

DUTY TO RENDER MEDICAL AID // P. 28

FOP



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AUGUST 2025

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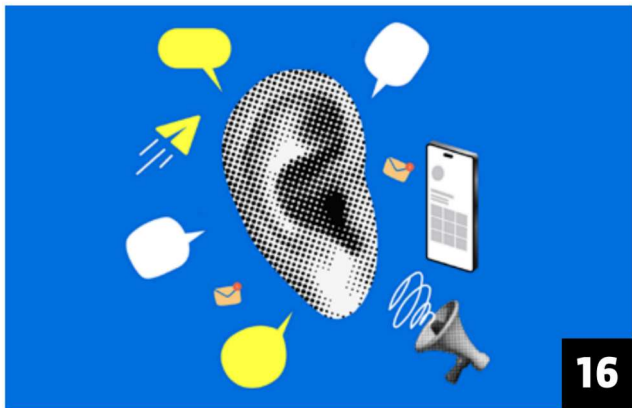


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Looking Ahead to the 67th Biennial National Conference



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

In just a few days, we will gather in Miami Beach for the 67th Biennial National Conference of the Fraternal Order of Police, a tradition rooted deeply in unity, democracy and progress. This event is more than just a meeting. It's a testament to the strength and resilience of our brotherhood and sisterhood in law enforcement.

As we prepare to convene in this historic and vibrant city, I want to reflect on what this Conference means and the direction it will set for the future of our great organization.

The National Conference is the highest authority of the FOP, a sacred time when delegates from every corner of the country come together to conduct the essential business of our Order. From electing national officers to amending our Constitution and By-Laws, from debating critical issues to approving policies that impact our members' futures, this is democracy in action.

Our theme this year is "Together, We Lead." It is a reminder that leadership is not about titles or positions. It's about stepping up, collectively, to protect those who protect others, to speak with one voice on matters of justice and to build a better future for our profession.

The agenda is packed with meaningful content, but it's also carefully designed to make the most of your time and participation. We've adjusted the format to ensure deeper engagement with training, issues and networking. Mornings will start strong with keynote speakers.

This structure was crafted not only to increase efficiency, but to add greater value to the Conference experience. More time to learn. More time to share. More time to lead.

Our profession continues to face historic challenges. Attacks on the



Our theme this year is "Together, We Lead." It is a reminder that leadership is not about titles or positions.

profession, recruitment and retention crises, declining officer wellness and rising violence have created intense pressure on the men and women behind the badge. The FOP has met these challenges head-on, with strength, resolve and vision.

The Officer Wellness Committee, under the outstanding leadership of Director Sherri Martin, continues to expand its reach and effectiveness. Our legislative team remains a powerful voice

in Washington, fighting for the rights and resources our members need. And our Legal Defense Plan has grown stronger than ever, a safety net no officer should go without.

We have much to be proud of. But we also have much to do.

At this Conference, you'll hear from subject-matter experts, elected officials and law enforcement leaders, all focused on helping us build stronger lodges and serve our members more effectively.

There will also be time to celebrate. Our Memorial Service will honor the lives of those we've lost. Our social events will remind us of the joy in fellowship. And our exhibit hall will showcase innovation from every corner of our profession.

Let me close with this: We are at our strongest when we are together. The world is watching how law enforcement navigates these trying times. We have an opportunity, and a responsibility, to shape that narrative with integrity and courage.

I look forward to seeing you in Miami Beach. Let's make this Conference not just a turning point, but a testament to who we are.

Together, we lead. FOP



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Conference Is Here

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

Brothers and sisters, **we're here**, in beautiful Miami Beach. The excitement is everywhere as we conduct the business of the National Fraternal Order of Police at the 67th Biennial Conference. Almost 5,000 delegates, alternates, members, vendors and guests have arrived to handle the Order's business, receive education, visit our Expo and be entertained. It is delightful to be welcomed and recognized for what we do by the many local, state and federal administrators and political leaders.

Florida State Lodge District 6, under the leadership of District 6 Director Al Palacio (the Conference chair) and assisted by Miami Lodge #20 President Felix Del Rosario (co-chair), have worked for more than four years to plan and fine-tune the details for one of the best conferences in our history. This marks the third time Miami Beach has been the host of the National Conference. The first time was in 1953, just three years after Florida was chartered as a state lodge. The last time was in 1967, 58 years ago. At that Conference, 1,039 delegates attended and John Harrington (Pennsylvania) was National president. So much has changed since then, including our increase in membership, our programs and, of course, Florida and the cities of Miami and Miami Beach. Please join me in thanking all the brothers and sisters who helped make our Conference a spectacular event.

Speaking of spectacular, this Conference was not just a business meeting — it was a production. After reviews of a multitude of requests for proposals, negotiating with the vendors over costs and services, and months of discussions on how we want to change our Conference to be more engaging for our attendees, we finalized a plan.



**Please join me
in thanking all
the brothers and
sisters who
helped make our
Conference a
spectacular event.**

Our whole stage design is different. We expanded to three jumbo screens with amazing lighting and visuals. We included sound and music for presenters as they approached the lectern. We raised the screens so that our 50 state flags would still represent our various states, and we added various colored lighting in the room. Of course, our beloved National FOP emblem is the focal point of the stage.

There are 10 proposed amendments to the National Constitution and By-Laws. Most of the proposals are administrative in nature; that is, they are simply changes in how documents or information are presented to

the National Secretary's Office, electronically versus paper hard copies. One deals with how Auxiliary lodges are chartered and constitutions and by-laws for them are approved, and Proposal 2 addresses how future National Conferences are selected and managed. Proposal 4 addresses the need for a long-overdue per capita increase. As your National secretary, I'm responsible for most of the expenditure on the national budget, since the majority of staff report to me and I am responsible for the operations of the National Headquarters. Though we consistently review vendor contracts, explore ways to reduce costs, limit overtime for our staff and find ways to provide greater services, the costs of goods and services continue to rise. We have done a great job in controlling costs, but we are at the point where a per capita increase is inevitable. Just as many state and local lodges relied on telemarketing and booster revenues for years to fund their operations, which most don't enjoy any longer, the National Lodge is dependent on our "Affinity" and royalties revenues. For us to continue with our state-of-the-art legislative program, our innovative membership database system, our social media presence and our educational programs, to name just a few, we must fund these programs internally and not rely on revenues that may not be there tomorrow.

Our National staff are the real heroes in making our Conference a success. We arrived on Thursday afternoon and hit the ground running. Friday morning at 7 a.m., it was "all hands on deck." Our equipment and supplies arrived via our partner, UPS. It was unloading and unpacking. Our decorator began

Continued on page 10 >



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SECRETARY'S MESSAGE

Continued from page 8 >

setting up registration, the Expo and the conference room. Our audiovisual consultant, Everlast, set up the stage and sound equipment. The vendors

**We have done
a great job in
controlling costs,
but we are at the
point where a per
capita increase
is inevitable.**

set up their products and services, and the local lodge set up merchandising along with our partner, HALO. It was truly organized chaos, but it all came

together to make for a smooth delegate registration process and easy access to the Expo and educational seminars. Each morning, our staff arrived at 7 a.m. to assist with registration, real-time updates on the Conference app and any other tasks needed to make the Conference experience as flawless as possible. Then, on the following Thursday afternoon, everything is packed back up to ship to Nashville. Please give the staff a big thank-you when you see them.

The new membership database system will "go live" on August 19. ACGI (Association Anywhere) is our new vendor and they, along with our own IT Assistant Matthew Phillips and IT consulting engineers Steve Kim and Mark Hong, have done a stellar job at getting this project to the finish line. We are excited to finally have this project ready for Phase 1. Look for updates on Phase 2, which will roll out later in the year, and other enhancements based on our members' needs.

Next month's report will be on the after actions from the Conference and any new programs for the future. See you soon and be safe. **FOP**

FOP CALENDAR



67th Biennial National Conference

August 3–7, 2025
Miami Beach, Fla.

Bargaining for Success

November 4–6, 2025
Las Vegas, Nev.

