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Grades Are in for Defunding and Activist District Attorneys



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Numbers are real, but sometimes deceiving. Numbers are rational, but at times they are used to support the irrational. Numbers do not pretend to be what they are not. Numbers are factual, and facts do not care about opinions, beliefs or prejudices. They only care about reality.

In policing, statistical numbers are the measures that determine our successes. Numbers tell us what works, what does not work, if we have achieved our goals, where we fall short of our goals and when we need

to change course. As such, numbers drive our mission, our funding and our existence.

So, let's look at some numbers ... some very disturbing numbers. While doing so, remember that, while numbers might seem impersonal, each one of these numbers represents a life forever lost.

In 2020, the United States experienced a devastating increase in homicides — the largest one-year increase in history since the country started keeping such records in the 20th century. According to the FBI, in 2020

we saw homicides rise an average of 36.7% from 2019 in 57 major cities across America. In fact, 2020 saw the largest one-year rise in murder we've ever recorded. The last time we saw a year-to-year spike like this was in 1968, which was 12.7%. The 2020 homicide rates are three times greater.

There are many factors that have combined to create a perfect storm of deadly violence. A pandemic that brought the world

Continued on page 12 >

| City | 2020 | 2019 | % Change | As Of | City | 2020 | 2019 | % Change | As Of |
|---------------------|------|------|----------|------------|----------------|--------------|--------------|--------------|------------|
| Tucson | 65 | 47 | 38.3% | 12/28/2020 | Portland | 50 | 33 | 51.5% | 11/30/2020 |
| Washington | 197 | 165 | 19.4% | 12/28/2020 | Austin | 45 | 29 | 55.2% | 11/30/2020 |
| New Orleans | 194 | 120 | 61.7% | 12/28/2020 | San Jose | 38 | 31 | 22.6% | 11/30/2020 |
| Virginia Beach | 9 | 15 | -40.0% | 12/28/2020 | Seattle | 47 | 27 | 74.1% | 11/30/2020 |
| Kansas City | 174 | 151 | 15.2% | 12/28/2020 | Stockton | 47 | 32 | 46.9% | 11/30/2020 |
| St Louis | 261 | 194 | 34.5% | 12/28/2020 | San Francisco | 45 | 34 | 32.4% | 11/30/2020 |
| Dallas | 245 | 199 | 23.1% | 12/27/2020 | San Bernardino | 64 | 43 | 48.8% | 11/30/2020 |
| Philadelphia | 469 | 346 | 35.5% | 12/27/2020 | Chula Vista | 9 | 4 | 125.0% | 11/30/2020 |
| Boston | 57 | 37 | 54.1% | 12/27/2020 | Omaha | 35 | 17 | 105.9% | 11/30/2020 |
| Oakland | 102 | 74 | 37.8% | 12/27/2020 | Fort Wayne | 37 | 21 | 76.2% | 11/30/2020 |
| Greensboro | 58 | 45 | 28.9% | 12/27/2020 | Durham | 32 | 37 | -13.5% | 11/28/2020 |
| Las Vegas | 96 | 84 | 14.3% | 12/26/2020 | Cleveland | 168 | 118 | 42.4% | 11/15/2020 |
| Nashville | 114 | 81 | 40.7% | 12/26/2020 | Lubbock | 30 | 15 | 100.0% | 11/13/2020 |
| Minneapolis | 81 | 47 | 72.3% | 12/24/2020 | Charlotte | 104 | 87 | 19.5% | 11/8/2020 |
| Lexington | 33 | 27 | 22.2% | 12/23/2020 | Plano | 2 | 1 | 100.0% | 10/31/2020 |
| New York | 437 | 314 | 39.2% | 12/20/2020 | Houston | 321 | 225 | 42.7% | 10/31/2020 |
| Chicago | 748 | 481 | 55.5% | 12/20/2020 | Lincoln | 5 | 5 | 0.0% | 10/31/2020 |
| Miami-Dade (County) | 106 | 81 | 30.9% | 12/20/2020 | Louisville | 139 | 78 | 78.2% | 10/31/2020 |
| Baltimore | 321 | 333 | -3.6% | 12/19/2020 | Denver | 79 | 57 | 38.6% | 10/31/2020 |
| Milwaukee | 191 | 98 | 94.9% | 12/19/2020 | Tulsa | 68 | 49 | 38.8% | 10/31/2020 |
| Cincinnati | 90 | 72 | 25.0% | 12/19/2020 | Sacramento | 36 | 27 | 33.3% | 10/31/2020 |
| Atlanta | 150 | 95 | 57.9% | 12/19/2020 | Long Beach | 30 | 29 | 3.4% | 10/31/2020 |
| Newark | 51 | 51 | 0.0% | 12/13/2020 | San Diego | 41 | 37 | 10.8% | 10/31/2020 |
| Los Angeles | 322 | 247 | 30.4% | 12/12/2020 | Phoenix | 175 | 110 | 59.1% | 10/31/2020 |
| Jacksonville | 139 | 120 | 15.8% | 12/12/2020 | Madison | 10 | 2 | 400.0% | 9/30/2020 |
| Memphis | 302 | 191 | 58.1% | 12/7/2020 | Pittsburgh | 33 | 30 | 10.0% | 9/30/2020 |
| Indianapolis | 197 | 145 | 35.9% | 12/5/2020 | Aurora | 32 | 19 | 68.4% | 9/30/2020 |
| Arlington | 22 | 17 | 29.4% | 12/2/2020 | Oklahoma City | 46 | 58 | -20.7% | 9/30/2020 |
| Fort Worth | 102 | 62 | 64.5% | 12/1/2020 | Total | 7,101 | 5,194 | 36.7% | |

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PRESIDENT'S MESSAGE

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to a screeching halt, isolation created by social distancing mandates, social unrest following the George Floyd incident in Minneapolis, a nation politically divided ... In some way, each surely influenced the murder spike, right? If you Google this disturbing, record-setting homicide rate, you will find a plethora of articles in which journalists, political pundits and academics would have us believe the overwhelming factor is COVID.

Can someone explain why there are significant increases in some major cities across America while other cities experienced a reduction in murders? Think about it: Every city, large and small, across America is impacted in the same way by COVID. Shouldn't this trend then be universally experienced in every community? The answer is "Yes!" and the evidence against the COVID theory is supported by the unbiased numbers.

No one knows policing better than those who walk the beat every day. I bet most of us in the FOP are like me. I don't consider myself an academic, but I am educated. I am not a journalist, but I can string sentences together and articulate a thought, and I could care less about politics when lives are at

stake. Like you, I am just a cop with years of experience, and that experience tells us that the COVID hypothesis is not supported by the numbers. Blaming COVID is just more convenient than considering the truths.

Allow me to point out the obvious results of defunding of police departments across America and how it has contributed to the rise in violent crime:

- Austin: \$150 million cut from policing — 55.2% increase in murder rate
- New York: \$1 billion cut from policing — 39.2 % increase in murder rate
- Los Angeles: \$150 million cut from policing — 30.4% increase in murder rate
- San Francisco: \$120 million cut from policing — 32.4% increase in murder rate
- Oakland: \$14.6 million cut from policing — 37.8% increase in murder rate
- Washington, D.C.: \$15 million cut from policing — 19.4% increase in murder rate
- Portland: \$16 million cut from policing — 51.5% increase in murder rate
- Philadelphia: \$33 million cut from policing — 35.5% increase in murder rate

These are just a few cities in a long list

where defunding police coincides with escalating crime rates. Do your own comparison. The numbers do not lie.

Those controlling our nation's largest cities have successfully obscured the real cause of the dramatic increase in violent crime behind the cloak that COVID provides them. While they further this ridiculous narrative, they are senselessly contributing to the rise in the number of people who are being victimized in our communities. And remember, each one of these numbers is a life forever lost.

Numbers do not lie. The direct correlation between activist prosecutors, along with defunding the source of public safety in our communities, and the highest one-year increase in homicide on record shines a light on the artificial shroud that politicians have used to divert your attention away from the failures surrounding their dangerous policies.

Like all of those cities that are not defunding their police and turning their prosecutor's office into an activist utopia, we will rely on rationality and the numbers that show that supporting the noble profession of law enforcement ensures we can all enjoy safer and stronger communities. **FOP**

The Power of the FOP Voice



We want your input on the design of the FOP's new biennial survey!

Based upon the success of our 2018 Survey of Officer Mental and Behavioral Health, the National FOP recognizes the impact that our more than 356,000 members have had in shaping solutions for our profession. With significant lessons learned from your responses, the FOP has developed a robust program of wellness services and is leading the way in providing the best for our brothers and sisters.

With that in mind, we would like to announce the development of the FOP Biennial Issues in Policing Survey. To be rolled out at the 2021 National Biennial Conference in Indianapolis, the survey will once again provide our members with the opportunity to be heard regarding the issues that matter most to our profession.

