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# FOP



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**THE FOP JOURNAL** is published monthly by the National Fraternal Order of Police, 701 Marriott Drive, Nashville, TN 37214 – 1-800-451-2711. Presort Non-Profit Standard, U.S. Postage Paid in Bolingbrook, IL, Permit No 1309. FOP membership includes a subscription to THE FOP JOURNAL. Subscriptions accepted from recognized law enforcement agencies, government officials and libraries. Non-member subscriptions \$32 a year; single copies \$8.

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# The Fight to Restore the Rule of Law: We're Stronger When We Speak With One United Voice



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

There aren't many things that people agree on in Washington, D.C. But as our nation's capital experiences a crime crisis like no other, there is one thing that is bringing people from both sides of the aisle together: a proposal by the D.C. City Council to radically alter the crime code.

Earlier this year, we were alerted by members of the D.C. Metropolitan Police Department Labor Committee (MPDLC) to the D.C. City Council's Revised Criminal Code Act (RCCA) of 2022. They made it clear to us and to the residents of the city that the RCCA would have emboldened criminals, dramatically increased crime and violence, and rendered police officers in the District of Columbia virtually powerless to adequately police the city and keep its residents and visitors safe.

As the **voice of our nation's law enforcement officers**, the National FOP vowed to help our brothers and sisters fight back and oppose the RCCA, which would have eliminated mandatory minimum sentences for all crimes, reduced the maximum penalties for crimes such as carjacking and eliminated accomplice liability for felony murder.

"Dangerous" is the only word to describe the crime bill the D.C. City Council fought so hard for. Truthfully, it's hard to fathom how elected officials — the very people charged with protecting the citizens of the District of Columbia — could be so reckless to pass a piece of legislation that includes provisions that would have only made an already out-of-control crime crisis even worse.

These so-called "reforms" have been implemented in other jurisdictions and have led inevitably to greater violence and crime across our country. To have it happen here, in our nation's capital, would have had a dangerous effect that may have inspired other cities to model their reforms on laws like the RCCA. That's why the



## WATCH the Signing Ceremony for H.J. Res. 26

FOP was determined to sink any chance of passing this bill.

This bill was so radical that even the mayor of D.C. vetoed it. Unfortunately, the D.C. City Council was able to successfully override the mayor's veto. Luckily, for the District of Columbia to pass such a monumental piece of legislation, it requires congressional approval. In 1973, Congress passed the District of Columbia Home Rule Act, which allows Congress to block any legislation passed by the D.C. City Council.

In February, Congress stepped in to take swift action on a District-specific matter, something that hadn't happened in more than 30 years. The House passed H.J. Res. 26 on a bipartisan 250-173 vote. This resolution disapproved the adoption of the RCCA. The Senate followed suit in early March, voting 81-14 to disapprove of the RCCA.

I'm proud to share that on March 20, President Joseph R. Biden Jr. stood strong

and opposed this pro-criminal crime bill. The president signed the disapproval resolution when it came to his desk, officially overturning the D.C. City Council's pro-criminal crime bill.

Prior to the House transmitting the resolution to the president, I had the pleasure, along with MPDLC Chairman Gregg Pemberton and MPDLC Treasurer Marinos Marinos, to join Representative Kevin O. McCarthy (R-Calif.), speaker of the House, and other members of Congress for a signing ceremony. Speaker McCarthy opened the ceremony, saying, "Congress sent a message to every city, county and state that any policy that makes life difficult for police and easy for criminals is unacceptable."

As I emphasized to members of Congress and to the media at the ceremony — if there is one thing that

Continued on page 10 ➔





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## WATCH

**National President Patrick Yoes Delivers Remarks at the Signing Ceremony for H.J. Res. 26**



### PRESIDENT'S MESSAGE

*Continued from page 8 >*

Americans are united on, it is their fear of crime in our country. The American public want their leaders to find real solutions to real problems.

If we're truly going to make an improvement to the criminal justice system, it's going to be because everyone is working together to do so. Unfortunately, when the D.C. City Council was working on this bill, they did not want the perspective of rank-and-file police officers. The lack of input from those on the front lines shows that this process was flawed from the start.

We believe it would be wise for the D.C. City Council — and any legislative body in the United

*If we're truly going to make an improvement to the criminal justice system, it's going to be because everyone is working together to do so.*

States, for that matter — to invite law enforcement to the table when discussing matters such as these. Failure to do so could produce more of these dangerous, pro-criminal bills. **FOP**

**ONE THING THAT AMERICANS ARE UNITED ON IS THEIR FEAR OF CRIME IN OUR COUNTRY.**

**ONE THING THAT AMERICANS ARE UNITED ON IS WANTING TO FIND SOLUTIONS TO REAL PROBLEMS...**

**ONE THING THAT AMERICA'S UNITED ON IS, THEY'RE LOOKING ACROSS THIS COUNTRY... AND THEY SEE THE CARNAGE THAT'S HAPPENED IN OUR CITIES.**

PATRICK YOE  
NATIONAL PRESIDENT OF THE NATIONAL ORDER OF POLICE



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# More Evidence of the Failed Social Experiment



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**W**e at the Fraternal Order of Police have been the most vocal organization in the country condemning the revolving-door criminal justice system. I encourage you to follow our social media platforms, subscribe to our YouTube channel and download the **free** National FOP mobile app to see all of our content on this topic. The revolving-door system has led to over 20,000 murders in our country for two years running. For reference, we haven't seen murder numbers that high since the mid-1990s. One of the factors fueling this system is the unmitigated disaster we call **bail reform**. And now, we have yet another study showing that it is a complete dumpster fire.

A recent study out of California has shown that, of the individuals who were provided zero-dollar bail and essentially just released, more than 70% were re-arrested ... shocking, I know. The group released was twice as likely to be re-arrested for felonies, and three times as likely to be arrested for violent crime. This mirrors a similar study conducted by the University of Utah on Cook County (Chicago) and its bail reform train wreck. The Utah study identified that nearly 50% of people who were released re-offended by committing a violent crime. Compound that with a study out of Harris County (Texas), where they had an 82% failure-to-appear rate for people released on zero-dollar bail. It was such a disaster of people not showing to court that it created a 172% increase in the backlog of cases, and ultimately led to the dismissal rate rising from a low 20% to well over 70% of cases. Clearly, bail reform has failed and failed miserably.