Info and registration:

**national.fop.net/
2025bargainingforsuccess**

Pathways to Excellence

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

Support the NFOP PAC!

We need your support of the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support our members and our profession. As the oldest and largest law enforcement labor organization in the United States, it is crucial we keep our PAC strong, so we can help the candidates who not only support our members but the entire law enforcement community. It is up to us to ensure that they get elected!

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



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Bidding to Host 69th Biennial National Conference August 12-16, 2029

Why Detroit?

According to Travel + Leisure, Detroit is one of the 50 best places to travel in 2025.

- Location. Nearly 40% of NFOP members live within a six-hour drive of Detroit.
- Casinos. Three downtown casinos — all walkable and part of the hotel block.
- Weather. Average daily temperatures in August range from 78–82°F.
- Safety. The heart of downtown Detroit is well-patrolled and maintained. The Detroit Police Department is 98% fully staffed — and Detroit is an FOP City!
- Airport. Over 800 daily flights, 13 airlines, and more than 125 destinations.
- Nightlife. More than 130 bars within a one-mile radius downtown.
- Sports Town. Detroit is the only major U.S. city to host all four major sports teams.
- New Developments. COSM Detroit Sports Venue opening in 2027. Multiple new hotels coming in 2027–28, including JW Marriott, Hilton NoMad, AC Hotel, and more!

Delegates in Miami - Vote Detroit!



FOPDetroit.com

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Details**



OHIO

Ohio State Conference

DANIEL MITCHELL / OHIO LODGE #69

The conference was hosted by our lodge, Queen City Lodge #69. Many National FOP officers were in attendance and each gave remarks. Cincinnati Police Chief Teresa Theetge also attended and welcomed the delegates from around the state. We hosted a “Taste of Cincinnati” night under the tent, which was a giant hit. One of our own officers, Chris Ward, brought his grill and cart and made brats and metts for the delegates, and it was a hit for people who don’t normally see that kind of food. **FOP**



National President Pat Yoes



Ohio State President Jay McDonald



U.S. Senator for Ohio Sherrod Brown



Queen City Lodge #69 President Ken Kober with Cincinnati Police Chief Theresa Theetge



Sean Woods accepting an award from the North Carolina State Lodge president for assistance from Queen City Lodge #69 during the floods



Ohio delegates with 50 or more years of membership in the FOP



Queen City Lodge #69 Delegate Kim Horning with National Secretary Jimmy Holderfield



Capitol City Lodge President Brian Steel, State President Jay McDonald, U.S. Senator Sherrod Brown, National President Pat Yoes and National Secretary Jimmy Holderfield. The FOP presented Brown with an award for his hard work on the Social Security Fairness Act.



Queen City Lodge #69 delegates at the end of the Ohio State Conference



State Representative Cindy Abrams, a former Cincinnati police officer who works extremely hard for law enforcement

NEW JERSEY

Ben to the Shore

RON MORENO / NEW JERSEY LODGE
#144 STATE DELEGATE

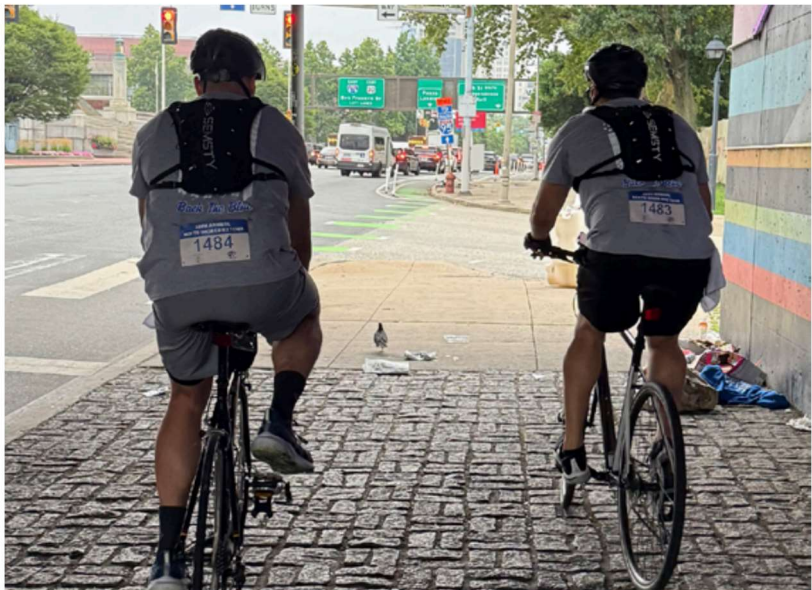
The 38th annual Ben to the Shore bicycle ride is organized by the Families Behind the Badge Children's Foundation. Proceeds from the ride support scholarship programs for children of fallen first responders and youth mentorship opportunities.

The bike ride begins in Philadelphia, across from the former police headquarters, and continues across the Benjamin Franklin Bridge through numerous towns. The local police departments provide traffic control for the riders as they pass through their towns. There are several rests stops along the way where riders are provided with water and snacks. The first stop is at the headquarters of South Jersey FOP Lodge #56. After hours on the road, the 65-mile ride culminates at the Showboat Hotel and Casino in Atlantic City, greeted by the cheers of family and friends. Awaiting the riders at the finish line are food trucks, live entertainment and community festivities.

Many teams are organized by police organizations, such as local lodges of the Fraternal Order of Police. This year, two riders, Elliott Moreno and Oliver Moreno, represented Camden City FOP Lodge #144.

Each participant must raise \$250 to \$350, depending upon their registration date. Many participants raise thousands of dollars for the cause. It is a tradition to many of the riders who return year after year. There were estimated to have been approximately 2,500 riders this year.

To donate, go to ben2shore.org/Race/PA/Philadelphia/TheBentotheshore. **FOP**





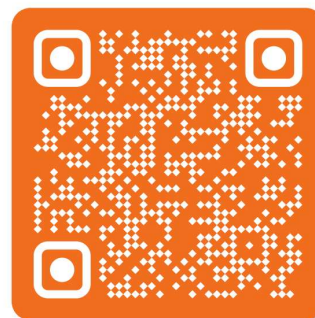
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The Power of Listening

AMPLIFYING THE VOICES OF FOP MEMBERS

SHERRI MARTIN / DIRECTOR OF WELLNESS

Officer wellness has become a prominent topic in law enforcement in recent years, and the National Fraternal Order of Police is proud to lead the way in highlighting the importance of prioritizing officer health and well-being. You may be aware of some of the steps we have taken to provide services for officers and their families, particularly in situations where their agencies may not have them available or where trust in agency-provided services is lacking. What you may not know, however, is how the steps we have taken were driven directly by you, our members.

In 2018, the FOP National Officer Wellness Committee received a proposal

from NBC News Channel 4 in New York City to collaborate on a national survey of law enforcement officers to ask questions about their mental health. As you might imagine, some of our members were initially skeptical about partnering with the media to investigate officer mental health. However, the committee recognized an opportunity to highlight the prevalence of police suicide and the critical need for enhanced wellness support within law enforcement. The NBC/FOP Survey of Police Officer Mental and Behavioral Health garnered over 8,000 responses from police officers across the country. This unprecedented level of engagement signaled to the FOP that the time had come to integrate wellness into our core mission.

Armed with insights from the survey, the National Officer Wellness Committee convened to strategize on how our organization could address the health challenges associated with a career in law enforcement. By directly gathering information from police officers about their challenges and needs, we recognized our ability to bridge the gap and spearhead the conversation on the significance of wellness.

The survey revealed that while officers were aware of their agencies' mental health services, typically provided through employee assistance programs (EAPs), few officers were using those services, and those who were didn't find them particularly helpful. Others had been exposed to critical incident stress

debriefings, which produced mixed reviews. In 2018, peer support programs were less prevalent than they are today, but they were the golden ticket, with over 90% of officers who had access to peer support affirming that they had the most confidence in this service.

