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

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

HOW TO ENTER

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



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Communications Tool Kit Helps FOP Deliver a Unified Message



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

The year 2020, and the start of 2021, presented law enforcement officers with many unprecedented challenges. Our brothers and sisters have faced a pandemic, weeks of civil unrest, calls to defund the police and the U.S. Capitol breached by rioters — causing the deaths of U.S. Capitol Police Officer Brian D. Sicknick and four other people. Yet through it all, the men and women in law enforcement answered the call of duty to serve and protect.

From the very beginning, law enforcement officers have been on the front lines of a nation ravaged by COVID-19, and we will continue to be. This virus has taken the lives of at least 334 of our brothers and sisters in uniform.

It is no secret that the demonization of the police has made our communities and law enforcement jobs less safe. We saw the consequences of divisive and hateful rhetoric — violence targeting police officers increased significantly. The number of officers shot in 2020 increased by 7% from 2019's historic number and 33% compared to 2018. There were 314 officers shot in 2020, 47 of whom lost their lives. There were 43 separate ambush attacks on law enforcement officers, which resulted in 52 officers shot. Twelve of those officers were killed.

In 2020, law-abiding citizens saw the real-life consequences of what happens when elected officials embrace pro-criminal, revolving-door policies. Murder rates skyrocketed in major cities across America. Some cities, like Atlanta, Chicago, Milwaukee and Minneapolis, saw their murder rates increase by over 50%.

And then, what our nation and the world witnessed on January 6, 2021, was nothing short of tragic and heartbreaking to every American. Our nation's Capitol was attacked by a violent mob. This group of rioters left a swath of damage in the

2020

- 314 officers shot
- 47 officers killed by gunfire
- 43 ambush attacks
- 51 officers shot in ambush attacks
- 12 officers killed in ambush attacks

Officers Shot in 2020

- ▲ 7% compared to 2019
- ▲ 33% compared to 2018

COVID-19

- 342 law enforcement officers have died in the line of duty due to COVID-19

As of January 8, 2021

building that represents the heart of our democracy. Along with the vandalism, they threatened our elected officials, congressional staff and our brother and sister officers. The FOP strongly condemns the use of violence and the failure to obey the orders of law enforcement officers.

Those who are responsible for the events that transpired at the Capitol must be held accountable for their heinous actions and prosecuted to the fullest extent of the law.

Law enforcement officers across this country undoubtedly had an extremely difficult year. However, I have no doubt that our brave men and women of law enforcement will continue to hold the line, standing between good and evil and working tirelessly to protect their neighbors.

Grassroots PR and Media Tool Kit

After such a challenging year for our profession, which all started after eight minutes and 46 seconds on a street in Minneapolis, we must have a coordinated and unified effort to speak with **one** voice. As I have mentioned before, the FOP is America's number one voice of law enforcement.

Our media presence is overshadowed by millions of anti-police media impressions. We must unify and rethink our message delivery. We must be open to having fact-based discussions with anyone willing to sit down at the table.

To overcome the divisive rhetoric from some elected officials and the media, we must do two things: acknowledge the opportunities to improve and be a viable part of a path forward.

Here is our top-line message: **The National Fraternal Order of Police is working to bring effective, balanced and fair improvements to policing in America. When citizens don't feel safe around police, we must rebuild community trust. We'll talk to anyone interested in solving these complex policy issues. At the same time, we will not violate two important basic principles: Reforms can't end up**

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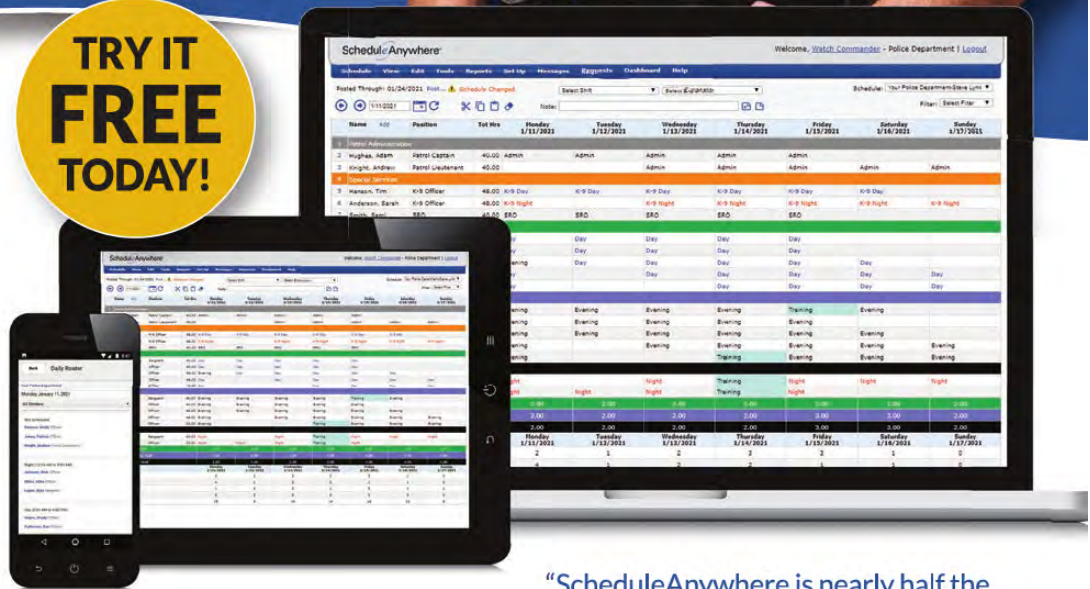
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FOP Drives the National Conversation



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

By now, I am sure you have seen or heard President Yoes talk about the incredible presence the Fraternal Order of Police has on the national stage, including more media mentions and interviews than all other major law enforcement groups ... combined! It's not even close. But beyond our defensive posture against radical dismantling and defunding of law enforcement and attempted stripping of qualified immunity, we also take the active role of driving the national conversation on major issues impacting the safety of our members and the communities we swore to protect. Two recent instances of us driving our narrative to national news are the recent disturbing number of 314 police officers shot in 2020 and the abhorrent increase in murders in almost every major city across this country.

Through the diligent work of our legislative office, we were able to track the numbers of police officers shot in this country, and since most national media outlets have no interest in reporting such numbers, we did it for them. We created the narrative; we created the news. After we pushed out these numbers through a press release, our social media platforms and other means, national outlets picked up on the story and ran with it. But we did not stop there.

It is no secret to anyone reading this that rogue prosecutors and judges are completely ruining our urban communities. We as law enforcement invested decades of blood, sweat, tears and, frankly, our lives to deliver historic crime reductions and a renaissance to these cities. In no time at all, these so-called politicians have completely surrendered, and truthfully they care more about criminals than victims. The result of their surrender has been nothing short of devastating. Murder rates are skyrocketing, and innocent community members are paying with their lives (see the disturbing graphic on this page). Of course, we could see the writing on the wall, and it was only a matter of time before



these same politicians who sowed the seeds of violence within their communities with their revolving-door policies would blame us for the increase. Instead, we went on the offensive, publicizing these numbers so that the entire nation knew exactly what was going on. We drove the national conversation on these unprecedented increases in murders, and national outlets picked up the story.

By now I am sure you are thinking, "How I can help spread the message and be a part of this?" Great question; here's how: Like us on Facebook, follow us on Twitter and Instagram, download the National FOP mobile app (search "NFOP" in the Apple App Store or Google Play) and share our content. Encourage your friends and family to do the same. The truth is that the National

FOP has never had a national presence quite like this before. We are in the middle of every conversation about our profession, and oftentimes we are driving it. We are in our rightful place as the true voice of our nation's law enforcement officers and we are not going anywhere. We will continue to defend officers across this country, while speaking with a loud, united voice to ensure the entire country knows exactly the dangers our profession is facing and the dangers to our communities.

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



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New Challenges and Opportunities for a New Year



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

Brothers and sisters, happy new year! I pray that you and your family enjoyed happy holidays even during these trying times. Despite all the adversity we have been faced with, and continue dealing with now, we have much to be thankful for. I am grateful to have a wonderful family and extended family, which you are all a part of. Together, we grow stronger.

I was horrified on Christmas morning when I saw the news that an explosion had occurred in Nashville. My immediate reaction was to find out if any of our police officers or FOP National Office staff members were injured, or worse. I was relieved that all were safe, other than some minor scrapes to a few of the officers. As information rolled out, we learned that five Metro Nashville police officers and their sergeant were responsible for saving hundreds of lives by quickly evacuating the Broadway and Second Avenue area. Officers Brenna Hosey, James Wells, Michael Sipos and Tyler Luellen and Sergeant Timothy Miller (all members of Andrew Jackson Lodge #5) are true heroes. They each put their own safety in jeopardy as they saved others. God bless you, each and every one.

