

RESEARCH IS KEY // P. 40

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FEATURES



23



36

23 // Honoring Two FOP Cornerstones

36 // Promoting a Culture of Health and Wellness for FOP Members

EXECUTIVE BOARD

12 // President's Message

Reflecting on Our Challenges
and How They Defined Our Future
Update on Police Reform in the U.S. Senate

13 // Vice President's Message

We Have Done It Before, We Can Do It Again!

14 // Secretary's Message

Let's Have a Safe and Memorable Conference

16 // Treasurer's Message

The Growth of the FOP

18 // Second Vice President's Message

It's Been a Great Honor

20 // Sergeant at Arms' Message

The Pilgrimage Will Start Again Soon

22 // National Trustees Chairman's Message

Look on the Bright Side

DEPARTMENTS

34 // Member Spotlight

William Owensby

40 // Wellness

The Importance of Research
Turning 65 in 2021? Explore Our Medicare Plans

44 // NFOPU Spotlight

Olivet College

46 // Local Lodge News

Updates from Georgia and Illinois

52 // Washington Report

The FOP is Hard at Work as August Recess Commences

60 // Labor News

Labor Services: We'll See You in Indy!

62 // Legal Counsel

Lange v. California Unlikely to Have Significant
Ramifications on Existing Police Training

64 // FOP Legal Defense Plan

New Retired Law Enforcement Concealed Carry
Legal Defense Coverage

65 // Diversity Committee

Beyond the Buzzwords

66 // FOP Auxiliary

Auxiliary Conference Addresses Informative and
Current Topics

MODERN DAY DE-ESCALATION TRAINING

By T.J. Alioto, retired officer and Lieutenant, current Subject Matter Expert at VirTra

You don't have to be in law enforcement for long to know interactions aren't always simple. People can become aggressive, and, when dealing with an irate and non-compliant subject, conflict becomes inevitable.

HOW DE-ESCALATION BENEFITS ALL

Fortunately, de-escalating these types of scenarios can be taught—to both officers and the community. VirTra's training program offers an engaging way to educate, engage and increase skills among trained officers while also showing the community life as law enforcement.

Adopting this form of training completes the circle: officers improve their skills, communities better understand training and officer life, officers better meet their community's needs and communities can help their officers.

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To further help aid training and community understanding, VirTra partnered with Vistelar—a company specializing in conflict resolution—to create a nationally-certified de-escalation curriculum.

This curriculum, certified through IADLEST's NCP program for POST accreditation, comes with 5 information-rich chapters, in-depth presentations and corresponding scenarios to equip officers with the tools necessary to attempt to de-escalate a situation.



Best of all, instructors simply pull the materials out of the box and begin teaching, making training easier and more efficient.

CONCEPTS COVERED

A few concepts covered within the curriculum include: be alert and decisive; respond, don't react; non-escalation; and treat with dignity by showing respect. And while non-escalation is ideal—stopping a conflict before it occurs—officers are also taught the next steps of intervention and actions for de-escalating, should the conflict worsen.

In addition to our nationally-certified de-escalation course, a majority of VirTra's simulator scenarios offer resolutions that do not require force, thus teaching officers to work through conflicts verbally while keeping in mind the importance of facial expressions and body language.