When these politicians, academics and activists pitched bail reform, they had no statistical data that this program would make our communities safer. They



**When these politicians, academics and activists pitched bail reform, they had no statistical data that this program would make our communities safer.**

based their arguments on emotions and assumptions. One such argument was that this was being done to the benefit of minority communities. Let's unpack that. Since bail reform became a reality, we have seen the murder rate for Black males rise to 12 times the murder rate of everyone else. Their "woke" program —

that was not based on fact, data, stats or science — has done immeasurable damage to minority communities. And yet they continue to double down and have not eradicated this failed social experiment before it can do any further harm.

I am not saying the previous bail system was perfect, but we have to have a nuanced conversation about what bail is going to look like going forward. Each person must be looked at on a case-by-case basis, with criteria based on the crime they committed, how many bonds they are already out on, ties to the community, previous history, etc. ... not just releasing every violent dirtbag with a hug and a hope that they don't do it again. Until we put an end to this failed social experiment, we will continue to see our communities and our country suffer.

As always, 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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# Moving in the Right Direction

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

Brothers and sisters, I hope you and your families are doing well. Your National Executive Board has been extremely busy visiting the many State Lodge board meetings and conferences. It is exciting to hear the reports of the good work going on in the various state legislatures and the progress we continue to make. Collectively, we are moving in the right direction.

I commend the brave brothers of the Metro Nashville Police Department, but specifically Brothers Rex Engelbert and Michael Collazo. Due to their quick response to the call of an active shooter at the Covenant School and their bravery in confronting the deranged shooter, they eliminated additional casualties. Our prayers go to the families of those who were taken from us during the aggressor's cowardly acts of violence.

Last month, National President Yoes called a special meeting of the Urban Policing Committee, which was hosted by Co-Chair and Philadelphia Lodge #5 President John McNesby and his staff, Secretary John Hoyt and National Second Vice President Steve Weiler. The meeting was held at Philadelphia Lodge #5. The committee of FOP presidents, from major law enforcement agencies with populations of 250,000 or more, met to discuss issues facing our departments and solutions in how to improve working conditions nationwide. Several keynote speakers from Homeland Security, ATF and the Department of Justice made presentations. Our own legislative director, Jim Pasco, gave an update on our federal legislative agenda, and our sergeant at arms, Keith Turney, presented a concept of encouraging agencies to create apprenticeship programs to motivate interest in the law enforcement profession. The keynote presenter was the Honorable Vanita Gupta, the associate U.S. attorney



Members of the Urban Policing Committee and the NFOP Executive Board

general. She was extremely open and fielded tough questions concerning consent decrees and federal reviews of law enforcement agencies. She listened intently as we expressed our concerns over retaining officers and recruiting new ones.

We are on a downward trend in the number of law enforcement officers in the United States today. According to Statista for the years 2004–2021, in 2008 we reached an all-time high of 708,569 officers. We hit a low in 2013, dropping to 626,942. We trended back up through the next six years, topping out at 697,195 in 2019. Since then, we have sharply declined to 660,288 in 2021, and I suspect that number is even lower for 2022 due to the "defund the police" movement, the anti-police rhetoric, massive retirements and reluctance for people to join our noble profession. Retention and recruitment are the keys in building back up our ranks in order to adequately protect our communities. But what are the solutions? We have discussed increases in pay, better work schedules, stable pension systems and health-care benefits for retirees. We have also discussed the lack of prosecution of criminals by rogue prosecutors, bail reform and low morale in departments. As National President

Yoes has pointed out, we know what the problems are, but we need to present solutions in order to get results. He has called for another meeting later this month, and has included presidents from smaller agencies to brainstorm and devise a plan. If you have any ideas, please send them to us.

We are coming up on the Biennial National Conference in Las Vegas on August 14 to 17. My office will establish each lodge's delegate count on April 1. Per capita is due on April 1 and must be received or postmarked in my office by July 1 for delegate credentials to be issued. Members added after April 1 will not count toward the delegate entitlement of one delegate for every 50 members or greater portion thereof. Of course, any member can attend the conference, but only delegates can participate in discussions and vote. The event and housing registration link is [foplasvegas2023.org](https://foplasvegas2023.org). I hope to see you there.

In closing, it is an honor serving you as your National secretary. My staff and I are dedicated to helping our membership any way we can. Please let us know if we can assist you. Be safe, and enjoy time with your family as you celebrate Easter, Passover, Vaisakhi or Ramadan. **FOP**



# JOE'S DASH

## From Million Dollar Drug Busts to Multi-Million Dollar Collections for Las Vegas Casinos

Joe Dorsey's career began on the flight deck of an aircraft carrier, one of the most dangerous work sites in the world. And it only got riskier from there. In the Coast Guard, Joe's helicopter search and rescue missions earned him lifesaving awards from Igor Sikorsky and others. As a San Diego Police Detective, and CNOA member he was assigned to San Diego NTF on its first day of operations. While working undercover to bust major dealers and disrupt cartel operations, he was honored in the DEA Museum. As an agent for the Nevada Gaming Control Board, he investigated licensing backgrounds of unscrupulous junket reps, notorious mobsters, and their associates. He was an integral part of the closure of two major casinos. Joe moved to the casino industry, as the Vice President of Security Ops for several major casinos, uncovering employee theft and gambling scams. He also developed protocol to protect the public, US Presidents, and foreign dignitaries during large special events. But it was his pioneering previously unbroken ground as a casino debt collector where Joe made his indelible mark, by turning the District Attorney's office into the official collection agency of the Las Vegas casinos. Joe personally collected millions of dollars in Europe, the middle east and Asia from players who thought they'd been safe from collections. Security and debt collecting are hidden aspects of the gaming business. *In Joe's Dash, they're revealed for the first-time ever.*

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# Honest, Straight-Forward Dialogue Makes a Point



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

**O**n March 16, I had the opportunity to attend the Urban Policing Committee meeting in Philadelphia, Pennsylvania. Attendees represented our most challenged jurisdictions, big cities, big counties and big problems. I was there to exchange ideas on our recruitment and retention crisis and illustrate the National FOP Apprenticeship Program, and of course

to mention CRI-TAC. I also wanted to hear firsthand the struggles that our major cities were experiencing. I was not alone in my interest, as there were other National Board members and representatives from the Department of Justice present as well. We were in a rather informal setting and the atmosphere was congenial.