Just when we thought that we were through with the woes of 2020 and had welcomed 2021, January 6 shocked our nation and the world. Lawlessness erupted at our nation's Capitol, putting our brothers and sisters of the Metropolitan D.C. Police, U.S. Park Police and U.S. Capitol Police (Jerrard F. Young D.C. Lodge #1) in imminent danger. Our brothers and sisters were violently attacked as they protected the Capitol and the lawmakers who occupy it. In the end, Officer Brian D. Sicknick was killed by the protesters as he was trying to protect life and property. Equally disturbing, on January

10, Capitol Police Officer Howard Liebengood took his own life. Brother Liebengood was part of the detail trying to regain order that dreadful day. God bless them both.

Congratulations go out to all the new and re-elected local lodge officers. Our brothers and sisters have placed a great deal of trust in you and look to you for guidance and leadership. Many of you are seasoned veterans in lodge administration, and it's incumbent on you to mentor those just beginning their FOP careers. Inclusion and succession planning are major objectives of your National FOP leadership, and this vision should be

It is the responsibility of all of us to groom our future leaders and have strategic plans in place for the betterment of our lodges.

embraced at the state and local levels. It is the responsibility of all of us to groom our future leaders and have strategic short- and long-term plans in place for the betterment of our lodges.

Unfortunately, due to COVID-19, we are restricted on the number of attendees we can have at the annual Leadership Matters training seminar this year. We are capped at 200 attendees, instead of the 350-plus we have had in past years. Currently, we have a standby list of nearly 200, but it is unlikely that there will be any openings. Leadership Matters

is the most comprehensive training program we present, and rightfully so. It was originally created to instruct newly elected presidents, secretaries and treasurers on their respective duties and responsibilities. February was chosen because most lodges elect their officers in December or January, so this was the perfect time to get the new officers acclimated to their duties. The program has been expanded over the years to include officer-involved shootings, team-building and social media. Lodge officers in different positions and members with aspirations of becoming a lodge officer are encouraged to attend to learn how lodge administration is conducted and the specific responsibilities of the various offices. This year will be especially important, since there is a new revision of *Robert's Rules of Order* (12th edition) that covers many of the problems we all face with Zoom and other types of non-in-person meetings. President Yoes and I have had several discussions about expanding the program, taking it to a larger venue, having multiple sessions and even having it in different parts of the country.

My office receives questions on a regular basis from lodge officers asking about procedural issues. I enjoy interacting with the various officers and helping them conduct the smooth and orderly flow of business. That, of course, is one of my primary functions as your National secretary. Generally, the questions are not about the interpretation or implementation of a particular rule or edict, but rather if governing language exists. Something that I and the rest of us need to do periodically is review our Constitution and By-Laws. Local lodge officers have the toughest task, since you

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Taking Financial Care of Your Lodge: Creating a Budget



// **WRITETOUS!** 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.

I believe that the administration of our lodges has improved, in part because of the information we have been getting out to them. Local lodge officers contact me all the

time to ask questions, because they want to be sure they are operating their lodges properly so they will not run into financial problems or have any problems with the IRS.

Start by reviewing your lodge's constitution and by-laws. It will probably contain procedures for the treasurer and other elected officers to follow when handling your lodge funds. It should define responsibilities for your lodge officers, such as approval of expenses and setting up budgets. You should be aware of and follow the constitution and by-laws of your lodge, your State Lodge and the National Lodge. Your local lodge constitution and by-laws might require you to have a budget each year. If

they don't, you should have one anyway.

At the beginning of each fiscal year, you should draw up a proposed budget for your board of directors to approve. A budget is a guide to follow in regards to projected income and expenses for the next fiscal year. If you use QuickBooks, the program has a guide that helps you set up a budget. If you don't use QuickBooks, you can set up a budget by listing all the different sources of income and how much you expect to bring in that year from each source. The easiest way to do this the first time is to look at the previous year's deposits.

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Can Your Employer Require You to Get a COVID-19 Vaccine?



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

According to the EEOC, employers may mandate COVID-19 vaccines, subject to certain exceptions related to employee disabilities and religious beliefs. The EEOC recently stated that, while the COVID-19 vaccination itself is not a medical examination, pre-screening vaccination questions may implicate the Americans with Disabilities Act (ADA) as disability-related inquiries. Employers who require employees to receive the vaccination, and administer the vaccine directly, must show that these disability-related screening inquiries are “job-related and consistent with business necessity.” To meet this standard, an employer would need to have a reasonable belief, based on objective evidence, that an employee who does not answer the questions — and, therefore, does not receive a vaccination — will pose a direct threat to the health or safety of themselves or others. That may not be a difficult burden.

The question of whether mandatory vaccines are a mandatory subject of bargaining is a separate issue, and one that may not have been directly addressed by your applicable Labor Relations Board. The answer to that question may be resolved based upon a collective bargaining agreement, if such agreement is in effect. Depending on the laws within your jurisdiction, employers may have to bargain over the effects of such a policy. Like most “effects” bargaining, it may be incumbent upon the lodge or association to demand bargaining over the effects within a reasonable time after notice of implementation. Topics at the bargaining table could include such things as who bears the cost of the vaccine, necessary accommodations due to religious or disability reasons, treatment of employees who decline the vaccine, and medical and financial responsibility for employees who may be adversely affected by the vaccine.

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Employers may mandate COVID-19 vaccines. Whether mandatory vaccines are a mandatory subject of bargaining is a separate issue.

As to the latter topic, I would suggest that, absent some other agreement by the lodge or association, any officer faced with a mandatory vaccine order may want to provide to the employer a response notice similar to the following: “I understand that I am required to be administered the COVID-19 vaccine as a condition of employment and that if I refuse, I may

be subject to an adverse employment action. In the event I suffer any adverse reaction of any kind, and at any time thereafter, that affects me in any way, including but not limited to my health, my ability to perform my job duties, or in any other fashion, you, as my employer, are responsible for any such effects. Should such situation develop as a result of submitting to this mandatory vaccine order, it is understood that I am entitled to benefits provided by the Workers’ Compensation Act, Heart and Lung Act, disability pension benefits provided by the police pension plan, and any other benefit provided by the collective bargaining agreement, any local ordinance, or any state or federal law applicable to service-connected injuries, illnesses or disabilities.”

This information is meant to be general in nature. Please review the facts of your specific case with your lodge/association administration or appropriate legal counsel before taking any action to properly address your individual situation. **FOP**

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Nothing Ever Remains the Same

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

Welcome to our new electronic edition of the *Journal*; I hope you like it. First off, let me wish all of you a happy, prosperous and safe new year and good riddance to 2020! It's been a rather bumpy ride, hasn't it? I would predict that we are not yet out of the woods, but at least we can see some reassuring light ahead.

I know that we all feel rather betrayed by some of the communities we serve who need us the most, especially because of all the personal investments we have made over our careers. We thought we had built up enough trust with the public to withstand any societal upheaval. Alas, the strains and stressors of a pandemic, combined with the extremes of the right and left political ideologies, have caused such a groundswell of uncertainty within our country that it appears no one has gone unscathed.

I say no one has gone unscathed because I feel it is true. We are professionals, trained to deal with uncertainties, trained to see what others miss, trained to act and react under some of the most stressful and demanding situations that can be imagined, and yet we feel wounded, unsure and confused. If we feel this way, one can only imagine what the general public is experiencing!

I say all of the above to say this: We all need to take a collective deep breath as a country. Those of us who experienced the social unrest of the '60s and early '70s can reflect on the turmoil our country went through then. Our Vietnam veterans were cast as the villains of that era and it took a long time for our country to heal, but heal it did.

Many of us joined law enforcement back then as change agents. When we signed up, we were told by our elders that we joined the profession too late and policing was doomed and society along with it. Does that sound familiar? I hear that today.



Law enforcement has always been a target when society becomes uncomfortable with itself.

Law enforcement has always been a target when society becomes uncomfortable with itself. Why shouldn't we be? We are the symbols of the status quo, and that status quo is being questioned and reconsidered. We enforce the laws that society has voluntarily placed upon itself, and changing those laws to meet new expectations takes time. In the interim, we experience the brunt of societal discourse.

I am not trying to diminish the violence that we are currently experiencing, but rather to understand it better so that we all may deal with it better and be better prepared to face the dangers that lurk.

I recall getting out of a squad car on a routine call and scanning the highlines and windows for snipers. I questioned my choices then, as many of us are doing now. I observed many a colleague leave the profession due to those stressors. Many more stayed the course and helped mold the future of policing in the forms that society demanded of it back then.

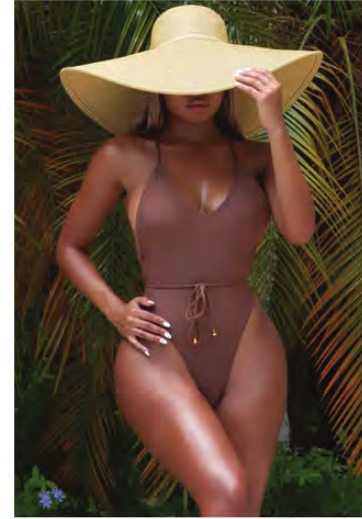
There is not a day that goes by that I don't feel the distress in the voice of a sister or brother in turmoil. These are some troubling times, and things will no doubt change. We are merely the servants of the public and we do their bidding. That is not to say that we sit idly by and let stuff happen. It is our obligation to listen to those whose ideas are not in sync with ours and work hard to find common ground. We all love this country, and we all want to see it prosper. Those of us in law enforcement possess unique insights that others do not have, and we need to use all our skills and knowledge to help mold the future that is ever changing around us. It starts by listening and ends with the realization that nothing ever remains the same.