TRAINING SCENARIOS

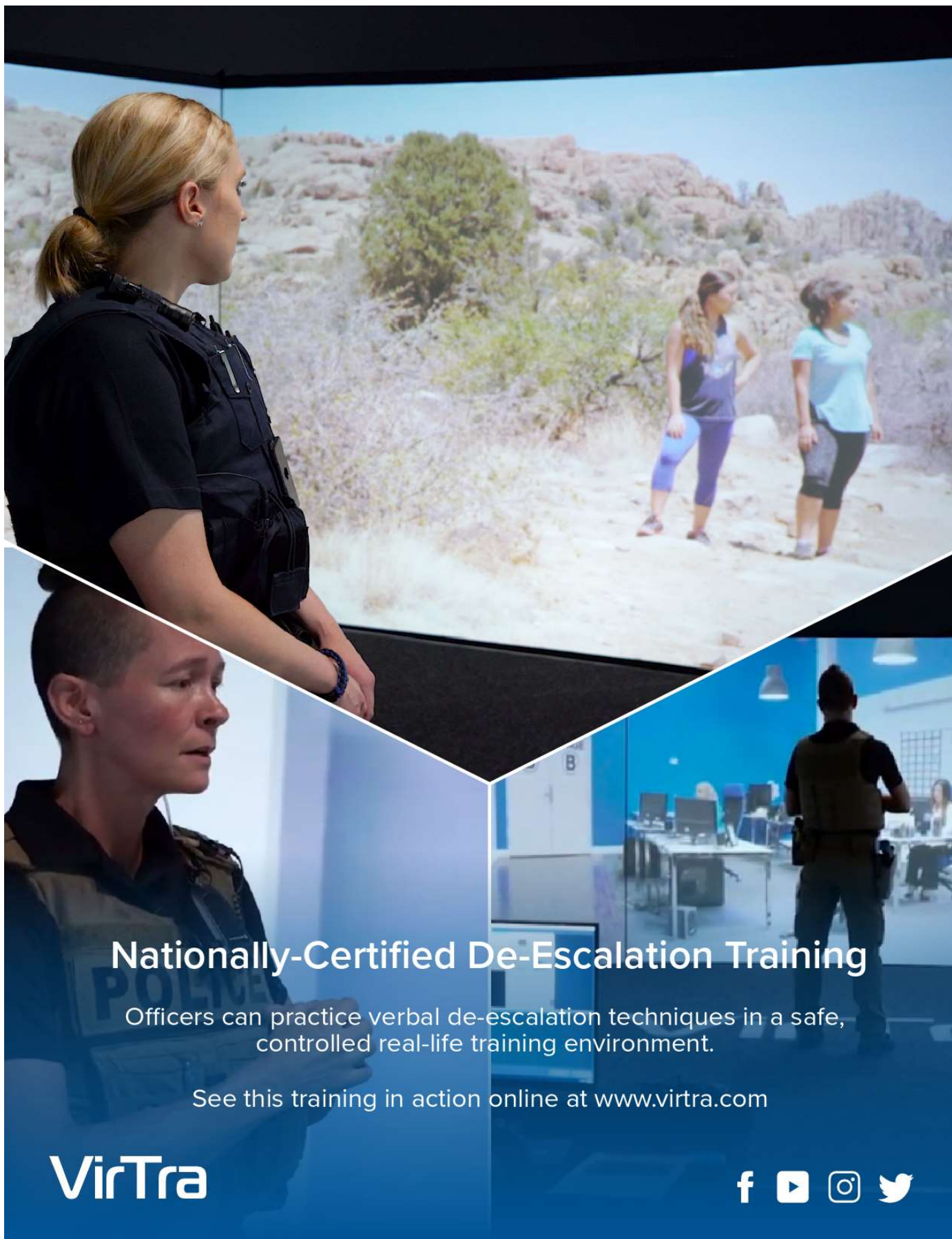
For example, "Bridge Baby" is one of VirTra's most difficult de-escalation scenarios, as a simple mistake performed by an officer could quickly result in the death of a child or the suspect.

The premise of the scenario is simple: officers are dispatched to a bridge where a distraught father is threatening to throw his baby over the side. However, getting the upset father to set down his child, to calm down and listen to officer instructions is the difficult part. Depending on the officer's words and actions, the father can comply, throw the child, commit suicide or shoot at the officer.

See how this puts the officer in a difficult spot? Yes, this is a complex situation, but an excellent one in teaching the power of verbal de-escalation. Due to the nature of simulators and the extensive branching options, officers can practice this scenario repeatedly and try new tactics to see how the situation unfolds.

LEARN MORE

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Reflecting on Our Challenges and How They Defined Our Future



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

These past 18 months or so have been a never-ending, ever-changing challenge that has tested our noble profession repeatedly. Yet, in the midst of uncertainty, we have thrived, unwavering in our commitment to stand guard in communities across America. These challenging times have tested our character, but we have not backed down. It has tested our perseverance, but we are still here. It has tested our profession, and we are still strong.

As we come together in Indianapolis

for the 65th Biennial Fraternal Order of Police National Conference, I could not be prouder of the hard work and dedication of our leadership and staff, and despite the many challenges, together, we are lighting a path forward toward reasonable improvements to the criminal justice system while articulating the challenges some proposed changes present.

I look forward to addressing the delegates to highlight the unprecedented accomplishments of our members' hard work.

By enacting long-range strategies, legislative efforts were expanded, business models were adjusted and our member and labor services were enhanced in a fiscally responsible way that has increased efficiency, membership growth and prominence.

Today, your Fraternal Order of Police is not only forging a new path in the advocacy of our members, but we are united and speaking with one voice, making a difference in the lives of our members and the communities we serve. **FOP**

Update on Police Reform in the U.S. Senate

Work continues on the larger issue of criminal justice reform; the pervasive sense of urgency seems to have dissipated as others weigh in with varied interests.

According to the lead negotiators on the issue in both the House and Senate, the work and discussions continue at the member level, and a framework has been agreed to. Members and their staff are very much aware that the Fraternal Order of Police will not take any position on incomplete draft legislation, which does not have initial bipartisan support.

The FOP can only consider supporting legislation that:

- **Preserves and codifies the existing qualified immunity doctrine**
- **Preserves and codifies the "objectively reasonable" standard established by *Graham v. Connor***

- **Provides state and local law enforcement access to significant grants and federal resources to meet any accreditation, data collection or training requirements**
- **Provides robust protections for officers' due process rights**

We remain optimistic that progress will be made on criminal justice reform and are committed to playing a role in its development that gives a voice to our members in areas where they feel improvement is needed.

Regardless of how this effort plays out, while Congress is in its August recess, we will — at long last — be coming together in Indianapolis for the 65th Biennial National Conference and Exposition.

