

# FOP

# JOURNAL



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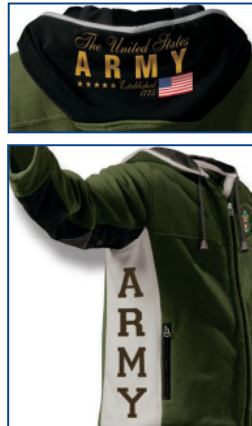
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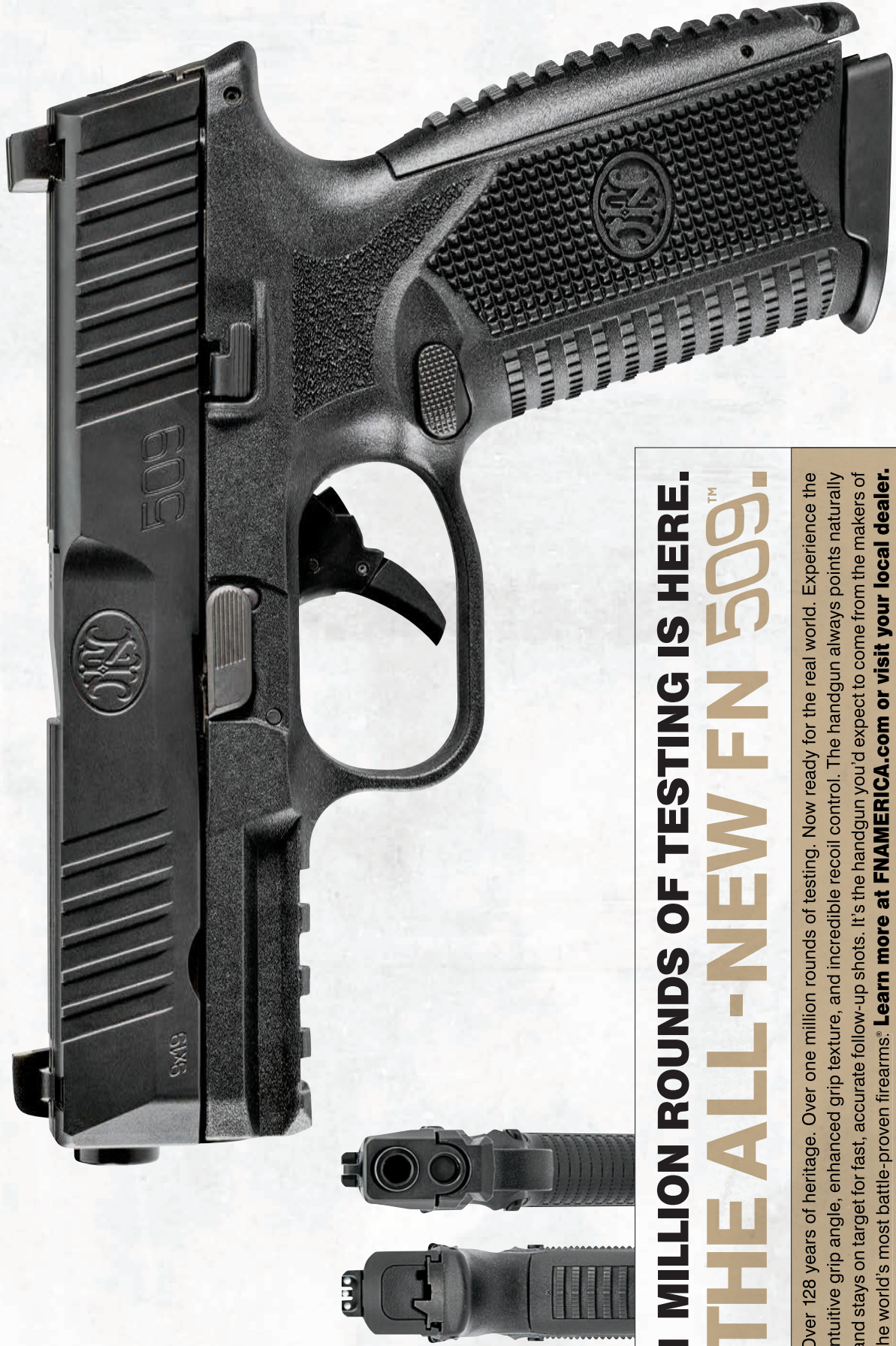
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# The Truth About Community Violence and Trust



// **WRITE TO US!** If you have further questions, contact Chuck Canterbury at [fopchuck@outlook.com](mailto:fopchuck@outlook.com).

In recent months the United States has been victim to a number of mass shootings that cause everyone in the country to ask the question **why?** It also causes many to scream that this violence must stop. These are terrible events and cannot be forgotten, but they cannot be the only focus of the media. Law enforcement professionals around this country are screaming every day that gun violence is occurring in every corner of this country, but unless it is shown on network news, it is a dirty little secret in many communities. The violent crime rate is on the rise in major cities, and the homicide rate in inner cities is deepening the divide between communities and their law enforcement agencies.

The truth is that while many on the far right and far left are calling for sentencing reform in an effort to appear as wanting to help the disenfranchised, they are merely pandering in order to reduce the cost of incarceration. Early release for violent criminals is not the answer to improving community relations with police.

The nasty truth is that these people live in gated communities and are never faced with the violence that many in our society are forced to witness. They don't lock themselves inside, and they're not afraid to sit on the front porches of their well-protected homes. They aren't scared to send their children out to play. They don't teach their children to hit the floor when they hear gunfire. They are provided private security and only travel in the best of conditions. They don't ride public transportation and go to grocery stores with steel grates for windows.

The law enforcement community understands that the crime problem cannot be fixed by law enforcement. We understand that it will take all facets of our society. The efforts of our nonprofit groups like churches and community charities must be coordinated with government services and legislation to address the root causes of crime. Poor education, poor job training, hunger,

poverty and the lack of affordable housing are the root causes. None of these things can be addressed until the people in those communities feel safe. This requires arresting and sentencing violent criminals to jail terms that are commensurate with the crime committed. Prosecutors must seek tough sentences for gun crimes and must not be afraid to go to trial to obtain them. Reducing crime will improve the quality of life, and communities can be taught to work together to create neighborhoods where people can live without fear — creating the environment to further reduce crime and increase trust between communities and their law enforcement officers.

You cannot arrest your way to safe communities. You must build them, and to do so, it will take everyone. This is something that our members know well. My hope is that the politicians will come down from their ivory towers and walk in our shoes.

During this season, thousands of FOP lodges and law enforcement agencies will be conducting food, toy and clothing drives, and tending to their communities of need. I commend them all for doing so, and I challenge our elected leadership to come out to a Cops and Kids event or help deliver food baskets to those who will not have a holiday meal unless they get assistance. Only by seeing what we see and doing what we do will they be able to understand and help make communities safe — and the people will respond.

Trust will be built, and to do it right, you can't just send in police officers and deputies. You must also send caseworkers, educators and people of faith to work on the root causes of urban blight. Working together is the only way we will improve the relationships with poor communities. I urge everyone who hosts an event this holiday season to send me pictures at [fopchuck@outlook.com](mailto:fopchuck@outlook.com), so we can put together a presentation demonstrating the commitment that all of us have to the communities we are paid to protect. Thank you for everything you do for the public. **FOP**



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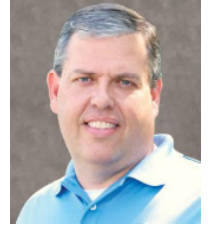
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# Working to Protect Officers From Drug Exposures



// **WRITE TO US!** If you have further questions, contact Jay McDonald at [jmcdonald@fopohio.org](mailto:jmcdonald@fopohio.org).

**B**rothers and Sisters, Over the last four years, we have seen an alarming increase in overdoses and deaths from opioids across the country. These unfortunate incidents are the result of illicit opioids arriving on our streets, such as counterfeit pharmaceutical products containing fentanyl, carfentanil and other synthetic opioids.

The numbers are staggering. In 2015, the Centers for Disease Control (CDC) reported 33,091 deaths from opioid overdoses. Of those deaths, 9,580 were caused by synthetic opioids other than methadone, which includes fentanyl and carfentanil — an increase of 72.2% over the previous year.

While fentanyl may be 50 to 100 times more potent than morphine, and 30 to 50 times more potent than heroin, carfentanil, which is structurally similar to fentanyl, is up to 10,000 times more potent than morphine. It's used as anesthesia for elephants, hippos and rhinos. The toxic dose of carfentanil in humans is unknown. Even so, any substance suspected to contain fentanyl or carfentanil should be treated with extreme caution, as exposure to a small amount can lead to significant health-related complications or death.

The Drug Enforcement Administration warned in June 2017 that accidental exposure to fentanyl-related substances

are a "real danger" to law enforcement officers. Exposures can occur by inhalation, ingestion and absorption through the skin of an officer. An officer in Ohio passed out after brushing crime-scene fentanyl off his shirt. This stuff is dangerous. Police dogs are also at risk of serious health effects from exposure to fentanyl and similar substances.

