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FOP



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FEATURES



17 // Where Were You on September 11, 2001?

Send Your Memories to David.Stevens@gmail.com

18 // 66th Biennial National Conference

Seminar Schedule, Class Descriptions and Instructor Bios

29 // The 41st Biennial Conference: Were You There 50 Years Ago?

Let Us Know!

30 // Support Las Vegas Lodge #1

Purchase Your Event Package Today!

EXECUTIVE BOARD

8 // President's Message

Testimony Before U.S. Sentencing Commission

12 // Vice President's Message

BLM Going Belly Up

14 // Secretary's Message

I'll See You at Conference

16 // Sergeant at Arms' Message

God Bless You All, and God Bless the FOP

DEPARTMENTS

34 // Member Spotlight

Jerry Wright

38 // Local Lodge News

Update from Virginia

40 // Wellness

How Your Lodge Can Be a Part of FOP Wellness

More Ways to Get Virtual Care With Aetna

44 // NFOPU Spotlight

University of Cincinnati

48 // Washington Report

Return From Recess: NDAA and Amendments

52 // Legal Counsel

Posting on Social Media: Is it a Matter of Public Concern?

54 // Diversity Committee

Mark Your Calendars for the National Diversity Summit

55 // Labor News

Independence Day

56 // FOP Legal Defense Plan



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Testimony Before U.S. Sentencing Commission



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

The following is the testimony I presented on behalf of the National Fraternal Order of Police on the proposed Retroactive Application of Recent Changes to the Proposed Criminal History Amendment before the U.S. Sentencing Commission on July 19:

Good afternoon, Mr. Chairman, the Vice Chairmen and the distinguished Commissioners of the U.S. Sentencing Commission. My name is Patrick Yoes, the National President of the Fraternal Order of Police, our nation's oldest and largest law enforcement labor organization, representing more than 367,000 members from every region of our country.

I want to thank you, Mr. Chairman, and the rest of the Commission for inviting me here this afternoon to share the views of America's rank-and-file officers on potentially applying Parts A and B of the 2023 Criminal History Amendment retroactively. Specifically, Part A of the amendment reduces the impact of "status points" for offenders, and Part B provides a decrease of two levels for the offense level for offenders who did not receive any criminal history points and whose offenses did not involve specified eligibility criteria. The Commission is statutorily required to consider whether either or both parts of the amendment should be applied retroactively to currently incarcerated offenders sentenced previously. The FOP opposes the retroactive application of both parts of the Criminal History Amendment.

Our rank-and-file officers put themselves in harm's way to investigate, arrest and assist in the conviction of these offenders, who

were then justly sentenced under the rules promulgated by this Commission in accordance with our federal laws. The offenders knew what the penalties might be at the time they were committing their crimes, the prosecutors charged and convicted them under the existing rules, and they were sentenced under the guidelines which were then in place. This is our system at work, and its results — under the rules in place at the time — are just.

I recognize that our criminal justice system is not a static one and that our system, like any other, must be periodically adjusted so that its results are fair and just. It is imperative, however, for reasons of justice and continuity to apply any such adjustments prospectively and not second-guess, reconfigure or relitigate prior results. The sentences for offenders currently serving time were fair and just at the time.

We also must assess the impact that retroactivity will have on the safety of the public. The American public is currently experiencing a nationwide spike in violent crime.

All across the United States, our communities are seeing the real-life consequences of and feeling the immense pain caused by the recent surge in violent crime. More and more citizens in our country are justifiably living in fear, constantly wondering if they, too, will become victims. In too many of our communities, the rule of law is set aside in favor of so-called reforms or to advance a "reform agenda." This is creating greater danger on our streets and in our communities. We need to find strategies that improve the criminal justice system, which will reduce crime and reject

policies and practices that do not prioritize public safety. The FOP does not believe that the retroactive application of Parts A and B of the Criminal History will do this.

According to the Bureau of Prisons (BOP), there are 50,545 currently incarcerated offenders who were assigned "status points." Status points are a term for the two criminal history points added if the offender committed the crime "while under any criminal justice sentence, including probation, parole, supervised release, imprisonment, work release or escape status."

Of these, 20,598 (40.8%) have been assigned a criminal history score of 6 or lower when they were sentenced under the existing guidelines. If Part A is applied retroactively, the criminal history score of these offenders would be reduced by two points, and the scores of the other 59.2% of offenders with an assigned criminal history score of 7 or higher would be reduced by one. This would result in approximately 11,495 of the 50,545 status points offenders (22.7%) being able to be eligible to petition for a reduction in their sentence.

According to BOP, the current average sentence for those offenders is 120 months. If the courts were to grant the full reduction possible in each case, the projected new average sentence for those offenders would be 106 months, a reduction of 14 months (or 11.7%). More than three-quarters of these eligible offenders could be released in the next five years, and approximately 2,000 would be eligible for immediate release. This will have a considerable impact on public safety.

Continued on page 10 ➤



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PRESIDENT'S MESSAGE

Continued from page 8 >

Similarly, we also oppose the retroactive application of Part B, which would apply to offenders with one or no criminal history points. The Criminal History Amendment provides a decrease of two levels on the Criminal History Category on the Sentencing Table for these “zero-point offenders.”

The BOP estimates that there are 34,922 zero-point offenders incarcerated in federal facilities, of which 12,574 meet the additional criteria established in federal law. Slightly more than half — 57.8% or 7,272 offenders — would have a lower guideline range if the Commission were to make Part B retroactive and, therefore, would be eligible to seek a modification of sentence.

According to the Commission's own data, the current average sentence for those eligible zero-point offenders is 85 months. If the courts were to grant the full reduction possible in each case, the projected new average

sentence for those offenders would be 70 months, a reduction of 15 months. Approximately 1,200 offenders would be eligible for immediate release.

We know our criminal justice system struggles to integrate released offenders back into society. From the perspective of law enforcement and public safety, these challenges include a lack of communication with state and local authorities when an offender's release date is changed into the communities they protect. We also must consider the resources needed to make absolutely sure that victims are advised of an offender's release.

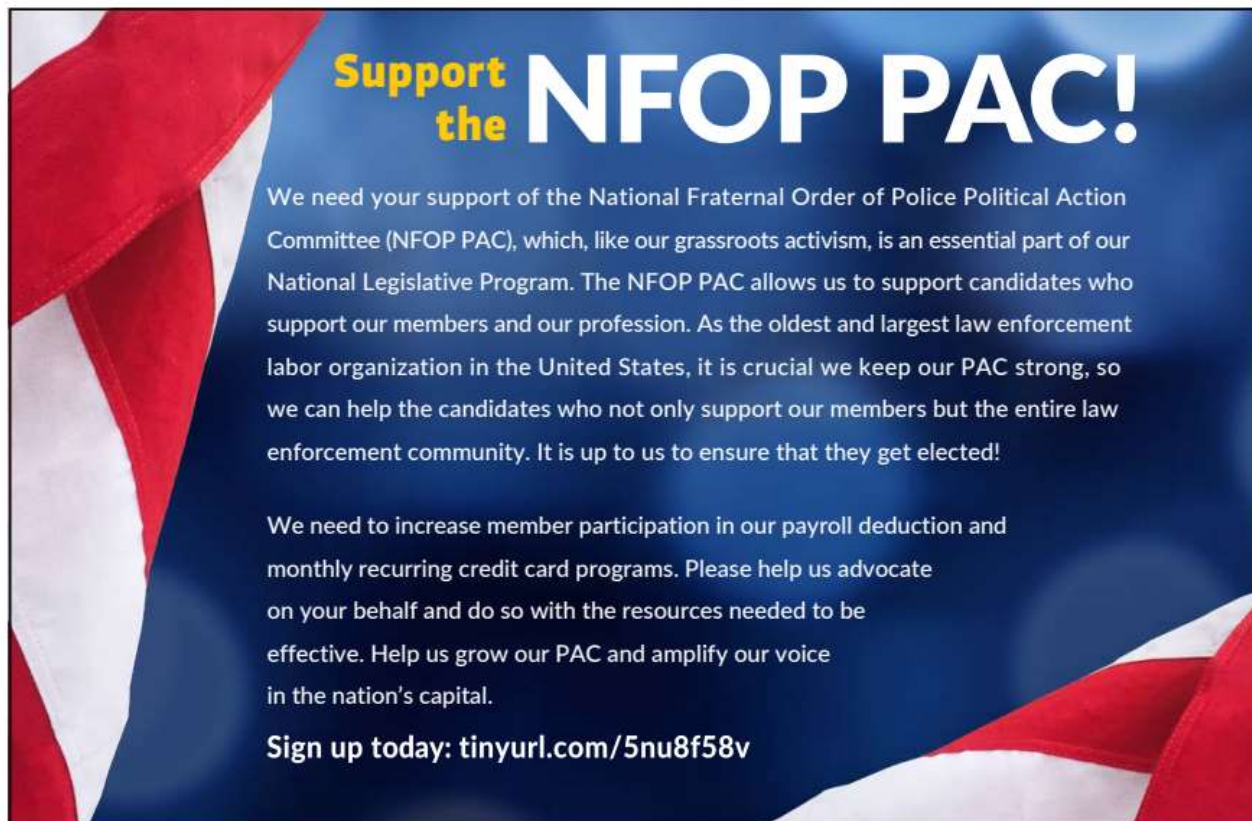
The resources of the U.S. Probation and Pretrial Services were severely strained during the Obama administration's clemency initiative and in the implementation of the First Step Act. The FOP is very proud of our work in enacting the First Step Act, one of the most sweeping and comprehensive changes to our criminal justice system in decades. However, we strongly believed that greater resources were necessary — especially personnel

— to ensure that released offenders would have the support they needed to maximize their chances of successful integration into their communities. These resources never materialized.

The First Step Act has only been law for five years, and the Prisoner Assessment Tool Targeting Estimated Risk and Needs (PATTERN), which measures an offender's rehabilitation during incarceration, already provides opportunities for inmates to expedite their release.

We believe that the BOP and the federal criminal justice system are doing everything they can to ensure that our ultimate goal — integrating former offenders into our law-abiding society — is met. The FOP sees no compelling reason to apply Parts A and B retroactively as they do not correct any existing injustice. Quite the opposite — to change the rules after a just result is manifestly unfair.

I want to thank you and the Commission in advance for your consideration of the view of the more than 367,000 members of the Fraternal Order of Police. **FOP**

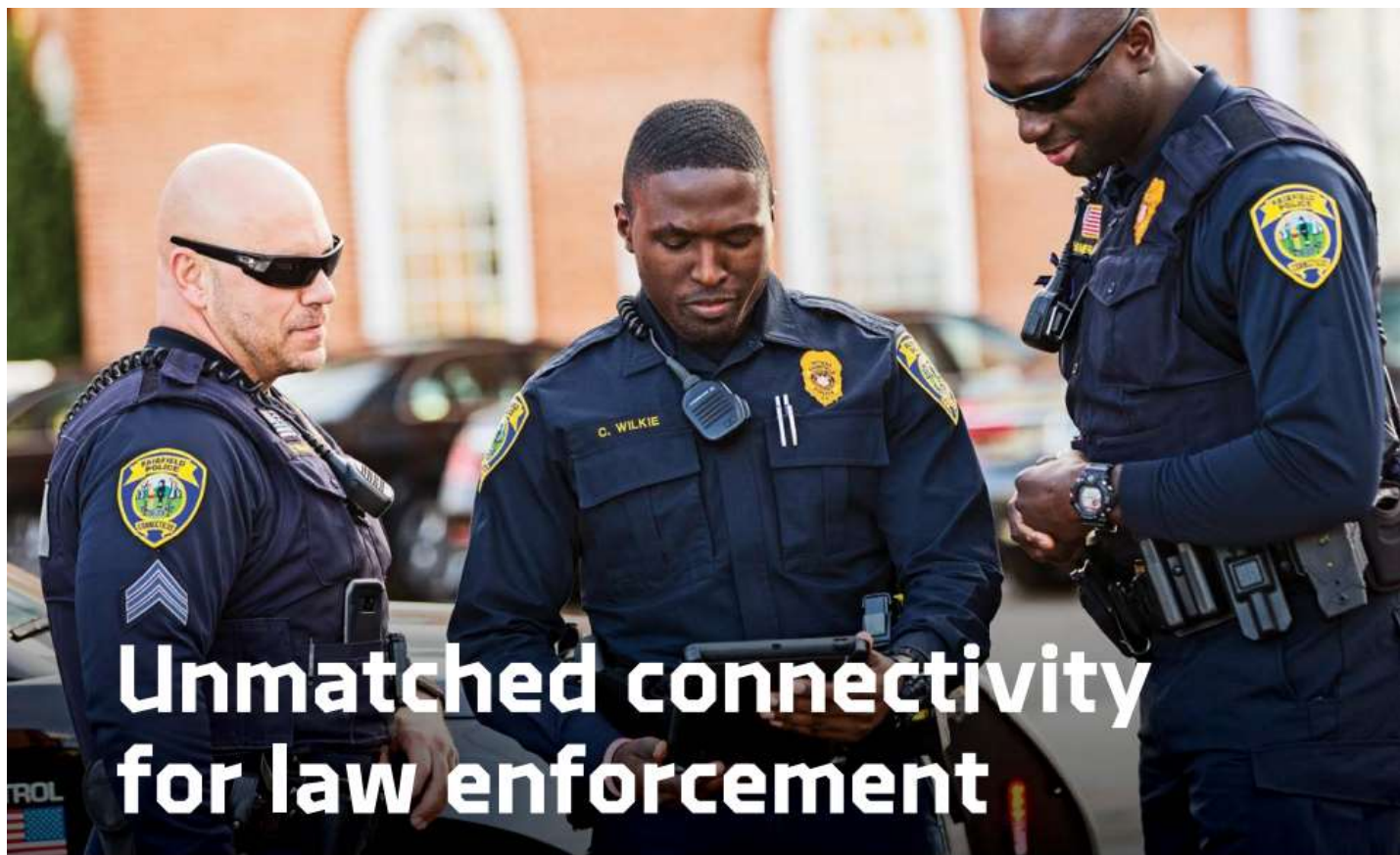


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We need your support of the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support 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!