With the development and success of the FOP Disaster Area Response Team (DART) on the rise, the Officer Wellness Committee began a plan to enhance DART deployments by adding a peer support response component. However, there was no existing national standard in law enforcement peer support training that would enable peer supporters from various locations to speak a common language when teaming up to deliver support. To answer this need, the FOP created the Power in Peers program, a national standard training curriculum in peer support, built specifically for law enforcement. The Power in Peers course encompasses the best practices in modern peer support with a specific focus on the unique challenges faced by law enforcement. The FOP is now certifying supporting peer mentors across the country, equipping them to assist peers in their own agencies and at regional and national events such as National Police Week and on DART deployments.

We also learned from the 2018 survey that an overwhelming majority of officers believed that stigma was a major barrier preventing officers from seeking help even when needed. One of the sources of this stigma was the concern that mental health providers might not understand law enforcement experiences or culture. In fact, many officers shared stories of negative encounters they had endured with mental health professionals who lacked cultural competence. The FOP set out to find a solution, creating the Approved Provider Bulletin, a national directory of mental health and wellness services proficient in working

with law enforcement officers and their families. Available online, the directory allows officers, their family members and agencies to review providers and make contact for services on their own, without having to involve anyone else. Each resource in the directory has been thoroughly vetted by members of the National Officer Wellness Committee, ensuring they possess the skills and knowledge to support law enforcement personnel.

In our profession, there have been increasing calls for implementation of evidence-based programs and solutions, and the FOP has responded effectively. We have taken what we have learned from the men and women of law enforcement about their needs and experiences, and created solutions that will answer those needs. Through our biennial national surveys, we have expanded our capacity to advocate for law enforcement, disseminating findings to the profession, the media, our communities and the public. With each survey conducted, we learn of new challenges to tackle and continue to transform information into action.

As proud as we are of the solutions we have provided for law enforcement, we are even prouder that the solutions were directed by the men and women of law enforcement who shared their

In our profession, there have been increasing calls for implementation of evidence-based programs and solutions, and the FOP has responded effectively.

insights with us. Recognizing the transformative impact of our initial national survey, which provided us with invaluable insights needed to be a game-changer, we knew it was imperative to continue this practice. In 2021, we established a biennial national survey to address the most pressing issues faced by law enforcement professionals. This practice continues today with the 2025 Critical Issues in Policing Survey, which we are launching at the National Conference in early August, offering the members present the first opportunity to have their voices heard. If you cannot attend Conference, watch for details in the September *FOP Journal* on how you can take the survey. We invite both active and retired police officers, whether members of the FOP or not, to share their experiences and perspectives with us. The 2025 survey delves into the most current challenges facing law enforcement today, including violence in our communities, sources of officer stress, the status of retention and recruitment, the impact of agency management and leadership, and more. We encourage you to make your voice heard in the survey and to contribute to the next steps taken by the FOP as we strive to provide the best services available to all members of law enforcement. **FOP**

LET'S TALK ABOUT WEIGHT — WITHOUT JUDGMENT



American
Heart
Association.

Weight is one of those topics no one loves to bring up, but it matters. Not because of appearance, but because it is directly connected to your energy, your heart health and how your body manages stress.

So, what is a **healthy** weight?

There's no one-size-fits-all number. A healthy weight is less about the number on the scale and more about how your body is functioning: your blood pressure, cholesterol, blood sugar and how you feel day to day. Talk to your doctor about what's realistic for you, based on your age, activity level and health history.

Understanding Calories (and Why They're Not the Enemy)

Calories are a measure of energy. Your body uses them to function, move, think and recover. The goal isn't to avoid calories, it's to be more mindful of where they're coming from.

- **Whole foods** (like lean protein, vegetables, fruits and whole grains) fuel your body better and longer.
- **Processed foods** (like soda, chips and fast food) burn fast and leave you feeling tired and hungrier later.

It's not about eating less; it's about eating smarter.

Tips for Success, Straight From Life's Essential 8™

The American Heart Association has joined forces with the National Fraternal Order of Police to promote and support the heart and brain health of its members nationwide.

Life's Essential 8™ is an easy guide to help you take control of your health, starting wherever you are:

- **Eat better:** Focus on balance, not perfection.
- **Be more active:** Aim for 20–30 minutes of movement on most days.
- **Get enough sleep:** Getting adequate sleep (seven to nine hours each night) can help with weight management.
- **Watch your numbers:** Keep your blood pressure, cholesterol and blood sugar in check.
- **Manage weight:** Slight changes add up, like adding protein to your breakfast. Protein will help you feel full longer.



- **Don't smoke or vape:** Tobacco impacts weight, heart and lung health.

The reality is: the job is demanding. You're asked to be alert, responsive and steady under pressure. Carrying extra weight can make that harder, not just physically, but mentally, too.

This isn't about crash diets or quick fixes. It's about finding what works for **you** and giving your body the fuel and care it needs to keep doing the work — on duty and off. **FOP**

Scan the QR code to explore more tools that can help you track your health, set goals and stay strong — for the job and beyond.

(800) AHA-USA-1, heart.org

The American Heart Association and the National Fraternal Order of Police are proud to collaborate to improve the cardiovascular health and overall well-being of law enforcement officers.



SERVING THOSE WHO SERVE

Inpatient and Intensive Outpatient Treatment for First Responders

First Responder Wellness is an employee retention tool exclusively for public safety professionals to treat post-traumatic stress, alcohol, addiction, anxiety, depression. Review our offerings below and reach out for more information on how we return employees to work faster and healthier.



WHAT WE TREAT

Post-Traumatic Stress

Addiction

Alcohol

Anxiety

Depression

An alcohol or substance abuse problem is NOT required to enter our program.

OUR PROGRAMS FOR FIRST RESPONDERS

Detox

Residential

Intensive Outpatient

Online Intensive Outpatient

After Care

Family Program

WHY AGENCIES NATIONWIDE TRUST FIRST RESPONDER WELLNESS

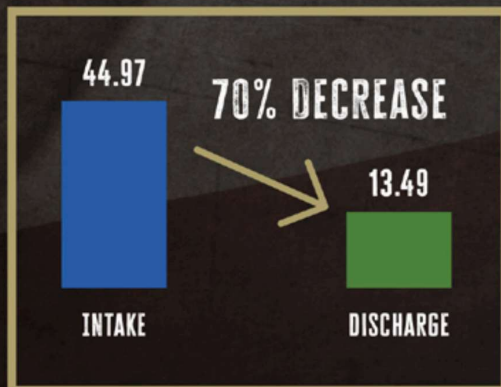
- 94% return to work rate
- We hold the title of a vetted and approved treatment program by the Fraternal Order of Police (FOP).
- We work with partners at more than 500 agencies across the country.
- We have provided treatment to over 1,700 public safety professionals since 2018.
- Our culturally competent staff works exclusively with first responders.
- Program curriculum is developed specially for public safety.
- Most insurance plans and workers' comp are accepted.

"I had a seamless experience referring a member to First Responder Wellness. The staff was incredibly supportive and fantastic to work with throughout the entire process. It's the only treatment facility I would confidently recommend to our members."

Marco Monteblando,
Executive Director
Washington State FOP

To schedule a tour of our program or to get more information please reach out to Jeff McGreevy, Public Safety Advocate, Retired Sergeant and Peer Support Lead at jeff.mcgreevy@frhealth.com

AVERAGE PCL-5 (PTSD) SCORE AT ADMISSION AND DISCHARGE



Updated 4-1-2025.

VALIDATED OUTCOMES

Our clients PCL-5 (PTSD) scores on average show a 70% reduction from admission to discharge. More about the PCL-5 below.

