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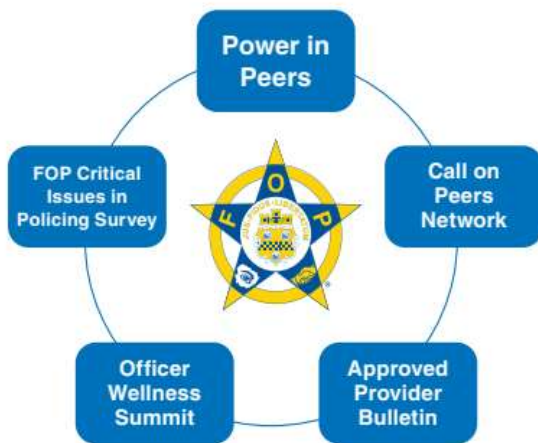
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30 // Exciting Developments at FOP Wellness
An Overview of the Programs Being Developed by the Division of Wellness Services

EXECUTIVE BOARD

- 10 // President's Message**
Focusing on Law Enforcement Mental Health and Wellness
- 14 // Secretary's Message**
Important Fall Updates for Members
- 18 // Second Vice President's Message**
Honoring Heroic Actions; Defending the Rights of Officers
- 20 // Sergeant at Arms' Message**
A Fond Farewell

DEPARTMENTS

- 24 // Member Spotlight**
Paul Sheldon
- 26 // Local Lodge News**
Updates From California and Texas
- 30 // Wellness**
Exciting Developments at FOP Wellness

Get Ready for 2023 Open Enrollment
- 36 // NFOPU Spotlight**
Walden University
- 40 // Washington Report**
Top Priority Update: House Ways and Means Marks Up H.R. 82!
- 44 // Legal Counsel**
The Hard Truth of Estate Planning
- 46 // FOP Legal Defense Plan**
New Retired Law Enforcement Concealed Carry Legal Defense Coverage
- 48 // Labor News**
Labor Services: A History



Grand Lodge Fraternal Order of Police

National Headquarters 701 Marriott Drive, Nashville, TN 37214
 1-800-451-2711 | Phone (615) 399-0900 | Fax (615) 399-0400
 Email: glfop@fop.net | www.fop.net

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Published by 911MEDIA®
 911MEDIA® is a division of Trade News International, Inc.
 For advertising call 877-DIAL-911 (342-5911) | 911MEDIA.com

For editorial submissions, send inquiries to fopjournal@fop.net.

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

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Focusing on Law Enforcement Mental Health and Wellness



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

The FOP has been a trailblazer in recent years on issues related to law enforcement officers' mental health and wellness. We have worked hard to change not only federal, state and local law to better support efforts to improve officers' mental health and access to mental wellness care, but also to change how our communities and our profession perceive officers who seek help for service-connected mental and emotional issues.

Unfortunately, law enforcement officers see the very worst of humanity, with some statistics suggesting that a police officer will experience more traumatic events in six months than the average person will experience in a lifetime. All of this can make an officer feel like the weight of the world is on his or her shoulders, and this takes a tremendous toll on their physical and mental well-being. According to some studies, one in every five officers is subject to post-traumatic stress disorder (PTSD), acute stress disorder or similar conditions,

which can lead to deterioration of heart arterial health, hormonal imbalances, substance abuse and depression.

Consider this: the average life expectancy for an American is 78.7 years. The average life expectancy of a police officer is 10 years less. Public safety officers are five times more likely to experience PTSD and depression than civilians, and the number of suicides among law enforcement officers seems to be grossly underreported — though we hope the Law Enforcement Suicide Data Collection Act, enacted in 2020, will help us better understand the scope of this problem.

This is why the FOP has taken the lead on issues related to officers' mental health and wellness. The way our profession perceives these issues began to change in 2018 with the adoption of the Law Enforcement Mental Health and Wellness Act. This was a watershed moment and really shined a spotlight on the very real impact that the job has on the mental well-being and emotional health of law

enforcement officers. I believe it was the first time that the "invisible injuries" inflicted on our officers were truly acknowledged by federal policymakers.

I believe it is our moral and fiduciary responsibility to fix that which is broken in the service of others, which is why one of my earliest actions as National president was to create the Division of Wellness Services and appoint Sherri L. Martin as its director. I wanted to send a signal to public employers and our members that we were going to take these issues seriously.

The ultimate tragedy of not addressing mental health and wellness issues means that our officers — as well as their loved ones and families — suffer in silence and may lead to them taking their own lives. Just as we would not leave a gunshot or other physical injury untreated, we should not allow these "invisible injuries" to worsen. The FOP is represented on

Continued on page 12 >



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PRESIDENT'S MESSAGE

Continued from page 10 >

the National Consortium on Preventing Law Enforcement Suicide, an initiative led by the IACP and the U.S. Bureau of Justice Assistance. The Consortium has drawn upon the expertise of law enforcement leaders, suicide prevention experts, military mental health providers and others in the field to develop best practices and resources for preventing suicide among law enforcement. The prevention of suicide is multifaceted and requires layers of resources aimed at supporting and protecting officers and their families. In spite of these efforts and our continuing re-evaluation and improvement of suicide prevention strategies, we also need to recognize this. We need to redouble these efforts, but we also need to recognize that there will be instances that we will fail and that officers in a place of darkness or crisis will see suicide as the only way out of their situation. To ignore officer suicides, to deem them as unrelated to the job and the stresses we endure in the service of our communities, is wrong. This is

why, for the past several years, the FOP has taken the lead on legislation that would recognize suicides and attempted

Our officers, our employers and our profession must recognize that mental wounds and disorders can be just as disabling as a physical injury.

suicides as service-connected injuries for the purposes of the death and disability benefit administered by the Public Safety Officers' Benefits (PSOB) Program.

The president recently signed H.R. 6943, the Public Safety Officer Support Act, into law. The new law amends the PSOB program by providing a presumption that any officer who is diagnosed with or seeks help for acute stress disorder, PTSD or another similar mental health condition who commits or attempts to commit suicide is presumed to "constitute personal injury" as defined by the PSOB. The new law also applies the same presumption to any public safety officer who responds or responded to a mass casualty, mass death or mass shooting event within a certain timeframe.

Our officers, our employers and our profession must recognize that mental wounds and disorders can be just as disabling as a physical injury and that service-connected suicide is the same as any other line-of-duty death. I believe the new law not only will help officers and survivor families after a suicide or attempted suicide, I also believe it will help encourage officers who need help to seek it out and get the care they need. And, finally, I hope it will help erase the stigma of suicide that still lingers in our proud profession. **FOP**



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Important Fall Updates for Members



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

Brothers and sisters, I hope this October edition of the *FOP Journal* finds you and your families well. Though it doesn't feel like it, autumn is here. Time for fairs and festivals. Time for family and gatherings. I certainly welcome some cooler temperatures. Take some time for yourself and enjoy fall. Maybe do some fishing, hunting or hiking. Do something for your mental well-being.

Just when I thought that we had escaped an active hurricane season, we are preparing for Hurricane Ian here in Florida. By the time you receive this *Journal*, all should be clear and things back to normal. We have been coordinating with the Florida leadership and our National FOP DART team. Everyone is ready to respond.

