

REDISCOVERING YOUR PASSION // P. 32

# FOP



## JOURNAL

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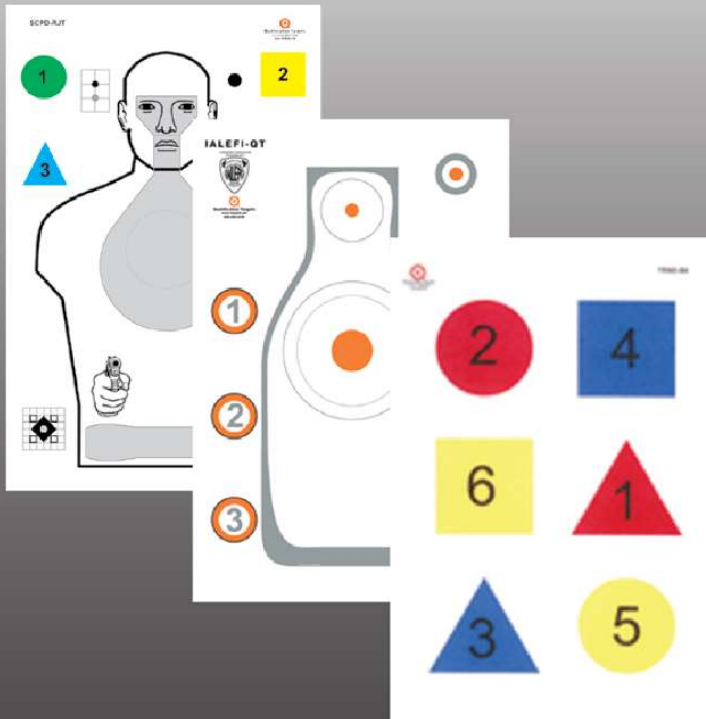


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## FEATURE

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### **24 // New York, New York: A Different Tune**

## EXECUTIVE BOARD

---

### **12 // President's Message**

It's Not in Our DNA to Look the Other Way

### **14 // Vice President's Message**

The FOP Fights Back With Facts

### **16 // Secretary's Message**

Peace Officers' Memorial Service, New Website and More

### **20 // Treasurer's Message**

Taking Financial Care of Your Lodge: Reporting Finances to the Board of Directors

### **22 // Sergeant at Arms' Message**

We Are Needed Now More Than Ever

## DEPARTMENTS

---

### **30 // Member Spotlight**

Darrell Basco

### **32 // Wellness**

Remembering Your Why: The Meaning in the Work We Do

### **34 // NFOPU Spotlight**

George Washington University

### **36 // Washington Report**

Neal's Bill on Social Security and WEP Introduced, Support for WEP/GPO Repeal Grows

### **42 // Labor News**

Another Successful Summit!

### **44 // Legal Counsel**

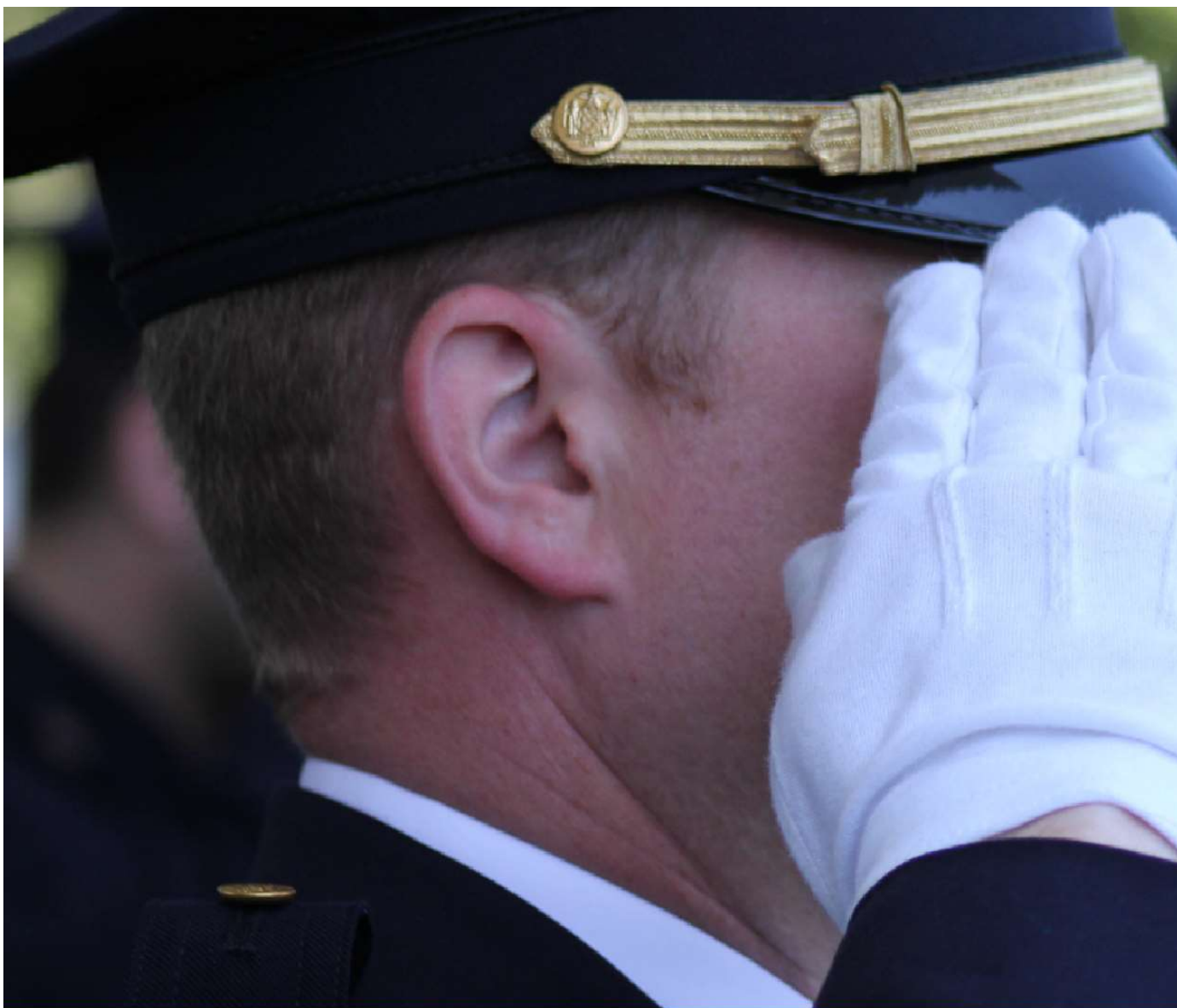
Civil Review Boards

### **48 // FOP Legal Defense Plan**

New Retired Law Enforcement Concealed Carry Coverage

### **50 // FOP Auxiliary**

Working to Give Back



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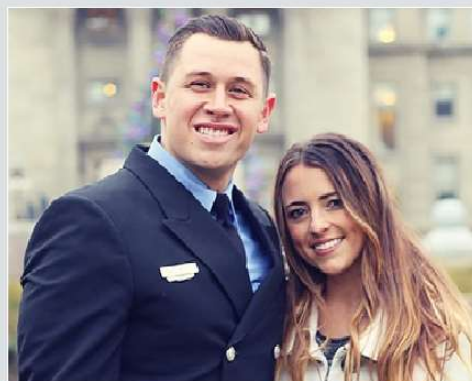
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**Having relocated to Idaho as a Law Enforcement family** ourselves, we specialize in helping out of state First Responders make the move to the Treasure Valley. Idaho has so much to offer and it is our pleasure to be able to introduce families, young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







# It's Not in Our DNA to Look the Other Way



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

**L**aw enforcement officers are not superheroes with superpowers. We are not flawless, nor are we heartless. We don't make millions dribbling or throwing a ball. We are just ordinary people who answered a higher calling to serve and protect our communities. At times, we are called upon to do extraordinary things under the most stressful and chaotic situations. Occasionally, we see a side of society that most want to think doesn't exist. With this comes burdens only someone in our profession could possibly comprehend. And even after our worst day, we suit up again and head into work.

These past few weeks have struck many emotions throughout this country. We knowingly take considerable risk trying to do the impossible every day. The reality is that we are tired. We are beaten down by the media, politicians, athletes, activists, and in some communities, the very people we risk our lives for. We are overworked and certainly underappreciated.

I know our members are struggling. The total lack of respect by so many empowered by the conviction of Derek Chauvin in the death of George Floyd and a string of use-of-force incidents now stand firmly on their soapboxes and profess that all police officers are racist and out of control. Yet, here we stand in communities all across America doing the job we all swore a sacred oath to do. It's not in our DNA to look the other way.

If we have no faith in the criminal justice system, then policing is pointless. The American judicial system is an imperfect process with a human element that is based on the rule of law and due process rights, a system that gets it right far more than it falls short. As such, we all take an oath to improve where we fall short and diligently work toward a more perfect system.

Some view the conviction of Derek Chauvin as renewing confidence in the integrity of the justice system but stop woefully short at accepting that this case was about Chauvin's actions and does not reflect on the 800,000 men and women

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**My chief concern is  
for our profession  
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to communicate  
throughout the halls of  
power in Washington,  
D.C., and to the public  
we serve that the  
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is not the norm.**

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pinning on a badge each day. Instead, they openly curse us all. Others accept that Chauvin's actions have consequences but question the fairness of his trial given the intrusion of many high-profile elected officials, who are protected by qualified immunity, I might add, that were demanding retribution and rioting in the streets if the jury verdict was anything less than they demand.

I think we can agree that, with the entire trial being televised, the process was transparent. The jury empaneled to hear the case pledged not to be influenced by anything outside the courtroom and, like any oath solemnly

taken in service to our Republic, we're obligated to accept that oath. If and until evidence is provided to the contrary, we must accept the outcome. Again, if we have no faith in the criminal justice system, then policing is pointless.

My chief concern is for our profession as a whole and to communicate throughout the halls of power in Washington, D.C., and to the public we serve that the incident in Minneapolis is not the norm.

The National FOP remains focused on issues of mutual concern or interest of our members and has always worked to find common ground based on facts and due process. We maintain an open and candid practice of giving voice to our members and advocating for solutions that reflect those interests.

We are public servants, not public enemies. Recent polls show that the vast majority of Americans reject the repeated attacks on our profession. In the words of Edmund Burke, "The only thing necessary for the triumph of evil is for good men (and women) to do nothing." Be that beacon of hope, the voice of reason and the leader you are.

Protect your communities. As an FOP lodge, engage in constructive dialogue. Drown out the attacks on our profession through logical, fact-based dialogue toward the greater good. Together, let's combat this false narrative one community at a time and grow our voice louder than the alarmists perched upon their soapboxes. Shame them into stepping out of the camera light and into communities to find a path forward. Stay safe and stay strong! **FOP**



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## The FOP Fights Back With Facts

// **WRITE TO US!** If you have further questions, contact Joe Gamaldi at [jgamaldi@hpou.org](mailto:jgamaldi@hpou.org).