The DEA recommends that law enforcement officers **cease** doing field tests of materials that could contain fentanyl or fentanyl-related substances. If you must handle these substances, you need to

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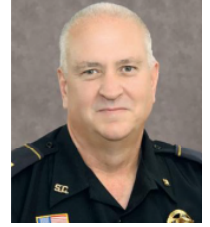
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# We Are Losing an Entire Generation



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

Violence against police and the mass murder of “soft targets” is most definitely a public health issue, but conveniently placing blame on mental illness is a miscalculated course. The knee-jerk reaction of blaming mental illness for violence only further stigmatizes those who live with these diseases and does nothing to help curb this vicious trend. Mass murder and the targeting of law enforcement have more to do with 24/7 internet propaganda and media sensationalism than they do mental illness. Instant notoriety fuels the fire of desensitization and motivates these individuals to put their sadistic thoughts into action.

As a society, we are fostering a culture of violent acts by giving viewership to 24/7 biased media reporting. To kill a law enforcement officer is a badge of honor to those looking to make a name for themselves, and they are supported — intentionally or not — by cultural biases shaped by celebrities who have the luxury of a public platform. America has lost its moral compass and this has been recently displayed in what was once the great American pastime — football.

Our kids are influenced by their sports

heroes, who are promoting a distorted perspective of police brutality and encourage disrespect of our country. Movie stars openly encourage the assassination of our president and use their public platform to expound extreme views and inspire dissonance. Politicians on the far left and far right are in a war of words, and their relentless attacks on each other give no consideration to the societal harms they are creating.

Combine all of this with isolated, angry individuals who are finding an internet audience and online communities that support their hateful views, and there should be little surprise that mass shootings, violent crime and attacks on police are on the rise. In just 70 years, we have transformed from an America where patriotism and proud service to country was embedded in every youth's DNA to today, when youth are encouraged to show disdain for the very country that affords the right to be critical of it.

We are losing a generation. Politically, we are in a chess game where real lives are being affected. Our governing principles should be based on compromise and cooperation for the common good. Instead,

it is about being right and having the last and loudest word. The very politicians who are quick to blame police for what troubles America are the ones responsible for promoting a growing culture of hate. Their failed social experiments, failing public schools and lack of respect for law enforcement have blurred the lines of right and wrong, and this gray area confounds the public and police officers alike.

Simultaneously, so-called role models take a knee to protest the perception of police violence against minorities. Politicians stand in support of the distorted opinion that police are to blame for the violence sweeping America. Yet, not a single police officer has ever enacted a law or policy that fosters poverty or hopelessness in our communities. What law enforcement is called upon to do, however, is clean up the mess created by these failed policies.

So, to all who disrespect the United States: Get off your knees, step down from your soapbox or step away from the cameras. Try lighting a candle rather than cursing the darkness. Use your role model status and do something positive that will truly impact the lives of the people you feel are being harmed. Go out into your communities and actively participate in programs that address our deteriorating inner cities. **Stop** showboating and promoting hatred. Offer hope to the hopeless by supporting innovative ideas on how to curb the violent trends sweeping cities across America.

In the meantime, all Americans can find comfort in knowing that despite the targets on our backs, the attacks on our safety and our profession, and the open contempt for us and the security we provide, tens of thousands of police officers are still on the job every day and night, risking our lives in a tireless and thankless effort of keeping bad people out of the lives of the public we serve. **FOP**

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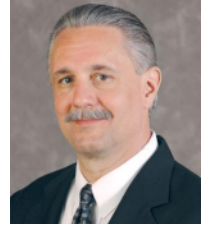
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# Unofficial Lists Propagate Official Action



// **WRITE TO US!** If you have further questions, contact Tom Penoza at [tomfop@aol.com](mailto:tomfop@aol.com).

Since 1963 with the enactment of *Brady v. Maryland*, police officers have been subjected to having any sort of seemingly exculpatory evidence turned over to the local district attorney's (DA) offices or state prosecutor for behaviors that are deemed ethical violations in nature. Though supposedly virtuous in nature, the *Brady* list has turned out to be anything but. Filled with officers who have been accused of misconduct and other forms of moral turpitude, the *Brady* list is brimming with officers who have unsubstantiated evidence and claims against them, yet are now marked for their occupational duration unless legal counsel is sought.

Though the Supreme Court case may be over 50 years old, the history of compiling an actual list of individual officers dates back to a mere 15 years ago in 2002, when Los Angeles County, California, decided to adopt a formal list of officers who were considered noncompliant. Following suit, many other counties in California created their own lists and before long, *Brady* lists and others like it were emerging all over the country. According to Mary Ellen Reimund of Central Washington University, there are these types of formal lists going by various names — Liar list, *Giglio* list and PID policy — all across the

United States, and it is much more than just a list for prosecutor witness selection and dismissal.

The impact that becoming a "*Brady* officer" has on a police officer goes far beyond being dismissed from a witness list. Depending upon the department, an officer can be placed on administrative leave without pay or they can be terminated. If the process concerning the *Brady* list was based upon substantiated evidence, corroboration and detailed review, then there may be less backlash, but the fact is that to be put on the *Brady* list requires no more

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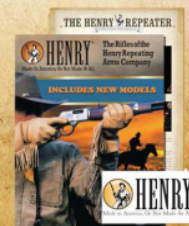
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// **WRITE TO US!** If you have further questions, contact Les Neri at [Ineri@pafop.com](mailto:Ineri@pafop.com).

**D**ear Brothers and Sisters,  
At the time of this writing, Thanksgiving is fast approaching. According to our publication schedule, this issue of the *Journal* should be reaching you sometime after Christmas. As you can see, the printed *Journal* does not provide you with timely information. In addition, at a yearly cost exceeding almost half a million dollars, the printed *Journal* does not provide information to you in a cost-effective manner, either. The biggest cost drivers for the *Journal* are the postage and printing costs for delivering 325,000 magazines four times a year.

The *Journal*, in its present form, was

first published 100 years ago when a printed magazine was the state-of-the-art means of communicating with our membership. Today, with digital media like our website, Twitter, Facebook, email and newsletters, our membership can enjoy almost instantaneous communications at a savings of hundreds of thousands of dollars. In fact, our *Journal* is available digitally at **fopconnect.com** with past issues dating back to 2011 and back issues dating from 2010 to 2002 at **fop.net**.

Prior to August 2017, our bylaws required mail delivery of a printed publication. However, with our recent

bylaw changes, a digital-only option is now available. One option we may want to consider is transitioning to a digital *Journal*, while still allowing the option for a printed mailed version for those members who request to receive it. I look forward to hearing your ideas and working with the National Executive Board and National Trustees on exploring all *Journal* options with the goal of providing only the best services in the most economical means possible to our membership.

Last year, 13 State lodges participated in a joint Christmas program that provided more than 20,000 toys to the families of members in need, as well as military families and others less fortunate, from within the communities we serve. This year, we increased that number of State lodges participating to 17, providing more than 25,000 toys to those in need. I would like to thank everyone involved for taking the time and effort to provide others with the gift of giving. I am also hopeful that we can continue to grow this effort to eventually include every State lodge within our order.

For new members who may not be aware and as a courtesy reminder to all members, I encourage you to visit the National Lodge's official FOP-branded merchandise store at **fop.net**. Your FOP store has many new products, including wearables, and a clearance section with sale items discounted up to 40%. In addition, there is a lodge secretary section with a wide selection of items for all your local lodges' membership needs. Again, for your convenience, the National FOP store link is on our website landing page just below the calendar.

In closing, I hope you all had a safe and enjoyable holiday season, and I wish each of you and your families all the best for 2018. **FOP**

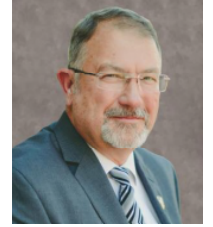
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# You Are Not Alone

// **WRITE TO US!** If you have further questions, contact Keith Turney at [kturney@fop.org](mailto:kturney@fop.org).

**B**est of wishes, Brothers and Sisters! I hope your holidays were joyous and memorable, and that the new year brings you added delight. I also know that the holidays can be a time of sadness and despair for some, as memories of loved ones no longer around can overwhelm one's outlook. Don't let those demons override an otherwise joyous time for you. Relish in the good memories and discard the bad. Seek professional help if you are overwhelmed. You are not alone. There are literally hundreds of thousands of FOP brothers and sisters who support you and encourage you to take care of your mental health as attentively as you care for your physical health.

I believe we are at a turning point in our

profession in the area of mental health. Society as a whole is starting to recognize the gravity of mental health issues and the effects on our social order. Our citizenry is coming to realize that the law enforcement community is ill-suited to deal with those in mental health crisis. And we as a profession are also facing the obvious realities that we, too, can succumb to our own mental health emergencies.

Our country's mental health infrastructure started to dismantle in the late 1960s as overly optimistic mental health professionals figured that community-based treatment centers were a more humane way to deal with the mentally ill. Politicians were eager to go along, as they anticipated huge savings by closing mental

hospitals. We now know that what was saved in one area merely increased costs in others; and our profession has been tasked with dealing with the dilemma ever since.