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

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We Must Move Forward Together



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

Welcome to the new digital, monthly version of your *FOP Journal!* We've had many discussions over recent years about going to a digital format. A lot of planning and effort by some members of your Executive Board and our office staff has gone into bringing you a digital version at a significant cost reduction to the membership. This digital and monthly version allows the articles to be relevant to current events and gives us the ability to get you information much sooner. We welcome your feedback and sincerely hope you enjoy the new format.

Just as we were all putting 2020 in the rearview mirror and looking forward to a better 2021, the recent protests-turned-riots occurred at our nation's Capitol. The images of destruction and chaos were disturbing enough, but to see our brothers and sisters of the U.S. Capitol Police being violently punched, dragged and attacked with various weapons, including their own shields and helmets, was disgusting. The news of the death of Officer Brian Sicknick

as the result of injuries he suffered while in defense of the Capitol at the hands of riotous criminals has enraged us. As well it should.

The senseless injuries and deaths of officers over the past months in the name of "protesting" are insufferable. Although we know the vast majority of protesters on either side of the political discussion are peaceful, this incident and many like it throughout

**There are enough
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dissent among us.**

the country have shown there are more than a few criminals who wish to do nothing but wreak havoc and bedlam on us and others while using their right to protest as a shield. All the while, our lawmakers and legislators on both sides of the aisle remain silent or fuel the fire with divisiveness.

Brothers and sisters, it is now clearer than ever that **we** are, and will continue to be, our own best supporters and advocates. We must have each other's backs and be our brother's keeper. There are enough outside forces attacking us, physically, legislatively and otherwise, that there is no more room

for divisiveness and dissent among us. It is vital to our success and health over the coming months to put aside our political differences and thoughts about this election and move forward together in furtherance of accomplishing the goals that matter most to us.

In that spirit, we are already having positive conversations with President-elect Biden's transition team in preparation for doing just that. I know we will have members who are pleased with those efforts and those who will be upset and ask how or why we could possibly start those talks when we did not endorse him. I will put my answer to those concerns as simply as I can: No matter where you stand politically, if you are an FOP member, it is our job as your Executive Board to represent, advocate and fight for **you!** And in that effort, we will sit down with anyone who wants to sit down with us and have meaningful, factual and productive conversations about our noble profession. Those conversations will continue unless or until they can no longer be of help to our membership. These conversations might not always be pleasant, and we know most won't be easy, but we will have them if we believe good can prevail from them.

Brothers and sisters, as 2021 starts out much rougher than we had all hoped, know your FOP will continue to have your backs and fight through COVID, riots, political nonsense and whatever else we need to in our work for each and every member. All is not lost! Together, with our differences and opinions set aside, we can continue to accomplish great things for our Order. And **together**, we will!

Be safe, stay healthy and may God bless all of you in the honorable work you do each and every day for your communities. **FOP**

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PRESIDENT'S MESSAGE*Continued from page 8 >***harming public safety or the officers charged with protecting communities.**

In order to deliver that message effectively, the FOP has created the FOP Tool Kit. This extremely vital and important initiative will enable our state and local lodges to develop or enhance their community and media relations programs. The FOP Tool Kit will serve as a valuable communications resource for everyone. It will help us establish a collective, unified communications program that will drive a fact-based narrative and give the FOP better control and share of voice.

The Tool Kit covers the development of a strong community relations/ community partnership program and provides guidance on building strong local media relations, as well as how you can best prepare for press interviews or speaking opportunities. The kit addresses today's media landscape and digital world while providing core messaging and best practices when setting up a strong and effective communications program.

You can find the FOP Tool Kit at <https://national.fop.net/toolkit>.

For assistance with FOP external communications, please contact the FOP Press Liaison, Jessica Cahill, at jcahill@fop.net.

SECRETARY'S MESSAGE*Continued from page 12 >*

need to know the rules at the local, state and national levels. All should pretty much mirror each other, but there will be additional requirements enacted by the various states, and the local may have additional requirements. Our Grand Lodge Constitution and By-Laws are very broad in many areas, and that was done by design to allow states and locals to address specifics to meet their respective individual needs.

Another thing that I am asking every secretary and president to do is check your constitution and by-laws for lawful compliance. Several times lately, I have seen state lodges that have made changes to their constitution and by-laws but never submitted them to the Grand Lodge for review and approval. The same stands true for locals that have made changes but

did not submit to their respective states for review and approval. The danger in not doing this is that when a challenge arises, and they will arise, the governing document will be the last one on file in the National Secretary's Office or, in the case of a local, the State Secretary's Office. Also, check to make sure that your constitution and by-laws are updated with changes that have been made over the years to the Grand Lodge and your State Lodge. Please do a review today and make sure you are complying.

I hope you are enjoying and are being informed by this inaugural edition of the monthly *FOP Journal*. As your editor-in-chief, I can tell you that many days of hard work went into the preparation of this magazine, and I must recognize Editor Stephanie Simpson for putting it all together. Stephanie is truly an unsung hero of the Order and has many years of staff experience in putting together the *Journal*. When we made the decision to go from the printed version to the larger electronic version, she eagerly embraced the challenge and immediately began setting our production up. Thank you, Stephanie. A special thanks goes to our publisher, Mark Deitch, and his staff at 911MEDIA. What a great organization to work with. Mark's group is also developing our new website, which will be rolling out soon. Also, a big thanks goes to President Yoes for his guidance and advice in the transition. As our past National secretary and former editor-in-chief, his experience has been invaluable.

In closing, it is an honor and pleasure serving as your National secretary. Please know that my staff and I stand ready to assist you in any way we can. If your lodge has any events that are newsworthy, please share them with the rest of us. Simply send me an email with the information, not more than a paragraph, along with a couple of high-resolution photographs. We will review the content and consider it for inclusion in a future issue. I encourage you to share with your brothers and sisters how to sign up to receive the *Journal*. Simply go to FOPConnect.com to sign up. Once the member is signed up, they will be entered to win \$1,000 in our next three monthly drawings. Our December winner is Brother Derrick J. Banks, Crescent City Lodge #2.

Be safe out there, and I will talk to you soon. **FOP**

TREASURER'S MESSAGE*Continued from page 13 >*

Next, you should list all the expenses your lodge normally has each year and separate them into categories or accounts, then list how much you expect to spend on each account during the next year. The easiest way to do this the first time is to look at the previous year's checks. If the total expenses are more than the total projected income, you need to adjust the amount of your expenses or figure out where the additional funds are going to come from. I know that this sounds pretty basic, but I have worked with many lodges that have never had a budget and have no idea how they are spending their money or why they are bouncing checks. Even if the sitting president and treasurer have a good understanding of income and expenses, without a written budget the membership and any new officers may have no idea where the lodge funds went.

Some examples of income for a budget are:

- Dues
- Fundraisers
- Donations
- Programs

Some examples of expenses for a budget are:

- State Lodge per capita
- National Lodge per capita
- Rent
- Utilities
- Insurance
- Legal fees
- Meeting expenses
- Travel expenses
- Donations

Setting up a budget is not difficult and will be an aid to your board and membership in deciding how to best utilize your lodge funds.

Future articles will cover topics such as:

- Incorporation as a nonprofit 501(c)(8) corporation
- Having a federal EIN (Employer Identification Number)
- Filing a 990 with the IRS every year
- Having a voucher procedure for lodge expenses
- Providing financial reports to the board and membership monthly or quarterly
- Having a record retention policy **FOP**

Partnership Will Offer COVID Peace of Mind to FOP Members

Today's technology has changed our lives forever — sometimes in good ways, sometimes not so good. However, right now, technology may be the needed tool to pull us out of COVID-19 hell.

Recently, there has been much chatter, whether it be from leaders at MIT or from small, little-known companies such as AudibleHealthAI, Inc., on what you may have seen in the news as COVID-19 cough technology. Is it possible that within the next few months we will be able to identify acute and chronic illness, including COVID-19, using the very tool we are addicted to each and every day — our smartphone?



Through the partners we are working with to better protect our members, FOP has learned of an application that compares cough sounds (signals) that can alert to potential illness, including COVID-19. The process is a similar concept to fingerprint or facial recognition but uses next-level technology, artificial intelligence (AI). The application compares your baseline cough sound to the very distinct sound signatures of a COVID-19 cough, whether symptomatic or asymptomatic. Yes, I know it may sound strange or futuristic, but even the National Science Foundation backs this amazing technology. Guardian Angel has partnered with AudibleHealthAI, Inc., to adapt this technology into their soon-to-be-released Sound Pass phone application.

