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FROM THE DESK OF THE CEO

I haven't always been a CEO. My 5.11 story began as one of the company's original product engineers. Back then, our mission was to innovate, and years later, it still is. We are committed to building answers for the future, solving a problem before customers even know one exists. Our biggest successes have never been seen by the general public because we design products that address agency challenges that need unique solutions.

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Francisco J. Morales
CEO, 5.11® Inc.

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Enhancing the Auxiliary Experience for Our
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Major Communications Advancements in 2021

The year 2020 has been anything but uneventful. From COVID-19 to the complete shutdowns in virtually every country, from eight minutes and 46 seconds on a street in Minneapolis that sparked civil unrest across the globe to calls for the defunding of policing in America, from record hurricanes to wildfires ... the only constant in 2020 has been the ever-changing challenges we have faced. Add to this a highly contentious presidential election and it becomes evident that our members are being pushed to the limits. Yet, with all this adversity, America's peace officers have constantly shown their resiliency, professionalism and vitality to the stability of our great nation.

Speaking with one voice, our media team set the bar high for representing our noble profession. Of the 11 largest police representative organizations mentioned in news coverage, the Fraternal Order of Police was mentioned in 70% of listings. As the oldest and largest police organization in the country, there is no doubt we are effectively casting the loudest and largest voice on issues that matter most to our members.

Beyond representing our members in the public eye, we created a grassroots tool kit to empower all 2,180 local lodges across America. This will undoubtedly amplify our already dominant voice. Adding this tool kit to

List of the Top 11 National Law Enforcement Organizations

Ranked by Number of Media Mentions

Law Enforcement Organizations	Media Mentions (May 11 - November 1)
FRATERNAL ORDER OF POLICE	30,099
Police Executive Research Forum	4,989
National Association of Police Organizations	2,958
International Association of Chiefs of Police	4,402
International Brotherhood of Police Officers	2,130
Major Cities Chiefs Association	1,845
National Organization of Black Law Enforcement Executives	2,103
Federal Law Enforcement Officers Association	1,028
International Union of Police Associations	854
National Sheriff's Association	136
National Troopers Coalition	37

This report was compiled by the Fraternal Order of Police's Copline. It uses only data from the top 11 largest police organizations. The report does not include any data from other police organizations. The number of media mentions for each organization was counted during the date range shown above.

our already robust social media presence and member app — where we have seen explosive growth — and our various new avenues of video messaging has allowed us to make significant headway, which is something I am proud of. This is reflected in our growth these past 14 months.

As efficient as we have been in our external communications, we have struggled to overcome a challenge that has always plagued our organization: communicating efficiently with our members because our existing platforms were unable to keep up with the rapidly changing climate. Our deadlines and production times meant our messaging was embarrassingly behind the currents and our website was often outdated: far from efficient. This, however, is about to drastically change.



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

I am pleased to announce that we will start 2021 with a more efficient, timely and robust communication portfolio. We will begin by launching the new FOP website at the conclusion of 2020, launching a new member benefits website that will make all of those great FOP-negotiated benefits available at your fingertips in an instant, continuing regular features of *FOP.TV* on demand that will cover up-to-date and relevant topics to our profession and organization, and a new, enhanced, expanded and electronic National *FOP Journal* that will now be delivered on a monthly basis rather than quarterly.

Moving away from the quarterly issue to a monthly electronic format will make our headlines more compressed, our messaging more current, our frequency of issues greater and will give us the ability to expand from the traditional 36-page print issue to 80 pages of digital information that will keep you informed and excited about all things FOP!

We hope you are as excited about these new developments as we are. Important and up-to-date information is crucial to ensuring we continue to efficiently communicate. To ensure you never miss an issue of the *FOP Journal*, it is crucial that we have your current email address on file. Please take the opportunity to register your email address at FOPConnect.com now, before we launch the new *Journal*, so that you never miss a crucial update! **FOP**

The Violence Continues — Watch Each Other's Backs

If it seems like not a day passes without you seeing in the news that another police officer was shot in the United States, you are right. There has been a police officer shot every 28 hours this year. That's 255 as of November 1. Forty officers made the ultimate sacrifice as a result of that gunfire. Far too many of our brothers and sisters have been taken from us and far too many families have been left devastated. While some politicians and news media pundits stop at nothing to make the American public believe there is no war on police officers, the statistics and facts tell a very different story.

In the last two years, we have seen more than a 26% increase in police officers being shot. The current numbers show that this deadly trend is not slowing down. In fact, it is getting worse — it's completely out of hand! I will always express hope that things will get better, that violence against us will decrease. But let's face reality: Until the inflammatory rhetoric against us subsides — who knows when that will be? — this trend is likely to continue, possibly at an even greater pace. The FOP will continue to provide a strong voice for every man and woman who puts a uniform on across this country. We will push back on the rhetoric and false narratives in every medium at our disposal, because we know the lives of our brothers and sisters hang in the balance.

You would think it would be an easy thing for elected officials, community leaders and talking heads to condemn violence against law enforcement officers. But time and again, people pass the buck. They refuse to call out individuals and terrorists who openly chant for our deaths in the streets in our cities and towns. I say all of this not to discourage you, because after all, we are the only thing holding the line between criminals and the good, hardworking people of our communities. Rather, I want to keep you informed of what is going on nationwide and remind you, now more than ever, to watch each other's backs.

At the time of this writing, Vice President Biden has been declared the winner of the 2020 presidential election. Obviously, there will be legal challenges from President Trump that will continue for some time. Based on what we know now, if Biden maintains his win, it will be interesting to see if he will once again embrace police officers as he did years ago or stray further from law enforcement. In my humble opinion, regardless of the outcome, the die has been cast and the attacks on our profession and the violence against us will not relent. It has become far too lucrative for certain groups and politically expedient for others. It is incumbent upon us to look out for one another and back each other up. Make sure to provide backup on calls even

if they seem routine: traffic stops, on-views, whatever it is. We need to be there for one another because that is all we have left. Every single one of you needs to go home to the family that loves you. Unfortunately, the reality is that we will add more names to the memorial. We will never forget the sacrifices of the brave men and women who fall, but it is incumbent upon all of us to do our very best to protect each other.

Be safe out there, and if you need anything, I am only a phone call, text, email, Facebook or Twitter direct message (@JoeGamaldi), or message on our free National FOP mobile app (download from the Apple App or Google Play stores, search "NFOP") away. **FOP**



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

NEED SOMEONE TO TALK TO?



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

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

COPLINE is strictly confidential.

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

CALL: (800) COP-LINE (267-5463)

ATTENTION RETIRED OFFICERS

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

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

Reflecting and Looking Ahead



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

Brothers and Sisters, I pray this message finds you and your family well. As I write this article, I reflect on the most troubling year (2020) we have ever lived through. Just when we thought the COVID-19 pandemic was finally subsiding, a new wave of cases has plagued our country. This virus has disrupted our way of life and the way we do business. The new normal is Zoom meetings and teleconferences. Who would have ever imagined State Lodges canceling their conferences because of local restrictions or the fear of our members contracting the disease? The civil unrest in our streets has been unprecedented and we, as law enforcement officers, have been the target. Many of our brothers and sisters have been injured and some have even been killed by the so-called "peaceful" demonstrators. Several of our FOP attorneys have been victimized with death threats and destruction to their offices simply for representing our members. We have come under attack in some of our various state Houses, which have been stripping us of our protections and liberties and eliminating probable cause tools that aid us in the apprehension of criminals. Some of these same legislators grandstand over police reform and the need for alternative tactics for enforcement actions, yet they fail to address those who commit acts of criminality. Additional training is welcomed. In my 35 years as a professional law enforcement officer, I have received thousands of hours of training, from basic to in-service to advanced. I am sure that you have too, and it has enabled us to be better protectors of our communities. But what about those with a lawlessness attitude who have no respect for life or property or the rule of law? Maybe it's time they should receive some training on how to function within a free society and respect the property and rights of others. Just my thoughts.

