

FOP



JOURNAL

THE VOICE OF OUR NATION'S
LAW ENFORCEMENT OFFICERS®

APRIL 2025

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Empowerment Summit**

March 29 - April 3, 2026

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the FOP Way

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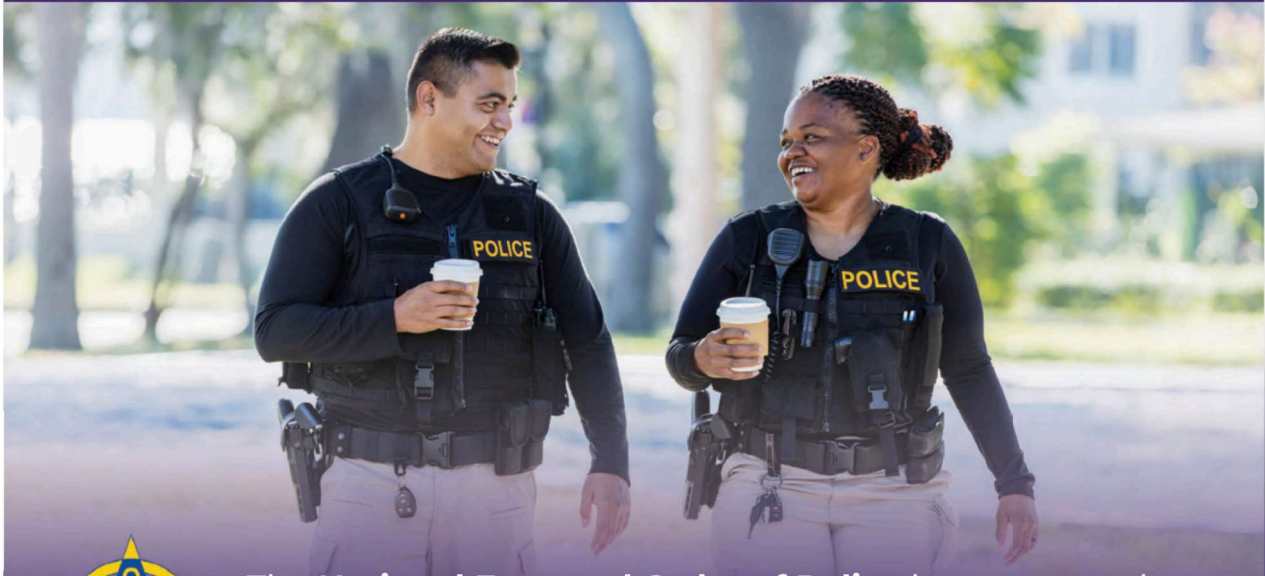
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SCAN TO
SCHEDULE A
MEETING

FEATURE



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WINNER OF A SUMMIT
CREATIVE AWARD



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Introducing the 2026 Education and Empowerment Summit



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

Pathways to Excellence: March 29 – April 3, 2026, at the South Point Hotel, Casino and Spa in Las Vegas

As we continue to grow and evolve as the nation's largest and most influential law enforcement labor organization, the importance of investing in our members and developing the next generation of leaders has never been more clear. It is with great pride that I announce the launch of a new and exciting leadership initiative: the 2026 Pathways to Excellence Education and Empowerment Summit.

This Summit marks a bold step forward in our strategic vision to provide continuous, accessible and impactful leadership development across our membership. While our Biennial National Conference consistently reignites commitment and connection among members, the gap between conferences has created a need for sustained momentum and opportunities for engagement. This new annual leadership event will help fill that void — serving as a bridge to strengthen and empower our members year after year.

Currently, the National FOP hosts five major training events: the Labor Leadership Summit, the Legal Counselors Seminar, the Officer Wellness Summit, the Wellness Professionals' Forum and Leadership Matters training. In 2026, we are also introducing a new training block specifically for police chaplains. These programs have seen substantial growth, both in participation and content — so much so that venues like the Music City Sheraton in Nashville have become increasingly costly and difficult to accommodate our needs.

The Pathways to Excellence Summit will bring all six training tracks under one roof at the South Point Hotel, Casino and Spa in Las Vegas. This venue allows for both cohesion and flexibility — offering participants the ability to engage in their primary training focus while exploring

other areas of interest to broaden their professional development. In addition, the centralized location and affordable accommodations will significantly reduce travel and lodging costs for our attendees — cutting average room rates by half compared to previous years.

The event will also allow us to enhance our Expo, a vital component that supports the financial sustainability of our training programs. The layout and design of this conference will encourage greater interaction between vendors, attendees and National leadership, fostering collaboration and innovation across the organization.

The tentative schedule will feature concurrent sessions for Labor, Legal and Wellness on Monday and Tuesday, a Chaplains track on Tuesday and Wednesday, and the Leadership Matters track running Wednesday through Friday. Each track will retain its unique identity and programming, while also offering the opportunity for cross-track learning and collaboration.

This initiative is more than just a conference — it's a commitment to excellence. It is a reflection of the passion, expertise and leadership that exists throughout the Fraternal Order of Police. It's about empowering our members with knowledge, tools and connections that will strengthen their lodges, improve their communities and ensure that our Order continues to thrive.

I have every confidence that the 2026 Education and Empowerment Summit will be a transformative experience. Together, we are building a legacy of leadership that will carry us into the future — stronger, more unified and more impactful than ever.

Let's make history together in Las Vegas.

For more detailed insight into the venue, the event and the decision-making process, see Director of Education and Outreach Keith Turney's article on page 32. **FOP**

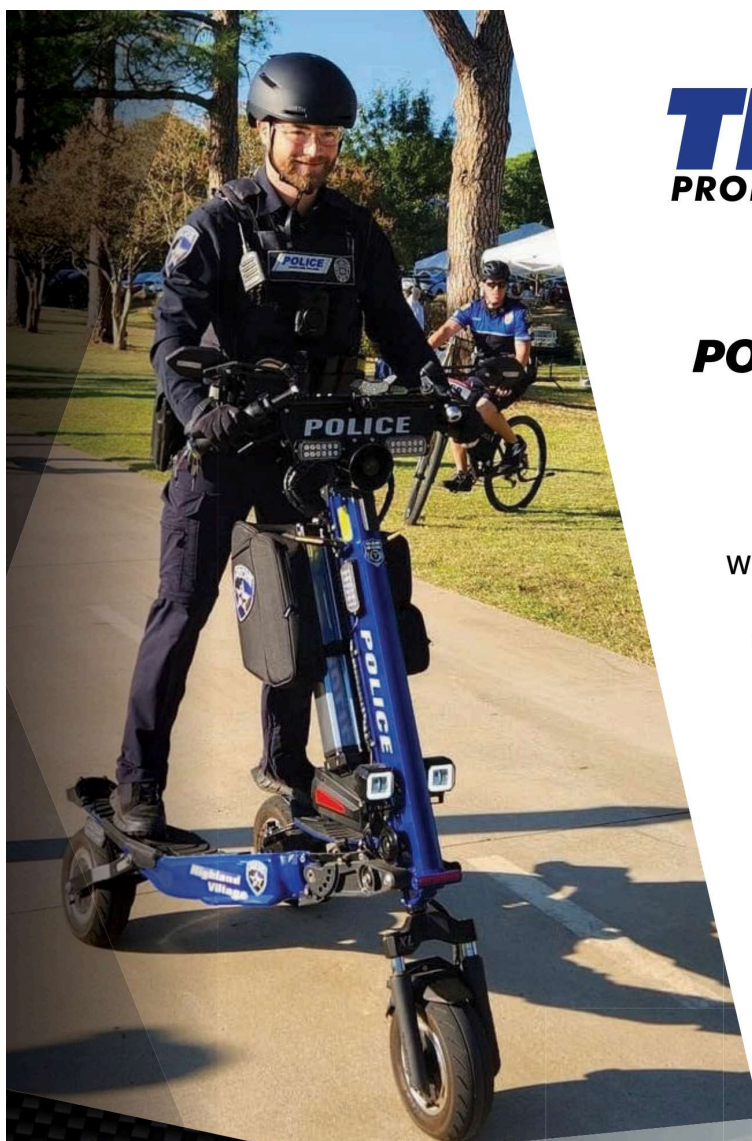
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



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Social Security, Many Meetings and a Conference Update



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

As usual, brothers and sisters, I will begin my report by wishing that everyone is healthy and safe and by telling you how busy it's been. I am glad spring is finally here, except for the pollen. It's also nice to be back on Daylight Saving Time, though some may debate that with me.

Much has been celebrated about H.R. 82, the Social Security Windfall Elimination Provision repeal, and rightfully so. After its passage, we were asked, "When will I get my back benefits?" I honestly didn't think any back payments would be received until July or later in the year. Was I wrong! We started getting emails, phone calls and text messages near the end of February from members and their spouses overjoyed with the payment of back benefits and the increase going forward. A few were in tears, sharing how grateful they were for the National FOP and its members getting this injustice corrected. We even heard from non-members giving praise to the FOP.