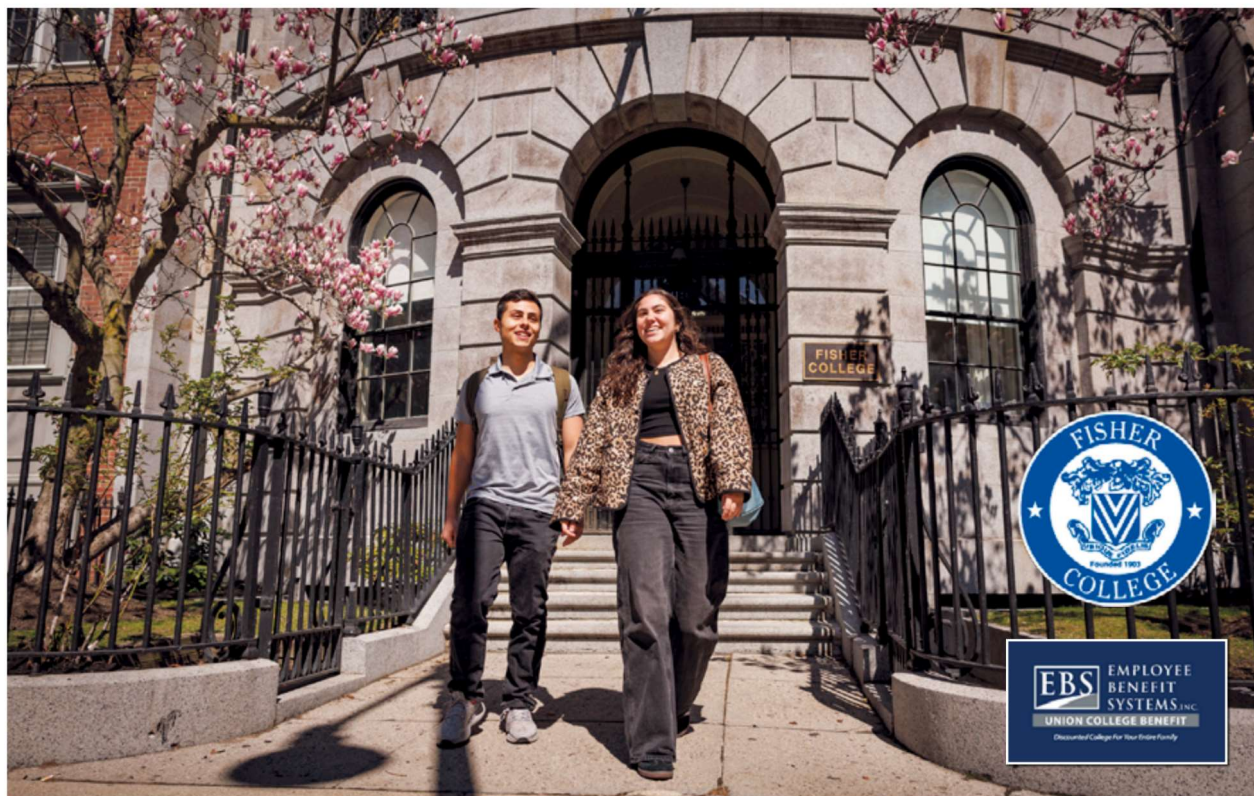
- A score of 38 or higher is enough for a provisional diagnosis of PTSD.
- Total score of 31 or higher suggests the client may benefit from PTSD treatment.
- A 5-10 point decrease represents a reliable change (i.e. change not due to chance).
- First Responder Wellness clients see an average PCL-5 reduction of over 31 points, which is significant.



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WWW.FRHEALTH.COM



Fisher College



Fraternal Order of Police Partners With Fisher College to Expand Affordable Online Education for Members and Families

The FOP has announced an exciting new partnership with Fisher College in Boston. This collaboration opens more doors for FOP members and their families to access flexible, affordable online programs in higher education, designed specifically to support career growth and lifelong learning.

Fisher College's online, graduate and professional studies programs are tailored for adult learners and working professionals who want to advance their careers without pausing their lives. Whether you're completing

FOP members and their families will benefit from a 20% tuition discount, making higher education even more accessible and affordable.

an undergraduate degree, pursuing graduate-level education or earning a professional certificate, Fisher offers

a wide array of programs to meet diverse goals and schedules. These fully online offerings emphasize real-world relevance, academic excellence and the development of career-ready skills.

Through this partnership, FOP members and their families will benefit from a 20% tuition discount, making higher education even more accessible and affordable.

Career-Focused Programs With Flexibility

Fisher College understands the challenges busy adults face when balancing work, family and education. That's why its programs are designed with convenience and flexibility in mind. Students can complete their coursework

online, on their own schedules, while still receiving the personalized attention and academic support Fisher is known for.

Programs include degrees and certificates in fields such as:

- Psychology
- Early childhood education
- Business administration
- Cybersecurity
- Information technology
- Human services
- Criminal justice (one of the most in-demand programs)

These programs are ideal for those looking to enhance their credentials, switch careers or gain specialized knowledge in their current fields.

Spotlight on Criminal Justice

Among Fisher's most popular offerings is its criminal justice program, which serves individuals working in or aspiring to join the public safety sector. From frontline officers and correctional staff to dispatchers and analysts, the program provides the tools and training needed for advancement in the criminal justice system.

Whether you're beginning with an associate degree, continuing on to a bachelor's or seeking a master's for leadership roles, Fisher offers a clear path forward. Its criminal justice program is designed to build on your real-world experience while introducing new perspectives, policies and practices relevant to today's challenges in law enforcement and public safety.

Why Criminal Justice at Fisher College?

- **Expert faculty:** Learn from seasoned professionals with backgrounds in law enforcement, intelligence, homeland security and corrections.
- **Credit for experience:** Earn academic credit for prior learning, military service or professional training.

Continued on page 22 >

The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education. For more information on the NFOPU Consortium, go to

FOP.net/fop-university.



Charles Town, WV



Ashland, OH



Orange Beach, AL



Steubenville, OH



Romeoville, IL



San Diego, CA



Rosemont, PA



Manchester, NH



Tiffin, OH



Cincinnati, OH



Arlington, VA



Adelphi, MD



San Diego, CA



Williamsburg, KY



Fayette, IA



Minneapolis, MN

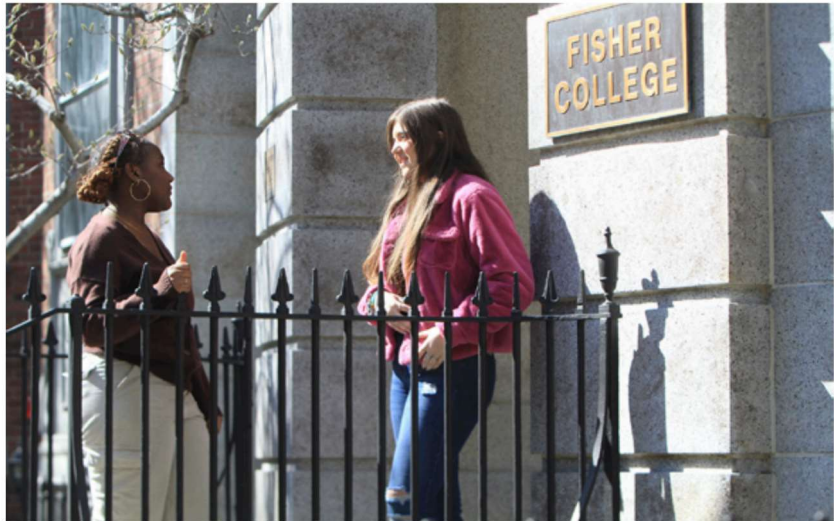


Wichita, KS

NFOPU SPOTLIGHT

Continued from page 21 >

- **Flexible learning options:** Choose fully online formats designed with working adults in mind.
- **PCIPP approved:** Fisher is an approved vendor for the Police Career Incentive Pay Program (PCIPP). Officers in participating departments may be eligible for financial incentives when completing eligible degrees.
- **Exclusive discounts for FOP members:** Members of the Fraternal Order of Police and their families receive 20% off tuition through the EBS partnership.



Your Future, on Your Terms

Whether you're starting from the ground up or building on existing training, Fisher College offers a respected and affordable pathway to achieving your goals. With the flexibility to study from anywhere, the support of experienced faculty and

the backing of a nationally recognized institution, this is your opportunity to take the next step and do so on your schedule and on your terms.