As we continue to see qualified immunity be a hot-button topic in state legislatures and Congress, there has been a disturbing amount of misinformation and outright lying by opportunistic politicians and agenda-driven activists. They thrive on the fact that an average American has no idea what qualified immunity is or how it is applied. These charlatans have no interest in discussing facts and are more than happy to lie to the American public in order to achieve their goals. Once again, the National FOP is more than willing to step in the breach to not only protect our brothers and sisters from harmful legislation, but educate the public on the **facts** regarding qualified immunity and our profession as a whole.

With that end in mind, the National FOP created yet another original commercial to be spread to the masses through our social media platforms. This commercial focused on cutting through the BS and focusing on the facts concerning qualified immunity, explaining in a way that even a casual observer would understand. In the commercial, we informed the public that qualified immunity is not automatically granted to every officer

who is sued and is not provided to officers who knowingly violate the law. In fact, in the last 200 cases in the lower courts dealing with whether an officer would receive qualified immunity, it was only granted in 57% of the cases. Hardly an automatic. We shared, contrary to popular belief, that qualified immunity does **not** protect officers from criminal prosecution, administration investigations, discipline and firings. Qualified immunity simply protects an officer from civil liability when they are following policy, training and the law. A completely reasonable standard that has stood the test of time as police officers make split-second, life-and-death decisions under an immeasurable amount of stress.

The National FOP also educated the public on who else receives qualified immunity. Ready for this one ... some of the very people howling that qualified immunity should be taken away from police officers receive it themselves. That's right, city council members, state lawmakers, governors, Congress, judges and district attorneys all are granted qualified immunity for the decisions they make. Rules for thee, but not for me. They often have weeks, months or years to

make decisions and weigh the pros and cons, while we have less than a second. Yet ours should be taken away with no mention of curtailing theirs.

Where can you view this commercial with hard-hitting facts? Great question! You can find our original commercial on all of our social media platforms (Facebook/Twitter/Instagram/YouTube) and our **free** mobile app (which can be downloaded from the App Store/Google Play). I encourage you all to watch it and then share it with your friends, family and on social media to help us in our fight to protect qualified immunity for every brave man and woman who puts on a uniform every single day. Knowledge is power, and the more people who are aware of what qualified immunity actually is, the better. The public may not always agree with all of our positions, but we at least want them educated on the actual facts and not listening to the rhetoric of clueless athletes and opportunistic activists.

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

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# Peace Officers' Memorial Service, New Website and More



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

**B**rothers and sisters, I hope this message finds you and your family safe and prosperous. We are truly living through some difficult times, but we will emerge stronger and more anchored in our connection with each other. We all must remain focused and committed to our calling of being the protectors of the weak, the oppressed, the needy and the children. I am proud to call each of you brother and sister and of the sacrifices you make each day. God bless you all.

Unfortunately, we were forced to postpone our May 15 Memorial Service in Washington, D.C., again this year due to the COVID-19 pandemic. However, we will be doing another virtual tribute on May 15 at noon (EST), and the National FOP Auxiliary will be laying a wreath on May 16 in Arlington Cemetery. We are planning on having this year's in-person service on October 15 in Washington, D.C. More details will follow in upcoming issues of the *Journal*.

Speaking of the *Journal*, we have been 100% digital since our January 2021 edition. The positive feedback has been tremendous. I must tell you that it takes a lot more work doing the monthly edition, but it is well worth it. We are all receiving more information that is timely, and we do not have the same restrictions on the amount of content as we had with the print edition. I have only received a few inquiries as to the availability of a print edition. We will offer a print version, minus the advertising, for \$25 per year, and the non-member rate is \$45 per year. Contact my office for details. Also, I need your stories. We need local and State lodges to submit articles of interest along with several high-quality photos of "happenings" in their areas. We will print as many as we can and share the great things you are doing with our

356,000-plus brothers and sisters.

The staff and I are busy preparing for the 65th Biennial Conference in Indianapolis. Please go to the new website at [fopindy2021.org](http://fopindy2021.org) and download our NFOP app for updated information. There is a special event that will take place on Saturday morning, August 14, at the "Brickyard" that you will not want to miss and is being presented to FOP and family only. Come join local President Rick and State President Bill for a "rolling good" time.

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**We are truly living  
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each other.**

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We need volunteers to help with registration of delegates and with security inside the meeting area. Even if you can only commit a few hours on one day, we need you. Please contact my office if you can help, and I will forward your information to our Credentials Chair Collette Smith and our National Sergeant at Arms Keith Turney. Also, if you or someone you know has a product or service that would benefit our members, this is a great opportunity to share. Our Expo is world class. Please let our Office Manager Leigh Ann Pemberton know of your interest, and she will get you in. Her contact is

[lepp@fop.net](mailto:lepp@fop.net) or call the office at (800) 451-2711.

The new website is launched and is chocked full of information. Check it out at [fop.net](http://fop.net) or click on the QR code on your membership card. Many months and hundreds of hours went into the development of the new site. I am sure that you will agree that it has better and more useful information, and simply looks better. Let us know if we missed anything since this is a project in the works.

If you are a delegate, you will be reviewing and voting on 24 proposed changes to the National Constitution and By-laws in Indianapolis. I have proposed half of the amendments, and they pertain to going paperless in many ways by allowing your National secretary to save printing, labor and postage costs. Additionally, if approved, you will allow us to implement electronic membership cards, registration and voting in the future. These enhancements will reduce costs, speed up processing for registration at conferences and potentially allow for instantaneous voting. Several of the proposals potentially benefit local and State lodges in aiding with monthly or State conference check-ins and credentialing. Let me know if you have any questions after you review the proposals.

Let us change it up here a bit and talk about for "The Good of the Order." This term means different things to different members and in different lodges. It could be a simple announcement of an upcoming event. It could be wishing a brother or sister well as they embark on a new life adventure. It could be a motion to fund a project by the lodge. What does it mean to me? To do whatever we can to exemplify stability and direction within the **Order**. As lodge members, it is our obligation to demonstrate tolerance, humility, compliance

Continued on page 18 >

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# A Great Friend and FOP Leader

**B**rother Wayne Edward Winkler, secretary of the New Jersey State Lodge, passed away peacefully on May 1, surrounded by his family. Wayne served with the Moorestown, New Jersey, Police Department for 26 years, retiring with the rank of sergeant. He was a founding member and the first president of the Moorestown Fraternal Order of Police Lodge #109.

Secretary Wayne served as the New Jersey State Lodge sergeant at arms from 1996 until 2002. He was elected State secretary in 2002, the position he was currently in. He was the longest consecutive member on the New Jersey State FOP Lodge Board with 25 years of service.

Brother Wayne is survived by his wonderful wife of 44 years, Sandra, his



son Brian, his sister, Denise Winkler, and grandchildren Gemma and Kyleigh. The service and interment will be private.

Wayne Winkler was a jolly and fascinating person who exhibited his love of life and fellowship to all around him.

He was a mentor to numerous State and National FOP leaders. He was especially instrumental to the National FOP Secretary's Office by routinely reporting Copyright violations of the FOP emblem and marks by unauthorized vendors. He was quick to lend advice and counsel to any member seeking guidance. And, if you needed assistance with rooms while attending a New Jersey Board Meeting or Conference, Brother Wayne was the go-to person in Atlantic City.

New Jersey State Lodge President Bob Fox said, "The Fraternal Order of Police has lost a great friend and leader, and we look forward to being with him again one day for a good laugh and refreshments."

Condolences may be shared at [tinyurl.com/47umcssa](https://tinyurl.com/47umcssa). **FOP**

## NEED SOMEONE TO TALK TO?



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

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

### SECRETARY'S MESSAGE

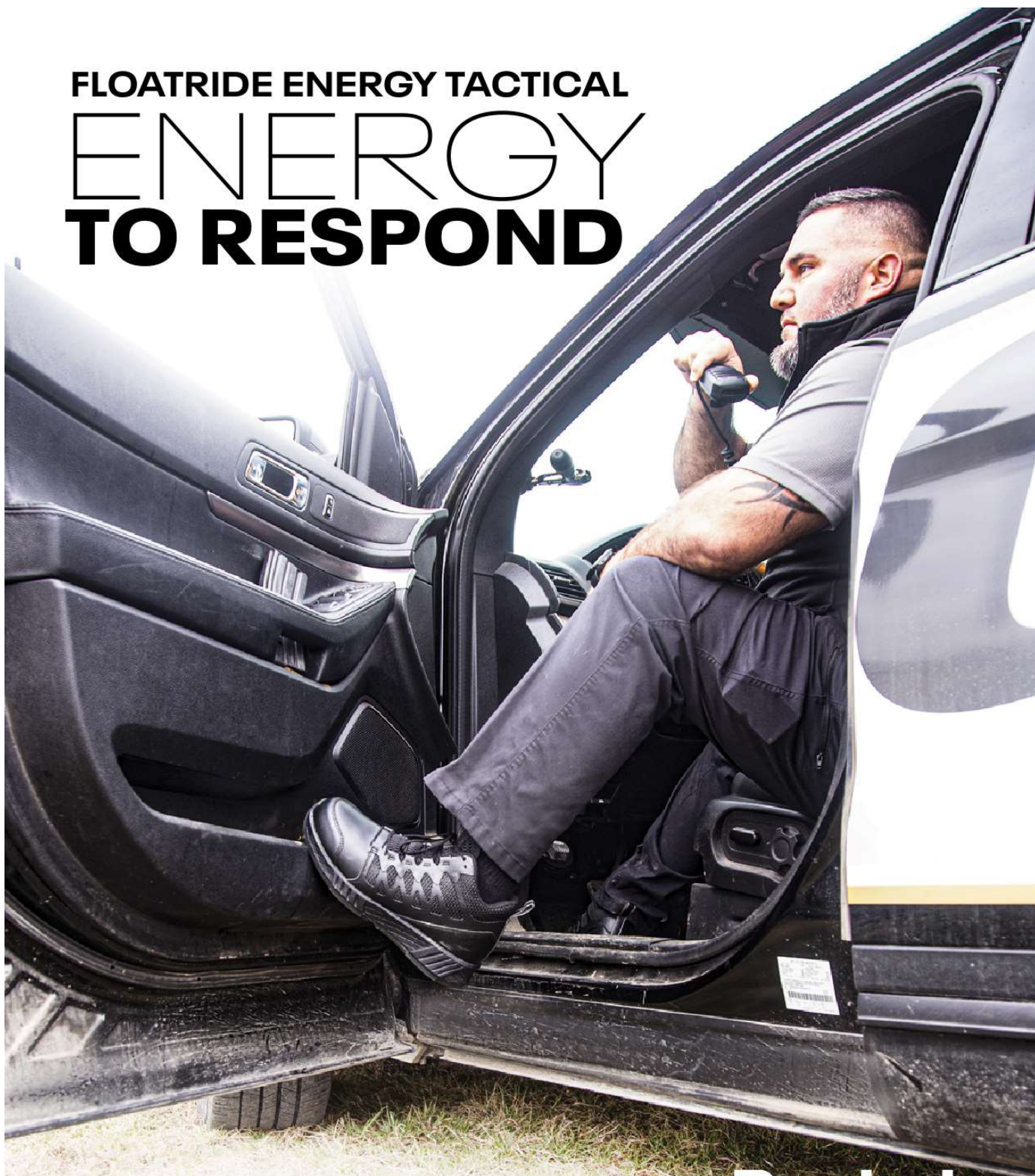
*Continued from page 16 >*

and instill trust with our brothers and sisters. Our actions must be unsullied in our dealings with the protection and representation of our members. We can not justify excessive spending of lodge funds or pushing the interpretation of our Constitution and By-Laws for personal and righteous means. There are several lodges facing this festering dilemma, and it must stop. Leaderships that are not doing the right things for the right reasons should be removed. I know of no justifications to allow for self-serving members to continue to masquerade as servants to the Order. Bottom line, we are faced with some of the most troubling times in American history from people who want to destroy law and order and totally do away with our noble profession. When we have lodge members who play into this narrative, the opposition wins. Let us all work collectively to be stewards of our lodges and not be the front page of the local paper or Facebook post of internal corruption.