While in Indy, I urge you to consider attending "**Turning Members into Lobbyists: All About Grassroots Advocacy.**" This seminar is not just about the situation in Washington, D.C., nor will

it be a legislative update by our talented Government and Media Center staff — it will provide members with a framework and guidelines for becoming an effective advocate for the FOP and your members, whether you are working with staff and elected officials at the local, state or federal level.

I am very excited, and I hope all of you are as well, to join so many of our brothers and sisters after more than a year of isolation both from one another and from the brotherhood and sisterhood we share as FOP members.

In addition to enjoying the fellowship, I encourage our members to take advantage of the opportunity to network and to share experiences our officers have had during the pandemic; what is here to stay, what we have learned from not only the pandemic but also from the unrest of last summer and the current spike in crime in many of our communities.

It's easy to get caught up in the day to day of our profession and end up in a rut. By talking to others, you will gain insights that only come from viewing a situation from their perspective to overcome roadblocks that you might not have known how to circumvent otherwise.

Hope to see you in Indy! **FOP**



We Have Done It Before, We Can Do It Again!



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

In case you have been living under a rock for the last 21 months or so, you know we are in the midst of the worst crime wave that we have seen in a generation. Just how bad is it? In 2020, there were over 20,000 homicides in the United States, which is the first time we have topped 20,000 homicides since the mid-'90s. No surprise, the cities that made the idiotic and foolish decision to defund their police departments are being impacted the most. Homicides are up in Atlanta by 36%, Los Angeles 24%, New York 50%, Minneapolis 45%, Philadelphia 35%, Portland 336%, the list goes on and on. Some in the media and politicians will try and blame the COVID-19 lockdowns for this spike in crime. But if you look at the numbers, the violent uptick actually started before the pandemic, and every other industrialized nation across the world that locked down actually saw a dip in crime. Nice try.

We know the reason for the skyrocketing violent crime: activist judges and rogue prosecutors who continue to let the same miscreants out despite them being arrested multiple times for violent felonies. Combine that with the anti-police sentiment that has run rampant in our urban communities, and it doesn't take a genius to figure out this was going to happen. The National FOP has been extremely vocal on the national stage, pointing out the causes of the violent crime wave that is gripping our nation and shaping the narrative. But beyond just telling the people of this country how we got here, we are providing a path forward.

The brave men and women of law enforcement delivered historic crime reductions over the last 20 years prior to this crime wave. Those crime reductions led to an urban renaissance that allowed our cities to flourish, and we provided a level of safety that was not thought

possible by the masses. The good news is, we have done this before, and we can do it again. Any officer worth their salt knows how. First, we must restore the rule of law in this country. That means no more dropping charges on hundreds of terrorists, rioters and looters who terrorized our communities just a few months ago. It means no more letting

**We as a society
cannot look the other
way as decay and
disorder take over
our streets, and
the elected officials
must have the spine
to take our
communities back.**

people steal \$1,000 worth of merchandise from a store with no fear of prosecution. Second, we must vehemently prosecute all violent criminals. This ain't rocket science, folks. If a dirtbag is shooting and robbing people, throw the book at them and seek the maximum. Activist judges must immediately stop granting bond to suspects who are already out on eight felony bonds for violent crimes. Finally, we need to embrace the broken windows theory and take our communities back. We as a society cannot look the other way as decay and disorder take over our streets, and the elected officials must have the spine to take our communities back.

In order for us to accomplish this mission, what we need is pretty simple. We need to be funded properly, we need to be staffed properly and we need the support of our community and our elected officials. With these in place, I know the 800,000 brave men and women who put the uniform on across this country can once again deliver historic crime reductions and restore the quality of life that everyone in this country deserves. Furthermore, with the current state of affairs we find ourselves in and with violent crime out of control ... if there is an elected official in your community who is not standing on a bedrock platform of law and order ... **vote their asses out!**

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

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Let's Have a Safe and Memorable Conference



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

Greetings, my sisters and brothers, I hope this edition of the *Journal* finds you safe and well. It has been a busy summer preparing for our 65th Biennial Conference. As I write this article, I just finished a walkthrough of the Indiana Convention Center, visited the various hotels and toured the nightly entertainment venues. I can attest, this is going to be one of the finest conferences the National Fraternal Order of Police has ever had. The years of planning are now taking form in providing you a safe, productive and entertaining event. I look forward to seeing you in two weeks.

One of the main reasons for my visit to Indy was to track the security team for the National FOP, led by our Sergeant at Arms Keith Turney. Brother Keith and his core detail group, consisting of Georgia National Trustee Carlton Stallings, Georgia State President Jamy Steinberg and California Past Chairman of the Trustees Don Teagarden, conducted an extensive security precheck with the command staff of the Indianapolis Metropolitan Police Department, Emergency Management Agency and the Indiana Convention Center. Every protection in safeguarding the safety and security of our members and their families has been evaluated, and we have a stellar plan. A special thanks go out to our hosts, Indiana State Lodge President Bill Owensby, Indianapolis Lodge President Rick Snyder, Conference Chairman Danny Overly, Transportation Chair Rob Turner and Past Indiana State President and General Counsel Leo Blackwell. Please give these brothers and sisters a big "Hoosier" thank you when you see them.