A new question developed: "How do I know if my back pay and new rate were correctly calculated?" My suggestion is that you create an account with the Social Security Administration at ssa.gov. You can review all the years that you paid into Social Security. What is key here is "substantial earnings." This is the minimum amount of income needed in a year to be considered a year of coverage, which is used to determine eligibility for benefits. There were several years when I missed the minimum by a few hundred dollars and unfortunately did not get credit for those years. Additionally, you cannot retroactively pay the difference, and the amount changes each year.

If you have questions, you can certainly try the Social Security Administration customer service number, (800) 772-1213. I believe a better option



National FOP President Yoes and wife Jennifer receiving a special honor from the Utah State Lodge



Secretary Holderfield, wife Pam and former Utah U.S. Representative Jason Chaffetz

is to make an appointment with your local Social Security office and meet in person to discuss your concerns. We are also determining if additional information from Social Security is forthcoming to assist our members with questions.

I had the pleasure of attending the

Southern States Coalition meeting held in Gulf Shores, Alabama, March 7 and 8. It was hosted by the Alabama State Lodge and chaired by Alabama State Lodge President Everett Johnson. (Brother Johnson is now

Continued on page 12 >

"HARD CASES: Police Use of Force in America is an excellent look inside law enforcement across the nation. A must read for police and the public. Happy to have written the foreword for my friend and LAPD colleague, Greg Meyer.

—Bill Bratton
Chief of Police
(LAPD 2002-2009)

"HARD CASES analyzes use of force by law enforcement officers in an objectively critical way. Both the public and police will benefit from this book."

—Hon. Steve Cooley
Los Angeles County
District Attorney
(2000-2012)

"This book masterfully unravels the misunderstood and unreported complexities of the most impactful police force cases in American history. Whether you are an aspiring law enforcement officer, a true-crime enthusiast, or someone seeking 'the rest of the story,' Greg's book will keep you on the edge of your seat."

— Major Steve Ijames
Springfield MO Police (ret.)
Tactics Trainer/Consultant

"An ultimate insider's look at policing in America, Hard Cases digs into the myriad issues and split-second choices, good and bad, that are made during every arrest everywhere. Every cop and citizen should read it."

Michael Connelly, Author and Producer of Harry Bosch and The Lincoln Lawyer

HARD CASES

Police Use of Force in America

Rodney King
Oscar Grant
George Floyd
and more...

CAPTAIN GREG MEYER
LOS ANGELES POLICE DEPARTMENT (RET.)

FOREWORD BY BILL BRATTON



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SECRETARY'S MESSAGE

Continued from page 10 >

the immediate past president, since he did not seek re-election when the State Lodge held their annual conference on the 10th.) Secretary/Treasurer Allen Hamby did an outstanding job of presenting proposed changes to the coalition standing rules, and all were adopted. All lodges in attendance gave reports of their legislative sessions. Congratulations to the new chairman, South Carolina State President John Blackmon.

Next, the state presidents and the National Board of Trustees met in Salt Lake City, Utah. The meetings were hosted by the Utah State Lodge. A special thanks goes to Utah State President Kevin Murray, National Trustee Travis Brower and Executive Director Brent Jex. Much business was done by the trustees, and seven amendments to the National Constitution and By-Laws were discussed and approved (more information on the proposed amendments will be given in the coming months). Florida District 6 Director and 2025 National Conference Chair Al Palacio and Miami Lodge #20 President Felix Del Rosario met with the various state leaders to finalize any housing needs for the Conference. To complete the week of meetings, the Utah State Lodge held its annual Black and Blue Gala to support Concerns of Police Survivors. It was a grand time, with Utah Governor Spencer Cox giving a keynote address. Former U.S. representative from Utah and Fox News contributor Jason Chaffetz was made an honorary member of the FOP, and National President Pat Yoes was recognized for his years of leadership and support of the Utah State Lodge.



Florida District 6 Director/National Conference Chair Al Palacio and Miami Lodge #20 President Felix Del Rosario

The New Jersey State Lodge held its Mini-Conference in Atlantic City March 23–27. President Bob Fox, National Trustee Kevin Vernon, Secretary Jim Ford, Executive Vice President Bob Gries and the rest of the State Board did a great job in planning and hosting the conference. Over 300 members were present. The first day was the business portion, with much information shared on collective bargaining, pensions and legislative issues. The next three days offered extensive training on a variety of topics, ranging from negotiations to victims' services. President Yoes and the National Executive Board met with the FOP leadership serving the Department of Defense Police from Joint Base McGuire-Dix-Lakehurst. The primary discussions centered on equal treatment of DOD law enforcement for pay and benefits. The NFOP recognizes



Southern States Coalition Past Chairman Everett Johnson congratulating new Chairman John Blackmon as Secretary/Treasurer Allen Hamby looks on

the inequalities and will continue trying to correct this wrong.

March 27 was a very special day, at least for me and my family. My sheriff, proud FOP member Sheriff T.K. Waters, promoted our oldest son, James, to sergeant. James serves on the National FOP Insurance Trust Committee and is active in Jacksonville serving on the Police and Fire Pension Advisory Board and the FOP/IAFF Insurance Trust Fund. Obviously, Pam and I are very proud of him and his promotion to street sergeant.

Miami and Miami Beach are busy finalizing the details for our National

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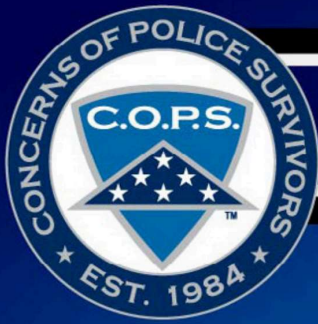
Support the NFOP PAC!

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. As the oldest and largest law enforcement labor organization in the United States, it is crucial we keep our PAC strong, so we can help the candidates who not only support our members but the entire law enforcement community. It is up to us to ensure that they get elected!

We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please help us advocate on your behalf and do so with the resources needed to be effective. Help us grow our PAC and amplify our voice in the nation's capital.



Scan to Sign Up
and Donate to
the FOP PAC Fund



BLUE HONOR GALA

May 14th at 6:00 p.m.

Washington Hilton Hotel

*1919 Connecticut Avenue
Washington, D.C. 20009*

\$150/Ticket or \$1,400/Table of 10

Musical Guest: DAVE BRAY



**Black/Blue Attire is expected.
Uniforms are acceptable.**

Purchase tickets by May 1, 2025.



SCAN FOR TICKETS



FOP CALENDAR



National Police Week

May 11-17, 2025
Washington, D.C.

67th Biennial National Conference

August 4-7, 2025
Miami Beach, Fla.

Collective Bargaining

November 4-6, 2025
Las Vegas, Nev.
Save the Date

Pathways to Excellence

March 29 – April 3, 2026
Las Vegas, Nev.
Save the Date

SECRETARY'S MESSAGE

Continued from page 12 >



The National Executive Board meeting with New Jersey DOD leadership

Conference. There were a few hiccups, but everything seems to be back on track and moving forward. I have been assured that the event package will be forthcoming. It will include a night out at the ballpark with Houston taking on the Marlins, as well as a pub crawl on Lincoln, and details are being worked out for a concert. Of course, the beach is only steps away and we are all going to have a great time when our business is done. There is also a cruise



Jacksonville Sheriff T.K. Waters and Sergeant James Holderfield

planned after the Conference, and details, including pricing, have been sent out.

In closing, it's a pleasure serving as your National secretary. I look forward to seeing everyone at the Conference, but if I can be of assistance beforehand, let me or my staff know. Be safe. **FOP**

FOP Auxiliary

Whiskey and Cigar Gift Set Raffle

With the cost of everything going up, our volunteers who go to the National Peace Officers' Memorial Service each year pay a lot of money out of their own pockets. We are trying to help offset some of those costs by holding a couple of raffles.

Proceeds go to the Volunteer Assistance Fund.

Tickets are \$5 each, or five tickets for \$20.

PayPal: fopauxiliary@fop.net

Venmo: @Nationalfop-auxiliary



JOIN THE NATIONAL POLICE DOG FOUNDATION AS

We Remember **THE K9 HEROES**



NATIONAL POLICE K9 MEMORIAL SERVICE

Date & Time: May 11, 2025 at 1 PM

**Location: National Law Enforcement Officers Memorial
450 F Street NW, Washington, DC 20001**



Uniformed Personnel - Class A or Uniform of The Day

**-For more information-
service@NationalPoliceDogFoundation.org
(888) 459-7768**





National Police Week

May 6 Annual Blue Mass

St. Patrick Catholic Church (downtown Washington, D.C.); 12:10 p.m.

May 10 National Police Week 5K

Registration begins at 7 a.m., with opening announcements at 8:45 a.m. Race begins at 9 a.m.

