia in a crisis. An overview of defining dementia and understanding stages of dementia, why the emergency responder might be viewed as a threat, verbal and physical approaches to lessen the threat, and basics to responding to an elopement will be reviewed.

Duties of the Lodge Executive Board

DARRELL BASCO, MIKE ESSIG AND STEVE SCHULZ

This training instructs local lodge leaders in Executive Board duties and procedures.

Emerging Legal Trends

ANTHONY BANDIERO

Emerging Legal Trends dives deep into 10 search-and-seizure areas that officers and command staff must understand. These areas include topics such as drones, curtilage, trespass searches and more.

First Response: Autism Awareness Training for First Responders

SHANNON WESS

This seminar will provide law enforcement with an overview of autism spectrum disorders, current research, and practical strategies for assisting individuals in the community during emergency or crisis situations. Following this session, all participants will be able to identify the common

characteristics of autism, analyze common complication factors of various emergency situations, and select strategies to meet the needs and support the safety of autistic individuals in their community. Hands-on examples and resources will also be shared.

FOP Benefits

GENA MAYTUBBY AND JACK SIMINGTON

Benefits are only valuable if your members know about them! The FOP has implemented benefits and services that members and their families would not have access to on their own. These benefits can help lodges retain current members and attract new ones.

FOP Legal Defense Plan

MICHAEL YON

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

Grassroots Advocacy: Turning Members Into Lobbyists

MARK MCDONALD AND TIM RICHARDSON

The National Legislative Program is one of the most important services provided to the membership by the National Lodge. Through legislative advocacy, our professional Washington, D.C., staff continually works to advance the issues of concern to the rank-and-file law enforcement officer, and to defeat those proposals that would weaken our profession or negatively affect our working conditions. This seminar will give you an understanding of the legislative process and teach you how you can become a vital part of the FOP's efforts in our nation's capital.

Inflation, Interest Rates and Investing

KELLY BUSH AND CRAIG CHAIKIN

This class gives an update on the markets. We will focus on inflation: where it was, where it is and where it may be going. We will discuss what this has meant for the economy and how it has impacted investing.

Living the Good Life: Making Sure You Are Really Ready for Retirement

SHERRI MARTIN

You've planned, you've saved and you've counted down the days until you finally get to enjoy retirement. But have you really thought about the whole retirement picture? Law enforcement is a career of purpose that carries a lot of meaning, strong bonds with co-workers and daily interactions with people. Officers who don't plan for changes in daily life after retirement may be caught off guard. In this seminar, the National Officer Wellness Committee will explore strategies for retiring well, and tips to ensure making the most of life after the job.

National Police Week

MATT HAGEN AND ANDY MAYBO

Learn about National Police Week, including its history, an overview of events and the role of the FOP in planning and preparation. This informative session will include key tips and resources for those who are attending for the first time or wish to optimize their experience.

Neurotherapy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health Conditions in Law Enforcement Personnel

REBECCA ALLANSON

Neuromodulation and Photo Biomodulation (PBM) are scientifically validated and highly effective treatments to correct imbalances in the functioning of the human brain. Dysregulated brains cause imbalances, which lead to mental health symptoms such as depression, anxiety, sleep disturbances and trauma-related symptoms among others. Neurotherapy works to identify imbalances and treat the mental health symptoms at the source with the goal of correcting these imbalances and reducing symptoms of mental health for a more peaceful and balanced brain and mind.

NFOP Diversity Awareness Training

ROBERT GADDY

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

Not-for-Profit Tax Presentation

ROBERT KRONE

Reviewing federal tax filing requirements as well as discussing how to reinstate a lodge that has lost its tax exemption with the IRS. Additional topics include fundraising issues, defining compensation, discussing unrelated business income and various accounting and bookkeeping issues.

Our Voices Have Been Heard: Findings of the 2021 FOP Critical Issues in Policing Survey

SHERRI MARTIN

At the 2021 National Conference, the FOP launched the first Biennial Critical Issues in Policing Survey to record the experiences of the men and women of law enforcement. The findings of the survey were significant, bringing to light key sources of stress for law enforcement, the impact of current events on officer wellness and important insights about the use and effectiveness of wellness services. Findings shared with the field have prompted changes in law enforcement policy and practice. Come learn about how the FOP is shaping the narrative through the voices of our members.

Pathway to Financial Wellness: Life After Law Enforcement

TRAVIS GEORGE

This course covers all aspects of retirement planning for law enforcement. The student will understand investment planning and all of the truth and myths that surround it, estate planning (wills, trusts and powers of attorney), tax implications and obligations, risk management and life insurance, pension analysis and deferred compensation, the value of having a sound holistic financial planning, saving and budgeting as it relates to retirement and legacy planning.

Recruitment and Retention

BRAD LANDES

This class covers not only how to recruit new members into the FOP but how to help keep them active and involved. There will be an open discussion at the end of this seminar asking for input from the audience on current trends and issues. No one knows the dangers and the difficulties faced by today's police officers better than another officer, and no one knows police officers better than the FOP.

Responding to Tragedy

DIANNE BERNHARD

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

Succession Planning and Mentoring

ADAM CRAWFORD

The purpose of this course is to provide information to lodge leaders to aid them with recruiting, coaching and mentoring younger members to become future leaders in the organization while using our generational differences to our advantage.

The Evolving Threat Landscape

JOHN COHEN AND KATHERINE KENEALLY

The threat landscape continues evolving, directly impacting law enforcement efforts to address acts of violence and other illegal activity. In particular, acts of targeted violence and other illegal activity is inspired, facilitated and informed by online content developed by foreign and domestic threat actors. At the same time, there has been an uptick in this online activity, communities have experienced an increase in violence targeting law enforcement personnel, faith communities, critical infrastructure and the broader public.

“The First Time I Ran From the Police, I Was 8 Years Old”: A Discussion on Community Perspective

CHARLES MYLES

This seminar will explain what real community policing has done for him and explain the real power the “duty to intervene” has on trust-building and police legitimacy. Attendees will have the opportunity to ask questions of a community member who has an expertise on police and community conflict and a leader who sits “in the middle.” Charles' unique perspective and dynamic and engaging presentation will leave attendees with a new understanding of how to support their membership in effectively meeting the communities expectations without jeopardizing safety.

The FOP-Approved Provider Bulletin: A Resource for All Members

SHERRI MARTIN

The National Officer Wellness Committee has steadily been building a national directory of wellness services and providers who specialize in working with members of law enforcement. This seminar introduces members to the Approved Provider Bulletin, including a tutorial on how to use the directory to find appropriate wellness services for the member and their family. The FOP Wellness Provider Vetting Guide will also be reviewed, including a discussion of what to look for when comparing wellness training programs, products and providers.

Why Training Is So Often Ineffective

G.A. BARTICK

When a captain or any boss announces to his or her staff that they are going to take a new course, what happens? Eyes roll. Cursing under the breath. For simple technical training, a PowerPoint may be fine, but training on matters of human sensibility, judgement and interactions require something different. Learn how to get past the platitudes and create real engagement, excitement, new skills and change. I'll show you the process.

INSTRUCTOR BIOS

Rebecca Allanson — *Wellness Director/Licensed Clinician*

Rebecca Allanson is a retired police detective with over 18 years in law enforcement. She is a licensed clinician specializing in trauma and substance and compulsion-related issues, exclusively for first responders. Rebecca practices at the Colorado FOP headquarters in Westminster, Colorado, for her business, The Badge Group. Rebecca is currently completing her doctorate in psychology. She holds a master's degree in clinical counseling and a bachelor's in criminal justice/psychology. Rebecca has been trained as a neurotherapist and holds a biofeedback/neurofeedback certification (BCIA), predominantly training in neurofield neuromodulation/neurostimulation and PBM technology. Rebecca conducts psychotherapy (individual and group) for the Colorado Fraternal Order of Police and consults nationally with organizations and agencies regarding treatment program recommendations for law enforcement officers across the country. Rebecca is a nationally recognized trainer in substance abuse and addiction and concurrent trauma, as well as neurotherapy treatment.

Anthony Bandiero — *J.D., ALM, CPM*

Anthony Bandiero is a police officer turned attorney. After earning his law degree, Anthony has dedicated his life to passing along his knowledge and experience. Search-and-seizure law is his passion.

G.A. Bartick — *President*

G.A. Bartick is a critically acclaimed trainer, keynote speaker and coach with 20-plus years of experience training and coaching some of the largest companies in the world, including Google, Hotels.com, Caterpillar, Sharp Hospital and the San Diego Police Department.

Darrell Basco — *Louisiana State FOP President*

Darrell Basco has been the State president of Louisiana for the past 14 years. He serves on the Louisiana Law Enforcement Commission, along with several other task forces. Darrell is currently the chief of police for Pineville, Louisiana.

Dianne Bernhard — *C.O.P.S. Executive Director*

Deputy Chief Dianne Bernhard of the Columbia, Missouri, Police Department retired in 2014 with 22 years of service to become the executive director of C.O.P.S. Dianne came to know of C.O.P.S. through the LODD of a co-worker, Officer Molly Bowden in 2005. She is now spending her second career working as the leader of C.O.P.S., where she can assure that surviving family members and co-workers of our fallen heroes have the support they need.

Craig Chaikin — *Senior Vice President*

Craig Chaikin, CFA, joined Callan in 2022 as a senior vice president, providing client education, strategic planning, portfolio reviews and policy development to institutional clients. For 14 years, he was a vice president with Segal Marco Advisors, working with a range of institutional clients on their benefit plans. He also worked for Fifth Third Asset Management and American Express. Craig has an MBA from Xavier University and B.S. from Miami University (Ohio).