The presidential election is still being sorted out at the time of this writing. One thing is for sure: just about every state is under scrutiny for how they conduct elections. I am sure that reforms are forthcoming and hopefully the system will be improved. In any case, I am proud of your efforts at the local and state levels. You worked hard for our FOP-endorsed candidates, and we had many major gains at the local, state and federal levels. Already your National Legislative Office, in concert with our local and state lodge leaderships, is reaffirming our established relationships and creating new ones with the newly elected representatives. This is key to our success, and we must do our part to continue with our fundamental mission of the Order, which is to improve working conditions, pay, benefits and job protections for our members.

There is growing support of citizen review boards around our country. Several municipalities have gone so far as empowering these boards with subpoena power and the ability to discipline, including termination. What is perplexing to me is, how does a citizen become an expert in law enforcement tactics, policy and procedures without having been trained in our noble profession? Now, I have no major issue with an oversight committee made up of peers and command staff, provided that there are safeguards in place, but at least the oversight is made up of fellow colleagues who have similar training and expertise. Most professions — attorneys, doctors, construction trades and even hair stylists — have local and/or state review boards. But when you look at the makeup of those boards, the members are from the same discipline of those who they are reviewing. I recently checked the State of Florida webpage on professional boards, and what I learned is that the professional boards do have one or two citizens (consumers) who

are not from the same discipline as those being reviewed. This only makes sense to me. I am handy at home and at the office, doing minor repairs such as putting up a new ceiling fan or putting in a USB electrical outlet, but does that make me an electrician? No. An electrician goes to training school for a year or more. He/she must study electrical theory and a certain amount of engineering to determine the right size wire to use on a circuit. He/she must understand mathematics and physics and be able to calculate the load, amperage and wattage needed to safely wire a house or business. He/she must show knowledge proficiency by passing exams and eventually receiving certification. And then, he/she must work as an apprentice and journeyman before ever being qualified to be a master electrician. My point is, I am not qualified to critique the work an electrician does since I have not been trained in that field. How can a citizen critique the work we do, since most of their knowledge comes from what they see in the movies, on TV, from the internet or their own negative encounter with law enforcement?

This is the last print edition of the National FOP Journal. We have devised a new modern electronic version that will contain more information and will be published monthly. Your Grand Lodge will save a tremendous amount of costs with the new electronic format and you will benefit by getting timely information that you can use immediately. Please pass the word to your brothers and sisters and let them know that we need their email addresses for continued information. My office will even provide them with their own personalized FOP email address if they will simply contact Matthew Phillips at mphillips@fop.net.

In closing, I wish you and your family a merry Christmas and happy holidays. Be safe out there, and I look forward to seeing you soon. **FOP**

Legal Defense Coverage



// WRITE TO US! If you have further questions, contact Tom Pinotta at tomfop@aol.com.

CAN YOU IMAGINE YOURSELF OR YOUR LODGE HAVING TO DEFEND YOU AGAINST ALLEGATIONS STEMMING FROM INCIDENTS THAT OCCURRED WHILE YOU WERE DOING YOUR JOB?

employment? We understand it, we have experienced it, and we have defended them for the last 25 years. The plan has serviced over 35,000 claims and paid out over \$85 million in legal fees over the life of the plan. Ask yourself this: **Can you afford not to have coverage or protection considering the frequency, severity and cost as these allegations and incidents continue to rise?** Before selecting a non-FOP-sponsored legal defense coverage, consider the benefits of the Legal Defense Plan:

- Sponsored by the Fraternal Order of Police Grand Lodge
- Operated by the FOP Legal Plan, Inc.
- Protecting thousands of FOP members since 1995, currently over 100,000 participants strong
- Designed specifically for law enforcement officers
- Affordable, comprehensive and responsive duty-related legal defense coverage
- No limits on coverage for administrative, civil and criminal allegations stemming from incidents that occurred while you were doing your job? Can you imagine the emotional roller coaster one faces when allegations or, even worse, charges are brought against you for what you might have considered to be actions while in the scope of

- Coverage appeals and plan management is controlled by an FOP Board of Trustees, not an insurance company or outside organization
- Financial and professional security during a time of intense public scrutiny of police officers
- Relieves the stress and financial burden of a lengthy legal defense battle
- Supported by a strong organization sending a message of a strong defense

COSTS

New annual pricing: Based on the most recent actuarial analysis, claim activity and with the best interest of the plan in mind, the Board has implemented the following prices effective January 1, 2019. These prices will go into effect for current plan participants on their annual renewal date after January 1.

- **Group Full Coverage (ABC):** \$300/annual
- **Individual Full Coverage (ABC):** \$310/annual
- **Group Civil/Criminal Coverage (BC):** \$64/annual
- **Individual Civil/Criminal Coverage (BC):** \$68/annual

For more information about the plan, visit the webpage at www.foplegal.com or contact Hyland (enrollment administrator) at (800) 341-6038. **FOP**

Membership in the FOP Is an Honor and a Privilege



// **WRITE TO US!** If you have further questions, contact Les Neri at lneri@fop.com.

As this will be the last issue of our *Journal* in its current print format, I thought it might be a good time to reflect back to when it all began. Our founding Grand Lodge president, Delbert H. Nagle, gave the following description of the FOP's purpose in an article that appeared in the very first issue of this publication:

"The Fraternal Order of Police was organized at Pittsburgh, Pennsylvania, May 14, 1915, its object being to unite in order to better existing conditions of policemen, to create harmony and social welfare among all its members, to weld together a feeling of friendship whereby

each will be ready to render assistance to a brother in time of sickness or distress, to be fair and truthful in all their dealings with their fellow man, to teach and practice that which is honorably and just. To ever bear in mind that intelligence, industry and moral worth is the true standard of greatness, to promote the facilities of mutual interchange of thought, whereby the ideas, information and experience of each becomes common to all, resulting in a higher development of our intellectual, moral and social faculties that enable us to share in the gains and honors of advancing civilization, to hold sacred

the trust and confidence placed in them by those whose lives and property it is their duty to safeguard, to instill efficiency and discipline into the minds of the men in whose hands lies the happiness and welfare of a nation."

We must always remember that membership in the FOP is an honor and a privilege. It is exclusively and solely reserved for those who protect and serve, who put themselves in harm's way defending and protecting their communities and who hold the thin blue line that separates a peaceful society from those who would do evil — even when it costs them their lives to do so. **FOP**

Are You a Good Member?



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

What makes a good member? Has the definition of a good member changed over time? Is it important to be a good member, or can that change over time based on circumstances? I guess we all have our own definition of what it is to be a good member. I will offer you mine.

I believe a good member of any organization is the person who realizes that there are certain obligations to membership. It's easy to pay dues, sit at home or at work and Monday-morning quarterback everything your FOP does. It is much more difficult to actively participate in

lodge meetings, deliberations and decision-making. That is much riskier because with such participation comes the scrutiny of those who sit back and Monday-morning quarterback. And none of us gets it right 100% of the time, so some of that ridicule may be warranted because mistakes are made. But I will offer you this: If you don't participate, you don't count.

Our lives are complex and often we have other obligations that rise above those of FOP membership. Family, church and work are also obligations that we all lovingly participate in, and we must also maintain balance in our lives. So there will be times

when you must relinquish your FOP participatory obligation to others, which is perfectly all right as long as you relinquish your criticisms of the decision-making process as well. I believe a good member actively participates or supports those who have stepped up to do so.