As I have sat on both sides of the fence, so to say, starting my career as a police labor leader, later through promotion an exempt command officer and yet later in retirement, again, a police labor advocate, I think I can see both sides of an issue pretty well. If you didn't know it, our FOP Urban Cities representatives at this meeting could have been easily mistaken for management executives from any walk of life. They had an air of professionalism, sincerity, candor and demeanor that any executive running a large corporation would possess. And why not? They are, in fact, running large corporations. They just happen to be in the public-sector labor arena.

Although the time was limited with our Department of Justice guests, the dialogue was meaningful. The impact of DOJ investigations, consent decrees, retention, recruitment and the lowering of standards were not only discussed but dissected to a certain degree as well. Direct correlations were made between the increases in violent crime and the vilification of the profession. The increased dangers to our men and women in law enforcement were also linked to the general lack of support by opportunists who care more about headlines than common sense.

No one on our side was pounding their fist on a table or

spouting expletives. We simply and professionally illustrated fact-based arguments that pointed out the consequences of the recent actions taken by so-called reformists. No one ignored the fact that our profession is changing. No one offered blanket excuses for inappropriate conduct.

No one laid blame on any one person or event. Everyone agreed that we are facing some of the most challenging times that our country has ever faced. There were well-thought-out mature examples of cause and effect. There was truly a sense of collaborative effort to solve the problems we are all facing.

There also was a sense of exhaustion. Perhaps even some despair in the fact that, for the last several years, our profession has really taken it on the chin. Everyone is pointing out our failures and never our successes. As one leader put it, "there's no path out" from the oversight and the criticism. What I witnessed were serious discussions by serious professionals on both sides. I think we all realized going in that there are no simple answers in these complex times. I, for one, was personally proud of the dialogue we provided to our DOJ guests. We didn't pull any punches, but provided true-to-life examples of what our law enforcement professionals are going through daily.

I was proud to be part of the largest voice of law enforcement this day, and I was honored to sit among the serious problem-solvers in our leadership and among the DOJ. It will only be through professionals working alongside other professionals that we will see ourselves out of our current crisis. Let's keep the dialogue going!

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

## LET YOUR VOICE BE HEARD!

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## MEMBER SPOTLIGHT

# Todd Bramwell

**JIMMY HOLDERFIELD** / NATIONAL SECRETARY  
**TODD BRAMWELL** / MASSACHUSETTS STATE  
LODGE PRESIDENT

This month's Member Spotlight recognizes one of the most active members in the Fraternal Order of Police, Brother Todd Bramwell. He serves as the chair of the National Site Committee, which conducts extensive research of the bidding cities to ensure that the needs of the National FOP Conferences can be met. He also serves as the president of the Massachusetts State Lodge, which is one of the fastest-growing lodges in our Order.

When Hurricane Ian devastated the Fort Myers area of southwest Florida, President Yoes deployed the DART trailers for immediate set up. The staging location was ironically JetBlue Park, which is home to the Boston Red Sox's spring training. I traveled to the area to assist from my home in Jacksonville, approximately five hours away, and when I arrived, I was met by President Bramwell. Brother Todd, upon hearing the news of the destruction and needs of our members in the area, drove to Fort Myers to help. I was overwhelmed by his desire to help others.

President Todd just hosted the Spring State Presidents' Meeting in Boston on March 30. He and his team also hosted the National Fraternal Order of Police Spring Board of Trustees meeting in Boston on March 31–April 1. Much Bostonian hospitality was provided, and we had a productive business meeting.

Brother Todd served with the Norton, Massachusetts, Police Department from April 1987 to June 26, 2020. He was a patrol officer and later a detective. He has been married to his wife, Nichole, for 29 years, and together they have three children, Kasey, Brenna and Brady, and have one granddaughter, Penelope.

We asked President Bramwell to share his experiences in the FOP with our members. He was encouraged to discuss the



challenges he has faced and the progress his leadership has accomplished for the FOP. Here is his story, told in his own words.

I've been an FOP member since 1997. Three others and I formed Massachusetts Tri-Town Lodge #30. I was elected the first president. Approximately a year or so later, I was part of a group that took over the State Lodge. I was

appointed State Lodge vice president and served in that position until late 2010. Massachusetts was in severe financial crisis, and we were scheduled to host the 2011 Spring Board meeting in Boston in March. I was elected State president just prior to this meeting, and we were basically bankrupt! We had no solicitation coming in any longer, and that was our only means of staying afloat. We were in the negatives as far as money! It would have been so easy to just fold up and walk away from the FOP in Massachusetts ... but we didn't.

We were fortunate to have a team of dedicated Board members who were willing to put in whatever it took to survive these financial hardships for the good of this great organization. So our plan began with the meeting in Boston. With the help of sponsors and vendors, we were at a positive balance. We found a local solicitation company and started to recover financially. We made some cost-cutting moves and dumped unnecessary salaries

that were unaffordable; this had to be done if we were ever going to get back to a comfortable level. This would not have been possible without our Board working together!

We've established financial stability by implementing a budget and using resources that better help our members. We gained trust and "buy-in" from our members, and they voted to raise our dues.



Recently, we hired a government affairs director, Frank Frederickson, a retired chief of police from Yarmouth, Massachusetts. Additionally, realizing a need for member legal counsel, the Board placed on retainer attorney Scott Dunlap, who has been an FOP Legal Defense attorney since 2007. These are men of great integrity and are huge assets to the Massachusetts FOP and its members. We had many years of doing without, but we are solid now and will continue to be in the future. The Massachusetts FOP believes in the brotherhood of the FOP, and we are continuing to grow our membership, which has



increased from approximately 1,000 to over 2,500 members since 2011.

My proudest moment in my time with the FOP is that I didn't just walk away! It would've been so easy to, but I believe in the FOP and its brotherhood.

The most important part of being a member of the FOP is the knowledge you get from talking to brothers and sisters across this country. Being able to listen to all the stories, hear about working conditions and make lasting friendships, it's truly immeasurable!