John Cohen — *Executive Director*

John Cohen currently serves as the executive director for the Center for Internet Security, Program for Countering Hybrid Threats. He previously served as assistant secretary for counterterrorism and law enforcement policy; coordinator for counterterrorism and senior official/undersecretary of intelligence at the U.S. Department of Homeland Security; senior expert on global threats at Argonne National Laboratory; on-air expert for ABC News on homeland security, terrorism, counterintelligence and law enforcement issues; and an adjunct professor at Georgetown University.

Adam Crawford — *West Virginia State FOP Vice President*

Adam Crawford has been an active police officer for 15 years and an FOP member throughout his career. He is currently the State vice president for West Virginia and chairman of the National Succession Planning and Mentoring Committee.

Michael Essig — *New York State FOP President*

Michael Essig has spent his entire adult life in service to his community, his country and the law enforcement profession. A 33-year law enforcement career saw him rise through the ranks in several agencies, from officer to commissioner. Along the way, he brought his deeply ingrained leadership style of transparency, integrity and inclusiveness to roles as varied as union delegate, instructor for development training and deputy district director of Homeland Security for his congressional district. Not only did he protect and serve the public, but Michael has also dedicated himself to protecting and serving the members of the law enforcement profession. He is the past president of the NYS FOP Foundation, where he became well-versed in nonprofit law and accounting.

Michael is often called upon to teach others how to run a successful charity and raise funds. That experience has been invaluable to him in his role as chair of the Ways and Means Committee of the National Fraternal Order of Police Foundation. He currently serves as the president of the New York State FOP and is responsible for the day-to-day

operations of this 18,000-member organization. In January 2022, Michael was humbled to be elected to chair the FOP Labor Coalition by his peers from around the nation. Additionally, he is proud of his elected official experience as a former town councilman.

Michael strongly believes in giving back and is committed to several nonprofits. As a board member, he is especially active in Easterseals, a nationwide organization dedicated to helping the disabled and the Three Strohm Sisters Foundation, an internationally recognized charity dedicated to cancer research. Also, starting up outreach programs with law enforcement giving back to communities during the holiday seasons, from turkey drives during Thanksgiving or toy drives during the holiday season for children with special needs and their families. Michael's proudest accomplishments are personal ones: being happily married for 27 years to his wife, Victoria, and the two children they have together.

Robert Gaddy — *NFOP Diversity Committee Chairman*

With over 25 years of law enforcement experience, Robert Gaddy is a career veteran and a captain of the North Carolina University P.D. With expert skills in tactical law enforcement, drug interdiction, and narcotics and criminal investigations, Robert continues to be highly competitive, passionate, persuasive and articulate. He can achieve results others believe to be impossible.

Travis George — *Operations Manager, Lieutenant (ret.)*

Travis is a retired police officer, having served in the Kansas City Metropolitan area for 27 years. He currently serves as an operations manager and financial wellness educator for a large independent investment advisory firm headquartered in Overland Park, Kansas. It is a specialty practice that is positioned to serve the law enforcement community while working to dissect and educate on all the nuances and unique aspects of retirement planning for law enforcement.

Teresa Gilbert — *Senior Director of Dementia Care Field Services*

Teresa Gilbert has been an associate with Brookdale for over 17 years. Her experience began in geriatric/psychiatric treatment, and she has a long history of work, leadership and compassion with Alzheimer's care in various settings. Teresa has an extensive background in creating and providing therapeutic programming, behavioral interventions and dementia training. Currently, she leads a team of dementia care managers who are responsible for the oversight and quality assurance in the delivery of dementia care and programs.

Matt Hagen — *Memorial Committee Co-Chair*

Matt Hagen has been a member of the FOP since

1999 and has held several positions on his local lodge and state lodge boards. He is currently the past Minnesota State president and is the co-chair of the National Memorial Committee. He first attended Police Week in 2004 and has been volunteering at the Steve Young Honor Guard Competition and National Peace Officers Memorial Service since 2006.

Katherine Keneally — *Senior Research Manager*

Katherine Keneally supports projects tracking the intersection of disinformation, hate, extremism and political violence in the U.S. Prior to joining ISD, she led research for the federal government related to human trafficking and hostage-taking. She was also an intelligence research specialist at the NYPD Intelligence Bureau's Racially/Ethnically Motivated Extremism Unit. She now resides in Montana.

Robert Krone — *National FOP Staff Accountant*

Robert Krone spent 40 years in public accounting as a CPA, the last 30 of which had an emphasis on not-for-profit auditing and tax work. Upon retiring from public practice in 2017, he was hired by the National FOP to assist small local lodges in complying with all federal tax filing requirements. He is also an annual instructor at the National FOP Leadership Matters.

Brad Landes — *National Recruitment Chairman*

Brad Landes, a 31-year retired officer from Idaho, has been an FOP member since 1992 at the beginning stages of the FOP in Idaho. Brad served 16 years as his local lodge president, five years as the Idaho State Lodge secretary, 18 years as Idaho's National trustee and has served on different National committees. He is currently serving as the National Recruitment chairman. Brad has seen and been a part of the growth of the FOP in Idaho, which today represents over two-thirds of its law enforcement officers.

Jason Lehman — *WYSM Founder, Police Sergeant (ret.)*

In January 2022, Jason Lehman retired from the Long Beach, California, Police Department after serving for 16 years. Early in his career, Jason was involved in numerous critical incidents, including acts of deadly force, which led to PTSD and ultimately led Jason through numerous suicidal ideations. Jason was introduced to therapy and has since learned a string system of resiliency. In 2014, Jason founded the National FOP-endorsed training organization entitled "Why'd You Stop Me" (WYSM). WYSM's mission is to provide empowerment training to both police officers and the public to improve legitimacy and reduce acts of violence during encounters by taking attitudes "from duty to desire."

By utilizing both face-to-face interactions and digital engagement, Jason has spent thousands of hours on a quest to develop a system to teach others how to seek to better understand one another. Jason left his traditional law enforcement role to focus

on his work as a subject-matter expert (SME) in community policing. Jason has spoken to more than 40,000 leaders in the public and private sectors. Jason's most recent honor has been closing the 2022 FBINAA National Academy Conference as the keynote speaker, engaging more than 3,000 law enforcement leaders with a talk entitled "Be the Change. Take the Reins." Jason has been recognized as an SME on communication and community policing by major organizations such as Lexipol, Fox News, the National FOP, the *New York Post* and the California Commission on Peace Officer Standards and Training (POST), to name a few.

Sherri Martin — *National Director of Wellness Services*
Sherri Martin serves as the NFOP director of Wellness Services. A career police officer, Sherri achieved the rank of lieutenant at the Charleston, South Carolina, Police Department. She earned a B.S. in psychology from the University of North Carolina, a M.A. in clinical counseling psychology from the Citadel and a post-graduate certificate in forensic psychology from John Jay College of Criminal Justice. Sherri is experienced in clinical therapy and is a licensed professional counselor associate in the state of Connecticut.

Andy Maybo — *Co-Chairman Memorial Committee*
Andy Maybo has been a police officer with the U.S. Capitol Police for over 24 years, where he is currently assigned to the K-9 Unit. Andy started with the National FOP Memorial Committee in 2005 and has been the chair since 2008. He has dedicated countless hours to ensuring the surviving families of the nation's fallen officers are properly honored and was recently appointed to the National Law Enforcement Memorial Names Committee, which approves all names to be inscribed on the National Law Enforcement Memorial.

Gena Maytubby — *NFOP Marketing Director*
With 25 years of experience as a benefits negotiator, Gena Maytubby works closely with the Program Development Committee and FOP leadership to bring quality perks, programs and services to members and their families. As the marketing director, Gena helps get the word out to members about the valuable benefits they have available.

Mark McDonald — *Legislative Liaison*
Mark McDonald serves as the legislative liaison with the National Legislative Office. Prior to joining the FOP, Mark served as regional director on a Pennsylvania gubernatorial campaign, where he played a major role in developing and executing the campaign's strategy. After graduating from Goucher College, where he studied political science and played lacrosse, Mark got his start in politics working on Capitol Hill for Congressman Mike Fitzpatrick (R-Penn.). Mark and his wife reside in Washington, D.C.

Charles Myles — *Pastor/Facilitator*

A Pasadena (California)-based senior pastor at Harvest Ministries Church (and retired Lockheed Martin executive), Charles Myles was raised by two parents from the deep south who wanted the best for him and were determined to keep him safe. Charles was raised by his parents to fear the police. He had interactions with law enforcement throughout his young years that took him from fearing the police to partnering with the police after he experienced positive trust-building efforts. As a pastor of a predominantly Black church in Pasadena, and while working with the nonprofit organization, Why'd You Stop Me, representing faith/police partnerships, Charles is an advocate for peace who has trained more than 10,000 community members and police officers with a basis of ethics as his guiding principles.

Mike Powell — *Illinois FOP Labor Council Assistant Director*

Mike Powell is the past president of Illinois Troopers Lodge #41. He retired from the Illinois State Police after 25 years and is currently serving as the assistant director of the Illinois FOP Labor Council.

Rob Pride — *National Chairman of Trustees*

Rob Pride has been a member of the FOP since 1994 and has been in law enforcement for 30 years. He served as his local lodge's president for six years and has been on the Colorado State FOP Board since 2008. He currently serves as the NFOP chairman of the National trustees after being elected at the 63rd Biennial Conference in 2017.