As with any life experience, there are ebbs and flows, ups and downs, good times and bad. There will be times when you will be totally involved in lodge business and times when you will need to take a back seat. We are all in this together, and as long as we all support one another, I believe we are good members. **FOP**

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2020 FOP Member of the Year: Steve Zona

Steve Zona began his law enforcement career with the Jacksonville Beach Police Department in 1988, serving as a patrol officer until 1990. In 1990, he joined the Jacksonville Sheriff's Office, serving as a patrol officer and then sergeant over the K-9, sex crimes, robbery and homicide units until his retirement in 2016.

Steve became a member of Jacksonville Consolidated Lodge 5-30 in 1990. He was elected lodge secretary in 2013 and lodge president in 2015, a position he still holds today. He also serves on the Florida State Lodge Legislative Committee and the National FOP Urban Policing Committee and is the Florida State Lodge District 2 director. As president, he has helped pass legislation for PTSD, corrections LEOSA and officer rights in the Florida Legislature. He also negotiated a 21% pay increase for Jacksonville police officers, was the driving force in the creation of the Jacksonville Public Safety Health Insurance Trust Fund and negotiated funding in the amount of \$180,000 per year from the City of Jacksonville to go to the Fallen Officers Fund.

Steve has been the voice of advocacy and reason during these recent trying times, securing and distributing essential items to



his active and retired members and their families, donating hand sanitizer and masks to the National staff, defending officers against media persecutions, demanding safety equipment for the Jacksonville Sheriff's Office staff and securing workers' compensation benefits for his members before other cities and states began to address the issue.

The FOP is proud to present Steve Zona with the 2020 Jack Dudek Member of the Year Award. Congratulations! **FOP**

The FOP Has Your Back

In the past few weeks, like most Americans, many of us wanted one thing: for the elections to be over. We were all looking forward to the morning of November 4 when the elections would be done and we'd know who our next president would be. No matter who you wanted and whether they got elected, there would be some sense of relief knowing the election was done. And here we are weeks later and it's not over. As I write this article, we know legal challenges are being filed in the courts. One thing we as law enforcement professionals know firsthand is that the court process is not a fast one, and we could be weeks away before the presidential election is officially resolved.

Yet, as we always do, the men and women of law enforcement have not missed a beat. Amid the legal challenges, and as experts render their opinions and most of America is dialed in to their media outlet of choice, law enforcement officers have continued to answer the calls from their community. While our nation continues to be polarized toward one camp or another, our officers put their political differences aside for their shifts and they respond to help. They're not just responding to help Republicans. They're not just taking reports from Democrats. They aren't providing lifesaving care to only liberals, nor are they just changing tires or providing other roadside assistance to only conservatives. Our officers aren't seeing political affiliations — they are seeing people. People in their communities who are most likely having one of the worst days of their lives and have called for help.

How ironic that over the past few months, our members have asked America to do the same. We've asked them to put political views aside and see us for who we are. We've asked that we not all be judged by the actions or perceived actions of a few. Yet it has continued, with no real end in sight.



THE FOP WILL CONTINUE TO BE AT THE FOREFRONT OF FIGHTING FOR OUR MEMBERS. WE WILL CONTINUE TO BE THE LEADING VOICE FOR YOU IN MATTERS OF IMPORTANCE TO ALL OF US.

But even through the anti-police rhetoric constantly fueled by the current political climate, we go. We go when they call. We go when their lives are in danger and they have no one else to help them. We go!

Brothers and Sisters, I call upon each of you to keep doing what you have done with honor and professionalism through all the recent conflict. As the election drama continues, it is easy to get discouraged once again as our country's political future and choice for leader hangs in the balance. Regardless of that outcome, I know law enforcement will continue to protect and

serve as we always have done. I also know this: The FOP will continue to be at the forefront of fighting for our members. We will continue to be the leading voice for you in matters of importance to all of us. No matter who our chosen presidential leader will be, I can assure you all that the National FOP will be ready to sit down with them and not miss a beat in advocating for you.

Stay the fight, brothers and sisters! Continue to hold the line as you always have. Go on delivering the high quality of professional service to your communities that they deserve during this continued time of uncertainty. And do so knowing, as always, the National FOP has your back. We stand at the ready to continue our dialogue on your behalf while the elections work themselves out, and we are confident as the largest police organization in the world that we will still have a seat at the table to do so.

Know that you are appreciated for what you do every day! It continues to be my highest honor to represent you, and I know each of your Executive Board members feel the same. We got this! **FOP strong! FOP**



MEMBER SPOTLIGHT

Gary Wolske

Ohio Lodge President Gary Wolske has been an FOP member for nearly 40 years, since shortly beginning his career with the Garfield Heights Police Department in 1979. "My agency was represented by another organization, and I quickly learned the tremendous differences between them and the FOP," he recalls, adding that his fellow department member, Nick DiMarco, was instrumental in pointing out the clear advantages of joining the FOP and getting the agency to switch unions.

DiMarco went on to become the Ohio Lodge president for a decade, as well as a mentor and leadership model for Wolske. "Working with DiMarco for over 30 years of my career, it was easy to realize how important it was to have strong leaders in the FOP," he says. That realization motivated Wolske to get involved.

Wolske took his first step toward leadership in 2000, when the treasurer position opened up at his local lodge, George Murray Lodge #67. He served as treasurer until 2004, when he was elected to the district trustee position. That same year, he was elected local lodge president (a position he held for 16 years until he decided to step aside to concentrate on being state president). After six years as a state trustee, he was elected state vice president under then-President Jay McDonald, whom he says he was fortunate to be mentored by.

It was during his first year as vice president that Wolske achieved one of his proudest accomplishments in his work with the FOP — helping to defeat legislation that would have stripped public-union employees of their collective bargaining rights, threatened the safety of public safety workers and reduced the political power of public-sector unions. The Ohio FOP needed to gather 232,000 valid voter signatures to get Senate Bill 5 (SB5)/ Issue 2 on the ballot as a public referendum. With the help of other public-sector unions, the State Lodge gathered more than 1.2 million signatures (more than 70% of them



valid), setting a state record. Wolske and McDonald went on a statewide campaign tour to drum up support for Issue 2. The legislation was defeated by voters, "and to this day we still enjoy our collective bargaining rights," says Wolske, who served eight years as state vice president before being elected state president in 2018.

Today, Wolske, who retired from the Garfield Heights P.D. in 2012 and currently serves as the chief security bailiff for the Garfield Heights Municipal Court, says he's humbled to represent approximately 24,000 law enforcement members from a wide variety of agencies in Ohio. "One of my favorite things about being president is that I get to lead a great group — our legislative team — in shaping and fighting for legislation that improves the lives and safety of the brothers and sisters of the Ohio FOP," he says. But he admits that the job is not without its challenges.

"The hardest thing is balancing the needs of these different types of law enforcement officers when it comes to legislation," Wolske explains. "The philosophy I learned early on from some great FOP leaders that I applied during the first contract negotiation I ever took part in and continue to apply today is,

"Always try to do the most good for the most people." As a leader, it is very important to know that you will rarely, if ever, make everyone happy; therefore, do the best you can for the most members."

That philosophy has guided the Ohio FOP in recently getting legislation passed to help surviving spouses of officers killed in the line of duty. "One bill enhanced the homestead exemption from \$25,000 to \$50,000," Wolske says. "The other extended payment of the officers' regular salary from the minimum retirement eligibility of 25 years to 33 years, and increased from 50% to 75% the amount of the officers' pension payable to the surviving spouse." The State Lodge also helped pass a bill that provides benefits for volunteer and part-time

officers not covered by a pension system who were killed in the line of duty.