Recently, President Yoes summed it up best when he said, "I find it frustrating ..." in reacting to the House of Representatives rule that, in essence, blocks allowing H.R. 82, the Social Security Fairness Act, to be considered by the full House. I commend President Yoes, Jim Pasco, Tim Richardson, Mark McDonald, our Legislative Committee and the various state and local members who have worked diligently on advancing this corrective legislation. Never has this legislation advanced as far as it has to date. It irks me that our U.S. government can find funding for so many asinine projects and programs, give handouts in attempts to garner votes, allow our borders to stay wide open and take anti-law-enforcement positions against us all, yet those who make up our government expect us to continue to support them in their political careers.

Brothers and sisters, we have a chance to change the make-up of our government next month. Do your research and find out who is with us and who is against us. This isn't a Democrat or Republican thing. This is a law enforcement thing! Sure, we gravitate to those who are for building more jails and prisons, providing better technology and equipment, and creating tougher laws on

those who commit crimes, but we need to know who backs us with better pay, better pensions and better insurance and job protections. Obviously, law-and-order projects are important, but those are no-brainers to me. Our priority is making your quality of life better, and frankly, we can't eat brick and mortar. The emphasis by our politicians should be taking care of the men and women who put their lives on the line for all citizens every day. The frustrating thing about H.R. 82 is that we are not asking for a government handout; we simply want to be treated like any other citizen and not be penalized because we worked for and earned a government pension.

Speaking of natural disasters and political action, I am appealing to you to make a difference in both areas. The National FOP's 555 Program allows you to sponsor and support your state and national lodges. For only \$15 per month (recurring), you can sponsor your state's foundation (\$5), your National Foundation (\$5) and your National Political Action Committee (\$5). The state and national foundation funds are restricted to incidents or events that include disaster response/relief and educational activities. The NFOP PAC is for supporting candidates who support our agenda. To join and do your part, simply go to FOP.giveback.org or to FOP.net.

As a reminder, per capita is due on November 1 for the first half of 2023. Membership cards cannot be issued until per capita is received from the various local lodges via their respective state lodges. If you are unsure if your per capita has been paid, please contact your local lodge secretary to verify.



The FOP's 555 Program allows you to support your state's foundation, the National Foundation and the NFOP PAC each month.

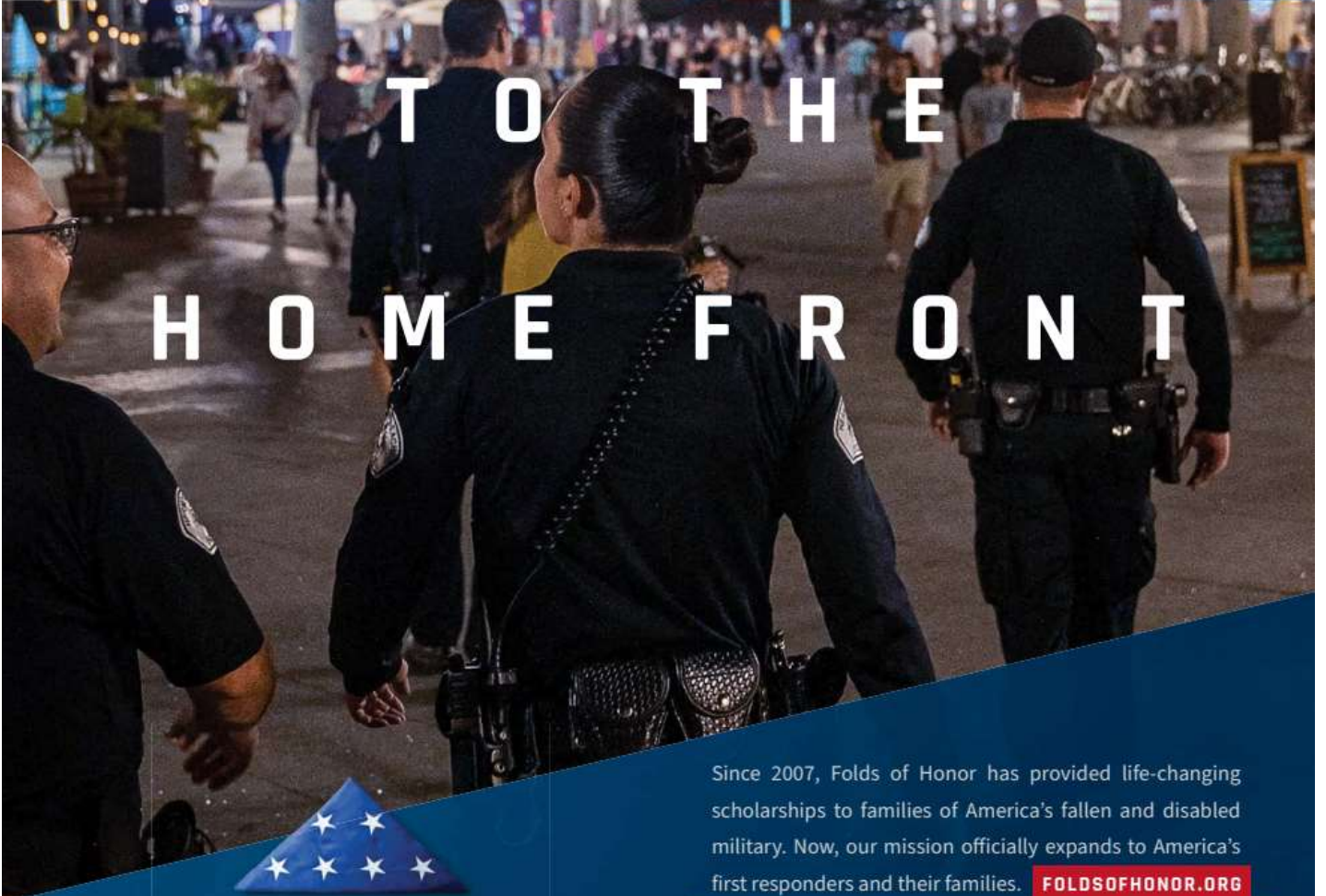
Your National FOP recently created a partnership with the award-winning magazine *American Police Beat*. Starting this month, you will receive your complimentary copy of this informational law enforcement magazine, which is filled with articles from practitioners



Continued on page 16 >



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SECRETARY'S MESSAGE

Continued from page 14 >

of our law enforcement profession. This is a great benefit of membership in the FOP. Publisher Mark Deitch, who is also a vice president of the Los Angeles Police Reserve Foundation, has been a friend of the FOP for many years and publishes our *FOP Journal*. I am excited to announce this partnership, and I know that you will be as informed and sometimes entertained by the wonderful content as I am each month.