Concealed weapons are allowed in the convention center. Concealed weapons will be allowed at the venues Monday and Tuesday night. We are waiting for a

decision on the Wednesday night country music concert and will let you know via the app. However, no weapons will be allowed in the "Brickyard" for the racing events! Do not leave your weapon, if you choose to bring it, in your parked car. Also, bring a mask, sanitizer and practice social distancing. Indiana has relaxed the COVID-19 mandates, but be prepared in the event they are reinstituted.

Every protection in safeguarding the safety and security of our members and their families has been evaluated, and we have a stellar plan.

If you have not already done so, please download the National FOP app and the Indy 2021 Conference app to your phone. Any changes to meeting locations, events or the schedule will be available on the app. The Indy app is full of information on restaurants, local attractions, parking and airport shuttle information.

There are 24 legislative items (proposed amendments to the Constitution and By-laws) to be considered at the Conference. Please review the proposals and be prepared to vote at the call of the president. Resolutions may be submitted to the National secretary at any time, but no later than the next to last business day

recess (Wednesday, August 18) to be considered. Please refer to article 25 of the constitution for specific requirements or email me for the information.

Our Expo has exceeded our expectations, and we had to secure a larger room to accommodate our partner vendors. A special thanks go to Expo Chairman Nick DiMarco, Office Manager Leigh Ann Pemberton and staffers Stephanie Simpson and Christina Karn for making this a huge success. Because of their efforts, our members will have the opportunity to see innovative products and services designed for the law enforcement community. Please visit our vendors and thank them for their partnership.

Changing up from the Conference a bit, please send me articles of special interest that your lodge is hosting. I want to share with all 365,000-plus members the great things we are doing in our communities. We are the largest, most known and well-respected law enforcement organization in America. Let's get our stories out.

In closing, please join me in commending two of the most outstanding leaders our Order has ever had: Treasurer Tom Penozo and Second Vice President Les Neri. Both have chosen to retire from the National Executive Board, and they are going to be missed. Brother Penozo has served on the National Board for 32 years and a total of over 47 years of serving as a local, state and National officer. Brother Neri has served us for the past six years, with 36 years of service at the local, State and National levels. Les will continue as the Pennsylvania State Lodge president. Please let both brothers know your appreciation and admiration of their service. Be safe, and I will see you at Conference. **FOP**

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The Growth of the FOP



// **WRITE TO US!** If you have further questions, contact Tom Penozza at tomfop@aol.com.

This will be my last article as your National treasurer, as I am stepping down and not running for re-election in Indianapolis this month. I want to thank everyone who has supported me for 22 years as your National treasurer and allowing me to serve you and the Fraternal Order of Police. I thought I would reflect on my 32 years on the National Board and talk about where we were and how far we have come.

Looking back over my time with the National FOP, I found it interesting how far we have come as an organization. When I was first elected to the National Board as the National trustee from Delaware in 1989, we had approximately 199,000 members in 1,743 lodges. I don't remember what the budget was back then, but I do remember that we did not have a PAC, we did not have a Foundation and we did not own any property. We did not have a Labor Services Division, and there was no FOP Legal Defense Plan. All our financial transactions were done by U.S. Mail, and all our records were on paper that had to be stored for years.

During my time as National trustee, I served on the committee that started the National FOP Legal Plan, which has been a huge benefit to our membership. In 1999, after 10 years of being elected National treasurer. At that time, we had 282,717 members in 2,084 lodges. We had a budget of approximately \$3,500,000, no PAC, we had started a Foundation that had about \$4,800 in it and we owned a small building in Washington, D.C. We also had \$700,000 in an investment account. This amount was short of the minimum recommendation for a small business to have in reserve. It is recommended

to have at least three to six months of operating expenses in reserve. The FOP Legal Defense Plan had 18,000 members in 1999, and in 2000, we hired a director of Labor Services to assist our members with labor issues. A few years later, I was involved in changing Labor Services, where we started to represent bargaining units around the country. In 2002, I developed an online voucher system that allowed members to submit vouchers electronically, cutting weeks off the time it had previously taken to get reimbursed for expenses. In late 2002, I helped start the first National FOP PAC and have helped oversee it ever since.

During my time as National treasurer, I have watched the National FOP reach 355,000 members in over 2,100 lodges, with a budget of \$9,000,000. The Foundation has grown with a budget of \$880,000 and has \$2,075,000 in the bank. The Grand Lodge has \$8,000,000 in an investment account. This is about 10 months of expenses in reserve, which puts us in a good financial position. We own our National Headquarters building in Nashville, and we own two buildings in Washington, D.C., which combined are over four times the size of our original building. The FOP Legal Defense Plan has 105,000 members and has assets of over \$35,000,000. Labor Services is a \$2,500,000 per year operation now representing 135 bargaining units with 16 Labor Services employees. Now, many of our records are stored electronically. The newest voucher system allows for all receipts to be stored electronically on the voucher system, so we no longer have boxes of vouchers and receipts to store for seven years. The annual audit is no longer done in our offices but is done remotely. I was instrumental in starting and overseeing a 401(k) retirement plan for our employees.