The Ohio FOP leadership's "biggest and most important goal" is getting a workable bill to ensure that members who suffer from post-traumatic stress (PTS) are covered under the state workers' compensation plan. Currently, to be eligible for coverage, members must have suffered an injury during an event and that injury must be the underlying factor for the PTS. "As law enforcement officers, we know that we are exposed to the depravity of mankind daily and that the cumulative effects of that are more likely what causes PTS," he says. "We have been involved in this fight for nearly nine years and hope that this year will see our bill, which has passed the House, passed by the Senate and signed by the governor."

Wolske hopes to accomplish his goal collectively with his team. "One of the things I am most certain of is that no one person can successfully run the Ohio FOP," he says. "I am blessed with a great Executive Board consisting of Vice President Jason Pappas, Secretary Eric Lehnhart and Treasurer Greg Toyens, along with Immediate Past President McDonald and an absolutely outstanding office staff led by Denise Young." **FOP**

Powered Up

Policing has entered the world of Big Data. From the moment you're dispatched on a call all the way through report writing, evidence logging and reviewing investigation details, there are heaps of data produced, collected and in need of organization. Officers depend on that information being delivered, processed and engaged in real time. Luckily, programmers have honed in on developing software specific to the demands of law enforcement.



NUANCE POWERMIC III Speak Out

Writing reports is many police professionals' least favorite aspect of the job. Typing out forms can be tedious and time-consuming. The PowerMic III speech-recognition microphone speeds up the process by translating dictation into the written word. Designed to work exclusively with the Dragon Professional Group software family, also produced by Nuance, this high-tech microphone is programmable to prefill standard report fields. Navigate within and between files with simple voice commands—in fact, it incorporates PC-mouse capabilities so there's less switching between microphone, mouse and keyboard. Plus, the unidirectional microphone helps block out environmental noises for clear comprehension. MSRP \$424.



ATLAS BUSINESS SOLUTIONS INC. SCHEDULE ANYWHERE

Managing Manpower

Deploying deputies, officers, detectives and other personnel isn't just a function of command to cover law enforcement needs, it's also a human resources responsibility. Tracking staff and the hours they work, including overtime, can get complicated—especially when crises crop up, as they tend to do. ScheduleAnywhere software by Atlas Business Solutions Inc. offers the flexibility to roll with changing circumstances. Key to the program is that users can log on from any computer or mobile device to rework schedules, assess staff availability, manage shift rotations and even request or approve time off. It also updates personnel files with new training and certifications. MSRP \$25 per month.

ENVISAGE TECHNOLOGIES VAULT RMS EXPOSURE TRACKER Handling Hazards

Police officers regularly come into contact with dangerous situations, but sometimes the danger arises from exposure to hazardous materials, Pesticides, biological contaminants, environmental threats—these and so many other substances pose health risks that may require medical and other safety documentation. Envisage Technologies recently added Vault RMS's Exposure Tracker to its FirstForward platform. A primary function of the software is to collect documents and other media related to exposure incidents, as well as recording use of protective gear and assessment of physical conditions before and after exposure. The system also automates management of training, policy and employment records, and even performance reviews. MSRP \$10 per member. **FOP**



ATTENTION ALL FOP MEMBERS! ENTER TO WIN \$1,000!

We don't want you to miss an issue!
THE FOP JOURNAL IS GOING DIGITAL.
Register your email address, and
enter for a chance to win **\$1,000!**

Starting January 2021, the *FOP Journal* will become a monthly online publication. The Grand Lodge needs your email address to ensure you don't miss an issue! As an incentive, members who register their email address at **FOPConnect.com** will be eligible to enter into a drawing for a chance to win \$1,000.

HOW TO ENTER

- 1 Go to **FOPConnect.com** and register
- 2 Sign in to the **members-only** area
- 3 Submit your **FREE** entry!

DRAWING RULES:
Fraternal Order of Police \$1,000 Member Drawing
(a) **Promotional Period** December 1, 2020, to March 31, 2021
(b) **Eligibility** (Participants must be an active member in good standing with the FOP and may only register through FOPConnect.com)
(c) **How to Enter** No purchase or payment required to enter the drawing. Participants must register with FOPConnect.com. Only one entry per person may be submitted.
(d) **Prize One** (1) \$1,000 cash prize will be awarded on the first business day following the end of each month during the Promotional Period.
(e) **Drawing** A name will be randomly selected each month from all entries registered through FOPConnect.com and collected during the Promotional Period. Winning participant will then be removed from the drawing. All other names will remain in the drawing. Winners will be notified by the email address provided. If the winning email address is not valid, the drawing will continue until a successful participant is selected.
(f) **General Conditions** Award will be reported on a 1099 form to the IRS as taxable income. The prize winner is responsible for paying any taxes. The FOP will not share participants' information with any third party.

Driving Innovation

SHIFT INTO HIGH GEAR WITH VEHICLE ENHANCEMENTS DESIGNED FOR DUTY.

Law enforcement vehicles aren't your everyday family car. To meet the demands of police duty, they need room to haul lots of gear, house technology to support field operations, and provide protection for drivers and occupants under potentially tense circumstances. Every year, manufacturers design, test and release an assortment of products to meet those tough qualifications, from inserts and storage systems to racks and software programs. Get ready to roll with these selections from the latest generation of vehicle modifications and accessories, created to help you customize your space and work smart on the move.



SOUND OFF SIGNAL nFUSE EXTERIOR FULL SIZE LIGHTBAR

Raising the Bar

When you want to announce a law enforcement presence, colorful flashing lights send a clear message day or night. SoundOff Signal's new nFUSE Exterior Full Size Lightbar modules alert all on scene with a slew of flash patterns, such as cruise mode or take-down. They can also be configured to shine in alley pattern or LRCCO arrow. The bar's sleek profile measures less than 2 inches in height, and departments can choose from a variety of lengths, from 36 inches to an expansive 72 inches. The outer lens is available in clear, amber, red or blue. The lightbar connects to the SoundOff Signal nENERGY line of sirens and bluePRINT Control System. MSRP varies.



T3 MOTION VIGILANT ALPR

Standup Surveillance

Not your typical motorized device, the T3 Motion Vigilant ALPR combines the T3 Patroller electric standup vehicle with the Motorola Solutions Vigilant Mobile LPR license plate reader. The three-wheeled patroller handles curbs with grace, offers zero-degree turning radius and conveniently drives through confined spaces generally prohibitive to autos or even motorcycles. The quiet electric motor powers the vehicle up to 20 miles per hour and produces zero emissions. The addition of the LPR camera with 360 degrees of situational awareness enables users to scan plates in various environments and check for warrants and alerts, including scofflaw, against databases in real time for actionable intelligence and faster responses. MSRP varies.



TUFFY SECURITY PRODUCTS ATLAS VAULT LOCKABLE DRAWER

Mobile Vault

Whether you just want to keep valuables, paperwork or weapons away from prying eyes, or prevent items from being tossed around while taking turns at high speeds and bumping along unpredictable terrain, the Atlas Vault Lockable Drawer by Tuffy Security Products promises to protect its contents. Crafted out of 16-gauge steel, the heavy-duty drawer holds up to 100 pounds. The electronic 10-digit combination is set by the owner, but does come with a key override, too. The drawer rolls smoothly on stainless steel roller bearings. Mount the vault directly to the floor of any pickup or SUV with the steel mounting kit, or set it on risers 5-8 inches above the floor. MSRP less than \$800.