Be safe, and I look forward to talking to you soon. **FOP**



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# Taking Financial Care of Your Lodge: Reporting Finances to the Board of Directors



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

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

First, check your Constitution and By-Laws to see what it says about the treasurer's responsibility to report to the board or the members. The Grand Lodge Constitution and By-Laws state under Article 13, National Treasurer, Section 6 that **"He shall make monthly reports to the National Board of Trustees of the financial condition of the**

**Grand Lodge."** If your Constitution and By-Laws do not address reporting, your board should establish a policy on reporting the finances of the lodge. Here are some things to consider:

- Financial reports help keep your board and membership aware of the financial status of the lodge.
- Computerizing your records will allow access to many different kinds of reports. The Grand Lodge uses QuickBooks. This is an easy program to learn and will produce many useful reports for your board to review.
- Prepare a short financial statement. This report should show the balances in any bank or investment accounts of the lodge.
- Prepare a report that compares your budget versus the actual expenses and income. This will show the board

where they may need to make changes in regards to expenses or income during the year.

- Prepare a check detail report showing all checks written during the previous month or previous reporting period.
- Distribute a financial report at each lodge meeting or mail out reports monthly.

It is important for every member of the board to know the status of the lodge finances. I have assisted lodges that did not keep even basic financial records, and they did not realize they were spending more than they were taking in until checks started bouncing. In many cases, I have seen where there was misuse of lodge funds or theft of lodge funds that went unnoticed because there had been no financial reports for years. As a board member, you should require reports on a regular basis from your treasurer. **FOP**

## SHARE YOUR STORY!

So many of us learn from the experiences of others, especially others with whom we share things in common. Do you have a story to tell of overcoming adversity in your own life? The National Officer Wellness Committee would like to hear it!

Whether you would just like to share your story privately with peers on the Committee or are willing to share with readers so that all can learn from it and celebrate with you, we want to hear from you! Contact us confidentially at [officerwellness@fop.net](mailto:officerwellness@fop.net).





# PEACE OFFICERS MEMORIAL DAY MAY 15



VIRTUAL SERVICE



Visit [fop.net](http://fop.net) at noon (EST) for a special video paying tribute to the law enforcement officers who have made the ultimate sacrifice for the safety and protection of our communities.



The Grand Lodge Fraternal Order of Police honors the memory of our fallen brothers and sisters in blue. You will never be forgotten. Please visit [fop.net](http://fop.net) for the latest news and updates on this year's Peace Officers Memorial Day events.



The in-person  
40th Annual National  
Peace Officers'  
Memorial Service  
will be taking place

**OCTOBER 16**

IN WASHINGTON, D.C.





# We Are Needed Now More Than Ever

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

**A**re you feeling down? Overwhelmed? Unmotivated? Questioning your professional choice for a career? No — this isn't one of those messages about law enforcement suicide, although it very well could be, and a subject matter that is near and dear to my heart. This is a legitimate question that we are all feeling during these very concerning times.

We, as FOP advocates at every level, represent some of the bravest, most dedicated and self-sacrificing people in America. None of us are naive enough to think that everyone in our profession came aboard with these traits. Some just needed employment, others may have been adventure seekers, some may have been pushed into the profession by a friend or family member, and unfortunately, I am sure, some came to our noble profession with less than honorable intentions.

The law enforcement profession has a unique way about it. It self-cleanses itself. For those with nefarious intentions, we weed them out pretty easily. Contrary to the current narrative, we remove those who would embarrass our profession. As strong as some of our unions and associations are, we understand the necessity for an honest and honorable profession. We only insist that they be removed under the blanket of due process because we all know how easily political motivations can infest even the best-run organization.

Other forces are also at hand in weeding out those who are ill-suited to the profession. Those joining our ranks quickly learn that what is perceived on TV and movies is far from reality. There go the joiners seeking adventurous gratification or some type of corrupt return on their investment. They leave when their warped ideals cannot be fulfilled. Those with little real motivation other than pleasing a friend or family member also quickly realize that reality dictates that this is a dangerous



profession that requires skill, focus and dedication. They, too, don't stay long either.

But what about those who do stick around? That's where the romance of the profession comes into play. Those coming on board with no real expectations soon come to learn that the law enforcement profession can

we all know, it's mostly hours of boredom punctuated by moments of terror. Although we all strive for a perfect world where our efforts are not needed, we understand that simply being present often renders a certain sense of security to our society.

We are all feeling the pressure for change. We are all feeling undervalued. We are all experiencing anxiety. We all feel beaten down. Anyone who is honest with themselves will admit they have contemplated throwing in the towel. Yet, we also realize that during this very tumultuous time we are all living in, we are probably more important than ever to the success of our society. It's easy to bask in the glory of our profession when things are going well. It's the dedicated professional who will hunker down during these most trying of times, understanding that society needs us more than ever right now. Policing may be forever changed, who knows? But there will always be a need for dedicated servants that we all are. You made it where others decided not to or couldn't. Don't give up now. Stay the course and seek the sun on the horizon. For this too shall pass.

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

**Those joining our ranks quickly learn that what is perceived on TV and movies is far from reality.**

be one of the most rewarding of experiences of their lifetime. Imagine the ability to save a life, alter a young person's negative trajectory, console a victim of crime and give them hope, and comfort an elderly citizen and keep them safe from cybercrime. Sure, there are bits of adventure to the job, but as

# 65th Biennial National Conference and Exposition

Indiana Convention Center, Indianapolis

**August 15-19**



The FOP will head to Indiana for the 65th Biennial National Conference and Exposition. During the Conference, seminars will take place, the Constitution and By-Laws will be reviewed and changed, the Executive Board will be elected, exhibitors around the country will showcase their products and services at the Expo and much more. Here are the latest updates from this year's event:

## **SPECIAL VENDOR OPPORTUNITIES STILL AVAILABLE!**

Are you interested in having your product or service reach 6,000 law enforcement officials across the country? Space is still available for vendors looking to network and showcase their products during this year's Expo (August 15-17).

Space is limited, so take advantage of this can't-miss opportunity **today!** Visit **fop.net** for the latest information and contact National Secretary Jimmy Holderfield or National Lodge Office Manager Leigh Ann Pemberton for more details.

## **DONATIONS NEEDED FOR FOP FOUNDATION RAFFLE**

The FOP is asking State and local lodges to donate items for the 2nd Annual National FOP Foundation Raffle.

The Raffle will take place on August 19, and all proceeds will go to the NFOP Foundation, a 501(c)(3). Contact National Secretary Jimmy Holderfield or National Ways and Means Chair Mike Essig for details.





# NEW YORK, NEW YORK

## A DIFFERENT TUNE

THOMAS J. LEMMER / CHICAGO FOP LODGE #7 MEMBER

In the February issue of the *FOP Journal*, we spoke about the importance of “us” and the failure of being cast in the role of “them.”<sup>1</sup> Since that article was published, and despite being urged by the *Chicago Tribune* editorial board not to do so,<sup>2</sup> Illinois Governor J.B. Pritzker signed<sup>3</sup> a “justice reform” package passed in the final minutes of the prior Illinois General Assembly session.<sup>4</sup> The final text of the **764-page** bill was passed without most of the state’s legislators having time to even read it. This legislation puts Illinois on course to join New York in the drive to end cash bail — and much, much more. In the days leading up to this Passover and Easter, New York was the scene for two additional news items. Neither story evoked the glamour of the classic Frank Sinatra rendition of “New York, New York.” Both items

provided an opportunity to further explore the “importance of us” in policing.

The first news item dealt with how the City of Ithaca and Tompkins County, New York, gathered community input for their joint police reform plan. In June 2020, New York Governor Andrew Cuomo issued an executive order requiring each local government in the state with a police agency to prepare a plan to improve policing in their jurisdiction. The order mandated each plan was to include community input.<sup>5</sup> On March 29, 2021, the *New York Post* reported that in preparing their plan, officials for Ithaca and Tompkins County sought out Richard Rivera to serve on their “Communications/Community Working Group.” At issue, in 1981, Rivera murdered, execution-style, New York

<sup>1</sup> Thomas Lemmer, “The Importance of ‘Us,’ The Failure of Being Cast as ‘Them,’” *FOP Journal*, February 2021, <https://pubs.911media.com/flipbook-fop/2021/02/#p=22>. Accessed 6 Apr 2021.

<sup>2</sup> *Chicago Tribune*, Editorial Board, “Policing and outrage at a rushed criminal justice reform bill,” 15 Jan 2021, <https://www.chicagotribune.com/opinion/editorials/ct-edit-crime-bill-illinois-cash-bail-20210115-dppzcwnborbhxi43z4alagxxfa-story.html>. Accessed 15 Jan 2021.

<sup>3</sup> Ben Szalinski, “Pritzker signs controversial criminal justice reform bill,” *State Journal Register*, 22 Feb 2021, <https://www.sj-r.com/story/news/2021/02/22/pritzker-signs-controversial-criminal-justice-reform-bill/4539971001/>. Accessed 23 Feb 2021.

<sup>4</sup> Illinois General Assembly, 101st General Assembly, Bill Status of HB3653, <https://www.ilga.gov/legislation/billstatus.asp?DocNum=3653&GAID=15&GA=101&DocTypeID=HB&LegID=120371&SessionID=108>. Accessed 27 Jan 2021.

<sup>5</sup> Andrew Cuomo, Governor, Executive Order 203, “New York State Police Reform and Reinvention Collaborative,” State of New York, 12 Jun 2020, [https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/EO\\_203.pdf](https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/EO_203.pdf). Accessed 1 Apr 2021.