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BLM Going Belly Up

// **WRITE TO US!** If you have further questions, contact Joe Gamaldi at jgamaldi@hpou.org.

A recent article published by Fox News highlighted the epic free fall of Black Lives Matter. The article laid out in detail how donations to Black Lives Matter are down 88% in 2023. This news comes on the heels of a recent Pew Research poll, which stated only 8% of people believe that Black Lives Matter has been effective in making the lives of Black Americans better. The crime

numbers support the polling data in jaw-dropping fashion. During the height of their fundraising and supporting far-left, woke ideology, including the revolving door criminal justice system, the homicide rate for Black men has skyrocketed to 12 times the homicide rate of everyone else. You read that right — 12 times the homicide rate! So, where did all the money they raised during the height of the 2020 riots go?

Well, it doesn't take a detective to do a Google search and find the goods. There are articles upon articles highlighting the building of real estate empires, lavish purchases, six-figure salaries for friends and families, IRS filings gone awry ... the list goes on and on. I encourage you to take a look because there are just too many articles to include here. The truth is Black Lives Matter is run by a bunch of charlatans and is one of the greatest scams perpetrated on the American people. They raised money under the guise of helping Black Americans but can't provide any proof or statistical data of making Black Americans' lives better.

Truth be told, there were not many groups who called them out on the fact that they only made loud arguments about police officers and our profession — **not** factual ones. But I am proud to say the Fraternal Order of Police did. I did numerous national interviews on this topic, and we did podcasts, made social media posts across all platforms and produced a host of other content calling them out for their harmful, hateful and threatening rhetoric. We called them out for the damage they have done to our profession, our communities and our country. We continued to talk about it, and others

took notice. Outlets began running more stories on the topics of where the money was going and whether this organization had done anything positive at all.

When you combine all the negative attention that Black Lives Matter received, it isn't difficult to look at the numbers I cited above to show Americans are sick and tired of inflammatory rhetoric with no facts. They are sick of the yelling

**The truth is
Black Lives Matter
is run by a bunch
of charlatans
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greatest scams
perpetrated on the
American people.**

in the megaphone with nothing to say. The American people want facts, substance and passions — and one of the places they are coming for it is the Fraternal Order of Police. Just another reason why we are the number one voice for law enforcement in this country, and it's not even close.

As always, be safe out there, and if you need anything, I am only a phone call, text, email, or Facebook or Twitter ([@JoeGamaldi](https://twitter.com/JoeGamaldi)) direct message away — or message me on our **free** National FOP mobile app. **FOP**

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I'll See You at Conference

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

Brothers and sisters, I hope you and your family are doing well. It goes without saying it is an extremely hot summer. Be careful with this heat, and stay hydrated. Above all, be careful when responding to calls for service. There are numerous criminology studies that confirm that as the temperature rises, so does criminal activity. There are many factors attributed to this finding, but as law enforcement professionals, we know it to be true firsthand. Know your surroundings, wait on your backup, and if possible, position yourself near a barricade and have an escape route. My point is to just be careful.

We are in the final stretch leading up to the 66th Biennial Conference in Las Vegas, which takes place August 14–17. The National staff have been busy processing credential forms and packaging equipment needed for the meeting. It will be a busy week, and business will run from 9 a.m. until approximately 2 p.m. each day.

Please make sure that you sign up for the daily seminars in the registration area, which will be held one hour after the business sessions end on Monday, Tuesday and Wednesday. As a reminder, please support the Nevada State Lodge and Las Vegas Lodge #1 by purchasing the events package. This helps the lodges offset their costs. Go to foplasvegas2023.org for information and to purchase the event package. You can also download the official Conference app by going to the App Store on your iPhone or iPad and searching "FOP 2023." If you have an Android, visit tinyurl.com/5n6nx8vt.

One final note: Please know that business in the National Office will be disrupted from August 9 through August 21 since staff will be at the Conference handling registration, credentialing and other administrative duties.

There are nine proposed amendments to the National Constitution, By-laws and Ritual. All have been vetted by the National Board of Trustees and have met the criteria of the National Constitution and By-Laws Committee. The first proposal is the one I get the most questions on. It is proposing to authorize the National secretary to make wording changes so the documents align with each other. As an example, under the Constitution,

I look forward to seeing everyone at the Conference, and if you are attending, please make sure you find me to say hi.

Article 9 (National president) Section 1 states, "The National president shall ..." Section 2 states, "He shall ..." Section 3 states, "He shall ..." and so forth in sections 4–6.

In the By-Laws, Article 9 (National president) Sections 1 and 3 specify the office, National president, and does not refer to "he." If passed, the "he" will be changed to the office, which in this case, would be "National president." All the other articles pertaining to national officers' duties will be changed to reflect the office (i.e., National vice president, National secretary, National treasurer). The reference to the office was made years

ago in the By-Laws but not in the Constitution. This proposal simply puts everything in proper order.

Shortly after the Conference, any changes made to the Constitution, By-Laws and Ritual will be sent to all State lodge secretaries for distribution to their subordinate lodges. As a reminder, all local lodges are required to have on file with the National Secretary's Office a working email address to receive important information from the National Lodge. Additionally, it would be a great time for your lodge to review your current Constitution and By-Laws and make any changes passed at the Conference.

I look forward to seeing everyone at the Conference, and if you are attending, please make sure you find me to say hi. Though the business will be plentiful, I am rewarded by seeing friends and meeting new ones. Know, too, that if you have questions on any business or protocols of the Order, please reach out to me. I don't profess to have all the answers, but I can certainly direct you to who does if I don't know.

Also, please visit the Expo and thank the various vendors for supporting us. Their participation helps the National FOP offset our Conference costs, which in turn, saves you money.

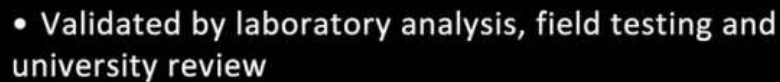
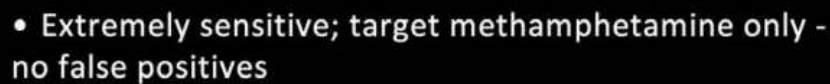
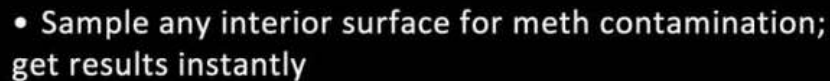
We will also be raffling off several items, with the proceeds going to our Foundation. And don't miss out on your opportunity to get a copy of the new FOP history book *Safeguarding Freedom: The Story of the Fraternal Order of Police*. A special thanks go to History Chairman David Stevens and the History Committee for their hard work in putting this work of art together. Please support these worthy projects.

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



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God Bless You All, and God Bless the FOP



// **WRITE TO US!** If you have further questions, contact Keith Turney at kturney@fop.org.

My dear brothers and sisters, soon I shall bid you all a fond farewell, as I have decided not to run for another term as your National sergeant at arms. As I reflect on the last six years, I can only recall the joys experienced serving all of you. It has truly been an honor. I owe so much to so many.

It was not an easy decision to step down. However, I am positive that I am leaving the office in good hands. If I can leave you all with any last words of wisdom, it is this: The National Fraternal Order of Police remains many things to many people

— a strong legislative voice across this country, a strong labor organization in

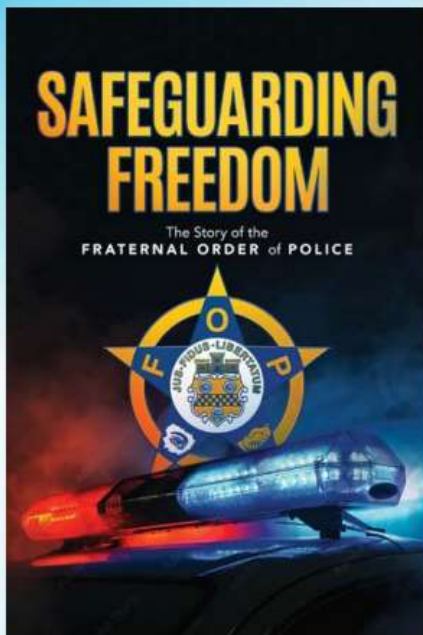
It was not an easy decision to step down. However, I am positive that I am leaving the office in good hands.

areas well-seasoned in organized labor, as well as in regions where the struggle

is not so easy, and of course, a great fraternal organization doing countless things for members and citizens alike.

It's been a tough six years — social unrest, a pandemic, a defund-the-police movement and now, the current dilemma facing recruitment and retention. And through it all, the FOP still stands proudly as the voice of rank-and-file law enforcement. It has been my honor to represent all of you during these very trying times.

It's difficult to find the right words to say to all of you, so I will leave you with this: As always, God bless you all, and God bless the FOP. **FOP**



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 will be available at the National Conference for \$25 plus tax, and the proceeds will benefit our National FOP Foundation.



WHERE WERE YOU ON SEPTEMBER 11, 2001?

THE SEPTEMBER 11 attacks took the lives of 2,977 victims, including 340 firefighters and 72 fellow law enforcement officers. Most of us were doing our routine daily activities — be it at school, on the job or spending time with our families — when the deadliest terrorist act in human history occurred. The *FOP Journal* will dedicate a special article on the personal experiences from our members of that dreadful day.

Please send your memories to our National FOP History Chairman David Stevens at **David.Stevens@gmail.com** by September 1, 2023.



66TH BIENNIAL NATIONAL CONFERENCE AND EXPOSITION

MGM Grand Hotel & Convention Center

AUGUST 14-17



The FOP is headed to Nevada for our 66th biennial National Conference and Expo. This event brings together law enforcement officials from all over the country to set the National FOP's goals and agenda, review and update the Constitution and By-Laws, elect

the Executive Board and conduct other business of the Order. In addition, attendees have the opportunity to attend seminars, check out exciting products and services showcased by exhibitors, and connect with other members for networking, fellowship and fun.

Anyone distributing materials are subject to cleanup fees due to strict requirements placed on the FOP by the MGM.



For hotel information, event packages and other details, go to
foplasvegas2023.org.

SEMINAR SCHEDULE

MONDAY, AUGUST 14

- Room 355: *Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis* — Teresa Gilbert
- Room 356: *NFOP Diversity Awareness Training* — Robert Gaddy
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *Responding to Tragedy* — Dianne Bernhard
- Room 359: *First Response: Autism Awareness Training for First Responders* — Shannon Wess
- Room 360: *Why Training Is So Often Ineffective* — G.A. Bartick
- Room 361: *Conflict at the Fence: Strategic Adaptations for the Future of Policing* — Jason Lehman
- Room 362: *Accounting Best Practices and QuickBooks Basics* — Sassetti, LLC (Izabela Poludniak and Jim Robbs)
- Room 363: *Pathway to Financial Wellness: Life After Law Enforcement* — Travis George
- Room 364: *The Evolving Threat Landscape* — Katherine Keneally
- Room 365: *Neuropathy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health Conditions in Law Enforcement Personnel* — Rebecca Allanson
- Room 366: *Checking the Source: Walking Out Spiritual Wellness* — Rick Snyder
- Room 367: *Inflation, Interest Rates and Investing* — Craig Chaikin
- Room 368: *Our Voices Have Been Heard: Findings of the 2021 FOP Critical Issues in Policing Survey* — Sherri Martin
- Room 369: *Successful Crime Gun Investigations: What You Can Do to Put the Violent Criminals in Jail* — Marvin Richardson

TUESDAY, AUGUST 15

- Room 355: *Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis* — Teresa Gilbert
- Room 356: *Grassroots Advocacy: Turning Members Into Lobbyists* — Tim Richardson and Mark McDonald
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *Responding to Tragedy* — Dianne Bernhard
- Room 359: *First Response: Autism Awareness Training for First Responders* — Shannon Wess
- Room 360: *Why Training Is So Often Ineffective* — G.A. Bartick
- Room 361: *Conflict at the Fence: Strategic Adaptations for the Future of Policing* — Jason Lehman
- Room 362: *Not-for-Profit Tax Presentation* — Robert Krone
- Room 363: *Pathway to Financial Wellness: Life After Law Enforcement* — Travis George
- Room 364: *The Evolving Threat Landscape* — Katherine Keneally
- Room 365: *Neuropathy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health Conditions in Law Enforcement Personnel* — Rebecca Allanson
- Room 366: *Emerging Legal Trends* — Anthony Bandiero
- Room 367: *Inflation, Interest Rates and Investing* — Craig Chaikin
- Room 368: *Living the Good Life: Making Sure You Are Really Ready for Retirement* — Sherri Martin
- Room 369: *The Case for a Strong Law Enforcement Voice in Cannabis Policy* — Andrew Freedman

WEDNESDAY, AUGUST 16

- Room 355: *NFOP Diversity Awareness Training* — Robert Gaddy
- Room 356: *Grassroots Advocacy: Turning Members Into Lobbyists* — Tim Richardson and Mark McDonald
- Room 357: *FOP Legal Defense Plan* — Michael Yon
- Room 358: *DART: Preparation and Training for When Disaster Strikes* — Jason Smith
- Room 359: *Basic Robert's Rules of Order* — Rob Pride
- Room 360: *National Police Week* — Matt Hagen and Andy Maybo
- Room 361: *Emerging Legal Trends* — Anthony Bandiero
- Room 362: *Current Labor/Contract Negotiation Issues From Around the Country* — Michael Powell
- Room 363: *Recruitment and Retention* — Brad Landes
- Room 364: *Checking the Source: Walking Out Spiritual Wellness* — Rick Snyder
- Room 365: *FOP Benefits* — Gena Maytubby and Jack Simington
- Room 366: *Succession Planning and Mentoring* — Adam Crawford
- Room 367: *"The First Time I Ran From the Police, I Was 8 Years Old": A Discussion on Community Perspective* — Charles Myles
- Room 368: *The FOP-Approved Provider Bulletin: A Resource for All Members* — Sherri Martin
- Room 369: *The Case for a Strong Law Enforcement Voice in Cannabis Policy* — Andrew Freedman
- Room 370: *Duties of the Lodge Executive Board* — Darrell Basco, Mike Essig and Steven Schulz

SEMINAR DESCRIPTIONS

Accounting Best Practices and QuickBooks Basics

SASSETTI, LLC (IZABELA POLUDNIAK AND JIM ROBBS)

This class focuses on basic functions of QuickBooks Desktop and Online — including bank reconciliations, recording deposits, checks, creating budgets and running reports. It will also highlight best practices related to internal controls. Specific questions/issues will be addressed to the best of our abilities during the session but may require additional follow-up post-Conference.