We are calling on FOP members and leaders **NOW** to provide input as we design the survey. What do you want the FOP, the profession and world to know about your experience? Contact us at officerwellness@fop.net to contribute your ideas!

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Eric Talley: The Best of Us

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

As I sat down to write my article for this month's *Journal*, I had several different competing topics, but after the horrific events that occurred in Boulder, Colorado, on March 22, none of them seemed nearly as important. By now you know that 10 people were murdered in cold blood in an active shooter incident. One of them was Boulder Police Officer Eric Talley. Eric was 51 years old, a father of seven, and had chosen law enforcement as a second career after a successful run in the tech field. When asked why he left a much more lucrative job to become a police officer, he said he wanted to help people and give back to his community. Well, that is exactly what he did. In his 10-year career, he built a reputation of truly caring for his community, including a high-profile incident where he climbed into a drain and saved baby ducklings — yes, baby ducklings ... seriously, this guy was the best of us. So, it shouldn't surprise anyone that when an active shooter struck, Eric ran toward the gunfire. Toward the danger. Toward his death. I struggle to find the words to adequately describe the

heroism our brother exhibited on that day, and the heroism of the countless other brothers and sisters who have done the same in that situation, but it's what we do. On full display, for our country and the whole world to see, was who we really are.

Opportunistic politicians and biased journalists will do anything they can to make us the scapegoat of society's ills and convince our communities we are the enemies. They attempt to silence us and not give us our equal time, and they will continue to misrepresent situations to get their clicks and raise their profiles, but you know what they can't do? They can't silence our actions. And our actions speak a whole helluva lot louder than their words! The actions of Officer Eric Talley and every officer who has made the ultimate sacrifice are louder and truer than the hacks who attempt to tear us down. We know it and the community knows it. That is why in polling we consistently beat politicians and journalists in public trust. The law-abiding, hardworking members of our community know who we are and what is in our hearts. They know that Officer Eric

Talley is a representation of us all and what we will do for the communities we love, including paying the ultimate price.

I wrote this article to remind you all that what you do matters. We should all be proud to be a part of the noblest profession on this planet — the only profession in the world (aside from our brave servicemen and women) whose members go to work every day with the threat of people actively trying to kill them. I have seen a number of our supporters say we deserve respect, but while I appreciate the sentiment, no one deserves anything ... you have to earn it. Well, I will tell you, the hardworking men and women of law enforcement damn sure earn that respect every day! Thank you all for what you do, and just like Officer Eric Talley, let's show this country who we are every day we put on the uniform.

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

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Conference Preparations in Full Swing



// **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 April *Journal* edition finds you and your family well and safe. Spring is here and it is welcomed, other than the ridiculous amount of pollen we are experiencing in Florida. This only complicates matters for those with respiratory issues, especially with COVID still lingering in our communities. I am happy to inform you that I received my second COVID vaccine two weeks ago and experienced no side effects. I was worried, since I know that some of you had an adverse reaction. Supposedly, I am about 90% immune and I welcome the added protection. I recommend that if given the opportunity, you get the inoculation.

We have been extremely busy in the National Secretary's Office. We just completed issuing membership cards, and already we are preparing for the second-half per capita. We are preparing for the National Board of Trustees meeting this month in Kansas City, Missouri, and we are running full speed in getting everything ready for the upcoming 65th Biennial Conference in Indianapolis, Indiana.

The annual Labor and Legal Counselors

Seminars, presented by National FOP Labor Services Division Director Tim Mullaney and National General Counsel Larry James, were a huge success. It was enlightening to hear firsthand from the talented and dedicated attorneys representing officers

Every lodge is entitled to one delegate for every 50 members or the greater portion thereof.

in Minneapolis and Atlanta. Equally beneficial were the discussions from the various attorneys and experts on qualified immunity, citizen review boards and *Brady* disclosure. All in attendance had the opportunity to network and share contact information with each other. If your lodge

attorney has not attended this powerful training, please encourage them to do so in the future. If they would like information on being a part of our nationwide FOP Listserve, a communication tool for FOP attorneys to share case resources, have them contact my office for details.

Be reminded that local lodge delegate entitlement is based on the number of members the lodge has on its rolls on April 1. Every lodge is entitled to one delegate for every 50 members or the greater portion thereof. In other words, a lodge with 15 members gets one delegate to the Conference. A lodge with 60 members gets one delegate. A lodge with 76 members gets two delegates, since they get one for the

Continued on page 18 >



Attendees at the Labor and Legal Counselors Seminars in Las Vegas in March



National FOP General Counsel Larry James at the Legal Seminar, which covered topics including ethics, collective bargaining, wellness, social media and more.



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SECRETARY'S MESSAGE

Continued from page 16 >

first 50 and a second one for the other 26, which is the greater portion of the second 50. Additionally, per capita must be paid to the National Secretary's Office by July 1 — or, at a minimum, postmarked on July 1 — for delegates from a lodge to be seated at the Conference. Credential forms will be mailed to lodges around the first week of May.

At the convention center, I will once again allow the lodge president or secretary to register and pick up credentials for all their delegates. I am doing this for several reasons, but primarily to ease congestion from the number of delegates standing in line and because of possible COVID social distancing mandates that may still be in effect. If your lodge elects to participate in this service, please let your delegates know so they do not try to pick up their credentials as well.

I am working with Sergeant at Arms Keith Turney and Credentials Chair Collett Smith on streamlining the credentialing process and enhancing security as to who is allowed on the Conference floor. I will give you the details once they are finalized. I do have a request from each ... we need your help. We need volunteers each day to help with the Credentials Committee, and Brother Turney needs volunteers helping with security on the Conference floor. If you can help, please send me an email and I will get it to Sister Smith or Brother Turney. Even if you can only commit to a few hours a day, that will help.

Proposed amendments to the National FOP Constitution and By-Laws can only be submitted by a local lodge, a State Lodge or the National Board of Trustees. I must receive your proposal(s) in the National Secretary's Office by 5 p.m. CST on April 19, 2021. I will accept the proposal by mail or email.



Attorneys Leo Blackwell (seated) and John Kautzman presented a session entitled "Policy Changes in a Nation of Police Reform" at the Legal Seminar.

If sending by email, make sure that you obtain an acknowledgment from my office. Also, resolutions may be submitted by any lodge or delegate between now and the end of the business session on the day before the last Conference session. The resolution must be in writing and be accompanied by no more than a one-page explanation as to the purpose of the resolution. If you would like the resolution to be a part of the official Conference book for all to review, you must submit it to my office before 5 p.m. CST on June 7, 2021.

This year, we are reducing the number of Conference books we are ordering. This is being done to save on the cost of printing and distribution. Every lodge will receive one printed copy. We will be distributing the entire book, which contains National officers and Committee reports, proposed Constitution and By-Laws changes, vendor information and events schedules, in electronic format and it will be available on the NFOP app. Please download the app and stay informed.

Do you have a product or service to

offer your brothers and sisters, or do you know of someone who does? We have space available in the Expo at the Conference. Prices for space are very affordable, and you get the benefit of a targeted audience of 5,000-plus attendees. Contact me for additional information and the price package. Know that the revenue generated from Expo vendors helps offset the costs of the Conference. This is a win-win.

I need your articles for future *Journal* editions. Having a special event at the lodge? Participating in a community outreach program? Being recognized by your city council? Send me a short description of the program, along with several high-resolution photographs, and we will let our 356,000 members know what your lodge is doing to advance the FOP.

Brothers and sisters, it is a high honor and privilege to serve you. Please be safe as you protect your communities. Know that you are appreciated, and you stand for the freedoms we all enjoy. Let me know if I can be of help to you in any way. I look forward to seeing you soon. **FOP**

➡ ALL STATE AND LOCAL LODGES:

The deadline to submit all Constitution and By-Laws Amendments is **April 19, 2021**. Proposals can only be submitted by State and local lodges and must be in the National Secretary's Office via regular mail or email by **4 p.m. CST on April 19, 2021**.

701 Marriott Drive, Nashville, TN 37214, ahover@fop.net



J. HARRIS

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Taking Financial Care of Your Lodge: Expense Vouchers



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

In a continuing effort to provide our lodges with the information they need to help them run properly, I am writing a series of articles on "Taking Financial Care of Your Lodge." The articles are a collection of information provided by our accounting firm, along with my experiences as Delaware's State Lodge treasurer and as your National treasurer. I also draw from the many things I have learned while assisting other FOP lodges that have experienced misuse or theft of lodge funds. This article will cover expense vouchers.

Your lodge should have a written policy covering expenses and reimbursement of expenses. Each expense should require a voucher explaining the expense and showing who authorized the expense.

Expense vouchers: A voucher is simply a form authorizing the treasurer to pay an expense. Your lodge should have expense vouchers printed and require that a voucher be filled out on all expenses before payment is made.

Credit card vouchers: If any board members have a lodge credit card, you should have credit card vouchers printed and require that a voucher be filled out on each charge on the credit card. The Grand Lodge voucher allows for more than one expense entry on a voucher.