Learn more about the programs available through the FOP-Fisher College partnership by visiting ebsunioncollegebenefit.org/FOP. **FOP**



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**March 29–
April 3, 2026**

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Your Franchise Journey Starts Here: Free Expert Guidance

Franchise Wealth Consultants is dedicated to helping you achieve your entrepreneurial dreams and secure your financial future through business ownership.

Our Ideal Franchise Candidates Include:

- Aspiring entrepreneurs eager to control their future.
- Professionals aiming to transition from the corporate world.
- Investors seeking semi-absentee or passive income opportunities.
- Experienced operators looking to expand their portfolios.
- Veterans, public service professionals nearing retirement, and former corporate management professionals represent the largest segment of our franchisee base.

We Help You Find The Opportunity For Success!

- Franchising offers a proven business model and brand recognition
- FWC helps you successfully navigate the world of franchising, which can be overwhelming if you are not familiar with the process.
- We have access to the largest inventory of top-performing franchises through the IFPG network, the largest franchise network available.

Our Consultations & Services Are FREE TO YOU!

Why is it free? Our consultation comes at no cost to you because we're compensated by the franchise companies—not by our clients. This means you get unbiased guidance and support, with your best interests as our top priority. So, there is not only no fee, but no obligation on your part.

We Can Find The Right Fit For Success - For You!

- Always personalized recommendations and expert guidance
- We'll help you find the perfect franchise that aligns with your lifestyle, personality, goals, and budget - at no cost to you
- Clear, honest answers to your questions
- Need to explore financing options for your franchise? We can connect you with trusted partners.

We're more than just consultants. We are your strategic partner.

 **Franchise Wealth Consultants, Ltd.**

Visit us at franchisewealthconsultants.com

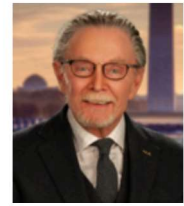
Call us at 833-MY-NEWBIZ (833-696-3926)

Contact us at Info@franchisewealthconsultants.com





“One Big Beautiful Bill” Signed Into Law



President Trump signed H.R. 1, the One Big Beautiful Bill Act, into law on Independence Day. The Senate considered, passed and amended H.R. 1, and Vice President J.D. Vance broke a tie to pass the bill on a 51–50 vote. The House took up the amended bill and passed it on a 218–214 vote.

The legislation appropriates:

- \$131 billion for the U.S. Department of Homeland Security, including \$64.7 billion for Customs and Border Protection (CBP) and just under \$75 billion for Immigration and Customs Enforcement (ICE), along with funds for border wall construction, personnel, detention and technology upgrades
 - o Includes \$12.6 billion in grants for state and local law enforcement detecting and monitoring drones, 2026 FIFA security, 2028 Olympics security and Operation Stonegarden
- \$3.3 billion to the U.S. Department of Justice (DOJ) for hiring immigration judges and staff, anti-drug trafficking efforts, prosecution for immigration crimes, gang crimes, trafficking and unlawful voting
- Funding for the Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) program and the Office of Community Oriented Policing Services (COPS) for investigating and prosecuting violent crime, criminal enforcement initiatives, immigration enforcement and removal efforts. Community violence intervention and prevention programs are not eligible for funding provided in the new law.

Included in the law is a provision that would allow a tax deduction of up to \$25,000 on overtime pay for those earning less than \$150,000 per year. The provision expires on January 1, 2029. The

Just the Facts:

» The newly signed One Big Beautiful Bill Act includes appropriations to the departments of Justice and Homeland Security for certain law enforcement functions, plus a provision allowing a tax deduction of up to \$25,000 on overtime pay for those earning less than \$150,000 per year. The FOP succeeded in excluding provisions harmful to federal law enforcement officers. As Congress begins work on appropriations, the FOP will continue monitoring the process and advocating for the reauthorization of FirstNet and the implementation of the Department of Defense Law Enforcement Credential Act, as well as advancement of our priority bills.

bill also increases the deduction for state and local taxes (SALT) from \$10,000 to \$40,000 through 2029 for those earning less than \$500,000 per year.

The FOP succeeded in our effort to exclude provisions harmful to our federal officers, like the mandatory increase in retirement contributions and the loss of the annuity supplements. None were included in the final bill.

Congress Begins Work on Appropriations

The Senate Committee on Appropriations voted to advance the FY 2026 appropriations measure for Commerce, Justice and Science on a 19–10 vote. The spending measure provides \$570 million for the Byrne-JAG program and \$500 million for the COPS Office, including \$206 million for the COPS Hiring Program (CHP).

The House Appropriations Commerce, Justice, Science and Related Agencies Subcommittee favorably reported its version of the spending bill. It includes \$898 million for the Byrne-JAG program and \$654 million for the COPS Office, including \$256 million for CHP.

Staff in the National Legislative

Office are reviewing the draft legislative text and will be monitoring its progress.

FOP and IAFF Respond to T-Mobile’s “A Fix for Public Safety” Proposal

Recently, the telecommunications corporation T-Mobile began circulating a proposal entitled “A Fix for Public Safety” on Capitol Hill. The proposal urges Congress to make changes to the structure and oversight of the First Responder Network Authority (FirstNet), alleging that it has become “stagnant” and is no longer able to meet the needs of public safety. The FOP and International Association of Fire Fighters (IAFF) released a joint statement (see tinyurl.com/FOP-IAFF-T-Mobile) rejecting the premise of the proposal.

Congress must reauthorize FirstNet, which is located within the National Telecommunications and Information Administration (NTIA) in the U.S. Department of Commerce, by February 2027. The FOP–IAFF statement expresses concern that for-profit companies are seeking to enrich their shareholders by hindering or blocking our reauthorization efforts. It also

Continued on page 26 >

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Top Priorities in Brief



H.R. 3226, the Law Enforcement Officers Equity Act

House: 34 co-sponsors (10 R, 24 D)

Senate: Not yet introduced

H.R. 1505/S. 636, the Public Safety Employer–Employee Cooperation Act

House: 43 co-sponsors (6 R, 37 D)

Senate: 1 co-sponsor (1 D)

H.R. 2243/S. 679, the LEOSA Reform Act

House: Passed

Senate: 8 co-sponsors (8 R)

H.R. 1551/S. 167, the Protect and Serve Act

House: 81 co-sponsors (66 R, 15 D)

Senate: 18 co-sponsors (18 R)

H.R. 2094/S. 978, the Homes for Every Local Protector, Educator, and Responder (HELPER) Act

House: 76 co-sponsors (28 R, 48 D)

Senate: 18 co-sponsors (6 R, 12 D)

To see a full list of legislation supported by the FOP in the previous Congress, please visit tinyurl.com/ycy5k5rv. Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news.



WASHINGTON REPORT

Continued from page 24 >

expresses confidence in FirstNet, noting that the lives of our law enforcement officers and firefighters depend on the reliability of these communications systems, especially during a crisis.

FirstNet has a decades-long record of success. It has a high-functioning and established relationship with the stakeholders in the field and our organizations that has resulted in an ongoing legacy of trust and collaboration. The FOP and IAFF need Congress to reauthorize FirstNet and urge them to tune out purely commercial proposals.

Legislative Update: Protect and Serve Act

The National Legislative staff continues our advocacy campaign. We've had numerous in-person meetings with key House Judiciary Committee staff to build support for this bill. We have also reached out to representatives who cosponsored the bill in the previous Congress. We are getting results and picked up 17 new co-sponsors since the end of May.

In the Senate, we are working with the bill's sponsor, Senator Thomas R. Tillis (R-N.C.), to potentially revise and reintroduce the bill so that it is identical to the House legislation.

We urge all FOP members to contact their representative and senators and ask them to support this legislation!

Legislative Update: Law Enforcement Officers' Equity Act

As previously reported, the National Legislative Office initiated a campaign to increase the number of co-sponsors for H.R. 3226, the Law Enforcement Officers' Equity Act, by targeting 50 members of the House who had previously cosponsored the bill. We are pleased to report that 22 of those 50 have once again cosponsored the legislation, for a total of 34.

We continue to work with Senator Cory A. Booker (D-N.J.) to identify a Republican lead for the Senate companion bill.