How Is It Possible and How Does It Work?

Each human being has a very distinct cough (even a fake cough) that technology

can measure and identify as your baseline cough sound (signal). In addition, whether you have a common cold, whooping cough or even COVID-19, coughs have very distinct signatures that can be isolated by this new technology. Sound Pass does not diagnose COVID-19 — it simply provides an early warning if your cough signature no longer matches your baseline cough signal. What's so hopeful for our citizens today, especially first responders and frontline workers, is that this soon-to-be-released Sound Pass app can provide an early warning system that notifies the user of any changes in their baseline cough.

Users download the app and submit their cough sound on their smartphone to establish a baseline. To establish the baseline cough, the user does this a few times over the course of a day. Thereafter, prior to entering their home, school, precinct, police station or anywhere else,

the user submits another cough. The AI technology assesses whether or not the newly submitted cough matches their baseline. Sounds that do not match their baseline provide them with an early warning system. This can help them protect others, especially their loved ones, by isolating until a COVID-19 test or other test can be obtained and shared with their health-care provider.

Why Is This Important?

As we know, many of us fear walking into our homes after being exposed to the environments and people we encounter in the work that we do — the fear of having been exposed to COVID-19 and then bringing it home to our loved ones is very real. The Guardian Angel Sound Pass will allow for an added barrier in protecting our loved ones, our co-workers and ourselves.

Early detection of COVID-19 is key to managing the severity of the illness. Technology such as the Sound Pass app will soon be a helpful tool to protect and serve our families as we protect and serve our communities every day.

As we continue to work with our partners at Guardian Angel, we will continue to update our members. Once released, the Sound Pass personal app will be made available to all of our members, frontline workers, health-care workers and emergency responders for free. We expect and hope to share the release of this app very soon. **FOP**

MEMBER SPOTLIGHT

Lynette Fluker Clinch

Lynette Fluker Clinch's father, Adam Fluker, is the oldest active member of law enforcement in the city of Jacksonville, Florida, having served 63 years, and is currently still working as a bailiff. Clinch proudly followed in her father's footsteps and sought a career in law enforcement after graduating high school. She recently retired in October 2020, having served for more than 32 years as a corrections officer with the Jacksonville Sheriff's Office. She achieved the rank of sergeant and passed the promotional exam for lieutenant, but unfortunately was not promoted prior to the list expiring.

Clinch joined the Fraternal Order of Police upon being hired, and has been a faithful member for more than two decades. She has served on numerous FOP boards in her local, district and state lodges. In her local lodge, #5-30 Jacksonville, she served as the secretary and was on the Board of Trustees. On the district level, she served as parliamentarian, and she is currently the elected secretary for the Florida State Lodge. To say that she has been an asset to the organization and to her state is an understatement. Clinch has a wealth of knowledge and is very active in helping to achieve the FOP mission on all levels.

In addition to her commitment to the lodge, she has also been committed to the corrections division, seeking to ensure that they are recognized and met with equal and fair treatment. Clinch has been



instrumental in hosting Corrections Week activities in recognition of correctional officers and the work that they provide in the field of law enforcement. She also serves on the Correctional Officers' Pension Advisory committee and the Police Credit Union board. In addition, she is currently a member of the Retired Employees Association board and the Fraternal Order of Police Foundation board.

Clinch is a lifelong member of Emmanuel Missionary Baptist Church and holds membership in Naomi Chapter #208, Order of the Eastern Star, and the Royal Grand Chapter Order of the Eastern Star (State of Florida). Most importantly, she is the proud mother of two daughters and a son, and the grandmother to three beautiful little girls. In her spare time, she is an avid reader and loves to travel and cook. **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!



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ACTIVATING STRONG CENTER OF INFLUENCE (COI) COMMUNITY RELATIONS PROGRAMS

**HOW IMPLEMENTING A STRONG COI PROGRAM CAN
SHIFT PERCEPTION AND IMPACT LOCAL EFFORTS**

MONIQUE N. TAPIE / MANAGING DIRECTOR, SHADWELL GLOBAL PARTNERS



Caesars Entertainment started a COI program to help strengthen relations with the Asian American community and support Asian cultures.

Law enforcement and police departments around the country have a long history of developing community programs, whether it be police athletic leagues or benevolent programs that benefit the communities we serve. The FOP history of doing so is even more prevalent throughout the country. This should always be part of our local efforts, but adding a COI program should also be. The two are very different and separate from what the FOP has done before. **The question we took on as an organization is: How important is it for FOP lodges around the country to implement individual and collective COI programs?** Well, we learned it is imperative to building trust, shifting perception and gaining seats at the table where decisions are being made that can negatively or positively impact the safety of our officers and communities. Now we are ready to take on this challenge and initiative, but know that it begins with you at the local and state levels.

Over the past year, the FOP has garnered many collective learnings — some that we may feel threaten us and the communities we serve, and others that actually may give us hope and new opportunities. With the increase of anti-law-enforcement rhetoric in our country, we have learned that the perception often does not meet the reality

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The strongest way to break down the barriers and the flow of misinformation is to garner a stronger voice and to formalize influencer relationships that allow us to better control the narrative.

of who we are, nor of what we do. The strongest way to break down the barriers and the flow of misinformation is to garner a stronger voice and to formalize influencer relationships that allow us to better control the narrative. Collectively, we can ensure that communications in communities around the country are based on truths and not on what third parties state for their own purposes, whether political or personal.

Earlier this year, we developed the FOP Tool Kit for our leadership, which covers the how-tos of media relations, grassroots communications, community relations/

COI initiatives and social media programs. What we have learned over the last six months is how important COI programs can be in shifting the narrative and positively impacting the communities we serve, along with halting legislation that places the public and our law enforcement at risk.

The challenge we face is: How do we get there? What do we need to do to develop our own COI programs that strengthen trust, ties and the reputation of law enforcement at the local, state and national levels?

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CENTERS OF INFLUENCE

Continued from page 25 >

The first and most important aspect to understand is that this is not a temporary effort we engage in, but a long-term effort we must commit to. After the initial launch of a COI program, it takes on a life of its own. Once the foundational efforts have been made, a strong COI program builds the trust needed to ensure the truths and communications of law enforcement do not get hijacked by media or those who wish to use it as a tool for their own objectives.

What Is a COI?

Centers of influence are people, groups or organizations that can help open and increase dialogue with hard-to-reach communities, establishing the trust needed to shift perception and break down barriers to truthful communication.

COIs can increase credibility through referrals, testimonials and word of mouth. Our COIs should not be those holding political positions, but those who are leaders of businesses, churches or mentoring organizations, such as local chapters of the Boys & Girls Clubs of America, the Society of Hispanic Professional Engineers, 100 Black Men of America and sororities with strong mentorship programs like the Deltas. All of these organizations have chapters throughout the country.

What Is a COI Program?

A COI program is a formalized community relations program made up of appointed local FOP points of contact and the community's centers of influence that you control and develop. When done properly, a COI program meets at minimum quarterly, opens dialogue, and identifies and aligns third-party credible voices unified behind common goals for the betterment of the safety of law enforcement officers and the community.



The U.S. Army developed COI programs around the country to build relationships and trust in multicultural communities.

A formalized COI program allows you to build your own trusted advisory that enables the consistent flow of honest communications.

Why Is a COI Program Important?

Why is this so important for the ongoing work of local law enforcement? How can COI programs advance efforts of reasonable reform and fair policing for law enforcement and the community?

Our country is a multifaceted nation made up of diverse ethnic communities with multilayered cultural practices, and working directly with our community influencers can change the actions of political leaders. We must remember that our influencers' actions

can be led by culture, whether traditional, Middle Eastern, Asian, Hispanic or African American.

We are not the first to combat misperceptions and a false narrative created by those who may have self-serving interests, nor will we be the last. However, it is how we address it that will have a positive or negative impact on our safety and the safety of those we serve. Our military faced similar misperceptions from multicultural communities that many in the FOP face today. In response to these issues, the U.S. Army engaged and developed COI programs in local markets around the country that enabled it to build trust, shift perception and reverse the narrative that negatively impacted its reputation and outreach efforts. This is not very different from what we are experiencing today.

A formalized COI program allows you to build your own trusted advisory

A Caesars Entertainment COI event with members of the Asian community

FOP JOURNAL // JANUARY 2021

STEPS TO ESTABLISH A COI PROGRAM

1. **Outline your strategy, narrative and talking points.**
2. **Identify potential COIs and garner their contact information.**
3. **Prepare written materials and communications for internal and external outreach.**
4. **Schedule a cultivation meeting.**
5. **Follow up and develop your ongoing COI advisory.**

that enables the consistent flow of honest communications and the credibility of third-party stakeholder voices. In other words, the community gets the truth of who you are directly from the source, **you**, and their trusted community influencers whose intentions are aligned with yours — the safety, advancement and betterment of the communities you love and serve. Formalized, unified and strong COI programs bring communities together and allow for a positive impact on legislative efforts. They give you a seat at the table and a stronger voice in the outcomes of decisions that can negatively or positively impact the safety of our officers and our communities.