Over these years, the National Lodge has also expanded the training we offer to our members on how to operate your lodge, how to lobby your governments and how to represent your members through collective bargaining.

I have written numerous articles and made many presentations to our lodges about tax issues. Due to the constant changes in lodge leadership, this has proven to be an ongoing job. We still have many lodges that have failed to file a tax return for three years and have lost their tax-exempt status. I advocated for and ultimately hired an in-house accountant working for us part time, who has been assisting lodges that have lost their tax-exempt status. This is an example of how your Treasurer's Office is trying to assist State and local lodges in handling their financial responsibilities. For assistance in these matters, you can ask Bob Krone for assistance at Bkrone@fop.net.

I am proud to have been a part of implementing many new ideas and programs, implementing new technologies and helping grow this great organization. Again, I want to thank everyone who has supported me for all these years and allowed me to serve the members of the Fraternal Order of Police.

Since Les Neri is also not running for re-election, I want to thank Les for his service to the National FOP, for his skill to see things others of us sometimes miss and thank him for all I have learned from him in the last six years serving together on the National Executive Board. I have known Les for many years, but over these last six years, we have become great friends and have worked closely together. I can be a bit blunt, but Les is polished and has toned me down a little. I will miss working with him but intend to stay close friends. **FOP**



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It's Been a Great Honor

// **WRITE TO US!** If you have further questions, contact Les Neri at lneri@pafop.com.

Dear brothers and sisters, it has been my honor and privilege to have had the opportunity to serve as your National second vice president for the past six years. During that time, there have been many challenges we have faced, both professionally and personally, from battling the false narratives and attacks on our profession to surviving the devastating effects of the COVID-19 pandemic. However, through it all, we remain vigilant to the call of our chosen profession. We continue to be that ever-thinning blue line that separates a peaceful society from those who would do it harm.

I would like to thank those who I have worked with over the past six years for their dedication and service to the Order as well. The E-Board members, National trustees, National staff, professionals and vendors I have served with each contributed greatly to the advances we have made over that period, for which I am very grateful.

I would also like to call special attention to our retiring National treasurer, Tom Penzo, for his extraordinary service to every member of this Order. As you may know, Tom has been a member of the National Board for 32 years, serving as our National treasurer for the past 22 years.

In all my years in law enforcement, I have never quite encountered an individual like Tom. He is extremely dedicated, detailed, deliberate, intelligent, trustworthy, honest and the biggest pain in the ass I have ever met, all of which uniquely qualified him to be the most preeminent treasurer to have ever served the Order. In addition, I am fortunate to be able to call Tom my friend, and I wish him and his wife, Cheryl, all the best in their well-deserved retirement.

In closing, I wish you all well, and as the great philosopher Mr. Spock from *Star Trek* would say ... "Live long and prosper," my brothers and sisters. **FOP**

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8.27.21 - 7.31.22
HONORARY CHAIR, COMMISSIONER DERMOT F. SHEA, NYPD



To mark the 20th anniversary of the 9/11 attacks, the National Law Enforcement Museum will feature a new exhibit titled "Post 9/11: The Evolution of American Law Enforcement."

To learn more about the National Law Enforcement Museum, please visit tinyurl.com/hazwfmldr.



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The Pilgrimage Will Start Again Soon

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

We will soon be heading to Indianapolis for our Biennial Conference, or should I say our biennial pilgrimage. I suspect this will be one of the most memorable conferences in FOP history. Just coming off a pandemic, months and months of social unrest and the vilification of our profession has pretty much kicked the living daylight out of all of us. Yet, we are still standing and stronger than ever.

We have lost many a brave brother and sister to the pandemic, social unrest, ambushes and out-and-out unprecedented violence. And all with little support from our politicians and traditional supporters who bought into the false narratives surrounding policing. Yet, to repeat myself, we are still standing and stronger than ever.

As we convene in Indy, we have a great deal to be thankful for and milestones to celebrate: The mere fact that we can all come together is an amazing thing; ample vaccinations to those who needed them; the appearance that the tide is turning among many of our detractors who have come to see that demoralizing law enforcement actually demoralizes our country; and the way we have met every adversity head-on with facts and logic.

As we pilgrimage to Indy, let's not let our guard down. It's a great time to meet friends, old and new. To celebrate our successes and memorialize our tragedies. Debate important issues of our organization. Share tales of heroism and mishap. To fraternally come together as one. But let us not forget; the whole world is watching. We still have those in our society who would like nothing better than to make a YouTube, Snapchat or Instagram example of a clipped and

edited activity by one of our members acting inappropriately. Don't give them that chance. Don't let it happen. Fraternalism means that you are your brother's and sister's keeper. Keep yourself in check at all times and remind others to follow suit.

