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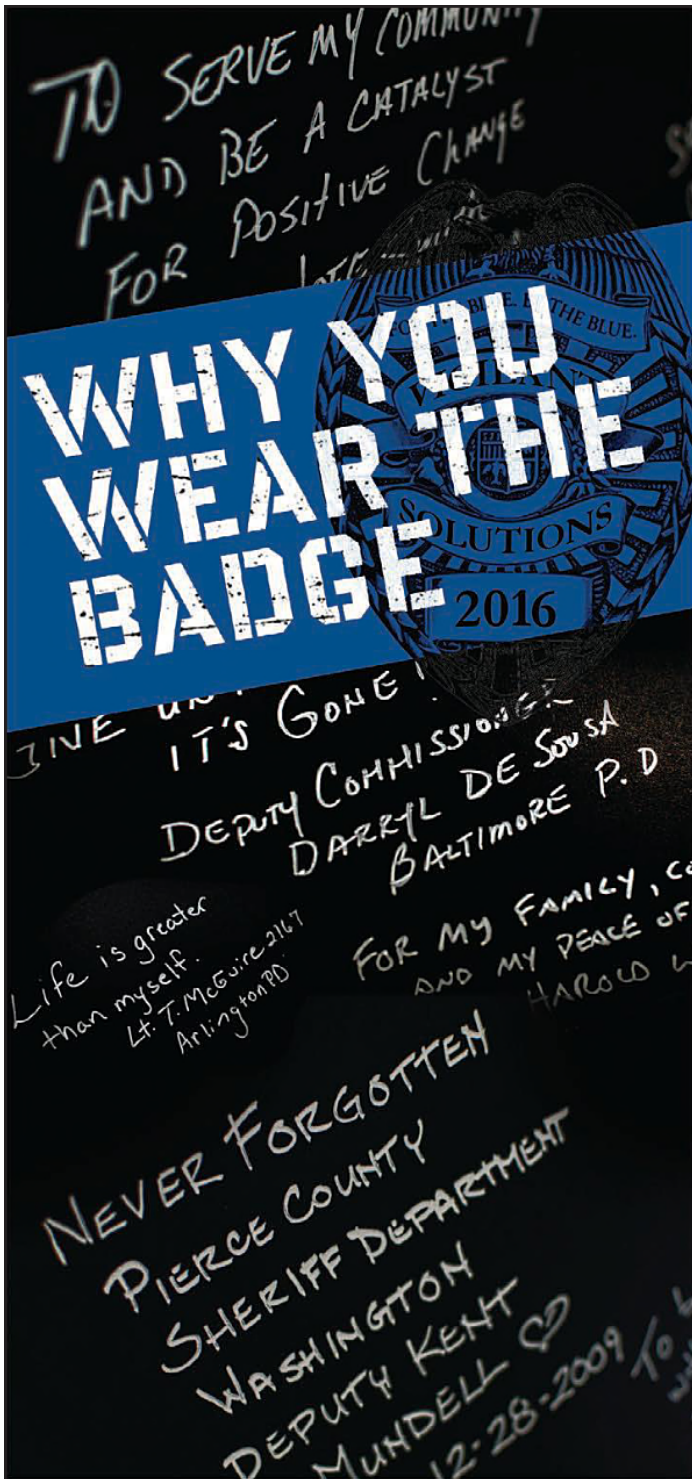
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Demonstrating Who We Are



// **WRITE TO US!** If you have further questions, contact Chuck Canterbury at fopchuck@outlook.com.

During these very tumultuous times for law enforcement, many citizens have told me that neither the media nor protestors speak for them about the law enforcement officers who work every day to keep them safe. The call for criminal justice reform is being pushed by many politicians across our country and most, if not all, media reports neglect to explain that local, state and federal politicians are responsible for many of the issues that impact criminal justice in their respective jurisdictions.

Rank-and-file law enforcement officers merely enforce the law as passed by government. Rank-and-file law enforcement is not responsible for the sentences passed by the courts, and we are not responsible for the disparity in sentences that are, again, made by the courts. The FOP has acknowledged that people from poor communities who cannot pay for competent legal counsel receive sentences that are disproportionately higher than those who hire counsel (versus a public defender).

Your Foundation Needs You!

The National FOP Foundation was there to help financially when members from Louisiana to West Virginia were adversely affected by flooding and hurricanes in 2016. Now we need your help so that we can be there again the next time members are in need. President Canterbury extends a challenge to all members to donate \$10. If you would like to make a credit card donation, please call (800) 451-2711, or you can send a check to:

National FOP Foundation
701 Marriott Drive
Nashville, TN 37214

FOPs around the country have been very vocal that a policy such as Baltimore's zero-tolerance policy is not a proven crime reduction tool. For more than a year prior to the Freddie Gray incident, our lodge in Baltimore had spoken out and had published a document that outlined issues with zero-tolerance and high-intensity policing efforts. FOPs have been very outspoken in regard to staffing levels, recruitment and retention issues, as well as training issues. These areas affect our ability to connect with our communities.

In a meeting with the Department of Justice, the National FOP and Chicago Lodge #7 President Dean Angelo provided information on the lack of training and equipment issues that have been longstanding problems in Chicago P.D. He explained that members of the department were and had been waiting on Taser training for as long as nine years. He also explained that during many of the use-of-force issues in Chicago, there was no one available with nonlethal equipment.

We have been working very hard to demonstrate that rank-and-file officers must be part of the solution when dealing with communities that feel disenfranchised. The need for quality law enforcement has never been higher, but the police are only one part of the equation. Government must do its part by working on plans to reduce unemployment and improve the quality of job training and education in disenfranchised neighborhoods. It must also seek out ways to provide mental health professionals to provide low-cost or no-cost services for those who are struggling to get better. People who have no hope of a better life will strike out at whatever form of government they see, and of course, all too often the police are the only public officials these neighborhoods see. Politicians need to understand that law enforcement, while asked to be all things to all people, is not equipped to deal with the ills of society.

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A Benefits Briefing

// **WRITE TO US!** If you have further questions, contact Jay McDonald at jmcdonald@fopohio.org.

Brothers and Sisters, As part of the mission of the Fraternal Order of Police, we work hard to enhance members' lives. We do this by supporting members through legislative advocacy, labor relations and through additional benefits available by virtue of your membership.

We have a committee, the Product Development Committee, that works diligently to identify and acquire quality benefits for members. You can find some of them at www.fop-benefits.com. Exclusive to you as an FOP member are benefits like critical illness and cancer coverage, travel and cruise discounts, identity-theft protection plans and auto/home/accident insurance. These benefits are provided through vetted, recognized providers, including companies like Liberty Mutual and LifeLock. You should check them out by visiting the website.