May 11 Early Arrival Day

Shuttles will only run from Reagan National Airport to your C.O.P.S. Hotel. Airport shuttle times: 9 a.m.–6 p.m.

May 11 National Police K-9 Memorial Service

National Memorial; 1 p.m.

May 12 Official Arrival Day

Shuttles will only run from Reagan National Airport to your C.O.P.S. Hotel. Airport shuttle times: 9 a.m.–6 p.m.

May 12 Law Enforcement United Arrival Ceremony

Location and time TBD

May 12 Police Unity Tour Bike Ride-In and Ceremony

Ride-in arrives at the Memorial Wall at 444 E Street, NW, Washington, D.C., at 2 p.m.

May 12 Honor Guard Reception at the Museum

Honor Guard members and teams who are volunteering for either the Candlelight Vigil or Stand Watch for the Fallen may attend. Registration is required; 7–9 p.m.

May 13 36th Annual Candlelight Vigil

Held at 8 p.m. on the National Mall between 4th and 7th Streets and Madison and Jefferson Drives. Everyone is welcome.

May 13 Escort Briefing

Washington Hilton Hotel (room TBD); 10 a.m.

**May 14 20th Annual Fraternal
Order of Police Steve Young Honor
Guard and Pipe Band Demonstration**

West Front of the U.S. Capitol at the Reflecting
Pool and 3rd Street; 9 a.m.

May 14 Police Vehicle Display

U.S. Capitol Reflecting Pool; 1–4 p.m.

**May 14 C.O.P.S. National Police
Survivors' Conference**

Registration is mandatory. Washington Hilton
Hotel; 9 a.m.–4 p.m.

**May 14 C.O.P.S. Kids/Teens
Program (Day One)**

Local law enforcement facilities; 8 a.m.–5 p.m.

**May 14 National Emerald
Society Parade**

Time and location TBD

May 14 C.O.P.S. Blue Honor Gala

Washington Hilton Hotel; 6 p.m.

**May 15 44th National Peace
Officers' Memorial Service**

West Front of the United States
Capitol in Washington, D.C.; noon



May 15 Wreath Laying Ceremony

Will be held immediately following the
memorial service at the National Law
Enforcement Officers Memorial.

**May 16 C.O.P.S. National Police
Survivors' Conference**

Registration is mandatory. Washington Hilton
Hotel; 9 a.m.–4 p.m.

**May 16 C.O.P.S. Kids/Teens
Program (Day Two)**

Local law enforcement facilities; 8 a.m.–5 p.m.

May 16 C.O.P.S. Blue Family Barbecue

Washington Hilton Hotel; 6–9 p.m.

**May 17 Official C.O.P.S.
Departure Day**

For more information, go to policeweek.org for schedule details
and policeweekhg.com for Honor Guard and Drum and Pipe details.

Fraternal Order of Police National Memorial Committee

Matthew Hagen
Chair

NATIONAL PEACE OFFICERS' MEMORIAL

2025 ROLL CALL OF HEROES SHIRT

ORDER FORM



First and last name _____

Shipping address _____

Phone number with area code (____) _____

Email address _____

Quantity per size (adult only): \$20 S-XL, \$23 2X-4X

S: _____ M: _____ L: _____ XL: _____ 2X: _____

3X: _____ 4X: _____

Total number of shirts _____

To order, please email the completed form to knewman.fopa@gmail.com. You will receive an invoice via email from the National FOP Auxiliary Square account that includes a total for shirts and shipping.

If you have any questions, please text National FOP Auxiliary Second VP KaSandra Newman at (918) 230-3478.

For a downloadable PDF version of this form,
go to tinyurl.com/rollcalloffheroesshirt2025.

Form updated 2/28/2025 - knewman

NATIONAL FOP AUXILIARY ROLL CALL OF HEROES

COMMEMORATIVE
CHALLENGE COIN

ORDER FORM

The National FOP Auxiliary is selling the above pictured Memorial Challenge Coins. This coin is 3.28 inches in diameter, 3.5-4mm thick, four-color with 3D components and the current Roll Call of Heroes names on this coin as a reminder It's All About the White Chairs. Your support is greatly appreciated.

To order, please email the completed form to **knewman.fopa@gmail.com**. You will receive an invoice via email from the National FOP Auxiliary Square account that includes a total for coins and shipping. If you have any questions, please text National FOP Auxiliary Second VP KaSandra Newman at (918) 230-3478.

Total # _____ coins @ \$20 each = \$ _____

For a downloadable PDF version of this form,
go to tinyurl.com/rollcallofheroescoin2025.



FRONT



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Shipping and handling: Four coins or less = \$7, five to 50 coins = \$10.85 (USPS Flat Rate shipping with tracking), 51+ coins please email **knewman.fopa@gmail.com** for shipping rates to be calculated based on delivery address = \$ _____

Total amount for invoice to be mailed including shipping:
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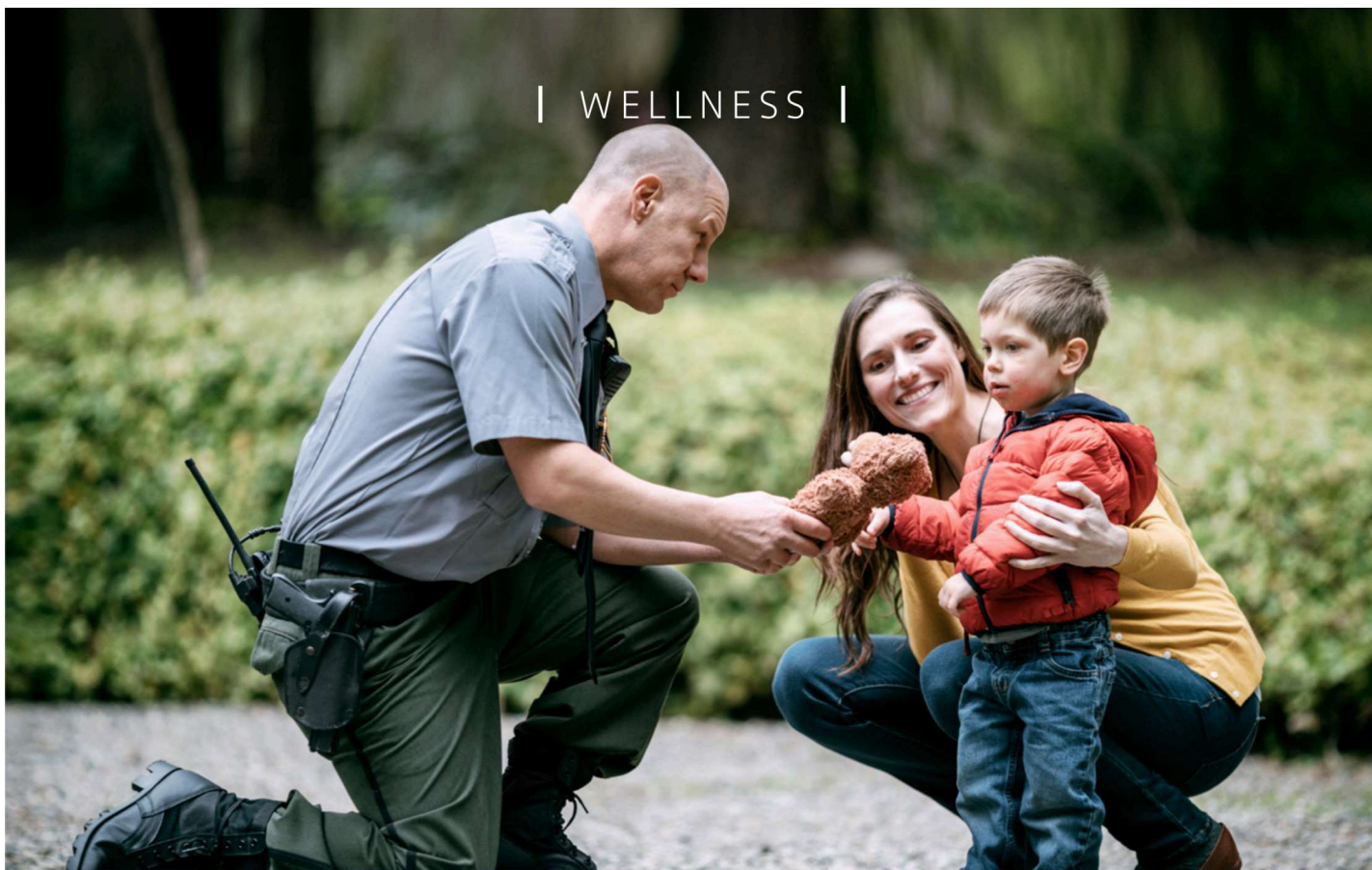
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Form updated 2/28/2025



A GOLDEN KEY TO SUICIDE PREVENTION

THE IMPORTANCE OF PERSONAL RELATIONSHIPS TO OFFICERS' WELL-BEING

SHERRI MARTIN / DIRECTOR OF WELLNESS

We frequently share statistics from the FOP biennial Critical Issues in Policing

Survey series, important findings that reflect the experiences of the men and women of law enforcement. In papers and publications, in conference presentations and in everyday conversations, we talk about police suicide, how the numbers are still too high (because one is still too many) and the efforts we are making profession-wide to stem the tide of officers dying by their own hand. We talk about wellness programs, suicide

prevention training and the impacts of witnessing traumatic events over years as a law enforcement officer. But we seldom talk about a key piece of the law enforcement suicide puzzle: relationships.