Legislative Update: Implementing the Department of Defense Law Enforcement Credential Act

In 2022, Congress passed the Department of Defense Law Enforcement Credential Act, which

was developed by the FOP. The law requires all civilian law enforcement officers employed by the U.S.

Department of Defense (DoD) and its component agencies to be issued an appropriate law enforcement credential.

Within 180 days of enactment, the U.S. secretary of defense was supposed to develop and issue a standardized identification credential for DoD civilian law enforcement and ensure that any DoD Common Access Card (CAC) issued to such an officer clearly identifies the officer as a federal law enforcement officer. This is a critical officer safety issue for the civilian law enforcement officers who protect our military facilities, Armed Services personnel, their families and visitors to these installations. Law enforcement officers must have proper credentials clearly identifying them as law enforcement, especially when carrying firearms and other police equipment on their person. Without them, their safety is in potential jeopardy when interacting with the public or fellow officers.

The Biden administration did not implement the law, prompting the National FOP to send letters to the House and Senate committees on Armed Services (see tinyurl.com/armed-services-credentials) and Secretary Hegseth (see tinyurl.com/hegseth-credentials) at the DoD urging that the law be implemented and that all law enforcement officers throughout the department are properly credentialed.

Other Legislative Activity

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

- **H.R. 4024**, the Filling Public Safety Vacancies Act, which would provide a needed one-time boost of \$162 million for the hiring program administered by the COPS Office
- **H.R. 4334**, the Restoring the Armed Career Criminal Act, which would better equip federal prosecutors to pursue criminals
- **S. 2200**, the First Responders Emergency Assistance Act, which would establish additional grants through the Department of Homeland Security to law enforcement agencies to areas near the northern and southern borders

Sign Up for the FOP's Weekly Update

Are you getting the *Weekly Update* from Capitol Hill in your inbox every week? If not, go to tinyurl.com/FOP-weekly-update to sign up. Getting the *Weekly Update* in your mailbox every Friday will help keep you and your members up to date with the latest news from Washington, D.C., with Congress and the administration.

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

- Facebook (@GLFOP)
- X (@GLFOP)
- Instagram (@FOPnational)
- Truth Social (@FOPNational)

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

Have You Given to the NFOP PAC?

The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs more of our members to contribute to ensure that

our PAC has the resources to support candidates who will fight for our officers and the issues that are important to them. With the next election cycle less than 18 months away, now is the time to replenish our PAC funds.

Thanks to your continued support, we recently helped push the Social Security Fairness Act over the finish line, which was an enormous victory for our members and retirees. But our work is far from over. There are still other critical bills in Congress that need our backing, like the Protect and Serve Act, and your contributions help make that advocacy easier.

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 to and understand the challenges facing law enforcement today.

We are urging members (and lodges) to sign up for recurring, monthly contributions using their credit card. This is the most effective

and reliable way to contribute and to strengthen our PAC.

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

To donate online, please go to nfop-pac.firstresponderprocessing.com.

If you would like to donate via check, please make it out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Avenue NE, Washington, D.C., 20002. For inquiries about our effortless payroll deduction program or to sign up for recurring monthly donations, please contact the Steve Young Law Enforcement Legislative Advocacy Center at (202) 547-8189 or David Taboh at dtaboh@fop.net.

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

WELLNESS PROVIDERS

Chateau Recovery Midway, UT

chatearecovery.com/first-responders

FHE Health:

Shatterproof Program Deerfield Beach, FL

fhrehab.com/services/first-responders

First Responder Wellness by Simple Recovery Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program

Havre de Grace, MD

harborofgracerecovery.com/first-responders

Throttle and Thrive Palos Verdes Estates, CA

throttleandthrive.com

Warrior's Heart Bandera, TX

warriorsheart.com

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



Failure to Render Medical Aid: The Risks of Inaction



A recent case out of Ohio highlights the growing constitutional responsibilities imposed on law enforcement officers following use-of-force incidents, particularly the duty to render medical aid. On July 7, 2025, trial began in *Karen Heeter, Administrator of the Estate of Bill Heeter v. Officer Kenneth Bowers*, following rulings by both the federal district court and the Sixth Circuit Court of Appeals denying Officer Bowers qualified immunity under federal law and statutory immunity under Ohio law. The claims at issue include excessive force and failure to provide adequate medical care. While both claims were thoroughly examined by the courts, this article highlights the failure to render **medical aid** issue that was presented before a jury.

On November 21, 2018, Columbus Police Department officers responded twice to the home of 60-year-old Bill Heeter for mental health-related calls. Heeter was reportedly suicidal, armed and in crisis. Officers, including Bowers, were aware he was alone in the house and had access to a firearm. The footage from three of the responding officers' body-worn cameras depicts much of the police response to the second call. Bowers arrived first, approaching the home with his M16 service rifle drawn, while the other officers arrived with their weapons holstered. The officers repeatedly ordered Heeter to come out with his hands visible, but he did not comply and kept his hands mostly in his pockets throughout the encounter.

Eventually, the officers entered the home after being told by the sergeant that Heeter had placed the gun on a table. Inside, the officers continued to urge Heeter to raise his hands and step

away from the table. Heeter eventually remarked, "You know, you guys are really starting to piss me off." The bodycam footage is partially obscured during the final moments. It captures Heeter's left side and shows his left hand empty. As Heeter side-stepped left and slightly bent toward the floor, his right hand remained out of view. Bowers asked, "Where's the gun?" and an officer started to say, "Bill—". Moments later, Bowers fired five shots into Heeter's chest. Heeter collapsed immediately.

Following the shooting, Bowers instructed another officer to handcuff Heeter. As Heeter was being restrained, he was bleeding profusely and audibly moaning. Meanwhile, Bowers continued to command Heeter to show the officers his hands. In the minutes that followed, Officer Bowers did not render medical aid, despite his training. He instead engaged in nonverbal exchanges with other officers, reenacted aspects of the shooting, walked in and out of the room and stood idly by. It took over eight minutes for paramedics to arrive. They found Heeter had a heartbeat, began CPR and transported him to the hospital, where he was later pronounced dead.

The Heeter family filed suit under 42 U.S.C. § 1983, alleging that Bowers violated both the Fourth and 14th

Just the Facts:

» In a recent Ohio case centered on an officer's duty to render medical aid following a use-of-force incident, the Sixth Circuit found that even a delay of just a few minutes could support a jury's finding of deliberate indifference. The court emphasized that constitutional responsibility does not end when paramedics are called; officers trained in basic medical aid have a duty to respond to urgent medical needs when circumstances allow.

Amendments. They also brought state-law claims for assault, battery and wrongful death. The federal district court denied summary judgment on the constitutional claims against Bowers in his individual capacity, citing disputed material facts that required jury resolution. Although the court granted judgment in favor of the Columbus Police Department on federal claims, it denied municipal immunity under state law. Bowers appealed.

On review, the Sixth Circuit focused on two key questions: first, whether Bowers used excessive force in violation of the Fourth Amendment, and second, whether he denied Heeter adequate medical care in violation of the 14th Amendment.

With respect to the failure to render medical care, the court noted that the footage captured the "disturbing aftermath of the shooting — Heeter bleeding profusely, struggling to breathe and moaning in distress." Despite having first-aid training, Bowers provided no emergency assistance during the critical minutes before EMS arrived. The court used the two-step qualified immunity analysis to affirm the district court's denial of immunity on this claim.

The due process clause of the 14th Amendment requires government officials to provide adequate medical

care to pretrial detainees and others in their custody who are not serving a sentence. That includes a person, like Heeter, who has been “injured while being apprehended by the police.” To prevail on this claim, the Heeters must show that: 1. Heeter “had a sufficiently serious medical need,” and 2. Bowers recklessly disregarded “an unjustifiably high risk of harm that is either known or so obvious that it should be known.” These requirements are known as the “objective” and “subjective” components of the claim, respectively.