Members are also given access to discounted college tuition as part of the National FOP University Consortium. Schools include University of San Diego, American Military University, Kent State University, Liberty University, Upper Iowa University, Tiffin University, George Washington University, and Union Institute and University. These programs offer traditional and nontraditional formats to allow you to take courses while accommodating the unique requirements of a working law enforcement officer's schedule. These courses can be taken completely online, which makes it easier for our members to obtain their degrees on their own time. All of the colleges and universities that are participating are regionally accredited institutions. You can get more information at www.fop.net.

We are also extremely pleased to offer a brand-new educational benefit to our members: **free college!** The FOP has partnered with Eastern Gateway Community College to offer a **free** community college education

for our members, their spouses, their children and their grandchildren. Your police academy can count for almost 50% of your associate degree. You can utilize this program at their campus in Ohio or online. For now, you can get more information at www.fopohioeducation.org. A national website rollout is coming soon. This is an incredible benefit for our members and one that is intended to reward loyal members like you and help recruit new members as well.

The last benefit I want to mention to you in this article is that the FOP offers educational seminars to help you become a better FOP leader. One that I want to mention is the Leadership Matters seminar

in Nashville, Tennessee, from February 9 to 11. This seminar is aimed at new leaders in local lodges and offers specific training on secretary, treasurer and administrative topics as well as leadership. It is excellent training, and I encourage people new to lodge leadership to attend. You can get more information on this seminar at www.fop.net.

Please follow the FOP on social media on www.facebook.com/NationalFraternalOrderOfPolice and Twitter [@GLFOP](https://twitter.com/GLFOP), and get on our mailing list by submitting your address at www.fop.net.

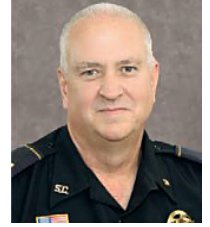
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No Man Stands Taller Than When He Kneels to Help Another



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

It is often taken for granted that our daily routines will be just that, routine. However, perhaps no one knows better than law enforcement that things are always subject to change at a moment's notice. The forces of nature remind us how little control we have in the bigger scheme of things.

Last June, as residents of West Virginia went about their daily routines, everything forever changed when torrential rains caused unprecedented flooding. Overnight, entire communities were washed away. More than 2,380 homes were destroyed or damaged and over 3,100 people were left homeless, including many of our law enforcement brothers and sisters. In some cases, entire agencies, buildings, and supplies of vehicles and equipment were wiped out.

Just weeks later in Louisiana, 20,000 people were rescued from their rooftops after 30 inches of rain fell in southern Louisiana, leaving 110,000 homes and businesses under water.

Early October brought Hurricane Matthew, a massive storm that battered Florida, Georgia, South Carolina and North Carolina. The lives of so many have been shattered by Matthew, and the images of the devastation are gut-wrenching. Worst of all, lives have been lost.

Just like so many in the communities they serve and protect, law enforcement officers have also been left homeless. The magnitude of the destruction from each of these events makes it impossible for local agencies to manage the recovery alone. In this time of uncertainty and at a time when they need it most, the Fraternal Order of Police and its members continue to show their compassion and support for their fellow officers.

The FOP Foundation has come to the aid of officers following tornadoes, wildfires, hurricanes and floods. During all of these disasters, the FOP has strived to help members get back on their feet and their lives back in order.

None of this support would be possible were it not for the caring and generosity of our



The tattered Baton Rouge Lodge #1, a building that served as a police family evacuation shelter during Hurricane Katrina and was submerged under six feet of water during the floods of August 2016. If you would like to help the Baton Rouge lodge rebuild, visit www.louisianafop.com/helplodge1.

brothers and sisters nationwide. Now, more than ever, it is vitally important to give to the FOP Foundation's Disaster Relief Fund. FOP members have constantly risen to the occasion and provided much-needed funds to help our brothers and sisters affected by tragedy.

Right now, your law enforcement brothers and sisters need your help. You are an invaluable resource, and your donations to the National FOP Foundation will go a long way in helping those officers affected to rebuild their lives.

There are two ways to give: online by visiting www.fop.giveback.org and registering for the 5-5-5 program or by sending a donation check to National FOP Foundation, 701 Mariott Drive, Nashville, TN 37214.

Please keep our FOP members and citizens affected by these tragic events in your thoughts and prayers. When you see the devastation of these natural disasters on television, know this: But by the grace of God, it is not your family's misery or your shattered home. If it were, find comfort that your brothers and sisters in blue will be there for you as well. **FOP**

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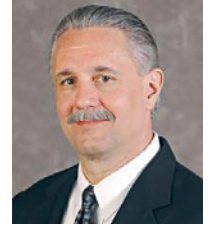
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Minding Lodge Finances

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

During my time as your National treasurer, I have written many articles about the importance of having procedures for how your lodge handles its finances. Having and following these procedures is important for protecting your lodge funds from theft and misuse. Unfortunately, we still see cases where lodge funds are misused and sometimes stolen.

For years now, the National FOP has been providing our lodges with the information they need to help them run properly. 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 and won't have any problems with the IRS.

The issue of finances is important to all of our lodges, no matter how large or small. I have assisted many lodges in setting up procedures to properly handle and account for lodge funds. I have also investigated many lodges on behalf of the National Lodge because of misuse of lodge funds. Every lodge should have procedures in place for handling its finances, and every board member is responsible for making sure these procedures are followed. In every case of misuse of funds I have reviewed, there was no regular financial reporting to the members of the lodge, and if there were financial procedures, they were not being followed.

The National FOP has a publication, "Corporate and Tax Affairs of a Lodge," that will help you set up financial procedures that your lodge should follow. By the time you read this article, you should be able to able to download "Corporate and Tax Affairs of a Lodge" from our website, but you can also request a copy by sending an email to lapp@fop.net.

HAVING AND FOLLOWING FINANCIAL PROCEDURES IS IMPORTANT FOR PROTECTING YOUR LODGE FUNDS FROM THEFT AND MISUSE.

Your lodge should:

- Be incorporated as a nonprofit 501(c)(8) corporation
- Have a federal EIN (Employer Identification Number)

- File a 990 with the IRS every year
- Have a budget passed by the board every year
- Have a voucher procedure for lodge expenses
- Provide financial reports to the board and membership monthly or quarterly
- Have a record retention policy

These are just a few of the things needed to properly operate your lodge. I encourage you to make sure your lodge has the proper financial procedures in place and that the lodge officers follow those procedures. Please contact me if I can be of assistance to you. **FOP**



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Generating a Positive Presence

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

By the time this issue reaches you, we will have elected a new U.S. President and Congress, as well as executive, legislative and judicial branch members in our respective states. Some of us will be happy with the election results and others will not, but we will all have to live and work with the results. I hope our future leaders and legislators will do a far better job of supporting law enforcement and addressing those issues that will make our job more efficient as well as safer for law enforcement officers and the citizens we protect and serve.