SALTUS TECHNOLOGIES DIGITICKET NS6 TICKET WRITER

Ticket to Ride

The Saltus Technologies NS6 Ticket Writer elevates the functionality of the digiTICKET e-citations system and other public safety applications. For example, its onboard camera takes photos and pins them to e-citation files. It also notifies users of repeat offender status or scofflaw alerts. Because it runs on a Windows 10 OS, it's compatible with many tablets and laptops if you prefer a larger screen than the handheld version. An optional 1D/2D barcode scanner can capture driver's licenses, VINs and registration documents in a matter of seconds. The Gorilla Glass multi-touch screen responds quickly to a stylus and protects against water damage. The device also includes an accelerometer, gyroscope, e-compass and GPS. MSRP \$1,650.



HAVIS 2020 FORD INTERCEPTOR UTILITY K9 & PRISONER TRANSPORT INSERT

Passenger Protection

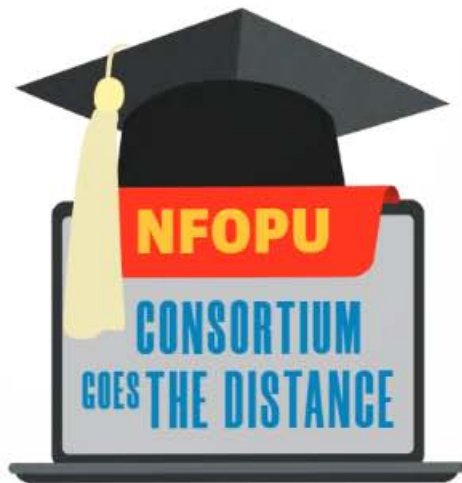
Law enforcement professionals escort a variety of passengers, including suspects and prisoners who may become combative, as well as K9s that don't conveniently fit into standard seatbelts. The Havis Next Generation K9 & Prisoner Transport Insert for the 2020 Ford Interceptor Utility Vehicle, including hybrid models, creates a safer environment for all. The front slider door exit has been redesigned to eliminate rattle, ensures a complete range of motion for full operability and boasts infinite locking points. Edges have been smoothed and gaps closed to prevent injuries for K9s. Dogs will appreciate the low-floor entry/egress, and their handlers will value the lack of chew points. The K9 compartment slides in on the passenger side, while the single-prisoner compartment, which includes a front bulkhead with upper clear polycarbonate guard, sits behind the driver. Fabricated from heavy-duty aluminum, the insert is available in white or black powder coat finish for easy cleaning. MSRP unavailable.



S.11 TACTICAL VEHICLE READY HEXGRID PLATFORMS

Space Saving

Law enforcement vehicles can get crowded very quickly. Finding extra storage space demands that you think beyond the usual suspects of trunk and floor. Designers at S.11 Tactical seized upon the valuable real estate of a seat back to hold the Vehicle Ready Hexgrid Platforms. The patented multi-angle load-bearing system includes a headrest strap, removable side-seat straps and a quick-release padded seat wedge. Choose from a variety of MOLLE, hook-and-loop and Gear Set attachments to stash items for hassle-free retrieval. MSRP \$44.99. fop.com



The demand for efficient, flexible learning options for law enforcement officers looking to take their careers to the next level has never been higher. And especially at a time when educational settings are rapidly adapting due to the coronavirus pandemic, remote education is becoming the safest and most reliable as well as the most effective way to make your professional aspirations a reality.

We know what you're thinking: "How can I balance school with a 40-plus-hour workweek and hours that constantly change?" That's where the National Fraternal Order of Police University (NFOPU) comes in. Over a decade ago, the FOP joined forces with a consortium of accredited universities to meet the unique needs of its members. With a variety of distance-learning and nontraditionally structured programs designed to fit your busy schedule, it's easy to find a program that's perfect for you.

Many online learning options available through NFOPU can offer opportunities to:

- Learn at any hour of the day or night instead of attending classes on a predetermined schedule
- Start classes at a variety of times during the year, set your own pace and follow condensed course timelines designed for working adults
- Attend the college of your choice regardless of geographical location, and conduct your learning where you choose
- Connect with mentors and like-minded learners across the nation
- Learn in different and nontraditional styles, with emphasis on multimedia and interactivity



- Find support (technical, academic and even social opportunities) to help you adapt

Many of the NFOPU universities make earning your degree hassle-free and affordable by offering class credit for work experience and past education, special FOP discounts and more! Plus, the Grand Lodge's Education Tuition Scholarship is available to reimburse eligible members enrolled in an NFOPU school.

Hundreds of members have seen their careers soar since taking advantage of what NFOPU has to offer. Are you ready to take the next step?

MEET THE CONSORTIUM

American Military University

Dedicated to educating those who serve, AMU offers more than 200 undergraduate and graduate degrees and certificates — 100% online — including Law Enforcement, Intelligence and Homeland Security, and Emergency and Disaster Management.

Ashland University

Described as "among the top tier of the Best National Universities" by *U.S. News & World Report*, Ashland University has an online Criminal Justice program with two tracks to choose from: law enforcement administration and correctional administration.

California Coast University

CCU's online Criminal Justice associate, bachelor's and master's programs provide the theories, principles and best practices needed to succeed in the field. There's also an online undergraduate certificate program, Fundamentals of Criminal Justice.

Central State University

Central State University offers a B.S. in Criminal Justice with three different areas of emphasis: law enforcement, judicial and corrections. There are several beneficial distance-learning courses, from Intro to Criminal Justice to Drugs and Human Behavior.

Eastern Gateway Community College

EGCC provides students with a comprehensive online Criminal Justice program, which gives students the option to take part in a one-year police academy program that prepares them to take the Ohio Peace Officer Training Commission certification test.

George Washington University

GW offers three online master's programs — Cybersecurity Strategy and Information Management, Cybersecurity Policy and Compliance, and Homeland Security — and an online bachelor's in Police and Security Studies.

National University

National University has a wide range of online options, with bachelor's degrees in Cybersecurity, Criminal Justice Administration, and Homeland Security and Emergency Management, as well as master's in Organizational Leadership and Criminal Justice.

Olivet College

Designed with the working professional in mind, Olivet College's online Criminal Justice program includes courses such as Police Administration, Social Issues in Criminal Justice and Client Relations.

Tiffin University

Some of Tiffin's relevant online undergrad programs are Homeland Security and Terrorism, Justice Administration, and Law Enforcement; grad degrees include Crime Analysis, Crime Science, Criminal Behavior and Homeland Security Administration.

Trident University International

A fully online school that prides itself on being military-friendly, Trident has both undergraduate and graduate programs in Homeland Security, Leadership and much more.

Union Institute & University

UIIU's online options include bachelor's degrees in Criminal Justice Management and Emergency Services Management, a master's in Organizational Leadership and a Master of Business Administration program with a concentration in cybersecurity.

University of Cincinnati

UC's online program prepares students to be leaders in the law enforcement field with bachelor's and master's degrees in Criminal Justice. The university also offers a wide range of certificates, including analysis in criminal behavior, crime analysis and prevention, and correctional rehabilitation.

University of Maryland Global Campus

With a focus on online learning, UMGC offers a variety of programs to take your career to the next level, including Cybersecurity Management and Policy, Criminal Justice, Investigative Forensics, Legal Studies and more.

University of San Diego

USD's online M.S. in Law Enforcement and Public Safety Leadership covers management, organizational theory, budget and finance, public safety law, and conflict resolution in addition to criminal justice topics, and can be completed in 20 months.

Upper Iowa University

Distance-learning choices at UIU encompass not only online courses, but also a self-paced version that can be web-based or completed via mail or email. Undergraduate programs include Criminal Justice, Emergency and Disaster Management, and Public Administration.