My secret to success is knowing that it's OK that not everything is easy, staying focused and working hard. Never give up on something worth fighting for. **FOP**

# National Police Week

- |                  |   |
|------------------|---|
| <b>May 11</b>    | National Police K-9 Memorial Service                                      |
| <b>May 12</b>    | Police Unity Tour and Law Enforcement United Bike Ride Arrival Ceremonies |
| <b>May 13</b>    | Annual Candlelight Vigil  |
| <b>May 13-14</b> | FOP D.C. Lodge #1 Tent City Events  |
| <b>May 14</b>    | Steve Young Honor Guard Competition and Pipe Band Competition             |
| <b>May 14</b>    | Annual Emerald Society/Pipe Band Memorial March and Service               |
| <b>May 14</b>    | Police Vehicle Display  |
| <b>May 14</b>    | National Police Survivors Conference                                      |
| <b>May 15</b>    | FOP National Peace Officers' Memorial Service                             |
| <b>May 16</b>    | National Police Survivors Conference                                      |



For more information, go to [policeweek.org](http://policeweek.org) for schedule details and [policeweekhg.com](http://policeweekhg.com) for Honor Guard and Drum and Pipe details.

**Fraternal Order of Police National Memorial Committee**

**Matthew Hagen**  
Co-Chair

**Andy Maybo**  
Co-Chair

| WELLNESS |

# Building Effective Wellness Programs

## WHAT THE RESEARCH TELLS US

SHERRI MARTIN / DIRECTOR OF WELLNESS

**T**his month, many police agencies around the country will be submitting applications for federal grant funding geared toward building wellness programs. Funded by the COPS Office of the United States Department of Justice, the Law Enforcement Mental Health and Wellness Act (LEMHWA) Program awards several agencies funding each year, providing opportunities for the development of wellness initiatives for police department personnel. As agencies make plans for putting funds to work, lodges can get involved in planning, calling on our own organization's data and research to ensure that funding is directed most effectively.

The **2021 FOP Critical Issues in Policing Survey** provided us with a great deal of information about the availability, use of and effectiveness of wellness programs aimed at law enforcement. In a recent special issue of the *Journal of Community Safety and Well-Being*, the National Division of Wellness Services had the opportunity to share significant findings from the survey, which was conducted in academic partnership with Griffith University. This article shares some quick takeaways from the journal publication, with the aim of educating the practitioners, the men and women of law enforcement. We know that it is the practitioners who will become the potential consumers of any wellness initiatives put in place by their agencies, and we hope that our data provides useful information that will encourage our members to get involved in the process of working with their agencies to design wellness programs that work.

Police organizations now increasingly offer an array of professional clinical and non-professional informal peer-based resources to their employees. Historically, the service offered most widely by law enforcement agencies has been employee assistance programs (EAPs). However, despite broad access to EAPs, and the potential benefits EAPs present, they are generally underutilized. Much emphasis has also been placed on peer support programs. However, we need to really understand what types of services are available, whether they are available to all police personnel, regardless of the size of agency, and importantly, what types of services police officers are most likely to access.

Data compiled from the 2021 survey provides a national snapshot



of availability, access and perceived effectiveness of wellness services. Our resulting findings capture variances in availability of a range of services provided by police agencies across the United States, rather than focusing on one or a few programs. We can provide data on which wellness services, both agency-provided and external, are being accessed by police personnel. Also, we examine the perceived effectiveness of various wellness services by those who have used these services. Finally, we explore how both availability and access to services are linked with decreases in stress and changes in stigma.

### Availability of Wellness Services

At the time of the survey in 2021, the most commonly available agency-provided service was an EAP or similar psychological or psychiatric service. Over 90% of officers reported having access to this type of program. Over 80% of officers had access to some other programs such as chaplaincy services, substance abuse programs and peer support. The least commonly available, although still available to over half of the officers surveyed, was annual mental health visits or wellness check-ups. We know that annual mental health visits have become more common since that time, and they are currently a frequently discussed topic in officer wellness.

The availability of peer support, while commonly reported



by officers employed in larger agencies (agencies with greater than 251 sworn staff), was reported by very few officers employed in smaller agencies (agencies with fewer than 51 staff). The opposite trend was noted for formal or informal debriefings (like roll call room chats), with data indicating that smaller agencies, particularly those with fewer than 251 sworn staff, may rely more heavily on this type of service to support staff. Sadly, one and a half percent of officers indicated that their agency provided none of the services listed in the survey. However, on the flip side, about half of the sample (47.72%) indicated that their agency provided all 10 of the services listed, so it appears that we are moving in the right direction with providing access to greater numbers of services.

### Use of Services

Availability is important, but our research also focused on understanding what services officers choose to access. Among officers who had access to at least one agency-provided wellness service, almost one-half of officers accessed, or tried using, one to three services. Despite the almost universal availability of EAP services to officers, when examining engagement with this service, just over one-third of officers who had this service available to them engaged with it. The most popular service was online training and programs for mental and physical self-care. This was followed by suicide awareness and prevention education/programs and peer support.

### Perceived Effectiveness of Services

According to officers who engaged with the various wellness services, the most effective agency-provided service is peer support, followed by chaplaincy services and EAPs (see Figure 1). The survey also measured availability, access and perceived effectiveness of wellness services offered outside of the agency. Across both agency-provided and external services, the type of services that received the highest effectiveness ratings (the top three rated as most effective) were all external services. These were then followed by the top three agency-provided services of peer support, chaplaincy services and EAPs. The least effective external services were internet resources; either information

**Figure 1: Effectiveness Ratings of Agency-Provided Services**

Type of Program	Mean	Rank
Employee assistance program (EAP)	2.76	3
Formal or informal debriefings	2.63	6
Chaplaincy services	2.81	2
Substance abuse program	2.64	5
Peer support	2.89	1
Online training/program for mental and physical self-care	2.01	10
Suicide awareness and prevention education/program	2.36	9
In-person training/program for mental and physical self-care	2.41	7
Mental health first-aid (MHFA) training	2.40	8
Annual mental health check-ups or wellness check-ups	2.65	4

around general wellness or internet support forums or support groups. These findings provide important information about the most effective placement of wellness solutions designed for officers. Given that external services were rated as more effective, agencies might consider increasing access to external services alongside interagency wellness programming.

But there are other questions at hand.