First Steps in Building Your COI Program

The first rule of developing strong COI programs is to look within ourselves, see where we may falter and not be afraid to address, pivot or listen to the issues and viewpoints of others. It is also key to not compromise our values and the safety of our officers, but to be open to a new approach that helps us constantly improve and build the ties of trust truly needed for us to succeed.

Secondly, like Army brigades around the country, the FOP has lodges at the local, state and national levels. Key to the success of any COI program is following a unified message while addressing local issues and needs. The actions and words we use carry over to other localities and states, having negative or positive impact all the

way up to our national efforts. As we saw in 2020, perception can start at the local level and have national effect.

Prior to building a COI program, make sure to have your narrative and talking points in place. As a rule of thumb, following these five steps will help you build your foundation:

1. **Outline your strategy, narrative and talking points.** Ensure that they address local needs while aligning with the unified narrative.
2. **Identify potential COIs and garner their contact information.** Ensure that they are not those holding political positions. Seek out church, community, organizational and business leaders. Don't be afraid to sit at the table with those who were against you; in the end, they can become your most effective allies.
3. **Prepare written materials and communications for internal and external outreach.** This should include your initial outreach letter to your wish list of COIs, outlining objectives, commonalities and the development of a long-lasting relationship that can open dialogue and benefit community.
4. **Schedule a cultivation meeting.** A cultivation meeting is the introductory meeting that allows you to present your objectives. It can enable you to begin unifying the community and open a two-way dialogue directly

with them — finding ways to work together in building programs and opportunities that create a safer and more productive environment in a unified manner. By the end of this meeting, you will see which COIs wish to work with you in the long term and which ones may not be aligned with the overall objectives.

5. **Follow up and develop your ongoing COI advisory.** Follow up and continue the dialogue with those you have identified who you know will commit to developing a formalized advisory. For example, develop a local mentorship program together that allows the community to see who we really are and to learn that directly from the source. Schedule monthly meetings until the partnership takes on a life of its own. Once it does, make sure to meet at least once quarterly. In the first year, try to schedule for once every six to eight weeks.

Things to Remember

Always be prepared to answer tough questions, but do your best to establish the baseline of your commonalities first. Ask yourself: What is it that is most important to the safety and betterment of all? Remember and share that you are not just law enforcement officers, but also members of the communities you serve, and like them, you want a better life for your children and wish to ensure that all have the opportunity to succeed in a safe and productive environment. This is something that can only be achieved when we work together toward a common goal. Most importantly, do not engage in this unless you are prepared to do so in the long term. Do not be a one-hit wonder, or you may very well lose the trust of the very people who can help you the most.

Your COIs can become true partners and credible voices fighting on your behalf. They can, in concert with your local FOP lodges, exponentially help to shift perception in some of the hardest-to-reach and most diverse communities in America. COI partnership efforts will not only positively impact the safety of our officers and the communities we serve, but also greatly assist your local and state efforts in having a lasting national effect. **FOP**

Monique N. Tapie can be contacted at mtapie@shadwellgp.com.

| WELLNESS |



RAISING A HAND

The Importance of Acknowledging
Challenges, Accepting Help and
Assisting Those in Need

SHERRI MARTIN / DIRECTOR OF WELLNESS

| WELLNESS |

It all begins with one single step, one reach forward. Acknowledgment. Acceptance. Assistance.

Raising a hand to acknowledge that you have been there, too.

The trials of facing challenges are part of the human experience. Although it is different for each person, we have all had times in our lives when the circumstances we are facing seem insurmountable, even unbearable. In these times, it is sometimes difficult to see a way out, or to imagine how and when things will get better. For many of us, that may have been the pile of challenges we faced in 2020 — the pandemic; distance from family, friends and other loved ones; and personal



Simply put, people were not meant to face the challenges or the joys of life alone.

struggles with finances, work or health.

Although I can recall a few tough periods in my own life when I felt this way, one in particular comes to mind. At the time, I was a single woman in my 30s, working as a police sergeant. I lived alone, in a house that I saved to buy myself ... with all the challenges that come with a 50-year-old home. I had faced some difficulties at work — a few rather violent and stressful calls, judgments from administration and perceived judgments from peers, and I had just gone through the abrupt end of a romantic relationship in which I had been very much invested. Also working toward my master's degree at the time, I was tired and overspent. Then, one Sunday morning on one of the coldest days of that winter, my furnace went out. After I paid the weekend fee for a repairman to come out, he told me that my system would have to be completely replaced, and that until it was, my home was a danger to live in. It was hard to see then, but I was lucky in at least one way: I had the love of my family. My father shared with me words that I have never forgotten and have revisited

at other difficult times in my life. He simply said: "There will be a better day." His hand raised to lift me off the floor, as he spoke from the wisdom of his own experiences and his acknowledgment that he had been there, too.

Raising a hand to ask for help.

Simply put, people were not meant to face the challenges or the joys of life alone. Study after study shows a link between depressive symptoms and social isolation. If you think about it, this is a fundamental principle behind our organization. There is strength in numbers. Two heads (or 10, or 20!) are better than one. In times of struggle, we get tunnel vision. This is a concept founded in the science of positive psychology. Negative emotions hamper our abilities to see possibilities. Perhaps no one knows this better than the veteran first responder who finds that they no longer see positives in the world. Years of seeing people at their worst can distort our beliefs. And perhaps our training makes raising a hand to ask for help the most difficult

thing, because we are trained and learn that we are the helpers, not the people who ask for help. But we are also human, and none of us is meant to struggle alone.

Raising a hand to help another.

For most of us, the urge to help others was the force that led us to choose a career in law enforcement — to help victims of crime, or those who were struggling with bad circumstances, whether it be homelessness or a flat tire. We run to the aid of brothers and sisters in uniform on dangerous calls. But one thing we sometimes forget is that at some time or another, each of us will need a hand with the stresses and difficulties of life. That urge to help our brothers and sisters must also come at times of personal struggle, not only with the tasks of police work. While we are often eager to train officers on the proper ways to engage in law enforcement tactics, we should also be just as eager to reach our fellow officers from our experiences with tough times in life.

As we begin this new year, I hope that you will join the National Officer Wellness Committee in raising a hand, whether it be in acknowledgment, acceptance or assistance. If you have a story to share, share it! Others can learn from your path to victory, and with the sharing of our collective experiences, we can all become stronger.

#Raiseahand FOP

UPCOMING EVENTS

2021 Labor Summit and Legal Seminar

Planet Hollywood, Las Vegas, March 16-17 and March 18-19

Welcome to 2021! It has been quite a year, but we are happy to report that the 2021 Labor Summit and Legal Seminar is on. We do not anticipate any problems in being able to accommodate our usual number of attendees, and most importantly, Planet Hollywood assures us it can provide a safe environment for our members.

This year, we are offering a wide range of timely topics and discussion for our attendees. The Labor Summit will be held March 16-17 and will address national issues affecting law enforcement, including policy changes in a nation of police

reform, social media, qualified immunity and indemnification, and wellness during these trying times. The Legal Seminar will be held March 18-19 and will discuss topics including collective bargaining, enforcement of your contract, arbitration, ethics, police reform and updates on the work of the FOP Task Force. Please join us for these exciting topics and insights shared by our knowledgeable presenters.

The deadline for the group rate hotel registration is February 19, and the class registration deadline is February 26. For more information or if you have questions on how to register, please contact labor@fop.net.



Event Details

2021 Labor Summit and Legal Seminar

Planet Hollywood, Las Vegas
March 16-17 and March 18-19

For more info:
labor@fop.net

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!

GEORGIA

Fulton County Lodge #64 Offers Members Needed Training Despite COVID-19

This past year, with the COVID-19 pandemic affecting everything, Fulton County Lodge #64 has still been able to provide training classes for its members while adhering to public health guidelines. The lodge provides monthly training to assist members with maintaining their POST law enforcement certification and compliance with their H.R. 218 legal defense.

The instructors are certified through the Georgia Public Safety Training Center. The classes offered in 2020 were Community Policing, Juvenile Custody Procedures for Law Enforcement, Officer Involved Shooting, Mental Health, Media Relations, Ethics in Law Enforcement, Health and Wellness, Gangs, Report Writing, Legal Issues, Active Shooter and Range Qualifications. Brother Elbert Carter is our training coordinator. He ensures that members are offered applicable classes and any other classes that may be requested. **FOP**



Lodge President Charlene Heard



Brother AJ Scott



Brother Elbert Carter



Fulton County Lodge #64 members

NEW MEXICO

Past President Gallegos Celebrates 77th Birthday

Past President Gil Gallegos celebrated his 77th birthday on Saturday, December 12, with his daughter, Lodge #1 Auxiliary member Maria Quinn, and New Mexico National Trustee James Flores. Maria made a great dinner and Brother Gil enjoyed birthday well-wishes from NM FOP members and brothers and sisters across the country. Happy 77th birthday, President Gallegos! **FOP**



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OHIO

The Lodge #117 Motor Unit: Honoring Our Members and Building Relationships

JOHN DIPIETRO / LODGE #117 PRESIDENT

I am very proud to introduce the Ohio FOP Lodge #117 Motor Unit to our brothers and sisters! The concept of having a vehicle for our lodge goes back many years, and there were two significant reasons I wanted to bring forth this idea.