The Centers for Disease Control has estimated that approximately 42% of suicides in the United States are connected to a relationship problem¹. But we don't talk about our personal relationships in law enforcement, because our culture has historically dictated that we should leave our home lives at home, not bring those things to the workplace. That we separate the personal from work, that we show up to work each and every time clear-headed,

leaving any pressures from home behind. Consider how unrealistic that really is. We have learned that for most officers, their families are both their biggest concern and their biggest source of support. Personal relationships play a huge role in human well-being, and, well, police officers are human beings. So why aren't we recognizing that in our discussions of police suicide?

This month we want to take some time to talk about the importance of relationships to our well-being. Consider the last time you were really

¹ Centers for Disease Control. "Vital Signs: Suicide Rising Across the U.S." November 27, 2018. <https://archive.cdc.gov/#/details?url=https://www.cdc.gov/vitalsigns/suicide/index.html>.

upset or angry about something. Chances are it had something to do with a personal or work relationship issue. Not only can issues with romantic or marital relationships come about in our lives, but also consider relationships with parents, children, close friends and co-workers. Some of the most challenging and stressful situations in our careers stem from conflicts with co-workers or supervisors. Yet we seldom discuss these things in the workplace. Most of the time, even when we know that a co-worker is struggling with a personal relationship, talking about it is off-limits, considered taboo.

So how can we shift our culture or maybe even agency policies to start normalizing talking about, prioritizing and fostering healthy relationships? Based on data from the 2023 Critical Issues in Policing Survey, stigma around mental health is down 11% among law members of law enforcement, meaning that officers are feeling less and less that seeking help in times of struggle is cause for embarrassment. Largely, this reduction in stigma has been achieved by the increase in conversations about mental health in the police workplace. After much work, time and effort dedicated to mental health and wellness, we have finally begun to see conversations about nurturing mental health become more normalized. If we truly want to attack police suicide from all angles, and we know that relationships play a key role in suicide, we must normalize discussions about the impact of the profession on relationships.

Here are some other tips for agencies and leaders:

Implement family wellness programming. Many agencies around the country have begun to build programs for officers' families into their support systems for officers. Beginning in the academy, involving cadets' family members and educating them about the demands of the job, the potential impacts of trauma and strategies for coping can go a long way toward building a strong foundation of support for those entering the profession. The NFOP Division of Wellness Services is developing a training program for law enforcement families, Blue Family Focus, that will not only help teach

families how to support officers, but also build a network of support among law enforcement families. We are excited about this program and anticipate rolling it out later this year.

Consider the impact of work shifts on relationships. While we recognize that it isn't customary for heads of agencies to consider their employees' personal relationships, home lives or sleep habits in the course of effectively running a law enforcement agency, it is

behavior. While some may cope with it extremely well, others may really struggle to get through what may be the hardest time of their lives.

If possible, implement other strategies for supporting officers struggling with personal issues. Train peer support teams to react not only after critical incidents, but in other times of struggle. The Power in Peers course, developed by the FOP, trains peers to provide support to fellow officers not only following

“If we truly want to attack police suicide from all angles, we must normalize discussions about the impact of the profession on relationships.”

important if we truly wish to care for the well-being of our employees. Our research shows that officers on rotating shifts report stress on their personal relationships at a rate higher than that of their peers who work fixed shifts, even those working straight nights.

Offer additional support to those known to be separated or going through a divorce. Our survey results show individuals in these personal circumstances as being the most stressed of any relationship status. The end of a personal relationship is often very isolating, one key risk factor for mental health issues and suicide. Keep an extra eye on those folks during this life change, paying attention to shifts in mood and

critical incidents, but at other times they may benefit from support, including during divorce, workplace conflicts with co-workers and supervisors, and other situations where peer support has not previously been used. Consider including personal days in an officer's leave bank, to be utilized during family crises. What's most important as a peer, a supervisor or an agency is sending the message to our officers, through action and not just words, that we care about their complete well-being. While we remain committed to running a productive police workforce, it begins with recognition that healthy and happy employees produce the best work product. **FOP**



University of Cincinnati



Online Education Benefit Discounted for Members and Their Families

In the rapidly evolving field of law enforcement, making time for professional growth and development can help you better serve and protect your communities. As the complexities of crime and justice continue to increase, earning a Bachelor of Science (B.S.) or Master of Science (M.S.) in Criminal Justice can provide critical advantages to enhance your knowledge, skills and career prospects.

One of the benefits of your FOP membership is a tuition scholarship you can apply toward a criminal justice degree at the University of Cincinnati (UC). The highly ranked B.S. and M.S. programs (*U.S. News & World Report* ranked the master's program #9 in 2023) are unique in that **100% of the coursework** and interactions with instructors and fellow students are online. You don't have to live in Ohio or travel to a UC campus — you study virtually, choosing your study time and location and how quickly you want to get your degree, part- or full-time. Learn more at online.uc.edu/programs/criminal-justice.

Great Benefit for You and Your Family Members

As an FOP member, you receive 20% off the UC degrees' Instructional Fees. And here's another perk: Your spouse/partner and any dependent children also receive the 20% Instructional Fee discount, whether they choose a criminal justice program or another online UC degree. (Find details on fees at online.uc.edu/undergraduate-degrees/bs-criminal-justice/tuition for our B.S. in Criminal Justice and online.uc.edu/masters-programs/ms-criminal-justice/tuition for our M.S. in Criminal Justice program, and see the complete list of online degrees at online.uc.edu/student-info/eligible-programs.)

Why Consider a Criminal Justice Degree?

There are several reasons you may want to choose a criminal justice program; here are three:

Enhanced expertise and specialized knowledge: By pursuing a criminal justice degree, you will better understand the legal, social and behavioral aspects of crime and justice. Coursework covers subjects like

Cybercrime, Crime in Media and Popular Culture, Applied Statistics in Criminal Justice and Advanced Crime Analysis; broadens your overall understanding; and allows you to develop specialized expertise. A B.S. or M.S. in Criminal Justice equips you with the necessary analytical skills to assess complex situations, evaluate evidence and make informed decisions — all of which contribute to more effective policing.

Improved professional skills: A formal education in criminal justice provides you with a broader skill set to navigate the challenging demands of working in law enforcement. UC's online courses focus on ethics, race and class, family violence, correctional rehabilitation, crime mapping, and terrorism and homeland security, helping you engage with diverse communities and special situations. Your ability to evaluate and apply evidence-based approaches in your work enhances your effectiveness as an officer and gives you new ways to assess and analyze situations.

Career advancement potential: Earning a criminal justice degree can enhance your career prospects and increase your marketability for a new or higher-ranking position. Law enforcement agencies often value higher



education and consider it a factor when promoting officers to a new role. Working toward a B.S. or M.S. in Criminal Justice demonstrates a commitment to professional growth, and it can make you more competitive for promotions, specialized unit assignments or leadership positions within your department or law enforcement agency.

Two More Benefits of Studying Online

Enrolling in one of UC's online degree programs helps you balance work responsibilities and personal commitments with school. With the ease of accessing course material and the flexibility to complete assignments at your own pace, you can effectively juggle your duties as a law enforcement professional while advancing your education.

Many of UC's online students foster connections with individuals from other law enforcement agencies. Engaging and collaborating with peers broadens your perspectives and gives you the opportunity to discover new best practices and approaches while enriching your professional network.

Learn More Today

A B.S. or M.S. in Criminal Justice offers numerous benefits, from enhanced expertise and professional skills to improved career and job prospects. Pursuing a criminal justice degree through a 100% online program from UC allows you to balance your educational goals with demanding work schedules and family demands, providing flexibility, accessibility and a personalized learning experience.

If you're ready to learn more about the 20% tuition savings benefit for you or your family members, contact an Enrollment Services Advisor today. Complete the info-request form at online.uc.edu/contact-us, or call UC at (866) 463-7187 between 8 a.m. and 5 p.m. Eastern Time, Monday through Friday. **FOP**

[WWW.FOP.NET](https://www.fop.net)

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

[FOP.net/fop-university](https://fop.net/fop-university)



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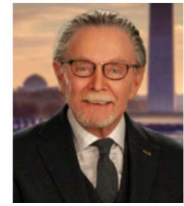
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Wichita, KS



Protect and Serve Act Introduced in the House



Representatives John H. Rutherford (R-Fla.) and Joshua S. Gottheimer (D-N.J.) have reintroduced the Protect and Serve Act in the House as H.R. 1551. This legislation is a priority for the FOP and is a direct response to the number of attacks on law enforcement officers by imposing, in limited circumstances, federal penalties on individuals who deliberately target local, state or federal law enforcement officers with violence. So far this year, there have been 16 ambush-style attacks on law enforcement officers, in which 19 officers were shot, five of whom were killed. Overall, 79 officers have been shot in the line of duty so far in 2025 and nine were killed.