There are many issues we will face in 2017, but one of the most critical will be our organizations' continued efforts to

improve our public image and increase law enforcement's positive presence in both the media and the communities we serve. As stated in a recent publication, we should be focused on "using traditional and digital media (free of charge) to educate and inform public masses about relevant issues and stories that are worthy of sharing and that have an impact on people. Public relations requires a creative, compelling and concise approach, with a deep sense of the art of storytelling through our emotions and humanity. We have the power to move and influence people through the news and media" (Susan Young, Get in Front Communications, Inc.).

In 2016, we began this effort by improving and increasing our presence in social media with the assistance and supervision of Vice President Jay McDonald. President Chuck Canterbury met with communications professionals who assisted us with creating the www.ourtrueheroes.org website in order to get our stories out to the public about the brave and selfless actions of law enforcement officers in the performance of their duties.

Additionally, at this writing, we are seeking the assistance of professional public relations firms to further our positive presence in social, paid and earned media, as well as assisting us in getting the right message to the right people at the right time for maximum effectiveness. We are also meeting with these professionals to develop better strategies and training programs to assist our membership with handling PR crisis-management issues, such as when deadly force encounters arise.

Although we are making progress, much more needs to be done, including a deeper awareness and involvement by state and local lodges along with individual members. We need to become better storytellers on what it is that we do and why we do it. I know this is a particularly difficult objective to meet, as our profession rarely seeks recognition and portrays even the most heroic of events with a "just doing my job" mentality. We must strive to see every contact we make as an opportunity to further our PR agenda. We must also look for opportunities to become more involved in community policing and outreach programs, such as officer-friendly programs and citizen police academies, as well as social and charitable initiatives like holiday and Christmas programs. In addition to providing or participating in these programs, we must make certain that these activities are covered in social media as well as the local press.

In closing, I thank you for your service during these challenging times, and wish each of you and your families a safe and happy holiday season. **FOP**

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Silent Majority Remains Supportive in Troubling Times



// **WRITE TO US!** If you have further questions, contact Roger Mayberry at bear1233@aol.com.

What in the world is happening to us here in America? Who hasn't been asked that question in the last year, with all the tragedies we have seen over the last year-plus?

Our members are faced with some of the toughest times to be a police officer in our history. They are under more scrutiny than any time before and face every day knowing that someone may make an attempt on their lives. Knowing this, they still put that badge on every day and do the job they are paid to do. Our members' families have to worry more now than ever, wondering if their loved ones will come home safe at the end of their shifts.

In 2016, each month we lost brothers and

sisters across the country (January: 5; February: 10; March: 16; April: 2; May: 7; June: 10; July: 19; August: 10; September: 15; and October: 17). By the time this is printed, there most likely will be more to add to the list. Some of the causes are: assault: 2; gunfire: 50; stabbed: 1; and vehicular assault: 11. We are seeing a substantial increase in firearms-related deaths this year.

There is no other profession other than our military where personnel have to face this every day that they go to work. Yet our news media, haters on social media and a large number of our politicians play to hate groups and report the news without knowing the facts. We are no longer presumed innocent until

proven guilty in the minds of so many who think they know more about policing than the people who do the job. How many times has the news reported what some members of a hate group put out over social media instead of waiting to know what really happened or getting the facts? Still, when we lose one of our members, we see communities coming together to show support for the officers and their families — so we know that, for the most part, we have the support of the silent majority and the communities we serve.

Thanks to all our members for their professionalism, dedication to duty and commitment to keeping all of America safe.

God bless and be safe. **FOP**

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THE AGE OF POLICE TRANSPARENCY

BODY-WORN CAMERA IMPLEMENTATION

BY DONOVAN LIVACCARI, ATTORNEY AT LAW

There are a lot of buzzwords swirling around law enforcement these days. Transparency and accountability are two such words heard often. As relates to the day-to-day activities of frontline officers and supervisors, body-worn cameras (BWCs) represent the way of the future for law enforcement executives, politicians and frequent critics of law enforcement alike. Frontline officers have resisted, much like they do with anything new and unknown. (Do you remember officers concerned about the implementation of computers?) Some agencies have not taken the plunge yet, and some agency heads are making noises that they intend to avoid the political pressure to implement this new tool, as they fear it will be abused in a way that misrepresents the actual hard work their officers are doing. But make no doubt about it: BWCs will become as commonplace in law enforcement as carbon paper once was and mobile data terminals are today. Following are some of the areas of concern and issues to watch, as the legalities surrounding the use of BWCs will surely be determined in court for years to come.

NEGATIVE POTENTIAL

As much as I think BWCs are here to stay, I also believe the recordings produced by these cameras have the potential to be misused by those same law enforcement executives, politicians and law enforcement critics. There simply is no magic bullet that is going to satisfy those whose existence or careers seem to revolve around controversy involving law enforcement. As such, there will be politicians and law enforcement executives who feel the pressure to act rashly based on evidence derived from BWCs.

GUIDELINES FOR USE

We have seen a number of model policies regarding use of BWCs coming from the usual suspects, PERF and IACP, as well as the FOP. I was able to provide input to the FOP's Body-Worn Camera Committee through Mike Coviello. The FOP's model policy closely follows the New Orleans Police Department's (NOPD) BWC policy, which happens to be my primary area of operation. The NOPD's policy covers when officers are required to activate the camera, where it must be worn and when the recording can be stopped. It also indicates that officers are allowed to watch their own BWC footage before writing a

report or making a statement in an internal investigation. To view the NOPD's BWC policy, visit goo.gl/uIUA01.

OFFICERS' RIGHTS VS. CIVIL RIGHTS

The question of whether officers should be allowed to view videos before writing a report or making a statement in an internal investigation is a contentious issue. The Leadership Conference on Civil and Human Rights, a coalition of civil rights organizations, makes it clear that they believe officers should not be allowed to review video recordings prior to their writing a report or making a statement following a use-of-force incident. Police organizations solidly fall on the other side of the coin. I suspect the civil rights organizations will either not be satisfied or will have to accept some type of compromise like the Oakland P.D. policy, which requires that officers file an initial written statement before relevant footage is reviewed for use-of-force incidents resulting in death or serious bodily injury.

I have mixed feelings on officers' review of video. I have no problem with their reviewing video footage before writing an incident report. In fact, they **should** be able to review the recording to make sure all of the details are right. The location of a piece of evidence should not be a memory test for officers when it comes to documenting a crime scene. But, in my view, use-of-force incidents are different. I want to read and hear an officer's **perception** of the events that led to a use-of-force incident, whether the officer was right or wrong. While *Graham v. Connor* is the standard by which



CASH FOR CAMERAS

In December 2014, the President's Task Force on 21st Century Policing was formed after the shooting of Michael Brown in Ferguson, Missouri, and other high-profile incidents resulted in widespread, sometimes violent protests. The task force's final report and recommendations for law enforcement best practices released in May 2015 includes the expansion of body-worn cameras.