Basic Robert's Rules of Order

ROB PRIDE

This class is designed for new or aspiring lodge leaders who are interested in learning the basics of Robert's Rules to assist them in running a lodge meeting. This is not an advanced class for parliamentarians or those already familiar with RRs. This will give attendees basic knowledge, skills and tools to use when chairing lodge or committee meetings.

Checking the Source: Walking Out Spiritual Wellness

RICK SNYDER

This is a dynamic presentation that tackles the issues of the day for the law enforcement profession (including riots, surging attacks on officers, blue suicide and more). This session will explore the source of obstacles to professional and personal wellness. We will also explore the source of strength that can come from spiritual wellness combined with the source of foundational principles within the profession. All of this can help us walk out the call upon our lives.

Conflict at the Fence: Strategic Adaptations for the Future of Policing

JASON LEHMAN

Failure to effectively communicate and embrace conflict is one reason policing is where it is in 2023. While working on a high-producing, street-level crime suppression team in Los Angeles County, Jason began to develop a system of fairness while working through dangerous and sometimes deadly force incidents. This class will outline this defensible system America's protectors can utilize to prove "fairness" during critical incidents both "on duty" and in their personal lives. It will also identify strategic adaptations that can improve trust and positively influence the future of policing. The presentation will conclude with a Q&A session where attendees can engage in discussion on the most effective and safe

solutions that align with national best practices to reduce the stress and opposition felt during these formidable times.

Current Labor/Contract Negotiation Issues From Around the Country

MIKE POWELL

This seminar is an open discussion of current trends in negotiations and labor issues from around the country. The instructor will introduce and open discussion on topics and facilitate class participation. This is an interactive class.

DART: Preparation and Training for When Disaster Strikes

JASON SMITH

When disaster strikes, without hesitation, our first responder heroes spring into action. Without consideration of their own families and homes, that are often damaged or destroyed, they respond. It is the mission of DART to assist those officers and their communities by providing immediate assistance to officers standing on the thin blue line.

Dementia and the Emergency Responder: Working With People Living With Dementia in a Crisis

TERESA GILBERT

This presentation is focused on working with people living with dementia in a crisis. An overview of defining dementia and understanding stages of dementia, why the emergency responder might be viewed as a threat, verbal and physical approaches to lessen the threat, and basics to responding to an elopement will be reviewed.

Duties of the Lodge Executive Board

DARRELL BASCO, MIKE ESSIG AND STEVE SCHULZ

This training instructs local lodge leaders in Executive Board duties and procedures.

Emerging Legal Trends

ANTHONY BANDIERO

Emerging Legal Trends dives deep into 10 search-and-seizure areas that officers and command staff must understand. These areas include topics such as drones, curtilage, trespass searches and more.

First Response: Autism Awareness Training for First Responders

SHANNON WESS

This seminar will provide law enforcement with an overview of autism spectrum disorders, current research, and practical strategies for assisting

individuals in the community during emergency or crisis situations. Following this session, all participants will be able to identify the common characteristics of autism, analyze common complication factors of various emergency situations, and select strategies to meet the needs and support the safety of autistic individuals in their community. Hands-on examples and resources will also be shared.

FOP Benefits

GENA MAYTUBBY AND JACK SIMINGTON

Benefits are only valuable if your members know about them! The FOP has implemented benefits and services that members and their families would not have access to on their own. These benefits can help lodges retain current members and attract new ones.

FOP Legal Defense Plan

MICHAEL YON

Don't let an administrative, civil, or criminal lawsuit affect your financial or job security. This session will provide guidance around the necessity of protecting you and safeguarding your family's future with affordable, comprehensive coverage through the FOP Legal Defense Plan. Our session will leave you with a clear vision of the dedicated claim services, experience and expertise of law enforcement cases, the attorney selection process, and the invaluable cost of obtaining legal defense protection before a lawsuit happens.

Grassroots Advocacy: Turning Members Into Lobbyists

MARK MCDONALD AND TIM RICHARDSON

The National Legislative Program is one of the most important services provided to the membership by the National Lodge. Through legislative advocacy, our professional Washington, D.C., staff continually works to advance the issues of concern to the rank-and-file law enforcement officer, and to defeat those proposals that would weaken our profession or negatively affect our working conditions. This seminar will give you an understanding of the legislative process and teach you how you can become a vital part of the FOP's efforts in our nation's capital.

Inflation, Interest Rates and Investing

CRAIG CHAIKIN

This class gives an update on the markets. We will focus on inflation: where it was, where it is and where it may be going. We will discuss what this has meant for the economy and how it has impacted investing.

Living the Good Life: Making Sure You Are Really Ready for Retirement

SHERRI MARTIN

You've planned, you've saved and you've counted down the days until you finally get to enjoy retirement. But have you really thought about the whole retirement picture? Law enforcement is a career of purpose that carries a lot of meaning, strong bonds with co-workers and daily interactions with people. Officers who don't plan for changes in daily life after retirement may be caught off guard. In this seminar, the National Officer Wellness Committee will explore strategies for retiring well, and tips to ensure making the most of life after the job.

National Police Week

MATT HAGEN AND ANDY MAYBO

Learn about National Police Week, including its history, an overview of events and the role of the FOP in planning and preparation. This informative session will include key tips and resources for those who are attending for the first time or wish to optimize their experience.

Neurotherapy: A Cutting-Edge Approach to Identifying and Effectively Treating Mental Health Conditions in Law Enforcement Personnel

REBECCA ALLANSON

Neuromodulation and Photo Biomodulation (PBM) are scientifically validated and highly effective treatments to correct imbalances in the functioning of the human brain. Dysregulated brains cause imbalances, which lead to mental health symptoms such as depression, anxiety, sleep disturbances and trauma-related symptoms among others. Neurotherapy works to identify imbalances and treat the mental health symptoms at the source with the goal of correcting these imbalances and reducing symptoms of mental health for a more peaceful and balanced brain and mind.

NFOP Diversity Awareness Training

ROBERT GADDY

This program is focused on diversity awareness at all levels of the Fraternal Order of Police. Attendees will gather valuable information to take back to their own states and lodges that will aid them in fostering a more diverse organization.

Not-for-Profit Tax Presentation

ROBERT KRONE

Reviewing federal tax filing requirements as well as discussing how to reinstate a lodge that has lost

its tax exemption with the IRS. Additional topics include fundraising issues, defining compensation, discussing unrelated business income and various accounting and bookkeeping issues.

Our Voices Have Been Heard: Findings of the 2021 FOP Critical Issues in Policing Survey

SHERRI MARTIN

At the 2021 National Conference, the FOP launched the first Biennial Critical Issues in Policing Survey to record the experiences of the men and women of law enforcement. The findings of the survey were significant, bringing to light key sources of stress for law enforcement, the impact of current events on officer wellness and important insights about the use and effectiveness of wellness services. Findings shared with the field have prompted changes in law enforcement policy and practice. Come learn about how the FOP is shaping the narrative through the voices of our members.

Pathway to Financial Wellness: Life After Law Enforcement

TRAVIS GEORGE

This course covers all aspects of retirement planning for law enforcement. The student will understand investment planning and all of the truth and myths that surround it, estate planning (wills, trusts and powers of attorney), tax implications and obligations, risk management and life insurance, pension analysis and deferred compensation, the value of having a sound holistic financial planning, saving and budgeting as it relates to retirement and legacy planning.

Recruitment and Retention

BRAD LANDES

This class covers not only how to recruit new members into the FOP but how to help keep them active and involved. There will be an open discussion at the end of this seminar asking for input from the audience on current trends and issues. No one knows the dangers and the difficulties faced by today's police officers better than another officer, and no one knows police officers better than the FOP.

Responding to Tragedy

DIANNE BERNHARD

Losing a co-worker in the line of duty is a life-changing experience. How the agency responds to the surviving family and the co-workers following such a loss is vitally important to the grieving and healing process. This session will look at recent

changes in LODD trends and will give strategies for law enforcement when responding to tragedy.

Successful Crime Gun Investigations: What You Can Do to Put the Violent Criminals in Jail

MARVIN RICHARDSON

Learn how ATF is working with departments using new technology enhancements and techniques to help agencies develop more leads to solve violent gun crimes and address the most violent "trigger pullers" in communities. Attendees will leave understanding how the eTrace, eTrace Direct, NIBIN and firearms evidence DNA can be used to solve violent crime cases.

Succession Planning and Mentoring

ADAM CRAWFORD

The purpose of this course is to provide information to lodge leaders to aid them with recruiting, coaching and mentoring younger members to become future leaders in the organization while using our generational differences to our advantage.

The Case for a Strong Law Enforcement Voice in Cannabis Policy

ANDREW FREEDMAN, CPEAR

Did you know that 146 million Americans live in states with legalized adult-use cannabis, and over two-thirds of states now have medicinal cannabis? While many have focused on if we should legalize, too few have been focused on how cannabis policy is implemented. Questions remain that need answers: How do we protect communities from hidden illicit operations? How do we keep streets safe from those driving while high? What do we do to ensure that communities and states that do not want cannabis are not being flooded by other markets? In addition, there are questions about how law enforcement can effectively keep up with new laws as they are enacted. What is the policy for past cannabis use when hiring? How do we handle cannabis use in the workplace? The nature of the cannabis reform debate has not allowed these questions to be fully addressed and answered as communities decide their paths forward. This forum will allow a robust discussion of ways to bring a strong law enforcement voice as the cannabis debate inevitably evolves.

The Evolving Threat Landscape

KATHERINE KENEALLY

The threat landscape continues evolving, directly impacting law enforcement efforts to address acts

of violence and other illegal activity. In particular, acts of targeted violence and other illegal activity is inspired, facilitated and informed by online content developed by foreign and domestic threat actors. At the same time, there has been an uptick in this online activity, communities have experienced an increase in violence targeting law enforcement personnel, faith communities, critical infrastructure and the broader public.

“The First Time I Ran From the Police, I Was 8 Years Old”: A Discussion on Community Perspective

CHARLES MYLES

This seminar will explain what real community policing has done for him and explain the real power the “duty to intervene” has on trust-building and police legitimacy. Attendees will have the opportunity to ask questions of a community member who has an expertise on police and community conflict and a leader who sits “in the middle.” Charles’ unique perspective and dynamic and engaging presentation will leave attendees with a new understanding of how to support their membership in effectively meeting the communities expectations without jeopardizing safety.

The FOP-Approved Provider Bulletin: A Resource for All Members

SHERRI MARTIN

The National Officer Wellness Committee has steadily been building a national directory of wellness services and providers who specialize in working with members of law enforcement. This seminar introduces members to the Approved Provider Bulletin, including a tutorial on how to use the directory to find appropriate wellness services for the member and their family. The FOP Wellness Provider Vetting Guide will also be reviewed, including a discussion of what to look for when comparing wellness training programs, products and providers.

Why Training Is So Often Ineffective

G.A. BARTICK

When a captain or any boss announces to his or her staff that they are going to take a new course, what happens? Eyes roll. Cursing under the breath. For simple technical training, a PowerPoint may be fine, but training on matters of human sensibility, judgement and interactions require something different. Learn how to get past the platitudes and create real engagement, excitement, new skills and change. I'll show you the process.

ATTENTION CONFERENCE ATTENDEES

- No open carry, concealed carry or possession of a firearm will be permitted on the property unless by active, on-duty law enforcement, responding to an active law enforcement action.
- All firearms must be surrendered to property security and will be stored in a secured location within the property security department. They may not be stored in a room safe or personal safe.
- No live ammunition is allowed.