But yes, I believe we are at a turning point. Recently the Colorado FOP was able to pass legislation that will allow first responders to apply for mental impairment claims under Colorado workers' compensation law after a "psychologically traumatic event." This is a great first step in the recognition that PTSD is a real obstacle for first responders across the nation.

We are also seeing more and more

*Continued on page 13 >*

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\* Based on bullet and crush cavity diameters versus competition; tested with a Ruger® LCP® in 380 Auto with a 2.75-inch barrel fired into 10 percent ballistics gelatin at 10 feet.

# Standing Up and Fighting Together



// **WRITE TO US!** If you have further questions, contact Rob Pride at [lodge52pride@gmail.com](mailto:lodge52pride@gmail.com).

**H**ello, Brothers and Sisters! I hope this edition of our *FOP Journal* finds you well after having had a happy and safe holiday season! I hope each of you took a minute from the sometimes hectic lives we lead in this profession to enjoy time with family, friends and loved ones.

In October, I was honored to attend the Kentucky State FOP Conference in Owensboro, Kentucky. Congratulations to the newly elected Executive Board there, many of whom ran unopposed, which is a tribute to the faith and trust they have built with their membership. I also want to say thank you all so much for the great hospitality and fellowship you showed this Colorado boy while I was there. I love this organization and how no matter where you go, the great people and strong leaders you meet are never in short supply.

Unfortunately, our brothers and sisters in Kentucky are not immune from the attacks on pensions and other benefits we are all fighting throughout the country. They are gearing up for a fight that will call upon the leadership and membership as a whole to get active with their state

legislators. I listened to their call for action and well-planned strategy as they gear up to defend their pensions. The outcome of that fight will directly impact their lives and the lives of future police officers there.

Hearing about this same struggle in Kentucky was a harsh reminder to me and should be for all of you. Although dues can be a point of contention at the local, state and even national level, paying our membership dues is the easy part. Membership in the FOP not only comes with countless benefits, it comes with great responsibility. The responsibility of getting out of our chairs and off of our couches when the call to action comes. The responsibility to support and assist our brothers and sisters, even if the issue at hand may not affect us personally.

If you aren't already, I want to encourage each of you to get active in your FOP. I assure you, there is always legislative work on some level to be done for labor issues, no matter the climate. Get to those meetings! Find out what your current local and State lodge issues are. Ask what you can do to help. Especially with legislative issues, oftentimes all that

is needed is for our members to take a few minutes to make a phone call or write an email to their legislative representative about their vote on a matter of importance to us. A vote or two is sometimes all it takes to significantly impact the future of our noble profession in your state. Don't assume someone else will do the work or that your one phone call doesn't matter. It does, more than you know. Your lodge leadership hears from your lawmakers when they get those calls. They work!

As the attacks on our pensions, pay and other benefits continue, I ask each of you to remember our responsibility as members to stay active, know the issues and take care of each other. We've learned in recent years, it's not a matter of if it will come to your state, it's a matter of when. Be ready to stand up and fight when your FOP leadership rings the bell. The FOP needs more than just your dues: It needs **you!** When we fight **together**, there are few attacks we cannot withstand and few battles we cannot win.

May God bless each of you and keep you safe! And may God bless the mighty FOP! **FOP**



**Protecting Your Future, TODAY**

**FOP LEGAL DEFENSE PLAN**

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## VICE PRESIDENT'S MESSAGE

Continued from page 7 >

use the proper personal protective equipment (PPE) such as gloves, dust masks, safety glasses, paper suits and shoe covers. The level of the equipment may need to be increased or decreased, depending on the situation.

The Fraternal Order of Police is working to fight the opiate epidemic, too. In August 2017, President Canterbury established the Opiate Subcommittee. National Trustees Bob Cherry from Maryland and Tony Harrison from South Dakota, Florida State President Bobby Jenkins, and Mark Burden from Kentucky comprise the committee, which I chair.

Recently, the Opiate Subcommittee began to work with the National Institute of Occupational Safety and Health (NIOSH), a subdivision of the CDC, on conducting health hazard evaluations of several law enforcement agencies around the country. NIOSH will research law enforcement officer exposures to fentanyl and other dangerous drugs, and evaluate how the officer was exposed, types of drugs they were exposed to, and make recommendations on best practices to avoid future exposures or how to best limit the impact of future exposures. We hope to have these recommendations soon.

We have had too many instances of officers coming into contact with dangerous drugs and ending up in the hospital. The FOP is leading the way to help ensure our officers do not fall victim to this dangerous aspect of their work.

The FOP will continue to fight for its members at their statehouses and in Congress, at the bargaining table, with their employers and in the media. Now, we add fighting to keep you safe from the dangerous drugs that you run across on the street.

Please remember to wear your vests and your seat belts, and watch over one another! **FOP**

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## TREASURER'S MESSAGE

Continued from page 9 >

than one law enforcement individual's subjective assessment of a particular officer's action. In various jurisdictions throughout the nation, the findings that are presented to the prosecutor's office are not followed further for review because due process

is seen to occur within the agency itself. Therefore, an officer can then be placed on the *Brady* list without any evidential verification done by a legal party. From that point forward, the officer is then labeled a "*Brady* cop," and if termination occurs within the agency itself, there could be potential repercussions when trying to find a new job in law enforcement.

The issue then becomes how an officer can get off the *Brady* list. Though the majority of cases filed by officers against DA's offices are unsuccessful per prosecutorial immunity as upheld by *Barnett v. Marquis*, there is success in arbitrational findings relinquishing the officers from permanency on the *Brady* list for those who are found to be on it with no just cause (*Duchesne v. Hillsborough*). Arbitrators across the country are finding officers being put on the *Brady* list unjustly and without sufficient basis, ultimately overturning the majority of the placements.

Furthermore, the courts themselves are finding the partisan-based placement of officers on the *Brady* list to be equally unjustified. In 2016, the courts established that the requisite for adverse action concerning a discrimination suit exists if a police chief sends the DA evidence or material that is deemed "*Brady* material" concerning an officer without a written request from a prosecutor (*Cleavenger v. University of Oregon*). Although the DA's offices themselves may be immune to damaging lawsuits due to prosecutorial immunity, the law enforcement agencies that are wrongfully and dubiously taking the *Brady* lists into their own hands are not immune from such lawsuits.

The wrongful termination cases based upon *Brady* list placement have risen increasingly over the past decade. Cases such as *Johnson v. Lansdale Borough* in Pennsylvania and *Hubacz v. Village of Waterbury* in Vermont have continually held that termination brought on by third-party determination and *Brady* list classification are unlawful. It was in 2013 that California Governor Jerry Brown signed the SB 313 that amended the Public Safety Officers Procedural Bill of Rights Act and the prominence of *Brady* list abuse came to the forefront. The amendment asserted that no officer placed upon a *Brady* list of any sort can acquire punitive action or denial of promotion unless based solely on the grounds of merit. Following this successful amendment, Maryland soon

followed with similar legislation under HB 598.

Time and time again, arbitration, court systems and other legal adjudicators are illuminating the legal and ethical flaws within the *Brady* list. Unfortunately, there is no set process nor formality in which an officer can readily argue his *Brady* designation, and as proven in the aforementioned cases, the only way an officer can contest it is by a legal dispute, resulting in significant time and money spent. Each jurisdiction will have different criteria — or no criteria — to challenge an officer's placement on a *Brady* list. I encourage each of you to become familiar with the process and specifically what an officer can do to get off the list. If your jurisdiction has no process to challenge placement on the *Brady* list, then get your local lodge involved in lobbying for one. Remember, it is better to be prepared than scrambling to find an answer at the 11th hour. **FOP**

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## SERGEANT AT ARMS' MESSAGE

Continued from page 11 >

agencies instituting mandatory psychological counseling for law enforcement officers after their involvement in critical incidents. By making it mandatory, it has removed the stigma surrounding mental health. Now everyone gets treatment as a standard operating procedure. If you ask, many of those who begrudgingly attended such treatment sessions will tell you it helped them in coping with the aftermath of the situation. In its very least of benefits, first responders are educated in the physical and emotional impairments that they can expect after a critical incident and how to deal with them.

Brothers and Sisters, we would all like to believe that we are impenetrable to the traumas that we experience day in and day out as law enforcement professionals. We believe ourselves to be the warriors, protecting the sheep from the wolves. We feel we are indestructible! Yet we are also human and vulnerable to the chaos that surrounds us. If you are experiencing the agony of a mental health disability, you are not alone. Hundreds of your brothers and sisters have experienced similar impairments, sought treatment and were able to continue to serve and protect. Remember, you have a support group in your extended family, your FOP family. Reach out to any one of them for help. That's what we are all about. **FOP**

# PROTECTING YOUR MOST IMPORTANT PIECE OF EQUIPMENT:

# YOUR BODY

BY DARREN NORRIS

**T**he law enforcement profession is becoming increasingly hazardous on numerous fronts. Officers are seemingly under fire both figuratively and literally. Combine the dangers associated with working in law enforcement with arduous working schedules due to manpower shortages or the necessity to work off duty, poor nutrition, lack of exercise, little to no sleep, and the various internal and external stressors from work and personal life, and you have a perfect storm that will devastate anyone's health and well-being. One of the most dangerous threats is the one that many officers face in the mirror every day — themselves! The bottom line is, people can be extremely self-destructive through their actions and inactions when it comes to wellness. Regardless if it is work-related stress or other personal issues, many officers will attempt to blame the poor eating habits, and lack of exercise and training on any of the usual excuses.