We have gone to great lengths to ensure your safety and security at the conference center and venues being sponsored by the host lodge. We have implemented a few new security initiatives for this Conference. This year, we have asked each State Lodge to

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designate a safety officer who can network with my office in the unimagined case that something tragic either occurs or challenges our deliberations. Secondly, we have color-coded credentials to better assist our door guards in identifying our attendees. Please have patience with this new procedure. It may be a little burdensome to our operations, however, under current circumstances, this is a minor inconvenience to ensure our security.

We will have the usual door guards strategically deployed throughout

the Conference to ensure that only registered delegates and guests are on the floor during the appropriate times. Our door guards will have access to emergency responders if needed. As the old adage goes: If you see something, say something. Notify our door guards, and they will relay the information to the proper authorities.

We all understand the rights of free speech, as we risk our lives daily to ensure them. If there are citizens present who wish to voice their constitutionally guaranteed right of free speech, I encourage you to respect their lawful rights to protest. If you are in any way concerned or alerted to a suspicious person or package, please bring your concerns to one of the door guards. I understand that as a first responder, active or retired, your instinct is to act. Of course, when quick action is required, that is more than appropriate. However, remember that we have prepared for unforeseen events and are in constant contact with Indianapolis P.D., which is well-equipped and prepared to address any threats. We should rely upon their expertise as they have had many such events at the convention center and know how to address them.

To conclude, if you are making the pilgrimage, I look forward to seeing you and sharing in the excitement of our Conference. Enjoy the fraternalism and the work of the Order. Our volunteer door guards will keep a vigilant eye on things so that you can deliberate worry-free. As you enter the hall, make sure you thank them for the giving of their time — I'm sure they will appreciate it. And remember, we are still standing and stronger than ever. God bless you all, and God bless the FOP! **FOP**

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Look on the Bright Side



// **WRITE TO US!** If you have further questions, contact Rob Pride at lodge52pride@gmail.com.

It's Conference time! When you read this, we will be just days away from having the NFOP Biennial Conference, hosted this time around in Indianapolis. After this past year and a half of restrictions and distancing, I'm looking very forward to fellowshiping with all of my brothers and sisters once again.

As we prepare to attend Conference and further the work of the Order, my reflection of the past two years has brought me to the realization that we've too often focused on all of the negative things happening around us. Don't get me wrong, I too at times have been solely focused on the negativity surrounding the pandemic, social unrest and the calls for defunding or even abolishing our noble law enforcement profession. It's hard not

to do so when those topics are filling your news alerts and social media platforms. But we can't forget all of the great, positive accomplishments over the past two years among all of the hardships. We have come so far and accomplished much while navigating troubling times. There simply is not enough room in this article to write about them all, but I would like to highlight just a few.

We have renewed our agreement with Aetna for another two years and continue to move forward with our goal of someday providing an affordable, comprehensive pre-65 health care plan for our members. Slowly but surely, the number of our members participating in the FOP Medicare Advantage plan continues to grow. We are going to get there!

The NFOP continues to be the representative voice of law enforcement both in the media and on Capitol Hill. Our influence and involvement continue to surpass that of any other police organization, and we continue to have productive discussions with lawmakers about ways to improve the policing profession without negatively impacting every officer trying to make a difference in their communities every single day.

Together, we've brought officer wellness and police suicide out of a dark corner and into a spotlight of discussion. Realizing the importance of taking care of the mental health aspect of our membership, we've created the Division of Officer Wellness within the NFOP and appointed a director. The director and the Officer Wellness Committee work tirelessly to promote and develop training for officer wellness. Not only are we reactive to the mental challenges faced by our members every day, but we've also taken a proactive role in seeking out programs and treatment centers for our members to use before their pain becomes a crisis. We now have a yearly wellness summit and continue to vet treatment centers all over the country for our members.

Our Diversity Committee continues to focus on ways for us to better recruit minority members into the Order and foster their leadership opportunities. You will hear more about their efforts and have an opportunity to provide input at our Conference. More of our minority members are becoming actively involved in their lodges and taking on leadership roles, which is a must for the future of our organization. Our future depends on identifying and mentoring the best and brightest young

LET YOUR VOICE BE HEARD!

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

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

Continued on page 24 >

National Treasurer Tom Penoza Retiring

JIMMY HOLDERFIELD / NATIONAL SECRETARY

After serving 32 years on the National FOP Board of Trustees, 10 years as the National trustee representing the state of Delaware and 22 years as the National FOP treasurer, Brother Tom is retiring at the end of the 65th Biennial Conference in Indianapolis, Indiana. He and his wife, Cheryl, have diligently served the National FOP through the years, handling the financial affairs of the Order.

Brother Tom became a member of the FOP on February 1, 1972. He served as vice president of Newark, Delaware, Lodge #4 beginning in 1975 and was elected president in 1983. He served six years as president and later served 12 years as the Delaware State treasurer.