Timothy M. Richardson — *Senior Legislative Liaison*

Tim Richardson is the senior legislative liaison with the National FOP. He is a native of Burlington, New Jersey, and a graduate of Elizabethtown College in Lancaster, Pennsylvania. He has been with the FOP since June 1996 and lives in Stafford, Virginia, with his wife and two children.

Sassetti, LLC — *Izabela Poludniak and Jim Robbs (Partner/Partner)*

Sassetti, LLC has been working with the NFOP for 20-plus years and provides audit, tax and advisory services to the NFOP, the NFOP Foundation and the NFOP Legal Plan, as well as various state and local lodges across the United States.

Steve Schulz — *Colorado State FOP President*

Steve Schulz has been the State president of Colorado for the past nine years and was the vice president and second vice president for two years prior. He has been the local lodge president in Longmont, Colorado, since 2006. He is on the National Succession and Planning Committee, Labor Committee and Anti-Narcotics Committee.

Jack Simington — *NFOP Program Development Committee Chairman*

Jack Simington is a 26-year FOP member and the first Washington State president. He served four terms as State president before stepping down to serve as National trustee for Washington State. He is the current chairman of the Program Development Committee.

Jason Smith — *NFOP DART Committee Chairman*

Jason Smith has served over 25 years as a peace officer. Jason has served on his local and State Executive Board in multiple positions, including State president. Jason has served on the State of Oklahoma DART team since 2008 and has served on the National DART team as the chairman since its conception in 2019.

Rick Snyder — *NFOP National Chaplain*

Rick Snyder serves as chaplain for the National Fraternal Order of Police. He was appointed by President Patrick Yoes and has served since August 2021, providing spiritual support for over 355,000 members across America. Rick is a certified law enforcement chaplain with a focus on Sharing Hope in Crisis (SHIC) and critical incident stress management (CISM). He has provided services for the FOP National Law Enforcement Memorial, assisted with Concerns for Police Survivors (C.O.P.S.) and has presented at the Cove Training Center for the Billy Graham Rapid Response team.

Rick also serves as the president of FOP Indianapolis Lodge #86. In his elected capacity, he represents over 3,000 active/retired officers and

their families from 10 different law enforcement agencies in Central Indiana. Rick has 25 years of law enforcement experience and has served and supervised in patrol operations, criminal investigations, administration and training. Rick received his MBA from Indiana Wesleyan University, where he received top honors as the Outstanding Professional Award recipient. His graduate work also includes a certificate in public management from Indiana University. Most importantly, Rick is a follower of Jesus Christ, and he is a husband, father and grandfather.

Shannon Wess — *Autism Specialist*

Shannon Wess is an energetic and passionate presenter with a long history of providing direct support to individuals and families affected by autism, as well as the development and leadership of multidisciplinary support and educational teams. Shannon is known for bringing her compassion, positive energy and passion to coaching relationships to build the capacity for individual and program-wide efficacy. Wess developed First Response in 2018 and has since trained hundreds of first responders across Illinois. She also previously presented at the 65th National FOP conference in Indianapolis, Indiana.

Michael Yon — *Senior Vice President Nashville Office*

Michael Yon has worked closely with the FOP Legal Plan for over 20 years. He leads the team at Hylant, where the enrollment and marketing administrators are. His knowledge of the plan and experience brings some great insight and information as it pertains to the legal plan and its benefits.





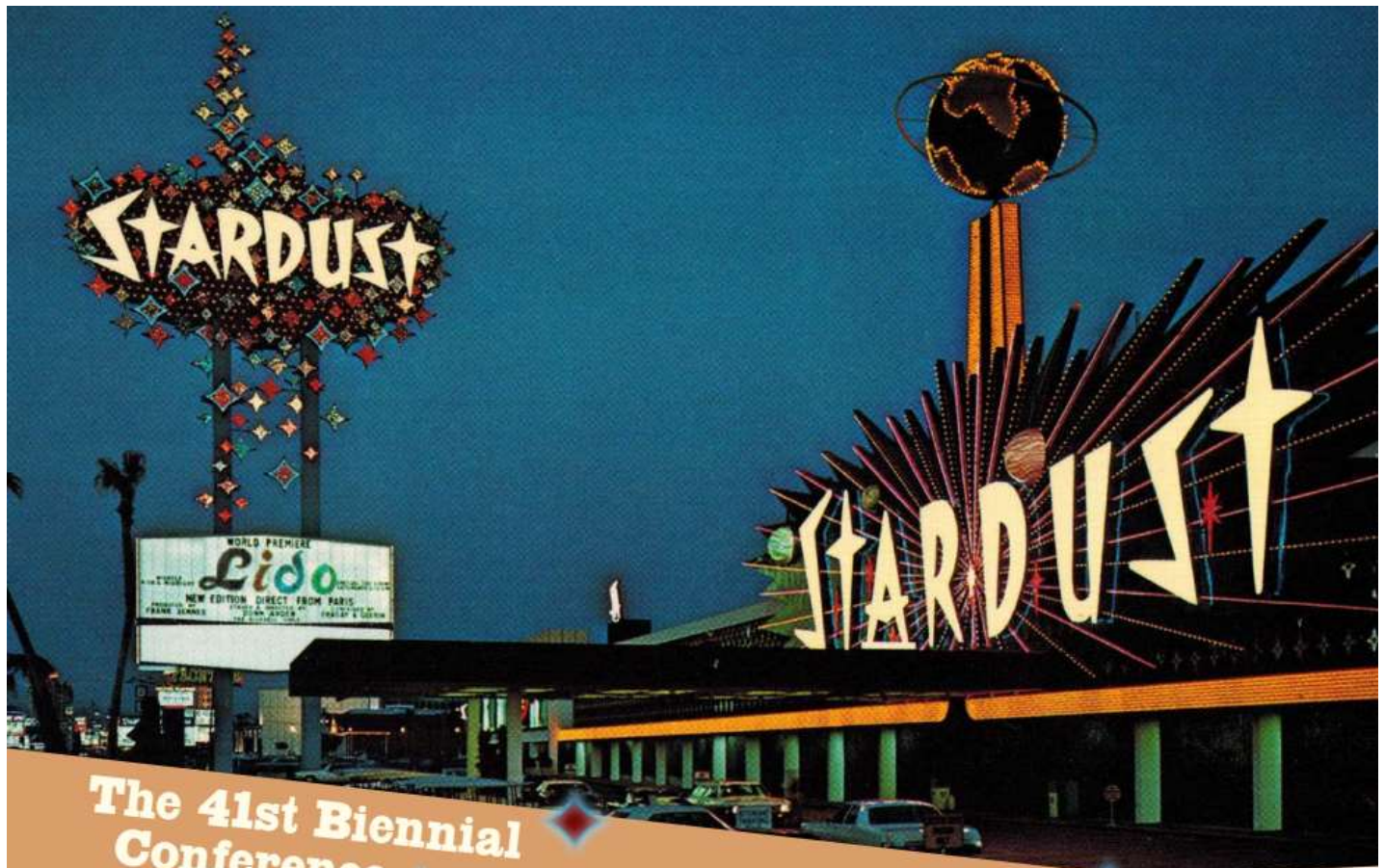
2023 FOP BIENNIAL NATIONAL CONFERENCE & EXPO EVENT PACKAGES NOW AVAILABLE!

The package includes 3 nights of events including a ticket to the **KA by Cirque Du Soleil's** show all for one outstanding price.

The Conference host lodge, Las Vegas Lodge #1, bought out the entire theatre, so you'll be watching the show with fellow FOP brother & sisters.

Seats are assigned on a first come, first basis, **so buy your package now** for best seats!