City Police Officer Robert Walsh.<sup>6</sup>

The second news item covered the brutal attack of an elderly woman as she was walking to church on March 29, 2021, the Monday of Holy Week — in broad daylight — in Manhattan. Surveillance video showed a large man walking toward the 65-year-old woman, less than half of his physical size. Without any provocation, the man kicked her in the chest and continued to kick and stomp her as she lay defenseless on the sidewalk, breaking her pelvis. Adding to the outrage over the crime was a video showing the attack in view of other citizens, who did not intervene. Her attacker was subsequently identified as Brandon Elliot, a man convicted of stabbing his own mother to death in 2002. Elliot had been released from prison in November 2019 with a lifetime parole status.<sup>7</sup>



### A Different Tune, Item One:

Perhaps Ithaca Mayor Svante Myrick and Tompkins County Administrator Jason Molino could have balanced the inclusion of Mr. Rivera in their “reimagining process” by reaching out to the family of Ithaca Police Investigator Michael Padula, who was murdered in the line of duty on November 17, 1996. Investigator Padula had been dispatched to a call of an “emotionally disturbed person” (among the calls that Mayor Myrick now advocates sending unarmed “community solution workers” to alone).<sup>8</sup> The woman in that incident fatally stabbed Investigator Padula in the neck. The slain investigator was survived by two sons, a sister, a brother and his parents.<sup>9</sup> Might one of these family members have some “lived experience” on par with Mr. Rivera that would have been relevant to the “reimagining policing” efforts of the City of Ithaca and Tompkins County? It bears noting that while 13 various subsets of the community were cited “as targeted focus groups” for the Ithaca/Tompkins County reform plan, none focused on crime victims overall or even on victims from “impacted or marginalized” populations.<sup>10</sup>

**Police reform efforts that cast the police into the role of “them” will make our communities less safe.**

Perhaps the mayor had forgotten the sacrifice of Investigator Padula, his family and the dangers such disturbance calls can pose to first responders. Perhaps the mayor also forgot that back in 2000, *The New York Times* heralded the Ithaca

police and mental health departments for introducing a joint-response approach to calls like the one in which Investigator Padula was murdered and his attacker killed. In fact, the collaboration was a direct response to those deaths and was one advanced by Ithaca Police Lieutenant John Beau Saul and Mental Health Clinic Supervisor Terry Garahan.<sup>11</sup> As was the case in Ithaca, police officers have long been open to collaborations with other first responders, but they are often left to deal with complex situations alone, without much warning or resource support. In most jurisdictions, police and fire departments tend to be the only true 24-hours-a-day, immediate response agencies. In Ithaca, Mayor Myrick supports the reform board’s plan to replace his city’s police department with a Department of Community

*Continued on page 26* ➤

<sup>6</sup> Tina Moore, “NYPD cop-killer is now helping reform the police in New York,” *New York Post*, 29 Mar 2021, <https://nypost.com/2021/03/29/nyc-cop-killer-now-helping-to-reform-the-police/>. Accessed 31 Mar 2021.

<sup>7</sup> Wilson Wong, “Man who killed his mom in 2002 arrested in NYC attack on 65-year-old Asian woman,” *NBC News*, 31 Mar 2021, <https://www.nbcnews.com/news/asian-america/man-arrested-nyc-attack-65-year-old-asian-woman-n1262573>. Accessed 31 Mar 2021.

<sup>8</sup> City of Ithaca and Tompkins County, NY, “Public Safety, reimagined,” posted draft report, p.7., 18 Feb 2021, <https://drive.google.com/file/d/1SK1mBW15V1cGGCrTDPctr8vUCnkiRwgr/view>. Accessed 4 Apr 2021.

<sup>9</sup> Officer Down Memorial Page, “Michael A. Padula,” <https://www.odmp.org/officer/14830-investigator-michael-a-padula>. Accessed 4 Apr 2021.

<sup>10</sup> City of Ithaca and Tompkins County, NY, “Public Safety, reimagined,” p.30.

<sup>11</sup> Laurie Goodstein, “Trying to Prevent the Next Killer Rampage,” *The New York Times*, 6 Sep 2000, <https://www.nytimes.com/2000/09/06/us/trying-to-prevent-the-next-killer-rampage.html>. Accessed 4 Apr 2020.



Solution. While the new agency would have some armed “public safety workers,” the agency would focus on responses from a larger group of unarmed “community solutions workers.”<sup>12</sup>

Reform plan participant Richard Rivera was 16 years old when he and three other individuals attempted an armed robbery in Queens. Rivera shot NYPD Officer Robert Walsh in the shoulder when the off-duty officer attempted to stop the robbery. As the wounded officer lay on the floor, Rivera stood over the officer, pressed his firearm to the officer’s head, and fired a second and fatal shot.<sup>13</sup>

Rivera, now 57 years old, was interviewed by WSYR-TV following the publication of the *New York Post* article on his being appointed to the police reform board. In that interview, Rivera stated that while in prison “agonizing over this deed of mine,” he contemplated how he would move forward. Upon his 2019 release from prison, Rivera began working as an outreach worker in Ithaca. The internet “myths site” [snopes.com](http://snopes.com) examined Rivera’s appointment. According to Snopes, a county spokesman cited Rivera’s outreach work with the homeless and recently released inmates as the reason why he was selected to be one of nine community members appointed to the Communications/Community Working Group.<sup>14</sup>

Rivera told WSYR, “I act every day and I behave in a way, every day, that I hope honors and respects the memory of my victim.”<sup>15</sup> The *New York Post* quoted the reaction to Rivera’s appointment from Robert Walsh Jr., the slain officer’s son: “We’re completely shocked that a man who murdered my father is being trusted to create police reforms.”<sup>16</sup> In a WENY News interview, while Ithaca Police Chief Dennis Naylor expressed support for second chances, he also expressed shock, stating: “To find out after all of these meetings and groups that a person murdered a police officer and is now forming

opinions on shaping policing, it does not add up, and I’ll just say it does not sit well.” In the same WENY report, Rivera himself responded: “It’s ironic. It’s absurd. A person convicted of a murder of a New York City police officer is now involved with the effort to reform public safety.”<sup>17</sup> As absurd as it may be, Rivera has had more influence on the development of his community’s plan to “reimagine policing” than most community members and any Ithaca crime victim.

On the 20th anniversary of Ithaca Police Investigator Padula’s murder, a memorial mass was held at which Lieutenant Saul, a co-worker and friend of Padula, said of him: “He did not hate. He showed us by his actions that everyone is worthy of respect and that as cops, as firefighters, as EMTs, we have to live and embody that for the people who call upon us to help.”<sup>18</sup> Such seems to describe a man that

understood that the police must be among the “community of us” and should not act like or be cast into the pile of “them.” Would Richard Rivera agree? After all, he has a voice in reimagining the future of policing.

**“It’s ironic. It’s absurd. A person convicted of a murder of a New York City police officer is now involved with the effort to reform public safety.”**

### A Different Tune, Item Two:

The Holy Week attack on a 65-year-old woman walking to church by an assailant at least twice her size, and the seeming indifference displayed by three

other New Yorkers, drew wide condemnation. Much of the initial news coverage of the incident was connected to a racial aspect of the crime. The victim was of Asian descent, and during the attack, the suspect told the victim she “did not belong” there. New York City Mayor Bill de Blasio referred to the inaction by witnesses as “absolutely disgusting and outrageous ... absolutely unacceptable.”<sup>19</sup>

In the 1970s and 1980s, New York City (NYC) was a notoriously crime-ridden and violent place. So much so, the setting of the 1981 film by John Carpenter, entitled “Escape from New York,” portrayed the entire city as one massive, violent, maximum-security prison.<sup>20</sup> The annual NYC murder count peaked in 1990, with the NYPD reporting 2,245 murders that year.<sup>21</sup> The yearly number of murders had been steadily declining post-1990, and the 2017 count of 292

<sup>12</sup> City of Ithaca and Tompkins County, NY, “Public Safety, reimagined,” p.7.

<sup>13</sup> Ned Steele, “Nab cop execution suspects,” *Daily News Tonight*, 14 Jan 1981, p.1.

<sup>14</sup> Jessica Lee, “Is Man Who Killed Cop in ‘81 Helping NY Officials Reform Policing?” *Snopes.com*, 1 Apr 2021, <https://www.snopes.com/fact-check/cop-killer-police-reform/>. Accessed 5 Apr 2021.

<sup>15</sup> Adrienne Smith, “Convicted murderer of NYC police officer is now a member of Ithaca’s Police Reform Board,” WSYR-TV, 31 Mar 2021, <https://www.localsyr.com/news/local-news/convicted-murderer-of-nypd-officer-is-now-a-member-of-ithacas-police-reform-board/>. Accessed 5 Apr 2021.

<sup>16</sup> Tina Moore, “NYPD cop-killer is now helping reform the police in New York,” *New York Post*, 29 Mar 2021, <https://nypost.com/2021/03/29/nyc-cop-killer-now-helping-to-reform-the-police/>.

<sup>17</sup> Cody Taylor, “From Killer to Police Reform: Police Chief Speaks Out Against Convicted Cop Killer,” WENY News, 31 Mar 2021, <https://www.weny.com/story/43577666/from-killer-to-police-reform-police-chief-speaks-out-against-convicted-cop-killer>. Accessed 5 Apr 2021.

<sup>18</sup> Alyvia Covert, “20th anniversary of Ithaca investigator’s murder commemorated with memorial,” *The Ithaca Voice*, 17 Nov 2016, <https://ithacavoices.com/2016/11/20th-anniversary-ithaca-investigators-murder-commemorated-memorial/>. Accessed 4 Apr 2021.

<sup>19</sup> Wilson Wong, “Man who killed his mom in 2002 arrested in NYC attack on 65-year-old Asian woman,” *NBC News*, 31 Mar 2021, <https://www.nbcnews.com/news/asian-america/man-arrested-nyc-attack-65-year-old-asian-woman-n1262573>.

<sup>20</sup> Wikipedia, “Escape from New York,” [https://en.wikipedia.org/wiki/Escape\\_from\\_New\\_York](https://en.wikipedia.org/wiki/Escape_from_New_York). Accessed 4 Apr 2021.

<sup>21</sup> NYPD, “The historic reduction of crime rates in New York: Murders in New York City, 1990-2014,” NYPD website, [http://www.nyc.gov/html/nypd/html/home/poa\\_crime.shtml](http://www.nyc.gov/html/nypd/html/home/poa_crime.shtml). Accessed 24 Sep 2016.



murders reflected an 87% reduction from the city's murder count in 1990.<sup>22</sup> In reviewing the end-of-year crime stats in 2017, CBS News reported that the NYC crime rate had fallen "to levels not seen since the 1950s."<sup>23</sup> Among the factors cited by CBS as contributing to the dramatic reductions in crime were the focused efforts of the NYPD.

In December 1995, as the drop in murders and crime overall in NYC started to be felt in the city, the business news site Bloomberg credited the NYPD and then-Commissioner William Bratton for delivering on promises to reduce crime. The key changes in the NYPD cited by Bloomberg were: a clearly identified goal to reduce crime (battling against the notion that nothing could be done); an embrace of technology (virtually non-existent prior); and the 1994 introduction of CompStat to focus police resources and hold police commanders accountable to manage the responses to crime by their officers.<sup>24</sup> Barry Latzer, in his comprehensive volume, *The Rise and Fall of Violent Crime in America* (2016), also credited then-Mayor Rudolph Giuliani and Bratton for improvements in the operation and effectiveness of the NYPD. Beyond

the Bloomberg observations, Latzer also made reference to NYC's and NYPD's embrace of the "broken windows" theory (developed by James Wilson and George Kelling) **"as a way of stimulating and reinforcing community support for efforts to quell more serious crimes."**<sup>25</sup>

However, NYC started to experience a change in the direction of its violent crime in 2019, with 319 murders that year. The shift was likely in part connected to growing community tensions with NYPD, as well as friction between the NYPD and Mayor de Blasio. In 2020, a year like no other, the changed direction was more evident, as NYC experienced 468 murders.<sup>26</sup> The single-year 47% increase from 2019 punctuated a dramatically changed feel in the city. Setbacks in the effectiveness of the NYPD occurred within a context of a city struggling with the impact of COVID-related economic and social disruption, a national surge in both community desires for tragedy-free policing and a more active anarchist movement, as well as diverted police resources to address

Continued on page 28 >

<sup>22</sup> NYPD, "Citywide Historical Data, Citywide Seven Major Felony Offenses 2000-2020," NYPD website, [https://www1.nyc.gov/assets/nypd/downloads/pdf/analysis\\_and\\_planning/historical-crime-data/seven-major-felony-offenses-2000-2020.pdf](https://www1.nyc.gov/assets/nypd/downloads/pdf/analysis_and_planning/historical-crime-data/seven-major-felony-offenses-2000-2020.pdf). Accessed 6 Apr 2021.