**Even though we can measure which services officers use and which they think are most effective, which are actually working to improve officer well-being?**

Our research examined which services officers perceive to be the most effective, but also gauged how service availability and use is linked to help-seeking stigma and overall rates of psychological distress. Significant differences were found in the psychological distress reported by officers as a function of whether or not they had agency-provided services available to them, with those officers in agencies with seven or more services available being significantly less likely to report psychological distress than officers in agencies that had fewer services available to them. The more services available, the fewer officers reporting psychological distress. It is also encouraging that across both agency-provided and external services, around 93% of officers who were experiencing some type of psychological distress and who had access to services did use at least one service.

With regard to the impact of services on perceptions of stigma, significant differences were found on perceptions

of help-seeking stigma according to the number of services available in agencies, with officers in agencies with seven or more services available being significantly less likely to hold perceptions of help-seeking stigma compared to officers in agencies that had fewer services available.

Recent research undertaken by Taylor et al. (2022) using agency-level analysis found that 62% of U.S. police agencies did not offer wellness services. Both our findings and those of Taylor et al. (2022) point to the importance of police agencies offering a range of wellness services. It is important for police officers to be able to not only choose from a suite of options, but to also simultaneously engage with multiple channels of support. Generally, it appears that agencies are on the right track in the types of programs they are offering; however, the issue of which services officers are accessing needs to be addressed. There is congruency between the availability, access and effectiveness of peer support, but despite EAP and chaplaincy services being available and rated as effective, officers seem less likely to access these services. It may be that some EAP services are being provided by external providers who are not culturally competent with law enforcement, an issue that the FOP is working to resolve with the establishment of the FOP Approved Provider Bulletin.

**Acknowledgment:** Special thanks to Dr. Jacqueline Drew, Ph.D., and Griffith University for their continued collaboration on the **FOP Critical Issues in Policing Survey** series. **FOP**

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# Notre Dame College

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- B.A. in Psychology

FOP members receive a 10% tuition discount on Notre Dame College's online programs.\* When combined with the 30 transfer credit hours for police training,

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Notre Dame College's online B.A. in Criminal Justice program will prepare you to rise in the ranks of your police department or qualify for careers at the federal level. You will learn

*Continued on page 24 >*

## REFERENCES

\*Tuition discount applies only to Notre Dame College online programs and may vary by program. This discount is for tuition only, cannot be combined with other tuition discounts or institutional scholarships, and is available only to employees or members of an organization in the university's Learning Partner Network (LPN). To confirm tuition discounts and program details, consult an enrollment counselor at [online@ndc.edu](mailto:online@ndc.edu). Information presented may be revised without notice.

\*\*The Notre Dame College online Criminal Justice program accepts police officers and OPOTA (Ohio Peace Officer Training Academy) graduates as designated by an official transcript or certificate. Students who have completed police academy training out of state may also be eligible.



The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education. For more information on the NFOPU Consortium, go to [fopconnect.com/education-connect/about-the-consortium](http://fopconnect.com/education-connect/about-the-consortium).



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## NFOPU SPOTLIGHT

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from expert faculty, graduating ready to advance as a sergeant, lieutenant, deputy chief, law enforcement commander or federal analyst, with opportunities to pursue other leadership roles.

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- Homeland security
- State and local politics

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Notre Dame College offers dedicated support for every step of your online education, helping you achieve your academic and professional goals. The support team uses Zoom and Teams to ensure that online students receive personalized support matching the quality offered on campus. You will benefit from the following resources and services:

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# There Is ALWAYS Another Option

## FOP Vetted and Approved Crisis Hotlines



[FOP.net/officer-wellness/crisis-hotlines](https://FOP.net/officer-wellness/crisis-hotlines)



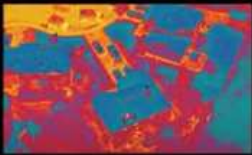


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# FOP Celebrates Major Victories in D.C.



## FOP Victory on D.C. Criminal Code

**A**t the behest of our members of the Washington, D.C., Metropolitan Police Department (MPD), the National FOP strongly supported H.J. Res. 26, a resolution disapproving the adoption of the Revised Criminal Code Act (RCCA) by the Washington, D.C., City Council. On January 17, the D.C. Council overrode Mayor Muriel Bowser's veto of the RCCA, which would have eliminated mandatory minimum sentences for all crimes, drastically reduced the maximum penalties for crimes such as carjacking and eliminated accomplice liability for felony murder.

Under existing federal and D.C. law, Congress has a limited time to "disapprove" to legislative action taken by the City Council. If the House and the Senate disapprove of the council's action and the president signs it, the law does not go into effect. This authority was last exercised in 1991 — more than 30 years ago.

The House adopted the disapproval resolution in February on a 250–173 vote. After President Biden signaled that he would not veto the resolution, the Senate followed suit, passing the resolution on a bipartisan 81–14 vote, which is now awaiting the president's signature.

The vote on H.J. 26 came amid an ongoing increase in violent crime in the United States, with the District of Columbia experiencing a 33% increase in homicides from last year. So-called "reforms" like the RCCA that have been implemented in other jurisdictions led to greater violence and crime across our country. The FOP wanted to make sure we stood with our brothers and sisters in the MPD to block this dangerous bill from becoming D.C. law.

## Just the Facts:

▶ The FOP stood with its Washington, D.C., Metropolitan Police Department members by supporting a resolution disapproving the adoption of the Revised Criminal Code Act by the D.C. City Council. If the so-called "reform" bill had passed, it would have had detrimental effects on the city's public safety. The FOP also celebrated another major victory for law enforcement: Gigi Sohn's withdrawal of her nomination to serve on the FCC. Additionally, FOP applauds the reintroduction of some of its major priorities, including the Law Enforcement Officers' Equity Act and the Social Security Fairness Act.

## FCC Nominee Sohn Withdraws From Consideration

Gigi B. Sohn, who was nominated by President Biden to serve as a member of the Federal Communications Commission, withdrew from consideration after it became clear that she did not have enough votes in the Senate to confirm her.

The FOP was among the most vocal organizations opposed to Sohn's nomination because of her close association with the Electronic Frontier Foundation (EFF), which has some pretty extreme views on law enforcement technology and lawful access to digital evidence. The FOP urged the president not to renominate Sohn, who didn't have enough support to be confirmed in the previous Congress because of her problematic views on "going dark" and lawful access. Public safety is the paramount responsibility of every governmental official, and Sohn's commitment to end-to-end encryption puts public safety in jeopardy.