The recent National Board of Trustees and State Presidents fall meetings in Dallas were well attended. Much business was discussed and great fellowship was had by all. A special thanks goes out to Texas State President Karla Pruneda, Texas National Trustee Frank Plowick, Dallas FOP President Michael Mata (Lodge #716) and all their staff members for making our meetings run smoothly. The respective state presidents and National trustees reported on matters affecting their states. It was interesting to hear that in those few states where there was a push several years ago to defund the police, most have changed their position and now are supporting

funding the police. National Treasurer James Smallwood presented our 2022–23 budgets for the National FOP and the Foundation, which were approved. There was one grievance heard with the trustees following the committee's recommendation to uphold the state's position. A special event occurred on Saturday afternoon after the close of business. National Recruitment Committee Chairman Brad Landes (Idaho) was baptized in the hotel swimming pool by our National FOP Chaplain Rick Snyder. It was a beautiful service, witnessed by over 100 of Brother Brad's brothers and sisters. All National Executive Board officers, except for the National sergeant at arms, announced their intention to seek re-election to their respective offices.

President Yoes, Sergeant at Arms Turney and myself recently did a site visit with Nevada State President Dave Moody and his team at the MGM Grand in Las Vegas, the site for our Biennial National Conference on August 14–17, 2023. Items discussed with the MGM team were security, the expo, registration, caucus rooms, general conference room setup, educational seminars and events. Everything is on track for a fantastic Conference, and room information will be

coming out very soon. The great thing about this property is that we will all be able to be in the same hotel. Stay tuned, and we look forward to seeing everyone in Vegas.

In closing, please be kind with each other. We are truly each other's keeper. When infighting occurs, the lodge and the organization suffers. Let me go deeper: don't put yourself in a situation that draws controversy. If you are placed in a position of trust by your lodge, don't abuse or violate that trust. Don't push that envelope. Your actions, words and deeds should be consistent whether someone is watching or not. For those in leadership who delegate authority to others in fulfilling a mission or project, trust is key, but reviews and accountability are paramount. The lack of oversight is the cause of issues that arise. Don't waive the reading of the minutes or the report of the treasurer at your meetings. Mandate that committees report on what they are doing. Complacency by leadership and ultimately the membership will surely be the downfall of any organization. Simple accountability and doing the right thing will surely make your lodge stronger and viable.

Let me or my staff know if we can help you in any way. We are here for you. Stay safe, and I look forward to seeing you soon. **FOP**

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

As the National second vice president, one of my duties is to review many submissions for recognition by the National Board for incidents of high valor and courage from around the country. This is a time-consuming yet rewarding task to undertake. In every submission, I am astounded by the extreme bravery of the individual members who placed themselves in direct danger in the face of a violent foe, all to save either one person or many from the wrath of a lawless individual. Incredibly, other individual members, sometimes alone and other times with associates, acted with a total disregard for their personal safety while at the scene of a natural disaster or an evolving traffic calamity, all to save just one person or many. When I read these things, I am humbled and proud. It is a difficult task to score these individual acts and hope that

I accord them with the right evaluation; but rest assured, I can tell you that we have some brave people out there, ready to lay everything on the line — and some did so. I am proud of and grateful to all these fine people for their service.

As the administrator of the Fraternal Order of Police Legal Services Trust in Philadelphia, I have been seeing an alarming trend, both here in Philadelphia and across the country. Progressive prosecutors are utilizing a variety of dangerous tools to undermine the criminal justice system. In Philadelphia, the lifelong criminal defense attorney who is masquerading as the current district attorney is no exception. He has a unit that investigates 30-year-old homicide convictions and reopens cases. A good portion of them involve his associates from his defense

days. His ploy is to allow these cases to be reopened by **not** opposing new trials for the accused. They then subpoena all the detectives involved in the cases for depositions and somehow decide that some are lying and indict them. On others, they destroy the cases so well that an exoneration occurs after 30 years. The end result is that the detectives involved, whether alive or dead, get sued. In some

Progressive prosecutors are utilizing a variety of dangerous tools to undermine the criminal justice system.

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

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cases, the deceased detectives' wives must reopen the actual estates so that civil attorneys can access them. As their representatives here, whether they're alive or dead, the Fraternal Order of Police in Philadelphia has paid for attorneys to defend them from these actions. We believe these actions are taken to drain our legal trust and are not based upon seeking justice.

In trying to cover matters that are relevant to all areas of the country, I'm asking that each of you serve as my eyes and ears and make me aware of issues that are pertinent to **you**, and I will do my best to research them and get some answers. **FOP**



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A Fond Farewell

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

At our recent fall Board meeting on September 16, I announced that I will not be seeking re-election as your National sergeant at arms at our 66th Biennial Conference to be held in Las Vegas in August 2023. It was not an easy decision, and I struggled immensely with it. It was not until the day of our Board meeting that the fog of decision-making cleared. As I looked at myself in the mirror in preparation for the day, I started to reflect on the last six years.

Six years ago, there seemed to be a certain amount of friction within our National Board, and my Illinois State Lodge was very concerned about this. So much so that I was asked to run for office on the National Board. As I traveled the country in competition for the position of National sergeant at arms, I was honored to have opposition. A strange comment for sure, right, honored to have competition?

It was in competition with a brother from Missouri, Kevin Albrand, where I started to grow within the FOP. At the time, there were two distinct camps within FOP politics. And as many of us know, FOP politics can definitely be contentious and nasty. Kevin and I were often complimented for the mature and honorable way we conducted our campaigns. As a matter of fact, I believe we ushered in a new dynamic in campaigning within the FOP. A great side benefit to the election campaign was that I made a friend for life. Although I won the election, Kevin excelled in his state and is a great leader in his own right.

As I started my journey as a National Board member, I quickly realized that even the position of sergeant at arms was a full-time job. A full-time job coupled with my other full-time job as a labor representative for our Illinois FOP Labor Council. Complicating things further were my obligations as second vice president in my

Illinois State Lodge. My success over the last five years is a direct result of the love and support from my fraternal and labor brothers and sisters in Illinois.

The obligations of a National Board member entail a great deal of travel to various FOP conferences across the country. As I traveled, I quickly learned that much of our national tension was a result of lack of communication and perhaps some long-standing grudges that simply needed to be put to bed. I also realized that I may have had some misconceptions as to the way other states operate.

Coming from a large state, I believed we did everything right. I believed we had the answers to every obstacle the FOP faced. As any rookie, I believed I possessed all the energy and all the answers to everything. What I came to learn was humbling. What I learned was there are many state and

I realized that I am such a better person today because of the sisters and brothers I have worked with over the years.

local lodges across our country that are very well run. I have witnessed exceptional participation at meetings where disagreements were respectfully resolved. I witnessed energy levels that far exceeded my expectations. And although I was identified as perhaps an opposing member of a specific camp



within the FOP, I was always welcomed with open arms.

My campaign speech on the floor of our Conference in 2019 had a resounding theme brought about from what I learned while on the campaign trail during 2018 and 2019. The FOP is many things to many people. As I observed through my travels, to some, the FOP is a union; to others, it is a legislative powerhouse; and to others still, a social/fraternal organization. And there is cross-over as well. In some parts of the country, all three things exist. In other locales, perhaps one or two of the attributes are present. But what I learned was that the dedication of leadership wherever I went was top-notch and committed to the interests of their membership. I was growing.

We often speak of fraternalism. However, what I witnessed in other states

Continued on page 22 >



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SERGEANT AT ARMS' MESSAGE

Continued from page 20 >

that I visited was true fraternalism, where it didn't matter from what part of the country you came from or from what camp you were identified with. You were treated with love and respect and oftentimes denied the opportunity to even pay your own way. As I reflect back upon those early days, I wonder if I was as fraternal to my brothers and sisters as I thought I was.