<sup>23</sup> Anna Werner, "Murder rate in NYC drops to lowest level in decades," CBS News, 29 Dec 2017, <https://www.cbsnews.com/news/murder-rate-in-nyc-drops-to-lowest-level-in-decades/>. Accessed 5 Apr 2021.

<sup>24</sup> Elizabeth Lesy, "A Safer New York City," Bloomberg, 11 Dec 1995, <https://www.bloomberg.com/news/articles/1995-12-10/a-safer-new-york-city>. Accessed 6 Apr 2021.

<sup>25</sup> Barry Latzer, *The Rise and Fall of Violent Crime in America*, Encounter Books, New York, 2016, pp 224-225.

<sup>26</sup> NYPD, "Citywide Historical Data, Citywide Seven Major Felony Offenses 2000-2020."





protests and civil unrest, lingering criticism of the NYPD's prior "stop and frisk" approaches, cash-less bail, a reduced NYPD budget, a decline in the number of police officers and lower officer morale, among others.

The NYPD is an impressive organization, and when in sync with the city's elected officials and (more importantly) the community at large, it can facilitate NYC's ability to be among the nation's safest big cities. In response to the Holy Week attack in Manhattan, the NYPD moved quickly to post wanted posters and publicly release surveillance video of the attack and still photos of the suspect. Community tips from the video and photo releases helped lead the NYPD to a nearby hotel, turned homeless shelter, where the offender, Brandon Elliot, was living.<sup>27</sup> The swift arrest of the suspect on the day following the attack is a reminder of the importance of community participation. However, the circumstances of the suspect's presence back in the community before the attack has raised questions. Elliot was 19 years old when, in front of his 5-year-old sister, he killed his mother by stabbing her three times in the chest. His release came after serving 16 years of a potential life sentence. In the press conference announcing Elliot's arrest, NYPD Commissioner Dermot Shea questioned:

**"Why are we releasing or pushing people out of prison, not to give them second chances, but to put them into homeless facilities or shelters — or in this case a hotel — and (can we) expect good outcomes?"**<sup>28</sup> Is a temporary homeless shelter an appropriate re-entry point for a man who murdered his mother? Does such advance public safety?

### The Importance of "Us," Revisited

Policing is a profession under constant scrutiny, and police officers are a resilient group. So, of course, those in policing hear the voices of their critics. If those with Mr. Rivera's "lived experience" have a seat at the "reimagining police" table, then crime victims like the senior citizen brutalized on Holy Week in Manhattan and Gold Star Family members of officers taken from the community — like the Walsh and Padula families — need to be there as well. After all, is not the police reform movement about giving a voice to all? Such experiences would seem to be relevant to the reimagining policing discussions taking place in New York, yet none can be found in the 98-page policing reform plan prepared by the City of Ithaca and Tompkins County.

Again, as discussed in February, the police are a part of the community. Police reform efforts that cast the police into the

<sup>27</sup> Natalie Duddridge, "NYPD Details Arrest of Suspect in Brutal Anti-Asian Attack," CBS News, 1 Apr 2021, <https://www.msn.com/en-us/news/good-news/nypd-details-arrest-of-suspect-in-brutal-anti-asian-attack/vi-BB1faOXJ>. Accessed 4 Apr 2021.

<sup>28</sup> Michael Gold and Jonah Bromwich, "Man Arrested in Anti-Asian Attack Was on Parole for Killing His Mother," The New York Times, 31 Mar 2021, <https://www.nytimes.com/2021/03/31/nyregion/brandon-elliott-asian-attack-nyc.html>. Accessed 6 Apr 2021.



**As a community, we need our elected and civic leaders to foster unifying approaches that advance constitutional policing, reduce violence, address chronic crime conditions, improve public safety, protect victims, foster wellness and enhance community support for the police.**

role of “them” will make our communities less safe. Without question, as a community and as a profession within the community, we are facing exceptionally challenging times. The police hear the critics. Yet, the continued weakening of the police–community bond that occurred in 2020 contributed to severe increases in violence, particularly in our major urban areas. So far, in 2021, the crisis of crime and violence has continued.<sup>29</sup>

The way forward must be a proactive one. The way forward must be one with broad outreach across community partners. As a community, we need our elected and civic leaders to foster unifying approaches that advance constitutional policing, reduce violence, address chronic crime conditions, improve public safety, protect victims, foster wellness and enhance

community support for the police. Those seeking and participating in police reform efforts must not lose sight of these core elements. As a profession, it is essential that we fully reawaken our community policing roots and engage in active problem-solving directly with all community residents and stakeholders. Policing must honestly seek to reach the hearts and minds of the community and call them to action. If we seek to

regain the support necessary for our police departments to meet their public safety mission, the voices of support for the police must be heard from across the community of us. **FOP**

Thomas Lemmer is a member of the FOP and has nearly four decades of experience in public safety positions, including extensive experience as a law enforcement supervisor and executive. Most recently, he was a deputy chief for the Chicago Police Department. He has served in ethnically diverse and predominately minority communities, as well as within college, military, public transportation and public housing settings. He holds B.A. and M.A. degrees in criminal justice, and for seven years was an undergraduate instructor at Loyola University Chicago. He has expertise in addressing the complexities of community policing, juvenile crime, gangs, violence, patrol operations, police policy development and management accountability.

<sup>29</sup> Emma Tucker and Peter Nickeas, “US crime rise not letting up in major cities,” CNN, 3 Apr 2021, <https://www.cnn.com/2021/04/03/us/us-crime-rate-rise-2020/index.html>. Accessed 3 Apr 2021.

# There Is ALWAYS Another Option





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29



## MEMBER SPOTLIGHT

# Darrell Basco

JIMMY HOLDERFIELD / NATIONAL SECRETARY

**P**elicans are symbols of love, sacrifice and protection. This has to do with legends about pelicans giving their own blood and life to save their offspring. Pelicans remind us how self-sacrifice is often required to protect who and what we love. The state of Louisiana adopted the pelican as their state bird many years ago, and this month's *FOP Journal* member spotlight is an example of these virtues.

Brother Darrell began his law enforcement career in 1995 with the Pineville, Louisiana, Police Department. Rising through the ranks, he currently serves his agency as the deputy chief of administration. He is known for his organizational and people skills and frequently represents his city in community engagement programs.

Darrell joined the Fraternal Order of Police in 2000 as a member of a multi-agency lodge. In 2003, the Pineville Police Department members decided to form their own lodge, Red River Lodge #36, and Darrell was instrumental in this creation. He served as lodge president from 2008 until 2011 and, during this same time, became active on the State level.

One of his first leadership roles in the Louisiana State Lodge was that of recruitment chairman. He, along with then-Executive Director Johnny Frederic, traveled the state recruiting new members and lodges. This is where he observed how diverse the FOP is and that our stability is grounded in the members we serve at the municipal, county, state and federal law enforcement levels. Brother Johnny shared this advice with Brother Darrell, saying, "make leadership decisions for



the officer working traffic, answering calls or on routine patrol." Darrell has always tried to fulfill this advice.

Brother Darrell was first elected president of the Louisiana State Lodge in 2012 and still holds the position today. This is a testament to his leadership from the 5,700-plus members of the Louisiana FOP. Being a modest brother, Darrell gives all the success of the State Lodge's accomplishments to his brothers and sisters. "I love being an advocate for our members wherever I may be, such as at the Capitol at a rally in support of law enforcement, he says. "I know that I am not the Louisiana FOP, but I'm damn proud that our members have given me the opportunity to be their voice."

Most recently, President Basco advocated in the Louisiana Legislature the passage of the "Blue Lives Matter" law, which enhanced hate crime penalties for assaults against law enforcement officers and first responders. Louisiana was the first state in the country to enhance these penalties. For felonies, the enhancement is up to an additional five years in prison with hard labor and a \$5,000 fine. For



misdemeanors, an additional six months of jail time and an additional \$500 fine.

We asked President Basco why the FOP is important and what is most impactful to him. "Networking," he says. "If it is happening in your local area or state, it has probably already happened or is going to happen somewhere else. The connection with our other members across the nation gives us a sounding board and a huge library of knowledge to call upon when we need it."

The information-sharing is an invaluable part of the Order. Brother Basco also believes that this connection to other locals and states brings about stability to our members everywhere.

Darrell is a strong advocate of mentorship and knows that there is a delicate balance in bringing veteran and younger members together. He suggests that younger members not be discouraged if their ideas are not readily embraced. He advises senior members to be tolerant and listen since knowledge can be found in the

smallest places and conversations. New members are the future of our great Order.

Brother Basco gives credit for his success to his wife and daughter. They support Darrell in his travels and time away from the family. Though he has missed some special occasions in their lives, they know firsthand that his work with the FOP is important and affects every law enforcement

officer in the state. "The members may have elected me, but my family has allowed me to serve the members," Darrell says.

In closing, Brother Basco gives these words of advice. "This is the greatest law enforcement organization in the nation. Become involved, find renewed hope when you get discouraged and remember the reason you started in the first place." **FOP**



## The New and Improved FOP.net

A user-friendly website redesign is here to help you stay up to date on the topics that affect you!



You have the power of the FOP at your fingertips with easy access to all the information you need, including:

- + Law enforcement news
- + FOP updates and events
- + Member benefits
- + Legal defense
- + Legislation
- + Labor issues
- + Training
- + Wellness resources
- + And much more!





# | WELLNESS |



SHERRI MARTIN / DIRECTOR OF WELLNESS

**D**uring a recent conversation with Dr. Stephanie Conn, a renowned police psychologist and member of our FOP Officer Wellness Committee Professional Advisory Panel, we discussed how we could best support law enforcement during these challenging times for our profession. Dr. Conn, who is based in the Portland, Oregon, area, said that she reminds her police officer clients to remember why they entered a career in law enforcement in the first place. Finding this meaning and purpose in our work can keep us resilient in the face of recent challenges.