The defeat of her nomination, which was a priority for the FOP, is a major victory for law enforcement and public safety.

## FOP Priorities Reintroduced!

The Law Enforcement Officers' Equity Act was reintroduced in the House by

Representatives William J. Pascrell Jr. (D-N.J.), Brian K. Fitzpatrick (R-Pa.), Gerald E. Connolly (D-Va.) and Andrew R. Garbarino (R-N.Y.) as H.R. 1322.

Nearly 30,000 federal law enforcement officers do not receive the same retirement benefits as their other federal law enforcement colleagues. This legislation would provide all law enforcement with 6(c) retirement benefits and the ability to retire after 20 years of service at the age of 50 or after 25 years of service at any age. This same benefit is currently received by most federal law enforcement officers. This bill will also provide for savings in training costs, improve recruitment and retention of qualified officers, and enhance public safety.

The FOP will be working to build support for this legislation, which was co-sponsored by more than 100 representatives in the last Congress. In the Senate, Senator Cory A. Booker (D-N.J.) will be reintroducing the bill once we identify a Republican co-lead to replace Senator Portman, who has retired.

The Senate companion bill to H.R. 82, the Social Security Fairness Act, was reintroduced by Senators Sherrod D. Brown (D-Ohio) and Susan M. Collins (R-Maine) as S. 597. The legislation already has 35 co-sponsors!





### Other Legislative Activity

In the previous Congress, the FOP supported a bill entitled the Fighting Post-Traumatic Stress Disorder Act, which directed the U.S. Department of Justice to develop a treatment program for public safety officers experiencing

acute stress disorder, post-traumatic stress disorder (PTSD) or similar stress-related conditions. The bill passed the Senate but did not advance in the House.

The FOP worked with staff in the offices of Senator Charles E. Grassley (R-Iowa) and Christopher A. Coons

(D-Del.) to reintroduce the bill as S. 645. The bill was considered and passed by the Senate on a voice vote. We are working with our allies in the House to get the measure to the floor for a vote.

### Get the Latest News!

Make sure you are signed up to receive the **National FOP's Weekly Update!** The update is a valuable tool for members and local lodges to keep them up to date on the latest information on legislation important to law enforcement and the news from our nation's capital. It is a great way to stay updated on what the National FOP is doing for you in Washington. The National FOP's *Washington Watch: Legislative Update* is a one-of-a-kind weekly publication distributed every Friday via email, posted in the NFOP mobile app and shared on our social media platforms. To sign up to receive the update via email, please visit [tinyurl.com/pw73z96p](https://tinyurl.com/pw73z96p).

We encourage all FOP members to check out our social media pages,

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# BLUE VIEW

## TUNE IN TO THE FOP PODCAST

Listen in every week to hear from law enforcement experts, elected officials and other notable leaders to gain insight into the issues and current events surrounding the law enforcement community.

**Available now on FOP.net, FOP's YouTube channel, Apple, Google, Spotify and Amazon Music.**

## Top Priorities in Brief

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

**House:** 200 co-sponsors (59 R, 141 D)

**Senate:** 35 co-sponsors (28 D, 4 R, 3 I)

### The Law Enforcement Officers' Equity Act

**House:** 3 co-sponsors (2 R, 1 D)

**Senate:** Not yet introduced

### The Public Safety Employer-Employee Cooperation Act

**House:** Not yet introduced

**Senate:** Not yet introduced

### H.R. 354, the LEOSA Reform Act

**House:** 27 co-sponsors (27 R)

**Senate:** Not yet introduced

### H.R. 743, the Protect and Serve Act

**House:** 13 co-sponsors (10 R, 3 D)

**Senate:** Not yet introduced

To see a full list of legislation supported by the FOP, please visit [tinyurl.com/ycy5k5rv](https://tinyurl.com/ycy5k5rv). Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news! To send a message to your members of Congress asking them to support FOP priority legislation, visit the FOP Action Center at [votervoice.net/FOP/home](https://votervoice.net/FOP/home).

## WASHINGTON REPORT

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as the daily posts inform not only our members on the current issues facing law enforcement, but the public as well. Our social media outreach has played a critical role in shaping the conversation on issues pertaining to America's law enforcement. With your help, we can grow our voice on social media and continue influencing the conversation. We encourage every lodge, every member and every citizen who supports law enforcement officers to follow the National FOP on:

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

**Do your part!** Please share, comment and like the content that we are posting.

### Tune in to the Blue View Podcast!

The FOP's podcast, *Blue View*, has all of our episodes available on the FOP's YouTube channel! National President Patrick Yoes hosts the podcast, which has featured guests from Capitol Hill and within the FOP, as well as law enforcement experts and leaders from around the country, to gain better insight into the issues and current events in the law enforcement community.

On one of the recent episodes of the *Blue View*, National FOP President Yoes was joined by Representative Abigail D. Spanberger to discuss our efforts to move the Social Security Fairness Act in this Congress. You can watch it at [youtu.be/iCrzlvFuJ8](https://youtu.be/iCrzlvFuJ8).

The *Blue View* podcast can also be found on Apple Podcasts, Spotify, Amazon Music and YouTube.

### Give to the FOP PAC!

The FOP's Steve Young Law Enforcement Legislative Advocacy Center is the most reliable, effective and impactful law enforcement advocacy operation in Washington, D.C. When Congress or an administration, regardless of party, is looking to engage meaningfully on criminal justice or law enforcement issues, they seek out the FOP as a partner. We are known and trusted to fight for the interests of our members, which makes the FOP a vital ally on policing and criminal justice issues.

Right now, the National Fraternal Order of Police Political Action Committee (NFOP PAC) needs your help! We need our members to step up and contribute to ensure that our PAC has the ability to support candidates who will fight for our officers and the issues that are important to them. One lodge in particular, the Long Beach Police Officers Association, raises over \$1,000 per month for the PAC. And this is just one lodge! If lodges nationwide were to follow their lead, the NFOP PAC would have the resources it needs to make a nationwide impact.