INSTRUCTOR BIOS

Rebecca Allanson — *Wellness Director/Licensed Clinician, The Badge Group*

Rebecca Allanson is a retired police detective with over 18 years in law enforcement. She is a licensed clinician specializing in trauma and substance and compulsion-related issues, exclusively for first responders. Rebecca practices at the Colorado FOP headquarters in Westminster, Colorado, for her business, The Badge Group. Rebecca is currently completing her doctorate in psychology. She holds a master's degree in clinical counseling and a bachelor's in criminal justice/psychology. Rebecca has been trained as a neurotherapist and holds a biofeedback/neurofeedback certification (BCIA), predominantly training in neurofield neuromodulation/neurostimulation and PBM technology. Rebecca conducts psychotherapy (individual and group) for the Colorado Fraternal Order of Police and consults nationally with organizations and agencies regarding treatment program recommendations for law enforcement officers across the country. Rebecca is a nationally recognized trainer in substance abuse and addiction and concurrent trauma, as well as neurotherapy treatment.

Anthony Bandiero — *J.D., ALM, CPM*

Anthony Bandiero is a police officer turned attorney. After earning his law degree, Anthony has dedicated his life to passing along his knowledge and experience. Search-and-seizure law is his passion.

G.A. Bartick — *President*

G.A. Bartick is a critically acclaimed trainer, keynote speaker and coach with 20-plus years of experience training and coaching some of the largest companies in the world, including Google, Hotels.com, Caterpillar, Sharp Hospital and the San Diego Police Department.

Darrell Basco — *Louisiana State FOP President*

Darrell Basco has been the State president of Louisiana for the past 14 years. He serves on the Louisiana Law Enforcement Commission, along with several other task forces. Darrell is currently the chief of police for Pineville, Louisiana.

Dianne Bernhard — *C.O.P.S. Executive Director*

Deputy Chief Dianne Bernhard of the Columbia, Missouri, Police Department retired in 2014 with 22 years of service to become the executive director of C.O.P.S. Dianne came to know of C.O.P.S. through the LODD of a co-worker, Officer Molly Bowden in 2005. She is now spending her second career working as the leader of C.O.P.S., where she can assure that surviving family members and co-workers of our fallen heroes have the support they need.

Craig Chaikin — *Senior Vice President, Callan*

Craig Chaikin, CFA, joined Callan in 2022 as a senior vice president, providing client education, strategic planning, portfolio reviews and policy development to institutional clients. For 14 years, he was a vice president with Segal Marco Advisors, working with a range of institutional clients on their benefit plans. He also worked for Fifth Third Asset Management and American Express. Craig has an MBA from Xavier University and B.S. from Miami University (Ohio).

Adam Crawford — *West Virginia State FOP Vice President*

Adam Crawford has been an active police officer for 15 years and an FOP member throughout his career. He is currently the State vice president for West Virginia and chairman of the National Succession Planning and Mentoring Committee.

Michael Essig — *New York State FOP President*

Michael Essig has spent his entire adult life in service to his community, his country and the law enforcement profession. A 33-year law enforcement career saw him rise through the ranks in several agencies, from officer to commissioner. Along the way, he brought his deeply ingrained leadership style of transparency, integrity and inclusiveness to roles as varied as union delegate, instructor for development training and deputy district director of Homeland Security for his congressional district. Not only did he protect and serve the public, but Michael has also dedicated himself to protecting and serving the members of the law enforcement profession. He is the past president of the NYS FOP Foundation, where he became well-versed in nonprofit law and accounting.

Michael is often called upon to teach others how to run a successful charity and raise funds. That experience has been invaluable to him in his role as chair of the Ways and Means Committee of the National Fraternal Order of Police Foundation. He currently serves as the president of the New York State FOP and is responsible for the day-to-day operations of this 18,000-member organization. In January 2022, Michael was humbled to be elected to chair the FOP Labor Coalition by his peers from around the nation. Additionally, he is proud of his elected official experience as a former town councilman.

Michael strongly believes in giving back and is committed to several nonprofits. As a board member, he is especially active in Easterseals, a nationwide organization dedicated to helping the disabled and the Three Strohm Sisters Foundation, an internationally recognized charity dedicated to cancer research. Also, starting up outreach programs with law enforcement giving back to communities during the holiday

seasons, from turkey drives during Thanksgiving or toy drives during the holiday season for children with special needs and their families. Michael's proudest accomplishments are personal ones: being happily married for 27 years to his wife, Victoria, and the two children they have together.

Robert Gaddy — *NFOP Diversity Committee Chairman*
With over 25 years of law enforcement experience, Robert Gaddy is a career veteran and a captain of the North Carolina University P.D. With expert skills in tactical law enforcement, drug interdiction, and narcotics and criminal investigations, Robert continues to be highly competitive, passionate, persuasive and articulate. He can achieve results others believe to be impossible.

Travis George — *Operations Manager, Lieutenant (ret., Kansas City)*

Travis is a retired police officer, having served in the Kansas City Metropolitan area for 27 years. He currently serves as an operations manager and financial wellness educator for a large independent investment advisory firm headquartered in Overland Park, Kansas. It is a specialty practice that is positioned to serve the law enforcement community while working to dissect and educate on all the nuances and unique aspects of retirement planning for law enforcement.

Teresa Gilbert — *Senior Director of Dementia Care Field Services*

Teresa Gilbert has been an associate with Brookdale for over 17 years. Her experience began in geriatric/psychiatric treatment, and she has a long history of work, leadership and compassion with Alzheimer's care in various settings. Teresa has an extensive background in creating and providing therapeutic programming, behavioral interventions and dementia training. Currently, she leads a team of dementia care managers who are responsible for the oversight and quality assurance in the delivery of dementia care and programs.

Matt Hagen — *National FOP Memorial Committee Co-Chair*

Matt Hagen has been a member of the FOP since 1999 and has held several positions on his local lodge and state lodge boards. He is currently the past Minnesota State president and is the co-chair of the National Memorial Committee. He first attended Police Week in 2004 and has been volunteering at the Steve Young Honor Guard Competition and National Peace Officers Memorial Service since 2006.

Katherine Keneally — *Senior Research Manager*

Katherine Keneally supports projects tracking the intersection of disinformation, hate, extremism and political violence in the U.S. Prior to joining ISD, she led research for the federal government related to human trafficking and hostage-taking. She was

also an intelligence research specialist at the NYPD Intelligence Bureau's Racially/Ethnically Motivated Extremism Unit. She now resides in Montana.

Robert Krone — *National FOP Staff Accountant*

Robert Krone spent 40 years in public accounting as a CPA, the last 30 of which had an emphasis on not-for-profit auditing and tax work. Upon retiring from public practice in 2017, he was hired by the National FOP to assist small local lodges in complying with all federal tax filing requirements. He is also an annual instructor at the National FOP Leadership Matters.

Brad Landes — *National Recruitment Chairman*

Brad Landes, a 31-year retired officer from Idaho, has been an FOP member since 1992 at the beginning stages of the FOP in Idaho. Brad served 16 years as his local lodge president, five years as the Idaho State Lodge secretary, 18 years as Idaho's National trustee and has served on different National committees. He is currently serving as the National Recruitment chairman. Brad has seen and been a part of the growth of the FOP in Idaho, which today represents over two-thirds of its law enforcement officers.

Jason Lehman — *WYSM Founder, Police Sergeant (ret.)*

In January 2022, Jason Lehman retired from the Long Beach, California, Police Department after serving for 16 years. Early in his career, Jason was involved in numerous critical incidents, including acts of deadly force, which led to PTSD and ultimately led Jason through numerous suicidal ideations. Jason was introduced to therapy and has since learned a string system of resiliency. In 2014, Jason founded the National FOP-endorsed training organization entitled "Why'd You Stop Me" (WYSM). WYSM's mission is to provide empowerment training to both police officers and the public to improve legitimacy and reduce acts of violence during encounters by taking attitudes "from duty to desire."

By utilizing both face-to-face interactions and digital engagement, Jason has spent thousands of hours on a quest to develop a system to teach others how to seek to better understand one another. Jason left his traditional law enforcement role to focus on his work as a subject-matter expert (SME) in community policing. Jason has spoken to more than 40,000 leaders in the public and private sectors. Jason's most recent honor has been closing the 2022 FBINAA National Academy Conference as the keynote speaker, engaging more than 3,000 law enforcement leaders with a talk entitled "Be the Change. Take the Reigns." Jason has been recognized as an SME on communication and community policing by major organizations such as Lexipol, Fox News, the National FOP, the *New York Post* and the California Commission on Peace Officer Standards and Training (POST), to name a few.

Sherri Martin — *National FOP Director of Wellness Services*
Sherri Martin serves as the NFOP director of Wellness Services. A career police officer, Sherri achieved the rank of lieutenant at the Charleston, South Carolina, Police Department. She earned a B.S. in psychology from the University of North Carolina, a M.A. in clinical counseling psychology from the Citadel and a post-graduate certificate in forensic psychology from John Jay College of Criminal Justice. Sherri is experienced in clinical therapy and is a licensed professional counselor associate in the state of Connecticut.

Andy Maybo — *National FOP Co-Chairman Memorial Committee*

Andy Maybo has been a police officer with the U.S. Capitol Police for over 24 years, where he is currently assigned to the K-9 Unit. Andy started with the National FOP Memorial Committee in 2005 and has been the chair since 2008. He has dedicated countless hours to ensuring the surviving families of the nation's fallen officers are properly honored and was recently appointed to the National Law Enforcement Memorial Names Committee, which approves all names to be inscribed on the National Law Enforcement Memorial.

Gena Maytubby — *NFOP Marketing Director*

With 25 years of experience as a benefits negotiator, Gena Maytubby works closely with the Program Development Committee and FOP leadership to bring quality perks, programs and services to members and their families. As the marketing director, Gena helps get the word out to members about the valuable benefits they have available.

Mark McDonald — *National FOP Legislative Liaison*

Mark McDonald serves as the legislative liaison with the National Legislative Office. Prior to joining the FOP, Mark served as regional director on a Pennsylvania gubernatorial campaign, where he played a major role in developing and executing the campaign's strategy. After graduating from Goucher College, where he studied political science and played lacrosse, Mark got his start in politics working on Capitol Hill for Congressman Mike Fitzpatrick (R-Penn.). Mark and his wife reside in Washington, D.C.

Charles Myles — *Pastor/Facilitator, Harvest Ministries Church*

A Pasadena (California)-based senior pastor at Harvest Ministries Church (and retired Lockheed Martin executive), Charles Myles was raised by two parents from the deep south who wanted the best for him and were determined to keep him safe. Charles was raised by his parents to fear the police. He had interactions with law enforcement throughout his young years that took him from fearing the police to partnering with the police after he experienced positive trust-building efforts. As a pastor of a predominantly Black church in Pasadena, and while working with the nonprofit organization, Why'd You Stop Me, representing

faith/police partnerships, Charles is an advocate for peace who has trained more than 10,000 community members and police officers with a basis of ethics as his guiding principles.

Mike Powell — *Illinois FOP Labor Council Assistant Director*

Mike Powell is the past president of Illinois Troopers Lodge #41. He retired from the Illinois State Police after 25 years and is currently serving as the assistant director of the Illinois FOP Labor Council.

Rob Pride — *National FOP Chairman of Trustees*

Rob Pride has been a member of the FOP since 1994 and has been in law enforcement for 30 years. He served as his local lodge's president for six years and has been on the Colorado State FOP Board since 2008. He currently serves as the NFOP chairman of the National trustees after being elected at the 63rd Biennial Conference in 2017.

Marvin G. Richardson — *Deputy Director, Bureau of Alcohol, Tobacco, Firearms and Explosives*

Marvin G. Richardson was appointed as deputy director of the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) on October 29, 2019. In this position, he also serves as the chief operating officer and is the second-highest ranking official at ATF. Richardson is responsible for leading an agency of men and women charged with enforcing laws and regulations related to firearms, explosives, arson and alcohol and tobacco trafficking.

Timothy M. Richardson — *National FOP Senior Legislative Liaison*

Tim Richardson is the senior legislative liaison with the National FOP. He is a native of Burlington, New Jersey, and a graduate of Elizabethtown College in Lancaster, Pennsylvania. He has been with the FOP since June 1996 and lives in Stafford, Virginia, with his wife and two children.

Sassetti, LLC — *Izabela Poludniak and Jim Robbs (Partner/Partner)*

Sassetti, LLC has been working with the NFOP for 20-plus years and provides audit, tax and advisory services to the NFOP, the NFOP Foundation and the NFOP Legal Plan, as well as various state and local lodges across the United States.

Steve Schulz — *Colorado State FOP President*

Steve Schulz has been the State president of Colorado for the past nine years and was the vice president and second vice president for two years prior. He has been the local lodge president in Longmont, Colorado, since 2006. He is on the National Succession and Planning Committee, Labor Committee and Anti-Narcotics Committee.

Jack Simington — *NFOP Program Development Committee Chairman*

Jack Simington is a 26-year FOP member and the first Washington State president. He served four terms as State

president before stepping down to serve as National trustee for Washington State. He is the current chairman of the Program Development Committee.

Jason Smith — *NFOP DART Committee Chairman*

Jason Smith has served over 25 years as a peace officer. Jason has served on his local and State Executive Board in multiple positions, including State president. Jason has served on the State of Oklahoma DART team since 2008 and has served on the National DART team as the chairman since its conception in 2019.

Rick Snyder — *National FOP Chaplain*

Rick Snyder serves as chaplain for the National Fraternal Order of Police. He was appointed by President Patrick Yoes and has served since August 2021, providing spiritual support for over 355,000 members across America. Rick is a certified law enforcement chaplain with a focus on Sharing Hope in Crisis (SHIC) and critical incident stress management (CISM). He has provided services for the FOP National Law Enforcement Memorial, assisted with Concerns for Police Survivors (C.O.P.S.) and has presented at the Cove Training Center for the Billy Graham Rapid Response team.