## GETTING STARTED

Oftentimes people have difficulty beginning an exercise program. There are numerous reasons for this, but some of the usual suspects are uncertainty on what to do, when to do it or how to even start. The answer is simple: Don't sit for days or weeks planning out an intricate workout program. All a person has to do is start moving! Don't wait: **Do it now!** It is literally that simple! It does, however, require a level of self-discipline to begin, work toward and achieve the first short-term goal. An exercise program can start with very basic content, such as stretching, walking and pushups. One can later progress into

*Always consult with a physician before beginning any exercise program. This general information is not intended to diagnose any medical condition or to substitute for your health care professional. Consult a health care professional to design an appropriate exercise prescription. If difficulty or pain is experienced with physical activity, stop and consult a health care provider.*

more advanced workouts that have been properly planned to achieve specific goals. A typical workout program should include exercises that are designed to improve flexibility, aerobic endurance, and static and dynamic strength for anaerobic performance. There are numerous variants to most exercises, as there are numerous training philosophies regarding what type of exercise program works best. In recent years, many have migrated towards functional fitness programs that focus on training in line with athletic programs. After all, aren't police officers supposed to be physically fit and perform basic athletic functions during the course of their duties?



**Arduous work schedules, stress, poor nutrition, and lack of exercise and sleep combine to create a perfect storm that will devastate your health and well-being.**

## FUNCTIONAL FITNESS

When assessing individual functional fitness levels, one must first determine exactly what is being referred to. Simply defined, functional fitness is physical fitness training that is specifically designed to provide officers with task-specific dynamic flexibility, agility and strength needed to perform the duties that law enforcement officers are tasked with daily. Being properly conditioned for dynamic confrontations will significantly reduce the chances of becoming injured and greatly increase the chances of officer survival during a violent confrontation! Proper conditioning also increases confidence, performance and improved cognitive processes, the latter being one of the most valuable tools in police work. As a rule, law enforcement officers have limited time to spend in the gym working out to achieve their fitness goals due to working overtime, off-duty details, family commitments, etc. Some people have no interest in working out because they may be naturally lean and don't feel the need, whereas others are just lazy and would rather spend their time in the recliner or surfing the internet.

Try this self-assessment exercise: Set a timer for three minutes and go to work punching on a heavy bag. This simple test will gauge the cardiovascular conditioning level. After this simple exercise, an officer can then honestly decide what kind of shape they are really in. Officers never know what kind of confrontation awaits around the next corner. This is why it is imperative to keep our mind, body and tactical skills honed. Officers must constantly challenge themselves and their training on a daily basis in order to maintain a superior level of fitness and operational skills. Simply stated, officers must train in a manner that will significantly help achieve goals of being faster, more agile and stronger than the bad guy.

Law enforcement requires personnel to train and perform as athletes, in that they have a specific goal in mind while working within agency policy guidelines. How do athletes train? They take into account the facets that make up an athlete: speed, reaction time, power, balance, agility and endurance. The main focus of the training is functional strength and movement training. What good is it to bench press 400 pounds if after sitting down for three hours an officer cannot spring out of a squad car, perform a 60-yard sprint chase hurdling various obstacles and, quite possibly, engage in a fight for their life while toting an extra 20 pounds of gear?

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Photos courtesy of Darren Norris

The main focus of your training should be functional strength and movement. It should be specifically designed to enhance your ability to physically perform in the field, including such activities as climbing, jumping, running and fighting.

## KEY ELEMENTS FOR ATHLETIC DEVELOPMENT

- ✓ Speed
- ✓ Reaction time
- ✓ Power
- ✓ Balance
- ✓ Agility
- ✓ Endurance





## MY OWN JOURNEY BACK TO HEALTH

Over the last few years, I fell victim to my own reckless behavior. Daily I was consuming six to 10 Mountain Dews and Monster Energy drinks, and loading my plate with every type of junk food imaginable. I stopped going to the gym and adopted a sedentary lifestyle. My weight skyrocketed to 356 pounds. On March 15, 2016, I was diagnosed with diabetes, with an A1C of 8.3. I called my close friend and former SWAT teammate, who is a physician, and advised him of the diagnosis my doctor gave me. In a nutshell, he told me I was fat and being lazy. Further, he told me to lose weight to improve my A1C. I made the decision right then to make a positive change in my life. I immediately got back in the gym and adjusted my diet. Make no mistake, I got back in the gym with **purpose** and got to **work!** I went back to my doctor 90 days later and had my A1C checked again. It was down from 8.3 to 5.9 with no medication. Today it is 5.2, and I no longer take medication for acid reflux or hypertension. My weight is down from 356 to 260. I am sharing my story in the hope that it will motivate readers to take action now to live a healthier lifestyle. Remember, we only get one shot at life, so don't waste it!



## HOW TO TRAIN

With specific training comes specific equipment needs. Officers need to get down to the essence of athleticism and train the body as a whole, not parts! Isolation of muscles in strength training, unless for specific injury prevention or rehabilitation, is useless in the field. Some of the equipment that should be used are medicine balls, agility ladders, hurdles and plyometric boxes (both vertical and lateral).

Take into consideration that the hands are the terminating body part. They do all of the manipulation, controlling, climbing and shooting. Use exercises such as throwing medicine balls overhead, behind the back, from the chest, from each side and just about every way to apply force to the ball. Remember, danger does not always come head-on!

Agility ladders are a more recent invention, originally used in track-and-field settings to increase foot quickness and regulate stride length. One- and two-leg hops, lateral jumps, and quick feet and rhythm drills are great ways to build speed and agility. Picture an officer having to run across a creek and jump from rock to rock, placing each foot precisely but quickly, while balancing their body in the air as well as on the ground. This is where these types of exercises may apply in the line of duty.

Plyometric or “plyo” boxes are another training modality. Boxes are usually of steel and wood construction, with a rubber, nonslip top. They range in size from 6 to 42 inches in height. Many exercises can be performed on these boxes, such as jumps onto and off of them, using one leg or two. That is purely plyometric — the absorption and redirection of force using momentary stored energy of the muscles and tendons. We use not only vertical box drills,

but lateral ones as well, with the movement being side to side and pushing off of an angled surface.

Lastly in the functional conditioning phase of the training, we develop cardiovascular fitness. Officers must be able to pour on the juice at max effort, walk it off or possibly be still for a few minutes, and be able to repeat it all day long if needed. That is where we enter the world of “applied cardio.” When the correct amount of time under tension (duration of activity under load) is coupled with predetermined rest periods, the target heart rate can be sustained for long periods of time while working muscles anaerobically (explosively). This is a form of interval training used with many athletes.

There are countless methods for conducting physical training as well as several variations to any exercise program. No matter what type of physical training you participate in, either individually or as a team, it should be specifically designed to focus on the challenges that you encounter as a law enforcement officer. These challenges may include things such as climbing, jumping, running and fighting. Therefore, the drills can include boxing, obstacle courses, fence climbs, etc.

## NUTRITION

Proper nutrition combined with adequate exercise are the two key components to building a foundation for a healthy lifestyle. Anyone can implement and execute a physical training program with the intent of dropping weight, improving performance and, ultimately, improving health all the way around. However, a proper diet needs to be a part of the daily regime in order to gain the most benefit from the fitness program. The positive physiological impact that eating clean has on



## FOOD PREP: MAKE IT EFFICIENT AND EASY

- ✓ Make a plan and a grocery list, and stick to it
- ✓ Learn shortcuts
- ✓ Use healthy ingredients
- ✓ Prepare large batches, and portion out meals for the week or freeze for future use
- ✓ Make the process enjoyable



Dedicating at least a couple hours a week to meal preparation will help you stick to a clean eating routine and prevent menu boredom.



the body is limitless. Many law enforcement officers consume an insane amount of processed, carb-heavy and fatty meals as the norm. Thus, many officers are overweight and have chronic health issues. Improper nutrition will eventually lead to a host of health-related issues such as heart disease, diabetes, acid reflux, sleep apnea, hypertension and cancer. Now for the positive! The positive changes that the human body experiences from eating clean are exponential.

Eating the right foods will create positive physiological changes such as increased energy, lower risk of heart disease, decreased risk of diabetes and improved brain function, to name only a few. So, what is clean eating? Clean eating is nothing more than adhering to a balanced diet that includes protein, whole grains, healthy fats, and fruits and vegetables. An average diet plan should range from 1,200 to 1,800 calories. There are several calculators available online for accurately computing the required caloric intake needed to sustain and achieve the desired goals. Don't think of clean eating as a diet or a chore. A conscious decision for making a lifestyle change will be much easier to stay committed to than failed attempts at fad diets. At least two hours a week should be dedicated to meal preparation. Having a solid meal plan and putting in the preparation time will aid in sticking to a clean eating

routine. When it is time to put the meal plan into action, officers should try to eat small, balanced portions every 2 1/2 to three hours. Keeping the body properly fueled will help boost and stabilize the metabolism, which in turn will help a person reach their desired goals and assist in maintaining a healthy lifestyle.