The most important use of the FOP Motor would certainly be to give members who have passed the honors of an escort vehicle representing law enforcement and the FOP. Sadly, there have been funerals that lack representation of a member's former law enforcement agency, including an instance when a member's former department had gone defunct, thus leaving no opportunities to honor the member. In both cases, the family had noticed the lack of representation and was extremely disappointed, as was I. Sending a small contingent of honor guard officers and vehicles for longtime retired members who have passed is a tradition that honors those members, even if they had been retired for a significant time. Along with solving that issue, the FOP Motor would always be available for our fellow lodges that may find themselves in a similar situation.

Our lodge has always planned strategically to increase our presence within the community to foster positive relationships with the citizens we serve. Due to current national issues that continue to paint law enforcement in a negative light, our planning has been prioritized to increase our lodge's



The Lodge #117 Motor Unit, a 2007 Harley-Davidson FLHTP

participation in public, memorial and even political events. We felt that an FOP vehicle would certainly address those concerns and provide another means of developing goodwill between the Fraternal Order of Police and our communities.

Unfortunately, the startup costs for an FOP vehicle had prohibited our lodge from moving forward. However, in 2019 I offered an alternative idea. As a former deputy chief of police, and as an advocate for traffic safety, community engagement and crime prevention, in 2007 I started a Motor Unit at my former agency. With the analysis of our community surveys, a Motor Unit was a logical choice to address community traffic concerns and improve police-community relations. Our Motor Unit was a huge success, at least until the Motor was involved in a

crash in 2008. We replaced the Motor in 2009 and I purchased the wrecked one from the insurance company. The Motor sat for many years as I slowly worked to get it up and running. While there was still much work to be done to get it road-ready, it was at that point I suggested to our Executive Board that I would be happy to provide exclusive use of the Motor to our lodge.

The concept evolved into the establishment of the Ohio Lodge #117 Motor Committee, whose charge was to manage the entire process of maintaining the Motor's safety and operational capabilities, creating a budget with sustainability and exploring promotional opportunities for the Motor Unit.

Continued on page 33 >



ILLINOIS

Chicago Lodge #7 Military Care Package Drive

ROB NOCEDA / CHICAGO LODGE #7
RECORDING SECRETARY

Members of FOP Chicago Lodge #7 conducted a military care package drive. The lodge received financial donations and assistance from different charitable organizations (Alliance of Hispanic Law Enforcement, American Knights of Chicago Motorcycle Club, Knights of Columbus and the Chicago Police Department Chaplain's Ministry) and fellow members. Over 20 packages weighing almost 20 pounds each were sent to Lodge #7 members who are on military leave. These members are currently overseas and are away from home during the holidays. The care packages are a small token of appreciation for our members who continue to serve in our United States Armed Forces.

There were many different items that were donated and boxed in the care packages, from challenge coins to beef jerky, T-shirts, trail mix, portable cellphone chargers, and many other fun snacks and gifts. At Lodge #7, like all FOP lodges, we serve those who serve our country.



Jose Sandoval and Carlos Sanchez

I am a proud military veteran, and when I was deployed overseas, I enjoyed receiving care packages. I was far away from home, and it meant something to know that people remembered me. On



Jose Sandoval and Rob Noceda



Lodge #7 member Officer Jose Sandoval, Recording Secretary Rob Noceda and Frank Garcia

a small scale, these packages symbolize never forgetting those who serve to keep our freedom intact. **FOP**

OHIO

Continued from page 32 >

When we announced the idea to our membership, we immediately captured the complete support and enthusiasm of our entire lodge. This culminated in numerous donations totaling over \$1,200 as seed money from our own members' willingness to support the program. Brothers John Sears, Keith Swihart, Doug Unger and Ed Ashcraft came forward with the financial support and agreed on the FOP Motor concept as an incredible opportunity for the lodge.

The Motor Unit quickly received significant community support from two major sponsors. Matt Miller, owner of Carl's Body Shop in Dayton, Ohio, offered to complete the full restoration of the Motor and provide graphics based upon the Motor Committee's recommendations. Then, Greg McAfee

of McAfee Heating and Air, located in Kettering, Ohio, provided us with a very sizable monetary donation. Both Miller and McAfee were excited about the opportunity to be involved in a great initiative to build and expand upon existing police and community relationships with the FOP Motor.

The process started in fall 2019, and our completed Motor was unveiled to the membership at our July 2020 general meeting. Since then, we have had the FOP Motor Unit participate in police memorial rides, a rally and a parade for President Donald J. Trump, our annual Back-the-Blue fundraiser and a Halloween event where children had the opportunity to have their photo taken while sitting on the Motor! Another big surprise came when our National secretary responded to our lodge's request to use the FOP marks for the graphics. Brother Jimmy Holderfield wrote a very encouraging note to our

lodge indicating that he was very excited about our project, as he was a former Motor officer and understood what opportunities the FOP Motor would generate.

Disappointingly, many of the community events we had planned for the FOP Motor have been canceled due to COVID-19. However, we have a brand-new trailer for the Motor and plan on having it at our Biennial Conference in 2021, as well as many other FOP events in the future. If you would like more information on our FOP Motor Unit, please feel welcome to reach out to our FOP Motor Committee at fop117oh@gmail.com. **FOP**


John DiPietro is the president of Frederick J. Beard Memorial Lodge #117. President DiPietro is a retired deputy chief of police after serving over 26 years in law enforcement, and is now serving his sixth term as president for his lodge. He serves on the NFOP Education Committee and was named the Ohio FOP Member of the Year in 2017.

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*A 20% tuition reduction is available to eligible members of Fraternal Order of Police. The Family Nurse Practitioner specialization in the MSN program is excluded from this tuition reduction. No tuition reduction will be made retroactively.

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Looking Back at the 116th Congress and Surveying What Lies Ahead



At this writing, the 117th Congress is only one week old. Before we discuss our priorities in the 117th Congress, here is a quick summation of the final actions taken in the 116th Congress.

Wrapping Up the 116th Congress

Congress considered and passed H.R. 133, the Consolidated Appropriations Act, 2021. The measure funds the operations of the federal government for the remainder of the fiscal year, as well as the following activities related to coronavirus relief:

- \$600 stimulus checks per adult and child
- \$300 per week in enhanced unemployment insurance for 11 weeks
- \$319 billion for small businesses, including \$284 billion for loans given through the Paycheck Protection Program, \$20 billion in EIDL Grants and \$15 billion for live venues, independent movie theaters and cultural institutions
- \$25 billion in rental assistance and an extension of the eviction moratorium
- \$13 billion in increased SNAP and child nutrition benefits
- \$82 billion in education, with \$10 billion dedicated to child care
- \$7 billion to increase access to broadband
- Billions for vaccine distribution and COVID-19 testing
- Language ending surprise billing for emergency and scheduled care

Top Priorities in Brief

H.R. 82, the Social Security Fairness Act
House: 20 co-sponsors
 (12 D, 8 R)

Just the Facts:

>> The end of the 116th Congress saw the passage of the Consolidated Appropriations Act, including funding for programs administered by the Department of Justice, as well as the National Defense Authorization Act, including an FOP-supported provision that will allow for the collection of simple yet actionable, beneficial ownership information to be used in combating the misuse of U.S. companies. The FOP continues to work to advance one of its top priorities, the Social Security Fairness Act, as the 117th Congress begins.

- A tax credit for employers offering paid sick leave and an extension of the Employee Retention Tax Credit
- \$4 billion for GAVI, the international vaccine alliance

The following is a brief summary of the funding levels for selected programs administered by the U.S. Department of Justice.

Office of Community Oriented Policing Services (COPS Office):

- \$237,000,000 for COPS Hiring Grants
- \$35,000,000 for Community Policing Development/Training and Technical Assistance
- \$8,000,000 for the Law Enforcement Mental Health and Wellness Act

Funding for Byrne Memorial Justice Assistance Grants (Byrne-JAG) and other programs:

- \$484,000,000 for Byrne Justice Assistance Grants, recognizing that these funds can be used for training on the use of force, racial profiling, implicit bias and accreditation
- \$30,000,000 for the Bulletproof Vest Partnership Grant Program
- \$110,000,000 for Debbie Smith DNA Backlog Grants
- \$7,500,000 for a competitive grant program for officer training on responding to people with mental illness or disabilities
- \$20,000,000 for Project Safe Neighborhoods
- \$244,000,000 for the State Criminal Alien Assistance Program (SCAAP)
- \$90,000,000 for the Community Trust Initiative, which includes the Body Worn Camera Partnership Program, the Justice Reinvestment Initiative and the Byrne Criminal Justice Innovation Program

Congress also passed the National Defense Authorization Act (NDAA), which included the Corporate Transparency Act, an FOP-supported provision requiring the Financial Crimes Enforcement Network (FinCEN) to collect beneficial ownership information from corporations and limited liability companies. The bill was sent to the president, who vetoed it because it renames

Continued on page 38 >



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WASHINGTON REPORT

Continued from page 36 >

certain military installations and does not include Section 230 reforms on technology firms and Internet providers — which he had specifically requested Congress to do. Both the House of Representatives and the Senate voted to override the president's veto on a 322–87 vote and an 81–13 vote, respectively, which made the National Defense Authorization Act law.