As I traveled, I learned and I grew. From California to North Carolina, Florida to Washington State and every stop in between, I was awed at the impact state and local lodges and their leadership made in the lives of their members as well as in the community. And I was humbled as I witnessed the adversity many of our leaders face day in and day out, with limited resources. I learned that honest and open dialogue resolved many issues, and the camps were starting to fade.

I have always prided myself as a consensus builder. As I traveled the country, I had that opportunity through my work with the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC). As many of you know, I passionately work on providing services to our members through CRI-TAC. As I was traveling and growing, I was seeing so much need for training, consultation, and policy and procedure assistance that it truly moved me to dedicate as much



time as possible to providing such services. To date, over 1,100 agencies across the country have been touched by CRI-TAC. In retrospect, I have touched over 1,100 agencies across this country and, in turn, hundreds of thousands of law enforcement officers.

As I looked at myself in the mirror on the morning of September 16 and reflected over the past six years, I realized that much around me had changed. Some for the good and some for the bad. Some support that I had relied upon for years was fading. Other support that I had gained over the years was expanding. Things were getting complicated, and I was truly challenged as to what to do. I love the work but hate the politics. It was then, as I looked at myself in the mirror,



that things became clear to me.

For as much that has changed around me, much more has changed within me. I realized that I am such a better person today because of the sisters and brothers I have worked with over the years. I am a better person because of the national leadership team that I have served with over the years. I am such a better person from the friendships I made within the FOP and outside the FOP. I realized that much of our disputes had faded. And I finally realized that I have accomplished much, and it was time for me to think about me.

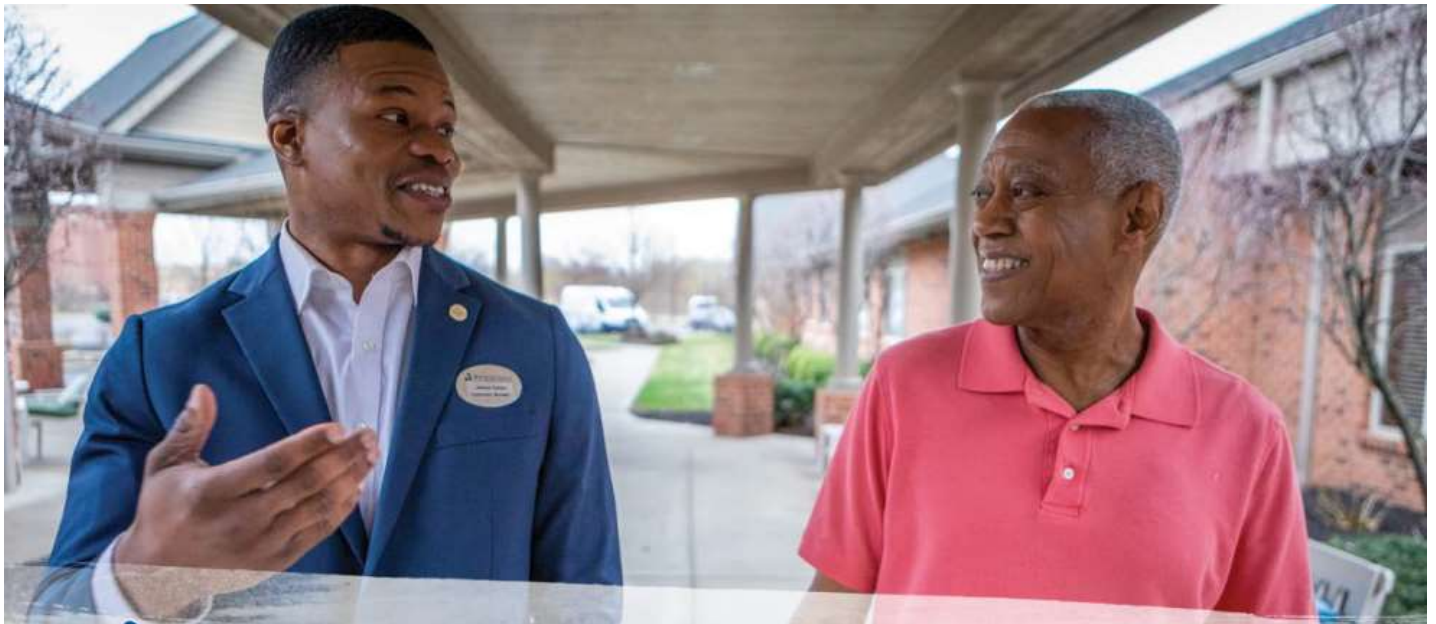
I value your friendship and fraternalism. I have a great deal of national projects underway, so I will continue to be very engaged up to our Biennial Conference. Afterward, I am looking forward to spending more time with family and friends. Life is short, and I am looking forward to enjoying it more. Thank you all for everything you have done for me.

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

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MEMBER SPOTLIGHT

Paul Sheldon

JIMMY HOLDERFIELD / NATIONAL SECRETARY
PAUL SHELDON / ARIZONA STATE LODGE
PRESIDENT

This month's Member Spotlight features a leader from Tucson, Arizona. He is extremely unique in that not only does he serve as the Arizona State Lodge president, but he is also the National trustee for Arizona. Only a few other individuals serve in these dual roles. He is passionate about his admiration of the FOP and its members.

Recently at the National Board of Trustees meeting in Houston, he delivered an informative report on the disastrous impact on all of us, but especially in Arizona, caused by the open southern borders. He emphasized the record-breaking fentanyl seizures, the increase in crime, and especially violent crime, and the surge of overdose deaths. He empathized with the demands on his members while nearly every agency continues to deal with recruiting and retention issues.

Brothers and sisters, I present to you Arizona State Lodge President Paul Sheldon. Here is his story, told in his own words.

My name is Paul Sheldon. I am currently a sergeant for the Tucson Police Department assigned as the supervisor for the Service Dog Unit. I have served with the Tucson P.D. for 23 years. Prior to becoming a police officer, I served seven years in the United States Marine Corps. I am married and have two adult sons. I come from an extremely diverse family, and that has certainly helped shape who I am as a cop, a person and a leader.

I first joined the FOP in 2000 after my first training officer explained to me the value of FOP membership. I was an inactive member for several years before I decided to "go all in" and become a leader in my local lodge. I began my leadership journey as the grievance chairman before moving up to the second vice president role. Shortly after, I was elected the lodge president, and before I even knew what



happened, I was elected to our State Board as vice president. Six months later, I was encouraged to seek the office of Arizona State president. I ran and was elected in 2020. Recently, the members re-elected me to another two-year term, and they also elected me to serve as our National trustee.

To say it is an honor to serve the 9,300 members of Arizona would be the understatement of my life. I have come to truly love the position and the work. I am excited to learn something new every day. I am especially proud of the monthly production of YouTube videos that help keep my membership informed of all the efforts being made on their behalf at the

state and national levels. I feel a sense of accomplishment every time we get a bill passed in the Legislature or swear in a new lodge. My goals for Arizona are to continue to grow our membership and build on the relationships we have already established with many of our officer associations.