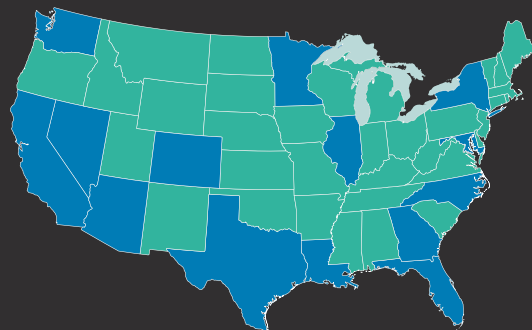
At the end of September 2016, amid a new wave of controversial use-of-force incidents and protests, the Department of Justice announced it would award \$20 million to 106 state, city, tribal and municipal law enforcement agencies around the country to enhance or establish their use of BWCs.

use-of-force incidents will be judged, the officer's perceptions are the most important things. We can only pay attention to so many things at once, and the brain has a way of filling in details that we did not really experience. Sometimes those details

Continued on page 14 >

MAJOR CITIES THAT HAVE IMPLEMENTED BWCS OR BWC PILOT PROGRAMS

Atlanta, GA	New Orleans, LA
Austin, TX	New York City, NY
Baltimore, MD	Oakland, CA
Charlotte, NC	Orlando, FL
Chicago, IL	Phoenix, AZ
Dallas, TX	San Diego, CA
Denver, CO	San Jose, CA
Las Vegas, CA	Seattle, WA
Los Angeles, CA	Tampa, FL
Minneapolis, MN	Washington, D.C.



Source: Brennan Center for Justice



PENDING BWC LEGISLATION

Two bills aimed at spreading the use of BWCs by departments nationwide were introduced in 2015 and assigned to committee. Neither have made much progress since, but are still possibilities in the next Congress.

The Police Creating Accountability by Making Effective Recording Available Act of 2015 (Police CAMERA Act), S. 877, is designed to encourage the use of BWCs by establishing a pilot grant program to assist law enforcement agencies in purchasing BWCs for officers.

The Safer Officers and Safer Citizens Act (S.1897/H.R.3544) would amend the Omnibus Crime Control and Safe Streets Act of 1968 to authorize the Department of Justice's Bureau of Justice Assistance to award matching grants to states, local governments and tribes to purchase BWCs.

THE AGE OF POLICE TRANSPARENCY

Continued from page 13 >

are accurate; sometimes they are not. Either way, those details are part of the judgment-making process. With the Supreme Court's warning to refrain from analyzing use-of-force incidents with the benefit of 20/20 hindsight, the BWC recordings probably should not be used by investigators, either. Of course, that will not be a common position. Hopefully, the recordings will simply be given the weight they deserve in light of the Supreme Court's guidance. Realistically, I think this is the biggest entry in the **cons** category in the analysis of BWCs.

PUBLIC ACCESS

Policies also need to be clear on if and when videos will be made available to the public. On August 13, 2016, there was an officer-involved shooting in Milwaukee, Wisconsin. Riots continued for two days after the incident, leading to the injury of several officers and members of the public and multiple arrests. The officer-involved shooting was captured on BWC. Policies that have a firm release date for these videos could potentially ease the concerns of some

members of the public. Without such a policy, members of the public are left to wonder if the videos will be released and, if so, when. In the Milwaukee incident, law enforcement has indicated that the subject who was shot was armed with a firearm at the time of the incident and had threatened the officer with the weapon. Videos certainly will not satisfy everyone, but it can take the wind out of sails of those who would like to see front page media coverage for their cause.

In addition to policies on releasing videos to the media, there need to be policies regarding these videos in relation to public records legislation. In Louisiana, videos recorded by BWCs are certainly public records. As there are no specific laws related to BWC videos, these videos are accessible by the public unless they fall within one of the exemption categories that already exist, such as the records are part of ongoing criminal litigation. The media have a strong lobby across the country. Attempts to temper access to these recordings will likely be met with fierce resistance.

We know there are several categories of individuals who are usually protected under these circumstances. Juveniles and

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To all those who have gone downrange, we salute you!

confidential informants are two. But what about reluctant witnesses or victims of rape? Should an individual be allowed to opt out of a recording? What if you just do not want someone recording inside of your home? Should individuals' faces be blurred? Can they request that their faces be blurred? What about the use of biometric algorithms on videos, such as facial recognition?

COSTS AND STORAGE

There is a significant cost associated with these cameras also. The storage of videos is probably the largest cost. How long will these videos be stored? Without a specific exception, they are likely to default to the retention schedules of other public records. In Louisiana, a department can request a specific retention schedule through the Secretary of State. Certainly, some departments are not going to want to have to pay to have the multitude of videos stored for three years.

DISCIPLINE

Another big issue that needs to be addressed in policy is how these videos fit in the disciplinary scheme of police departments. I have seen officers fired because

their statements contradicted recordings with little other evidence to support any wrongdoing. Illinois law states that recordings cannot be used to discipline officers unless a formal complaint has been made, a use of force has occurred, the recording could be investigated under specific provisions of another statute, or the recording is used as corroboration of other evidence of misconduct. This goes to the routine audits of BWCs. In New Orleans, supervisors are expected to review a certain number of videos daily. Since police officers are still humans, those supervisors are going to encounter violations of department regulations when reviewing videos. The question becomes, what should be done about those routine, minor rule violations?

Officers have to believe that the BWC is their friend. Without that belief, the selling points for cameras — that they reduce complaints, use-of-force incidents, etc., become much less persuasive. It has been my experience that, in general, BWCs serve to exonerate officers much more frequently than they help to sustain disciplinary violations. However, if routine audits result in disciplinary actions on a regular basis, that fact will be undermined.

POLICY EVOLUTION

There are a lot of unanswered questions regarding BWCs. I believe that departments implementing BWC programs need to be willing to adjust policies on BWCs on a regular basis to accommodate the unexpected circumstances that will almost certainly arise. Policies need to be as specific as possible and those policies need to be available to the public. Officers' jobs, families and more will be riding on those BWC recordings every day. BWCs, or some variation thereof, are likely to be around in every department sooner or later. We need to see strong, flexible policies or these cameras will become a curse rather than a blessing.

ABOUT THE AUTHOR

Attorney Donovan Livaccari of Livaccari Law LLC represents FOP members in disciplinary matters for the national FOP Legal Defense Plan, Louisiana Fraternal Order of Police and Crescent City Lodge #2. He received his Juris Doctor degree from Loyola University New Orleans in 2004. Livaccari was an officer with the New Orleans Police Department from 1993 to 2008, and writes about policing and legal issues at www.signal108.com. He can be reached at dlivaccari@gmail.com. FOP



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BANKING ON EDUCATION

You don't have to drain your savings to go back to school.