Walden University

Walden offers online Criminal Justice degrees at every level, from certificate to Ph.D., plus grad programs in Criminal Justice Leadership and Emergency Management. With the Accelerate Into Master's (AIM) option, students can earn credit toward a master's degree while completing their undergraduate studies.

Waldorf University

Online programs at Waldorf include Criminal Justice, Administration, Emergency Management, and Homeland Security at multiple undergraduate levels, plus an M.A. in Organizational Leadership focusing on criminal justice. **FOP**

For more about the NFOPU Consortium, visit fopconnect.com/education-connect

EducationConnect

Lame Duck Congress Working to Avoid Shutdown and Provide COVID-19 Relief



Election Results

At this writing, Congress is in its final weeks after a tumultuous election. Joseph R. Biden Jr. will be sworn in as our nation's 46th president on January 20, 2021.

This is obviously not the result we had hoped and worked for, but we are confident that we can work with the incoming administration and the new Congress, just as we have always done.

The House will have a narrower Democratic majority in the 117th, which means that both parties have an incentive to work together or else face a crippling gridlock. The Senate majority will not be decided until early January, following two runoff elections in Georgia. The chamber will be 50-50 if both Democrats win, but, just like the House, no matter which party ultimately controls the Senate, there will either be greater bipartisanship or gridlock.

Wherever the chips fall, we expect the strident rhetoric of the campaign to give way to reason and reality. Police will not be defunded, but we will face challenges in the next administration. However, I am confident that the next administration will also seek out our help, our advice and our input over the next four years. While we did not support his candidacy for president, Biden is the author of the 1994 bill that created the Office of Community Oriented Policing Services (COPS) and was a long-time champion of the Law Enforcement Officers' Bill of Rights during his tenure in the Senate. In the Obama administration, he was often the only voice speaking up for law enforcement.

The FOP is the most prominent voice for law enforcement, and our members should know our voice will be heard over the next four years. It won't be easy, and it will take time for the new administration to find its footing and to set the tone with respect to its attitude toward law

Just the Facts:

Former Vice President Joe Biden has been declared the winner of the presidential election. While this is not the result the FOP had hoped for, we are confident that we can work with the incoming administration and the new Congress to ensure our top priorities and issues — such as the repeal of WEP and GPO and the collection of beneficial ownership information — are addressed. The FOP will continue fighting for our members and the law enforcement profession in the White House, in the Senate and in the House over the next four years.

enforcement. But over the course of the next four years, the FOP will be fighting for you in the White House, in the Senate and in the House. We will fight any attempt to change the existing qualified immunity doctrine. We will work hard to make sure that federal funding for state and local law enforcement remains available while working with fair-minded folks to implement commonsense police reform. We will ensure our top priorities, like the repeal of the Windfall Elimination Provision and Government Pension Offset, are introduced in the next Congress and push for action on them.

The administration may change, but our priorities and commitments to our members will not.

Appropriations and COVID-19 Relief

Congress passed a continuing resolution, funding the federal government through December 11, 2020, which was then extended to December 18. Congress is still putting together an omnibus appropriations bill to fund the government through this fiscal year, along with a COVID-19 relief measure. The text of the latter is not available at this writing, but it proposes \$160 billion in direct aid to state and local governments. The FOP strongly supports this assistance to local and state governments, which

are experiencing severe revenue shortages that will impact the ability of these governments to deliver services, including vital public safety services. A nationwide call to "defund the police" and the sharp increase in violent crime in many of our cities have only exacerbated this issue.

In addition to increased violence against police nationwide, the spread of

the coronavirus has greatly accelerated in certain states. As of December 10, a total of 297 officers had died as a result of COVID-19 or a COVID-related illness. This is a sobering reminder that law enforcement officers, who cannot "stay at home" or practice social distancing, face the additional danger of exposure to the virus.

The FOP continues our work to build support for H.R. 141/S. 521, the Social Security Fairness Act, which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) provisions in current law. National President Yves has repeatedly urged Senate and House leadership, as well as appropriators, to consider including the Social Security Fairness Act in the COVID-19 relief provision.

The FOP continues to push for members of the House to sign on as co-sponsors of H.R. 141. At this writing, we have 264 co-sponsors — meaning we need 26 more in order to trigger a floor vote under the House's rules.

Protect and Serve Act Introduced in the Senate

In mid-September, Senator Thomas

R. Tillis (R-N.C.), with the support of the chairman of the Committee on the Judiciary, Senator Lindsey O. Graham (R-S.C.), and 14 other original co-sponsors, introduced S. 4605, the Protect and Serve Act, which is identical to the House bill, H.R. 1325.

This legislation would impose federal penalties on individuals who deliberately target local, state or federal law enforcement officers with violence in specific circumstances.

Our country has faced numerous challenges in the past 12 months, especially in policing. The FOP has been working and continues to work cooperatively with both the majority and minority on police reform in the House and Senate. We still believe that we can make progress on issues like the Protect and Serve Act, where there is broad and bipartisan support. In the previous Congress, this same legislation was unanimously passed by the House Committee on the Judiciary Committee and then passed on an overwhelming 382-35 vote on the House floor.

Eighteen percent of the officers killed by gunfire in 2019 died as a result of an ambush. So far this year, 291 officers have

been shot in the line of duty, 45 of whom died. Forty-seven law enforcement officers have been shot in 38 ambush attacks this year, 12 of whom were killed. The lethality of these attacks would be much greater for dramatic improvements in medical trauma science and anti-ballistic technology.

These types of attacks, and violence targeting law enforcement officers in general, have been steadily increasing in recent years. A recent report from the Federal Bureau of Investigation (FBI) concluded: "While the overall number of officers who were feloniously killed was declining, the percentage of officers feloniously killed during surprise attacks was increasing." A December 2017 study by the Office of Community Oriented Policing Services (COPS) that examined law enforcement officer fatalities from 2010-2016 found that 20% of ambushed officers were seated in their patrol cars and 56% of officers killed in an ambush were not on a call or engaged in any enforcement activity. Many of these officers were simply eating, sitting on post

Continued on page 22 >

Top Priorities in Brief

**H.R. 141/S. 521,
the Social Security
Fairness Act**
House: 259 co-sponsors
Senate: 38 co-sponsors

**H.R. 1195/S. 473, the
Law Enforcement
Officers' Equity Act**
House: 60 co-sponsors
Senate: 6 co-sponsors

**H.R. 1154/S.1394,
the Public Safety
Employer-Employee
Cooperation Act**
House: 226 co-sponsors
Senate: 19 co-sponsors

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WASHINGTON REPORT

Continued from page 21 >

or were targeted and killed while at their home or on their way home.

Despite this, apart from the House floor vote in 2018 on the Protect and Serve Act, Congress has done nothing to address the national problem of ambushes, unprovoked attacks and targeted violence against our nation's law enforcement officers. The FOP made a strong push in the Senate to get S. 4605 to get a vote in the Committee on the Judiciary or on the Senate floor, but with just a few days left in this Congress, it seems we have run out of time.

NDAA and Beneficial Ownership

Since 2006, the FOP has been working to pass legislation to require the collection of beneficial ownership information to combat the misuse of our nation's financial systems. Under current laws, shell corporations do not have to disclose their owners, thus allowing them to be used as front organizations by criminals conducting illegal activity, such as money laundering, fraud and tax evasion. All too often, investigations hit a dead end when law enforcement encounters a company with hidden ownership.