One of my greatest moments in the FOP came during our last Police Week in Washington, D.C. As the National trustee for Arizona, it was my solemn duty to assist in the presentation of Medals of Honor to our survivor families. Particularly close to me was fallen DEA Special Agent Mike Garbo, who was murdered in Tucson while performing



a routine security check on an Amtrak train. It was a call I responded to. Being able to present his wife and daughter with those medals is a memory I will keep forever. I have attended the memorial service for several years, but to serve in the role as a medal presenter is an honor that I can barely explain properly.

I am excited to lead in my roles within the FOP. I am always willing to help where and when I can. As I get closer to my retirement, I plan to be involved as much as possible and for as long as the membership accepts my leadership. During the last legislative session, we were able to secure historic pay raises for our two state agencies and passed two new laws that directly affect every officer in the state.

The first assists officers in securing crime scenes and the second places restrictions on how long an agency has in conducting internal affairs investigations. It is in those moments that I am most proud of what the FOP does and the work we continue to do for positive change.

Every time I speak to a young officer about the FOP, the first thing I inform them of is our excellent benefits. The power of 365,000 members becomes obvious when you look at the benefits we provide that are simply unmatched. The next thing I educate them on is our presence in Washington, D.C. I have a "not-so-secret" connection in D.C., as my sister is the first-ever female U.S. senator for Arizona. We continually



discuss the influence the FOP has had on her both at the state and national levels during her political career.

If I were to have a "secret to my success," it is obvious, particularly for those who truly know me. My wife, Mo, is simply amazing. Her support and encouragement make even the hardest FOP days easy. She is usually able to join me during conferences, so if you wonder where I am, I'm probably with her. She does have back-up that only a few people know about, though. I have a "non-cop" best friend. His opinions and insight save me from falling into the "rabbit hole" of only knowing cops. He helps me stay grounded and helps me look at the things we do from a perspective that most people don't have. It is easy, quite frankly, to stay motivated and fight the good fight when you have a team of supporters like that. I owe all of who I am to them.

If you are considering getting more involved with the FOP, my advice is simple. Jump in! Jump in with both feet. Don't dabble ... it's too easy to quit that way. Get with your local lodge leadership and ask where they need help. I promise, they need help. Express your desire to get more involved. Seek out the trainings at the national level. Tag along at a National Board meeting. See the machine in action; it will excite you for the future.

Brothers and sisters, I am honored to be spotlighted this month. I will continue to work my hardest for the state of Arizona and for the FOP. I pray you all stay safe and continue to take care of each other! **FOP**



CALIFORNIA Congratulations, President Roger Hilton

After 22 years as president of the California Fraternal Order of Police, Roger Mayberry has stepped down. Past president Mayberry's legacy will live on for years to come. He brought the CA FOP from 2,000 members to where it is today — just under 17,000 members and growing. The coveted Lifetime Achievement Award, which is given to members who have dedicated their lives to the Order, was rightfully renamed the Roger Mayberry Lifetime Achievement Award.

His successor, President Roger Hilton, a member of Lodge #18, Association of Orange County Deputy Sheriffs (AOCDS), became a member of the FOP 19 years ago. He recently retired after 30-plus years in law enforcement, many of those years serving on his association and lodge board. He brings a wealth of knowledge in the labor arena, having

negotiated several contracts; is very well connected politically in Sacramento and Washington, D.C.; has responded to critical incidents for members; was a trustee on the AOCDS medical trust; and is an expert in retirement systems, having served as the safety member on the board of directors of the Orange County Employees Retirement System (OCERS) for nine years until he retired, and he will soon return to the OCERS board as the elected retiree board member.

Welcome, President Hilton. **FOP**



CA FOP President Roger Hilton

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TEXAS

Brother Brad Landes' Baptism

DAVID L. STEVENS / FLORIDA NATIONAL TRUSTEE

At the conclusion of the National FOP fall Board meeting in Dallas, Texas, we may have witnessed history. Earlier in the conference, our National Chaplain Rick Snyder had addressed the National trustees in attendance, and talked about how he had recently led officers to the Lord and what an amazing experience that has been for him personally.

Following his talk, Snyder was approached by National Recruitment Committee Chairman Brad Landes (Idaho), who asked him if he would baptize him. Brother Snyder was delighted by this request and asked him when he wanted to make this life-changing event happen. It was decided that 30 minutes after the close of business, Landes and Snyder would meet at the hotel pool. The announcement was made for all who wished to be a part of Landes' baptism to gather at the pool, and I can tell you, as someone who witnessed it, the response was amazing.

Baptism is an outward sign of an inward change, and Landes stood before more than 60 of his brothers and sisters and told us when and why he decided to give his life to Christ. Landes was then baptized in the presence of his peers, along with hotel

patrons who happened to be using the pool at the time. The reaction of those at the pool who did not know Landes was heart-lifting.

Landes' baptism was posted on social media by several of his brothers and sisters, and the response was tremendous. People from all over the country were touched, and I will share just a few of the comments posted:

Alabama National Trustee Jay King: "I love you, brother, and I am proud of you. You are a great man and I respect you so much! Thank you for your kindness, honesty and friendship."

Colorado National Trustee and National Trustees Chairman Rob Pride: "This was by far the most moving experience I've ever had at an FOP event. God bless you, brother, and thank you for letting us all be a part of your public declaration as a believer."

Bill Smith of Fort Myers, Florida: "Outstanding! What great news. Welcome to God's army, my brother. You have always had a servant's heart, so I would be lying if I didn't say I always saw Christ's love in you."

John Ferguson of Idaho: "God bless you for your public profession of faith. Amen, my Christian brother!"

Brother Landes: "Thank you to everyone for your kind words. It was a very special day for me and for



those who shared this special moment with me. God bless you all."

I want to say a special thank-you to Chaplain Snyder for his devotion to his position and to the brothers and sisters around this great country he serves. He is a true man of God, and his actions match his words. **FOP**



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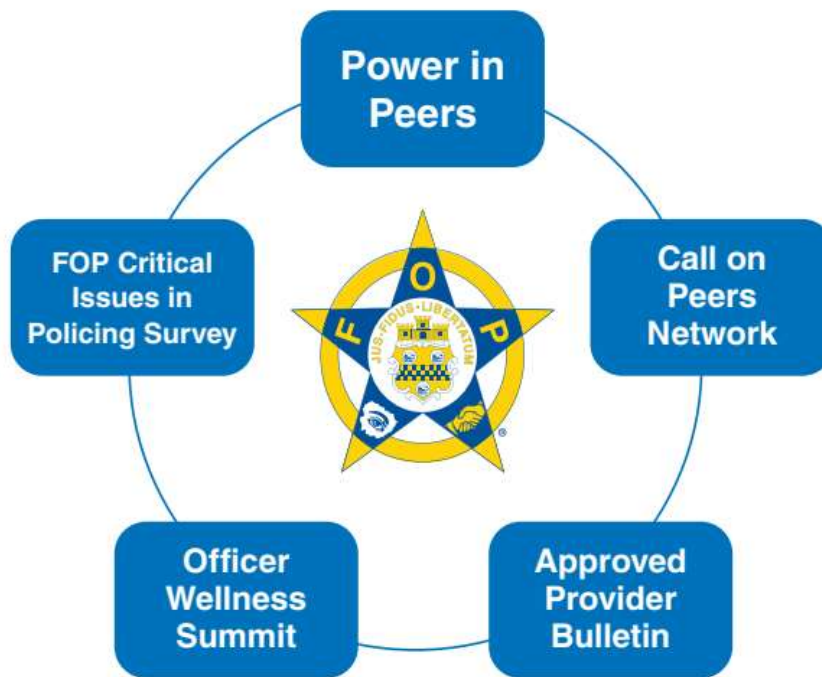
SHERRI MARTIN / DIRECTOR OF WELLNESS

At the recent fall meeting of the FOP National Board, held in Dallas, Texas, we shared with our leaders the progress of wellness programs being developed by the Division of Wellness Services. Our article in this month's *FOP Journal* provides updates on all things FOP Wellness for you, our members!