The 41st Biennial Conference

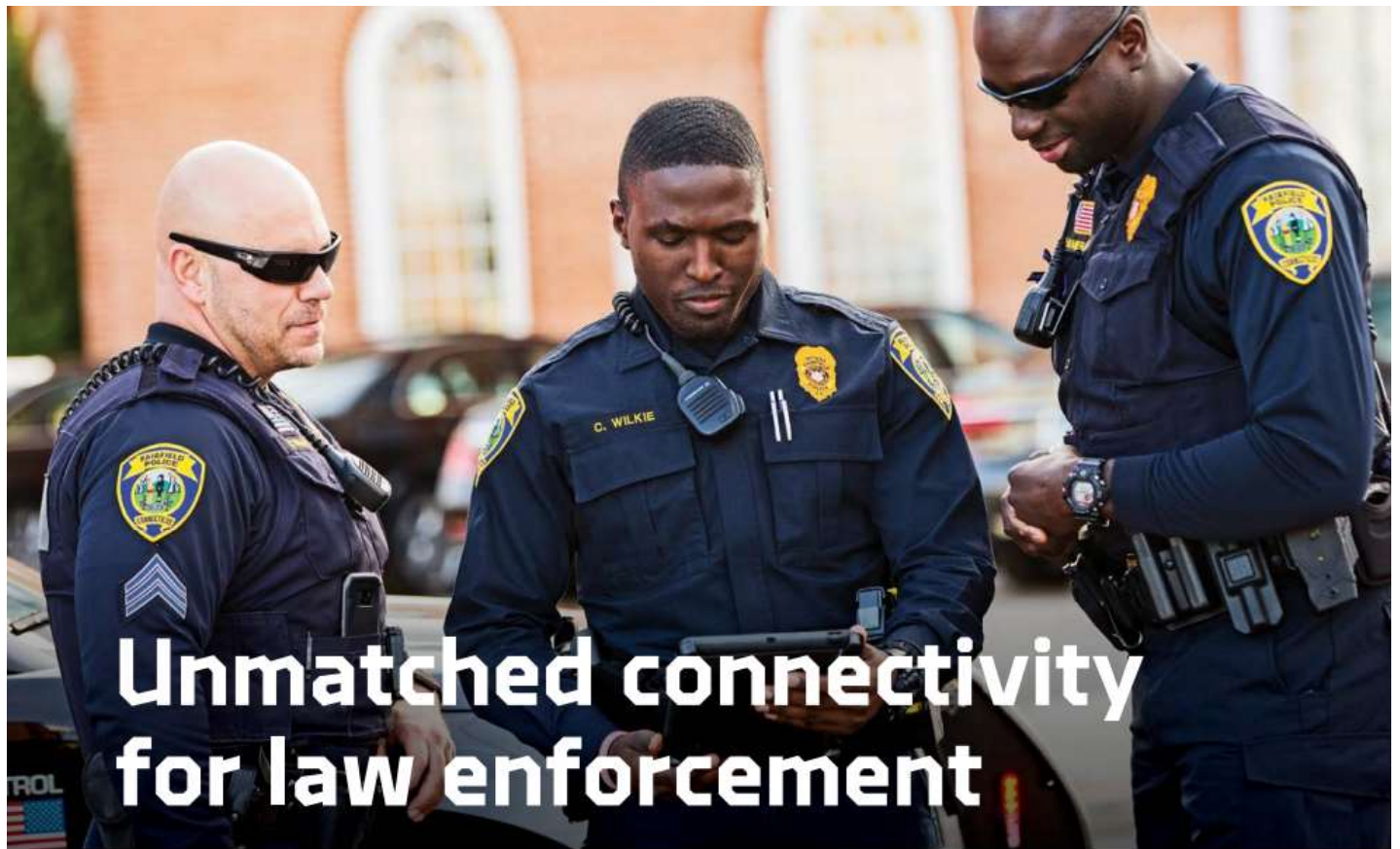
Were You There 50 Years Ago?

JIMMY HOLDERFIELD, NATIONAL SECRETARY

The National Fraternal Order of Police's 41st Biennial Conference was held in Las Vegas, Nevada, on August 5–9, 1973. There was no MGM Grand, but rather, the host hotel was the Stardust Hotel, and the Frontier Hotel was the overflow. John Harrington from Philadelphia was re-elected to a fifth term as National president, Pat Stark (Indiana) VP, William Bannister (Michigan) secretary, Richard Farragher (Ohio) treasurer, Richard Simmons (Maryland) conductor, B.G. Bryant (Alabama) guard and Gilbert Bollinger (Tennessee) chairman of the trustees.

Las Vegas Lodge #1 President Dave Moody, who is also the Nevada National trustee, has requested acknowledgment of any member(s) who attended the 41st Biennial Conference and will also be attending our 66th Biennial Conference on August 14–17. If you or a member you know will be in attendance, please notify me at Jholderfield@fop.net by July 31. **FOP**





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OKLAHOMA

Oklahoma Brother Garigin Does It Again

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The Oklahoma State FOP held its annual Board meeting June 22–24 at the Embassy Suites Hotel in Oklahoma City. It was well-attended, and much information was exchanged by the members in attendance. Of considerable note was Brother James Garigin of the State Law Enforcement Lodge #219. Brother Garigin walked up to me after the meeting, thanked me for attending, and handed me a piece of paper. I looked down and saw the piece of paper was, in fact, a personal check from the brother. Upon further observation, the check was made out to the National FOP DART in the amount of \$7,000. This is not Brother James' first rodeo. He did the same thing last year by presenting me with a check for our DART efforts in the amount of \$7,000. The brother made his presentation without fanfare and simply said, "The National FOP is always there to help our brothers and sisters when in need, and maybe this check will help."

On a side note, Captain James H. Garigin is retired from the U.S. Army and is a professional locksmith. **FOP**



Captain James Garigin (Oklahoma FOP Lodge #219) presenting a check to National Secretary Jimmy Holderfield

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!



CONGRATULATIONS!

National VP Joe Gamaldi and National Trustees Chairman Rob Pride Earn Much-Deserved Promotions

The National Fraternal Order of Police is excited to share with the membership two major accomplishments! Two of our National officers, National Vice President Joe Gamaldi and National Trustees Chairman Rob Pride, recently participated in competitive promotional examinations in their respective departments. In the end, they finished at the "top of the list." It is no surprise that they finished with excellence and were each promoted to the rank of lieutenant almost immediately. Please join us in congratulating Lieutenant Joe Gamaldi, Houston Police Department (Texas), and Lieutenant Rob Pride, Loveland Police Department (Colorado), on their promotions. **FOP**



BLUE VIEW

TUNE IN TO THE FOP PODCAST

Listen in every week to hear from law enforcement experts, elected officials and other notable leaders to gain insight into the issues and current events surrounding the law enforcement community.

Available now on **FOP.net**, **FOP's YouTube channel**, **Apple**, **Google**, **Spotify** and **Amazon Music**.



Connect With FOP Wellness

— AT THE NATIONAL CONFERENCE —

SHERRI MARTIN, DIRECTOR OF WELLNESS

Headed to Las Vegas for the 66th Biennial Conference? Here's a preview of what's happening in all things wellness at the FOP National Conference!

The Division of Wellness Services will kick off the **2023 Biennial Critical Issues in Policing Survey** at the Conference. This is an opportunity for everyone to let their voices be heard. Not only about topics related to wellness, but the survey also aims to measure member experiences of doing the job of a law enforcement officer in America today.

We know that recruitment and retention are hot topics for law enforcement right now, so we will be focusing on those items, as well as other trends we have seen over the past two years. The survey is open to all members of law enforcement, active and retired. All responses are kept confidential, and participation is completely voluntary and anonymous. Respondents will be given the opportunity to share their contact information with us to be contacted about survey results and to potentially be interviewed further if they wish, but this is entirely optional.

While those outside of law enforcement make assumptions about the profession, the National FOP uses the results of our survey to tell the real story of what life is like for the men and women of law enforcement. It provides us all with an opportunity to share the experiences and opinions we can't always share publicly. We encourage

all members to participate in the survey because more participation means a louder voice. Members of the National Officer Wellness Committee will hand out cards with survey information, and there will be posters around the venue that contain the link and QR code to the **2023 Biennial Critical Issues in Policing Survey**. We ask you to take the survey yourself and then share the link with

The survey is open to all members of law enforcement, active and retired. All responses are kept confidential, and participation is completely voluntary and anonymous.

others in your lodge or agency. All officers of all ranks are welcome! For an example of the powerful information gained from this project, take a look at the report of the 2021 Biennial Critical Issues in Policing Survey, found on our website at fop.net under the Wellness tab.

During the education portion of the Conference, the Division of Wellness Services will offer three seminars. Each afternoon at the close of business, a different wellness seminar will be offered to attendees. Be sure to join us! Here's a snapshot of seminar offerings:

Living the Good Life: Making Sure You Are Really Ready for Retirement

You've planned, you've saved, and you've counted down the days until you finally get to enjoy retirement. But have you really thought about the whole retirement picture? Law enforcement is a career of purpose that carries a lot of meaning, strong bonds with co-workers and daily interaction with people. Officers who don't plan for changes in daily life after retirement may be caught off guard. In this seminar, the National Officer Wellness Committee will explore strategies for retiring well and share tips for making the most of life after law enforcement.

The FOP-Approved Provider Bulletin: A Resource for All Members

The National Officer Wellness Committee has steadily been building a national directory of wellness services and providers who specialize in working with members of law enforcement. This seminar introduces members to the Approved Provider Bulletin, including a tutorial on how to

use the directory to find appropriate wellness services for the member and their family. The FOP Wellness Provider Vetting Guide will also be reviewed, including a discussion of what to look for when comparing wellness training programs, products and providers.

Our Voices Have Been Heard: Findings of the 2021 Critical Issues in Policing Survey

At the 2021 National Conference, the FOP launched the Biennial Critical Issues In Policing Survey to record the experiences of the men and women of law enforcement. The findings of the survey were significant, bringing to light key sources of stress for law enforcement, highlighting the impact of current events on officer wellness and bringing forward important insights about the use and effectiveness of wellness services. Findings shared with the field have prompted changes in law enforcement policy and practice. Come learn about how the FOP is shaping the narrative through the voices of our members.

Finally, don't forget to check out the wellness exhibitors at the Expo at the Conference. Many of our FOP vetted and approved wellness providers will be on hand to showcase their programs, answer questions and provide further information.

The National Officer Wellness Committee looks forward to seeing everyone in Las Vegas! **FOP**

There Is ALWAYS Another Option

FOP Vetted and Approved Crisis Hotlines



[FOP.net/officer-wellness/crisis-hotlines](https://www.fop.net/officer-wellness/crisis-hotlines)

SUPPORT RESOURCES FOR RETIREES AND CAREGIVERS

Privacy laws are in place to protect your health information. But if you have trouble hearing or understanding, or you just want someone else to help manage your care, you can authorize a trusted caregiver or loved one to speak to your insurance carrier.