Rick also serves as the president of FOP Indianapolis Lodge #86. In his elected capacity, he represents over 3,000 active/retired officers and their families from 10 different law enforcement agencies in Central Indiana. Rick has 25 years of law enforcement experience and has served and supervised in patrol operations, criminal

investigations, administration and training. Rick received his MBA from Indiana Wesleyan University, where he received top honors as the Outstanding Professional Award recipient. His graduate work also includes a certificate in public management from Indiana University. Most importantly, Rick is a follower of Jesus Christ, and he is a husband, father and grandfather.

Shannon Wess — *Autism Specialist*

Shannon Wess is an energetic and passionate presenter with a long history of providing direct support to individuals and families affected by autism, as well as the development and leadership of multidisciplinary support and educational teams. Shannon is known for bringing her compassion, positive energy and passion to coaching relationships to build the capacity for individual and program-wide efficacy. Wess developed First Response in 2018 and has since trained hundreds of first responders across Illinois. She also previously presented at the 65th National FOP conference in Indianapolis, Indiana.

Michael Yon — *Senior Vice President Nashville Office, Hylant Group*

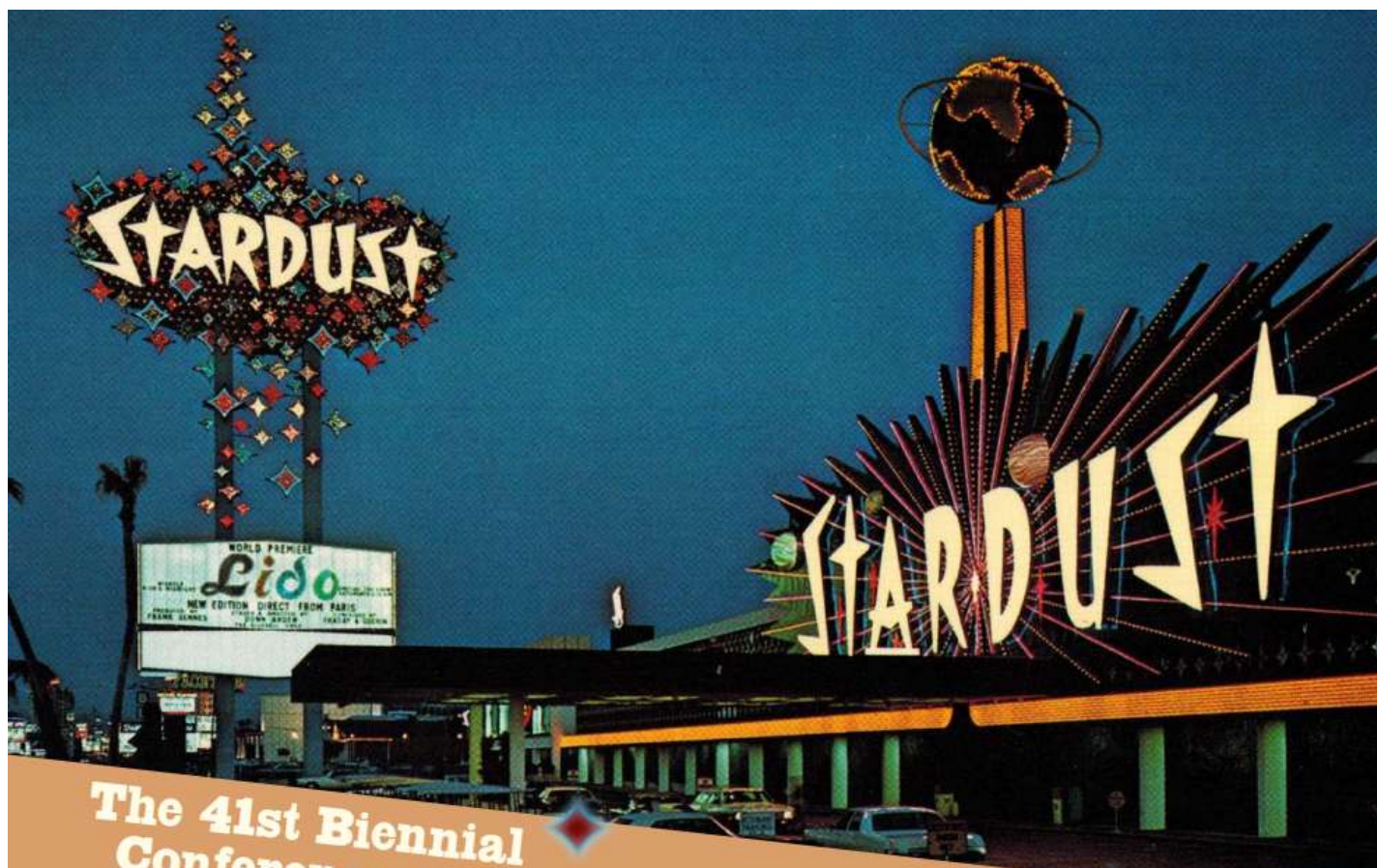
Michael Yon has worked closely with the FOP Legal Plan for over 20 years. He leads the team at Hylant, where the enrollment and marketing administrators are. His knowledge of the plan and experience brings some great insight and information as it pertains to the legal plan and its benefits.



2023 EXPO VENDORS

The Fraternal Order of Police would like to thank the following vendors for their support of the 66th Biennial Conference.

| | |
|--|---|
| 1st Responder Jobs | Home Wet Bar |
| 911MEDIA | J. Harris Academy of Police Training |
| Acera Health | Jersey Tactical Corp. |
| Aetna | Justice Federal Credit Union |
| AEGIX AIM | Law Enforcement Exploring |
| Amazon Business | Liberty Mutual Insurance |
| American Military University | MEK, LLC |
| Amerilife Benefits Lockton Affinity | Miami 2025 Biennial National Conference |
| Amplifon Hearing Health Care | National Auxiliary Lodge |
| ATF | National Diagnostic Services |
| AVDG | National Law Enforcement Officers Memorial Fund |
| Axon | The National Law Enforcement Wellness Center at Harbor of Grace |
| Billy Graham National Law Enforcement Ministry | National Police Credit Union |
| Blue to Gold, LLC | National University |
| BMG Money Inc. | NEP Services |
| Brookdale Senior Living | NFOP Division of Labor Services |
| Burnt Ends Flag Works, LLC | NFOP Foundation |
| Chateau Recovery | NFOP Government and Media Affairs Center |
| Chicago "John Dineen" Lodge #7 | North American Rescue |
| Cipolla Insurance | NPPFA Benefits |
| College Ave Student Loans | Off Duty Management |
| Columbia Southern University | Optavise |
| CopLine | Peraclete Technologies Inc. |
| Creative Planning | PoliceTents.com |
| CrossCountry Mortgage | Public Safety Cadets |
| Dignity Memorial | Relentless Defender Apparel |
| Direct Mortgage Loans | Rosemont College |
| Doctegrity | Sassetti CPAs FOP Lodge Services |
| Easterseals | Shatterproof FHE Health |
| FARO Technologies Inc. | Sigma Tactical Wellness |
| FBI/CJIS Division | SMART Vending Nicotine Pouch |
| Financial Cop | Streamlight Inc. |
| FirstNet Built with AT&T | Supremeion |
| First Responders Pharmacy | T-Mobile |
| First Responder Wellness | The Wounded Blue |
| Flock Safety | Thin Blue Line Benefits Association |
| FOP Legal Defense Plan | Tiffin University |
| FOP Torch Run | Tizlo |
| Fraternal Order of Police National Associates | UnionActive |
| Galls | United Diagnostic Services |
| Gelleo | U.S. Department of Justice COPS Office |
| GoJoe Patrol | University of San Diego |
| Greyhounds Make Great Mates | Visit Salt Lake |
| Henry Repeating Arms | Walden University |
| Heroes First Responders Insurance Brokerage | Waldorf University |
| Hero Industries | Warriors Heart |
| Heroes Vacation Club | |
| Homes for Heroes | |



The 41st Biennial
Conference

Were You There 50 Years Ago?

JIMMY HOLDERFIELD, NATIONAL SECRETARY

The National Fraternal Order of Police's 41st Biennial Conference was held in Las Vegas, Nevada, on August 5–9, 1973. There was no MGM Grand, but rather, the host hotel was the Stardust Hotel, and the Frontier Hotel was the overflow. John Harrington from Philadelphia was re-elected to a fifth term as National president, Pat Stark (Indiana) VP, William Bannister (Michigan) secretary, Richard Farragher (Ohio) treasurer, Richard Simmons (Maryland) conductor, B.G. Bryant (Alabama) guard and Gilbert Bollinger (Tennessee) chairman of the trustees.

Las Vegas Lodge #1 President Dave Moody, who is also the Nevada National trustee, has requested acknowledgment of any member(s) who attended the 41st Biennial Conference and will also be attending our 66th Biennial Conference on August 14–17. If you or a member you know will be in attendance, please notify me at Jholderfield@fop.net by August 7. **FOP**

WWW.FOP.NET



SUPPORT LAS VEGAS LODGE #1

Purchase Your Event Package Today!

Dear Lodge Members,

We call on each of you to support your brothers and sisters in Las Vegas by purchasing your event packages without delay!

We understand that Las Vegas is a city with many choices of entertainment and that many lodges have chosen to forgo the event package. While this may seem to be a harmless choice, the lack of event sales places a huge financial burden on the host lodge. The time, attention and financial burden required to provide a great Conference experience is a huge undertaking. There are a large number of expenses built into hosting a National Conference. Instead of being passed on to the delegates, these costs are absorbed by the host lodge. The event packages offset these expenses. Without these sales, a host lodge can spend years of planning and preparation only to be left with overwhelming debt that is detrimental to its membership. Please purchase your event package today so that our brothers and sisters in Las Vegas know we appreciate their hard work in providing all of us with a great Conference experience.

You have the opportunity to experience the exclusive Event Package for just \$160, which includes three nights of fun and saves you over \$50 from purchasing individual tickets. The package comprises the Sunday evening Welcome Reception, a chance to reconnect with friends over drinks and delicious bites before the Conference begins. On Monday, we'll get to witness the

captivating story, breathtaking acrobatics and thrill of martial arts at the FOP and friends-only showing of KÀ by Cirque Du Soleil. Lastly, join colleagues on Wednesday for the Farewell Party and Meet the Candidates Night to bid farewell and connect with friends from across the country.

Your participation not only guarantees a memorable time but also supports the Las Vegas Lodge #1 brothers and sisters, who have worked relentlessly to make this event a reality.

As an added bonus, purchasing the event packages enters you into a drawing to win two tickets to the KÀ Royal VIP Experience, valued at over \$600. Winners will enjoy early access, a guided backstage tour, commemorative lanyard keepsake, artist meet-and-greet and professional photos. Multiple prize packages are available, and the announcement of winners will take place at the Welcome Reception!

Don't miss this incredible opportunity to be a part of history and create lasting memories with your fellow FOP members. Whether you choose individual event tickets or the whole bundle, act swiftly to secure your spot.

Visit foplasvegas2023.org or use the QR code below to make your purchase today.

Let's make this National FOP event in Las Vegas a resounding success with your enthusiastic participation and unwavering support. We look forward to seeing each one of you soon, and together, we will make this Conference an event to remember.



Patrick Yoes
National President



Jimmy Holderfield
National Secretary



KÀ BY CIRQUE DU SOLEIL

FAQs and Essential Details

KNOW BEFORE YOU GO!

Don't miss out on the extraordinary KÀ show on Monday, August 14, at 7 p.m.! For those who have already purchased tickets, we can't wait to share this mesmerizing experience with you.

Showtime and seating: Doors open at 6:30 p.m., and guests are advised to be seated 15 minutes before the prompt showing at 7 p.m.

Pre-show experiences: KÀ offers two pre-show experiences: one in the KÀ lobby 15 minutes before each show and another in the theater five minutes before showtime. Arrive early to enjoy these exciting moments!

Are seats assigned?: Yes, each seat is assigned to a guest based on the order of ticket purchase.

Show duration: The show runs for 90 minutes without an intermission, so sit back and enjoy the whole spectacle.

Bag policy: Please note that bags larger than 14" x 14" x 6" are not allowed inside the theater.

Concession stand: A full-service concession stand is available in the KÀ lobby for your convenience.

Special Announcement: Purchasing the full event package enters you into a drawing to win two tickets to the exclusive KÀ Royal VIP Experience — valued at over \$600, which includes a backstage tour, commemorative lanyard keepsake, artist meet-and-greet and professional photos. Multiple packages are available, and the lucky winners will be announced at the Welcome Reception!





2023 FOP BIENNIAL NATIONAL CONFERENCE & EXPO EVENT PACKAGES NOW AVAILABLE!

The package includes 3 nights of events including a ticket to the **KA by Cirque Du Soleil's** show all for one outstanding price.

The Conference host lodge, Las Vegas Lodge #1, bought out the entire theatre, so you'll be watching the show with fellow FOP brother & sisters.

Seats are assigned on a first come, first basis, **so buy your package now** for best seats!