Since the inception of the Division in 2019, we have focused on building the best and most effective suite of wellness services for law enforcement members and their families. Based upon information we gathered from our members in the **2019 FOP/ NBC Survey of Police Officer Mental and Behavioral Health**, we learned that one cause of the stigma standing in the way of officers asking for help was a fear that the service provider might not understand the work and culture of a law enforcement officer. We on the FOP Officer Wellness Committee have certainly heard

horror stories of officers who did have the courage to seek the services of a professional mental health provider, only to find that the provider asked ridiculous questions or wasn't equipped to hear the stories shared by the officer. One such encounter could prevent an officer from ever seeking help again. But we know that there are good counselors out there!

The FOP Officer Wellness Committee has for several years been engaged in vetting all kinds of wellness services for law enforcement, from individual mental health professionals to inpatient treatment programs and wellness training courses to wellness products. We have developed standardized and transparent criteria for vetting each type of provider, and these standards have now been shared throughout the profession in the **FOP Wellness Provider Vetting Guide**. The guide provides clear direction about what to look for in a wellness provider or program that will ensure cultural competence in working with members of law enforcement and their families.



In a few short weeks, the FOP will launch the **Approved Provider Bulletin** website, which will serve as a guide for members of law enforcement to locate culturally competent wellness providers. Each provider listed within the site has been fully vetted by the National Officer Wellness Committee to ensure that they meet the established standards contained in our vetting guide. The site will contain an interactive pin map that will allow users to locate services within any geographic area and identify them by type of services provided. As the Committee vets providers on a continuous basis, we have over 100 providers in waiting to be vetted, so the number of services provided within the site is expected to continue to grow. As always, if you are familiar with a great provider in your area, but don't see them within the Approved Provider Bulletin, please let us know about them!

We have completed the construction of the newest curriculum in law enforcement peer support, **Power in Peers**. Built via a cooperative agreement with the United States Department of Justice's COPS Office, Power in Peers provides an updated and modern model of peer support training for law enforcement and is expected to become the national standard in peer support training. After review by the Department of Justice, the course is due to be piloted

in "train-the-trainer" format in three geographic locations around the country, and then rolled out nationwide. The course content covers all aspects of peer support work, including post-critical incident support and support during other struggles and stressors common to law enforcement. It will be open to our retired members as well! We look forward to bringing Power in Peers to an area near you in the new year!

As we train members around the country to become supporting peer

and networking for supporting peer mentors around the U.S. As supporting peer mentors become certified in Power in Peers, they will have additional opportunities to connect with the providers and programs contained in our Approved Provider Bulletin, further strengthening the ties between assisted peers and competent professional services.

Speaking of training, planning is underway for the **2023 FOP Officer Wellness Summit**, to be held January 30–31, 2023, in Nashville, Tennessee.



mentors, we plan to build a nationwide network among them, enhancing the work they do, and providing the opportunity for members in need to consult with a trained peer next door, or on the other side of country. This **Call on Peers** network will provide opportunities for further training

Our Committee has once again brought together a robust program filled with various seminars and presentations in all areas of wellness, and we look forward to hosting this event. The Wellness Summit consists not only of

WELLNESS

Continued from page 31 >

your choice of over 12 seminars on various wellness topics, but will also provide opportunities to hear from experts in the field. They will share tips for developing and improving wellness programs in your area and within your life. The Wellness Summit also provides opportunities for learning new wellness practices, including optional physical fitness sessions where you can try your hand at what could become a new healthy habit! We look forward to seeing you in Nashville in January!

As we begin to look with anticipation toward our 66th Biennial National Conference in Las Vegas, Nevada, we are excited to soon begin development of the second **FOP Biennial Critical Issues in Policing Survey**. As we have spent the previous few months pouring over the data gathered in last year's survey, we have been able to provide important information regarding the well-being of our nation's law enforcement officers. We have presented findings of the

survey in national publications and at various law enforcement conferences, solidifying the National Fraternal Order of Police as the voice of law

Power in Peers provides an updated and modern model of peer support training for law enforcement and is expected to become the national standard in peer support training.

enforcement. With data from the survey, we have been able to examine the impact that anti-police rhetoric and calls for defunding have had on the morale and well-being of our officers.

We have been able to talk about how although officers feel that there has never been a more dangerous time to be a police officer in this country, it has not diminished officers' willingness to go out into their communities and try to solve problems. We can speak with confidence and data regarding where and how officers seek support, providing evidence from those doing the job and sharing that peer support remains the most useful support service available to them. The importance of gathering the data to back these claims cannot be understated, and we wholeheartedly thank you, our members, for responding to the **2021 FOP Biennial Critical Issues in Policing Survey**. We look forward to continuing to share your voices throughout the profession as we work toward a culture of caring for our officers and their families. **FOP**

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Our four plans give you access to many benefits and programs, at no extra cost. Aetna offers you:

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- Nurses you can talk to 24/7
- Health and wellness programs

All four Medicare Advantage PPO plans have what we call an extended service area. This means you can see any licensed provider eligible to receive Medicare payment who is willing to accept your Aetna plan. Aetna has a large, nationwide network of providers, but you'll pay the same cost whether your doctor is in or out of network.

Members can select an FOP Aetna Medicare Advantage PPO plan from **October 15 to December 7, 2022**. If you choose to enroll, your new plan will begin on January 1, 2023. If you have Medicare coverage through a former employer or a trust, check with your benefits team to see if an Aetna Medicare Advantage plan is an option for you.

There are several ways you can find out more about our Aetna Medicare Advantage PPO plans:

- Go to **FOP.AetnaMedicare.com** to see full plan details.
- Speak with a live member services advocate at **(866) 246-8060 (TTY: 711)**, Monday–Friday, 8 a.m. to 8 p.m. ET. Just tell the representative you want more information about the FOP plans. **FOP**



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*.





NATIONAL FRATERNAL ORDER OF POLICE

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Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health: Shatterproof Program

Deerfield Beach, FL

fherehab.com/services/first-responders

First Responder Wellness by Simple Recovery

Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program

Havre de Grace, MD

harborofgracerecovery.com/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

Wellness Products

CordicoShield

cordico.com/shield

TIAG mResilience

tiag.net/innovations/mresilience

Lighthouse Health & Wellness

lighthousehw.org

Wellness Training Programs

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Top Priority Update: House Ways and Means Marks Up H.R. 82!