Follow this primer on financial resources to help cover the costs.

If you've been contemplating returning to school, you're probably aware of the benefits associated with a degree. For example, degree holders oftentimes qualify for rank promotions, which carry salary increases. And did you also know that law enforcement professionals with at least a four-year degree produce more positive outcomes on the job, including greater technical proficiency and advanced communication abilities? Before you reap those benefits, however, you have to get through the classes. Even before that, though, you have to calculate the costs. Earning a degree carries a substantial price tag, but there are resources available to share some of that financial burden.

MAXIMIZING CREDITS

The first step in planning for college is adding up the total cost of attendance, which includes tuition, any fees and books. There are a few ways to save on these charges.

- ✓ **Transfer credits:** If you've accumulated college credits in the past, consult with university officials to see if they transfer, thereby lessening your current credit load.
- ✓ **Credit for professional experiences:** Some institutions equate knowledge gained on the job as a classroom equivalent. This can eliminate certain courses, which saves time and money.
- ✓ **Course map:** One of the costliest mistakes students make is signing up

for unnecessary classes. Work with an academic advisor to create a flowchart of each semester to avoid falling off track.

GRANTS AND FINANCIAL AID

If you qualify for grants, they don't have to be paid back. Applications are usually made through the Free Application for Federal Student Aid (FAFSA) website, www.fafsa.ed.gov. The FAFSA website is also where to apply for federal financial aid, such as federal loans. There are three different types: subsidized, which defers interest until you stop attending school; unsubsidized, which accumulates interest during attendance, but like subsidized, defers payments until you stop attending; and Direct PLUS, which requires repayment immediately after funds are released. (Direct PLUS loans are usually granted to parents of students; however, they are also issued to graduate enrollees.) Stafford and Perkins loans also are available to graduate students. Amounts are based on income and need.

Apply as early as possible. The financial aid application period for the 2017–2018 school year opened October 1, 2016. Each school has its own calendar for awarding funds.

EMPLOYER TUITION REIMBURSEMENT

This is a critical financial resource for working professionals choosing to return to school. Be sure to confirm your department's policy. When are the funds released — after

each semester when grades are posted or upon completion of the degree? Do you have to commit to a number of years of service after earning the degree?

"A great benefit I get for working for the University of Arizona is we have a tuition assistance program for the employee and dependents to any of the three state universities," says Sergeant Cindy Spasoff of the University of Arizona Police Department and member of Old Pueblo Lodge #51. "Due to the tuition discount, I have paid for my classes one semester at a time, which has helped with the costs."

SCHOLARSHIPS

People may assume scholarships are restricted to students straight out of high school; however, nontraditional students are eligible, too. In fact, many funds are geared toward such populations. For example, veterans should search for military-related scholarships, which are numerous. The National Association of Chiefs of Police offers a Disabled Police Officers Fund Educational Scholarship. The American Legion Auxiliary grants nontraditional student scholarships for two- and four-year degrees. Be sure to check for scholarships offered by the school you plan to attend as well as conducting your own research on organizations that award them. The Grand Lodge Education Tuition Scholarship reimburses members attending a National Fraternal Order of Police University (NFOPU), and



“Due to the tuition discount, I have paid for my classes one semester at a time, which has helped with the costs.”

– Sergeant Cindy Spasoff, University of Arizona Police Department and member of Old Pueblo Lodge #51

local lodges also may offer financial assistance. For more information about the FOP’s educational benefits, visit www.fop.net and click on the “Education” tab at the top of the page. For a full list of NFOPU schools, go to www.fopconnect.com/education-connect/.

Keep in mind, numerous scholarships go unawarded every year. Apply for as many as possible, because organizations may loosen qualifications if they only receive a limited number of applicants.

LOANS

Many financial advisors caution against taking out private loans to pay for school unless you’ve exhausted all other possibilities. Rather, inquire about drawing a loan from your retirement account. In essence, you’re borrowing from yourself and can repay yourself as you continue to contribute. However, it’s important to confirm that the withdrawal qualifies for an education tax exemption.

Also investigate loan forgiveness, which may be offered by universities as well as states and the federal government for those seeking careers in public service. Be aware that there may be a minimum employment commitment to avoid inheriting full financial responsibility.

TAX BENEFITS

Finally, consult your tax preparer. Various tax codes allow school expenses to be deducted, including unreimbursed work-related education fees.

Regardless of how you fund your education, you’re sure to enhance and positively influence the course of your career. Investing in yourself is always the wise choice! **FOP**

To explore more resources, visit

www.fopconnect.com/education-connect.



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AIMSHOT
TX860 Flashlight
Shining Bright

The TX860 flashlight is new to the AimSHOT catalog. The rail-mounted pistol LED light supplies beams in high, low and strobe settings, and ambidextrous buttons mean no readjusting between users. The lithium-ion battery can be recharged via a standard USB port. Not only does the attachment add very little weight to the weapon (less than 2 ounces) its heat sinks and reflector features help minimize heat output. MSRP \$99.99.



AIMPOINT
Micro T-2 Sight
Spot On

Aimpoint developers acted on customer feedback to improve its red-dot sight. The result is the Micro T-2, which incorporates cutting-edge lens coatings to refine shapes and clarity even further. Reinforced turrets improve housing body security. At the same time, the Micro T-2 retains earlier highlights, including compatibility with different firearm classes and various generations of night-vision devices. MSRP \$863.



BROWNING
Blackout 6V Headlamp
High Beam

Released in 2016, the Browning Blackout 6V Headlamp presents a powerful profile. Its white CREE LED reaches a maximum 730 lumens, with three brightness options plus a stealthy green LED. The battery life clocks in at three hours on high and 48 hours on low. ANSI drop-test rated to 1 meter, the head plate showcases soft rubber and an anodized all-aluminum body. MSRP \$99.99.



BENELLI

LE Vinci 7-Shot Magazine Assembly *Extended Use*

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LASERMAX

Spartan Light & Laser *A Colorful Choice*



LaserMax allows users to select either red or green variants with its popular Spartan Light & Laser, the second offering in the company's award-winning Spartan series. Using Rail Vise Technology to adjust to various rail platforms, this model features dual electronic touch pads and is the first from the manufacturer to utilize an AAA battery. Plus, it comes with a five-year warranty. MSRP \$175 for red; \$215 for green. **FOP**

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Epoch™ Level 3 Light Bearing Holster

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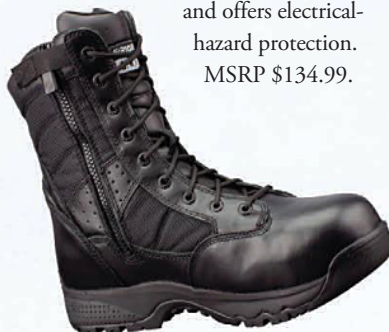


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KAI USA

Zero Tolerance 0095BW

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With its sleek BlackWash™ finish and harpoon-style blade, the ZT 0095BW is fast becoming a new essential for law enforcement officers. The knife has S35VN blade steel, super-strong titanium handles and a KVT ball-bearing opening system that lets you open it with speed and efficiency no matter what the weather. The titanium frame lock and hardened lockbar insert secure the blade open during use, and a reversible pocket clip can be customized for left- and right-handed tip-up carry. MSRP \$275.