He has over 47 years of FOP Labor experience serving at the local, State and National levels. He was

instrumental in developing the National FOP Leadership Matters seminar and is the resident subject-matter expert on lodge financial administration and compliance. He championed the development of the National FOP Legal Defense Plan, the National FOP Labor Services Program and was the project manager of the National FOP data information system.

Treasurer Penoza started his law enforcement career as a patrol officer with the Newark, Delaware, Police Department and retired after 23 years of service at the rank of captain. He then joined the Delaware Department of Justice and was assigned to the Consumer Protection Unit, then to the Medicaid Fraud Control Unit and again in the Criminal Investigative Unit. He retired after 20 years of service as the Director of special investigations, reporting directly to the Delaware Attorney General.



On behalf of the 356,000 members of the Fraternal Order of Police, we thank Brother Thomas "Tom" Penoza for his leadership, but above all, his friendship. **FOP**

National Second Vice President Les Neri Retiring From the Board

JIMMY HOLDERFIELD / NATIONAL SECRETARY

Few members have a more dynamic career resume than our National second vice president, Les Neri. He began his law enforcement career at the age of 19, and he never looked back. Les is a street cop! His entire 44 years of service to his community were in patrol and investigations. He remained a member of the rank-and-file, working alongside the brothers and sisters of his bargaining unit every day.

Brother Neri has over 36 years of FOP Labor and Legislative experience and is a qualified expert in the Commonwealth of Pennsylvania in the areas of labor relations, pension issues and disciplinary matters. He has participated in hundreds of contract negotiations, arbitrations, grievances and

unfair labor practice cases. He has led the charge in gaining benefits for line-of-duty deaths, aiding spouses and children, increasing retirees' cost-of-living adjustments and protecting police pension and collective bargaining rights.

Les has served as his local lodge president, the Pennsylvania State Lodge secretary and vice president, and currently as the State president for the past eight years. He is the go-to person on the National Board, exhibiting his expertise in contract reviews and administration. He has a quick wit and is a pleasure to be around.

Second Vice President Neri will be missed on the National Board but has assured us that he stands ready to assist where needed in the future. Please let Brother Les know your appreciation for his service. **FOP**



NATIONAL TRUSTEES CHAIRMAN'S MESSAGE

Continued from page 22 >

leaders in the NFOP from all walks of life to carry out our mission!

On the labor front, the number of units represented by our NFOP Labor Services continues to explode, especially in the northeastern U.S. throughout Maine, Massachusetts and Connecticut, which is growing our overall membership. Because of all the anti-law enforcement rhetoric and "reform" legislation we've faced over the past 18 months, our membership numbers continue to grow like no time in recent history. While other organizations are turning their backs on police officers for representation, we continue to welcome them with open arms, ready to service their labor, legal and fraternal needs.

Soon after our last Conference, the NFOP hosted strategic planning sessions throughout the country to seek input from our members regarding the future of the FOP. This was valuable input, and many of the discussion points have been completed while work continues on the other many ideas fostered by **you**, the members.

Communication from the NFOP to our members is dramatically different and better. This journal publication you are reading is now published 12 times a year instead of quarterly. We went to an electronic format, which saves us \$450,000 per year! The NFOP app was deployed, which pushes out updated information daily about news and events important to our members. We have a new and improved website that automatically sends out new member interests to the appropriate states. Our Social Media Committee has made our presence on social media the largest of any law enforcement group in the country. We also now have FOP TV on YouTube, which has

videos on various topics, including qualified immunity, labor issues and much more.

And finally, we now have weekly teleconference meetings of the Executive

**The NFOP
continues to be the
representative voice
of law enforcement
both in the media
and on Capitol Hill.**


Board and monthly webinar meetings of the National Board of Trustees to ensure everyone is involved and engaged in the

business of the Order. Communication from the NFOP has never been better, and as an organization, we are better for it.


Those are just a few of the many positives we can take from the last two years. We all continued to operate and handle the work of the FOP through hard times while still making ourselves better during a time for which it was not easy to do so. Your delegates will hear the details of all of this and more at the Conference in Indianapolis, and I know you will be as proud as I am of all we've been able to do **together!**

As we plan for the next two years and beyond, stand proud that your FOP continues to be the largest and finest police representative organization in the world, and we will stay that way because of the commitment, dedication and engagement from all of you. Be safe, brothers and sisters, continue to fight the good fight and remain **FOP strong!** See you in Indy! **FOP**





**Support
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National Fraternal Order of Police

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

65th Biennial National Conference and Exposition

Indiana Convention Center, Indianapolis

August 15-19



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

DONATIONS NEEDED FOR FOP FOUNDATION RAFFLE

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

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

The Conference Event Package Is Still Available!



The 65th Biennial Conference event package is going fast! Don't be left out. Indianapolis has graciously agreed to extend the pre-Conference price for a limited time.

MONDAY, AUGUST 16: Welcome reception at the famous Soldiers and Sailors Monument will feature a fair-themed evening with great live music, food and drinks. Musical guests will be Jason Sturgeon and the Flying Toasters. Food and drink tickets will be included with this event.