Ambush attacks and violence targeting law enforcement officers in general have been steadily increasing in recent years. Last year, 342 officers were shot in the line of duty, which was a small but welcome decrease from the all-time high of 378 in 2023. Sadly, of those officers shot in 2024, 50 were killed — an 8% increase from 2023. There were 61 ambush-style attacks on law enforcement officers last year that resulted in 79 officers shot, 18 of whom were killed. Congress needs to act now and pass the Protect and Serve Act.

LEOSA Reform Act Introduced in the House: Markup Expected Next Week

Representatives Donald J. Bacon (R-Neb.) and Henry Cuellar (D-Texas) have reintroduced the LEOSA Reform Act. The FOP is working closely with these offices and with the leadership of the House Committee on the Judiciary, which is expected to mark up the bill next week. The legislation passed the House last year.

The Law Enforcement Officers Safety Act (LEOSA) exempts qualified active

Just the Facts:

» Several FOP priority bills have been reintroduced in Congress, including the Protect and Serve Act, the LEOSA Reform Act and the HELPER Act. The FOP is also advocating for adequate funding for the D.C. Metropolitan Police Department and permanent placement of fentanyl and any analogues on Schedule I of the Controlled Substances Act. Meanwhile, we are strongly opposing several bills attacking labor unions and collective bargaining.

and retired law enforcement officers from local and state prohibitions on the carriage of concealed firearms. This legislation amends existing law to ensure that officers can carry in the same venues as civilian concealed carry permit holders. The bill also extends the exemption to magazine capacity and would allow active and retired law enforcement officers to access services in U.S. post offices, Social Security Administration offices, Veterans Affairs offices and other federal facilities without disarming or securing their firearms elsewhere. It would also allow states to decide to extend the period between training certifications for qualified retired law enforcement officers from 12 months to 36 months.

The LEOSA Reform Act would not increase the number of officers who carry firearms under the current LEOSA statute. It does, however, remove conflict and confusion from current state and federal laws while closing existing loopholes to prevent any officer from inadvertently putting themselves in legal jeopardy.

The Senate bill, S. 679, was introduced in February.

Congress Funds Federal Government Through End of the Fiscal Year, Needs to Act on a Bill to Fix D.C. Budget

Congress passed and the president

signed H.R. 1968, the Full-Year Continuing Appropriations and Extension Act, into law. The measure maintains agency and program funding at fiscal year 2024 levels while also providing a \$440 million boost for Immigration and Customs Enforcement (ICE). Additionally, the measure extends the temporary classification of fentanyl-related substances as Schedule I drugs under the Controlled Substances Act through the end of this September.

During the debate in the Senate, lawmakers recognized that, however inadvertently, the continuing resolution would force the District of Columbia to make very steep cuts across the board — including the budget for the Washington, D.C., Metropolitan Police Department (MPD). To address this issue, the Senate also considered and passed S. 1077, the District of Columbia Local Funds Act, by unanimous consent. This bill is critical to preserving the ability of MPD to protect the residents and visitors of the District of Columbia.

The FOP has called on House leaders to bring S. 1077 to the House floor and pass it immediately.

HALT Fentanyl Act Passes Senate

The Senate considered and passed S. 313, the Halt All Lethal Trafficking

(HALT) of Fentanyl Act, instead of considering H.R. 27. The legislation returns to the House, where it is expected to pass.

In 2018, Congress gave the Drug Enforcement Administration (DEA) the authority to execute class-wide scheduling of illicit fentanyl-related substances, or analogues, as Schedule I substances under the Controlled Substances Act (CSA). This legislation makes that authority permanent and places fentanyl and any analogues on Schedule I of the CSA. The FOP strongly supports this legislation.

House Committee Advances New Attacks on Labor

The FOP is expecting the House Committee on Oversight and Government Reform to favorably report two attacks on labor unions and collective bargaining agreements.

The first is H.R. 1210, the Protecting Taxpayers' Wallets Act, sponsored by Representative Scott G. Perry (R-Pa.). It would take the extraordinary step to require federal

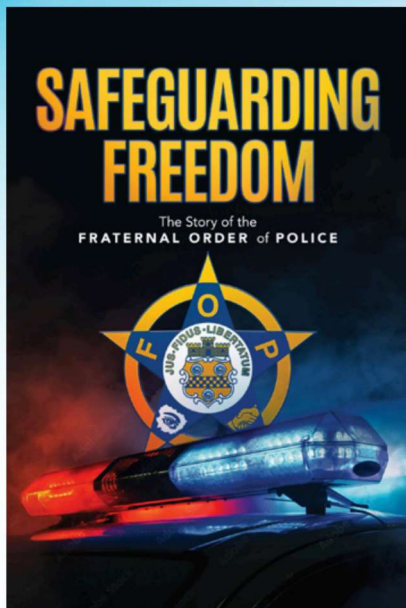
agencies to charge labor organizations quarterly fees for agency time and resources — including, for example, office space and equipment. Agencies would notify labor organizations of the fee amount within 30 days, with payment subsequently due within 60 days of notification. This is an obvious and over-the-top anti-labor measure and not a serious piece of legislation. The FOP will be working diligently to defeat it. You can read our letter of opposition at [FOP.net/letter/h-r-1210-the-protecting-taxpayers-wallets-act](https://fop.net/letter/h-r-1210-the-protecting-taxpayers-wallets-act).

The second is a draft bill entitled the Paycheck Protection Act. This blatantly anti-worker bill would prohibit union members from choosing to pay their dues automatically from their paychecks — a standard practice at every level of public employment. This puts an unnecessary burden on union members who receive services based on their payment of dues. The FOP will be strongly opposing this bill as well. You can find our letter at [FOP.net/letter/paycheck-protection-act](https://fop.net/letter/paycheck-protection-act).

Senators Blackburn and Lee Bill Strips Away Collective Bargaining Rights for Federal Employees

Senators M. Marsha Blackburn (R-Tenn.) and Michael S. Lee (R-Utah) introduced S. 1006, the Federal Workforce Freedom Act. This bill, in its current form, would have disastrous effects on federal law enforcement by prohibiting them and other federal employees from organizing or joining labor unions. If enacted, our members would be unable to enter into contracts that ensure fair treatment from the federal agencies that employ them when it comes to negotiation over wages, benefits, and officer safety and wellness issues. The bill would also terminate all current collective bargaining agreements, effectively stripping the rights of federal law enforcement officers of their voice in the workplace. The FOP regards this bill as anti-law-enforcement and

Continued on page 26 >



SAFEGUARDING FREEDOM: The Story of the Fraternal Order of Police

The National Fraternal Order of Police History Committee and the National Board of Trustees are excited to present you with a new book, *Safeguarding Freedom: The Story of the Fraternal Order of Police*. This literary work is the result of reviewing historical documents, combing through thousands of photographs and conducting interviews to give the reader a comprehensive history of how the Fraternal Order of Police has impacted policing in America. Author Max DiLallo, co-author with James Patterson on numerous books, along with the direction of National History Committee Chair David Stevens, has worked tirelessly over the past year to reveal the journey of the FOP.

This fantastic book is available from the National Office for \$25 plus shipping, and the proceeds benefit our National FOP Foundation. Donations of \$30 or more to the Foundation will receive a free book.

Top Priorities in Brief



The Law Enforcement Officers' Equity Act

House: Not yet introduced

Senate: Not yet introduced

The Public Safety Employer–Employee Cooperation Act

House (H.R. 1505): 22 co-sponsors (5 R, 17 D)

Senate (S. 636): 1 co-sponsor (1 D)

The LEOSA Reform Act

House: Waiting on a bill number

Senate (S. 679): 8 co-sponsors (8 R)

The Protect and Serve Act

House (H.R. 1551): 34 co-sponsors (29 R, 5 D)

Senate (S. 167): 7 co-sponsors (7 R)

The Homes for Every Local Protector, Educator, and Responder (HELPER) Act

House (H.R. 2094): 3 co-sponsors (1 R, 2 D)

Senate (S. 978): 7 co-sponsors (1 R, 6 D)

To see a full list of legislation supported by the FOP in the previous Congress, please visit tinyurl.com/ycy5k5rv.

Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news.



WASHINGTON REPORT

Continued from page 25 >

anti-American, and we will be working to oppose it. You can read our letter opposing this bill at FOP.net/letter/opposition-to-s-1006-the-federal-workforce-freedom-act.