PHALANX DEFENSE SYSTEMS

Tactical Responder MKII

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This award-winning ballistic package and plate carrier from Phalanx Defense Systems can be modified to add side armor for 360-degree Level IIIA coverage around the waist, and configures to a bomb containment system with two sets of the armor. The Tactical Responder MKII is the first in the industry to include dual strike faces performing as Level IIIA from either direction (NIJ Certified), enabling the gear to function as a ballistic shield. MSRP \$449 for front and back carrier; \$250 for side armor.



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II or III and is self-locking. The Stryker is currently available for the M9 (Beretta 92), Glock 9 mm and 40, and most Sig models. MSRP \$143.99. **FOP**

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FOP logo in white

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F1150
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Bill Updates in the Final Weeks of Congress

After returning from their August recess, Congress was in session for only 14 days and accomplished very little in terms of legislation. Following the election recess, Congress will reconvene and need to act on the appropriations, as well as the annual National Defense Authorization Act.

The FOP is focused on building bipartisan support for our hate crimes proposal and restoring the integrity of our nation's equipment programs by overturning the recommendations of the Law Enforcement Equipment Working Group (LEEWG).

FOP's Hate Crimes Proposal

Staff in the National Legislative Office have been meeting regularly with members of the House, working to build bipartisan support for H.R. 4760, the Blue Lives Matter Act of 2016, which currently has 21 co-sponsors. We're asking all of our members to call your representative and ask them to support this important legislation.

In the Senate, we have met with a large number of staff members. It is our expectation that we will have a Senate bill introduced before the end of this session. Our members should understand that any action on such legislation is extremely unlikely, but introducing a bill now will be very helpful to our efforts in the 115th Congress.

Top Priorities in Brief

H.R. 973/S. 1651, the Social Security Fairness Act

House: 152 co-sponsors

Senate: 25 co-sponsors

H.R. 2254/S. 2946, the Federal Law Enforcement Officers' Equity Act

House: 27 co-sponsors

Senate: 3 co-sponsors

Just the Facts:

» Following the election, Congress reconvenes with spending bills and the National Defense Authorization Act still pending. The FOP is focused on rolling back the recommendations of the the Law Enforcement Equipment Working Group's recommendations. Current bills in Congress would replace or repeal the Social Security WEP and GPO; one bill is aimed at resolving the benefit cuts' disparate impact on police and fire.

Restoring LE Equipment Programs

Despite the input of the FOP and other members of the law enforcement community, LEEWG made only the most minimal changes to its recommendations on federal equipment programs providing resources to state and local law enforcement agencies.

The only change that reflects our input is that anti-ballistic helmets are no longer considered "controlled" equipment. Our members can see a summary of the changes to the recommendations here: www.ojp.gov/PWG.htm.

While the FOP continues to build support for H.R. 4880/S. 2694, the Protecting Lives Using Surplus Equipment (PLUS) Act, which would completely roll back these recommendations by withholding federal funds from implementing the executive order, it is not reasonable to believe the bills will be considered in this Congress.

Instead, the FOP is focusing its efforts to ensure that we retain language in the House version of the U.S. Department of Defense (DoD) appropriations budget that does just this. The challenge to us here is that the federal government is currently funded through December 9, and it seems unlikely that Congress will move in regular order to pass the pending appropriations bill. We expect that, after the election, Congress will act on grouped appropriations measures, "minibuses," or a single omnibus bill. In both scenarios, it may be difficult to reinsert this language.

We are also working with the leadership of the House and Senate Armed

Services Committees to strip out a provision in the National Defense Authorization Act (NDAA), which partially codifies and expands on the existing recommendations. This would not be the rollback we hope to achieve through legislation or the language in the appropriation bill, but it would prevent these restrictions from becoming part of federal statute. This legislation will certainly be considered and passed before the end of the Congress, and we're optimistic about our success.

Social Security: New Bill Repealing WEP/GPO Introduced

One of the FOP's top legislative priorities is the Social Security Fairness Act, which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). The two bills, H.R. 973/S. 1651, have 152 and 25 co-sponsors, respectively.

The FOP also supports H.R. 711, the Equal Treatment of Public Servants Act, introduced by Representative Kevin P. Brady (R-Texas), which would repeal the WEP and replace it with a more equitable and individualized calculation of Social Security benefits. This legislation would replace, not repeal, the WEP and does nothing to address the GPO. A mark-up on the bill was scheduled just before the August recess, but was postponed so Chairman Brady and his staff could work out some additional amendments, two of which were proposed by the FOP. We continue to work with the committee staff on both sides of the aisle,

but do not think there will be any further movement on the bill in this Congress.

There is, however, a new front on the issue — a more targeted repeal of the WEP and GPO. Senator Patrick J. Toomey (R-Pa.) introduced S. 3303, the Social Security Fairness for Firefighters and Police Officers Act, just before Congress left in September. The bill would repeal both the WEP and GPO for law enforcement officers and firefighters, who are disparately impacted by the benefit cuts because they tend to retire earlier than other public employees.

One of the chief obstacles in this effort has been the cost of the repeal, and while we do not have a new cost estimate, we believe this legislation will cost significantly less. Public employees most in need of relief are our members and public safety colleagues in the fire services, and we are pleased that this issue is being recognized.

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A Chance to Be Heard

Law enforcement officers have faced significant challenges in the last several years. We continue to see attacks on our profession and our members. Further, officers are targeted and vilified by our media, in our communities and even by our government. It is now time to unite and develop a plan to fight against these coordinated attacks on our profession.

In response, the National Fraternal Order of Police will host two signature events in February 2017. The Law Enforcement Labor Summit and the Legal Counselors Seminar will provide opportunities to develop strategies and

Just the Facts:

>> To fight against unfair attacks on our profession, law enforcement leaders need to work together to better advocate for and defend our members. This February, the National FOP is joined by other law enforcement associations to present the National Law Enforcement Labor Summit and Legal Counselors Seminar to discuss the important issues affecting how officers perform their jobs and strategize on how to move forward in an increasingly hostile landscape.

network about how to better defend and advocate for our members and restore public confidence in policing.