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MEMBER SPOTLIGHT

Jerry Wright

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The year was 1981 in Orlando, Florida, at the 45th Biennial Conference. A young officer with the Lexington County Sheriff's Office was elected as the National trustee representing South Carolina. That election would be the beginning of service to the members of the National Fraternal Order of Police for decades to come. This month in Las Vegas, at the 66th Biennial Conference, South Carolina National Trustee Jerry Wright will retire a second time as National trustee after serving 34 years in that capacity.

Brother Wright started his law enforcement career with the Lexington County Sheriff's Office, a suburb of Columbia, on December 1, 1974, where he performed duties in the patrol, detective and civil divisions.

In January 1985, he accepted an opportunity with the South Carolina Criminal Justice Academy as the assistant range coordinator to oversee the training of recruits with firearms and driving. Many of the pursuit driving techniques he developed are still taught today.

In January 1989, recognizing Brother Jerry's leadership, he was hired by the Newberry County South Carolina Sheriff's Office as the chief deputy to manage the daily operations of the agency. He held this position for over 24 years and handled several nationally high-profile cases, including the "murder for hire" Vickie Lander Beckham homicide.

The story was one of the first televised cases on Court TV and was featured on *Dateline* and *City Confidential*. Jerry recalls testifying for over seven hours on the case, which resulted in the victim's estranged husband receiving a life sentence for hiring her murderer.





The credential tag from the 44th Biennial Conference

Upon Jerry's retirement, the sheriff bestowed him with the title "Chief Deputy Emeritus."

In 1976, Trustee Wright began his FOP career. He, along with other officers, began searching for an organization that represented the needs of the rank-and-file officers, and not just chiefs and sheriffs. That exploration led them to the National Fraternal Order of Police. Soon, they charted the first lodge in the state, with two additional lodges being charted shortly after. In the spring of 1977, the three lodges petitioned the National FOP to charter the South Carolina State Lodge.

The charter was granted, and past National President Pat Stark delivered the charter and swore in the newly elected state officers. Brother Jerry remains the longest-serving South Carolina charter member, as others are either deceased or have retired from their memberships.

Brother Wright has served in numerous capacities at the local, state and national levels, which include eight years as local president, one term as State secretary, one term as State vice president and 11 years as State president. He is currently the longest-serving National trustee, having served

Continued on page 36 >





MEMBER SPOTLIGHT

Continued from page 35 >



A homemade campaign button Jerry Wright gave out for his election as the South Carolina National trustee



from 1981–2001 and 2009–2023 for a total of 34 years, surpassing Bill Peacock's (Georgia) 33 years and Bob Lampard's (Louisiana) 32 years.

During Jerry's tenure as State president, he is most proud of his accomplishment of hiring two professional lobbyists, which enabled the State Lodge to pass many laws that benefited his sisters and brothers. He

is equally proud that the State Lodge was instrumental in "killing" many bad pieces of legislation that would have been averse to our noble profession.

He also served as the chairman of the South Carolina Memorial Committee. During his service in this position, he and the committee erected a memorial to honor the brave brothers and sisters who made the supreme sacrifice on the South Carolina State House grounds. This was the last monument allowed to be built on the grounds.

Brother Wright has also served on the National Legal Defense Plan for the past eight years. During his service on this special board, he has been a driving force in turning the plan around from operating in a deficit to being a self-sustaining operation, serving over 115,000 members.

He is especially proud of the newest product, the HR 218 Retiree Canceled Carry policy. He has committed to President Yoes that he will continue serving our National membership on the National Legal Defense Plan.

I asked Brother Jerry if he had any words he wished to express to our members. He said, "Yes, I want to thank my wife, Judy of 45 years, my children Nikki and Clay, and granddaughter Tinsley for their support because I was gone a lot doing FOP business and the members of the South Carolina FOP, who always had the faith and trust in me to represent them."

Brother Jerry Wright, on behalf of the 370,000 members of the Fraternal Order of Police, we thank you for your service to us all. We admire your fraternal enthusiasm and cherish your leadership and energy. You are truly the "DEAN" of the National Board of Trustees, and we are grateful for all you have accomplished for us and wish you well in your future endeavors. **FOP**



CALLING ALL LOCAL AND STATE LODGES!

We're looking for members to share their lodge's stories with *FOP Journal*. Please submit interest pieces to ssimpson@fop.net for a chance to be featured and inspire fellow officers nationwide.



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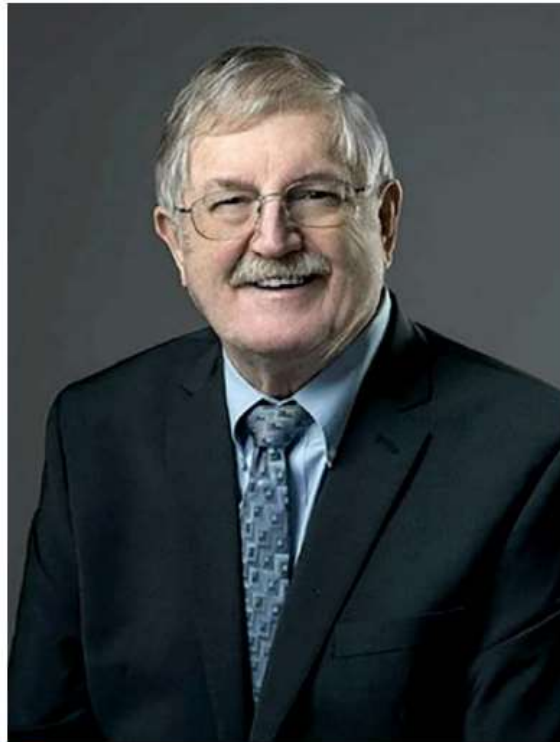
VIRGINIA

The Passing of Jim Gaudet: Another FOP Treasure

It is with great sadness that we announce the loss of another FOP treasure. Jim Gaudet passed away on June 16, 2023. Jim was a longtime member of the Fraternal Order of Police and truly exemplified the real meaning of the words "fraternalism, dedication and loyalty" to the police profession and the Fraternal Order of Police.

In 1991, the Jack Dudek Member of the Year Award was presented to James Stanley Gaudet of John Marshall Lodge #2 in Richmond, Virginia. Brother Gaudet was raised in Buckhanon, West Virginia, graduated from high school in 1959 and was a member of the Richmond Police Department from 1964 to 1985.

He had been a member of Lodge #2 in Richmond since 1962. Having been elected president in 1982, he served



Jim Gaudet

multiple terms completely without salary as his personal choice. Under his direction and during his tenure, the John Marshall Lodge donated over \$225,000 to charities and increased its lodge membership from 468 to 688. The lodge also operated a full-time restaurant and had built bingo into a \$650,000 yearly business. Brother Gaudet was involved in legislative issues to gain salary and other benefits for members, participated in grievance procedures for merit increases and working conditions, and helped implement a retirement plan for 25 years with no age requirements.

In the 50th anniversary booklet below, the following article about Jim appeared.

Jim will be truly missed by family, friends and his FOP family. **FOP**

VIRGINIA STATE LODGE 50TH ANNIVERSARY



"Celebrating fifty years in Law Enforcement"

James S. Gaudet 1998-2000

Jim's law enforcement career was served with the Richmond Bureau of Police. Jim is a lifetime member of John Marshall Lodge #2. Having served as Director, Publicity Manager, and President for 12 years of John Marshall Lodge #2. He served as President of Virginia State Lodge and Chairman of the following committees on the state level: Body Armor, Expansion, Membership, and Legislative Committees. Jim is currently the Executive Director for State Lodge and has served as a National Trustee for 15 years, was member of the year for JML#2, State Lodge, and National member of the year. Jim chaired two state conferences and is the Chairperson for the 50th Anniversary Committee.



BECAUSE KNOWLEDGE IS ALWAYS YOUR BEST DEFENSE

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A trusted partner of the Fraternal Order of Police, AMU has been a member of NFOPU since 2007. We take pride in removing barriers that can stand between you and your future.

Tuition savings available to FOP members and their families.

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**Serving the Brave:
AMUonline.com/FOPJournal**

American Military University is part of American Public University System, which is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. American Military University is not affiliated with the U.S. military. For more about our graduation rates, the median debt of students who complete a program, and other important information, visit www.apus.edu/disclosure.

How Your Lodge Can Be a Part of FOP Wellness

SHERRI MARTIN, DIRECTOR OF WELLNESS

There is no question that officer wellness has been a hot topic in law enforcement for the past few years. While we have paid much attention to the rates of police suicide for decades, the past five years have been characterized by the unprecedented development of new efforts to increase officer health and well-being, with an eye toward reducing the stress that a career in law enforcement can bring, and with an ultimate goal reducing or eliminating rates of police suicide.

As few as five years ago, most police agencies still had few, if any, formal wellness programs or initiatives in place. However, the tide is changing as nearly every agency in the United States has at least one wellness program in place, whether it be employee assistance programs (EAPs), peer support teams or other components. Despite these efforts to increase resources for officers, some challenges still exist. Police agencies often have limited budgets and must make hard choices about where to expend resources. Unfortunately, sometimes, wellness programs get moved to a lower priority level. Some administrators still aren't taking wellness seriously, moving only to "check the box" when it comes to providing wellness solutions for their personnel. Still, others aren't sure where to begin or lack the knowledge about how to build a strong wellness program.

If your agency doesn't have a strong wellness program, let your lodge be the vehicle! We have recently seen some FOP lodges across the country take up the mantle of building and providing wellness programs for their members. As

an organization whose mission is to improve the lives of officers, the FOP is the perfect place for building wellness solutions. For some examples, both the Colorado and Utah State lodges have set up entire wellness programs within their respective states, and others are in the process of building similar programs. Some local lodges have begun to provide space within their facilities for peer group gatherings and private appointments with clinicians. Our own National FOP Auxiliary has also been working on building wellness support services for our members and their families. Why not begin a wellness program within your own lodge? Here are some tips for the task:

- **Identify a point person.** Without a passionate leader, any new program may flounder. If possible, identify a member who has credibility with other members, has some time to devote to the effort and, most importantly, is passionate about helping their fellow officers and their families stay healthy. Once your lodge has identified a point person, allow them to recruit a few other members to assist them in the journey of standing up a lodge wellness program. It takes a team!
- **Assess what is currently offered.** Start by looking at services that are currently provided by the police agencies where your members are employed. There may be varying levels of resources and support, especially if members of your lodge come from different agencies. While others may only offer

EAPs, others may have a range of available services, including peer support or the use of facility or therapy dogs. Others may have great physical fitness equipment available but little else. See where everyone currently stands with respect to availability and variety of services.

- **Survey your membership.** This step is critical. Devise a survey of your members that will provide feedback and information about their experience with using wellness programs. Ask whether they have engaged with wellness programs already available and assess their feelings about the usefulness of the programs. Ask what is missing from current offerings. The idea is to make sure that your lodge doesn't waste valuable time, funding and effort building services that either aren't desired or won't be effective.
- **Identify the unmet needs.** Using the results of the survey, consider where the lodge might be able to step in and offer programs where none exist. Or, if there are existing agency-provided programs that aren't being used or aren't trusted, consider building them within the lodge, which may be trusted more than the agency by members. The best-case scenario is that police agencies work with lodges to build and maintain programs that work for their members. Explore the possibility of collaborating with agencies to pool wellness resources.
- **Look around.** Take a look at what other lodges and leaders are doing to promote wellness for their members. Some resource links are provided at the end of this article that may give you some ideas. Read up on various wellness topics. Take a look at what agencies around the country are adding to their wellness programs. Reach out to the National FOP Division of Wellness Services any time for guidance — we are here for you!
- **Consider new ideas.** Some of the most effective wellness solutions have started with a creative idea. Just as no two individuals are exactly alike, no two individuals will respond the same way to a particular wellness program. Be willing to try new things and encourage other members to do the same. If possible, offer options and a variety of resources to members. For example, make information about vetted crisis hotlines readily available and prevalent. Talk about some facet of wellness at every lodge meeting.



Consider providing a yoga session or group workout for members before your next lodge meeting. If your lodge has a building, consider allowing the space to be used for a peer support meeting. Consider hosting a family wellness day for members and their families.

- **Create a plan to continue the program.** Consider how the lodge will sustain wellness resources over time. Consider adding financial support for them in the lodge budget. Think of community partners who may be interested in sponsoring a portion of lodge wellness efforts. Framing officer wellness as community wellness builds positive relationships and provides an avenue for the community to provide support to the police. Remember that for our retired members, lodge wellness programs may likely be all that is available to them since very few police agencies provide wellness resources for their retired members. We owe it to our retired members to support their wellness too!

Remember, the Division of Wellness Services is always available to provide guidance and support as your lodge works to develop wellness solutions for your members. There are a ton of possibilities, and we are knowledgeable about resources and providers that work to support law enforcement. Check out some further resources here to generate some ideas:

- National FOP Wellness Services: tinyurl.com/2fhm6uce
- Utah State Lodge Wellness Program: tinyurl.com/ycynuk8y
- Colorado State Lodge Wellness Program: tinyurl.com/bdfbdw46
- FOP National Auxiliary: tinyurl.com/yxwttc8v **FOP**

MORE WAYS TO GET VIRTUAL CARE WITH AETNA

For 2023, we're happy to offer expanded telehealth benefits to our Fraternal Order of Police (FOP) retirees who are enrolled in our Aetna® Medicare Advantage plans.

The last few years have shown us the need for better access to telemedicine. So we now offer two ways you can access virtual care: through your current providers or through the Teladoc® service. It's a convenient way to receive care if an in-person visit isn't possible or needed.