The House of Representatives recently included the Corporate Transparency Act in their version of the National Defense Authorization Act (NDAA) that would update U.S. anti-money laundering laws. This legislation will allow for the collection of simple, yet actionable, beneficial ownership information to be used in combating this misuse of U.S. companies. By requiring the Financial Crimes Enforcement Network (FinCEN) to collect beneficial ownership information from corporations and limited liability companies, law enforcement will finally be able to properly investigate shell companies that deal in illicit financing, criminal trafficking and the smuggling of people, firearms and drugs. Once collected, the information will be available to law enforcement at every level — local, state, tribal and federal.

The bill, with our amendment, has passed the House and is expected to pass the Senate in a matter of days. The bill will then be transmitted to the president,

who has repeatedly announced his intention to veto the bill because the bill renames certain military installations and does not include Section 230 reforms on technology firms and internet providers — which he had specifically requested Congress to do. If the president vetoes the bill and returns it to Congress, or exercises a "pocket veto" by not signing it into law within 10 days, Congress will have to reconvene to override that veto. Congressional leaders have indicated that they will be prepared to take this step as the measure passed the House with a veto-proof majority and a similarly large majority is expected in the Senate. Keep an eye on the FOP webpage for the latest news on this legislation.

Speak Up and Be Loud — We Are the Voice of America's Law Enforcement

The National FOP knows that social media is a powerful tool, and we've been using it to spread our message and take back the narrative from those who seek to demonize our noble profession. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The FOP is undisputedly the largest presence on social media compared to other national law enforcement organizations.

Facebook (@GLFOP): We have gained over 16,000 new followers (123,000-plus total followers) and our Facebook content has reached nearly 9 million people.

Twitter (@GLFOP): We have gained nearly 10,000 new followers (35,700-plus total followers) and have reached over 13.7 million people.

Instagram (@FOPnational): We have gained nearly 4,000 new followers (13,100-plus followers), have posted over 760 times and have reached over 1.1 million people.

Visit our social media pages and you'll see that we are posting on a daily basis to inform the public on the current issues facing law enforcement, call on elected officials to take action on various issues and more. We encourage every lodge, every member and every citizen who supports the brave men and women of law enforcement to do the same.

Having a **collective voice** is critical to shaping the narrative around our brothers and sisters who wear the badge.

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

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

Lastly, the **FOP Weekly Update** is a key resource to help you be informed on the legislation that is pertinent to law enforcement and a great way to stay up to date on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-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 contact the National Legislative Office or email Mark McDonald at mmcdonald@fop.net.

Support the PAC!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) is an essential part of our National Legislative Program. The NFOP PAC is an effective way to represent our members on Capitol Hill by supporting candidates who support our members and our profession. The FOP is the oldest and largest law enforcement labor organization, so it is crucial we keep our PAC strong.

This is an election year, meaning we face the challenge of remaining competitive with other organizations and PACs that, like the FOP, will be supporting candidates who back their issues. It is up to us to support candidates who support police.

To donate, please make a check 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 Michelle Mason at mmason@fop.net or in the National Legislative Office at (202) 547-8189. We thank you for your support! **FOP**



YOU'RE DRIVEN TO PROTECT AND SERVE.

WE'RE DRIVEN TO HELP YOU SUCCEED.

American Military University helps law enforcement officers sharpen their greatest tool — their mind — with respected online degrees and certificates.

AFFORDABLE

AMU delivers value with affordable tuition for members and their families—a 3-credit undergraduate course costs \$812.25. Plus, AMU provides a technology fee waiver, textbooks/ebooks at no charge for undergraduate courses, as well as no-cost transfer credit evaluation for police academy training and military service.

CONVENIENT & FLEXIBLE

AMU's coursework is online with monthly start dates and no set login times.

RELEVANT

AMU offers 200+ programs in vital fields such as Business Administration, Criminal Justice, and Cybersecurity.

AMU IS A FRATERNAL ORDER OF POLICE PARTNER AND AN ORIGINAL MEMBER OF THE NATIONAL FOP UNIVERSITY.

Take command of your future and learn from the leader:
AMUonline.com/FOPJournal

American Military University is part of American Public University System, which is accredited by the Higher Learning Commission (hlcommission.org) and certified to operate by the U.S. Department of Education. American Military University is not affiliated with the U.S. military. For more about our graduation rates, the median debt of students who complete a program, and other important information, visit www.amu.edu/disclosures.

Leo Marchetti and Chuck Canterbury Served Us Well

I authored an article some time back recognizing our living past National presidents. At the time, there were four: Brothers John Dineen, Dick Boyd, Dewey Stokes and Gil Gallegos. Recently, Brother Stokes mailed a letter to me containing a picture of six past National presidents, the four aforementioned with the addition of Leo Marchetti, who has since passed away, and Chuck Canterbury, who was president at the time the photo was taken.

This picture represents approximately 38 years of leadership at the top helm of our great organization, from 1979 to 2019 — just about four decades. The picture was taken in 2008. Brother Steve Young was our National president from August 2001 to February 2003.

Past National President Leo Marchetti, a member of Pennsylvania #1, but best known as “Fort Pitt” in Pittsburgh, served as National president from 1981 to 1983. Past National President Chuck Canterbury was a member of the Coastal Carolina Lodge #12 out of Myrtle Beach, South Carolina. He was our president for over a decade and a half — 17-plus years in fact, from 2003 to 2019.

Brother Marchetti was a Pittsburgh police officer and detective for 28 years after being hired in 1957. He served in many capacities at the local and state levels to include local lodge treasurer and delegate, and State Lodge treasurer and president. He was instrumental in making our annual Police Memorial in Washington, D.C., what it is today. Leo passed away in 2012.

Fort Pitt member and former Pennsylvania National Trustee Gene Grattan stated, “Leo was a wonderful guy, a hardworking man. He taught me about the importance of God and always had his hand extended for everyone.”



Thirty-eight years of leadership represented in one photo. From left: Dick Boyd, Gil Gallegos, Leo Marchetti, Chuck Canterbury, Dewey Stokes and John Dineen.

Brother Canterbury served 26 years with the Horry County Police Department and retired as a major. While serving as National vice president, he became National president due to the untimely death of then-National President Steve Young in 2003. Chuck began his law enforcement career in 1978 and became an FOP member in 1984. Like Brother Marchetti, he held various positions within his local and State lodges prior to being elected to the National Board. Brother Canterbury was elected and re-elected a total of eight times, ultimately serving as the second-longest National president in the history of the Grand Lodge. He was recently appointed to the position of senior advisor to Deputy Attorney General Jeff Rosen for law enforcement by President Trump.

South Carolina National Trustee Jerry Wright said of Chuck, “I have known Chuck for over 30 years, and I have always found him to be professional in his law enforcement career and his service to the FOP.”

As members of this great organization, we owe a great deal of gratitude to Brothers Marchetti and Canterbury. Their steadfast dedication to the FOP, at all levels, should serve as an inspiration to us all. Future articles honoring these fine members will be forthcoming.

James Flores (New Mexico) is the chairman of the National FOP History Committee. The members of the committee are Dewey Stokes (Ohio), Adolph South (Alabama), Dave Stevens (Florida), Bruce Evans (Maryland) and Ben Roberts (Texas). FOP



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Qualified Immunity — What It Is and What It Is Not

What Is Qualified Immunity?

- Qualified immunity applies **only in civil lawsuits** where a state actor (i.e., police officer or government official) is sued in his or her individual capacity for **performing a discretionary function** and the plaintiff seeks **monetary damages directly from the state actor**.
- Qualified immunity is an affirmative defense available to state actors, and, if granted, provides them **protection from personal civil liability**.
- As the Supreme Court said in a recent opinion: “[T]he doctrine of qualified immunity gives

government officials breathing room to make reasonable but mistaken judgments about open legal questions” (*Ashcroft v. Al-Kidd*, 131 S.Ct. 2074 [2011]).