Voucher information: The voucher should contain the date when it was filled

out, name of payee, payee's address, payee's signature, reason for expense, who authorized the expense, check number, amount paid, date paid and your signature.

Voucher authorization: Normally, the president must authorize all expenses. On regular office-related expenses, however, the secretary or treasurer can authorize payment if given that authority by the president or the board of directors. You will need to check your constitution and bylaws to see what is required.

Voucher copies: The number of copies is up to your lodge board of directors. The Grand Lodge uses an online voucher system that was built for the Grand Lodge and is available to State Lodges. The system is available to the president, secretary and treasurer to review all expense vouchers. All the Grand Lodge expense records are digital and stored off-site. If yours are done on paper vouchers, anyone who approves the voucher can keep a copy. After making payment, the treasurer completes the voucher and attaches one copy to the check stub. You can distribute copies in whatever way your board decides. If you use QuickBooks, the treasurer can scan the voucher and any documents or receipts, and attach the file to the check in QuickBooks. This gives you a digital record of everything to do with that transaction.

Maintaining Your Records

It is extremely important that you maintain good record-keeping procedures. Your lodge members, your lodge accountant, your lodge attorney or the IRS may need to review some of these records.

Ledger: Your accounting ledger should be kept neat and easy to read. The ledger should show dates, transaction numbers, description of the transactions, income column, expense column and balance. Ledgers can be handwritten or computerized. Keep your ledger safe by backing up the file off-site or keeping

a paper copy in a fire safe. Computer programs should be backed up at least weekly and the backup copy stored on an off-site server or a thumb drive that is kept in a fire safe.

Receipts: You should require that receipts be submitted with all vouchers. Receipts should be attached to the check stub along with the treasurer's copy of the completed voucher and then filed numerically by check number for easy research of your records. No checks should be issued by the treasurer unless there is a voucher authorizing the expense and a receipt, when required for that type of expense. If you use QuickBooks, you can scan any documents or receipts and attach the file to the check in QuickBooks. This gives you a digital record of everything to do with that transaction.

Monthly folders: You can organize your files by keeping all expense vouchers in a monthly folder bearing the month and year. Copies or notes on all income should be kept in a similar monthly income folder. At the end of each fiscal year, both the expense and income folders should be put in a box clearly marked "Financial Records for the Year of ____." These records should then be stored at your lodge office. You can get boxes for financial records from any office supply store. Again, if you use QuickBooks, the scanned voucher, receipts and other documents can be attached to the check, giving you a digital record of everything to do with that transaction.

If you contact me at tomfop@aol.com, I can send you a copy of an expense voucher and credit card voucher in Microsoft Word format. You can easily change these sample vouchers to make vouchers for your lodge. This saves the expense of having carbonless vouchers printed. Anyone wishing to keep a copy can make one before sending the voucher on. **FOP**

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CRI-TAC

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

If you have heard me speak at any of our many conferences I have attended over the years, then you've heard me speak about CRI-TAC, the Collaborative Reform Initiative Technical Assistance Center. That's not to say you should stop reading, because some recent developments may be of interest to you.

One, the project is winding down, so if you have considered taking advantage of it, you need to start putting things in motion. It's as easy as having an agency head or other authority figure send an email. Simply go to cops.usdoj.gov/collaborativereform, where you can find all the particulars. I can also help you and your agency as well.

Two, soon I'll stop talking about CRI-TAC. I can hear the cheers resonating across the country! At least everyone knows CRI-TAC as an FOP household word!

Three, if you know about CRI-TAC, have already taken advantage of its services or are simply not interested, you can stop reading!

For those whose attention I still have, the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC for short) is a consortium of 10 major law enforcement groups from across the country whose mission is to deliver services "for the field, by the field" on a wide range of topics.

The partner organizations involved are the International Association of Chiefs of Police, Major County Sheriffs of America, FBI National Academy, International Association of Campus Law Enforcement Administrators, International Association of Directors of Law Enforcement Training and Standards, National Association of Women in Law Enforcement, National Organization of Black Law Enforcement Executives, National Tactical Officers Association and National Sheriffs Association.

The FOP wraps up the group as the major labor organization representing rank-and-file officers, and I am the FOP's

The **Collaborative Reform Initiative Technical Assistance Center** (CRI-TAC) provides no-cost customized technical assistance solutions designed to meet the unique needs of state, local, tribal and campus law enforcement agencies throughout the United States.

primary representative. I am assisted by Jim Pasco, Tim Richardson and Michelle Brosnan Mason from our Washington, D.C., office.

There are many areas where we can provide technical assistance, and that list can be found at cops.usdoj.gov/collaborativereform, but in all reality, we can pretty much assist with any potential dilemma facing an organization.

As this initiative is ultimately sponsored by the COPS Office under the U.S. Department of Justice, everything we provide is **free**. Whether it's a consultation on use-of-force policies or active shooter training, we have a long list of subject-matter experts who can provide assistance, and many are FOP members.

We have even assisted agencies that were unsure of what they actually needed but could articulate a problem. Those are some of the best requests we get, because they allow the partners to truly brainstorm a solution.

The application process is truly quick and easy. Go to cops.usdoj.gov/collaborativereform#request_menu and click the "Submit Request for Assistance" button. Type in a brief narrative of the problem, along with contact information. That's it! There is no lengthy bureaucratic application process, no financials to provide,

no elaborate data on the issues to be entered. A brief narrative of the issue is all that is needed.

Next, someone will call the agency to set up a brief triage call. On that call, which usually occurs within two weeks of the initial email, the partners will listen to the problem and start working on a solution. I am on nearly every call, ensuring that rank-and-file needs are met.

Depending on schedules, we can usually have a subject-matter expert (or experts) working your request within a month or so. With COVID, we have provided a lot of remote services and learning experiences as well. We can pretty much fit any request for assistance to meet the restrictions your agency might face.

As budgets get tighter and demands on law enforcement continue to squeeze our resources, CRI-TAC may very well be a place your agency can turn to for high-quality training and consultation, **all free!**

As always, God bless you all and God bless the FOP!

Reminder: We are looking for volunteers to serve as door guards at our 65th Biennial National FOP Conference in Indianapolis, Indiana. To volunteer, email me at kturney@fop.net. **FOP**



Health Care Initiative Update

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

Greetings, brothers and sisters! I hope this article finds you enjoying our new electronic format for the *FOP Journal* and the timeliness of having a monthly publication rather than quarterly. This month, I'd like to update you on where we stand with our national health care program plans for all FOP members and their families and our partnership with Aetna.

If you have not already heard, the NFOP has partnered with Aetna, offering a Medicare Advantage plan for all FOP members, spouses and surviving spouses eligible for Medicare. We encourage you to visit fop.aetnamedicare.com to learn more about the benefits and premiums. Once we enroll 25,000 FOP members and their spouses, Aetna has agreed to underwrite affordable pre-65 health insurance options for retirees and their families.

Just as it has affected every other aspect of our lives and work, COVID significantly reduced our ability to promote Aetna's plan at various state conferences and meetings. Additionally, we had planned to host health fairs and other informational events to advertise and promote the program. But

even with the challenges of COVID, we were still able to increase the numbers of enrolled members in the Advantage plan,

The NFOP has partnered with Aetna, offering a Medicare Advantage plan for all eligible members, spouses and surviving spouses.

which now has between 6,000 and 7,000 enrollees.

Aetna has been very understanding, as they have been impacted by COVID as well. We have recently had some productive meetings discussing how to move forward

with a shared marketing strategy. We have scheduled future meetings to create "pilot programs" outlining plan designs and premium rates for our members who retire early (pre-65). Our objective is to generate pilot programs to help grow our membership in the FOP/Aetna Medicare Advantage program while gauging our members' options in their local markets. We should be able to update your National trustees and the National Board at the NFOP Spring Board Meeting this month in Kansas City.

If you are like me and work for an employer that does not provide health care in retirement, having an affordable health care option is the difference between having to work and having the option to retire at an early enough age to truly have time to enjoy it! A quality and lengthy retirement from the grind of law enforcement is always a goal for the FOP, and we will continue to work hard on this initiative for all of you.

As restrictions begin to loosen across the country, I hope to see you soon at an event in your state to speak with you further about our future with Aetna. Until then, stay healthy and be safe! **FOP**

Visit FOPCovid19.org



Get the latest updates on the FOP's activities in response to the coronavirus pandemic and helpful safety information for law enforcement!

MEMBER SPOTLIGHT

Tina Trimble

JIMMY HOLDERFIELD / NATIONAL SECRETARY
JENNA ANDERSON / 911MEDIA MANAGING EDITOR

Wyoming State Lodge President Tina Trimble is a trailblazer in many ways. What immediately stands out is that she is one of only a few leaders to occupy the positions of both State president and National trustee. These roles keep her extremely busy, but she thrives on the rewards of serving her brothers and sisters in Wyoming and across the country.