**We are asking all FOP members to find a way to contribute to the National FOP PAC. Our profession depends on having well-informed lawmakers who listen and understand the challenges facing law enforcement today.**

We can accept one-time donations, but we encourage members to sign up for recurring, monthly contributions using their credit card. This is the most effective and reliable way to contribute.

These contributions need not be for hundreds or thousands of dollars (though these are also very much appreciated) — but every dollar helps! If every FOP member gave just \$1, we could raise \$364,000! If 10% of our members gave just \$5 this year, we would raise \$182,000. We can and need to do better raising funds for our PAC!

To donate online, please visit [tinyurl.com/2p8ec7xf](https://tinyurl.com/2p8ec7xf). If you would like to donate via check, please make it out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Ave. 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 the Steve Young Law Enforcement Legislative Advocacy Center at (202) 547-8189 or David Taboh at [dtaboh@fop.net](mailto:dtaboh@fop.net).

Thank you to all of you who have supported and continue to support our PAC with regular contributions! **FOP**





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# Update on Firearm-Related Legislation and Laws Impacting Law Enforcement Post-Bruen

On June 23, 2022, the Supreme Court of the United States, in *New York State Rifle and Pistol Association v. Bruen*, overturned a New York gun safety law. The law at issue required New Yorkers who want to carry a handgun in public to show a special need to defend themselves, or “proper cause,” in order to obtain a license. New York courts interpreted the “proper cause” phrase to require applicants to demonstrate more than a general desire to protect themselves or their property. They must demonstrate a “special need” for self-defense, for example, if the individual faced a pattern of physical threats. New York argued that this gun law was an effort to regulate guns in “sensitive places” like crowded urban areas where people are likely to gather. The court ruled that New York’s law requiring a license to carry concealed weapons in public places is unconstitutional.

This law is similar to laws in at least seven other states. These seven other states combine to make up 25% of the population of the United States. Thus, those laws, like the New York law, are in jeopardy of being struck down. For example, two weeks after the *Bruen* decision, Maryland suspended a law similar to New York’s law. As such, Maryland gun owners are no longer required to prove they have a “good and substantial reason” to obtain a license to carry a concealed weapon.

In California, its law provided local law enforcement with broad discretion to issue or deny concealed-carry weapons (CCW) licenses and to require applicants for CCW licenses to demonstrate “good cause” to qualify for such license. Accordingly, many local agencies exercised this discretion by generally issuing CCW licenses only to applicants who identified a particularized safety concern or other

## Just the Facts:

➤ In 2022, the Supreme Court ruled in *New York State Rifle and Pistol Association v. Bruen* that New York’s law requiring a license to carry concealed weapons in public places is unconstitutional. Accordingly, states and localities are responding swiftly to the decision, invalidating firearm-related laws that have been on the books for years. Law enforcement must now contend with how *Bruen* will impact previously decided cases that have unanimously upheld certain restrictions on the public’s possession of guns.

unique reason (or “cause”) for wanting to carry deadly weapons in public spaces that differentiated them from the general public. However, the *Bruen* decision has been interpreted as invalidating these specific aspects of California’s CCW licensing laws. Additionally, on September 14, 2022, D.C. police rescinded a rule from 1975 prohibiting concealed gun licensees from carrying more than 20 rounds of ammunition. Note the repeal does not affect the District’s magazine capacity cap of 10 rounds. Moreover, in New Jersey, acting Attorney General Matthew J. Platkin told prosecutors and law enforcement agencies that the state’s “justifiable need” requirement was no longer enforceable. Platkin emphasized that “the ruling does not change any other aspect of New Jersey’s public carry laws,” which include comprehensive background checks, character references from three people you have known for at least three years and firearms training.

Accordingly, states and localities are responding swiftly to the *Bruen* decision — invalidating firearm-related laws that have been on the books for years. Thus, the open question for law enforcement officers and legal practitioners is, how will the *Bruen* decision impact previously decided cases that have unanimously upheld certain restrictions on the public’s

possession of guns? Lower courts are now reviewing challenges to existing statutes and regulations pursuant to the mandate in *Bruen*.

For example, on August 1, 2022, the California Rifle and Pistol Association filed suit to overturn the state’s 1999 Unsafe Handgun Act, which established safety standards for handguns. If a pistol is deemed unsafe, it cannot be sold by licensed dealers. The plaintiffs argue that the regulation would not pass the history-and-tradition test set forth in *Bruen*. At least two previous attempts to void the law have failed.

In Hawaii, on September 6, 2022, the National Association for Gun Rights filed a lawsuit on behalf of two private citizens challenging the state’s three-decade-old ban on so-called “assault pistols,” which the state defines as a semi-automatic handgun that accepts a detachable magazine and has two or more characteristics typically associated with semi-automatic rifles, including a threaded barrel capable of accepting a flash suppressor or forward hand grip. The suit also seeks to void a ban on the use of magazines that hold more than 10 rounds with such pistols. The plaintiffs argue that assault pistols are in common use, and that *Bruen* “established that there is no tradition of banning commonly possessed arms.”





State Attorney General Holly Shikada is named as the defendant in the suit.

In Illinois, on September 7, 2022, the National Association for Gun Rights filed a lawsuit on behalf of a private citizen challenging the city's nine-year-old ban on semi-automatic rifles and magazines that hold more than 10 bullets, which were enacted in response to the 2012 Sandy Hook massacre. The suit comes two months after a gunman used a semi-automatic rifle and three 30-round magazines to kill seven people and wound dozens of others at a Fourth of July parade in the Chicago suburb. Again, the

plaintiffs argue that *Bruen* "established that there is no tradition of banning commonly possessed arms."

In Tennessee, the state appeals court struck down a ban on guns in public housing, ruling that no historical analogue justifies such a prohibition. A "tenant's private home," they wrote, "is not the kind of 'sensitive place' where the government may categorically ban firearm possession."

And in Texas, a federal judge declared it was unconstitutional to disarm someone who is under a protective order. According to the court, banning

those under a protective order from possessing a gun infringes on their Second Amendment rights. Thus, the federal statute that makes it a felony for an individual who has an order of protection issued against them is prohibited from possessing a firearm is unconstitutional.