There was no dispute on the objective prong. Multiple rifle wounds to the chest constituted a medical emergency that any reasonable person would recognize. Nor was there any meaningful dispute on the subjective prong. Bowers had just fired the shots. He knew the extent of Heeter’s injuries, saw the volume of blood loss and heard Heeter’s distress. He also knew that paramedics were en route, yet made no effort to stabilize Heeter or provide even minimal care while waiting.

Thus, the central question before the court was whether Bowers responded reasonably to the risk. The Sixth Circuit held that he did not. The court found that, under these circumstances, even a delay of just a few minutes could support a jury’s finding of deliberate

indifference. The court emphasized that constitutional responsibility does not end when paramedics are called. Officers trained in basic medical aid have a duty to respond to urgent medical needs when circumstances allow. At the time, Bowers was not occupied with other tactical responsibilities, as other officers were already securing the scene. He had both the training and the opportunity to help, but failed to act.

The court also cited department policy stating that the first priority after a suspect is shot is to render medical aid. It rejected the idea of a “bright-line rule” that absolves officers of this responsibility once EMS is called. Instead, the court reiterated that constitutional obligations depend on the immediacy of the need, the availability of aid and the officer’s capacity to respond. Precedent dating back to at least 2008 clearly established this principle. As such, Bowers was not entitled to qualified immunity. The court similarly denied statutory immunity under Ohio law, which largely mirrors the federal analysis.

Notably, the Sixth Circuit did reverse in part, finding that the trial court erred in denying immunity to Bowers in his **official** capacity and to the Columbus Police Department

for the state-law claims. However, the individual constitutional claims against Bowers remained intact and proceeded to trial.

This case is an example of how an officer’s legal responsibility does not end when the last shot is fired or the scene is secured. It illustrates how closely courts are scrutinizing officers’ actions not just during a use-of-force encounter, but in those crucial moments that follow, especially in the presence of clear medical need. As standards continue to evolve, officers must understand that their duty may shift quickly from neutralizing a threat to rendering aid. Indeed, once the immediate threat subsides, the duty to act may only just begin. **FOP**

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Cell: (614) 581-1125

Email: ljames@amundsendavislaw.com

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



Pathways to Excellence Update: Registration Opens October 1

Pathways to Excellence is officially launching during our 67th Biennial National Conference in Miami Beach, Florida, and should be met with an enthusiastic response. Next March, we'll be gathering at the South Point Hotel, Casino, Spa and Convention Center in Las Vegas — off the Strip — for a training event like no other.

Here's what you can expect from the six unique paths at Pathways to Excellence:

Wellness Professionals' Forum — Sunday, March 29, 2026

This one-day event brings together professionals in the mental health and wellness fields for a focused day of education, networking and collaboration. Attendees will receive an introduction to FOP wellness initiatives, gain tools for working with law enforcement clients and build connections to better serve our community.

Wellness Summit — Monday, March 30, and Tuesday, March 31, 2026

This high-impact, multi-day event includes over 20 breakout sessions, expert panel discussions and hands-on wellness activities designed for law enforcement officers, families and wellness providers. Attendees will engage with FOP-approved programs and learn practical strategies to support long-term health and well-being.

Labor Leadership Training — Monday, March 30, and Tuesday, March 31, 2026

This exclusive two-day course is designed to keep you ahead of the curve in today's evolving law enforcement environment. Gain fresh insights, sharpen your skills and connect with leaders from around the country. You'll walk away better equipped to advocate for your members and lead your lodge with strength and clarity.

Legal Counselors Seminar — Monday, March 30, and Tuesday, March 31, 2026

Our Legal Counselors Seminar offers two days of focused legal training for attorneys representing law enforcement officers nationwide. Topics include *Brady/Giglio*, interest arbitration, nationwide workers' compensation, PTSD, officer wellness, duty to intervene, correctional facility issues, social media, key legal cases and expert witness use. This essential training delivers practical legal knowledge and insight for those who defend and support our profession.

Excellency in Chaplaincy — Tuesday, March 31, and Wednesday, April 1, 2026

This unique opportunity blends a back-to-basics approach for new chaplains with advanced development for seasoned leaders. Led by National Chaplain Rick Snyder, this conference offers professional growth, spiritual reflection and meaningful networking. Learn from the best, grow in your ministry and be blessed.

Leadership Matters — Wednesday, April 1, through Friday, April 3, 2026

Tailored for new and aspiring leaders, this track offers a comprehensive look at the FOP from a national and global perspective. Whether you're a new lodge officer or looking to step into a leadership role, you can choose focused tracks for key positions like lodge secretary or treasurer. You'll also learn practical skills like conducting effective meetings, applying *Robert's Rules of Order* and navigating the labor and legal landscapes that impact your members.

Get Ready to Make Some Important Choices!

Our Wellness program will run concurrently with both the Labor and Legal tracks, meaning attendees will need to decide where their focus lies. The Legal session is tailored specifically for attorneys representing

our members, while the Labor session addresses a different but equally vital aspect of representation. The Chaplaincy session will overlap with both the Wellness and Leadership Matters tracks, offering a unique blend of wellness insights and an overview of the FOP's current landscape. The week concludes with the Leadership Matters program, rounding out a robust and impactful training schedule.

To make the most of this diverse experience, we encourage lodges to send **more than one member**. We've made attendance especially affordable, including **discounts for multi-track participation**. While final pricing will be announced soon, you can most likely plan for a **full week of training for less than \$1,100**, with **general room rates at \$105 per night** (excluding tax and a reduced resort fee). Of course, if you don't plan to stay the week, additional savings can be realized.

We've also **completely overhauled the vendor experience!** Expect increased foot traffic and greater opportunities for vendors to connect and showcase their products across multiple engagement levels.

Mark your calendar — registration opens October 1!

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

FOP DIVISION OF EDUCATION AND OUTREACH

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

A Daily Journal for Law Enforcement

Chad W. Farley's *A Daily Journal for Law Enforcement*, part of the First Responder Daily Journal series, is a comprehensive tool designed to support the mental and physical wellness of police officers. It provides a structured space for reflection, promotes self-care practices, fosters a supportive culture and helps officers manage the unique stressors of their profession.

Benefits of journaling for first responders include:



Chad W. Farley

- Stress reduction
- Improved mental health
- Enhanced resilience
- Increased self-awareness
- Better sleep
- Enhanced communication skills
- Memory improvement



The sample page includes sections for:

- TODAY'S Journal** (with a date of 3/19/24 and weather icons)
- TODAY I'M GRATEFUL FOR:**
- 1. TODAY:** A prompt to be creative and happy.
- 2. MY DAY:** A prompt to reflect on the day.
- 3. IT WAS:** A prompt to reflect on the day.
- WATER INTAKE:** A section with a water drop icon and a scale from 1 to 10.
- EXERCISE:** A section with a running icon and a scale from 1 to 10.
- MOOD:** A section with a smiley face icon and a scale from 1 to 10.
- WHAT DID I LEARN:** A section with a lightbulb icon and a scale from 1 to 10.
- FOR TOMORROW:** A section with a calendar icon and a scale from 1 to 10.



Available on Amazon



@Firstresponderdailyjournal





Celebrating 30 Years of the FOP Legal Defense Plan

In 1995, the Fraternal Order of Police made a promise to its members: no officer would ever stand alone when facing legal challenges in the line of duty. That promise became the FOP Legal Defense Plan. Now, 30 years later, that commitment remains as strong as ever. With more than 125,000 participants, over 57,000 claims serviced and more than \$165 million paid in legal defense, the Plan has grown into one of the most valued protections the FOP offers.

The FOP Legal Defense Plan was created specifically to support the legal defense needs of law enforcement officers — needs that are as complex as the profession itself. From internal investigations and disciplinary actions to civil lawsuits and criminal charges, officers face significant legal exposure. The Plan was built to meet these realities head-on, offering members a trusted safeguard in moments of uncertainty.

What Sets the Plan Apart Is Its Unwavering Focus on Law Enforcement

It isn't a generic legal policy; it's a purpose-built program designed with and for officers. Participation is exclusive to FOP members in good standing, and the Plan is managed by a Board of Trustees composed entirely of active or retired law enforcement professionals and FOP members. Their oversight ensures the Legal Plan not only remains financially strong but also aligns with the mission of the FOP and the needs of those it protects.