Sister Trimble's law enforcement career began while she was working her way through college. She was employed at the local Target store in the Loss Prevention Department, with duties that included apprehending shoplifters. During this time, she met many police officers as they responded to the shoplifter calls, and they befriended and mentored her. They encouraged Trimble to apply for a police officer position with the Casper Police Department, even though she was only 20 years old at the time. She applied, and soon after turning 21, she was hired.

For the next five years, Officer Trimble worked in patrol. During this time, she became interested in becoming a detective. That opportunity arose in 2003, when she was selected as a task force officer in the Division of Criminal Investigation (DCI) in Casper. In 2005, another opportunity presented itself that Tina could not pass up. "One of my co-workers and mentors within the FOP, Mike 'Jumbo' Burnett, was retiring as a special agent on the same task force," she remembers. "Luckily, I got the job and spent the next nine years working cases in Casper."

In 2014, Special Agent Trimble was again promoted, this time to team leader, the position she still holds today. Her husband retired from the Casper Police Department in the same year, and they moved their family to Cheyenne, where they still reside.

Trimble became an FOP member in 2000, after a fellow officer at the Casper Police Department was the principal subject of a messy Internal Affairs investigation. It was widely known that the Casper Police administration was not supporting the officer. A trusted veteran officer and FOP member was discussing with Trimble the injustices to the officer under investigation. He told her about the benefits and protections the FOP offers and why she needed to join. He further told her that there was a meeting the next night, and that she should be there and bring her checkbook. She did just that, and has been grateful to that brother for the past 21 years.

"Even though I had been an FOP member for many years, I never had any interest or real desire to get involved in leadership," Trimble says. "I was perfectly content to just be a member, come to an occasional meeting and enjoy the yearly summer picnic." That all changed when a friend, past Wyoming State Lodge President Mike Steinberg, asked her to take the position of State trustee for Platte River Lodge #11. In 2014, she was elected State

secretary. The position was open and there was waning interest in leadership positions within the State Lodge. Trimble was not sure if she was ready for the responsibility of State secretary, but after encouragement and assurances from the other members of the Executive Board, she took on the challenge.

A short time later, things really began to move. Trimble was asked to fill a new vacancy, as State vice president. She was elected; then in 2015, the State president was



Trimble with her team of Wyoming DCI agents

relocated and resigned. Trimble was elevated to State president. In 2018, the National trustee moved, and President Trimble filled that additional role out of necessity. Originally, she took on both positions with the intent of finding a replacement for one of the offices; however, she has learned and adjusted well to both roles, and the brothers and sisters of the Wyoming State Lodge are pleased with her leadership.

For Trimble, a rewarding opportunity of being State president and National trustee is her ability to travel and meet with so many amazing leaders around the country. She always comes back home with new and innovative ideas on how to make the Wyoming FOP even better. Because of her networking, she knows that she has a contact in every state that she can call upon if she has a question or needs anything. Her passion is recruiting members to leadership positions in the State Lodge and assisting local lodges

in developing future leaders. “It has been nice identifying my future successors and mentoring them in ways I never was,” she says. “I feel confident that when the time is right, there will be plenty of willing and passionate young leaders to take my place.”

Because of Trimble’s direct involvement, the FOP represents 22% of Wyoming’s law enforcement, and for last three years, membership has increased by an average of 15% per year. Her focus is continuing to increase membership and inspiring young leaders, especially women around the country. She is excited to have been appointed to the National Cold Case Committee and be working with the talented Chairman Brent Jex. Bringing her experience as a task force team leader to the Committee, she has some great ideas on the direction they will take in the future.

Trimble offers this advice to FOP members thinking about getting more

involved: “Learn as much as you can about the position you seek to hold. Make your intentions known to your members. Offer to help them in any way you can. Even if you don’t get elected to the position you were seeking, don’t give up. Good leaders recognize commitment and dedication over politics. If you are the right person to fill that role, it will happen in time.”

In the rare moments when she’s not hard at work for the FOP, Trimble enjoys the outdoors, even in a state where the air often hurts her face. In the summertime, she enjoys travel, camping and hiking. She told us that there is no better way to decompress than to find a sunny patio and a cold beer, and watch the world go by. She and her husband have three adult children and spend most of their time raising their beautiful, sassy 7-year-old granddaughter. **FOP**

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MOVING PLANS INTO ACTION

THE IMPORTANCE OF
SETTING GOALS FOR
WELLNESS

SHERRI MARTIN / DIRECTOR OF WELLNESS



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

It was not until relatively recently that I learned the importance of goal-setting when it comes to wellness. Sure, I had always known that it was important to set goals. We are told this throughout our lives, whether in school or as we strive toward coveted assignments or leadership roles in our work. Most of us have goals in mind about how we want to live, whether it is a financial benchmark we want to achieve, a goal weight or clothing size, or something as simple as a “bucket list.” However, it is not enough just to dream. Without a plan or a road map for achieving our goals, many of us will never actually reach them. This is where writing things down, recording and creating a concrete plan, becomes crucial.

To be successful, strive to set SMART goals. This means that they should be **specific**, stating exactly what you want to

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

According to a study published in the *Journal of Clinical Psychology*, the top New Year's resolutions people make are: 1) lose weight, 2) eat healthier, 3) quit smoking,

Without a plan or a road map for achieving our goals, many of us will never actually reach them.

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

So ask yourself, what are your wellness goals? Lose 10 pounds? Spend an hour each week devoted entirely to your partner? Pay off a debt? Begin attending church? Repair or renew a lost friendship? Get that physical wellness check you have been putting off? Take out a piece of paper and



write down your top selections. Maybe there are three, maybe 10 or maybe you want to start with one key goal. Whatever the case, the first step is to write it down. Consider the steps you will take along the way to achieving your goals — that is, the smaller pieces that will get you down the field to the goalpost or over the miles to the finish line. Each of those smaller pieces is also a goal, a step in the right direction,

and they should also follow the SMART goal outline, being specific, measurable, action-oriented, reachable and realistic, and time-oriented. Begin drawing a map, a chart or a step-by-step plan of prerequisites that need to be met or intermediate steps that need to be taken in order for you to reach the bigger goal. It may take some time or reflection to arrive at these, and a friend may be able to help brainstorm with you. Once you have developed your road map, set timelines for reaching each step. Be flexible enough to be realistic, but firm enough to ensure that you remain focused.

Once you have a written plan for achieving your goals, set yourself up for success. Congratulate yourself for setting up a plan and taking time to get you closer to your goals. Visualize what it will be like when you have met your goal. How will you

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

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



BUDGETING UTILIZING THE ZERO-BASED METHOD

NICK DAUGHERTY / FINANCIALCOP PRESIDENT & OWNER

The foundation of any good financial plan is also something most of us hate doing: a budget. Don't stop reading yet — I know this isn't a fun topic, but it is **crucial** to building your financial strength!

When was the last time you made a budget to track every dollar you spend?

The biggest wealth-building tool you have is your income. It is best to start making a budget before the month begins. If you make \$4,000 a month and you only budget for \$3,500, what happens to the other \$500 for that month? For most, it disappears, and we don't really know where it went. For others, the numbers turn red each month and we rely on debt to get us through.

The Zero-Based Budget Method

So how do we do a zero-based budget? First, think about a budget like a SWAT team. SWAT teams do extensive planning before anything else. At my old department, they had to have an

operations plan done before they could even walk out the door for the raid. This is very similar to starting your zero-based budget before the month begins. That is your "write it down" phase of budgeting. You're planning for the month, before it starts, to see if you have everything ready to begin and tackle the month.

Your Budget Debrief

Once that SWAT team gets back from the raid, one of the first things they do is their after-action plan, or debrief. Did everything they think was going to occur during the raid actually occur, or should they change up the planning for the next SWAT raid? This is just like doing a monthly zero-based budget!

For starters, you need to know how much income is coming in each month. Don't count overtime; that's extra. You never want overtime to become a part of your daily living needs. In fact,

Continued on page 30 >

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Chief Rich Lockhart
Warrensburg PD



BUDGETING STEPS

1. Itemize your expenses.
2. Make a plan for the month ahead.
3. Track what you spend and earn.
4. Assess whether you stayed on budget.
5. Adjust as needed for the next month.

BUDGETING

Continued from page 28 >

overtime is one of the biggest pitfalls I see in first responder budgets. It gets us into more trouble when we use it to elevate our lifestyle instead of using it to further build our financial strength!

After you know how much you have to work with, itemize every expense you have. There are basic expenses, like house/rent payments, transportation and food, but dive deeper. Break everything down to each dollar, including haircuts, child care, entertainment, clothing and every other category. Remember, this is a zero-based budget, so every dollar has to be accounted for, not just some of the dollars!

The Zero-Based Budget in Action

Now, put your budget to work. Track what you spend and make sure you are staying truthful to your budget. Did everything go as planned, or do you need to make some adjustments? Are you going over budget or under budget? Where are your opportunities for improvement or growth? Your budget needs to balance, so consider adjustments when necessary.