Having a clear purpose in mind makes it much easier to pick ourselves up in the face of disappointments and dust ourselves off to regain focus and keep moving forward. A sense of purpose helps provide perspective, stability, confidence and determination. It is much harder to be defeated when you are passionate about your work. Purpose in life also leads to improved health and increased longevity. Let us consider some strategies for finding or regaining purpose:

- **Turn struggles into avenues for helping others.** At times, the pain associated with some of our experiences is difficult to let go of. However, pain is universal and can actually empower us to help others to heal. Any pain that you feel gives you unique insight into the struggles that others may face when exposed to trauma and disappointment. We draw strength from considering how we have emerged from our own painful experiences and passing that wisdom on to others who may be struggling. You may be able to share your coping strategies to develop a kinship of sorts with others who may be in need of a hand. We know that isolation can be dangerous, and purpose is closely tied to relationships with other human beings.
- **Cultivate gratitude.** On a daily basis, try to think of three things for which you are grateful. Maybe it is a loving, solid family. Maybe it is a comfortable home to return to at the end of your shift. Maybe it was the chance to positively affect another's life in your day's work. Use all of your senses

when identifying things for which you are grateful. Maybe it was the rediscovery of a favorite song, the sight of the first robin of spring or the smell of your favorite dish in the oven. Create a practice of writing those things down daily and go back to them at times when you feel discouraged. Then, thank others for their positive effects on your life. We know that expressing gratitude strengthens relationships and builds bonds.

- **Listen to and accept what others appreciate about you.** Oftentimes in law enforcement, we shrug off the thanks paid to us by members of our communities, saying something like, "Aw, thanks, I was just doing my job." But as law enforcement professionals, what we and our families give of ourselves every day for the good of our communities should not be taken lightly. The next time a member of the community thanks you for your service, pause and take it in. Take a moment to relish in how good it feels to know that you are giving your time and talents to help others.
- **Build a community where you can share your story.** We can often find our sense of purpose in the people around us. Many of us are committed to remaining in law enforcement because of a sense of duty to not only our co-workers, but also to the communities in which we live. We feel driven to leave the world a better place than we found it. Or to make it a safer and better place for our families. Sharing our stories of overcoming obstacles and our vision of our own purpose can empower others to consider their sources of purpose and can further build community bonds.
- **Discover ways that you can make your workplace better.** At this time, there are many changes occurring that will affect our profession. It may be difficult to feel that you have control over these changes, but it is worth finding areas where you might be able to make your workplace more productive, efficient or interesting. The first step is to know what drives you. Consider what you like or what drives you about the work you do. Figure out how you can share that excitement or enthusiasm with others, be it your partner, your shift or your entire department. If at first this seems like a large task, break it down into smaller, more manageable tasks and start from there. It helps to write down the path to achieving your goal and then taking the first step. Simple steps like writing a mission statement or teaching and mentoring others about a subject we find interesting can renew our sense of purpose. Through this process, we may uncover not only our own strengths, but also the strengths of others. We can also draw purpose from achievement. Sharing achievements with others as we work toward common goals can make them even more meaningful.
- **Be creative and flexible, but seek clarity of purpose.** Purpose does not have specific boundaries or definitions. Finding or rejuvenating our sense of purpose opens

**A sense of purpose  
helps provide  
perspective, stability,  
confidence and  
determination.**



opportunities for us. It could be that your sense of purpose has shifted, and the reasons for choosing a career in law enforcement have changed, and that is **perfectly alright**. Identifying a new or additional sense of purpose is completely acceptable. The key is identifying that purpose so that you have the focus needed to work toward it and cultivate a sense of meaning in your actions and in your life.

Identifying purpose helps give meaning to our lives. It provides direction, confidence, comfort and resilience through challenging or difficult times. It gives us a place to go back to when we seem to be unsure of things beyond our control. It gives us motivation to continue to give more and improve the world around us.

Purpose clarifies for us what is important versus unimportant and drives us to work toward goals about which we are passionate. For us in the Division of Wellness Services, we are constantly rejuvenated by our purpose of giving our absolute best as we strive to provide services to our brothers and sisters in law enforcement. We express our gratitude to you, our members, not only for your service to your communities, but also for the opportunity to support you in this mission. Through sharing our purpose, we hope to inspire others to find theirs.

#### **Resources:**

Jeremy Adam Smith, "How to find your purpose in life," *Greater Good Magazine*, 10 January 2018, [www.gretergood.berkeley.edu/article/item/how\\_to\\_find\\_your\\_purpose\\_in\\_life](http://www.gretergood.berkeley.edu/article/item/how_to_find_your_purpose_in_life).

Stuart, Taylor, "Building your resilience and understanding your purpose," Smart Company, 9 October 2017, [www.smartcompany.com.au/people-human-resources/wellbeing/building-resilience-understanding-purpose/](http://www.smartcompany.com.au/people-human-resources/wellbeing/building-resilience-understanding-purpose/). **FOP**



# George Washington University



### College of Professional Studies

THE GEORGE WASHINGTON UNIVERSITY

## Homeland Security Bachelor's Degree Completion Program

60

Credit Hours



2

Year Program

### George Washington University Offers New Bachelor's Degree in Homeland Security

**G**eorge Washington University, an NFOPU member institution, is proud to celebrate its bicentennial year as a university (1821–2021). The GW College of Professional Studies is proud to highlight its newest program, the bachelor's degree in homeland security. Full details can be found on the program's website at [tinyurl.com/29ffe2r6](https://tinyurl.com/29ffe2r6).

This new program recognizes the needs of those working in the homeland security industry and provides a cutting-edge curriculum for those seeking a career in homeland security, law enforcement and emergency management.

#### Homeland Security

The subject of homeland security is at the forefront of study by law enforcement officials, security professionals, military

personnel, intelligence analysts and government contractors. The knowledge, skills and abilities needed to succeed in these positions require cutting-edge education and training. GW's Bachelor of Professional Studies degree in homeland security provides students with advantages conversant in the marketplace and with greater potential for career advancement. Such a degree enhances a student's job application potential, promotion prospects and/or second career opportunities.

#### Unique Methodology

Our strategic approach provides students with an organized and logical flow of topics.

- **Area of Study One:** The study of current threats to domestic soft targets and national security
- **Area of Study Two:** Students focus on intelligence and evidence interpretation
- **Area of Study Three:** The study of

response measures and industry best practices

- **Threats > analysis > response**

#### Program Highlights

The courses offered in this program are delivered in a convenient, 100% online format with live virtual class discussions once a week. The live discussions provide open lines of communication between faculty and students, provide opportunities to review course materials and provide a platform to discuss current events that relate to course topics.

- **Convenient schedule:** 100% online hybrid delivery with live virtual class discussions
- **Earn your degree FAS:** Complete your degree in less than two years (five semesters)
- **Expert faculty:** As a student in the homeland security program, you will learn from expert faculty with extensive experience in homeland

security, state and federal law enforcement, the legal profession and the private sector.

### Learn the Latest in Homeland Security

- Combating Domestic Terrorism
- Cyber Terrorism
- Transnational Threats and Security
- Intelligence Data Analysis
- Crime Scene Investigation
- Crisis and Emergency Planning
- Introduction to Forensic Science
- Computer Crime Investigation
- Infrastructure Protection
- Incident Management
- Emergency Public Health Issues
- Security Threat Assessments
- Ethical Dilemmas in Policing
- Media, Public Relations and Crisis Communication
- Capstone Project

### Alumni Quote

"Starting at GW completely changed the entire outlook on my career. I was exposed to real-life professionals who taught principles such as the foundation of policing and incident management, how to

command a scene and how to manage all available resources. The program showed me how to be a leader, the importance of 21st century policing and how to think outside the box as a public safety official.

Each class provided a challenge and the opportunity to truly think about how each lesson applied to my daily work as an officer. My professors had a wide range of experience in the field, all using their knowledge to challenge my normal thought process, which allowed me to see different perspectives and expand my point of view.

As a result of the principles taught through my studies, I am proud to say that I was recently appointed as the chief of police for the town of Edmonston, Maryland. As the first African American chief in the town's history and one of the youngest public safety executives in the state of Maryland, my appointment is a direct reflection of the education I received at the George Washington University and the forward-thinking and progressive momentum the program has instilled in me."

— Chief Demetrious Harris, former GW student

### Admission Requirements

To apply for admission to GW's BPS in homeland security program, applicants must provide:

- A high school diploma or GED
- A statement of purpose (a 250-word essay describing the applicant's affiliation with homeland security, career objectives and professional ethics perspective)
- Two letters of recommendation
- Official transcripts from a regionally accredited college/university, which includes at least 22 credits in the following areas:
  - Mathematics or statistics (3 credits)
  - Natural or physical science with lab (4 credits)
  - Arts and humanities (3 credits)
  - Social and behavioral sciences (6 credits)
  - Written communication or composition (6 credits)

**For more information, or to start your application, contact Jim Miller, program representative, at (571) 553-0142 or [jwmiller@gwu.edu](mailto:jwmiller@gwu.edu). Visit [tinyurl.com/3cu768he](http://tinyurl.com/3cu768he) to schedule a call. **FOP****

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



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Washington, DC



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Minneapolis, MN



Santa Ana, CA



Thomasville, GA



Cincinnati, OH



Forest City, IA



Albany, NY



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For more information on the NFOPU Consortium, go to [fopconnect.com/education-connect/about-the-consortium](http://fopconnect.com/education-connect/about-the-consortium)



# Neal's Bill on Social Security and WEP Introduced, Support for WEP/GPO Repeal Grows



Since the last issue of the *Journal*, Representative Richard E. Neal (D-Mass.), chairman of the House Committee on Ways and Means, reintroduced H.R. 2337, the Public Servants Protection and Fairness Act. The bill proposes an overhaul of the Social Security program, but has a provision of great interest to the members of the FOP, which amends current law with respect to the Windfall Elimination Provision (WEP). This bill is similar to H.R. 82, the Social Security Fairness Act, in that both bills address the issue of the WEP in Social Security law. Representative Neal's bill would replace the existing WEP formula with a more equitable and individualized calculation of Social Security benefits called the Public Servant Protection (PSP) formula, which would be applied to those who become eligible for benefits in 2023 or later. The PSP formula calculates benefit amounts based on the proportion of lifetime earnings, and it includes critical protections to ensure that no one will receive a lower benefit as a result of this legislation.

The legislation would also provide immediate relief to current Social Security beneficiaries affected by the WEP by distributing an extra \$150 per month starting nine months after

## Just the Facts:

» When the Windfall Elimination Provision (WEP) was enacted in 1983, its stated purpose was to remove a "windfall" for people who spent some time in jobs not covered by Social Security and who also worked other jobs where they paid Social Security taxes long enough to qualify for retirement benefits. However, this provision has created inequity for law enforcement officers, who retire earlier than other government employees and often begin second careers that require them to pay into the Social Security system. H.R. 2337, the Public Servants Protection and Fairness Act, would repeal WEP and replace it with a more equitable and individualized calculation of Social Security benefits.

enactment and continuing for as long as the eligible individuals are receiving Social Security benefits.

While we do support H.R. 2337 and will be working with Chairman Neal to support it, the full repeal of the WEP and the Government Pension Offset (GPO) remains a top legislative priority of the FOP. We are pleased to report that, at this writing, H.R. 82, the Social Security Fairness Act, has 136 co-sponsors — almost halfway to our goal of 290 co-sponsors, which would trigger automatic consideration of the bill on the House floor.

## "Bill of Rights" Resolution Introduced in the House

At the end of March, Representative Lee M. Zeldin (R-N.Y.) also reintroduced a resolution, H. Res. 283, calling on Congress to respect the due process rights of law enforcement officers and establish a "Bill of Rights" to protect due process for law enforcement officers.