- If the plaintiff can show that the police officer or government official violated a clearly established statutory or constitutional right that a reasonable police officer (or government official) would have known, qualified immunity is **not** available.

What Qualified Immunity Is Not

- Qualified immunity does not protect those who “knowingly

violate the law.” In cases where it is obviously, or sufficiently clear, that the officer’s or government official’s conduct was unlawful, qualified immunity is unavailable and the case will proceed to trial.

- Qualified immunity does not prohibit suits against the city, municipality or other government entity itself.
- Qualified immunity does not protect a police officer or government official from criminal charges.
- Qualified immunity does not protect a police officer or government official from internal investigations and/or termination.
- Qualified immunity does not apply to claims for noneconomic relief such as injunctive relief.
- Qualified immunity does not apply to failure to perform ministerial tasks — it only applies to those discretionary functions a police officer or government official may perform.

Defenses of Qualified Immunity As a Necessary Protection for Police Officers and Government Officials

- **Police officers need protection in order to perform discretionary functions.** Every single factual scenario an officer encounters is different and unknown. It is extremely difficult for an officer to determine how a legal doctrine will apply to a split-second factual scenario that the officer confronts. Thus, unless there is existing precedent that squarely governs the facts before the officer, the reasonable officer

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needs to be afforded a certain degree of discretion to make split-second decisions in situations that could put lives, including their own, at risk. Officers must rely on training and should not be punished for doing so.

• **Creating personal financial liability would deter applicants.**

If qualified immunity is abolished, qualified applicants will be deterred from becoming a police officer or other public officer, coupled with an exodus of experienced officers.

• **Qualified immunity only protects the individual officers — not the government itself.**

Qualified immunity does not protect a city from suit for its policies and practices or failure to train. If an individual has a viable claim that the city has a practice of misconduct or failed to train its officers, that claim can go forward irrespective of

an individual officer's qualified immunity.

• **The courts have been balanced in denying or granting qualified immunity.**

- According to a recent study of more than 200 lower court decisions where qualified immunity was raised as a defense, the court denied the officers qualified immunity 43% of the time.
- Despite acknowledgment from strong justices on both sides (Thomas and Sotomayor) of a desire to revisit qualified immunity, the Supreme Court appears content with its current jurisprudence.
 - Only five qualified immunity cases have made it to the Supreme Court since 2015. In all five cases, officers were granted qualified immunity, including 9-0 and 8-1 decisions.
 - The Supreme Court recently (June 2020)

declined to hear eight cases where qualified immunity was before it.

• **For those government entities that purchase insurance without qualified immunity, premiums will become much more costly for government entities to maintain.**

Those individuals who are injured by clearly improper government action will not be properly compensated. Officers do not have assets to pay for any substantial judgment.

• **Qualified immunity avoids expending substantial litigation costs and resources.**

Qualified immunity prevents a plaintiff from being able to make a frivolous allegation against an officer or government official with a hope of finding some evidence during time-consuming discovery. Absent qualified immunity, every time a police officer or government official is sued, he or she would be subject to extensive personal litigation costs.

• **Departments will not defend officers in egregious cases and courts will not entertain the defense.** The city will not defend officers involved in obvious misconduct and the courts do not have to conduct a qualified immunity analysis. Qualified immunity protects the actions of a reasonable police officer, not those whose actions fall outside the scope of his/her employment nor those who knowingly violate the law. Lastly, the Supreme Court has offered its justifications for the doctrine. These justifications include avoiding "the expenses of litigation" by allowing courts to dismiss suits against officers at early stages in the litigation. Second, requiring officials to respond to such litigation can divert official energy from pressing public issues. Third, the court worries that the threat of litigation would deter able citizens from acceptance of public office. And the courts are concerned that the threat of lawsuits could have a chilling effect on lawful law enforcement conduct. The doctrine of qualified immunity gives government officials breathing room to make reasonable but mistaken judgments. **FOP**



New Retired Law Enforcement Concealed Carry 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 current HR-218 Plan coverage will be replaced with the **FOP Retired Law Enforcement Concealed Carry Legal Defense Coverage (CCLC)**. The expanded coverage will offer unlimited legal defense for civil and criminal claims associated with the legal carrying and/or use of a 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 not only for those retirees who were qualified under LEOSA, but also those retirees who are qualified under their own state laws to carry a concealed weapon.

The **Concealed Carry Coverage (CCC)** will go into effect on **January 1, 2021**. If you are a current HR-218 retired member, unlimited coverage and the enhanced benefits will automatically take 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 already is included. **Concealed Carry Coverage (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. For questions pertaining to these changes, enrollment or the Plan in general, please contact Hyland at (800) 341-6038 or visit our website at foplegal.com **FOP**

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Enhancing the Auxiliary Experience for Our Members

The officers and trustees of the Grand Lodge Auxiliary met in Atlantic Beach, Florida, in September to discuss enhancing the auxiliary experience for our members. Today's Auxiliary members are looking for more education and explanation on the programs and projects of the Grand Lodge Auxiliary and what is available to the subordinate auxiliaries and to members individually.

Committee reports revealed actions to increase members' awareness of the committee's objectives and what a member can gain. Committee chairs revealed proposals and recommendations to further the effectiveness of their committee's purpose. We are looking forward to putting the recommendations into motion.

Two new committees were appointed to enhance members' knowledge of the working of the Auxiliary. Virtual training will begin soon and will be available to all Auxiliary members. The subjects of each training session and the times available will be listed in each month's *Informer*, the National Auxiliary monthly newsletter, and on our website. Some of the virtual training sessions will include information on officer wellness, Constitution and By-Laws, and using social media. We look

forward to offering training on topics of interest to our members and auxiliaries.

The second committee appointed was a Member Benefits Committee. The Grand Lodge has offered many of the benefits available to their members to auxiliary members as well. Reminders of the benefits available will be alerted in the *Informer* each month, and a benefits update will be one of the virtual training sessions scheduled throughout the year. There will also be a benefits area on the Auxiliary website.

The Auxiliary website is being updated and will be launched in conjunction with the National FOP website. We are very excited about the new website, which can be viewed at FOP.net/about/FOPAuxiliary. The Auxiliary brochure is also being updated and a new brochure will be available very soon.

Keeping our Auxiliary members informed is only part of our mission. Informing FOP lodges nationwide of the benefits of chartering an auxiliary to assist them is vital to our growth. The Auxiliary provides programs that will not only support FOP lodges, but will also offer an avenue for their family members to get involved. The Auxiliary works to assure that our established projects and programs are those that will benefit lodges and families. In addition, some auxiliaries support programs

designed specifically for a local endeavor of their lodge, either long-term or immediate demand. As a result, family members who belong to the Auxiliary are working side by side with the parent lodge to promote law enforcement in a positive manner in their communities. This process can never fail—it only strengthens the FOP and Auxiliary.

The Auxiliary is ready to work for you. We are the wives, husbands, sons, daughters, parents, siblings and extended family members of your lodge. We are the frontline supporters of your law enforcement community. What impacts and involves you, impacts and involves us. We have a direct, vested interest in you, your job, your welfare and your lives. As we continue to support law enforcement and their families, we work closely with our parent lodges on fundraisers and events to assure that the FOP and their families know that we will Never Let Them Walk Alone. We would be pleased to provide you with more information regarding how you can join the Auxiliary or how to organize an auxiliary for your lodge. The Auxiliary can be reached at the Grand Lodge FOP website, under "About the FOP" drop down "FOP Auxiliary." **FOP**

WRITE TO US! Contact the National Auxiliary at lhennie@aol.com to learn more about opportunities to support law enforcement families.

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