"When Hylant first began working with the FOP, there was no roadmap — just a shared belief that officers deserve protection for the risks they face both on and off duty. Together with FOP leadership, we built the Legal Defense Plan from scratch, one member at a

time. It's incredibly rewarding to see what started as a whiteboard concept grow into a national program with over 125,000 members. The trust the FOP placed in us, and their vision, is something I'll always be proud to have been part of." — Richard Hylant, Chief Insurance Officer

In cases across the country — many of them high-profile and high-stakes — the Legal Plan has stood behind officers through the most difficult moments of their careers.

Coverage Under the Plan Is Comprehensive

Our Plan includes administrative defense for both on-duty and off-duty actions and civil and criminal defense when actions arise out of the scope of employment. These actions can have real consequences for a member's employment. For retired law enforcement officers, the Concealed Carry Coverage (CCC) provides peace of mind, covering all reasonable and necessary legal defense costs tied to legally carrying or using a concealed firearm under LEOSA or if legally

carrying as a retired law enforcement officer in your state.

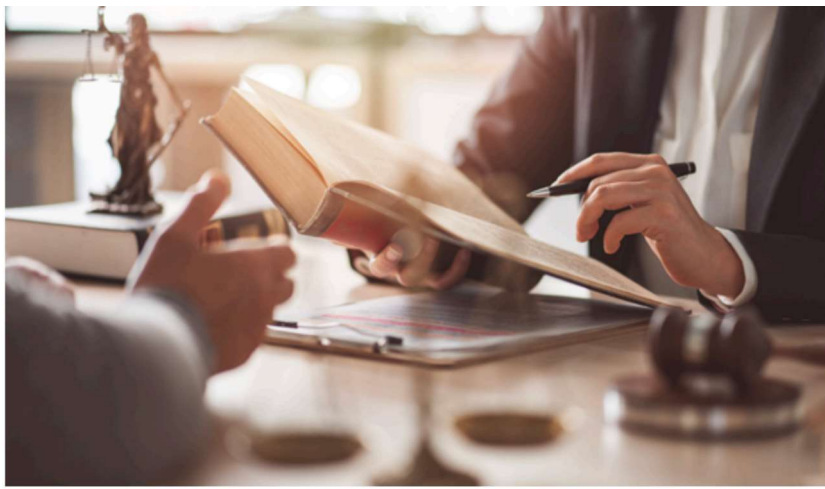
The Plan Is Straightforward, Member-Focused and Designed to Deliver Quickly and Efficiently

Members have the freedom to choose their own attorney. When a covered claim is processed, the Plan pays attorney fees and costs directly. There are no deductibles and no coverage caps when utilizing a Plan attorney. A member has immediate representation when needed most.

The Legal Plan's success today is rooted in the foundational work of early contributors, like longtime FOP Legal Plan attorney Christopher Carlsen. He recalled how his involvement began with a call from the general counsel to the National FOP president at the time:

"He said he wanted to assemble a group of lawyers who specialized in the various areas of law and that the FOP needed a 'boutique' approach to legal defense. A few weeks later, I found myself in a Chicago hotel, a little uncertain and nervous to see what this FOP Legal Defense Plan thing was all about. I would have never dreamt that the plan would grow as large as it has. I'm humbled to have played a part in the tremendous growth of this critical plan." — Christopher Carlsen, FOP Legal Plan Attorney

Some of the Legal Plan's greatest impacts happen behind the scenes. In cases across the country — many of them high-profile and high-stakes — the Legal Plan has stood behind officers through the most difficult moments of their careers. In Washington, the Legal Plan has paid over \$4 million to date defending an officer involved in a shooting. In Tennessee, legal costs exceeded \$1.5 million in a similar case.



From California and Colorado to North Carolina and Kentucky, the Legal Plan has delivered trusted, consistent legal protection in real-world scenarios that could have otherwise left members and their families financially and professionally devastated.

Every Claim Matters

Whether the claim cost is \$4,000 or \$400 million, the goal is the same: to protect the rights, reputation and futures of those who serve. The Board monitors claim trends and plan

utilization, adapting when necessary to ensure members are covered today and prepared for tomorrow. Coverage also includes an unlimited extended reporting period, allowing members to report claims even after leaving the Plan as long as the incident occurred while coverage was active.

“In today’s challenging climate, where law enforcement officers often face intense scrutiny and complex situations, the FOP Legal Defense Plan stands as more than a benefit, it’s a lifeline. It’s a shared promise, honored

through unwavering action, reflecting our deep belief that every officer deserves steadfast support.” — Steve James, President, Board of Trustees, FOP Legal Defense Plan

For members not yet enrolled, the message is clear: Coverage under the FOP Legal Defense Plan is not something to wait for. It is one of the most important protections available to FOP members and a powerful reminder that you are not facing challenges alone.

After three decades of service, the Legal Plan continues to grow, evolve and lead. The Legal Plan defends those who protect and it does so with experience, compassion and integrity. As we celebrate 30 years of the FOP Legal Defense Plan, we look back with pride — and forward with purpose and a continued commitment to protect those who serve and protect others.

To learn more or enroll in the FOP Legal Defense Plan, visit foplegal.com. If you have questions, contact your local lodge administrator or FOP Legal Defense Plan at (800) 341-6038. **FOP**



FOP LEGAL DEFENSE PLAN

ADMINISTRATIVE ★ CIVIL ★ CRIMINAL

Protecting Your Future TODAY

Legal defense coverage has become a necessity for law enforcement as the frequency and cost of allegations against peace officers continue to rise. The FOP Legal Plan offers you and your lodge members a very affordable comprehensive plan.

FOP LEGAL DEFENSE PLAN PRICING

Full Coverage Group and Individual Rate	Two-Coverage Group and Individual Rate	Retired Conceal Carry Coverage
\$324 Annual	\$72 Annual	\$75 Annual
Administrative		
Criminal	Criminal	Criminal
Civil	Civil	Civil

For enrollment and marketing information, please call

1.800.341.6038

foplegal.com



NFOP Labor Services Division



NFOP Labor Services, since 2001, has built our reputation across the country as a leader in labor relations. The NFOP was rewarded for record by the U.S. Department of Labor for inclusion in the Century of Service Honor Roll.

Our staff serve with pride in supporting our members and are there for them when they need us. Each day, for our members in every town and on every beat, we are their guardians for peace and justice. From sunrise briefings to midnight patrols, we answer the call for our officers as neighbors, parents and partners in our communities.

We are their voices at the bargaining table, the shield in negotiations and strength in solidarity. We don't just fight for contracts; we fight for fairness, for safer streets, and for the resources and respect that allow them to do the job right and return home safe.

Our unity gives us power, purpose gives us direction and our oath gives us courage. We are the line that doesn't bend, the bond that doesn't break. We are NFOP Labor Services, a committed, resilient and proud organization. Together, we can rise, serve and protect what matters most.

Just the Facts:

» NFOP Labor Services includes training seminars designed for all levels, from beginners to seasoned negotiators; legal support including access to experienced legal experts in law enforcement employment relations; and collective bargaining expertise, such as resources for contract comparisons, economic analysis and proposal drafting.

Join NFOP Labor Services

Fees for service include:

Training seminars

- On-site and tailored classes for local and state lodges
- Topics include disciplinary representation, negotiation prep, contract administration and labor law fundamentals
- Hands-on workshops, like the Collective Bargaining Seminar, with role-playing and strategy sessions
- Designed for all levels, from beginners to seasoned negotiators

Legal support

- Access to experienced legal experts in law enforcement employment relations
- Guidance on disciplinary matters, contract disputes and arbitration

- Custom reports on compensation, demographics and contract language

Collective bargaining expertise

- Expert advice throughout the negotiation process, from prep to final agreement
- Resources for contract comparisons, economic analysis and proposal drafting
- Support in gaining bargaining rights and building effective representation campaigns
- Extensive database of labor issues, contracts and arbitration outcomes **FOP**



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information about
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