Allowing a Loved One to Speak About Your Health Coverage

If your insurance is through Aetna, anytime you call us on the phone, you can verbally tell us that we may speak with another person who is with you at that time. However, you can make this permission last for one year when you authorize it in writing. Here's how:

1. Download the Authorization for Release of Protected Health Information (PHI) permission form online. Visit **FOP.AetnaMedicare.com** and click on "Coverage & Benefits." Then, click "Plan benefits & Star Ratings." If you scroll down the page, there's a section called "Give someone permission to manage your care," where you'll find a drop-down menu with the PHI form.
2. Complete the form and remember to sign it. Note: If a legal representative is signing the form or you want to make the permission permanent, you must provide legal documentation, such as power of attorney, medical power of attorney or legal guardianship. Mail, fax or email the completed and signed form:

HIPAA Member Rights Team
 P.O. Box 14079
 Lexington, KY 40512-4079
 Fax: 1-859-280-1272
 Email: HIPAAFulfillment@aetna.com

Resources for Caregivers

Aetna Resources For Living® is available to help Aetna Medicare Advantage medical plan members and their caregivers find the right services. Whether it's for help around the house, caregiver support, social activities or something else, we can help you find it. For example, looking for assisted living resources can be tricky. There's so much to consider: residency versus help during the day, certifications of the staff



and center, general health of other residents and how much opportunity there may be to stay social.

Just call and tell us what you're looking for, and our consultants will research and give you options. Use the phone number on your Aetna Medicare ID card. The call is available at no extra cost to you. You pay for any services you choose to use.

Plan for Your Future Care

For many, there comes a time when we can no longer speak for ourselves — especially

when it comes to our medical care and treatment wishes. One way to ensure you get your way is to put it in writing now while you can speak for yourself. This is called "advanced care planning."

The Aetna Compassionate CareSM program is available at no cost to all Aetna Medicare members. The program can help you with advance care planning. You can also access nurse case managers and an entire care support team. Visit the website to download advance care planning forms for your state, like an advance directive, a living will, an important contact list, an important papers list and more.

If you want more information about these programs, call Aetna at **(866) 246-8060 (TTY: 711)**, Monday through Friday, 8 a.m. to 8 p.m. ET. You can also go to **FOP.AetnaMedicare.com**. **FOP**

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





BENEFITS OF FOP MEMBERSHIP

The National Fraternal Order of Police is the world's largest organization of sworn law enforcement officers, with over 364,000 members in more than 2,200 lodges. We are committed to improving the working conditions of officers and the safety of those we serve through education, legislation, information, community involvement and employee representation. Here's a quick overview of the wide variety of services and benefits that the FOP offers to its members.

Legislative Office

The office on Capitol Hill lobbies on issues important to rank-and-file law enforcement officers. The National Legislative Program is the most active and comprehensive of any law enforcement organization in Washington.

Legal Defense Plan

This self-funded plan is available to eligible FOP groups and individual members to cover law enforcement exposures, including administrative, civil and criminal legal coverage; H.R. 218 coverage; and the Moonlighting Liability Insurance Program.

Labor Services Division

Comprehensive resources and services designed to ensure that no officer goes to the bargaining table alone. Labor Services stands ready to provide the people and resources you need for contract information, experienced legal experts, training seminars, personalized labor research and more.

National Peace Officers' Memorial Service

This solemn event is held every year during National Police Week to honor those who have given their lives in the line of duty. Open to the public, it brings together the expanded law enforcement family and national leaders, pays tribute to the fallen and offers words of comfort to their surviving family members.

FOP Journal

Published digitally 12 times a year, the *FOP Journal* is the official publication of the National FOP. Each issue contains reports from the Executive Board, updates on law enforcement legal and labor issues and so much more!

Disaster Relief

As part of the NFOP Foundation, the Fraternal Order of Police Disaster Relief Fund (a nonprofit 501(c)(3) organization) relies on the generosity of individuals, organizations and corporations and is always prepared to assist our members in distress.

Charity Partnerships

- **Easter Seals:** Helping children and adults with disabilities live better lives is at the heart of Easter Seals' mission, and the FOP, as a long-standing Easter Seals National Corporate Partner, has helped raise more than \$15 million. Donate online at www.easterseals.com and be sure to indicate your FOP affiliation when donating!
- **Law Enforcement Torch Run for Special Olympics:** The FOP is committed to helping people with intellectual disabilities learn to become self-reliant and contributing members of our communities.

Service Providers

The National FOP list of Service Providers currently includes Liberty Mutual insurance, Avis and Enterprise car rentals and a variety of licensed products from HALO, the official FOP merchandiser.

Education Services

The Education Services Committee develops and implements professional law enforcement training programs and events to equip members with the skills needed to enhance their careers, and has established a training schedule covering a wide spectrum of leadership, labor and legal issues. The National FOP also provides scholarships to eligible applicants.

National Fraternal Order of Police University (NFOPU)

Recognizing that four-year and graduate degrees are increasingly important for law enforcement career advancement, the FOP collaborates with a select consortium of universities willing to offer members the education they need with a flexible schedule and reasonable cost. **FOP**



For more information on all of these programs, visit www.fop.net.



Olivet College

Unveiling the Value and Impact of a Criminal Justice Degree

Zac Zuk is a recent graduate of the Olivet College criminal justice professional (CJP) degree program. Before joining the CJP program, Zuk had already established himself in law enforcement. From 2007 to 2020, he worked as a field training officer for the Kalamazoo Valley Community College Police Academy and as a member of the Metro SWAT team, sergeant and assistant commander. While on the team, Zuk conducted over 400 operational missions.

Even after serving in the field for many years, Zuk saw the value in returning to college and getting his bachelor's degree in criminal justice. "When I began the criminal justice program, I was working as a sergeant within an agency in southwest Michigan. At the time, I felt that the education was needed to further my career within the department. Olivet College seemed to have the best overall program with the flexibility and credibility I was looking for as a full-time working student. I quickly learned after beginning that I had made the right choice," Zuk said.

"I was very pleased with the structure of each class and overall program. The way each professor had everything outlined and organized helped me stay on task. Working full time and raising a family is very time-consuming, but the structure helped ease that worry for me," Zuk expressed.

The CJP program has impacted Zuk outside the classroom in more ways than one. "I feel that I have been able to take something from each of my professors and each class and put it all together to better perform my daily duties. I used to see many



things from a 100-foot view, but with the help of the excellent education I received and the relationships I have developed, I see things now from over a 1,000-foot view. Seeing the bigger picture and attacking problems from multiple angles is one major thing I have learned from the program," Zuk said. "I currently work in the private sector managing an engineering company that manufactures items to assist the modern warfighter, law enforcement officer and responsible citizens. We also provide training to the same groups of people. Having the education to better manage people and have the compassion to do so is paramount. The professors and content from Olivet College have given me the tools necessary to better do my job," he explained.

After retiring from law enforcement in 2021, Zuk began working at JagerWerks as the general manager and lead instructor. Even though Zuk is no longer serving on the police force, the knowledge and leadership skills gained through the CJP program continue to serve him well. The Olivet CJP program

is not just for police officers — the program explores the strategic procedures and leadership skills needed for managing local and government law enforcement resources, all while keeping the working professional in mind. The program is tailored so that students can achieve a work-life balance.

Zuk achieved that work-life balance by prioritizing tasks and openly communicating with his family. He also saw valuable life lessons for his family while completing his degree. He said, "My oldest daughter saw the fruits of my labor when I received the President's Distinguished Scholar award and maintained a 4.0 GPA while working full

time and raising a family of six with my wife. One thing to take away from this is that you cannot do it alone; you must find the greatness within those around you to work as one. I give a huge thank-you to my family."

Zuk said, "The program is designed for people like me who are working full time and have a family. I would recommend this program to anyone looking to further their education in this field. The program is well thought out. All the professors were available to me whenever I needed them, including after a class was over and I needed their help with another class they were not involved with. I would like to thank Olivet College and the professors in the criminal justice program for taking the time to help us all push through the program."

Learn more about Olivet College and the criminal justice adult professional program by contacting Mike Lazusky, director of graduate, transfer and adult professional admissions, at (269) 749-6612 or mlazusky@olivetcollege.edu. **FOP**

The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education. For more information on the NFOPU Consortium, go to fopconnect.com/education-connect/about-the-consortium.



Charles Town, WV



South Euclid, OH



Cincinnati, OH



Williamsburg, KY



Ashland, OH



Olivet, MI



Arlington, VA



Fayette, IA



Washington, DC



Rosemont, PA



Adelphi, MD



Minneapolis, MN



Montreat, NC



Tiffin, OH



San Diego, CA



Forest City, IA



La Jolla, CA



Cincinnati, OH



Veto Override Falls Short

Staff in the Steve Young Law Enforcement Legislative Advocacy Center (SYLLAC) worked closely with Gregg Pemberton, the chairman of the D.C. Police Union, to pass another disapproval resolution in Congress. Previously, the FOP was successful in blocking the Revised Criminal Code Act (RCCA) of 2022 from going into effect.

The latest effort was focused on H.J. Res. 42, a resolution disapproving the adoption of the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) by the Washington, D.C., City Council. Not only does the CPJRAA prohibit responsible policing, but it also strips D.C. Metropolitan Police Department (MPD) officers of certain basic employment rights.

The ability of thousands of FOP union members to bargain collectively with the city over disciplinary procedures — a right enjoyed by every other public sector union in the district — would be lost if the CPJRAA went into effect. Those who live, work and visit the nation's capital would also pay a price — especially in the areas of the city that are hit the hardest by the current increase in violent crime.

With the FOP's support, the House adopted the resolution on a 229–189 vote, and the Senate passed it on a 56–43 vote. President Biden, however, vetoed the resolution, leading the FOP to call on the House to override the president's veto ([tinyurl.com/4b9mka8z](https://www.tinyurl.com/4b9mka8z)). The House needed a two-thirds majority to override the veto and fell short on a 233–197 vote. This means the CPJRAA will go into effect in its entirety. Chairman Pemberton is working to develop a strategy to revisit some of the provisions in the act before the D.C. Council. Our Washington, D.C., staff will support these efforts.