The enactment of federal legislation protecting the due process rights of law enforcement officers is a top legislative priority for the FOP and, while this resolution would not have the force of

law if enacted, it is an opportunity for Congress to recognize the clear need for a federal statutory standard of procedural protections for law enforcement officers accused of administrative misconduct to ensure their rights are safeguarded. The resolution lays out several rights law enforcement officers should be afforded, including the right to counsel and a union representative, the right to a hearing and the right to be informed of the nature of any investigation against them.

The FOP is working with Representative Zeldin to build support for this resolution and also on the introduction of a bill that will identify and protect these rights in federal law.

## Driving for Opportunity Act Reintroduced

Senators Christopher A. Coons (D-Del.) and Roger F. Wicker (R-Miss.) also reintroduced S. 998, the Driving for Opportunity Act.

Driving on a suspended license is one of the most common criminal charges across the country, but arresting a person for driving with a suspended license due to unpaid fees or fines does

## Top Priorities in Brief

### H.R. 82, the Social Security Fairness Act

House: 136 co-sponsors (100 D, 36 R)

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

House: 38 co-sponsors (30 D, 8 R)

Continued on page 38 >

FOP JOURNAL // MAY 2021

# Ready to take on a leadership role?

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**859-622-9951**

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**ONLINE**





## WASHINGTON REPORT

*Continued from page 36 >*

nothing to improve the safety of our roads and communities. According to studies, it is, in fact, an incredible waste of valuable law enforcement time and resources. Several states have already ended the practice of arresting these drivers — as long as the suspension was not for reasons related to traffic or motor vehicle safety.

To address this issue, S. 998 would create a grant program for states to reinstate driver's licenses that were suspended for unpaid fines and fees, incentivizing states to reverse local laws that permit this practice. The Driving for Opportunity Act will not only help those who are struggling due to having a suspended license, but it will also free law enforcement to focus its resources on protecting our communities. The House Committee on the Judiciary held a mark-up on the House counterpart, H.R. 2453, and favorably reported the bill on a 23–17 vote. The bill will now be sent to the House floor for consideration.

## Senate Confirms Justice Nominees and Passes New Hate Crimes Bill

The Senate confirmed the nomination of Lisa O. Monaco to be deputy attorney general on a 98–2 vote. The FOP supported her nomination. The nomination of Vanita Gupta to be

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**The FOP continues  
to be engaged with  
members of Congress  
on the issue of  
policing reform.**

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associate attorney general was confirmed by the Senate on a 51–49 vote.

On a 94–1 vote, the Senate passed S. 937, the COVID-19 Hate Crimes Act, which also incorporated the Khalid Jabara and Heather Heyer National

Opposition to Hate, Assault and Threats to Equality (NO HATE) Act. The legislation, which has been transmitted to the House for further consideration, directs the U.S. Attorney General to designate “an officer or employee of the Department of Justice” to facilitate the expedited review of hate crimes and reports of any such crime to federal, state, local or tribal law enforcement agencies. The Justice Department must also issue guidance to state and local law enforcement agencies on how to establish online reporting of hate crimes, collect data on such crimes and expand public education campaigns to raise awareness about such crimes.

In addition, the bill would establish a grant program to assist states and local units of government in training employees on the use of the National Incident-Based Reporting System (NIBRS) and how to identify and classify hate crimes. The bill would also establish grant programs to establish state-run hate crime hotlines and to assist local and state activities or programs in preventing, addressing or responding to hate crimes.



## Policing Reform Legislation

The FOP continues to be engaged with members of Congress on the issue of policing reform. National President Patrick Yoes joined a meeting of the Congressional Problem Solvers Caucus, which is a bipartisan group comprised of 50 House members, equally divided between Democrats and Republicans, focused on finding bipartisan solutions. National Sergeant at Arms Keith Turney, National Chairman of the Board Rob Pride and Andrew Jackson Lodge #35 President James Smallwood also participated in the meeting where President Yoes shared the FOP's views on police reform. Legislative office staff and Bob Fox, president of the New Jersey State FOP lodge, also participated in a conference call with Senator Cory A. Booker (D-N.J.) and his staff to discuss policing reform and the importance of keeping an open dialogue.

The staff in the Government and Media Affairs Center is fully engaged with Congressional leadership, Judiciary Committee staff and the key figures in the ongoing debate — Senator Cory A. Booker (D-N.J.), Senator Timothy E.



Scott (R-S.C.), Representative Karen R. Bass (D-Calif.) and Representative Peter A. Stauber (R-Ohio).

The FOP also released a video explaining the facts regarding qualified immunity. To watch the video, please visit [tinyurl.com/cfbfw5af](https://tinyurl.com/cfbfw5af).

## Recent Action by the Administration

U.S. Attorney General Merrick B. Garland announced that the U.S. Department of Justice (DOJ) is rescinding a memo from the previous Administration that limited the use of

consent decrees in pattern and practice investigations. Former U.S. Attorney General Jefferson B. Sessions III had issued a memo in 2018 that removed the discretion of U.S. attorneys to enter into consent decrees and required these agreements to be approved by senior DOJ officials.

President Joseph R. Biden unveiled his infrastructure plan, which has an estimated cost of \$2 trillion. The proposal includes \$115 billion for rebuilding

Continued on page 40 >

# The Power of the FOP Voice



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

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

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

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



## WASHINGTON REPORT

Continued from page 39 >

bridges, highways and roads, \$100 billion to expand high-speed broadband, \$100 billion for new schools and upgrading existing schools, and \$100 billion to expand and improve power lines and encourage clean energy. The White House said it would support an increase in corporate taxes to pay for the plan.

President Biden also unveiled his discretionary spending request. This request totaled \$1.52 trillion and invests more in domestic spending than any spending request in recent history. The request includes \$35.2 billion in funding for the Justice Department, which is a 5.3% increase based on the previous year's spending levels. This includes an increase in the funding of \$300 million for the hiring program administered by the Office of Community Oriented Policing Services (COPS) and more money for grants that support efforts to reform state and local criminal justice systems. The president's full budget request will come later this year.



Twitter @POTUS

President Biden addressed a joint session of Congress on April 28, the night before the president's 100th day in office.

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

The National FOP knows that social media is a powerful tool. We have been using it to spread our message and to take back the narrative from those who

seek to demonize our noble profession. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The FOP is undisputedly the largest presence on social media compared to other national law enforcement organizations.

Visit our social media pages and you will see that we are posting on a daily

## FOP Approved Wellness Provider Facilities

### Chateau Recovery: First Responder Resiliency Program

Midway, UT

[chateaurecovery.com/programs/first-responders](https://chateaurecovery.com/programs/first-responders)

### FHE Health, Inc.: Shatterproof Program

Deerfield Beach, FL

[fherehab.com/services/first-responders](https://fherehab.com/services/first-responders)

### Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

[helpforourheroes.com](https://helpforourheroes.com)

### Warrior's Heart

Bandera, TX

[warriorshheart.com](https://warriorshheart.com)

basis to inform the public on the current issues facing law enforcement, calling on elected officials to take action on various issues and more. We encourage every lodge, every member and every citizen who supports the brave men and women of law enforcement to do the same.

Follow the National FOP:

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

Having a **collective voice** is critical to shaping the narrative around our brothers and sisters who wear the badge. We ask that you join us by sharing articles, stories and pictures that highlight the tremendous work our members are doing in their communities. When sharing, please make sure to tag and use the following hashtags: **#FOP #FOPstrong #BackTheBlue #iAM**

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

Lastly, the **FOP Weekly Update** is a key resource to keeping you informed on the legislation that is pertinent to

law enforcement and a great way to stay up to date on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-a-kind weekly update is sent out every Friday

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**President Joseph R. Biden unveiled his infrastructure plan, which has an estimated cost of \$2 trillion.**

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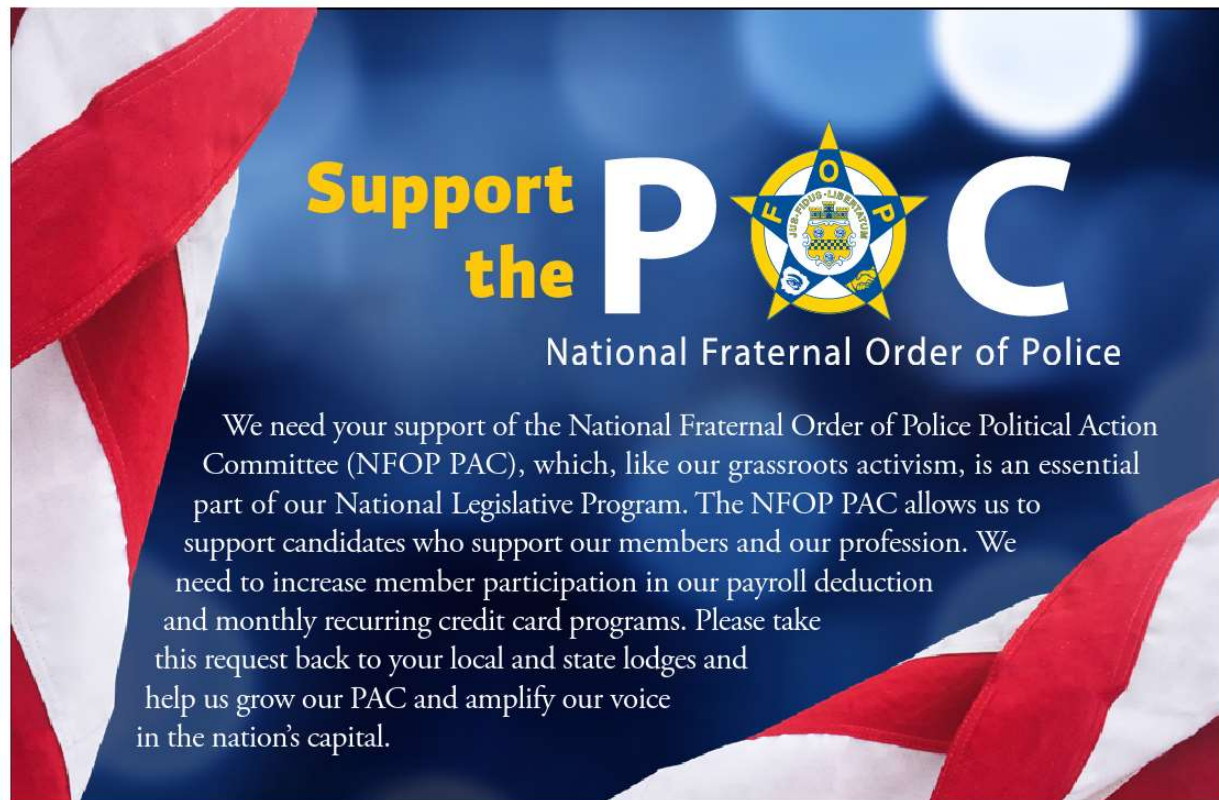
via email, posted in the NFOP mobile app, and shared on our social media platforms. To sign up to receive the update via email, please visit [tinyurl.com/4hfm2e3e](https://tinyurl.com/4hfm2e3e).

### Support the PAC!

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

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

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



**Support the PAC**

National Fraternal Order of Police

We need your support of the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support our members and our profession. We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please take this request back to your local and state lodges and help us grow our PAC and amplify our voice in the nation's capital.