Sometimes officers reach a certain level of experience in their careers and feel that they do not need to train as hard because they can handle anything that they are confronted with, like they have on previous occasions. This is the "I am special" mindset. This type of mentality can prove fatal to the officer, fellow officers and other innocent parties. So be prepared for every situation by training hard, staying fit and eating well!

*Darren Norris retired as the assistant chief of police with the Pelion Police Department and was appointed as an associate municipal court judge in South Carolina in October 2017. He is the chief operations officer with MUR Strategic, a company that specializes in military and law enforcement training and protective security operations. He has over 28 combined years of military and law enforcement experience. A state-accredited law enforcement instructor since 1995, he has served in command, patrol, K-9, SWAT and investigations assignments throughout his career and is an active member of Midlands Lodge #1. FOP*

For more nutrition tips, a sample menu plan and a comprehensive, printable grocery list, visit



# GOING BACK TO SCHOOL TO GET AHEAD



## NFOPU Aids Officers in Pursuit of Excellence

In 2007, the Grand Lodge formed the National Fraternal Order of Police University (NFOPU) to help FOP members advance their careers through higher education. Recognizing that law enforcement agencies increasingly require recruits to have college diplomas, that graduate or specialized degrees can be a valuable asset for promotion, and that retiring officers often seek schooling in a new field to prepare for the next chapter of their lives, the FOP joined forces with a select consortium of regionally accredited universities to meet these educational needs. Since then, hundreds of members have taken

advantage of the opportunity to learn more and ultimately earn more by getting a degree through the NFOPU.

With an array of online and nontraditionally structured programs available in criminal justice and beyond, working law enforcement officers can find options that fit their unique and busy schedules. To keep the path to a degree as efficient and affordable as possible, many of the schools provide class credit for work experience, past training and previous education, and some offer special FOP discounts and scholarships. In addition, the Grand Lodge's Education Tuition

Scholarship is available to reimburse eligible members enrolled in an NFOPU school. (Visit the Education page at [www.fop.net](http://www.fop.net) for more information.)

There has never been a more important time to have a degree for achieving long-term success in law enforcement, and there have never been so many accessible, flexible and convenient ways to pursue one. Get started by checking out the current roster of partner schools at right, then visit [www.fopconnect.com/education-connect-school-profiles](http://www.fopconnect.com/education-connect-school-profiles) for further details on how the NFOPU can help you reach your goals.

# MEET THE CONSORTIUM

## American Military University

[www.amu.apus.edu](http://www.amu.apus.edu)

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

## George Washington University

[security.online.gwu.edu/fop](http://security.online.gwu.edu/fop)

GW offers two online master's programs — one in Cybersecurity Strategy and Information Management, and another in Homeland Security — and an online bachelor's in Police and Security Studies.

## Kent State University

[onlinedegrees.kent.edu/fop](http://onlinedegrees.kent.edu/fop)

Kent State's online master's degree offerings include Criminology and Criminal Justice, Public Administration, and Business Administration.

## Tiffin University

[www.tiffin.edu](http://www.tiffin.edu)

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

## Trident University International

[www.trident.edu](http://www.trident.edu)

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

## Union Institute & University

[www.myunion.edu](http://www.myunion.edu)

UIU's range of options includes professional certificates in Homeland Security and Forensic Science Management, bachelor's degrees in Criminal Justice Management and Emergency Services Management, and a master's in Organizational Leadership Management.

## University of San Diego

[CriminalJustice.SanDiego.edu](http://CriminalJustice.SanDiego.edu)

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

## Upper Iowa University

[www.uiu.edu/fop](http://www.uiu.edu/fop)

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

## Walden University

[www.waldenu.edu](http://www.waldenu.edu)

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

## Waldorf University

[www.waldorf.edu](http://www.waldorf.edu)

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

For more education stories and resources, go to  
[fopconnect.com/education-connect](http://fopconnect.com/education-connect).





# SHIELDED AGAINST DANGER

**SEE WHAT'S NEW IN BODY ARMOR FORM AND FUNCTION THAT CAN ELEVATE YOUR PROTECTION.**

**F**rom traffic stops to crowd control to active-shooter scenes, every call has the potential to devolve into a dangerous situation, jeopardizing law enforcement professionals' safety. According to the FBI, more than 50,200 officers were assaulted on the job in 2015. Of those, more than one-fourth sustained injuries. The majority of the attacks involved assailants using what the federal agency deems "personal weapons," such as hands, fists and feet. Firearms

were in engaged in 4% of the incidents and cutting weapons, such as knives, were used less than 2% of the time. FBI analysts determined that "other types of dangerous weapons" accounted for the remaining 15% of assaults on law enforcement officers. Regardless of the type of weapon an assailant utilizes, protecting oneself on the job remains every officer's utmost priority. Fortunately, manufacturers are responding with new innovations to keep you covered in the field.

## Point Blank Paraclete Armis Gen II

**CORE COVERUP**

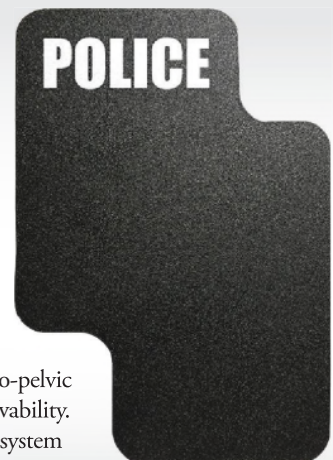
The Paraclete Armis Gen II carrier by Point Blank Enterprises, Inc., is full of functional features. Highlights of the standard vest start with a side opening that permits single-motion release. It also accommodates left- and right-handed individuals. An internal cumberbund provides stability and security, and a kangaroo-style front pocket is large enough to hold three rifle magazines. Add on various upper-body accessories for even more coverage. MSRP \$1,850-\$2,900.



## ATS Armor Type IIIA Patrol Shield

### HIDDEN ABILITY

The ATS Armor Type IIIA Patrol Shield is a light and cost-effective law enforcement tool. The plates have been rated to protect against rounds up to .44 magnum. Its unique shape and grip present users with head-to-pelvic coverage and notable movability. The suspension carrying system frees officers' hands for better weapon control. The shield also is coated to prevent spalling. MSRP \$699.95.



## Safariland Protech Tactical All Purpose Vest

### VESTED IN SECURITY

Two of the most important factors to consider when looking for a tactical plate-carrying vest are maneuverability and manageable weight. Protech Tactical's All Purpose Vest delivers in both regards. The vest is outfitted with the FirstSpear 6/12 load-bearing platform, which reduces the weight by approximately 40%. The newest model also boasts the FirstSpear Tubes closure system, which makes for seamless donning and doffing. MSRP \$730.



## Armor Express Lighthawk M1 Shield

### AT ARM'S REACH

New from Armor Express, the Lighthawk M1 Shield gives users greater flexibility. Its cutting-edge hybrid ballistic technology reduces the weight dramatically for less fatigue. The new shape accommodates the use of handguns or long guns. An ambidextrous straight-bar handle and high-strength forearm strap provide ease of use, while the Velcro loop covering on the rear side keeps important equipment handy. MSRP \$2,898-\$6,755. **FOP**



For more body armor products, go to



**IT MAY SLOW YOU DOWN  
JUST A LITTLE, BUT SO  
WOULD DYING IN A CRASH.**

To be frank, there's really no good reason for you not to wear your seatbelt, especially since wearing it greatly reduces your chance of being severely hurt or killed in a crash. Visit [officersafetyfirst.com](http://officersafetyfirst.com) to learn more about this and other things you can do to be safer on the road, because one death or preventable injury is one officer too many.



# PROFESSIONALLY ARMED

CHECK OUT THESE ADVANCEMENTS IN WEAPONS  
AND AMMUNITION FOR LAW ENFORCEMENT.

Every firearm contains the same key components: barrel, chamber, trigger and firing pin. However, 21st century weapon technology has become so advanced that every little design nuance can enhance the shooter's experience. Changes in material selection make grips more comfortable, less weighty and, therefore, afford shooters greater confidence in handling. Ammunition formulations keep evolving to become more situational-specific, making them more effective. Plus, designs serve different purposes, from handguns to long guns to personal protection, as well as sportsman or competition applications. With all that in mind, take a look at what the newest generation of weapons and ammunition has to offer in terms of accuracy, handling and on-the-job efficiency.



**FN AMERICA**

## FN 509 TOP TESTER

In order to qualify for the U.S. Army's Modular Handgun System competition, the FN 509 pistol by FN America had to meet a specific set of parameters. For example, the gun has to withstand being dropped on concrete. Other tests determined how it is affected by dust, salt spray and temperature extremes. Specific features include a loaded chamber indicator, fixed three-dot luminescent sights and fully ambidextrous slide stop lever and magazine release. MSRP \$649.