Just the Facts:

» H.J. Res. 42 is a resolution that disapproves the adoption of the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) by the Washington, D.C., City Council. Not only does the CPJRAA prohibit responsible policing, but it also strips D.C. Metropolitan Police Department (MPD) officers of certain basic employment rights. The ability of thousands of FOP union members to bargain collectively with the city over disciplinary procedures would be lost if the CPJRAA went into effect. With the FOP's support, the House adopted the resolution on a 229–189 vote, and the Senate passed it on a 56–43 vote. President Biden, however, vetoed the resolution, leading the FOP to call on the House to override the president's veto.

Social Security Fairness Act Nears 290 Goal!

At this writing, H.R. 82, the Social Security Fairness Act, has 281 co-sponsors — just nine co-sponsors shy of our 290 co-sponsor goal. Under the current House rules, the sponsor(s) of a bill that has accumulated 290 co-sponsors and has not been reported by the committee with primary jurisdiction may file a written motion with the Office of the Clerk to place the bill on the Consensus Calendar. Once the motion has been filed, the bill needs to maintain at least 290 co-sponsors for a period of 25 legislative days, and then it will be placed on the Consensus Calendar, where it must either be acted on by the House or reported by the committee of primary jurisdiction.

We followed this strategy in the previous Congress, but it was very late in the year, and after fighting off an attempt to change this rule, the Committee on Ways and Means favorably reported the bill, effectively removing it from the Consensus Calendar and ending any chance for its consideration in the 117th Congress.

In the current Congress, we are poised to reach our objective in the first six months of the Congress — a very

significant achievement and a strategic advantage. We need only nine additional co-sponsors to reach 290, and we have identified 17 co-sponsors from the 117th Congress who have not yet co-sponsored H.R. 82 in this Congress and an additional 10 freshman members of the House whose predecessors were co-sponsors. These representatives are the focus of our current campaign.

At a recent briefing held by the bill's co-sponsors, Representatives Garret N. Graves (R-La.) and Abigail D. Spanberger (D-Va.), along with Representative Julia J. Letlow (R-La.), told the FOP and other stakeholder groups that they will be pressing their colleagues to increase the number of co-sponsors to 290 and beyond. Representative Graves has been in direct and regular contact with Representative Jason T. Smith (R-Mo.), who is the new chairman of the Committee on Ways and Means, about H.R. 82. Chairman Smith has reportedly tasked a staff member to “solve” the WEP/GPO issue.

Representative Graves said that he would not immediately file the motion to have H.R. 82 placed on the Consensus Calendar and would give the Committee leadership a chance to work together with him and the bill's co-sponsors. However, he made

clear that he would absolutely file such a motion in this session if there was a sense the committee would not act this year.

H.R. 354/S. 1462, the LEOSA Reform Act

The FOP worked with our partners in the House and Senate to reintroduce this important legislation, H.R. 354/S. 1462, the LEOSA Reform Act, to amend the Law Enforcement Officers Safety Act (LEOSA) in current federal law. This statute exempts qualified active and retired law enforcement officers from local and state prohibitions on the carriage of concealed firearms, but it needs to be amended to ensure that officers do not inadvertently put themselves in legal jeopardy.

The bill we support would not increase the number of officers who carry firearms under the current LEOSA statute. It does, however, remove conflict and confusion from current state and federal laws while closing existing loopholes. The bill would ensure that officers covered by LEOSA can carry in the same venues as civilian concealed carry permit holders. The bill also extends the exemption to magazine capacity and would allow active and retired law enforcement officers to access services in U.S. post offices, Social Security Administration offices, Veterans Affairs offices and other federal facilities without disarming or securing their firearms elsewhere. It would also allow states to decide to extend the period between training certifications for qualified retired law enforcement officers from 12 months to 36 months.

The FOP continues to build support and gather co-sponsors for this important legislation.

H.R. 3170/S. 1514, the Homes for Every Local Protector, Educator and Responder (HELPER) Act

The FOP played an important role in developing and reintroducing this legislation, which will assist our law enforcement officers in looking for affordable housing for themselves and their families. We are pushing for a markup on the bill in the Senate sometime this summer.

¹ <https://www.policel.com/research/articles/police-research-the-impact-of-housing-costs-and-availability-on-leos-OchhD3DFWhc42DIff>



This legislation is modeled on the very successful U.S. Department of Veterans Affairs (VA) home loan program, which expands housing opportunities for service members and veterans, and the Good Neighbor Next Door (GNND) program administered by the U.S. Department of Housing and Urban Development (HUD). This program, which the FOP helped develop more than 20 years ago, is designed to encourage law enforcement and certain other public servants to buy homes in “revitalization areas” by providing incentives in the form of a discount on the list price of the house. The GNND program has proven inadequate as a solution due to the limited and ever-changing nature of the properties, among other issues.

The lack of affordable housing is also contributing to a crisis in recruiting and retaining quality law enforcement officers. According to a 2021 survey, two-thirds of survey respondents claimed that high housing costs make it more difficult to recruit new officers.¹ One-third of officers who responded to the survey said they left agencies because they could not find affordable housing.

The HELPER Act addresses this issue by establishing a new home loan program for public safety officers and teachers to be administered by the Federal Housing Administration (FHA), which would create a new home loan program under the FHA for law enforcement officers, firefighters, emergency medical technicians (EMT), paramedics and pre-K–12 teachers who are buying their first home. The program would:

- Eliminate the down payment requirement
- Eliminate the monthly mortgage insurance premium (MIP) requirement

- Require a 3.6% upfront mortgage insurance (UFMI) premium to ensure the solvency of the program
- Require the program to be reauthorized after five years

The FOP is working to build more support for the House bill and, as mentioned above, is working to get the legislation considered by the Senate Committee on Banking, Housing and Urban Affairs.

Other Legislative Activity

Since the last issue of the *Journal*, the FOP has supported the following legislation:

- **H.R. 1005**, the EAGLES Act, which would reauthorize and expand the National Threat Assessment Center (NTAC) within the U.S. Department of Homeland Security
- **H.R. 3184/S. 1144**, the Invest to Protect Act, which establishes a grant program administered by the Community Oriented Policing Services Office within the U.S. Department of Justice that would be used for the training of officers from police departments and municipalities that employ fewer than 200 law enforcement officers
- **H.R. 3269**, the Law Enforcement Innovate to De-Escalate Act, which would create a new definition for a “less-than-lethal projectile device” in federal firearms law
- **H.R. 3449**, Eric’s Law, which would allow federal prosecutors to impanel a second jury for the sentencing phase of a federal capital case if the first jury does not reach a unanimous decision on the sentence

Continued on page 38 >

Top Priorities in Brief

H.R. 82/S. 597, the Social Security Fairness Act

House: 281 co-sponsors (86 R, 195 D)

Senate: 44 co-sponsors (36 D, 5 R, 3 I)

Urge Congress to pass it:
tinyurl.com/ycxk6pay

H.R. 1322/S. 1658, the Law Enforcement Officers' Equity Act

House: 57 co-sponsors (16 R, 41 D)

Senate: 1 co-sponsor (1 R)

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

H.R. 3539, the Public Safety Employer-Employee Cooperation Act

House: 20 co-sponsors (6 R, 14 D)

Senate: Not yet introduced

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

H.R. 354/S. 1462, the LEOSA Reform Act

House: 33 co-sponsors (33 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:
tinyurl.com/3w4br4sj

H.R. 743, the Protect and Serve Act

House: 76 co-sponsors (66 R, 10 D)

Senate: Not yet introduced

Urge Congress to pass it:
tinyurl.com/3uzdafpk

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 votervoices.net/FOP/home.

WASHINGTON REPORT

Continued from page 37 >

- **S. 1569 (Cornyn, R-Texas)**, the Back the Blue Act, which improves protections for law enforcement officers by increasing the penalties for those who kill or assault law enforcement officers, judges and other public safety officers
- **S. 1857**, the Assisting Narcotics and Trafficking Officers in Interdicting (ANTI) Drugs Act, which would reauthorize and increase funding for Operation Stonegarden
- **S. 1907**, the Federal Firearms Licensee Protection Act, which would make federal firearms licensee thefts a federal offense punishable by up to 20 years in prison

Get the Latest News!

Are you getting the **National FOP's Weekly Update**? The update is a valuable tool for members and local lodges to keep them up to date on the latest information on legislation important to law enforcement and the news from our nation's capital. To sign up to receive the update via email, please visit tinyurl.com/pw73z96p.

We also ask all FOP members to check out our social media pages, as the daily posts are the best way to keep up with the National FOP's daily activity. Follow the National FOP on:

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

Do your part! Please **share, comment and like** the content that we are posting.

Check out the Blue View Podcast!

The FOP's podcast, *Blue View*, is available on the FOP's YouTube channel! National President Patrick Yoes hosts the podcast, which has featured guests from Capitol Hill and 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.

On one of the recent episodes of the *Blue View*, "**Disrupt and Dismantle: The Fight Against Fentanyl and the Poisoning of America**," National President Patrick Yoes was joined by Anne Milgram, the administrator of the Drug Enforcement Administration

(DEA), to discuss the agency's work to reduce overdose deaths and the availability of deadly fentanyl-laced narcotics.

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

Give to the FOP PAC!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) **needs you!** We need our members to contribute to ensure that our PAC has the resources 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.