We previously reported efforts by House leadership to change its rules in what appeared to be an effort to block H.R. 82, the Social Security Fairness Act, from being added to the Consensus Calendar. The FOP quickly pushed back on the change and the House reversed itself the very next day. Now, the leadership of the House Committee on Ways and Means — once again to keep this legislation from reaching the floor for a vote — has marked up and favorably reported H.R. 82 without recommendation.

While this does mean that the bill is pending before the House, it cannot be added to the Consensus Calendar and will not be automatically brought to the floor. Our recourse at this time is to bring as much pressure as we can on House leadership to schedule the bill for floor action. However, from remarks made by members of the Ways and Means Committee during the hearing, the mark-up and passage of H.R. 82 was simply to “buy time” for members to reach consensus on a larger Social Security reform measure — not to vote on H.R. 82 as reported.

The FOP will be engaged with congressional staff during the pre-election recess to get this bill on a path to pass the House on its own or as part of a larger package — but time is running out and further action on this issue is very unlikely.

Five FOP-Supported Bills Pending Before the House

Prior to the August recess, the Senate passed five police-related bills, all by unanimous consent. These bills are pending before the House of Representatives for consideration:

- S. 1046, the Residential Substance Use Disorder

Just the Facts:

» H.R. 82, the Social Security Fairness Act, was favorably reported without recommendation by the House Ways and Means Committee. The bill is pending before the House, but it cannot be added to the Consensus Calendar and will not be automatically brought to the floor. The FOP is bringing as much pressure as it can on House leadership to schedule the bill for floor action, and will remain engaged with congressional staff to get this bill on a path to pass the House on its own or as part of a larger package. In other news, there are five FOP-supported bills pending before the House and four pending before the Senate. It is likely that many of these bills will be considered in their respective houses following the midterm elections in November.

Treatment Act, which would expand access to important substance use treatments in jails and prisons around the country, and help those exiting correctional facilities continue their treatment in the community.

- S. 2151, the Strong Communities Act, which would build on the community policing model by establishing a grant program for local law enforcement agencies to assist in recruiting officers from their own community.
- S. 3860, the Invest to Protect Act, which would establish a grant program, administered by the Community Oriented Policing Services (COPS) Office, that would be used for the training of officers from police departments that employ fewer than 200 law enforcement officers.
- S. 4003, the Law Enforcement De-Escalation Training Act, which would provide \$70 million in annual grant funding from the Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) to

state and local law enforcement agencies to train officers in de-escalation tactics and alternatives to the use of force.

- S. 4007, the Fighting Post-Traumatic Stress Disorder Act, which would direct the U.S. Department of Justice to develop a treatment program for public safety officers experiencing acute stress disorder or post-traumatic stress disorder (PTSD).

The FOP is engaged with House leadership and the leadership of the House Committee on the Judiciary to get these bills considered on the floor. We are hopeful that there will be some action prior to the pre-election recess, but it is more likely that some or all of these issues will be addressed after the November elections.

Four FOP-Supported Bills Pending Before the Senate

Before the August recess, the House adopted these four bills, which are now pending before the Senate:

- H.R. 263, the Big Cat Public Safety Act, which would

Continued on page 42 >



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Top Priorities in Brief

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

House: 299 co-sponsors (208 D, 91 R)

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

Urge Congress to pass it:

<http://tinyurl.com/yc84zf3m>

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

House: 103 co-sponsors (78 D, 25 R)

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

Urge Congress to pass it:

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

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

House: 34 co-sponsors (24 D, 10 R)

Urge Congress to pass it:

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

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

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

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:

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

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

House: 89 co-sponsors (8 D, 81 R)

Senate: 23 co-sponsors (23 R)

Urge Congress to pass it:

<http://tinyurl.com/mvursja>

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

WASHINGTON REPORT

Continued from page 40 >

strengthen existing restrictions on the possession and exhibition of big cats, including restricting direct contact between the public and these animals.

- H.R. 521, the First Responder Fair Return for Employees on Their Initial Retirement Earned (RETIRE) Act, which would allow federal law enforcement officers who were severely injured in the line of duty to maintain their 6(c) early retirement if they take a civil service position after their injury.
- H.R. 1260, the Bipartisan Solution to Cyclical Violence Act, which would allow HHS to select existing violence prevention or intervention programs administered by state and local trauma centers to receive federal grants to expand existing programs, study the effectiveness of those programs and examine their impacts on reincarceration and readmittance rates.
- H.R. 6538, the Active Shooter Alert Act, which would establish a national coordinator within the U.S. Department of Justice to establish and administer an Active Shooter Alert Communications Network.

The Senate Committee on Homeland Security and Governmental Affairs considered and favorably reported S. 129, which is the Senate companion bill to the Fair RETIRE Act. We have been told that this legislation may move by unanimous consent before the midterm elections. The remaining bills may be considered following the elections.

Get Engaged!

We encourage all FOP members to regularly visit our social media pages, as the daily posts inform not only our members on the current issues facing law enforcement, but the general public as well. With our social media outreach, we hope to better educate them on the current situation for the

brave men and women who suit up and show up every day to serve and protect. We ask every lodge, every member and every citizen who supports law enforcement officers to follow the National FOP on:

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

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

Finally, the **National FOP's Weekly Update** is a valuable tool for members and local lodges to stay informed on the legislation important to law enforcement, and a great way to keep up to date on what the National FOP is doing for you in Washington. If you have not yet done so, please be sure to sign up for the National FOP's **Washington Watch: Legislative Update**. This one-of-a-kind weekly update is sent out every Friday via email, posted in the NFOP mobile app and shared on our social media platforms. To sign up to receive the update via email, please visit tinyurl.com/24fzcbzs.

Tune in to the Blue View Podcast!

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

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

2022 Model Questionnaire Is Now Available!

The Government and Media Affairs Center (GMAC) staff developed a model questionnaire to assist state and local lodges in evaluating federal candidates for the United States Congress in the 2022 election cycle (see tinyurl.com/cse4m9w3). The questions draw from issues being actively lobbied by the National FOP in Washington, D.C., and include all our top legislative priorities.

It is particularly important for

the state and local lodges to endorse candidates who support our top-priority items and to publicly oppose those candidates who do not. The success of the National Legislative Program depends on having an active grassroots base and electing lawmakers who support our pro-law-enforcement agenda.

The PAC Needs Your Support!

The FOP's GMAC is the most reliable, effective and impactful law enforcement advocacy operation in Washington, D.C. When Congress or an administration, regardless of party, is looking to engage meaningfully on criminal justice or law enforcement issues, they seek out the FOP as a partner. We are known and trusted to fight for the interests of our members, which makes the FOP a vital ally on policing and criminal justice issues.