**AMERICAN TACTICAL**

## MAXX 5.56 7.5" SBR MAXED OUT

When American Tactical set out to create the MAXX 5.56 7.5" SBR rifle, the goal was to produce a weapon that would deliver the most power without adding unnecessary weight or making it more cumbersome. The weapon has hybrid upper and lower receivers and a low-profile gas block. It also offers a six-position Rogers Super-Stoc as well as a 7-inch KeyMod rail. MSRP \$699.95.



**WINCHESTER AMMUNITION**

## Super Clean TURN UP THE VOLUME

Super Clean full-metal-jacket bullets by Winchester Ammunition are intended for high-volume training sessions at indoor or outdoor ranges. The zinc cores are covered by a standard brass bullet jacket, and they're completely lead-free, both airborne and downrange. Super Clean is available in three calibers: 9 mm Luger, .40 Smith & Wesson and .45 ACP. MSRP unavailable.



**FEDERAL PREMIUM  
LAW ENFORCEMENT  
AMMUNITION**

## Tactical Tip MatchKing SHAPED FOR EFFICIENCY

What makes the newly developed Tactical Tip MatchKing bullet stand out from previous ammo options? For starters, its load is .308 Win, 168 grain for semi-automatic duty rifles. The Federal Premium Law Enforcement Ammunition product is also dressed with a tapered jacket. This design element allows rapid expansion upon impact to maximize the terminal effect. A polymer tip helps deliver accuracy. What's more, the ammunition employs low-flash propellants. MSRP \$27.95.



**KEL-TECH**

## KSG-25 GREATER CAPACITY

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# FOP Agenda Moves in House and Senate

At this writing, Congress is still drafting a tax reform bill that is expected to move through a process called budget reconciliation, enabling legislation to be considered and passed with a simple majority in the Senate. A similar process was employed in 2010 to adopt the Patient Protection and Affordable Care Act, also known as Obamacare.

## FOP Wins in Budget Battle

The House-passed version of the budget bill contained extensive cuts to the retirement benefits of federal employees, including law enforcement officers. The FOP engaged with our allies in the Senate, raising our concerns about the negative impact that such reductions would have on federal law enforcement — particularly with respect to retention and recruitment issues.

The Senate amended the House budget and stripped out these harmful cuts that were part of the original House resolution. This process is still ongoing, as the budget reconciliation bill will serve, as mentioned above, as the vehicle for tax reform legislation. While this was an important victory, we must remain on our guard as the process moves forward.

## FOP Joins Trump to Fight Opioid Epidemic

President Canterbury and I were invited to the White House to witness President Donald J. Trump declare the heroin and opioid epidemic a public health emergency. The FOP has been a key part of the fight against this epidemic and played a crucial role in the passing of the Comprehensive Addiction and Recovery Act (CARA) at the end of the previous Congress.

The FOP is engaged on this issue at all levels — local, state and federal — to bring to bear the resources we need to combat

## Just the Facts:

» The FOP was recently successful in stripping from the House version of the budget bill harmful cuts to the retirement benefits of federal employees. At press time, FOP-supported bills that related to cybercrimes were awaiting the president's signature. Four bills important to law enforcement have been referred to Senate committee, and three on the House floor await action. One of them, the Law Enforcement Mental Health and Wellness Act, cleared the House Judiciary Committee and will be scored by the Congressional Budget Office before moving forward in the process.

this public health and safety threat. We have had and will continue to have regular dialogue with U.S. Attorney Jefferson B. Sessions III and other officials in the White House and the Justice Department.

## FOP Bill Signed Into Law; Others Still Pending

In the previous issue of the *Journal*, we reported on a considerable list of bills that had passed either the House or the Senate and were awaiting action in the other body. Of these, two have made it to the president's desk:

- H.R. 1616, the Strengthening State and Local Cyber Crime Fighting Act, which would authorize the National Computer Forensics Institute to provide assistance and training to local and state law enforcement agencies investigating and prosecuting cybercrimes
- S. 782, the Providing Resources, Officers and Technology to Eradicate Cyber Threats to (PROTECT) Our Children Act, which would reauthorize the Internet Crimes Against Children (ICAC) task forces

Both pieces of legislation are waiting to be signed by the president and will be law by the time you receive this issue of the *Journal*.

In addition, the Senate considered, amended and passed H.R. 695, the Child Protection Improvements Act. The bill, which would allow organizations that serve children and the elderly to use the FBI database to conduct background checks on potential employees, was returned to the House and is pending on the floor.

The following bills are still pending before the Senate:

- H.R. 115, the Thin Blue Line Act, which would increase the penalty for offenders who kill or attempt to kill law enforcement or other public safety officers
- H.R. 1039, the Probation Officer

## Top Priorities in Brief

### H.R. 1205/S. 915, the Social Security Fairness Act

House: 158 co-sponsors

Senate: 9 co-sponsors

### H.R. 964/S. 424, the Federal Law Enforcement Officers' Equity Act

House: 30 co-sponsors

Senate: 3 co-sponsors



Protection Act, which would amend Section 3606 of Title 18, United States Code, to grant probation officers the authority to arrest hostile third parties who obstruct or impede a probation officer in the performance of official duties

- H.R. 1761, the Protection Against Child Exploitation Act, which would close an existing loophole in current statute by clarifying certain definitions in child pornography law
- H.R. 1892, the Honoring Hometown Heroes Act, which would amend the U.S. flag code to allow state governors to order that the U.S. flag be flown at half-staff in the event of a line-of-duty death of a law enforcement or other public safety officer

All of these bills have been referred to committee, and the FOP has been in touch with Senate leadership, as well as the chairman and ranking members of the committees of jurisdiction.

In the House, we have three bills awaiting action on the floor:

- H.R. 613, the Lieutenant Osvaldo Albarati Correctional Officer Self-Protection Act, which would direct the Bureau of Prisons to make secure firearms storage areas accessible to employees at all of its facilities
- S. 597, the Children of Fallen Heroes Scholarship Act, which would eliminate the expected family contribution provision in the Pell Grant program for the children of public safety officers killed in the line of duty
- S. 867, the Law Enforcement Mental Health and Wellness Act (more information below)

We have been in communication with House leadership about all of these bills.

### **FOP's LE Mental Health and Wellness Bill Clears House Committee**

The Senate version of the Law Enforcement Officers' Mental Health and Wellness Act, S. 867, was passed by unanimous consent in the Senate in May. The bill was then referred to the House Committee on the Judiciary, where it sat until very recently.

In October, at the urging of the FOP, the Judiciary Committee took up the House version of the legislation, H.R. 2228. After a contentious hearing on several non-germane amendments, the bill was favorably reported by voice vote. The FOP is very grateful for

the leadership of Representative Robert W. Goodlatte (R-Va.), chairman of the committee, who steered the bill expertly through the markup and prevented "poison pills" and other harmful amendments from being added to the bill. The ranking member, John Conyers Jr. (D-Mich.), a co-sponsor of the bill, provided similar assistance with the minority side.

Under the rules of the House, the bill must be "scored" by the Congressional Budget Office, a nonpartisan entity within the House of Representatives that estimates the cost to the federal government if the bill becomes law. The FOP is optimistic that the cost will not trigger another House rule requiring that new spending be offset with cuts to other spending. Once this process is complete, the House has several paths forward on the bill.

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## **CONTRIBUTIONS HELP GROW OUR PAC AND AMPLIFY YOUR VOICE IN THE LEGISLATIVE PROCESS.**

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House leadership could decide to vote on S. 867, the identical Senate version of the bill, which would then allow the measure go directly to the president, who is expected to sign it. The FOP and the sponsor of the House legislation, Representative Susan W. Brooks (R-Ind.), has asked the House leadership to pursue this course of action. However, the House may be more inclined to vote on its own version of the legislation, H.R. 2228, which would mean that the bill would have to return to the Senate for another vote. While the bill did pass by unanimous consent a few months ago, the Senate is an increasingly fractious body, and it could be some time before we could get the bill back to the floor. In any event, the FOP is confident we can get the legislation to the president prior to the end of this Congress.

### **FOP Stands With AG Sessions on Project Safe Neighborhoods**

Recently, U.S. Attorney General Sessions announced that the Justice Department will rejuvenate the Project Safe Neighborhoods (PSN) initiative. This was a very successful

joint effort between local and state law enforcement working in close cooperation with federal prosecutors to target violent criminals — those who use firearms to commit crimes and those who belong to criminal gangs. This program has a proven record of success, but has not had the resources necessary to maintain that success in recent years. The Attorney General's actions have changed that and, as a result, we believe our communities will be safer.

### **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 a very effective way to represent our members on Capitol Hill by supporting candidates who support our members and the profession of law enforcement. The FOP is the oldest and largest law enforcement organization, so it is crucial that we keep our PAC strong.

We are challenging each FOP member in your lodge to make a one-time donation or to commit to making a monthly donation of only \$5 to the NFOP PAC. These contributions will help grow our PAC and amplify your voice in the legislative process.