Telemedicine

You can meet with your primary care physician (PCP), specialist, behavioral health provider or select urgent care clinics by phone, video or mobile app. Covered national urgent care clinics include:

- MinuteClinic®
- Kroger Little Clinic
- Walmart Redi Clinic or FastCare

How to Use Telemedicine

You can access telemedicine from anywhere — at home or while traveling out of state. We cover many services for virtual visits, including routine care, sick visits, prescription refills, behavioral health services and after-hours or weekend care. You'll pay the same cost share as you would for an in-person visit.

You can access telemedicine much like you would a regular in-person office visit. Check with your provider or urgent-care clinic to find out if they offer telemedicine services. If they do, they can help you make an appointment for a virtual visit. Your provider will then let you know how you can complete the virtual visit (such as by phone, web or mobile app).

Teladoc

Teladoc allows you to speak to a licensed doctor by web, phone or mobile app 24/7 — usually within 15 minutes. This service doesn't replace your relationship with your PCP, but it's a way to get care while traveling or after hours. They offer only general medicine visits, not specialist or behavioral health care.



How to Use Teladoc

You'll need to register for the service. After you've registered, you can schedule a session with a doctor. You'll pay the same cost share as a regular office visit. You can use Teladoc for non-emergency conditions such as allergies, sinus infections, rashes, colds or flu.

You can get more information or set up your account at Teladoc.com/Aetna or call (855) 835-2362 (TTY: 711), seven days a week, 24 hours a day. **FOP**

Editor's Note: The FOP is dedicated to helping all of its members and their families thrive and improve their standard of living. That's why the FOP has teamed up with Aetna to offer four Aetna Medicare Advantage PPO plan options that provide members with comprehensive medical, prescription, hearing and vision benefits. As part of this partnership, Aetna will be sharing helpful information about its plans, wellness-related news and more in each issue of the FOP Journal.



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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 (tinyurl.com/4rshnrf7) — U.S. News & World Report ranked the master's

program No. 9 in 2023 — are unique in that **100% of the coursework** and interactions with instructors and fellow students are all 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.

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 here: B.S. in criminal justice (tinyurl.com/4f2z6cer), M.S. in criminal justice

(tinyurl.com/ye2aub92) and the complete list of online degrees (tinyurl.com/2ufv82hk).

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 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.** These subjects broaden your overall understanding and allow you to develop specialized expertise. A B.S. or M.S. in criminal justice

Continued on page 46 >

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.



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Cincinnati, OH



Williamsburg, KY



Ashland, OH



Rosemont, PA



Arlington, VA



Fayette, IA



Washington, DC



Tiffin, OH



Adelphi, MD



Minneapolis, MN



Montreat, NC



Cincinnati, OH



San Diego, CA



Forest City, IA



La Jolla, CA

NFOPU SPOTLIGHT

Continued from page 44 >

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 (tinyurl.com/4rshnrf7) 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 (tinyurl.com/2ufv82hk) 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 (tinyurl.com/4rshnrf7) 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 this info-request form (tinyurl.com/4sc8aaw6), or call UC at (866) 463-7187 between 8 a.m. and 5 p.m. EST, Monday through Friday. **FOP**

There Is ALWAYS Another Option

FOP Vetted and Approved Crisis Hotlines



FOP.net/officer-wellness/crisis-hotlines



BENEFITS OF FOP MEMBERSHIP

The National Fraternal Order of Police is the world's largest organization of sworn law enforcement officers, with over 364,000 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.

Return From Recess: NDAA and Amendments



After a two-week recess, both chambers returned to session and began work on H.R. 2670/S. 2226, the National Defense Authorization Act (NDAA) for Fiscal Year 2024.

The House passed its bill on a narrow 219–210 vote. During the debate on the underlying measure, the House considered and adopted H. Amdt. 239 on a 234–198 vote. The amendment provides that the U.S. Secretary of Defense shall make “all excess controlled property” available through programs like the 1033 program, which is a surplus equipment program administered by the Defense Logistics Agencies (DLA) and the Law Enforcement Support Office (LESO) at the U.S. Department of Defense (DoD).

The amendment would roll back the restrictions placed on these programs that were put into place by Executive Order 14074 on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety.

The House also considered and adopted H. Amdt. 256 by voice vote. The provision prohibits the DoD from purchasing commercially available data from third parties that “would otherwise require a warrant, court order or subpoena.” The FOP will be working to strike this language in a final bill. The House bill was transmitted to the Senate, which has just begun the floor debate on S. 2226.

The FOP is engaging with staff with the Committee on Armed Services to fight efforts to limit or curtail the aforementioned 1033 and similar programs. Senate leaders hope to hold a final vote on the bill before Congress leaves for its August recess. We expect the House and Senate committee to be reconciled in a conference committee later in the year for final passage.

Just the Facts:

» After a two-week recess, both chambers began work on H.R. 2670/S. 2226, the National Defense Authorization Act (NDAA) for Fiscal Year 2024, which was passed by the House on a narrow 219–210 vote. During the debate on the underlying measure, the House adopted H. Amdt. 239, which provides that the U.S. Secretary of Defense shall make “all excess controlled property” available through programs like the 1033 program, which is a surplus equipment program administered by the Defense Logistics Agencies and the Law Enforcement Support Office at the U.S. Department of Defense.

House Committee Advances Bills Hampering Law Enforcement Investigations and Ending Equitable Sharing

Representatives Warren E. Davidson (R-Ohio) and Jerrold L. Nadler (D-N.Y.), ranking member of the Committee on the Judiciary, introduced H.R. 4693, the Fourth Amendment Is Not for Sale Act. The Judiciary Committee immediately held a markup on the legislation and then favorably reported it on a unanimous vote.

As introduced, the legislation would have a profoundly negative effect on public safety and on the ability of law enforcement to conduct investigations into violent crimes like murder, kidnapping, terrorism and other serious threats. The bill would cut off access to commercially available data collected by third parties and impose a probable cause standard for this type of information, meaning routine investigations will become arduous and time consuming.

This data is critical because it allows investigators to identify and pursue leads, which in turn, are used to gather evidence and establish probable cause for an arrest and prosecution. Without access to this type of data, investigators will not be able to “connect the dots”

— to see patterns and establish links between the crime and the perpetrator. The legislation would also impose these restrictions on U.S. intelligence agencies that use the data to protect our national security.

The FOP is working to defeat the bill, which was also referred to the Permanent Select Committee on Intelligence and will need to be considered there before advancing to the floor.

Just before the July Congressional recess, the Judiciary Committee considered and favorably reported H.R. 1525, the Fifth Amendment Integrity Restoration Act, on a unanimous vote.

The legislation would amend current law to prohibit federal agencies from conducting nonjudicial or administrative forfeiture and would require that any forfeitures be ordered through a U.S. district court. It reduces the time period for the government to send a written notice to interested parties with respect to any civil forfeiture and would allow the court to authorize or appoint counsel to represent an individual contesting the forfeiture of property. The legislation would increase the standard of proof from “preponderance of the evidence” to “clear and convincing” evidence that the seized property was used to commit

or facilitate a crime. The current law's standard of proof is "preponderance of the evidence."

The proceeds of any forfeitures would not go to the agency or executive Department that made the seizure but be deposited in the Treasury Department's General Fund.

Finally, the bill would end the equitable sharing program, which allows the proceeds of liquidated seized assets from asset forfeitures to be shared with federal law enforcement agencies. State and local law enforcement can retain up to 80% of the proceeds from seizures that are shared. The bill, as reported, would end this program, and state and local law enforcement forfeitures would be governed entirely by state law.

Before it can advance to the floor, the bill must first be considered and reported by the Committees on Energy and Commerce; Financial Services; and Ways and Means.

The FOP strongly opposes the legislation and will be working to defeat it.

Other Legislative Activity

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

- **H.R. 3333/S. 1271**, the Fentanyl Eradication and Narcotics Deterrence (FEND) Off Fentanyl Act, which would direct the resources of the

U.S. government to target the fentanyl supply chain

- **H.R. 3376**, the Enhancing COPS Hiring Program Grants for Local Law Enforcement Act, which would expand the scope of the hiring program administered by the Office of Community Oriented Policing Services (COPS) to allow these funds to be used to provide bonuses for the recruitment and retention of law enforcement officers
- **S. 1175**, the Combatting Online Fentanyl Trafficking Act, which would authorize incentive pay for U.S. Department of Justice (DOJ) employees with significant cyber skills that assist in the detection, prevention, or prosecution of fentanyl trafficking
- **H.R. 4384**, the Project Safe Neighborhoods Grant Program Authorization Act, which would reauthorize critical funding and support for local law enforcement agencies and community organizations that help reduce violent crime and enhance public safety
- **S. 2313**, the Driving for Opportunity Act, which would create a grant program for states to reinstate driver's licenses that were suspended for unpaid fines and fees

Get the Latest News!

Are you getting 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. To sign up to receive the update via email, please visit tinyurl.com/pw73z96p.

We also ask all FOP members to check out our social media pages, as the daily posts are the best way to keep up with the National FOP's daily activity. 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.

Check out the Blue View Podcast!

Every episode of the FOP's podcast, *Blue View*, is 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*, "Holding the Line" (tinyurl.com/3bzw45ux), National

Continued on page 50 >



WANT A PRINTED COPY OF AN ARTICLE THAT APPEARED IN FOP JOURNAL?

Perhaps you or your lodge were featured in the magazine and you'd like a keepsake to share or display?

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Top Priorities in Brief

H.R. 82/S. 597, the Social Security Fairness Act

House: 287 co-sponsors (89 R, 198 D)

Senate: 44 co-sponsors (36 D, 5 R, 3 I)

Urge Congress to pass it:
tinyurl.com/ycxk6pay

H.R. 1322/S. 1658, the Law Enforcement Officers' Equity Act

House: 62 co-sponsors (16 R, 46 D)

Senate: 1 co-sponsor (1 R)

Urge Congress to pass it:
tinyurl.com/37afz34h

H.R. 3539, the Public Safety Employer-Employee Cooperation Act

House: 26 co-sponsors (6 R, 20 D)

Senate: Not yet introduced

Urge Congress to pass it:
tinyurl.com/5h6mtmvt

H.R. 354/S. 1462, the LEOSA Reform Act

House: 33 co-sponsors (33 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:
tinyurl.com/3w4br4sj

H.R. 743, the Protect and Serve Act

House: 78 co-sponsors (67 R, 11 D)

Senate: Not yet introduced

Urge Congress to pass it:
tinyurl.com/3uzdafpk

To see a full list of legislation supported by the FOP, please visit 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.

WASHINGTON REPORT

Continued from page 49 >

President Patrick Yoes was joined by Representative Peter A. Stauber (R-Minn.). Before his election to the U.S. House of Representatives, Stauber was an officer with the Duluth Police Department. He served as vice president of his FOP lodge and retired after 23 years with the rank of lieutenant.

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

Give to the FOP PAC!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs **you**! We need 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. 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.

The next election is coming up fast! 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 \$367,000! If 10% of our members gave just \$5 this year, we would raise \$183,500. We can and need to do better raising funds for our PAC!

To donate online, please visit 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 Avenue, NE Washington, D.C. 20002. For inquiries about our effortless payroll deduction program or to sign up for our recurring monthly credit card donations, please contact 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**

SHARE YOUR STORY!

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

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



The FOP Store

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chris.bartlett@halo.com

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Posting on Social Media: Is it a Matter of Public Concern?

The content of a police officer's post on social media is one critical component in determining whether their post is protected by the First Amendment. To start, police officers primarily challenge disciplinary action taken against them by their employer for their social media activity as a violation of the First Amendment. The Supreme Court has held that public employees may not "be compelled to relinquish the First Amendment rights they would otherwise enjoy as citizens to comment on matters of public interest." However, the Supreme Court also acknowledged that police departments have heightened interests in "discipline, *esprit de corps* and uniformity."

As a preliminary matter, courts have determined that engaging in certain activities on social media platforms constitutes speech under the First Amendment. Specifically, courts have held that **posting** on social media is considered speech. The Supreme Court wrote that similar to writing a letter to a local newspaper, publicly posting on social media suggests an intent to "communicate to the public or to advance a political or social point of view beyond the employment context." Next, **commenting** on social media is also considered speech. Courts do not look at the comment in isolation. Instead, they view the statements as a single expression of speech to be considered in their entirety. This approach is consistent with the typical experience on social media, where users engage in interactive discussions through a series of posts and comments. Lastly, **liking** or **sharing** a post is speech. In *Bland v. Roberts*, the Fourth Circuit recognized that a police officer's "like" of a political candidate's Facebook page was both pure speech and symbolic expression. Essentially, courts have concluded that "liking" something is an easy way to let someone know that you enjoy it.

Since activities on social media are considered speech for First Amendment purposes, courts then analyze such speech

Just the Facts:

» Since activities on social media are considered speech for First Amendment purposes, courts analyze such speech with the framework established by the Supreme Court's decision in *Pickering v. Board of Education*. Under this legal standard, an individual must show that: (1) they posted on a matter of public concern and that (2) they posted as a private citizen. Courts look at the content, form and context of a given statement — with content being the most important factor. This means that something is a matter of public concern so long as the content is something the public has an interest in hearing.

with the framework established by the Supreme Court's decision in *Pickering v. Board of Education*. Under this legal standard, an individual must show that: (1) they posted on a matter of public concern and that (2) they posted as a private citizen. The Court then balances the individual's right to free speech against the employer's interest in promoting an efficient operation. If the individual can prove both elements and that their interests outweigh the government's interests, then the First Amendment protects that speech.