With midterm elections just one month away, the National Fraternal Order of Police Political Action Committee (NFOP PAC) will play an important role in our advocacy program. By supporting candidates

who support our members and our profession, we are effectively representing our members on Capitol Hill. Given the importance of the PAC, it is vital that the PAC is as well-funded as possible. Our PAC is very much depleted from the previous election cycle, and we really need our members to step up and contribute to ensure that the next Congress will continue to have members who will fight for them. One lodge, in particular, the Long Beach Police Officers' Association, raises over \$1,000 per month for the PAC. And this is just one lodge! If lodges nationwide were to follow their lead, the NFOP PAC would have the resources it needs to make a nationwide impact.

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

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

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

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

To donate online, please visit tinyurl.com/3xzuk9cz. 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 Ave. 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 GMAC at (202) 547-8189 or email 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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The Hard Truth of Estate Planning

When we finally decide to sit and write down our wishes regarding the distribution of our assets, the first question that we ask is “how?” If we are married, our natural inclination is to direct that all our assets will go to our spouse upon our passing. However, if we have children from a prior marriage, we also need to determine if we should provide for them in addition to our current spouse. A variety of decisions need to be made when writing the script of our estate plan.

Most individuals believe that all we need is a will. After all, this is what Hollywood taught us: all the family members gather for the reading of the will in the lawyer’s office, sitting in oversized chairs, amid dark wood paneling with shelves filled with old law books. Unfortunately, this is far from the truth. There is no reading of the will. Most importantly, the most crucial estate planning document you may need might not even be a will, but rather a trust.

A trust provides for an orderly distribution of assets. The administration of a trust is a private matter. It does not require opening a probate case or estate administration proceeding in probate court. All actions filed in probate court are public documents that would be open to inspection by anyone. Detailed information of assets of the estate, including fair market values, and distributions to beneficiaries (with names and addresses) are easily discoverable in the court documents. In contrast, a trust does not need to be filed anywhere. The terms and distributions of a trust are known only to the trustee and beneficiaries.

When making estate planning decisions, we need to ask ourselves

Just the Facts:

» Most individuals believe that all they need is a will; however, the most crucial estate planning document they may need might not even be that, but rather a trust, which provides for an orderly distribution of assets. When making estate planning decisions, individuals need to ask themselves tough questions about their personal wishes and the makeup of their beneficiaries, including who is to receive their assets, how and when beneficiaries are to receive their inheritance and how much is to be allocated to each beneficiary.

hard questions about our personal wishes and the makeup of our beneficiaries:

1. If we are in a second or subsequent marriage, do we direct that all our assets pass on to our surviving spouse or do we allocate a portion to our children of a prior marriage?

The terms and distributions of a trust are known only to the trustee and beneficiaries.

2. Should our beneficiaries receive their inheritance outright or through a period of time under stated conditions? We may not be too inclined to direct an outright distribution to a beneficiary if it is known that our child is (1) suffering from any debilitating physical, mental, emotional or other

condition that might adversely affect his or her ability to manage, invest and conserve property of the value that would be distributed to him or her, (2) is at such time, or previously has been, a substantial user of or addicted to a substance the use of which might adversely affect such child’s ability to manage, invest and conserve property, (3) has demonstrated financial instability and/or an inability to manage, invest and conserve his or her property, (4) is going through a period of emotional, marital or other stress that might affect his or her ability to manage, invest and conserve property, and/or (5) is or has been under the influence of one or more individuals or organizations who or which in the opinion of the trustee may successfully endeavor to induce him or her to part with such property. These are facts we need to weigh in order to determine if it is in the best interest of our beneficiaries to receive a potentially substantial amount of money. Or would they be better served if their inheritance is distributed to

them in accordance with the trustee's discretion, depending on circumstances then existing at the time of distribution?

3. Should we direct that our children receive inheritance in equal shares even if we are fully aware that one may need financial assistance while one may not? One child is a brain surgeon while the other is living paycheck to paycheck. The emotional issue at play may be whether we are penalizing the child who did good for himself/herself and rewarding the child who may not have applied himself/herself although getting the same opportunities as his/her siblings. Does it reflect a lesser love and affection when we allocate a lesser percentage to one child who may need more financial assistance over another child?

These are just some questions to ask ourselves when we are deciding on the amount and manner of the



distribution of our estate. There is no right or wrong answer. It is personal to each one of us, and the most important thing is to do something — now.

This material has been prepared for informational purposes only and is not intended to provide, and should not be relied on for, legal advice. This material does not represent any recommendations or advice on behalf of the National Fraternal Order of Police. You should consult your own legal advisor before engaging in any estate planning. **FOP**

FOP GENERAL COUNSEL

500 South Front Street,
Suite 1200
Columbus, Ohio 43215

Phone: (614) 229-4567

Cell: (614) 581-1125

Email: ljames@cbjlawyers.com,
ebower@cbjlawyers.com

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New Retired Law Enforcement Concealed Carry Legal Defense Coverage

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

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

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

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

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

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

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

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



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Labor Services: A History

Beginning with its establishment in 2001, Labor Services' primary goal has always been to ensure that every law enforcement officer in our nation has the right to collectively bargain with their employer, with an FOP labor entity as the bargaining agent. What does that mean? It means that since 2001, Labor Services has been dedicated to providing the men and women in our lodges with top-notch collective bargaining advocates, resources and tools. Since the Division's inception, it was apparent that providing these offerings under the National FOP provided the best structure for ease of delivery and continuity of service. Instead of making FOP members search for labor advocates in their area, we decided to bring the advocates directly to the FOP members in a way where the foundation was already laid.

The early stages of Labor Services consisted of only one labor specialist with minimal staff; however, it was evident that our members were going to need more.

Just the Facts:

» Labor Services was established in 2001 with the goal of providing law enforcement officers nationwide with top-notch collective bargaining advocates, resources and tools. Since then, Labor Services has grown to comprise 10 full-time labor specialists located throughout the country, full-time in-house labor counsel and multiple administrative employees. Labor Services also offers annual opportunities for education and training, including November's Collective Bargaining Seminar in Las Vegas.

With the support and assistance of both the National FOP Labor Committee and the Executive Board, we were able to expand rapidly to ensure quality representation to all units that wished to come on board. Since then, we have grown to 10 labor specialists located throughout the country, including those who specialize in federal representation. In addition to our labor specialists, we have also expanded to include full-time in-house labor counsel, multiple administrative employees to help with

members' day-to-day questions and running of operations, research assistance, wage and compatibility analysis, and hands-on educational opportunities.

As part of Labor Services' expansion over the years, we have come to offer annual opportunities for both collective bargaining education and training. This November, we will hold our Collective Bargaining Seminar in Las Vegas, Nevada. The Seminar spans the course of four days and offers hands-on training for those who are new to collective bargaining, as well as providing a great refresher for experienced negotiators. Because the Division understands the importance of knowing what negotiations are like prior to sitting at the table, attendees will be supported by experienced NFOP negotiators and will engage in using actual bargaining techniques and strategies. We encourage all individuals who need or want to learn the bargaining process to attend.

Labor Services believes in expanding with both our members' needs and the times. We understand that what may not be a priority one year may be a substantial priority the next. As a result, we vow to always reassess where we are and what we can be doing better to serve you. If you are interested in learning more about our services and/or educational opportunities, please contact labor@fop.net. **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.



NEW NATIONAL FRATERNAL ORDER OF POLICE RECRUITMENT BROCHURE

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

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

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