HELPER Act Introduced in House and Senate

The Homes for Every Local Protector, Educator, and Responder (HELPER) Act was reintroduced this week as H.R. 2094 by Representatives John H. Rutherford (R-Fla.), Bonnie Watson Coleman (D-N.J.), Andrew R. Garbarino (R-N.Y.) and Joshua S. Gottheimer (D-N.J.) in the House, and as S. 978 by Senators Ashley B. Moody (R-Fla.), T. Jonathan Ossoff (D-Ga.), William M. Cassidy (R-La.) and Raphael G. Warnock (D-Ga.) in the Senate.

The HELPER Act, which is a priority for the FOP, would establish a new home loan program administered by the Federal Housing Administration to help public safety officers, first responders and teachers purchase homes. Specifically, the bill would:

- Create a one-time use home loan program under the FHA for law enforcement officers, firefighters, emergency medical technicians (EMTs), paramedics and pre-K–12 teachers
- Eliminate the down payment requirement
- Eliminate the monthly mortgage insurance premium (MIP) requirement
- Require “not less than 3 percent upfront mortgage insurance (UFMI) premium to ensure the solvency of the program”
- Require the program to be reauthorized after five years

Other Legislative Activity

Since the last issue of the *Journal*, the FOP has supported the following legislation:

- **H.R. 1236**, the Chief Herbert D. Proffitt Act, which would amend the Public Safety Officers' Benefits program and allow survivors to file for death or disability benefits for officers not in active service,

provided their death or disability was connected to their service as a law enforcement officer

- **H.R. 1260**, the U.S. Park Police Modernization Act, which would address the growing crisis that faces the USPP and its ability to protect and serve the public
- **H.R. 1266**, the Combating Illicit Xylazine Act, which would add xylazine to the Controlled Substances Act
- **H.R. 1556**, Eric's Law, which would amend current law to allow federal prosecutors to impanel a second jury for the sentencing phase of a federal capital case if the first jury does not reach a unanimous decision on the sentence
- **H.R. 1773**, the Federal Firearms Licensee Protection Act, which would make firearm thefts a federal offense punishable by up to 20 years in prison
- **S. 666**, the First Responders Wellness Act, which would establish a national hotline for first responders through the U.S. Department of Health and Human Services (HHS)
- **S. 678**, the Invest to Protect Act, which would establish a grant program, administered by the Community Oriented Policing Services Office within the U.S. Department of Justice, that would be used for the training of officers from police departments and municipalities that employ fewer than 200 law enforcement officers
- **S. 767**, the High Intensity Drug Trafficking Areas (HIDTA) Act, which would increase the HIDTA program's budget by over \$28 million to provide for the creation of new grant programs that would enhance fentanyl seizure operations and improve coordination between law enforcement agencies

Sign Up for the FOP's Weekly Update

Are you getting the *Weekly Update* from Capitol Hill in your inbox every week? If not, go to tinyurl.com/FOP-weekly-update to sign up. **This is especially important with the new Congress!**

Getting the *Weekly Update* in your mailbox every Friday will help keep you and your members up to date with the

latest news from Washington, D.C., with Congress and the new administration.

Make sure you are a regular visitor to all our social media platforms, as these frequent posts are the best way to keep up with the National FOP's daily activity. Follow the National FOP on:

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

Do your part! Please **share**, **comment** and **like** our content.



Have You Given to the NFOP PAC?

The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs more of our members to contribute to ensure that our PAC has the resources to support candidates who will fight for our officers and the issues that are important to them. With the next election cycle less than two years away, now is the time to replenish our PAC funds.

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 are urging members (and lodges) to sign up for recurring, monthly contributions using their credit card. This is the most effective and reliable way to contribute and to strengthen our PAC.

These contributions need not be for large amounts (though these are also very much appreciated) — but every dollar helps! If every FOP member gave just \$1, we could raise \$377,000! If 10% of our members gave just \$5 this year, we would raise \$188,500. We need your support to meet our fundraising goals!

To donate online, please visit nfop-pac.firstresponderprocessing.com.

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 recurring monthly donations, please contact the Steve Young Law Enforcement Legislative Advocacy Center at (202) 547-8189 or David Taboh at dtaboh@FOP.net.

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

WELLNESS PROVIDERS

Chateau Recovery Midway, UT

chateaufrecovery.com/programs/first-responders

FHE Health: Shatterproof Program Deerfield Beach, FL

therehab.com/services/first-responders

First Responder Wellness by Simple Recovery Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program

Havre de Grace, MD

harborofgracerecovery.com/first-responders

Throttle and Thrive Palos Verdes Estates, CA

throttleandthrive.com

Warrior's Heart Bandera, TX

warriorsheart.com

**Find more vetted and approved wellness providers
and programs at fop.net/officer-wellness/providers.**



Should Officers Be Classified as “Victims” Under Marsy’s Law?



Since its introduction in California in 2008, Marsy’s Law has been adopted in various forms across the country and continues to spark important conversations about the rights of crime victims. While the specifics of the law vary by state, its core principle remains the same: granting crime victims meaningful and enforceable constitutional rights equal to those of the accused. Over the years, Marsy’s Law has expanded to offer victims enhanced protections, including the right to reasonable notice, the right to be present and heard at court proceedings, and the right to prevent the disclosure of information or records that could be used to locate or harass the victim or their family.

A major point of discussion surrounding Marsy’s Law today is its scope. Specifically, the debate centers on whether law enforcement officers involved in police-related shootings should be considered “victims” under its provisions. This issue has gained attention in states like Ohio, where the state’s Supreme Court is currently considering whether officers should receive the same protections as civilian crime victims. As legal challenges unfold, Marsy’s Law continues to raise important questions about the balance between protecting victims’ rights, ensuring officers’ protections and maintaining public access to information.

After Ohio voters approved Marsy’s Law in 2017, defining “victim” in the state constitution, the General Assembly took further steps to implement its provisions. In April 2023, state lawmakers enacted legislation strengthening crime victim rights provided under Marsy’s Law, including R.C. 2930.07, which mandates that law enforcement redact a crime victim’s “name, address, or other identifying

Just the Facts:

» Marsy’s Law in California, and similar laws that have since been adopted across the country, grant crime victims meaningful and enforceable constitutional rights equal to those of the accused. But what happens when the crime is committed against a law enforcement officer? A court case in Ohio debating whether police shot in the line of duty are entitled to privacy rights under Marsy’s Law will likely set a key precedent for how other states strike a balance between safeguarding the rights and protections of officers and ensuring public access to information.

information” from case documents. The interpretation of the term “victim” under Marsy’s Law is now before the Supreme Court of Ohio. On February 11, 2025, the court heard oral arguments in *State ex rel. Gatehouse Media Ohio Holdings II, Inc. d/b/a The Columbus Dispatch v. The City of Columbus Police Department*, to determine whether officers involved in police shootings should be considered “victims” under Marsy’s Law.

The case arises from a police shooting incident that occurred in 2023. Two Columbus police officers responded to a bank robbery alert and pursued the suspects in an SUV. The vehicle abruptly halted in the middle of I-70, prompting two individuals to flee on foot. As one officer chased the suspects, a third suspect emerged from the SUV and shot the officer multiple times. In response, the second officer fired at the suspect, and additional officers also discharged their weapons, killing the suspect. The first officer, who sustained multiple gunshot wounds, was transported to a hospital, underwent several surgeries and survived the incident.

On the day of the shooting, the *Columbus Dispatch* sent an email request to the Columbus Police Department for video of the shooting and reports related to the incident. While the department

provided the video, it redacted the names of the two officers who had initially encountered the suspects. The City explained that, in compliance with Marsy’s Law, the officers’ identifying information was withheld because they were deemed victims once shots were fired at them. In response, the *Dispatch* filed a writ of mandamus with the Ohio Supreme Court, seeking to compel the police department to release the officers’ identities.

The legal debate focuses on how the term “victim” is interpreted under Marsy’s Law. Ohio law defines a “victim” as a “person” harmed by a crime, raising the question: Can police officers, acting in the line of duty as agents of the state, be considered victims in the same way as civilians directly affected by crime? Or do police officers hold a unique position in society, where their authority to use deadly force distinguishes them from others in terms of victim status?

The *Dispatch*, advocating for the public’s interest in access to records, argued that police officers do not meet the definition of “victim” when performing their public duties and exercising governmental authority. The *Dispatch* urged the Ohio Supreme Court to rely on precedent set in a 2020 decision, *City of Centerville v. Knab*. In that case, the court ruled that

a municipal corporation could not be considered a crime victim under Marsy's Law. At oral argument, the *Dispatch* highlighted that officers, as public figures, wear badges with their names, are required to identify themselves to the public and operate under a distinct duty not shared by civilians. The *Dispatch* contended that granting victim status to officers would create inconsistencies, noting that police officers are not treated as victims under other state laws, such as privacy protections.