With these new laws and mandates from the courts, there will be an increased prevalence of guns outside and in public places. Because almost anyone of legal age can carry concealed weapons in about half of the states, the threat level to law enforcement — active and retired — rises exponentially. Officers must navigate these changing laws on who may possess firearms and where it is lawful to do so. **FOP**

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**FRATERNAL ORDER OF POLICE LEGAL PLAN, INC.**

## **Summary of Material Modifications for Fraternal Order of Police Legal Plan, Inc.**

During the 2021–2022 Plan year, the following changes were adopted:

### **Extended Eligibility to Those Employed by Primary and Secondary Public Schools**

- Effective October 2021, the Trustees amended the definition of “employment” to include Law Enforcement Officers employed by or in service with any public primary or secondary school.

### **Modified Participation Fees Schedule**

- Beginning January 1, 2023, yearly renewal and Enrollment Fees for all Participants (Groups and Individuals) will be the same — Full Coverage Administrative, Civil, and Criminal (ABC) will be \$324, and Criminal and Civil Coverage only (BC) will be \$72.

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## **Summary Annual Report for Fraternal Order of Police Legal Plan, Inc.**

This is a summary of the annual report for the FRATERNAL ORDER OF POLICE LEGAL PLAN, INC. (Employer Identification No. 23-1283161, Plan No. 501), for the period May 1, 2021, to April 30, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The value of plan assets, after subtracting liabilities of the plan, was \$6,981,152 as of April 30, 2022, compared to \$3,633,517 as of May 1, 2021. During the plan year, the plan experienced an increase in its assets of \$3,347,635. This increase includes unrealized depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had a total income of \$14,528,750. This income included participant fees of \$15,358,587 and a total investment loss of \$829,837 (consisting of interest and dividends — \$1,419,438, realized gains on sales of investments — \$28,417, net depreciation of investments — \$2,175,167 and less investment management fees of \$102,525).

Plan expenses were \$11,181,115. These expenses included \$2,581,774 in administrative expenses (which includes excess insurance premiums of \$503,153), \$9,799,341 in benefits paid on behalf of participants and a \$1,200,000 decrease in benefit obligations.

### **Your Rights to Additional Information**

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditors' report
2. Assets held for investment
3. Insurance information, including sales commissions paid by insurance carriers

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

FRATERNAL ORDER OF POLICE LEGAL PLAN, INC. OR PLAN ADMINISTRATOR  
STEVE JAMES, PRESIDENT, BOARD OF TRUSTEES  
701 MARRIOTT DRIVE  
NASHVILLE, TN 37214  
(615) 399-0900  
31-1439914 (EMPLOYER IDENTIFICATION NUMBER)

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these



two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan:

FRATERNAL ORDER OF POLICE LEGAL PLAN, INC., 701 MARRIOTT DRIVE, NASHVILLE, TN 37214

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Ave., NW, Suite N-1513, Washington, D.C., 20210.

#### Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (PUB. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The department notes that a federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to the collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Ave., NW, Room N-1301, Washington, D.C., 20210, or email [dol\\_pra\\_public@dol.gov](mailto:dol_pra_public@dol.gov) and reference the OMB control number 1210-0040.

OMB control number 1210-0040 (expires 7/31/2023)



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Civil	Civil	Civil

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# Join Us for the 2023 Diversity Summit

Greetings, sisters and brothers. I am pleased to continue serving you as the Diversity Committee chairman for 2021–2023. I currently serve in the following capacities: captain with the North Carolina Central University Police Department, vice president of the North Carolina State Lodge and president of my local lodge, Durham County Lodge #2. I hope the committee will serve the Order in a manner that will effect sustainable change for years.

The Diversity Committee is composed of 12 additional members: Matt Candelaria (NM), Michael Hall (AR), Dontario Hardy (NC), Marlon Harvey (IL), Lonnie Miller (FL), Bernard Roe (NC), Shaniece Singh (MD), Brandon Walker (MO), Roy Wilkins (MD), Brinda Williamson (TN), Mike Walsh (SD) and John Williamson (NJ).

The 2023 Diversity Summit will be held in Charlotte, North Carolina, on October 9, 10 and 11. Last year's conference was the first ever presented by the Fraternal Order of Police. The Summit featured multiple training topics, such as procedural justice and four types of cultural awareness: African American, Hispanic-Latino, women and LGBTQ+. The conference featured instructors Dr. Gregory A. Salters, Sergeant Raheem and Yholima Vargas-Aleem, Captain Denise Campbell, Sergeant Thomas "Tommy" Reyes and Officer Vanessa Gonzalez. We also covered unconscious bias awareness, and the FOP hosted its first-ever chiefs of police panel. The panel members were asked about current diversity-related practices and issues within their agencies and the communities they serve. These questions led to very intense open conversations, dialogue and discussions. And bringing the two-day training seminar to a close,



The 2023 Diversity Summit will be held in Charlotte, North Carolina, on October 9, 10 and 11.

conference attendees were provided with career guidance from nationally recognized attorney Kevin Drummond, who was the keynote speaker.

During the 2023 Summit, we will cover several of the same topics. This year's Summit will be three days, allowing us to add additional topics such as diversity awareness and officer suicide awareness and a diversity panel discussion. I hope to see you in attendance at this year's Summit.

I want to again recognize the members of Charlotte-Mecklenburg FOP Lodge #9 for stepping up and being the host lodge for this great event. Lodge #9 recognizes that creating a diverse and inclusive environment helps establish a sense of belonging among members. In addition, members who feel more connected to an organization tend to

work harder and more intelligently, producing higher-quality results.

Thank you to my committee members for all the continued hard work since our last National meeting and Diversity Summit. We pledge to keep things moving and upfront. I look forward to working with you as we shape and guide the organization's future. On every occasion, serving as the National Diversity chairman has been an absolute pleasure. This opportunity has given me the distinct pleasure of working with and learning from a powerful and effective National Executive Board. We are proud to represent everyone in the most favorable light. As always, I am still at your beck and call, willing to serve and represent you in any way possible. Please feel free to contact me at any time.

See you in Charlotte! **FOP**



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CBTSim goes beyond “checking the box” of implicit bias training, providing a results-driven curriculum designed to mitigate risk and establish decision-making processes to use force based solely on the level of threat, by removing the potential influence of demographic characteristics.

\* According to a 2017 Washington State University study funded by the National Institute of Justice

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