We also hope to increase participation in our payroll deduction program. Participants in the payroll deduction program, like our lodge in Long Beach, California, have made a major impact on our PAC and donate thousands of dollars over the course of the year. By choosing to participate in a payroll deduction program, you magnify the impact that the FOP has on Capitol Hill for your department and your brother and sister officers across the country.

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 Scott Marks at [scott.marks@fop.net](mailto:scott.marks@fop.net) or in the National Legislative Office at (202) 547-8189. We thank you for your support!

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# Is a Time-Honored Profession Running Out of Time?

With murder rates in some cities at an all-time high and the ever-creative criminals finding new ways to victimize others, the need for competent and virtuous officers is also at an all-time high — yet we are experiencing one of the greatest police shortages the nation has ever seen. With the unemployment rate at a 30-year low, the recruitment of qualified, motivated and career-minded candidates is increasingly competitive, leaving the public safety sector vulnerable due to lower pay, recent negative stigma and resistance, and the relentless war on labor and collective bargaining. Because we, as law enforcement, know that honor and integrity are still the strongest pillars of our profession, it is time to step up the fight to protect public safety from adverse political agendas, laws and regulations that minimize our value and reduce our pay, benefits and pensions, and strip us of our collective bargaining rights that would otherwise protect us as we serve and protect others.

According to the IACP, the national median entry level salary for a police officer is \$39,000 and goes as low as \$30,000 in smaller towns and departments. When broken down into an hourly rate, those officers are earning a mere \$15.62 per hour, almost \$9 less than what the Bureau of Labor Statistics reports the average American worker is paid. Combine subpar wages with the fact that state legislation is being passed — like in Texas — that includes raising retirement ages and taking higher cuts out of officer paychecks while simultaneously paying out less in retirement, and the future prospects for recruiting the best officer candidates look grim. How can we ask our defenders of homeland peace and safety to put their lives on the line every day when they aren't even being offered an average living wage or the guarantee of adequate benefits?

In addition to the financial aspects, we are faced with increased scrutiny in light

## Just the Facts:

» The need for the best officer candidates has never been higher, yet the combined factors of a very low unemployment rate, unfavorable media coverage, scrutiny of officer practices, and threats to officer pay and benefits are resulting in correspondingly low rates of applications at departments across the county. We must all fight together to change these trends.

of recent events. Louisiana State University recently did a survey in which 3,346 law enforcement professionals were surveyed about morale concerning their choice in occupation. The results? Officers overwhelmingly feel as though they are under attack. Officer candidate application statistics reflect the validity of these data.

Cities all across America are experiencing low officer application rates — Seattle is down 90% over a 10-year span; Springfield, Missouri, had only 75 applicants for the academy in July 2017 compared to 300 applicants four years earlier; and Fairfax, Virginia, brought in a mere 300 potential officers for the police exam in comparison to the 4,000 potential officers they brought in five years prior. From the fallacy-driven arguments in the media to the constant barrage of demanded regulation, it is no wonder that police officer application numbers are at a historic low.

It is more vital now than ever before that officers — and prospective officers — feel confident in the support and backing from the public **and** the Fraternal Order of Police. Our opposition continues its war on labor and collective bargaining. Recent examples include the attack on public-sector collective bargaining in Wisconsin (with an exception for police and fire). We also saw the Ohio Legislature rescind collective bargaining laws. The pro-labor electorate rallied against the legislation and was successful in the repeal, ultimately revealing both the true power and true importance of advocating what we do. But

it was not without cost, which was several million dollars.

There will always be the need for law enforcement and dedicated men and women willing to serve. To those men and women entering our profession — despite strong public and political adversity, and insufficient pay and benefits — we owe the duty of support and advocacy through political action and collective bargaining. With each passing day, there is another attack on public safety and the good men and women who serve. The clock is ticking.

The mission of the FOP in this regard as stated in our National Constitution and Bylaws is “to support the improvement of the standard of living and working conditions of the law enforcement profession through every legal and ethical means available” and “to increase the efficiency of the law enforcement profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.” At the Labor Services Division of the National FOP, we are living up to this mission through collective bargaining and the representation of our members. We are better together. For more information and to find out how you can have a labor training seminar at your location, please contact the Division of Labor Services at (800) 451-2711 or [fopdls1@fop.net](mailto:fopdls1@fop.net). **FOP**

// **WRITE TO US!** You can reach the Division of Labor Services at 701 Marriot Drive, Nashville, Tennessee 37214; (800) 451-2711; or [fopdls1@fop.net](mailto:fopdls1@fop.net).



# U.S. Supreme Court Agrees to Hear Challenge to Public-Sector Union Fees — Again

On March 29, 2016, the U.S. Supreme Court deadlocked 4–4 in a case that had threatened to limit public-sector unions’ collecting fees from workers who chose not to join and did not want to pay for the unions’ collective bargaining activities. This California case, *Friedrichs, et al. v. California Teachers Association*, was brought by the Center for Individual Rights. Responding to signals from the Supreme Court’s more conservative justices, the lawyers for the group asked the lower courts to rule against its clients, 10 teachers and a Christian education group, so they could file an appeal in the Supreme Court as soon as possible.

## UNIONS STAND TO LOSE A SUBSTANTIAL SOURCE OF REVENUE, DEPENDENT ON THE OUTCOME OF THE CASE.

Under California law, public employees who choose not to join unions must pay a “fair share” service fee, also known as an “agency fee,” equivalent to the dues members pay. The fees are meant to pay for some of the costs of collective bargaining, including the cost of lobbying activities. More than 20 states have similar laws.

In *Friedrichs*, the Court seemed poised to rule against the unions. However, the death of Justice Antonin Scalia resulted in the 4–4 deadlock. That deadlock decision may only be a brief reprieve for unions. Justice Scalia’s replacement, Justice Neil M. Gorsuch, has voted consistently with the court’s more conservative members and is likely to supply a fifth vote against unions.

In a 1977 decision, *Abood v. Detroit Board of Education*, the U.S. Supreme Court made a distinction between two kinds of compelled

### Just the Facts:

» Last year, the Supreme Court deadlocked on a case that would have limited unions’ ability to collect “fair share” fees from employees who choose not to join. Now, a new case threatens to overturn a 1977 decision that requires nonmembers to help pay for the union’s collective bargaining efforts, with a new justice on the court who is likely to supply a fifth vote against unions.

payments. The Court reasoned that workers need not pay for the political activities of unions, like campaign spending, as that would violate their First Amendment rights. The Court added, however, that nonmembers are required to help pay for the union’s collective bargaining efforts to prevent free-loading and to ensure “labor peace.”

The Supreme Court, on September 28, 2017, agreed to hear *Janus v. American Federation of State, County and Municipal Employees (AFSCME)*, in which the Court will consider whether public-sector unions may require workers who are not members to help pay for collective bargaining. Unions stand to lose a substantial source of revenue, dependent on the outcome of the case.

This new case centers around Mark Janus, who works for the state government in Illinois. He sued the union, claiming he

should not be forced to pay fees to support the union’s work. An Illinois law requires government workers who choose not to join a union to “pay their proportionate share of the costs of the collective bargaining process, contract administration and pursuing matters affecting wages, hours and other conditions of employment.”

The challengers in the new case brought by Janus request that the Court overrule the *Abood* decision. All compulsory fees, they argued, violate the First Amendment because the subjects of labor negotiations between unions and the government are all matters of public concern.

The Court will hear arguments early next year and rule by June 2018. This case is virtually identical to the case that deadlocked a year ago. The National FOP will file an amicus brief in this case. **FOP**

## COMING SOON

TO THE SPRING ISSUE OF

# FOP JOURNAL

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# The FOP Legal Defense Plan Had Her Back

I had the pleasure of hearing from former Tulsa P.D. Officer Betty Shelby at the National FOP Conference in August. She had the misfortune of having to shoot a suspect while on a call last year, and she had a very profound message for us: If you don't have the FOP Legal Defense Plan, get it now!

After the tragic incident, Officer Shelby was immediately put on administrative leave with pay, standard for most departments. Soon after, she received a call from a man who said he would be at her home in 15 minutes to kill her. Officer Shelby gathered what she could and went with her family to a safe place.

While there, that she learned from her attorney that she was going to be indicted

for murder. Officer Shelby said she went numb. She couldn't believe she was going to be charged with murder for doing her job. For doing what she had been trained to do. For following her department's policies. She was a good officer and had received outstanding evaluations.

Then it got worse. Her chief told her she was being placed on administrative leave — this time without pay. How was she going to make her mortgage payments? What was she going to do about other normal bills?

Concerned as she was, Officer Shelby remained confident in her FOP Legal Defense Plan. Her attorney coordinated with the claims administrator to hire a top

criminal defense team, including expert witnesses and private investigators — a team that would have cost her over \$500,000. Her FOP Legal Defense Plan had her back!

You never know when you are going to be caught in the middle of something that will require you to take action. And I don't know many officers who could afford to be off work without pay and still be able to cover household and legal bills. For less than \$285 a year, you can provide that security for yourself and your loved ones. Enroll online at [www.foplegal.com](http://www.foplegal.com) or by calling (800) 341-6038.