The Corporate Transparency Act will allow for the collection of simple yet actionable, beneficial ownership information to be used in combating the misuse of U.S. companies. By requiring the Financial Crimes Enforcement Network (FinCEN) to collect beneficial ownership information from corporations and limited liability companies, law enforcement will finally be able to properly investigate shell companies that deal in illicit financing, criminal trafficking and the smuggling of people, firearms and drugs. Once collected, the information will be available to law enforcement at every level — local, state, tribal and federal. The FOP has been working on this landmark legislation since 2006 and is proud that it has finally been made into law.

The Start of the 117th Congress

On January 3, the 117th Congress was sworn in. On that same day, the House elected Representative Nancy Pelosi (D-Calif.) to be Speaker of the House.

The House of Representatives also voted on the rules package that the chamber will follow for the next two years. The package passed on a 217–206 vote along party lines. The rules package is traditionally crafted by the majority party. The package eliminates the minority party's ability to offer motions to recommit with instructions. This means they will

Law enforcement will finally be able to properly investigate shell companies that deal in illicit financing, criminal trafficking and the smuggling of people, firearms and drugs.

not be able to use a motion to recommit to alter bills on the floor. Instead, they will only be able to use a motion to recommit to send a bill back to committee. The package also allows the Budget Committee chairman to declare legislation related to the pandemic and climate change as

having no cost, thus exempting it from pay-as-you-go, a provision that requires legislation that increases the deficit to be offset. Additionally, provisions allowed for members of the House to continue to vote remotely during the pandemic.

On January 6, the House of Representatives and Senate were set to certify the election results for President-elect Joseph R. Biden Jr. and Vice President-elect Kamala D. Harris in a joint session of Congress. Two objections were raised with respect to the results from Arizona and Pennsylvania, but this process was interrupted for several hours when a violent mob forced their way into the U.S. Capitol. These criminals left a wide swath of damage in the building and threatened our elected officials, congressional staff and our fellow law enforcement officers. The tragic events caused the death of five people, including U.S. Capitol Police Officer Brian D. Sicknick.

Law enforcement cleared and secured the Capitol later that day, allowing Congress to return to work. The House and Senate rejected both objections and then voted to certify President-elect Biden's victory in the Electoral College.

Also on January 6, the state of Georgia announced that T. Jonathan Ossoff and Raphael G. Warnock won their campaigns against Senators David A. Perdue Jr. and Kelly L. Loeffler, respectively. This resulted in a 50–50 split of the Senate, which gives the Democratic Party control of the

chamber once Vice President-elect Harris is sworn into office.

President-Elect Biden's Cabinet Nominations

President-elect Biden has been releasing his nominations for members of his Cabinet. For the secretary of the U.S. Department of Homeland Security (DHS), Biden has nominated Alejandro N. Mayorkas, who would be the first immigrant to hold the job. In 2013, Mayorkas was appointed deputy secretary at the DHS, where he developed a strong relationship with the law enforcement community and the FOP. The FOP has enthusiastically supported this nomination and looks forward to getting him confirmed by the Senate.

Biden has also announced his nomination of U.S. Circuit Judge Merrick Garland for attorney general. Garland is a former terrorism prosecutor and has been on the U.S. Court of Appeals for the District of Columbia since 1997. Biden is also expected to nominate Boston Mayor Martin Walsh for Labor secretary.

Reintroduction of the Social Security Fairness Act

One of the FOP's top priorities, the Social Security Fairness Act, has been reintroduced in the House of Representatives as H.R. 82. At the beginning of each Congress, all legislation that did not become law in the previous Congress must be reintroduced and go through the legislative process again. In the House, Representatives Rodney L. Davis (R-Ill.) and Abigail A. Spanberger (D-Va.) are the lead co-sponsors on this important piece of legislation, and we applaud them on their swift action in getting this bill reintroduced. The legislation would repeal both the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) in current Social Security law. At the time of introduction, the bill had 17 original co-sponsors. At the end of the 116th Congress, the bill had 264 co-sponsors, and the FOP will continue to push for the current bill to obtain the same level of support.

The Windfall Elimination Provision (WEP) affects workers who spent some time in jobs not covered by Social Security and also worked other jobs where they paid Social Security taxes long enough to qualify for retirement benefits. The provision has a disproportionate effect on law enforcement officers, who retire earlier than most other public employees and are more likely to

begin a second career after they leave law enforcement. Officers in this position are penalized and may have their Social Security benefit reduced by up to 60%. Like the WEP, the Government Pension Offset (GPO) was adopted to shore up the finances of the Social Security trust fund. It offsets the Social Security benefit to which a surviving spouse is entitled by two-thirds of the monthly amount of any government pension that they might receive.

The FOP believes this is an issue of fairness; the legislation would end an unfairness against retired public employees while also stimulating the economy by eliminating a reduction in Social Security benefits. The FOP will continue to work to have this legislation included in future COVID-19 relief packages and for it to become law.

The Social Security Fairness Act would end an unfairness against retired public employees while also stimulating the economy by eliminating a reduction in benefits.

The legislative staff continues to work with members in the House and Senate to ensure that other legislative priorities of the FOP are reintroduced in the 117th Congress.

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

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

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.

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 us 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 help you be informed on the legislation that is pertinent to law enforcement and a great way to stay up to date on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-kind weekly update is sent out every Friday via email, posted on the NFOP mobile app and shared on our social media platforms. To sign up to receive the update via email, please contact the National Legislative Office or email Mark McDonald at mmcdonald@fop.net.

Support the PAC!

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

To donate, please make a check out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts 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**



Taking Care of You: A 2020 Reflection

As we come upon the new year, it is customary to reflect back on all that has transpired in our lives during the previous year. This year, that reflection looks quite different than before. Though it is easy to look back on 2020 with dismay, the work and sacrifice given by law enforcement officers across the United States should not go unnoticed. The men and women of law enforcement continually fought for and protected their communities, despite the upheaval of a global pandemic and the unprecedented backlash by the very citizens they sought to protect. In spite of all that 2020 threw your way, you continued to show up, protect and defend, and through it all, you never once made yourself a priority. Though honor and sacrifice are in your blood, it is imperative that you also fight for yourself and your well-being.

According to the American Police Officers Alliance, one in four officers has contemplated taking their own life due to the stress of the job alone. This figure is expected to have increased due to all that transpired during the past year (2020 data will be released by summer 2021). Moreover, winter is often a time when officer depression hits an all-time high due to seasonal affective disorder (SAD). The short amount of daylight, colder temperatures and having to be away from loved ones during important times of the season are just a few reasons for this increase. When combined with social distancing and the combative resistance to law enforcement seen over the past year, the effect on LEOs can be grim.

Because of this, officer wellness has been an increasing priority of the Grand Lodge. Here in Labor Services, we want to make sure you know that help is never far away. Often, we will negotiate officer mental health provisions in our collective



Just the Facts:

» The challenges of 2020 have added to the stresses that law enforcement officers endure every day, which already place them at high risk for post-traumatic trauma. FOP members are encouraged to reach out to the Grand Lodge for mental health and wellness support, and to the Division of Labor Services for help in negotiating benefits from their agencies.

bargaining agreements that allow for officers to have direct access to wellness professionals at little or no cost to them. We understand that not every department has such opportunity, and that is why it is increasingly important for every member of the FOP to know the resources they have just by being a member.

One of the biggest concerns many LEOs have concerning their mental health is that of employer impact and confidentiality. Though you may have mental health professionals provided through an employee assistance program (EAP), it is common to have reservations about utilizing such a program due to breach of confidentiality that can occur.

Because of this, Labor Services encourages you to reach out to the Grand Lodge and discover the plethora of options offered to you without the concern of confidentiality breach. Furthermore, if collective bargaining is permissible in your jurisdiction, Labor Services is always here to provide more information concerning what we can negotiate for you and for your brothers and sisters. Additionally, the National Fraternal Order of Police has established a Wellness Program under the direction of Sherri Martin, who can be reached at sherrimartin@fop.net.