This article will focus on the first element: What is a matter of public concern? An issue is of "public concern" if it relates to "any matter of political, social or other concern to the community," or "is a subject of legitimate news interest; that is, a subject of general interest and of value and concern to the public." Courts look at the content, form and context of a given statement — with content being the most important factor. This means that something is a matter of public concern so long as the content is something the public has an interest in hearing.

Speech that addresses purely personal interests is **not** a matter of public concern and is not entitled to constitutional protection. Examples of matters only of personal interest include speech addressing a personal employment dispute or belief over internal office affairs. Specifically, internal

employee grievances usually do not qualify as a matter of public concern.

For example, in *Reed v. West Virginia State Police*, Reed was employed by the West Virginia State Police and was placed on administrative leave as a result of his conduct while on duty. Specifically, Reed made Facebook posts to his personal Facebook account, which suggested he might commit workplace violence. One post stated: "*Some people's hunting season has already started. Not mine. I have some loose ends to tie up. But soon! There's (sic) no revenge like a beast scorned.*" The Court held that this post was not a matter of public concern. The Court found it apparent that Reed was commenting on matters of private concern — "namely [Reed's] frustration with the WVSD's process and procedures as they relate to his placement on administrative leave." The Court found that these posts were not directed toward reaching and enlightening the public with any newsworthy matter of public policy or general administration.

On the other hand, speech addressing problems at the government agency where the employee works receives the most First Amendment protection. Thus, posts involving problems within the police department are often protected speech. For example, in *McKinley v. City of Eloy*, the Ninth Circuit held that criticizing police officer pay was

a matter of public concern. In *Kinney v. Weaver*, the Fifth Circuit held that excessive force in a police shooting case was a matter of public concern. Lastly, in *Liverman v. City of Petersburg*, the Fourth Circuit held that posts about the risks posed by the department's inexperienced supervisors raised issues of public concern. Therefore, there is an important distinction for constitutional protection between purely personal grievances and issues within the agency.

The next element examines whether an officer posted as a private citizen or public employee. Briefly, a police officer is speaking as a private citizen when they have no official duty to make the statements or if the speech was not the product of performing the tasks the officer is paid to perform. In the social media context, this element is often undisputed or requires little analysis by the courts because it is often clear when officers post on their own time or whether posting on social media is a part of the officer's job duty.

Lastly, under the *Pickering* test, the Court balances the police officer's First Amendment interest versus the government's interest in promoting the efficiency of its operations. The Supreme Court has recognized several factors to determine this element, including whether the statement "impairs discipline by superiors or harmony among co-workers; has a detrimental impact on close working relationships; impedes the performance of



the individual's duties; or interferes with the regular operation of the enterprise." Courts also look at whether the governmental agency can show a reasonable prediction of disruption of their operation from the post on social media. Here, courts often side with the police department where a reasonable prediction of disruption has been found because of speech by officers that suggest bias. Courts find that bias can hinder the officer's ability to effectively perform their job duties and undermine the department's ability to effectively carry out its mission. As such, when the police department's interests outweigh the officer's interest, then the department's disciplinary action for the social media post is not done in violation of the First Amendment.

In sum, the First Amendment protects police officers' posts on matters of public concern posted as private citizens when the

officer's interests outweigh the government's interests. If not, then the First Amendment does not shield the employee from the employer's reaction to the posts — up to and including termination. **FOP**

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WELLNESS PROVIDERS

Chateau Recovery Midway, UT

[chateaufrecovery.com/programs/
first-responders](http://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

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart Bandera, TX

warriorshheart.com

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



Mark Your Calendars for the National Diversity Summit

Dear FOP members, we are thrilled to announce the upcoming National Diversity Summit, hosted by the Fraternal Order of Police (FOP) and presented by our esteemed National Diversity Committee. Mark your calendars for **October 9 to 11, 2023**, as this highly anticipated event will occur at the Fairfield Inn & Suites Charlotte Uptown in Charlotte, North Carolina.

With a strong focus on promoting diversity, equity and inclusion, this summit aims to equip law enforcement professionals with the essential knowledge and skills to interact with diverse populations effectively.

Attendees will gain valuable insights and practical strategies to enhance their interactions with diverse communities through engaging sessions on procedural justice, cultural awareness and unconscious biases.

The 2023 National Diversity Summit will feature various events, workshops and insightful discussions carefully designed to provide participants with comprehensive training on critical topics. Attendees will gain valuable insights and practical strategies to enhance their interactions with diverse communities through engaging sessions on



procedural justice, cultural awareness and unconscious biases. This summit will be an exceptional opportunity for law enforcement professionals to further serve and engage with the communities they protect.

Interested individuals must complete the registration process to participate in the National Diversity Summit. The registration fee is **\$250 per person**, including access to all summit events and materials. We encourage you to submit your registration forms early, as attendance is limited to 225 participants. Secure your spot at this prestigious event by registering as soon as possible. The registration process will be handled through the National Office.

The deadline for registration is **September 24, 2023**. To register, please visit our official website and follow the provided instructions. We have made the process convenient and straightforward, just like last year.

The National Diversity Summit will be held at the exquisite Fairfield Inn & Suites Charlotte Uptown, conveniently located at 201 South McDowell Street in Charlotte, North Carolina. To book

your accommodations, don't hesitate to contact the Fairfield Inn & Suites directly at **(704) 372-7550** or visit this website: tinyurl.com/y9fwfa8f.

Special rates have been arranged for summit attendees, with rooms available at **\$139 per night**, plus applicable taxes. Additionally, there will be a parking fee of \$10 per day. Secure your room at the group rate before the **September 17, 2023**, deadline.

The FOP National Diversity Committee and the FOP eagerly await the opportunity to welcome participants to this enlightening and transformative event. Join us at the National Diversity Summit to gain invaluable knowledge, enhance your skills and contribute to fostering a more inclusive and harmonious society. Together, we can make a significant difference.

Please note that the provided information is subject to change. Stay updated with the latest details and announcements by visiting the National FOP website.

Thank you for your continued support and dedication to promoting diversity, equity and inclusion within law enforcement. **FOP**



Independence Day

The Fourth of July, Independence Day, America's Birthday. As Americans, we celebrate the Declaration of Independence by the Second Continental Congress, not the actual victory over the British, which was won several years later. In between, a hard and bitter war was fought by the Colonists with assistance from the French.

As we commemorate this momentous time in American history, consider the parallels in present-day life. Many anticipate that one day, there will be freedom from the daily grind — retirement. Many work through their “productive years,” knowing that at some point, there will come a time when work is no longer necessary or, in some cases, no longer physically possible. Some already know their retirement date — Independence Day.

Along the way, life happens. For some, it is a hard-fought existence full of uncertainty, highs and lows, and unpredictable events that may even push retirement beyond “the plan.” Regardless of how challenging life may be between the beginning of the productive years and the beginning of retirement, one thing is absolutely certain: One **must** have a plan.

Over the last three decades, as the economy has swung from recession to growth and back again, there is a constant, invariable truth. It takes money to live and **a lot** of money to retire. The difference between retiring and working in retirement is a solid plan. Many in public employment have pensions awaiting them. While this is a great advantage, will it be enough when Independence Day arrives?

Some pension plans are defined

Just the Facts:

» Many anticipate that one day, there will be freedom from the daily grind — retirement. Regardless of how challenging life may be between the beginning of the productive years and the beginning of retirement, one thing is absolutely certain: One **must** have a plan. Over the last three decades, as the economy has swung from recession to growth and back again, there is a constant, invariable truth. It takes money to live and **a lot** of money to retire.

benefit plans. The pension amount is set based on years of service and cost-of-living adjustments. Other plans are defined contribution plans where a set amount is contributed to a fund by each employee, and the value of the fund at retirement determines the payout, which is neither set nor guaranteed. A 401(k) is an example of a defined contribution plan, where pre-tax income is paid into the plan.

What is the point? The point is, regardless of your plan, will it create enough wealth for you to retire? When was the last time the plan you are participating in was audited? Accountants refer to this as “actuarial soundness.” In simple terms, it is the status of the health of your plan fund. In a defined contribution plan, how and where are the plan managers investing the cash you contribute? What are your options for risk tolerance? In most cases, you are entitled to the actuarial studies that have been done and to know how your funds are invested.

One does not need to be a CPA or financial advisor to understand these basic principles. One **does** need to ask and investigate and even consult with a CPA or financial advisor. Not knowing your options or the health of your plan is like not knowing

whether your ballistic vest can stop a bullet. The consequences of not knowing can be life altering and tragic. You owe it to yourself to know. There is no independence without work and a plan. What is your plan?

At the Labor Services Division, our experts can help you find answers to your questions or point you in the right direction. Please contact us for further information and stay safe. **FOP**



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



FOP Legal Defense Plan

Planning for a Lifetime—Protect Your Livelihood

In today's environment, protecting yourself, your family, and your colleagues from administrative, criminal, and civil allegations is more important than ever. Having a strong defense partner that will stand with you during these situations is imperative.

The FOP Legal Defense Plan, administered by Hylant since 1995, is designed specifically to cover active law enforcement officers and the exposures they face every day by paying legal defense costs on behalf of participating members for the following actions and proceedings:

- **Coverage A – Administrative (includes Administrative Off-Duty)**
- **Coverage B – Civil**
- **Coverage C – Criminal**
- **Retired Law Enforcement Concealed Carry Coverage** – Retired officers can now get unlimited legal defense coverage for civil and criminal claims associated with the legal carrying and use of a concealed weapon.

foplegal.com



Protection Customized for You

Hylant is proud to partner with the Fraternal Order of Police to offer the following services.

- **Fidelity Insurance**
- **Moonlighting Liability Insurance**
- **Identity Theft Coverage**
- **Directors and Officers**

Fidelity Insurance

Article 19 of the F.O.P. Constitution and Bylaws requires each state and local lodge to maintain employee dishonesty coverage to protect lodge funds from dishonest acts by lodge members. The Fidelity Insurance Program is designed specifically to meet this requirement and offers many different limits to meet the needs of FOP Lodges.

Moonlighting Liability Insurance

The moonlighting liability insurance program protects individual peace officers who perform extra duty jobs approved by their primary governmental employer. Moonlighting covers the defense and judgment for claims associated with this extra duty work. Coverage is extended to the non-governmental entity that has contracted the officer's services, and there are options for limits and deductibles to meet any requirement for this work.

IDTheft Assist

IDTheft Assist provides affordable and reputable identity theft response service with advocates who do the work for you. Leading competitors simply tell you what to do when you are a victim of identity theft. For only \$10.50/month their team will react quickly to resolve and restore your financial reputation and protect your personal information so that you can get on with the important things in life.

Learn more: <https://www.idtheftassist.com/e/fop>

Directors and Officers Liability Insurance (D&O)

Directors and Officers of lodges owe certain duties of care, obedience, and loyalty. If one of these duties has been breached or is alleged to have been breached because of mismanagement of the lodge business, one's personal and/or lodge assets are at stake. D&O coverage will protect lodge officers from these types of claims and protect the assets of both the individual and the lodge.

HYLANT



About Hylant

Since 1995, Hylant has administered the FOP Legal Defense Plan nationwide. The plan is designed specifically to cover the law enforcement exposures faced by members and pays legal defense costs for administrative, civil and criminal allegations or proceedings. Partnering with the Fraternal Order of Police, the plan is over 100,000 participants strong and one of the broadest and largest legal plans for law enforcement officers in the country.

Hylant is one of the largest privately held insurance brokerages in the United States. Founded in 1935, the company offers comprehensive risk management consultation, alternative risk financing services, business insurance brokerage, employee benefits brokerage and consultation, small business insurance solutions and personal insurance services.

Legal defense protection is a necessity for law enforcement professionals. As the frequency and cost of allegations rise, the FOP Legal Defense Plan offers you and your lodge members a very affordable and comprehensive plan.

Learn More

Phone: 800-341-6038

Email: info@foplegal.com

Visit: foplegal.com

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War and Police

A
Novel of War in The Jungles
and On The Streets and
The People Who Survived
Both



Newton Davis

October 2022



BOOK REVIEW:

War and Police

A first time Author's book with a catchy title and lots of action stories, like the classic book of a similar name, "War and Police," offers plenty of action for the reader to take in. Newton Davis, the nom de plume of a Vietnam Helicopter Pilot, has intertwined his Vietnam experiences, and his police helicopter experiences quite well. The chapters flip back and forth between the experiences of a Vietnam helicopter Pilot as well as his experiences as a police helicopter pilot in an unnamed city.

The main character in this novel shares with us many of his experiences as a slick pilot in the 1st Cav as well as his memorable flights and "ground pounding" as a city police pilot.

The author pulls no punches with each chapter's details, and it is very obvious that the author is giving us true stories based on his fictional character. Each chapter, whether in Vietnam or back here in the World, highlights a different facet of his career. sometimes a "good" ending to each chapter, sometimes not: just like many experiences during our time in Vietnam.

As I read Newton Davis's first book effort, he certainly kept me wanting to read as I finished each chapter. He gave us a detailed accounting of his experiences and shows the reader that Vietnam was not the only place to get adrenaline rushes!

—From the Spring 2023 issue of *The VHPA Aviator*, the official magazine of the Vietnam Helicopter Pilots Association

Book is available on Amazon Books under book & author name; i.e., War and Police Newton Davis

[Amazon.com/War-Police-Jungles-Streets-Survived/dp/B0BJYD45NH](https://www.amazon.com/War-Police-Jungles-Streets-Survived/dp/B0BJYD45NH)

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