The next election is coming up fast! 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 \$367,000! If 10% of our members gave just \$5 this year, we would raise \$183,500. We can and need to do better raising funds for our PAC!

To donate online, please tinyurl.com/2p8ec7xf. 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 Steve Young Law Enforcement Legislative Advocacy 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**



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FOP Files Amicus Brief in Support of D.C. Metro Officer Terence Sutton

The National Fraternal Order of Police filed an amicus brief in support of D.C. Metropolitan Officer Terence Sutton and his post-trial motions seeking an acquittal or, in the alternative, a new trial. Officer Sutton was charged under the local D.C. Code with second-degree murder and found guilty by a jury on December 21, 2022. Such charging decisions are uniquely within the authority of the U.S. Attorney's Office for D.C. No federal civil rights charges were brought. The government conceded that there was no use of force, detention or other action by Officer Sutton in violation of any constitutional rights.

The case arises from an attempted traffic stop and subsequent police chase through multiple alleyways in Washington, D.C. On October 23, 2020, Officer Sutton and other members of the Metropolitan Police Department's Crime Suppression Team (CST) were advised by an experienced uniformed officer that she had seen 20-year-old Karon Hylton-Brown in the drug corridor of Kennedy Street, NW, earlier that day. She reported that Hylton-Brown was riding recklessly on a moped without a helmet. Hylton-Brown was known to the police as a verified gang member of the "KDY Street Crew," having a lengthy record for guns and drugs. The officer reported to the CST Unit that Hylton-Brown had an altercation with another known drug offender over money. She further reported that Hylton-Brown appeared under the influence. According to the officer, the area that Hylton-Brown was in is an area usually occupied by another drug-dealing group.

The CST Unit, with the lieutenant following, proceeded to look for Hylton-Brown to conduct a stop. The CST Unit soon found Hylton-Brown standing near the moped. The officers sought to make a Terry stop on Hylton-Brown, but he got on the moped and slowly rode away. The CST Unit followed, and Hylton-Brown fled,

Just the Facts:

» On October 23, 2020, Metro P.D. Officer Terence Sutton was chasing a suspect through multiple alleyways in Washington, D.C. The chase ended when the suspect, who was driving a moped, was struck by oncoming traffic, which resulted in him being declared brain dead. At trial, Officer Sutton requested a special jury instruction, which would have provided the *Graham v. Connor* standard for the jury to weigh his actions. The court refused the instruction. In its amicus brief, the FOP argued that the court's failure to properly instruct the jury and the continued prosecution of Officer Sutton would have a chilling effect on policing across the country.

riding in front of the CST vehicle through a red light. The CST Unit followed for less than three minutes, occasionally using lights and sirens, and occasionally losing sight of Hylton-Brown. Hylton-Brown rode aimlessly on streets and alleys around the drug corridor, taunting the officers. He did not stop at stop signs, drove in the wrong direction down one-way streets and did not wear a helmet.

Toward the end of the encounter, Hylton-Brown rode north through an alley. The CST Unit followed. Hylton-Brown is seen on body-worn camera braking twice as he approaches Kennedy Street and looking to the left toward oncoming traffic. Hylton-Brown slowed down, then attempted to turn sharply left around the front bumper of a car parked on his left. Hylton-Brown failed to yield the right of way and was struck by oncoming traffic. He was taken to the hospital within minutes. He never regained consciousness and was declared brain dead later that night.

The CST Unit never touched Hylton-Brown's moped. Ambulance members found \$3,128 in small bills saran-wrapped around Hylton-Brown's legs, under his sweatpants. Hylton-Brown was also wearing an ankle monitor in connection with a prior charge of assault. He further had a pending criminal case in the District of Columbia

in which he had recently failed to appear. Toxicology results showed that Hylton-Brown had 10 times the amount of THC in his blood as would impair a normal person, as well as oxycodone in his blood.

At trial, Officer Sutton requested a special jury instruction, which would have provided the *Graham v. Connor* standard for the jury to weigh his actions. The court refused the instruction. In its amicus brief, the National Fraternal Order of Police argued that the court's failure to properly instruct the jury and the continued prosecution of Officer Sutton would have a chilling effect on policing across the country. It would inevitably result in more lawsuits against police officers for actions taken in performing their sworn duty. Thus, the fear of liability would make law enforcement officers think twice before engaging in a pursuit. In turn, criminals would be emboldened.

Recently, the Alabama Court of Criminal Appeals reversed and remanded Officer William Darby's murder conviction and ordered a new trial. The Appeals Court held that "The proper perspective from which to evaluate a police officer's use of deadly force in such situations is indeed that of a reasonable police officer in the same situation." The Appeals Court concluded that the trial court's failure to

give the requested *Graham v. Connor* jury instruction was a reversible error. Officer Darby had been found guilty of murder and was sentenced to 25 years of imprisonment prior to the court's ruling.

Here, in support of Officer Sutton, the FOP cited the recent Darby decision and several other state courts, which have agreed that *Graham v. Connor* is the proper perspective from which a trier-of-fact is to view a police officer's actions — regardless of whether the underlying cause of action is civil or criminal. Courts in Maryland, Connecticut, New Mexico, Ohio, and now Alabama have all relied on *Graham v. Connor* to support decisions to overturn criminal convictions of officers acting in the scope of their law enforcement duties.

Moreover, the FOP asserted that for purposes of criminal liability, the actions of a law enforcement officer acting within the scope of their duties and responsibilities must be viewed from the perspective of a reasonable, objective law enforcement officer in a similar situation. Indeed, the overarching standard by which we adjudicate a police officer's conduct in the scope of their duties is the objective reasonableness test laid out by the Supreme Court in *Graham v. Connor*. In *Graham v. Connor*, the Supreme Court held that all claims that law enforcement officers have used excessive force — deadly

or not — are governed by the Fourth Amendment's "reasonableness" standard (*Graham v. Connor*, 490 U.S. 386, 395-96 [1989]). Under this test, courts are required to balance "the nature and quality of the intrusion on the individual's Fourth Amendment interests against the countervailing governmental interests at stake" (Id. at 396).

The FOP acknowledged that state law governs criminal prosecutions (as is the case for Officer Sutton), and *Graham v. Connor* involves an officer's civil liability for deprivation of constitutional rights. However, the FOP submitted that it is equally material that the trial court instructs the jury on the reasonableness standard for a law enforcement action, **regardless of whether the underlying claim is civil or criminal**. Otherwise, there will be circumstances where an officer's actions will be considered reasonable and not in violation of any constitutional right but found to be guilty of a criminal offense for those same actions, up to and including murder. That is exactly what happened to Officer Sutton.

Lastly, the FOP noted that law enforcement officers are struggling to ascertain the rules and expectations by which they perform their public safety duties and responsibilities. More recently, officers are finding themselves being

criminally charged for actions taken in the scope of their duties — many of which are considered objectively reasonable. The FOP explained that the realities faced by police officers are different than any other member of the general public. They are asked to complete tasks in the scope of their employment that would never be expected of any other member of our citizenry. Accordingly, when they are criminally charged for actions taken while on duty as a police officer, they must be judged according to a standard that is applicable to an objectively reasonable police officer in the same or similar circumstances.

The FOP's amicus brief and Officer Sutton's post-trial motions remain pending before the Court. **FOP**

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FHE Health: Shatterproof Program Deerfield Beach, FL

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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

warriorshheart.com

Find more vetted and approved wellness providers and programs at fop.net/officer-wellness/providers.

The Evolution of the FOP

Most of us know that the FOP was founded 108 years ago in Pittsburgh, Pennsylvania, when two city patrolmen, unhappy with aspects of their professions and determined to have an avenue to have their grievances heard and get some results, decided to organize. Officers Toole and Nagle took the extremely bold move of organizing their department, and on May 14, 1915, 21 other officers joined them, and the FOP was born at Fort Pitt Lodge #1.

Chartering a new lodge today is commonplace, but in 1915, it could cost you your job, and it almost did, except for the support of Pittsburgh Mayor Armstrong, who told Pittsburgh Police Superintendent Noble Matthews to back off. The anti-union sentiment was very strong in the early 1900s, and the original name of the organization Toole and Nagle wanted was the United Association of Police, but they decided against it because it sounded too much like a union. It was Nagle who suggested calling the new organization the Fraternal Order of Police.

At the Biennial Conference in Las Vegas this August, members will hopefully have the opportunity to pick up the new book *Safeguarding Freedom: The Story of The Fraternal Order of Police*. The History Committee and the author of the book (Max Dilallo) are putting the finishing touches on the book, and, God willing, we will have it ready for distribution at the Conference. I have been an FOP member for 45 years, and I learned so much about our organization and its history by reading this page-turner. It is a fascinating read, and it is not bogged down by



facts and figures but tells the story of our leadership throughout the years

I have been an FOP member for 45 years, and I learned so much about our organization and its history by reading this page-turner.

and the many challenges they faced, and we continue to face today.

The FOP today is the largest and most powerful police organization

in the world, representing over 330,000 members, but it was not easy. From a meeting at the corner of 2nd Avenue and Flowers Avenue in the Hazelwood neighborhood of Pittsburgh, Pennsylvania, to the Oval Office at 1600 Pennsylvania Avenue, the Fraternal Order of Police is the **voice** of law enforcement!