The Labor Summit is co-hosted by the National Fraternal Order of Police, National Troopers Coalition, Riverside Police Officers' Association and Texas Municipal Police Association. This year's topics include a discussion of the effects of the 2016 election, Black Lives Matter, the union's role in caring for officers harmed in the line of duty, and the direction law enforcement unions should take in the next year. Attendees will hear from National FOP President Chuck Canterbury as well as other leaders within the law enforcement community.

The Legal Seminar will bring FOP attorneys together from around the country to discuss a variety of important legal issues, including how to assist our lodges and members in today's high-profile and adversarial environment. The topics include: body-worn cameras and public records, *Garrity* rights, critical incidents and use of force. As with the Labor Summit, attendees will hear from President Canterbury as well as other leaders within the law enforcement community.

Both the Labor Summit and the Legal Counselors Seminar will take place at Planet Hollywood in Las Vegas, Nevada. The dates for the Law Enforcement Labor Summit are February 21 and 22, 2017;

the dates for the Law Enforcement Legal Seminar are February 23 and 24, 2017.

Registration discounts are offered to individuals who attend both the Labor Summit and the Legal Seminar. The cost for the Labor Summit is \$195; the cost for the Legal Counselors Seminar is \$495. Attending both the Labor Summit and the Legal Counselors Seminar is \$640 (a \$50 discount).

A continental breakfast and/or refreshments will be provided for each day of the summit and the seminar. A reception will be provided on the first day of each event, so you will get to meet and talk to your fellow attendees.

Attendees may reserve rooms at Planet Hollywood, Las Vegas. Room reservation rates between February 19 and February 23 are \$79 a night. An additional night at the hotel is available at a discounted rate of \$139 on February 24. For room reservations, please call (866) 317-1829 or go to <http://resweb.passkey.com/go/SMFOP7>.

Registration forms and agendas can be found at www.FOP.net/education. For additional registration information and assistance, please contact Shirley Atnip at the National FOP Office at (800) 451-2711 or satnip@fop.net. **FOP**

// WRITE TO US! You can reach the Division of Labor Services at 701 Marriott Drive, Nashville, Tennessee 37214; (800) 451-2711; or fopdl@fop.net.

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A Call to FOP Attorneys

Since 2003, we have brought FOP attorneys together from around the country to develop a working network to better defend and advocate for our members. We have created brief-banks from key cases and arbitration decisions, lists of recommended experts and position papers.

The Law Enforcement Legal Counselors Seminar is for law enforcement attorneys. It focuses on a variety of important legal issues, including how to assist our lodges and members to be successful in today's environment. The topics of the seminar will include:

- How to better protect law enforcement officers' private information

Just the Facts:

➤ A tradition in training continues this February as the FOP presents the Law Enforcement Legal Counselors Seminar. From body cameras to ethics to protecting private information, the FOP's legal experts will present two days' worth of invaluable information that they have amassed through years of experience in representing police officers.

- DOJ investigations: current developments and issues
- Body cameras and public records
- Ethics: conflict-of-interest issues
- Critical incidents and use of force
- *Garrity* rights

For more information or to register, contact Shirley Atnip at the National FOP Office at (800) 451-2711 or via email at satnip@fop.net. **FOP**

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LEGAL COUNSELORS SEMINAR AGENDA

Thursday, February 23, 2017

- 8:30 a.m.–9:00 a.m. Registration and continental breakfast
- 9:00 a.m.–9:10 a.m. Larry James: Introduction and overview of program
- 9:10 a.m.–10:00 a.m. President Canterbury: Issues facing the NFOP and the year in review
- 10:00 a.m.–10:30 a.m. Kim Triplett-Kolerich: Integrity Blue – teaching law enforcement officers how to better protect their professional, personal and family's private information
- 10:30 a.m.–10:40 a.m. Break
- 10:40 a.m.–12:00 p.m. Integrity Blue (continued)
- 12:00 p.m.–1:00 p.m. Lunch
- 1:15 p.m.–2:30 p.m. Andrew Duncan, John Kautzman, Ed Merchant: *Garrity* rights and related topics; cases and strategies
- 2:30 p.m.–2:45 p.m. Break
- 2:45 p.m.–3:15 p.m. *Garrity* rights (continued)
- 3:15 p.m.–5:00 p.m. Department of Justice investigations — current developments, patterns and practice; unions and their seat at the table; current climate and issues

Friday, February 24, 2017

- 8:30 a.m.–9:00 a.m. Refreshments
- 9:00 a.m.–10:30 a.m. Larry James: Ethics — conflict of interest and disqualification of counsel in multiple representation of officers
- 10:30 a.m.–10:45 a.m. Break
- 10:45 a.m.–12:15 p.m. Mike Coviello, Lance LoRusso: Critical incidents and use of force
- 12:15 p.m.–12:30 p.m. Break
- 1:00 p.m.–2:00 p.m. Roundtable: Body cameras, public records and public reaction



The National FOP President Who Almost Wasn't

In 1975, members of the Albuquerque Police Department went on strike in an unprecedented fashion, in an effort to negotiate for higher wages, improved benefits and other issues of concern. The Fraternal Order of Police, Albuquerque Lodge #1 and then-Sergeant Gil Gallegos would play an important role in that effort.

On Saturday, July 12, 1975, at 4:03 p.m., a swing-shift squad of 10 field officers walked off the job after hearing the prearranged walkout signal "10-100" over the radio. It was in response to what they considered to be stagnant contract negotiations with city hall. The walkout continued with graveyard officers that night and dayshift the following morning. They drove to the FOP office at 5900 Jefferson Boulevard. The FOP was used somewhat as a command center for the union during this time. One by one, the officers walked up to the stage in the great hall and threw their badges in a box, with guns and other police gear placed on the stage floor. Police cars were parked in the lot with keys left in the ignition.

On Monday, July 14, more officers and detectives joined the strike. A few of them threw their badges in a box at the steps of city hall. By that day, 340 officers and detectives were involved in the strike. Thirty sheriff's deputies with the Bernalillo County Sheriff's Department supported the officers by way of a sickout.

On Wednesday, July 16, five sergeants joined the strike. Gil Gallegos, Ray Chavez, Jim Seifert, Wade Conwell and Wayne Conwell gave up their badges in support of the troops. Gil understood the plight of the officers. Along with the other four sergeants, he knew their concerns and demands were justified and couldn't just stand by and watch. He also understood the possible consequences of his actions. He knew he would be disciplined at best, but probably terminated.

"I didn't feel I was going to be on the department anymore," said Gil. "That

morning, I resigned myself to the fact I was going to be fired."