*Pete Fogarty is the vice president of the FOP Legal Defense Plan Board. FOP*

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# Diversity in Today's World

I made a visit to Wounded Knee on the Pine Ridge Indian Reservation in South Dakota on the day before Native American Day (or Columbus Day, depending on where you live). It was a spur-of-the-moment visit. Walking through the cemetery, reflecting on the symbolism of the location and the tangible, readable and touchable artifacts, I didn't hear or see Michael Bear Robe approach. He said hello, introduced himself and began to talk about this historic and spiritual place. Unintentionally, thoughts about diversity popped into focus as I listened to Bear Robe describe the events of the 1890 massacre and the 1973 occupation. His story was a matter of perspective, his perspective, as a Native American and member of the Lakota Nation.

Too often in our profession we hear the topics for in-service training and groan about "another training on how to be nice" or "how to get in touch with our sympathetic side." I am as guilty as anyone for dreading those trainings: "I just want to do my job." The reality is that it **is** our job, more than ever, to understand other perspectives, even if we don't want to embrace it.

Bear Robe spoke about the occupation and daily firefights that occurred between law enforcement and AIM, the American Indian Movement. My first reaction was to be skeptical of his words because of my inherent bias toward law enforcement. But as he spoke, not knowing me or what I do, I could understand his perspective — not because I agreed with it but because I listened and watched as he pointed out landmarks and described the efforts of his people. He spoke with emotion and conviction. Bear Robe never mentioned sympathy, but he did address poverty and unemployment on the reservation. The future appears bleak from his perspective, yet this man believes in his nation.

Diversity doesn't simply mean being inclusive of other races. Brother Lonnie Miller of Florida wisely said that diversity means including into our leadership

## Just the Facts:

» It is increasingly our job to understand other perspectives. Focusing on diversity will help us encourage engagement with our organization and find answers from within to the pressures the FOP and law enforcement face.

different ages, different religions, different sexual orientations and different genders. We in the FOP leadership are all too often older, male, and either white or black. That doesn't make us poor leaders, but we may be missing the perspectives of others. Within our membership is an incredibly wide spectrum of men and women.

One of the biggest issues with the FOP at every level is participation. While there are many factors contributing to this problem, we of the Diversity Committee believe that diversity can help solve this problem. Want more

**TO KEEP OUR  
ORGANIZATION INVOLVED,  
GROWING AND RELEVANT,  
WE NEED TO LISTEN  
TO EACH VIEWPOINT.**

attendance at lodge meetings? Determine what would entice members other than older males. That, Brothers and Sisters, is where we can start to focus our efforts on diversity, with potential benefits beyond simply increasing participation. Within our membership we can find the answers to the outside pressures that the FOP and law enforcement are facing. It isn't that we are doing things wrong, it's that we can do things better by adapting.

Focusing our attention on diversity isn't about getting touchy-feely. It's about embracing **all** of our members and getting their input. Their input will be different than mine or yours or the 30-year member's

perspective. We need those veteran viewpoints, but to keep our organization involved, growing and relevant, we need to listen to each viewpoint. We all do it daily as professional law enforcement officers when we report everyone's involvement and statements at work. It is no different at the lodge meetings or when representing the FOP to those outside the organization.

Bear Robe mentioned that the federal government didn't like that many of the Lakota are traditionalists. While I understand what he meant in his context, I tried to view it from a membership standpoint. We have our FOP traditions, which we need to keep. But in order to embrace the full spectrum of our members, we need to think outside that tradition of veteran, older members providing all the direction and guidance. The FOP must adapt and embrace our diversity potential already within the membership and honor and respect those viewpoints. In the same way that the federal government has to understand the viewpoints and needs of the Lakota Nation, we in the FOP leadership can't expect others to adapt to us. We have to adapt to them and their needs. If we are not willing to think differently, we are missing the point of diversity and letting our biases guide us and the organization.

On an appropriately cold and windy day, Michael Bear Robe provided me with a powerful history lesson, and an insight to the future of the FOP. Let's use our already existing diversity to bring an even deeper meaning to **fraternal** by ensuring the future of the **order**.

*Mike Walsh is the president of the South Dakota FOP State Lodge. FOP*



# Our Presidents Pack Heat and a Badge

Since 1917, 19 members from eight states have served as president of the Grand Lodge of the Fraternal Order of Police. One of our founding fathers, Delbert Nagy, served the first two terms.

Jack Dudek, a member of the Cleveland Police Department, became the FOP's 10th National president, and was the first National president born in the 20th century — barely. He was born in Cleveland on August 12, 1900. Jack went on to become the longest-serving president thus far, with 19 years at the helm, from 1946 to 1965. He was a charter member of Cleveland Lodge #8.

Our current National president, Chuck Canterbury from South Carolina, has

been our leader for the past 15 1/2 years. Brother Canterbury was serving as vice president at the time of then President Steve Young's passing on January 9, 2003. He has been our president since.

The FOP's 11th president, John J. Harrington, is the third-longest-serving president, holding the top position for 10 years. He was from Philadelphia and was our president from 1965 to 1975.

Fort Pitt has delivered four National presidents, with a total of eight elected from the state of Pennsylvania.

Here is the timeline:

- Delbert Nagle from Pittsburgh, Pennsylvania, 1917 to 1919
- William Milton from Pittsburgh, Pennsylvania, 1919 to 1925
- Michael L. Barrett from Wilkes-Barre, Pennsylvania, 1925 to 1926
- Albert C. Miller from Allentown, Pennsylvania, 1926 to 1929
- Edward J. Allen from Erie, Pennsylvania, 1929 to 1932
- John B. Fogarty from Pittsburgh, Pennsylvania, 1932 to 1935
- Joseph H. Pence from Canton, Ohio, 1935 to 1936
- Henry B. Squires from Fairmont, West Virginia, 1936 to 1938 and 1939 to 1940
- Ben K. Perry from Gary, Indiana, 1938 to 1939 and 1940 to 1946
- In 1942, the National Board was re-elected by acclamation for the remainder of World War II
- Jack Dudek from Cleveland, Ohio, 1946 to 1965
- John J. Harrington from Philadelphia, Pennsylvania, 1965 to 1975
- Robert H. (Pat) Stark from Indianapolis, Indiana, 1975 to 1979
- John Dineen from Chicago, Illinois, 1979 to 1981
- Leo Marchetti from Pittsburgh, Pennsylvania, 1981 to 1983
- Dick Boyd from Oklahoma City, Oklahoma, 1983 to 1987
- Dewey Stokes from Columbus, Ohio, 1987 to 1995
- Gilbert G. Gallegos from Albuquerque, New Mexico, 1995 to 2001
- Steve Young from Marion, Ohio, 2001 to January 2003
- Chuck Canterbury from Myrtle Beach, South Carolina, January 2003 to present

Each of these presidents had their own style of governing. They each had their own list of priorities. They all had to make the hard decisions. They came from different parts of the country. All had to be political. All had to have thick skin. All had a deep desire to work for and support their members, regardless of what city they came from, what local lodge they belonged to, what department they worked for or what their duty assignment was. Regarding my chosen profession, I could not be prouder to be a member of the Fraternal Order of Police. I know I speak for the members of my committee and all members across this great country.

*James Flores is the chairman of the National FOP History Committee and a member of Albuquerque Lodge #1. The members of the History Committee are Dewey Stokes (Ohio), Bill Nolan (Illinois) and Adolf South (Alabama). FOP*

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# The Family Within

**A**s a rookie in the academy, you form a bond with your classmates — a family of law enforcement. You spend time outside of the classroom getting to know other officers and their families. You form strong ties and friendships because of sharing the need to protect and serve the public. Some of these friendships will last a lifetime. You will share in their joy when they welcome a new addition to their families, watch their children grow and attend the special events in their lives. You will grieve with them over a loss or stand with them at attention honoring a fallen comrade. And ultimately you will celebrate when you “make it” and retire from service to enjoy the finer things in life.

You and your family belong to the law enforcement family in which you share the ups and downs of your chosen profession. It is a profession you never leave, a family you never forget. The brotherhood and sisterhood of law enforcement is like no other in supporting you and your family.

The **family within** the family is the Fraternal Order of Police Auxiliary. We are your wives, husbands, sons, daughters, parents, siblings and extended family members. We are an integral part of the law enforcement family and share in the issues and interests that affect you and your profession. As an organization, we are the frontline support for the Fraternal Order of Police and their members. The Auxiliary works diligently to provide programs and

projects of interest, as well as support to the families of law enforcement.

The Auxiliary can provide an avenue of support to your lodge family. We are ready to assist in expanding your law enforcement family by organizing an auxiliary for your lodge. You can contact National Auxiliary Recruitment Chair Florence Votava at [Flovot@earthlink.net](mailto:Flovot@earthlink.net), any National Auxiliary Board member or me for additional information on forming your Auxiliary of family support. Let us help you add to the **family within. FOP**

// **WRITE TO US!** Contact the National Auxiliary at [lsennie@aol.com](mailto:lsennie@aol.com) to learn more about opportunities to support law enforcement families.

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David Blake, CJM Graduate



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