# Another Successful Summit!

In February, law enforcement labor leaders and lawyers gathered in Las Vegas to present, discuss and educate themselves on a variety of hot topics. President Yoes opened the forum with an update on the many initiatives, projects and accomplishments the FOP has seen under his leadership. Also in attendance from the National Executive Board were: Chairman of Trustees Rob Pride; Vice President Joe Gamaldi; Secretary Jimmy Holderfield; and Sergeant at Arms Keith Turney. Their attendance and participation sent a strong message to our members about the priority and importance the National FOP places on labor and the representation of our members.

Another focus point for the NFOP is officer wellness. The presentations included developing strategies for mutual officer support in a way that allows for communication while protecting officers from making admissions that could be misapplied and used against them in a disciplinary or legal proceeding. Along those lines, there were also presentations on "emotional intelligence" from the

## Just the Facts:

» Qualified immunity, one of the hot-button topics discussed at this year's Las Vegas summit, is not carte blanche to violate the constitutional rights of others. Instead, it provides a defense from personal liability for standard, good-faith decisions by government officials, including law enforcement officers. If an officer's conduct is clearly prohibited, or if the conduct so clearly violates the Constitution that a specific case defining the illegal conduct is not needed, then the limited immunity does not apply, and the officer may be held personally liable.

perspective of stress management and resilience, both on-duty and off. Attendees were introduced to tools to reduce long-term health consequences of stress as well as tools that can be used in the moment to de-escalate emotionally charged situations.

legal principles affecting law enforcement officers. Knowing what it is and how it is applied is crucial when discussing police reform and using the media to defend officers.

Rounding out the topics was a discussion on ethics and strategies for effective collective bargaining. As always, the topics were spread between two events, the Labor Summit, which was co-sponsored by the National Troopers Coalition, the Texas Municipal Police Association and the Riverside Police Officers' Association (many thanks to those great organizations) and the Legal Counselors Seminar.

We look forward to seeing you there next year! Labor Services will be hosting a Collective Bargaining Training on November 9-12 at Planet Hollywood in Las Vegas. This is a hands-on, role-playing activity, which includes classes on where to find the money in government's finances. For more information, please go to the FOP website or call the Labor Services Division. If you would like information on additional training seminars like Representing Your Members, Officers' Rights, Grievances and Arbitration (to name a few), which can all be done at your location, please do not hesitate to contact the Labor Services Division. Stay safe, stay well. **FOP**

**Qualified immunity is one of the most discussed and misunderstood legal principles affecting law enforcement officers.**

There were also presentations on the highly politicized police reform movement and using the media in defense of law enforcement officers (a vital strategy given the media attacks on law enforcement). Another current topic that was discussed is the misunderstanding of and the persistent attacks on qualified immunity. Qualified immunity is one of the most discussed and misunderstood

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# Civilian Review Boards

In the wake of George Floyd's death and recent tensions between the public and police, a renewed call for civilian oversight of police emerged. The truth is, civilian oversight of police already exists in over 150 jurisdictions — both large and small — nationwide. Indeed, 61% of the top 100 most populous cities in the U.S. have some form of civilian oversight of police. Additionally, 19 of the 25 largest police departments are supervised, in different approaches, by a civilian-led body. Since 2014, 22 new civilian oversight entities have been established. Thus, the current trend toward civilian oversight of police is not new.

Jurisdictions implement review boards in a number of ways. For example, a mayor may sign an executive order, unilaterally establishing a civilian-led review body without a vote by the public. In 2016, Tampa, Florida, established the city's Citizens Review Board via executive order. Stand-alone legislation is another method a jurisdiction may use to convene a civilian review board. In 2021, Philadelphia introduced a bill detailing the powers and structure of its new police oversight commission. Finally, a city may introduce an amendment to its city charter to be approved by the city council and voted on by the public. Voters in Columbus, Ohio, approved a civilian review board as a charter amendment in November 2020.

The drawback of the civilian oversight bodies is not in its existence, but rather, its effectiveness. Many of these bodies suffer from the same ills, including lack of independence, transparency and ability to encourage true reform. In 2020, the National Fraternal Order of Police convened a Civilian Review Board Task Force to develop the most practical and effective civilian oversight model to recommend to its lodges. While acknowledging that each jurisdiction and

## Just the Facts:

» One of the main types of civilian oversight is the audit model. This means that an auditor investigates the process by which law enforcement accepts and investigates complaints and reports on the fairness and thoroughness of the process to the department and the public. If staffed correctly, the Civilian Review Board Task Force deemed this model the most practical and effective. Rather than investigate and recommend individualized discipline for officers, the model policy audits departmental policies and investigations and may make recommendations to the department on broader reform principles.

community is different, and therefore "one size will not fit all," the model policy adopted by the National FOP may serve as a guidepost for practices and policies on police oversight moving forward.

In developing its model policy, the task force studied the four main types

upon the recommendations made by the police department's chain of command. The third model also reviews findings of a department's internal investigation, but may make recommendations to the police chief based upon the **board's own findings**. Finally, the fourth model is known as the **audit** model, which the task force determined was most effective and practical — if staffed correctly. These bodies have the ability and authority to audit departmental policies from the top down and make recommendations based upon perceived trends in policing. More specifically, these boards review all investigations by the police department; make recommendations to the police chief or sheriff regarding administrative actions for uniformed personnel; make recommendations regarding policy issues; and address any other areas of concern for the community with respect to policing.

Advantages to this audit style of police oversight include: (1) Broad access to police and sheriff's department records, case files and electronic databases; (2) Extensive training requirements to serve, including review of department policies and use of force/deadly force simulators; (3) Promote long-term, systemic change by focusing

**The drawback of the civilian oversight bodies is not in its existence, but rather, its effectiveness.**

of civilian oversight already in existence. First, the **investigative** model has independent authority to investigate and review allegations of police misconduct. These boards recommend discipline to police chiefs or have some level of authority to independently discipline officers. Second, the **review-based** model reviews the quality and findings of a police department's investigation and may make recommendations to the police chief based

Continued on page 46 >



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## LEGAL COUNSEL

Continued from page 44 >

on broader trends and patterns in complaints and make recommendations on changes to policy; and (4) Public reporting to ensure that policymakers, the department and the local community are all advised on actions of the police department. Rather than investigate and recommend individualized discipline for officers, the model policy adopted by the National FOP audits departmental policies and investigations and may make recommendations to the department on broader reform principles.

Some additional features of the National FOP's adopted policy include subpoena authority for the board; orientation and training that will include familiarization with policies and operations of the department and policies and training involving use of force and deadly force simulators; requirement that the police chief responds to the board in a specified time frame explaining why the board's recommendations were or were not accepted; and authority to receive complaints from the public alleging misconduct by the department or its

police officers, which the board will then forward to the department internal affairs for investigation.

Building an effective civilian review board requires a groundswell of community support and a sophisticated understanding of the nuances of the operations of a police department. Thus, an engaged mayor, city council and police department chain of command are essential to any board's success. And, of course, it takes money and time to get it right. **FOP**



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## COPS Office Announces \$8 Million in Funding for Officer Wellness – Apply Today!



# COPS

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On April 23, the COPS Office opened solicitations for grant funding related to law enforcement wellness. While the program is not open to nonprofits or organizations like ours this year, it is open to local and state law enforcement agencies and is directed specifically for the funding of peer support. This funding could help establish peer support programs where they are currently absent and shore up programs that already exist.

We encourage all to take a look at the solicitation announcement at [cops.usdoj.gov/lemhwa](https://cops.usdoj.gov/lemhwa). Please note that the solicitation closes **June 3, 2021**.

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# New Retired Law Enforcement Concealed Carry Legal Defense Coverage



The FOP Legal Defense Plan's Board of Trustees has had numerous requests from current and prospective participants to review broadening coverage under the current HR-218 LEOSA Plan. After diligent review and analysis, the Board voted to make the following changes.

The current HR-218 Plan coverage will be replaced with the **FOP Retired Law Enforcement Concealed Carry Legal Defense Coverage (CCC)**. The expanded coverage will offer **unlimited** legal defense for civil and criminal claims associated with the legal carrying and/or use of a concealed weapon: All reasonable and necessary legal defense costs are now covered in full when using a plan attorney. This new expanded plan will provide coverage for not only those retirees who were qualified under LEOSA, but also

those retirees who are qualified under their own state laws to carry a concealed weapon. **Coverage does not include claims related specifically to the open carrying of firearms.**

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

If you are an active law enforcement officer covered by the FOP Legal Defense Plan, LEOSA coverage is already included. CCC is for **retired law enforcement officers only** and separate from the FOP Legal Defense Plan.

The Board is excited to provide yet another excellent benefit for our FOP law enforcement brothers and sisters. In today's unstable times, it is crucial to make sure you are protected.

The Legal Plan values your business and thanks you for your continued support. To enroll, please visit our website at **www.foplegal.com** and select Join Now > Retired Law Enforcement Concealed Carry Coverage. Full coverage, eligibility and other exclusions can be found in the Plan Description at **www.foplegal.com**, under the About > Library section. If you have questions pertaining to these changes, enrollment or the plan in general, please contact Hylant at (800) 341-6038 or via email at **info@foplegal.com**. **FOP**



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## Working to Give Back

An important element of Auxiliary members' focus is how to assist and help the profession their loved one has chosen and the community. We continually search for ways to give back in a positive manner and in an effort to improve public perception of law enforcement.

Auxiliary members work for many charities in an effort to raise community awareness of the particular need. Members not only donate many hours for the chosen charities but hold events to raise funds for their cause.

Auxiliary members are in attendance when officers or their families experience an emergency. They provide for the

immediate need, as well as initiating GoFundMe accounts to provide for the family in the long term. Auxiliary members also adopt families during the holiday seasons to ensure that they have enough.

The holder of the winning ticket of the Police Week raffle is a wife of an officer killed in an off-duty motorcycle accident. She chose the \$500 cash prize and will give back to the foundation she started in her husband's honor by donating her winnings. The foundation raises money to purchase equipment to help keep officers safe.

Auxiliary members work diligently to help survivors of our fallen heroes cope

with the issues surrounding the National Peace Officers' Memorial Service to assure that they can participate in a beautiful ceremony to honor their loved one.

The Auxiliary is ready to give back to your lodge. We are the wives, husbands,

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**What impacts and involves you, impacts and involves us. We have a direct vested interest in you, your job, your welfare and your life.**

---

### LET YOUR VOICE BE HEARD!

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

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

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



sons, daughters, parents, siblings and extended family members of your lodge. We are the frontline supporters of your law enforcement community. What impacts and involves you, impacts and involves us. We have a direct vested interest in you, your job, your welfare and your life.

As we continue our efforts to support and assist law enforcement and their families, we work closely with our parent lodges on fundraisers and events to assure that the FOP and their families know that we will "Never Let Them Walk Alone." We would be pleased to provide you with more information regarding how you can join the Auxiliary or how to organize an auxiliary for your lodge. The Auxiliary can be reached at the Grand Lodge website at [fop.net](http://fop.net) (on the About tab, select FOP Auxiliary from the drop-down). **FOP**

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



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