Some Budgeting Tips to Consider

- Biweekly paychecks: Two months will have an extra paycheck — **bonus!** Utilize this extra check to help further your budget. Use it for paying down debt, building that emergency fund or making an extra mortgage payment, or just sock it away for a much-needed vacation now that more of the economy is opening up.
- Five-weekend months: Four times a year, we have a fifth weekend. That means if you do your grocery shopping on the weekends, you have a fifth week of groceries. Got kids in daycare? Add a fifth week of daycare costs. If you don't watch

out for these four months, they can really wreck your budget.

- Kids: I love my kids to death, but man, they can be expensive. I always joke about October and November in my house, because they are birthday party Armageddon months. It seems like there are at least two birthday parties every weekend (man, kids have it good these days). Make sure you factor that into your budget if this is your case, too.
- Christmas: It comes on December 25 every year, but each time it seems like we don't prepare. I remember those cold days in January, working a bunch of overtime to pay for all of the Christmas gifts we bought. Instead, set a line item in your budget and save a little each month so you can take care of Christmas without it taking care of you!

With some practice, you'll find yourself spending less time worrying about your money, because every dollar will have a purpose. The amount of time you spend on it monthly will decrease as it starts to become second nature. Your stress levels will start to come down as you work the budget. You'll instantly see if you need to find another source of income to pay off some debt to make your budget balance, or if you have some excess to start saving for retirement! For more information, visit www.financialcop.com. **FOP**

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TRAINING

Cybersecurity Workforce Certification Training

As part of the 2020 National Centers of Academic Excellence in Cybersecurity (NCAE-C) Workforce Development Initiative, a Cyber Workforce Certificate-based training program will provide program participants with the skills required to upskill or begin a career in the cyber industry. No-cost training is offered through a collaboration of Purdue University Northwest, Ivy Tech Community College, University of North Carolina Charlotte and University of Tennessee Chattanooga.

There are three cybersecurity training options to choose from:

- System Administration

- Artificial Intelligence
- Digital Forensics

Additionally, each program participant will have the potential to earn up to three industry-recognized certifications. Live virtual instruction and the cost of certifications are covered by the grant.

Selection preference will be given to individuals from the military, past and present, as well as first responders — law enforcement officers, rescue personnel, firefighters, etc. — who are seeking upskilling in their current career or looking to transition to a new field. Underrepresented groups, including women, minorities and socioeconomically disadvantaged individuals, who are not

military or first responders will be eligible on a space-available basis.

All qualified applicants will need to take an online math, English and entry-level IT proficiency assessment to complete the admission process. Targeted, individualized tutoring and participant support are available to pass the assessments, as needed.

For more information and to apply, please visit the consortium website at www.cwct.us. The application form will ask which university you are applying through; please select the University of Tennessee – Chattanooga (UTC), regardless of where in the country you live. **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.





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Cybersecurity Workforce Development

This project is supported by National Security Agency (NSA) Grant #H98230-20-1-0351.

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Excelsior College



At Excelsior College, your knowledge — and your experience — counts. Excelsior, an online, accredited, not-for-profit college, focuses on helping adults complete their degrees and advance their careers. Excelsior values what students have already accomplished at other educational institutions, on the job or in the military, and awards credit for these experiences. By starting with more credit, students save money and earn their degrees sooner than they might expect.

Recently, the College announced a partnership with the Fraternal Order of Police to offer tuition discounts and other benefits to members and their spouses or domestic partners. Through this partnership, students can receive up to 20% off tuition rates.

Excelsior offers 40 online degree programs, including options at the associate, bachelor's and master's levels. Of particular interest to those in law enforcement, the College offers programs in criminal justice, cybersecurity, homeland security and emergency management, national security, liberal arts, business and public administration.

As part of the admissions process, admissions counselors and trained evaluators review any previous college credit, workplace training and professional certifications an applicant has earned or completed. Excelsior has already evaluated training from some police academies and other criminal justice training for college credit that can be applied to a degree program. As a result, applicants learn up

front how close they are to earning a degree.

Guillermo Rincon, a police officer in New York, received 32 credits from his criminal justice training, and Excelsior also accepted credit he earned at another college. This put him more than a quarter of the way to his bachelor's degree in liberal arts, and it also put him in line for a promotion. "When you combine it," Rincon says, "I had enough to make lieutenant."

Learning That Makes an Impact

Excelsior's degree programs give students knowledge and skills they can apply right away. Nearly 75% of students work full-time, and nearly all the College's

Continued on page 36 >

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NFOPU SPOTLIGHT

Continued from page 34 >

courses are taught by practitioners experienced in the area they teach. In the criminal justice programs, for example, instructors have experience working within city, state and federal agencies.

“Our courses are taught by para-academics who bring vast experience from Immigration and Customs Enforcement, the Federal Bureau of Investigation, the New York Police Department and other notable agencies, who have leveraged their education and love teaching as a way of giving back and preparing the next generation,” says Gretchen Schmidt, the faculty program director of the criminal justice programs.

As preparation for a career, not just a job, the criminal justice programs build on one another, so that they reflect the knowledge and skills needed for progression through the ranks of law enforcement. “The programs have been developed under the philosophy of ‘Learn it today, use it tomorrow,’” Schmidt says. “The discussions and assignments are based on cases and scenarios that each rank would be called upon to deal with, and

students are demonstrating practical skills in their assessments.”

To keep up with the career-relevant coursework, students can fit their studies around work and their personal responsibilities. They can choose from 8- or 15-week courses and/or studying independently for credit by exam, so they can pursue their degrees at a pace and in a way that fits their lives. In addition, students immediately become part of a community of encouraging and experienced instructors, supportive and knowledgeable academic advisors, and motivated peers. Designated academic advisors help students determine the right path to achieving their academic and professional goals and provide support every step of the way to degree completion. Learning resources and

support services complete this focus on helping students succeed.

“Excelsior College is pleased to add the Fraternal Order of Police to our current portfolio of educational partners,” says Kim Lourinia, director of partnership development at Excelsior College. “This partnership allows the College to extend our reach in offering educational opportunities to a larger contingent of law enforcement personnel looking to further their education to meet their career goals. We are excited about the opportunities this provides Excelsior, the Fraternal Order of Police and the law enforcement community.”

For more information about the Fraternal Order of Police’s partnership with Excelsior College, visit excelsior.edu/fop. **FOP**

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



The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education.



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fherehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

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helpforourheroes.com

Warrior's Heart

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Legislation Reintroduced in the 117th Congress



In March, Senator Thomas R. Tillis (R-N.C.) reintroduced the Protect and Serve Act as S. 774 in the Senate. This bill is a priority for the FOP and was developed several years ago in direct response to the surge of violence directed at law enforcement officers in the form of calculated or ambush attacks. As of this writing, 62 law enforcement officers have been shot so far this year, 13 of whom were killed. Since January 1, 16 officers have been shot in 12 separate ambush attacks, five of whom were killed.

In an effort to deter these types of attacks, this legislation would impose, in certain, narrow circumstances, a new federal penalty on individuals who deliberately target local, state or federal law enforcement officers with violence.

The bill currently has 17 Republican co-sponsors in the Senate. The legislative staff continues to work with the offices of Representatives John H. Rutherford (R-Fla.) and Val V. Demings (D-Fla.) to reintroduce the House companion bill in the near future.

We continue to work with our allies on Capitol Hill to reintroduce our top legislative priorities and other legislation that the FOP supports, as well as new initiatives that benefit our members and the public safety mission. The following

Top Priorities in Brief

H.R. 82, the Social Security Fairness Act

House: 111 co-sponsors (79 D, 32 R)

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

House: 27 co-sponsors (21 D, 6 R)

Just the Facts:

>> A number of FOP-supported bills have been reintroduced in Congress, including the Protect and Serve Act, which would make it a federal crime to target a law enforcement officer with an assault that results in serious bodily harm or death. In addition to working with allies on Capitol Hill to reintroduce top-priority bills and new initiatives, the FOP continues to monitor the confirmation of Cabinet officials, the progress of policing reform legislation and other bills that would impact law enforcement.

bills have been reintroduced since the last *Journal* article:

- **S. 391, the EAGLES Act** (Grassley, R-Iowa), which would reauthorize the National Threat Assessment Center (NTAC) within the U.S. Department of Homeland Security and expand the program by including a new school safety initiative
- **S. 466, the Kelsey Smith Act** (Moran, R-Kan.), which would require telephone companies and wireless carriers to disclose cell-site location data without a warrant in certain exigent circumstances
- **S. 662, the Achieving Thorough Transparency and Accessibility for Information Navigation (ATTAIN) on Mental Health Act** (Fischer, R-Neb.), which would establish an online dashboard for federal resources related to mental health programs
- **S. 675, the NICS Denial Notification Act** (Coons, D-Del.), which would require the U.S. Department of Justice to notify state and local law enforcement agencies if a prohibited person attempts to purchase a firearm in their jurisdiction
- **S. 774, the Protect and Serve Act** (Tillis, R-N.C.), which would make it a federal crime to target a law enforcement officer with an assault that results in serious bodily harm or death

- **S. 878, the Stop Illegal Trafficking in Firearms Act** (Leahy, D-Vt.), which would criminalize the practice of “straw purchasers” — individuals who are not prohibited from buying firearms but then transfer those weapons to persons who are unable to lawfully obtain guns

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 member of Congress asking them to support FOP priority legislation, visit the FOP Action Center at votervoices.net/FOP/home.