He was prepared to pay the price, regardless of the cost. Bob Iverson, a sergeant with 18 years on the job, joined the other sergeants on Thursday, July 17. Upon returning from vacation with his family a couple of days later, Bill Riley learned of the strike and immediately became the seventh and final sergeant to join the endeavor.

The union was demanding a 12% across-the-board pay hike, an increase in clothing allowance and other benefits.

THE ALBUQUERQUE P.D.'S 10-DAY STRIKE IN 1975 WAS UNPRECEDENTED, WITH A NOTABLE PARTICIPANT: FUTURE NATIONAL FOP PRESIDENT GIL GALLEGOS.

"The officers also felt that discipline was being doled out very unfairly and inconsistently," stated Gil.

The Albuquerque Police Officers Association's president at the time was Officer Don Collins; vice president was Officer Jim Emsing.

Negotiations were either fierce or dormant, depending on the day. The negotiating team initiated a three-man fact-finding board. It consisted of federal mediator Lowell McGinnes, with now-former Sergeant Jim Seifert representing the union and Jerry Geist representing the city. On the 10th day of the strike, a contract was negotiated and finalized. It resulted in an 8% across-the-board raise, a 4% step increase and a one-time 6% bonus on Christmas Day, 1976. An improved benefits package was included in the contract. One caveat mandated by the officers was that all seven sergeants would be allowed to return to

work. The contract was passed by a more than 2-1 margin. The strike lasted 10 days, with officers returning to work beginning July 22 at 6 a.m.

Chief Bob Stover wanted all the sergeants fired. Chief Stover agreed to allow them back, but demoted them back to the rank of officer and placed them on patrol. They were placed on 120 days probation. Upon completion, all seven sergeants were given back their stripes and returned to their previous duty assignments.

"Many years have passed since the strike occurred, and all the people who participated have retired or passed on," said now-retired APD detective and Lodge #1 member Ray Duran. "But each of us will have our own memory of that time and will not forget it."

Community support was high. The local media was very supportive of the officers and arrived at the FOP daily to interview FOP/union officials. Santa Fe Lodge #3 provided a dinner for 400 the evening before the strike ended. Said Detective Ed Tanuz, FOP Lodge #1 president at the time, "My badge was #3; I had 18 years on the department. These were a bunch of tough guys who stuck together."

Past National President Gil Gallegos and Albuquerque Lodge #1 played a vital role in the infamous APD strike of 1975. Gil and the other sergeants stood up for the officers. In turn, the officers stood up for the sergeants. Thank God for the fraternalism and brotherhood that was on display during those 10 days.

Gil went from almost being terminated to ultimately retiring as chief of police. Along the way, he became the 19th president of the National Fraternal Order of Police!

Members of the History Committee: Dewey Stokes, Ohio; Bill Nolan, Illinois; and Adolf South, Alabama.

James Flores is the Chairman of the National FOP History Committee and member of Albuquerque Lodge #1. FOP



Georgia Governor Nathan Deal Prioritizes Public Safety

On September 8, Georgia Governor Nathan Deal announced an unprecedented move to increase state law enforcement salaries by 20% effective January 1, 2017, which will affect more than 3,300 state agents, rangers, troopers and officers. The governor added an additional 3% for agents, rangers and troopers this past July, on top of a 3% annual raise. Governor Deal has focused his efforts on bringing new businesses to Georgia, which have enhanced the state's economy and brought needed jobs to the state.

His recent announcement of salary enhancements is meant to retain and attract the most qualified employees and future applicants in all areas of state law enforcement. Instead of Georgia officers leaving the state to seek higher paying jobs, they will remain in Georgia, where the training and time already invested in them will continue to benefit the citizens and victims they serve. Governor Deal not only stepped up and

recognized the need for action, but has chosen to make Georgia one of the safest states to live and work in our country.

In addition to the pay enhancement proposal, Governor Deal wants Georgia law enforcement to receive the necessary training to help with understanding and handling various people and situations. The training will include several areas for individual officers to choose from to enhance the way they interact and deal with challenging situations.

Below is a quote from Governor Deal on his announcement of the upcoming, welcome changes:

“Since our founding, one of government’s primary roles is the protection of its people,” he said. “While the responsibility to provide for the public’s safety has not changed over the course of time, the demands of fulfilling this fundamental obligation have changed and grown. We ask our law enforcement personnel of all levels and ranks to do a very difficult job, one

that requires great skill, long suffering and dedication of purpose. It is incumbent upon the government to recruit and retain the best and brightest, while equipping them with the training and resources they require. They deserve our unwavering commitment and support.

“To that end, I’ve crafted a law enforcement proposal consisting of two major components: more pay for our state officers who risk their lives every day and changes to how we train both state and local authorities who have the power to make arrests.”

Governor Deal’s proposal includes 1) increasing continuing education training and certification courses, 2) streamlining and expansion of Crisis Intervention Training (CIT) and 3) creation of a task force to review the current Basic Law Enforcement Officer Training Course.

Thank you, Governor Deal!

Jamy Steinberg is first vice president of the Georgia State Lodge. FOP

PRESIDENT’S MESSAGE

Continued from page 6 >

We must be ready and able to identify issues in the communities we work in, and we should assist in drawing attention to the many deficits we work around every day. The old adage that the squeaky wheel gets the grease must be put to use. Officers should identify the agencies that have the resources to deal with issues and should be vocal in requesting assistance. We want to be part of the solution, and we must be ready to point out those who also have responsibilities but refuse to spend the time or effort to assist our citizens in need.

Continuing to do our jobs is important, but it is equally important for us to assist those who are left behind. FOP lodges should continue to conduct the programs that many do to assist in their communities, and we should be willing and able to speak

for those who have no voice. I know we are not social workers but I, for one, want people to know the truth about what we do, and working to improve our cities, towns and country is one way to garner the public support from all citizens.

A Call for Action

During these past few months, the National FOP Foundation has expended a great deal of our funds to assist those in need after the flooding in Louisiana and West Virginia, and the aftermath of Hurricane Matthew, which had devastating effects in Florida, Georgia, South Carolina and North Carolina. These funds are generated by the members for the members, and we are in dire need of your support. I am asking that every lodge try to step up to the plate and give a donation to support this effort and to help replenish the funds we have spent.

If every member would donate a few dollars, we would be able to always be there in a time of need. When an officer’s house burns down or the floodwaters enter a home, many times our members are working to save other people and can’t be there for their own families. These funds assist us in taking care of each other. I urge all to donate to your charity, and help the National FOP to be there when the need arises. We are our brothers’ keepers, and I would like to challenge all members to donate at least \$10 to the fund. Checks can be sent to: National FOP Foundation, 701 Marriott Drive, Nashville, TN 37214.

You can also call the office and they can take your credit card information over the phone. We are working on restoring the capability to pay online, and hopefully that option will be ready soon. The toll free number is (800) 451-2711. **FOP**



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