For more information on Labor Services or how we can help you, please contact labor@fop.net. **FOP**



FOP Arbitration Recommendations

Under the prevailing narrative in the United States, the arbitration of police officer disciplinary actions undertaken by police unions is often falsely accused of standing in the way of good policing. In other words, arbitration keeps bad cops employed. A critical analysis of the facts surrounding this false narrative based on empirical data, research, studies and reports reveals a contrasting record of law enforcement arbitration. The National Fraternal Order of Police convened a task force to provide information to FOP lodges, members and leadership about the impact of arbitration on the law enforcement profession, with a particular emphasis on disciplinary matters.

Arbitration is not exclusive to law enforcement or even public-sector employers, but is actually the preferred model of most businesses in the U.S. Indeed, more than 60 million American workers are subject to mandatory arbitration with their employer, meaning arbitration is the **most common process** through which the rights of American workers — in the public and private sectors — are adjudicated and enforced. Mandatory employment arbitration is especially preferred by America's largest employers, as the following statistics show:

- 53.9% of nonunion private-sector employers have mandatory arbitration procedures.
- 59.3% of employers with 500 to 999 employees have mandatory arbitration.
- 61.8% of employers with 1,000 to 4,999 employees have mandatory arbitration.
- 67.7% of employers with 5,000-plus employees have mandatory arbitration.

Employers of all sizes and across a variety of industries have adopted mandatory employment arbitration in lieu of traditional court litigation. Thus,

Just the Facts:

>> The prevailing media narrative claims that police disciplinary arbitration causes most fired officers to end up back on the job, but a critical analysis of the facts shows that arbitration does not deserve this negative attention. Only a small fraction of police discipline cases ever make it to arbitration, so the seemingly high percentage of union arbitration victories is the result of strategic decisions regarding which disciplinary actions to challenge. And when arbitrators do reverse police department discipline, they are often compelled to do so by police department error and precedent.

the use of arbitration as a method to fairly adjudicate employment decisions is **not** exclusive to police departments.

The primary reasons why employers across both public and private sectors prefer arbitration to litigation are its

Reports that call attention to a high percentage of officer "victories" in arbitration are not indicative of an arbitration problem within law enforcement.

timeliness and cost-effectiveness. The Supreme Court itself has noted that the arbitration process has many advantages over litigation because it is less expensive, less disruptive and more flexible.

Any study of law enforcement arbitration

must consider how many disciplinary cases are actually taken all the way through the arbitration process to a final determination. Only a small fraction of cases — 1% to 2% — actually get taken to final arbitration (that is, a final decision from an arbitrator).

Despite a lack of data at the national level, local media reports and anecdotal evidence demonstrate that most police discipline cases never make it all the way to arbitration. In Columbus, Ohio, for example, 38 full-time police officers were fired between 2007 and 2018 — but only nine of those terminations made it to arbitration. Similarly, the Minneapolis *Star Tribune* reported that, over a 20-year period, only about 80 police officers in the entire state of Minnesota appealed their terminations through arbitration. The percentage of arbitrated police disciplinary cases in Oregon is even smaller. Will Aitchison, a longtime police union attorney based in Portland, explained that during his 34-year career, he arbitrated only seven cases out of approximately 3,000 incidences of officer discipline. The local media backed Aitchison's numbers: A 2012 article in the *Oregonian* reported that only 12 discipline cases involving officers from the 1,000-member Portland police department made it to arbitration

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LEGAL COUNSEL

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in the years between 2002 and 2012. As explanation for the small number of arbitrated cases, Aitchison stated that because unions typically choose which cases go to arbitration, only the cases the unions have a strong chance of winning are typically arbitrated.

In most police departments, it is the union — not the individual officer — that decides whether to appeal a disciplinary decision to an arbitrator. Of those cases the union takes to arbitration, the result is roughly a 50–50 split between overturning and confirmation of the disciplinary decision. In a study of 92 arbitration decisions involving police discipline from

The relatively small number of police disciplinary cases that make it to arbitration are usually the ones in which the unions have the highest chance of prevailing.

2011 to 2015, it was revealed that arbitrators upheld discharges 53.3% of the time and overturned discharges 46.7% of the time.

For these reasons, reports that call attention to a high percentage of officer “victories” in arbitration are not indicative of an arbitration problem within law enforcement. For example, one report out of Philadelphia found that the local FOP lodge won, reduced or reversed discipline in approximately 70% of the 170 cases that went to arbitration between 2011 and 2019. Similarly, Minnesota Public Radio recently reported that “since 2013, independent arbitrators in Minnesota have ruled about half the time that police officers who were terminated should get their jobs back or receive lesser discipline.” Again, less than 2% of cases are taken to final arbitration by the union. The vast majority of cases are resolved



prior to the start of arbitration.

The fact that the relatively small number of police disciplinary cases that make it to arbitration are usually the ones in which the unions have the highest chance of prevailing is not the only factor supporting the idea that arbitration does not deserve recent negative attention. Multiple studies of police disciplinary arbitration — as well as anecdotal evidence — suggest that the terminations of problem police officers are often overturned due to police department error.

After conducting a study of 92 arbitration decisions involving police officers discharged for misconduct between 2011 and 2015, one researcher concluded that the media does not always cover the many factors influencing an arbitrator’s decision to reinstate a discharged police officer. On the surface, the study’s findings seem to support the anti-arbitration narrative: 43 of the 92 terminations analyzed in the study were overturned by arbitrators. However, a closer examination of the arbitrators’ reasons for overturning the terminations paints a more complicated picture. In 37.2% of the overturned cases, the arbitrator concluded that the **police department** did not conduct an adequate investigation into the incident that led to the officer’s firing. Even more often — in nearly 50% of the overturned cases — the arbitrator concluded that the **police department** did not prove that the fired officer was guilty of the conduct for which they were terminated. In 20.9% of the overturned cases, the arbitrator found that the **police department** did not adhere to procedural requirements, such as providing proper notice to the officer or observing an applicable statute of limitations. However,

these procedural violations were unlikely to be the **sole** reason why an officer’s termination was overturned. The most common reasons cited in the decisions overturning termination were “mitigating factors unrelated to whether the officer was guilty of the alleged offense” — which were cited in 67.4% of cases. These mitigating factors included the officer’s history of good work, the excessiveness of the punishment in comparison to the offense, a history of lesser punishment received by other officers for the same offense, the officer’s acceptance of responsibility and the officer’s honesty.

In short, recent reports highlight important findings that counter the prevailing media narrative that police disciplinary arbitration causes most fired officers to end up back on the job. First, most cases of police discipline never make it to arbitration, meaning the seemingly high percentage of union arbitration victories is the result of strategic decisions regarding which disciplinary actions to challenge. Second, when arbitrators **do** reverse police department discipline, they are often compelled to do so by police department error and precedent. **FOP**

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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 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.

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

If you are an active law enforcement

officer covered by the FOP Legal Defense Plan, LEOSA coverage 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. For questions pertaining to these changes, enrollment or the plan in general, please contact Hylant at (800) 341-6038 or visit our website at **foplegal.com**. **FOP**



FOP LEGAL DEFENSE PLAN

ADMINISTRATIVE * CIVIL * CRIMINAL

Protecting Your Future TODAY

Legal defense coverage has become a necessity for law enforcement as the frequency and cost of allegations against peace officers continue to rise. The FOP Legal Plan offers you and your lodge members a very affordable comprehensive plan.

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For enrollment and marketing information, please call **1.800.341.6038**

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New Efforts for Challenging Times



Where do we go from here? The events of 2020 left auxiliaries with challenges in gathering for meetings, communications, the ability to continue the effectiveness of our projects and committees, and the capability of meeting members' concerns and interests. Auxiliary members are resourceful and have defined and established a number of ways in which to continue working to support their parent lodges and family members.

Auxiliaries have modified many of their usual events throughout the year to comply with government mandates. Yet they have sustained the purpose and intent of their support for their parent lodge, law enforcement and law enforcement families.

While our members experience obstacles and delays of events and planned occasions, their ingenuity and resourcefulness allow them to proceed with altered strategies and ideas to arrive at the intended result with virtual or minimal participation by members and attendees.

At this writing, we are beginning the virtual training for auxiliary members to learn more about various aspects of their organization and how we are working to coordinate with the FOP committees to increase auxiliary participation. We are also adding more education on the member benefits program and committee. Auxiliary members aren't always aware of what is offered to them as a result of their membership.

The Auxiliary is ready to work for you. We are the wives, husbands, sons, daughters, parents, siblings and extended family members of your lodge. We are the frontline supporters of your law enforcement community. What impacts and involves you impacts and involves us. We have a direct, vested interest in you, your job, your welfare and your lives. Armed with a renewed resolve to follow our preamble and purpose and to live our motto to "Never Let Them Walk Alone," auxiliaries are committed to

Auxiliary members are resourceful and have established a number of ways to continue working to support their parent lodges and family members.

NEED SOMEONE TO TALK TO?



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

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

COPLINE is strictly confidential.

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

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

ATTENTION RETIRED OFFICERS

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

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

continuing to search for methods to carry on with our usual projects and to discover additional ways to support our members and all law enforcement families.

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 Fraternal Order of Police website at fop.net (under the About menu, select FOP Auxiliary from the drop-down). **FOP**

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



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