Confirmations of Cabinet Officials

The Senate has been working through the confirmation process for President Biden’s Cabinet nominees. The following Cabinet officials have been confirmed by the Senate:

- Secretary of State Anthony Blinken
- Secretary of the Treasury Janet Yellen
- Secretary of Defense Lloyd Austin
- Secretary of Transportation Pete Buttigieg
- Secretary of Agriculture Tom Vilsack
- Secretary of Veterans Affairs Denis McDonough
- Secretary of Homeland Security Alejandro Mayorkas

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- ✓ **#1 & #3 Top Run Cities**
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Having relocated to Idaho as a Law Enforcement family ourselves, we specialize in helping out of state First Responders make the move to the Treasure Valley. Idaho has so much to offer and it is our pleasure to be able to introduce families, young or retired, to this great state. We have helped so many First Responders and their families relocate to Idaho, let us help YOU and YOURS next!



WASHINGTON REPORT

Continued from page 38 >

- Attorney General Merrick B. Garland
- Secretary of the Interior Debra A. Haaland
- Secretary of Commerce Gina M. Raimondo
- Secretary of Labor Martin J. Walsh
- Secretary of Health and Human Services Xavier Becerra
- Secretary of Housing and Urban Development Marcia L. Fudge
- Secretary of Energy Jennifer M. Granholm
- Secretary of Education Miguel A. Cardona

For the first time in our memory, there was absolutely no outreach or communication from the nominee to be the next secretary of labor — Marty Walsh, a former mayor of Boston — to the FOP, the nation's oldest and largest law enforcement labor organization. He was confirmed on a 68–29 vote in the Senate.

The FOP also supports the nomination of Lisa O. Monaco to be the next deputy attorney general, and we sent

a letter to the Senate Committee on the Judiciary expressing the FOP's perspective on the nomination of Vanita Gupta to be the associate attorney general. The Senate Committee on the Judiciary voted to advance Lisa Monaco's nomination on a voice vote. The vote on Gupta was split along party lines, 11–11. Both nominations will proceed to the floor for further consideration.

Policing Reform Legislation

As expected, the House passed H.R. 1280, the George Floyd Justice in Policing Act, at the beginning of March on a virtual party-line vote of 220–212, with one Republican voting for the bill and two Democrats voting against it.

The bill, as introduced, is identical in virtually every respect to version passed by the House last year (H.R. 7120). The legislation was not referred to the House Judiciary Committee and instead proceeded directly to the House floor for consideration under what is called a "closed rule," meaning no meaningful amendments were debated on the floor.

The bill was transmitted to the Senate, where it is likely to be referred to the

Senate Committee on the Judiciary. The legislation is unlikely to advance in the Senate in its current form, but the National Legislative Office staff will be monitoring the issue closely.

Also, in the House, Representative Peter A. Stauber (R-Minn.), an FOP member and former law enforcement officer, reintroduced H.R. 677, the Just and Unifying Solutions To Invigorate Communities Everywhere (JUSTICE) Act. It is virtually identical to the same bill he introduced in the previous Congress, and we believe it is unlikely to advance in the House.

The FOP is in regular communication with staff in the offices of Senators Cory A. Booker (D-N.J.) and Timothy E. Scott (R-S.C.), who sponsored the Justice in Policing Act and JUSTICE Act, respectively, in the previous Congress. Neither bill has been reintroduced in the Senate at this time.

The FOP also supports H.R. 288, introduced by Representative James E. Banks (R-Ind.), which would codify the doctrine of qualified immunity. We are working with our allies in the House to build support for this legislation, which currently has 18 co-sponsors.

NEED SOMEONE TO TALK TO?



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

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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**

Recent Legislative Activity

The House, using its narrow but highly unified minority, has passed a number of major bills in its first three months. These bills include:

- H.R. 1, the For the People Act, which addresses voter access, election integrity and security, campaign finance and ethics in government
- H.R. 5, the Equality Act, which expands prohibitions on discrimination based on sex, sexual orientation and gender identity in areas including public accommodations and facilities, education, federal funding, employment, housing, credit and the jury system
- H.R. 8, the Bipartisan Background Checks Act, which would require that, with a few exceptions, all loans, gifts and sales of firearms be processed by a federal firearms licensee (FFL)
- H.R. 842, the Protecting the Right to Organize (PRO) Act, which expands labor protections related to employees' rights to organize and

collectively bargain in the private sector (but has no impact on public employees)

- H.R. 1280, the George Floyd Justice in Policing Act, which proposes sweeping changes in federal law with respect to law enforcement and policing
- H.R. 1446, the Enhanced Background Checks Act, which would amend background check requirements applicable to the transfer of a firearm from an FFL to the recipient of the firearm by increasing the “default proceed transaction” from three business days to a minimum of 10 business days that the FFL must wait to receive a completed background check

Given how close these party-line votes were in the House and, in most cases, a lack of real debate on these bills in committee or on the floor, they are unlikely to proceed in the Senate without significant changes, but the staff in the National Legislative Office is monitoring them closely.

Congress did, however, pass H.R. 1319, the American Rescue Plan Act, which includes the \$350 billion in aid to state and local governments that the FOP strongly supported to help address budget and revenue shortfalls caused by the pandemic. President Biden signed the measure into law on March 11.

Update: H.R. 1210, the LEOSA Improvements Act

This bipartisan legislation, which currently has 30 co-sponsors, would extend the LEOSA exemption to apply to the Gun-Free School Zones Act, national parks and certain federal buildings such as post offices or Social Security Administration buildings. The bill would also extend the exemption to magazines so that officers are not exposed to legal jeopardy in states that have limitations on the number of rounds or capacity of a magazine.

The FOP is working with our friends in the House to build support for the legislation and with staff in the office of Senator John N. Kennedy (R-La.) to introduce a Senate companion bill.

Update: Medicare at 50

The FOP helped develop and was a key supporter of H.R. 4527/S. 2552, the Expanding Health Care Options for Early

Retirees Act, which was introduced in the 116th Congress by Representative Tomasz P. Malinowski (D-N.J.) and Senator Sherrod D. Brown (D-Ohio).

The bill has not yet been reintroduced, but we are in communication with both offices about the issue to develop a reintroduction strategy to give us the best possible chance of advancing the bill in this Congress.

The legislation we hope to reintroduce would allow law enforcement and other public safety professionals the option to buy into Medicare at the age of 50. In many cases, law enforcement and other public safety officers retire much earlier than other public employees because of their job's physical demands. Those who do retire risk losing their employer-provided health insurance upon or shortly after retirement, while still many years away from being eligible for Medicare. This legislation would direct the secretary of the U.S. Department of Health and Human Services to establish premiums based on the risk pool for public safety officers who opt into the programs as a separate population, but they would remain eligible for tax credits and cost-sharing subsidies to help them purchase insurance. Once officers reach the age of 65, they would be seamlessly entered into the traditional Medicare program.

This legislation is very important to our members because it provides them with a bridge of coverage following retirement until they reach the age of 65.

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. We have been using it to spread our message and to 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.

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, calling 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.

Follow the National FOP:

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

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 National 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, comment and like** the content that we are posting.

Lastly, the **FOP Weekly Update** is a key resource to keep you 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-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/4hfm2e3e.

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.

To donate, please make a check out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Avenue, NE Washington, D.C., 20002. For inquiries about our effortless payroll deduction program, or to sign up for our recurring monthly credit card donations, please contact Michelle Mason at mmason@fop.net or in the National Legislative Office at (202) 547-8189. We thank you for your support! **FOP**

Negotiations and Impasse: What to Do When You Cannot Agree



As the end of one collective bargaining agreement draws near, the idea of negotiating a new contract can seem daunting. Couple this with various impediments during negotiations and all can seem lost when it comes to securing a good successor contract; however, this is not the case! Though procedures vary by jurisdiction, once it is evident that an agreement cannot be reached between the employer and the employees, an impasse is declared. An impasse is determined when the employer and the union reach a point during the collective bargaining process when both parties are reasonable in assuming that further negotiations would be pointless. If the contract expires prior to implementing the next contract, most jurisdictions that allow collective bargaining have laws that require that the status quo be preserved until a successor contract is in place. In short, no changes can be made unless agreed upon by both sides or until the impasse is resolved.