In contrast, the City of Columbus, supported by the Fraternal Order of Police of Ohio, pointed directly to the definition of "victim" in Marsy's Law. The definition of "victim" simply notes a "person" against whom a criminal offense is committed. There is nothing in the law that excludes police officers from being encompassed in the definition. Ohio Deputy Solicitor General Jana M. Bosch, who argued on behalf of the City at oral argument, stated that "police officers are people, just like everyone else." Police officers are vulnerable to being directly harmed by suspects, as evidenced by this case. Bosch emphasized this point by stating that while officers serve as state agents, they remain individuals who can be personally harmed in the course of their duties. Bosch stated, "When he takes off the badge, he doesn't take off

the bullet wounds and go home. He is a person who is exercising the authority of the state."

The justices focused their questions on the definition of "victim." Justice Patrick Fischer immediately asked questions to the *Dispatch*: "Does it matter who shot first? If someone shoots at you, aren't you a victim?" Justice Patrick DeWine asked whether officers injured on the job could ever be considered victims. And Chief Justice Sharon Kennedy, a former police officer, asked if an officer is shot or beaten, the assailant can be charged with a crime, so doesn't that make the officer a crime victim? A ruling from the court is expected in the coming months.

The case in Ohio is part of a broader national conversation about the application of Marsy's Law to law enforcement officers involved in police shootings. In Wisconsin, for example, a constitutional amendment approved by nearly 75% of Wisconsin voters broadened the definition of a crime victim and strengthened privacy protections to align with the national trend to offer greater privacy to victims, including police officers. In contrast, the Florida Supreme Court ruled 6–0 in 2023 that police officers involved in fatal shootings could not shield their identities under Marsy's Law. The court

stated, "Marsy's Law guarantees to no victim — police officer or otherwise — the categorical right to withhold his or her name from disclosure."

The debate over whether law enforcement officers should be considered victims under Marsy's Law highlights the tension between safeguarding the rights and protections of police officers and ensuring public access to information. Striking the right balance will continue to be a key point of discussion for police officers, attorneys and lawmakers. As the Ohio Supreme Court deliberates, its decision will likely set a key precedent for how other states handle this issue under Marsy's Law. In other words, the ruling could have far-reaching implications for how victim rights are defined for law enforcement officers in the future. **FOP**

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There Is ALWAYS Another Option

FOP Vetted and Approved Crisis Hotlines



Crisis Text Line is free, 24/7, and confidential



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

Harold Ray Presley: Walking Tall (Also)

Harold Ray Presley was born on October 5, 1948, in Tupelo, Mississippi. He grew up in a modest household, deeply rooted in the values of hard work, integrity and community service. These formative years laid the foundation for his future endeavors and his unwavering commitment to serving others.

After returning from Vietnam, Presley began his career in law enforcement in 1970 when he joined the Lee County Sheriff's Department. His dedication to his work and his community quickly became evident, earning him respect and admiration from his peers and the citizens he served. He was known for his fairness, compassion and a strong sense of justice, traits that would define his career.

In 1993, after more than two decades of dedicated service, Presley was elected as the sheriff of Lee County. His election was a testament to the trust and confidence the community had in his leadership and vision. At 6 foot 3 inches tall and 285 pounds, Presley was truly "Walking Tall" and an imposing man. As sheriff, Presley focused on enhancing community policing, improving departmental efficiency and ensuring the safety and well-being of all residents.

During his tenure as sheriff, Presley implemented several innovative programs and initiatives aimed at reducing crime and fostering community engagement, including the newly designed D.A.R.E. program. He was instrumental in establishing neighborhood watch programs, organizing community outreach events and collaborating with local organizations to address social issues such as drug abuse and domestic violence.

Presley also prioritized professional development and training for his deputies, ensuring that they were well equipped to handle the challenges of modern law enforcement. His leadership and commitment to excellence set a high



standard for the department and left a lasting impact on the community.

Sheriff Presley's legacy extends beyond his accomplishments in law enforcement. He was a beloved figure in Lee County, known for his generosity, kindness and unwavering dedication to helping others. His contributions to the community were recognized with numerous awards and accolades, including the Buford Pusser Sheriff of the Year Award in 1995. Sheriff Pusser was a proud member of the Fraternal Order of Police and his award carried weight.

Tragically, Sheriff Presley's life was cut short on July 6, 2001, when he was killed in a shootout with a kidnapping suspect near Tupelo. His death was a profound loss for the community, but his legacy of service and dedication continues to inspire and guide those who follow in his footsteps.

Although his cousin was a little more famous, Sheriff Presley never leaned on Elvis for any favors and his "Presley for Sheriff" campaign signs were a hot commodity with tourists.

Sheriff Presley will always be remembered as a dedicated public servant, a compassionate leader and a true hero. His contributions to law enforcement and his unwavering commitment to his



community have left an indelible mark on Lee County. As we honor his memory, we are reminded of the importance of service, integrity and the impact one individual can have on the lives of many.

The National FOP History Committee members are David L. Stevens (chair, Fla.), James Flores (N.M.), Dewey Stokes (Ohio), Ben Roberts (Texas), Bruce Evarrt (Md.) and Adolph South (Ala.). **FOP**

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Pathways to Excellence Education and Empowerment Summit



I am super excited to introduce you to one of the most innovative training experiences to hit the FOP in quite some time: Pathways to Excellence! Over a year in the planning, with extensive research and development, this event should meet our training needs well into the future! Save the dates of March 29 through April 3, 2026, for an experience like no other. One conference, six paths — your training the FOP way! It will be held at South Point Hotel, Casino, Spa and Convention Center in Las Vegas, off the Strip.

I would often hear from FOP members and leaders alike that the travel requirements to attend training offered by the FOP were

overly burdensome. With staffing being what it is today in modern law enforcement organizations, many of our members simply could not get away to attend more than one training. Then, of course, there is the expense. I would often hear, “We needed to decide on which event to attend, as our budget can only absorb so much.”

On the Las Vegas Strip, where Labor Services has historically conducted their training, costs continued to rise, making it difficult to keep registration costs down. Room rates were competitive, yet that pesky resort fee seemed almost as high as the room! And the atmosphere on the Strip could be exhausting for some.

Our very popular Wellness Summit and Leadership Matters in Nashville were also becoming an obstacle for us. The great service offered by staff at the hotel was often countered by the aging conditions of the facility. We lacked proper breakout rooms, and the grand ballroom was just too narrow to be conducive to the large crowds we attracted. We had to turn away vendors due to lack of space, and our registered attendance numbers were starting to max out the facility. Conducting an event in proximity to our National headquarters was a great bonus for attendees, so we sought out other

Continued on page 34 >

SAVE THE DATE!

PATHWAYS to EXCELLENCE

Education and Empowerment Summit

March 29 – April 3, 2026
South Point Hotel, Casino and Spa
LAS VEGAS, NEVADA

**One Conference,
Six Paths —
Your Training
the FOP Way**

**Leadership
Matters**

**Excellency
in Chaplaincy**

**Legal Counselors
Seminar**

**Labor Leadership
Summit**

**Wellness
Summit**

**Wellness
Professionals' Forum**





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EDUCATION AND OUTREACH

Continued from page 32 >

venues in Nashville. Unfortunately, our costs would have doubled and made the event even less cost-effective to our members.

As your Executive Board and directors racked our brains for potential training alternatives, Labor Services Director Roger Mayberry found the South Point Hotel, Casino, Spa and Convention Center. Located an equal distance from the airport as our past venues on the Strip, but in the opposite direction, it offers a much more relaxed atmosphere. After several visits and a detailed evaluation of the facilities, we thought that this venue may be the answer to many of our struggles.

With a tournament bowling plaza on site, along with a 16-screen movie theater complex and 11 onsite restaurants, it became clear that this was a more family-oriented type of venue. And we were able to negotiate a room rate that should come in at under \$110 a night, tax and resort fees included, for Sunday through Friday. A review of their convention center quickly led us to conclude that there was space available for not only Leadership Matters and Wellness, but any of our other training events as well!

With all the obstacles that have faced our members in the past, with travel and expenses and sheer time off, perhaps it was time to consolidate some of our training events and take advantage of some economy of scale. If we were going to do it, the time was right, the venue was right and the costs were right.

Wellness Director Sherri Martin believed her events, the Wellness Professionals' Forum and Wellness Summit, would fit nicely into the new venue. Labor Services Director Roger Mayberry figured that the Labor Leadership Summit and the Legal Counselors Seminar could run concurrently with Wellness, as the attendees had different learning objectives. General Counsel Larry James thought that it would work as well. Our Executive Board has envisioned a reinvigorated Leadership Matters for some time, and now we had the room and space to make all that happen.

National Chaplain Rick Snyder, who has been contemplating a Chaplains Conference, thought that Wellness and Leadership could only complement his plans, so we will have a chaplains event here as well! Our customary vendors are ecstatic with the advance notice and ability to reach perhaps twice as many attendees as in prior years — and because we have the room, we anticipate additional vendors coming on board. And, of utmost

importance, our *Journal* Editor/Seminar Coordinator Stephanie Simpson gave it a thumbs-up, as much of the burden will fall on her! And I promised to stay out of her way!