This book would not have been possible without the hard work of the History Committee under the leadership of James Flores and the research and contributions of Dewey Stokes, Adolph South, Bruce Evartt and Ben Roberts. A special thanks to all of the past presidents, current President Pat Yoes and Executive Director Jim Pasco for their institutional knowledge of our organization and their contributions to this book. **FOP**



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Recruiting for Diversity Through Tough Times in Law Enforcement

Introduction

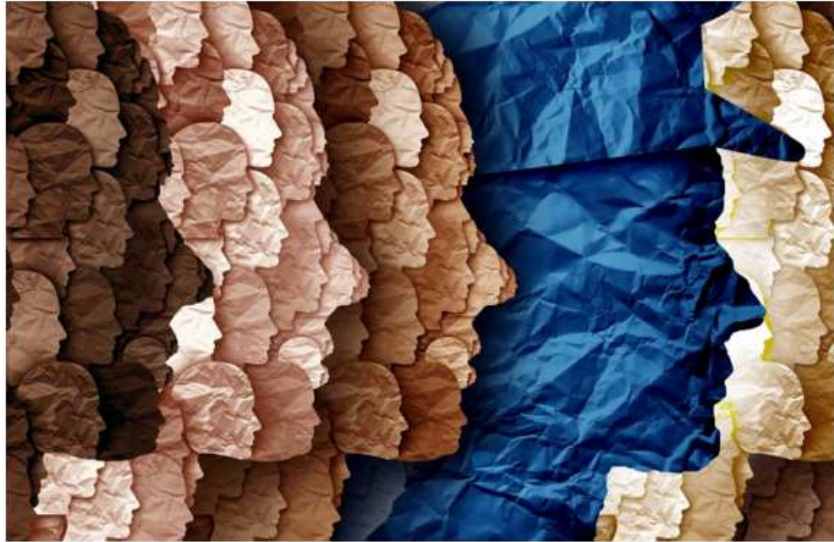
Recruiting a diverse workforce is crucial for law enforcement agencies to serve their communities effectively. However, during tough times, such as the current public narrative and calls for police reform, recruiting for diversity can pose unique challenges. This article explores the importance of diversity in law enforcement, the barriers to recruitment during difficult periods and strategies to overcome these challenges and foster a more diverse and inclusive police force.

The Importance of Diversity in Law Enforcement

Diversity within law enforcement agencies is essential for several reasons. Firstly, it helps build trust and strengthen community relations by reflecting the demographics and cultural richness of the communities served. A diverse police force can foster understanding, empathy and better communication with residents, enhancing cooperation and effective crime prevention. Second, diversity brings a variety of perspectives and experiences to the table, enriching problem-solving and decision-making processes. Diverse teams can analyze complex issues from different angles and develop innovative solutions that cater to the community's diverse needs.

Challenges in Recruiting for Diversity

Recruiting for diversity in law enforcement during tough times can face several barriers. Negative public perception of law enforcement due to incidents of misconduct or excessive use of force can deter individuals from underrepresented communities from considering a career in policing. The lack of trust and confidence in law enforcement may result in reduced applications from diverse candidates. Additionally, systemic barriers, such as discriminatory hiring practices or limited



outreach efforts, can impede recruiting diverse candidates. These challenges can perpetuate homogeneity within law enforcement agencies, hindering their ability to serve and represent the communities they protect effectively.

Strategies to Overcome Challenges

Law enforcement agencies should adopt targeted strategies to recruit diversity during tough times. Engaging with communities, particularly those that are underrepresented or marginalized, is crucial. This involves conducting outreach programs, participating in community events and establishing partnerships with community organizations. Building relationships and actively listening to community concerns can help rebuild trust and encourage diverse candidates to consider careers in law enforcement. Transparent and equitable hiring practices should be implemented, ensuring recruitment processes are free from bias and discrimination. Additionally, providing mentorship programs and scholarships can help support candidates from

underrepresented backgrounds throughout the recruitment process. Collaboration with educational institutions, including historically Black colleges and universities and minority-serving institutions, can help create pipelines for diverse talent into law enforcement careers.

Conclusion

Recruiting for diversity in law enforcement during tough times requires intentional efforts and a commitment to building trust and inclusivity. By recognizing the importance of diversity in law enforcement and implementing targeted strategies, agencies can overcome barriers and create a more representative workforce. A diverse police force enhances community relations and brings broader perspectives and experiences, resulting in more effective problem-solving and decision-making. Law enforcement agencies can better serve their communities and foster a more inclusive and equitable society by recruiting and supporting individuals from diverse backgrounds. **FOP**



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- **Moonlighting Liability Insurance**
- **Identity Theft Coverage**
- **Directors and Officers**

Fidelity Insurance

Article 19 of the F.O.P. Constitution and Bylaws requires each state and local lodge to maintain employee dishonesty coverage to protect lodge funds from dishonest acts by lodge members. The Fidelity Insurance Program is designed specifically to meet this requirement and offers many different limits to meet the needs of FOP Lodges.

Moonlighting Liability Insurance

The moonlighting liability insurance program protects individual peace officers who perform extra duty jobs approved by their primary governmental employer. Moonlighting covers the defense and judgment for claims associated with this extra duty work. Coverage is extended to the non-governmental entity that has contracted the officer's services, and there are options for limits and deductibles to meet any requirement for this work.

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About Hylant

Since 1995, Hylant has administered the FOP Legal Defense Plan nationwide. The plan is designed specifically to cover the law enforcement exposures faced by members and pays legal defense costs for administrative, civil and criminal allegations or proceedings. Partnering with the Fraternal Order of Police, the plan is over 100,000 participants strong and one of the broadest and largest legal plans for law enforcement officers in the country.

Hylant is one of the largest privately held insurance brokerages in the United States. Founded in 1935, the company offers comprehensive risk management consultation, alternative risk financing services, business insurance brokerage, employee benefits brokerage and consultation, small business insurance solutions and personal insurance services.

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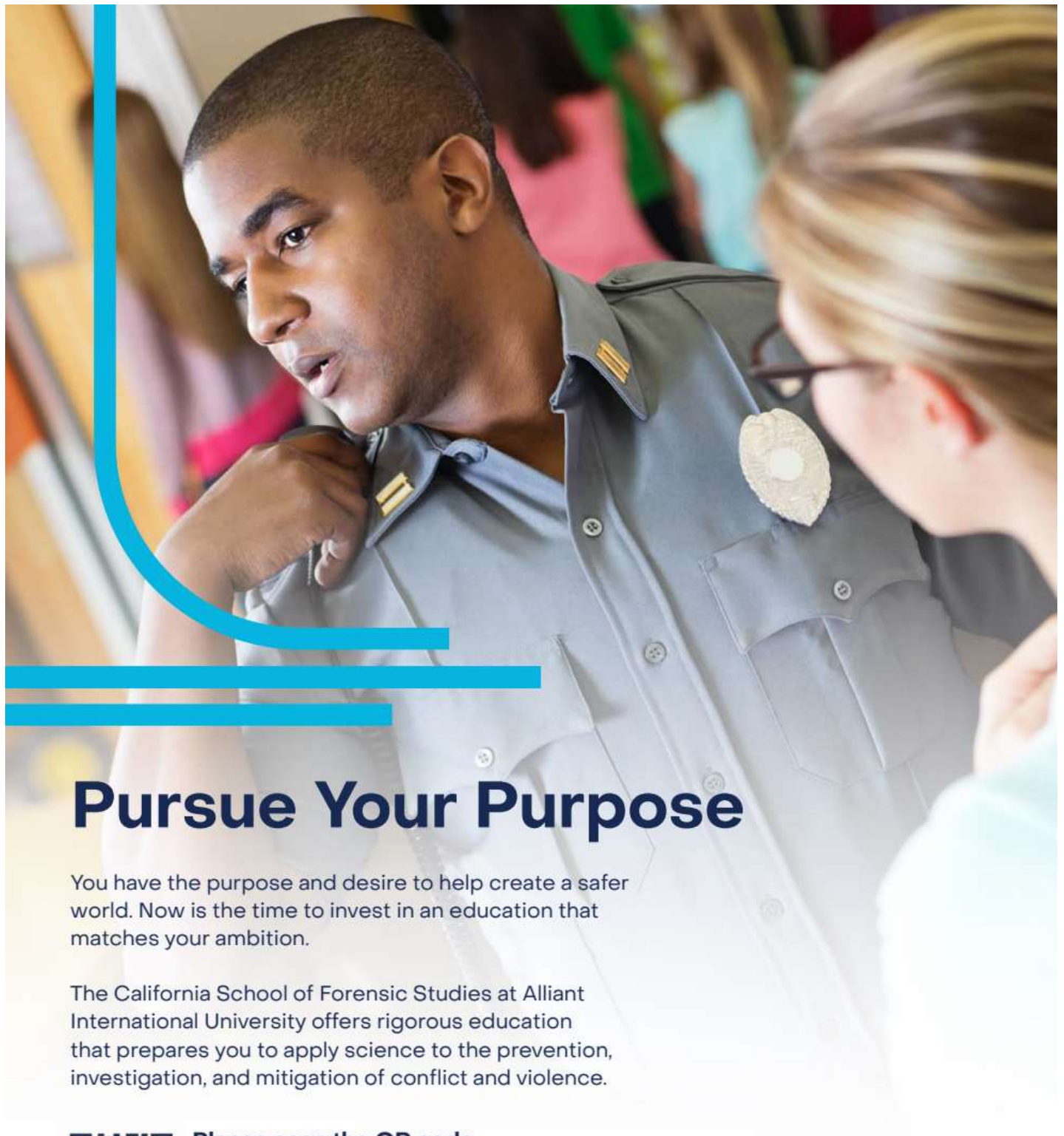
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