Once impasse is declared, the next steps may vary by jurisdiction and are found in state or local (or federal, if applicable) laws. All jurisdictions allow for mediation. In mediation, a mediator is selected, either jointly or by local labor board, to help the parties reach an agreement. If mediation is unsuccessful, many jurisdictions then allow for the mediator to recommend the case be sent to fact-finding. During fact-finding, a fact-finder hears all disputes and issues a written report with recommendations for resolving the disputed issues. The recommendations of the report are advisory and do not bind the parties.

Should fact-finding also prove unsuccessful, the parties may then elect to pursue arbitration. Interest arbitration, not to be confused with grievance arbitration, is binding in

Just the Facts:

» An impasse is declared when it is evident that an agreement cannot be reached between the employer and the employees during contract negotiations. The process of resolving an impasse varies by jurisdiction, but all jurisdictions allow for mediation. If that is unsuccessful, many allow the case to be sent to fact-finding for recommendations on next steps. If that doesn't work, the parties may pursue arbitration. Labor Services can assist you at all stages of the process.

most states — meaning the arbitrator's award or decision is not appealable and becomes the successor contract. During interest arbitration, an arbitrator (or a panel of three arbitrators) will preside over a hearing while both parties present arguments and evidence on proposed

**No matter what
stage of negotiations
you are in, the end goal
is the same: Secure
the best contractual
provisions for your
members!**

terms for the new contract. Depending on the jurisdiction, arbitrators award all of one party's final offer, award a mix of both parties' final offers or draft their own provisions.

No matter what stage of negotiations you are in, the end goal is the same: Secure the best contractual provisions for

your members! The best way to achieve this goal is thorough and continual preparation throughout the process. This is the cornerstone of what Labor Services does. Our labor specialists are by your side in negotiating the contract, and we also provide you with detailed evidence specific to your negotiations that support negotiations and are admissible in impasse proceedings. Such evidence includes research on past practices and labor board decisions, financial forensics, exhibits and much more.

We also know that training you in collective bargaining is the most powerful tool to negotiate great contracts. That is why we offer a Collective Bargaining Seminar in November where attendees get hands-on experience and guidance in negotiating contracts via mock negotiations. We know this process can seem overwhelming, and that is why we are here to help you along every step of the way.

If you are interested in learning more about the Collective Bargaining Seminar or what else we have to offer in Labor Services, contact labor@fop.net. **FOP**



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Brady Recommendations

In the landmark 1963 case *Brady v. Maryland*, the United States Supreme Court held that prosecutors have a constitutional duty to disclose to a criminal defendant any evidence that “would tend to exculpate him or reduce the penalty.” Nearly a decade later, in *United States v. Giglio*, the court extended the *Brady* rule and held that prosecutors are required to disclose any evidence that could be used to impeach the credibility of prosecution witnesses, including any police officers.

The *Brady/Giglio* decisions and subsequent rulings have thus made it a duty of all law enforcement agencies to identify and provide to the prosecution: 1) any exculpatory evidence and material that would have a reasonable probability of altering the results in a trial, or any material that could reasonably mitigate the defendant’s sentence; and 2) any material relevant to the credibility of government witnesses, including but not limited to police officers.

The National Fraternal Order of Police convened a task force to draft a “Model *Brady* Policy” with recommendations for law enforcement agencies on complying with *Brady/Giglio* requirements and satisfying their duty to identify and provide exculpatory and/or impeachment evidence to the prosecution. The primary goal of the task force was to create a menu of best practices that individual agencies could adapt to fit their unique needs. The Model *Brady* Policy outlines a procedure for police departments to respond to a prosecutor’s request for *Brady/Giglio* evidence from an officer’s personnel file; it also recommends when and how police departments should notify officers if information from their files must be disclosed to a prosecutor as potential *Brady/Giglio* evidence.

Just the Facts:

» The FOP convened a task force to draft a “Model *Brady* Policy” with recommendations for law enforcement agencies on complying with *Brady/Giglio* requirements and satisfying their duty to identify and provide exculpatory and/or impeachment evidence to the prosecution. It outlines a procedure to respond to a prosecutor’s request for *Brady/Giglio* evidence from an officer’s personnel file, recommends when and how to notify officers if information from their files must be disclosed, and provides examples of what should and should not be disclosed. It also includes guidelines related to *Brady* lists.

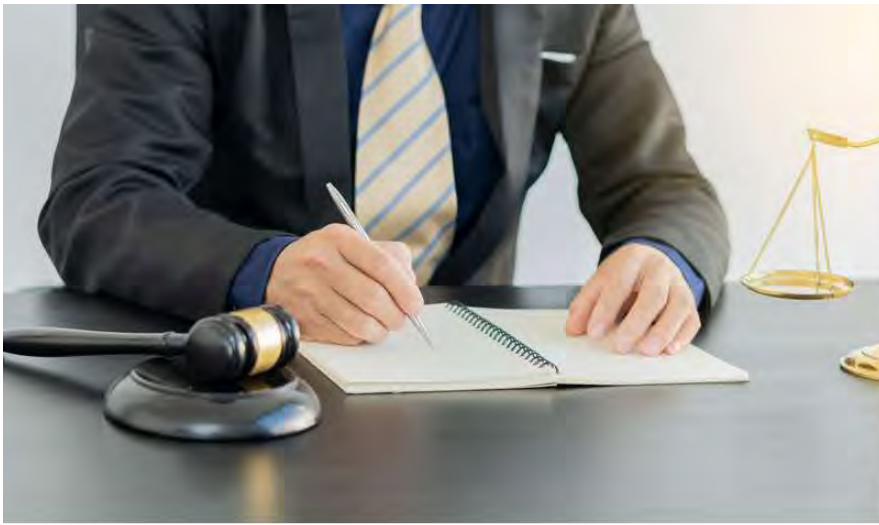
In addition, the Model *Brady* Policy provides numerous examples of circumstances and conduct to illustrate what should and should not be disclosed to a prosecutor under *Brady/Giglio*,

There are no national *Brady* list standards, meaning that the level of conduct that warrants placement on a list will vary by jurisdiction.

using a three-tier framework. Tier 1 is information that must be disclosed and will likely result in the officer being disqualified as a witness; it includes intentional and malicious deceptive conduct, such as tampering with evidence or intentionally lying during an internal affairs investigation. Tier 2 covers less egregious conduct that is intentionally

deceptive but not malicious in nature — in other words, dishonesty that is limited to a specific time and circumstance, and which may be explained by one extenuating circumstance. Examples include an isolated instance of an officer calling in sick when not really ill or a deceptive statement made to cover up for minor, unintentional misconduct (such as the negligent loss of equipment). Tier 2 conduct will likely need to be disclosed to the prosecutor under *Brady/Giglio* but may not disqualify the officer as a credible witness. Lastly, Tier 3 encompasses excusable or justified deception, such as inaccurate statements based on a genuine misunderstanding of the facts or lying to a suspect during an investigation. This type of conduct does not undermine an officer’s credibility and therefore does not need to be disclosed to the prosecutor under *Brady/Giglio*.

The NFOP’s Model *Brady* Policy also addresses “*Brady* lists,” also known as “*Brady/Giglio* lists” or “do not call lists.” Critically, neither *Brady* nor *Giglio* imposes an affirmative obligation on the prosecutor to inspect law enforcement personnel files or other sources to determine if such evidence exists, unless the prosecutor has knowledge that such evidence exists in relation to a particular case. Likewise, neither case mandates the creation of



solution to the various issues surrounding law enforcement agencies' duty to provide exculpatory and/or impeachment evidence to prosecutors. Every department will have unique needs, and some may be subject to additional *Brady/Giglio*-like requirements depending on the laws of their jurisdictions or their collective bargaining agreements. However, police leadership should be mindful of the significant ramifications that accompany disclosures of potential *Brady/Giglio* information about an officer — let alone placement on a *Brady* list — and adopt policies to ensure officers are kept informed and given an opportunity to respond. **FOP**

a *Brady* list — or even **mentions** such lists in the first place. Nevertheless, some prosecuting attorneys and police departments maintain lists of police officers believed to have credibility issues, which they rely on to satisfy their obligations under *Brady* and *Giglio*. There are no national *Brady* list standards, meaning that the level of conduct that warrants placement on a *Brady* list will vary by jurisdiction (if not by individual decision-makers). There is also generally very little recourse — if any — for a police officer to

challenge their placement on a *Brady* list, even though being *Brady*-listed can limit an officer's assignments and advancements or even result in termination. In response to this issue, the Model *Brady* Policy includes guidelines on how an officer or law enforcement agency might challenge an officer's placement on a *Brady* list and provides that punitive actions should not be taken against an officer solely because they have been placed on a *Brady* list.