As you can see, I'm really excited about the new direction we are taking with our training events. There is still a lot of planning and costing out of expenses, but I wanted to make sure that you save the date for Pathways to Excellence, March 29 through April 3, 2026, at South Point Hotel, Casino, Spa and Convention Center in Las Vegas, for an experience like no other. One conference, six paths — your training the FOP way!

Until we meet again, God bless you and God bless the FOP! **FOP**

FOP DIVISION OF EDUCATION AND OUTREACH

If you have further questions, contact Director Keith Turney at kturney@fop.org, or (815) 482-5620. For more information on CRI-TAC, visit cops.usdoj.gov/cri-tac.

NATIONAL FRATERNAL ORDER OF POLICE

67th Biennial Conference & EXPO August 3-7, 2025

Information Coming Soon!





BENEFITS OF FOP MEMBERSHIP

The National Fraternal Order of Police is the world's largest organization of sworn law enforcement officers, with over 377,000 members in more than 2,200 lodges. We are committed to improving the working conditions of officers and the safety of those we serve through education, legislation, information, community involvement and employee representation. Here's a quick overview of the wide variety of services and benefits that the FOP offers to its members.

Legislative Office

The office on Capitol Hill lobbies on issues important to rank-and-file law enforcement officers. The National Legislative Program is the most active and comprehensive of any law enforcement organization in Washington.

Legal Defense Plan

This self-funded plan is available to eligible FOP groups and individual members to cover law enforcement exposures, including administrative, civil and criminal legal coverage; H.R. 218 coverage; and the Moonlighting Liability Insurance Program.

Labor Services Division

Comprehensive resources and services designed to ensure that no officer goes to the bargaining table alone. Labor Services stands ready to provide the people and resources you need for contract information, experienced legal experts, training seminars, personalized labor research and more.

National Peace Officers' Memorial Service

This solemn event is held every year during National Police Week to honor those who have given their lives in the line of duty. Open to the public, it brings together the expanded law enforcement family and national leaders, pays tribute to the fallen and offers words of comfort to their surviving family members.

FOP Journal

Published digitally 12 times a year, the *FOP Journal* is the official publication of the National FOP. Each issue contains reports from the Executive Board, updates on law enforcement legal and labor issues and so much more!

Disaster Relief

As part of the NFOP Foundation, the Fraternal Order of Police Disaster Relief Fund (a nonprofit 501(c)(3) organization) relies on the generosity of individuals, organizations and corporations and is always prepared to assist our members in distress.

Charity Partnerships

- **Easter Seals:** Helping children and adults with disabilities live better lives is at the heart of Easter Seals' mission, and the FOP, as a long-standing Easter Seals National Corporate Partner, has helped raise more than \$15 million. Donate online at www.easterseals.com and be sure to indicate your FOP affiliation when donating!
- **Law Enforcement Torch Run for Special Olympics:** The FOP is committed to helping people with intellectual disabilities learn to become self-reliant and contributing members of our communities.

Service Providers

The National FOP list of Service Providers currently includes Liberty Mutual insurance, Avis and Enterprise car rentals and a variety of licensed products from HALO, the official FOP merchandiser.

Education Services

The Education Services Committee develops and implements professional law enforcement training programs and events to equip members with the skills needed to enhance their careers, and has established a training schedule covering a wide spectrum of leadership, labor and legal issues. The National FOP also provides scholarships to eligible applicants.

National Fraternal Order of Police University (NFOPU)

Recognizing that four-year and graduate degrees are increasingly important for law enforcement career advancement, the FOP collaborates with a select consortium of universities willing to offer members the education they need with a flexible schedule and reasonable cost. **FOP**



For more information on all of these programs, visit www.fop.net.



Protect Your Health and Well-Being, and Your Image

When we go to work at the beginning of our workday, we do so with the intention to return home healthy, safe and well. In law enforcement, there are certain risks to health, safety and well-being that are as much a part of the job as is accepting those risks. Employers provide obvious equipment and tools to mitigate or minimize obvious risks: firearms, chemical spray, ballistic vests, restraints, etc.

Some of the risks and the equipment and tools to mitigate them are not quite as obvious — the risks associated with remote patrol locations, for example. The idea that officers may find themselves far from backup in the event of overwhelming force may not occur to most people until an actual emergency occurs. The concept of minimum staffing is not just based on crime statistics

Employers must develop the technological tools to properly investigate the legitimacy (or illegitimacy) of AI imagery.

and economic data. An officer engaged with a suspect alone for even mere minutes could be in a life-and-death scenario.

Even less obvious are environmental hazards. We have seen numerous health-compromising incidents in the media. Viruses, train derailments spilling chemicals, floods driving dangerous animals and

Just the Facts:

» Law enforcement jobs involve many obvious health and safety risks, as well as others that are less apparent, such as understaffing and environmental hazards. One new threat is artificial intelligence and its ability to create false images, which can be a factor not only in criminal investigations, but also in misconduct cases against public officials. Labor Services is working on ways to protect officers against AI defamation and encourages members to demand their employers provide a safe, healthy work environment.

disease-carrying insects, and weather phenomena are very real hazards. The list can get quite long, especially since law enforcement is often first and longest on the scenes of such incidents.

At a minimum, the obligation of an employer to ensure a healthy and safe work environment is an implied obligation based in good faith. Those of you who work under collective bargaining agreements, please do not overlook contractual provisions requiring officer safety, health and well-being. Those of you who do not, you still have the human right to a healthy and safe work environment. That includes safe and well-maintained vehicles, updated safety gear, protective equipment, minimum staffing, access to health care, adequate rest and vacation time, to name just a few.

In 2025, there is a new variable that requires serious attention: artificial intelligence. As we have seen in recent months, AI has been used to generate false images of people in compromising or controversial positions and contexts. The fallout can endanger careers and lives. It is imperative that this issue be taken seriously. Employers must develop the technological tools to properly investigate the legitimacy (or illegitimacy) of AI imagery, not just in criminal investigations, but also in misconduct investigations of law enforcement officers and other public officials. LEOs are

“soft targets” for AI attacks because of their position within the public trust.

At the Labor Services Division, we are committed to officer safety and well-being, including the very serious threat of AI defamation. It is not enough to be vigilant against a proliferation of recording devices. We must now be on guard against false imagery and know how to detect and disprove it. Rest assured, we are working on it.

Please be safe out there, and be courageous enough to demand the equipment and gear that will keep you healthy and safe. If you would like assistance in doing so, please get in touch with the Division of Labor Services and let us support you. **FOP**



Scan the QR code for more information about NFOP Labor Services.



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

During the 2023–2024 Plan year, the following changes were adopted:

- The definition of “Plan Territory” has been extended only for Federal Agents assigned to work at U.S. Immigration and Custom Enforcement (“ICE”) to include covered actions arising and brought within any of the unincorporated territories of the United States of America.
- Allowing new Groups to purchase optional Prior Acts coverage for only Civil and Criminal coverage at a one-time fee and clarifying that any incidents involving death or serious bodily injury will be considered a “known act” unless such act has been cleared by a prosecuting authority Prior to the submission of the Group’s application.
- FOP members in good standing employed by a law enforcement entity operated by a private college/university; private hospital; private railroad; or Native American tribal government, and who are properly certified or commissioned to carry firearms and make arrests who purchase only administrative and criminal coverage under the Plan, may now also receive civil monitoring, at the Board’s discretion.

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, 2023, to April 30, 2024. 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 the liabilities of the Plan, was \$8,187,992 as of April 30, 2024, compared to \$9,268,176 as of May 1, 2023. During the Plan year the Plan experienced a decrease in its net assets of \$1,080,184. This decrease includes unrealized appreciation in the value of the 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 total income of \$20,029,724. This income included participant contributions of \$17,936,449, and net investment gains of \$2,093,275 (consisting of interest and dividend income of \$1,192,049, net realized gains from the sale of investments of \$3,347,599, net depreciation of investments of \$2,342,731, less investment management fees of \$103,642).

Plan expenses were \$21,109,908. These expenses included \$3,023,524 in administrative expenses (which includes excess insurance premiums of \$578,154) and \$14,849,384 in benefits paid on behalf of participants and a \$3,237,000 increase 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 accountant’s report
2. Assets held for investment
3. Transactions in excess of 5 percent of the Plan assets
4. 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.
Steve James, President, Board of Trustees
701 Marriott Drive
Nashville, TN 37214
31-1439914 (Employer Identification Number)
(615) 399-0900

Or the Plan administrator.

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 Avenue N.W., 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 Avenue N.W., Room N-1301, Washington, D.C. 20210 or email dol_pra_public@dol.gov and reference the OMB control number 1210-0040.

OMB control number 1210-0040 (expires 03/31/2026)



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