The NFOP Task Force's Model *Brady* Policy is not intended as a one-size-fits-all

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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 current HR-218 Plan coverage will be 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 **www.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 **www.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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| Civil | Civil | Civil | Civil |

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Sweet Home Chicago Lodge #7

Lodge #7. That's all you need to hear. No matter where you're at, if you are an FOP member and someone mentions "Lodge 7," you know they are most likely talking about the seventh chartered lodge in Illinois. Lodge #7, as you know, is in Chicago. Along with Lodge #7, Chicago is known for Capone, thick-crust pizza and a song titled "The Night Chicago Died."

For some people, a lodge chartered in 1963 wouldn't seem to be extremely old. That being said, few local lodges in the country have the history and reputation (in a good way) that Chicago Lodge #7 has.

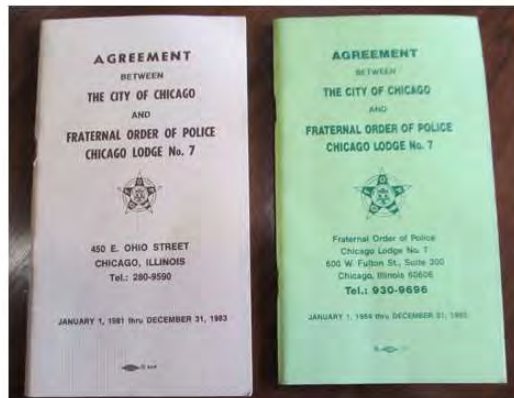
It kind of had two beginnings.

Joe Lefevor, a charter member, was the first president from the 1963 era. John Dineen, also a charter member, was the second elected president. Lodge #7's charter was signed on January 7, 1963. Notable signatures were Jack Dudek, John Dineen and Dick Lis. Cousins John Higgins and Francis R. Higgins were also charter members. Although the lodge could represent its members, officers could also belong to other associations. They were known as "United Chicago Police Association" of FOP Lodge #7.

That came to an end in 1980. The 1979–1980 Illinois Legislature passed a bill that would mandate negotiated contracts be honored and maintained through different City Hall administrations. On July 30, 1980, Chicago Mayor Jane Byrne approved an election to take place that would determine who would represent Chicago patrolmen and detectives. Mayor Byrne said that once one organization was elected to represent them all, "then I'll sign a contract."



Jeff Muhlfelder, Henry Brown, David DiSanti, John Dineen, Rocky Nowaczak and Ray Gonzales (Lodge #263) at a Back the Blue rally in Jefferson Park on September 16, 2020



Original booklet copies of Lodge #7's first and second contracts

Lodge #7 was selected by the officers and detectives to negotiate all contracts for patrolmen and detectives. That is still the case today. On August 19, 1981, Lodge #7 officially became the collective bargaining agent for the patrolmen

and detectives of the Chicago Police Department.

Brother Dineen was elected president in 1980 when Lodge #7 became the exclusive labor lodge. The initial Board of Directors was:

- President John Dineen
- Vice President Mike Nicoletti
- Vice President Tony Finnelly
- Vice President Dick Lis
- Treasurer Bill Nolan
- Financial Secretary John Grizzoffi Sr.
- Recording Secretary Jim Lis
- Sergeant at Arms Tony Belmonte
- Sergeant at Arms Wall Siemeiniak
- Sergeant at Arms Ray Talimonchuk

There were 17 trustees and 8,202 members.

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FOP HISTORY

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Lodge #7's first contract covered years 1981–1983. The negotiated pay scale ranged from \$19,446 to \$29,268 annually. The general membership meetings were held on the fourth Wednesday of each month. Each member received a copy of the contract in the form of a small booklet.

Since 1980, there have been seven presidents of Lodge #7:

- John Dineen, 1972–1993
- Bill Nolan, 1993–2002
- Mark Donahue, 2002–2011
- Michael Shields, 2011–2014
- Dean C. Angelo, 2014–2017
- Kevin Graham, 2017–2020
- John Catanzara, 2020–present

Lodge #7 is located on the east side of Chicago, at 1412 W. Washington Blvd. It is believed to have been in the current building since 1996. It is a three-story building that has a memorial, gift shop, patio and a “Horse of Honor” full-size horse statue with the images of John Dineen and Bill Nolan. The Chicago Police Credit Union is across the street. They currently have approximately 17,500 members, including patrolmen, detectives and retirees. The Knights of Columbus hold their monthly meetings at Lodge #7.

While visiting Lodge #7 last year on September 16, I had the honor of interviewing Brother John Dineen for 90 minutes. If you are authoring a story about this lodge, you **have to** speak with John, who joined CPD in 1959. President John Catanzara was kind enough to allow me to interview John in his office. He had a couple of large bags, each containing several scrapbooks. (Those are things you put pictures in, long before we started putting them on hard drives.) There were so many pictures and newspaper articles about John, Lodge #7, local politicians, cops, etc. A few years prior, during his first tenure as mayor, John Daley told John, “You don't need a contract while I'm mayor, but when I'm gone you'll need a contract.” It wasn't unusual for newly elected mayors to cancel and/or not honor existing CBAs.

For the future, Brother John would like “Peace in the country. Police are the whipping post for people's grievances.”



John and John: The current president of Lodge #7 with the first president of the 1980 era, at the Back the Blue rally



John Dineen being interviewed by James Flores in John Catanzara's office at Lodge #7 on September 16, 2020

The preamble to Lodge #7's original constitution stated in part: “We pledge ourselves to promote the health and welfare of all Chicago Law Enforcement Officers and their immediate families; to raise and maintain the professional standards of the Chicago Law Enforcement Officer; and to represent Chicago Police Officers in affairs relative to the administration of the department.”

After my interview with John, I attended Lodge #7's general membership meeting downstairs. It was highly attended. Later that day, I had the honor of participating in a large Back the Blue rally in Jefferson Park in the city's northside. Lots of supporters, lots of press, lots of speeches, lots of enthusiasm and a handful of people who didn't like us. Lodge #7 was well represented

and I felt privileged to be part of it.

Things you may not know:

- John Dineen and Bill Nolan worked Organized Crime together.
- John served as National president from 1979 to 1981. Bill was our National treasurer from 1987 to 1995. Rest in peace, Brother Nolan.
- The current building was dedicated on September 17, 1996. Bill Nolan was president. Future lodge presidents Mark Donahue and Dean Angelo were financial secretary and a trustee, respectively.
- John Dineen left national office to work on Lodge #7's first contract. He also served as National treasurer from 1975 to 1979 and as Illinois' National trustee from 1965 to 1967.
- Dick Lis was Illinois' first National trustee from 1963 to 1965.
- Illinois' first lodge, Calumet City, was chartered in 1937.
- Brother Dineen's son Tim is a sergeant, and grandson AJ is a detective with CPD.

I would like to thank Lodge #7 President John Catanzara for welcoming me during my visit to prepare for this story. A special thanks to my colleague, Illinois National Trustee Rocky Nowaczek, for his assistance, along with Lodge #7 board members Francisco Flores, Jim Jakstovich, Harold Brown and Mike Mette.

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



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Honoring the Fallen and All Law Enforcement

The most recent anguish to come from the COVID-19 pandemic and restrictions is the inability to honor our fallen heroes on a day that is sacred to the law enforcement community: May 15, National Peace Officers Memorial Day. While the families, friends and co-workers of the fallen can be assured that we will honor those who made the ultimate sacrifice in 2019 and 2020, it breaks our hearts to know that it cannot be a survivor participation service on the day that President John F. Kennedy designated as a time to pay tribute to those who gave their all in the line of duty and acknowledge their families' sacrifice.

The families of our fallen heroes

can be assured that we will indeed host a service where they will have the opportunity to participate and hear their officer's name read and honored. The FOP and Auxiliary are working tirelessly to prepare and deliver a service honoring our fallen heroes in the fall.

Until the time when we can gather to honor our heroes, auxiliaries are diligently planning events to be held as our communities and states open to allow social gatherings, in order to support not only our FOP lodges, but their families as well. We have many programs that actively support families and projects where families can participate in community awareness events.

The Auxiliary is also working to provide information and understanding of our programs, project and benefits with monthly tutorials via Zoom. Our members and officers are taking advantage of the opportunity to gather electronically

The families of our fallen heroes can be assured that we will indeed host a service where they will have the opportunity to participate.

LET YOUR VOICE BE HEARD!

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

Policing during the pandemic and other challenges faced in 2020 have created different experiences for many of us. Share yours with us at www.surveymonkey.com/r/FOPCOVID-19.

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



to learn of benefits and endeavors of the Auxiliary. To learn more about these programs, please contact the Auxiliary through fop.net.

The Fraternal Order of Police Auxiliary was formed for the purpose of promoting the welfare of law enforcement officers and their family members. Our members are entrusted with the task of making sure their lodges know of their support. Our members are ever-vigilant in finding ways to show active law enforcement officers our appreciation. 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 website at fop.net (on the About tab, select FOP Auxiliary from the drop-down). **FOP**

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



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- Patrick Yoes
National President of the Fraternal Order of Police



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