TUESDAY, AUGUST 17: Be a part of the world's largest human Thin Blue Line when we salute law enforcement on Senate Avenue in front of the Indiana Law Enforcement Memorial. You will receive a commemorative Thin Blue Line shirt and a special edition Streamlight/Concerns of Police Survivors (C.O.P.S.) blue light candle.

WEDNESDAY, AUGUST 18: Bid farewell to friends and make some new ones at the newly renovated WRSP Amphitheater with country music star Ingrid Andress and country music legend Neal McCoy. Drink tickets will be included with this event.

Go to **FOPINDY2021.ORG** for all the details and how to get your tickets. See you at the events. Support Indy!

SEMINAR SCHEDULE

MONDAY, AUGUST 16

- Room 101: *NFOP Diversity Awareness Training* — Robert Gaddy Jr.
Room 102: *Member Recruitment* — Brad Landes, Joseph Regan and David Stone
Room 103: *First Response: Autism Awareness Training for First Responders*
— Sarah Smith and Shannon Swanson
Room 104: *Understanding Your Employer's Current Economic Condition* — Wade Steen
Room 105: *FOP Legal Defense Plan* — Michael Yon
Room 106: *Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight* — Rudy Perez
Room 107: *Building Financial Strength in First Responder Families* — Nick Daugherty
Room 108: *FOP Officer Wellness: How Our Organization Is Leading the Way*
— Sherri Martin and National Officer Wellness Committee
Room 109: *Tax Affairs of a Lodge* — Robert Krone
Room 110: *Policy Changes in a Nation of Police Reform* — Leo T. Blackwell and John F. Kautzman
Room 116: *Responding to Line-of-Duty Death: Supporting the Family and Co-workers* — Dianne Bernhard
Room 117: *The Truths of De-Escalation* — John Bostain
Sagamore 1: *Disaster Response: Enhancing Response to Disasters*
— Dr. Heidi Cordi, Dr. Lorraine Giordano and Jason Smith

TUESDAY, AUGUST 17

- Room 101: *NFOP Diversity Awareness Training* — Robert Gaddy Jr.
Room 102: *Turning Members into Lobbyists: Grassroots Advocacy* — Jessica T. Cahill, Mark McDonald and Timothy M. Richardson
Room 103: *First Response: Autism Awareness Training for First Responders*
— Sarah Smith and Shannon Swanson
Room 104: *Understanding Your Employer's Current Economic Condition* — Wade Steen
Room 105: *FOP Legal Defense Plan* — Michael Yon
Room 106: *Fair Labor Standards Act* — Michael Coviello
Room 107: *"Not on My Watch": A LEO's Guide to Getting Help Confidentially*
— Carlos Farina, Adam Mogul and Rich Wistocki
Room 108: *Choosing a Competent Wellness Professional: Getting the Best Care for You and Your Family* — Sherri Martin
Room 109: *QuickBooks Training: First-Time and Intermediate Users* — Izabela Poludniak and Jim Robbs
Room 110: *FOP Medicare Advantage Plan* — Julie DeHaven and Steve Gervasio
Room 116: *National Police Weekend 2021 and Police Week 2022* — Dianne Bernhard
Room 117: *The Truths of De-Escalation* — John Bostain
Sagamore 1: *Disaster Response: Enhancing Response to Disasters* — Dr. Heidi Cordi, Dr. Lorraine Giordano and Jason Smith

WEDNESDAY, AUGUST 18

- Room 101: *Disaster Area Response Team: Being Prepared to Serve Those Who Serve* — Jason Smith
Room 102: *FOP Medicare Advantage Plan* — Julie DeHaven and Steve Gervasio
Room 103: *Basic Fundamentals of Robert's Rules of Order* — Rob Pride
Room 105: *FOP Legal Defense Plan* — Michael Yon
Room 106: *Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight* — Rudy Perez
Room 107: *"Not on My Watch": A LEO's Guide to Getting Help Confidentially*
— Carlos Farina, Adam Mogul and Rich Wistocki
Room 108: *Wellness Strategies for the Law Enforcement Family* — Sherri Martin and FOP Auxiliary
Room 109: *Building Financial Strength in First Responder Families* — Nick Daugherty
Room 110: *Policy Changes in a Nation of Police Reform* — Leo T. Blackwell and John F. Kautzman
Room 116: *Responding to Line-of-Duty Death: Supporting the Family and Co-workers*
— Dianne Bernhard
Room 117: *The Truths of De-Escalation* — John Bostain

SEMINAR DESCRIPTIONS

Basic Fundamentals of Robert's Rules of Order

ROB PRIDE

This course is geared toward new or aspiring lodge leaders who wish to learn the basic fundamentals of running a lodge meeting using Robert's Rules of Order. Basic rules such as motions, points of order and meeting decorum will be discussed. This is not an advanced course or a parliamentary certification of any kind.

Building Financial Strength in First Responder Families

NICK DAUGHERTY

This is an in-depth financial wellness class taught by first responders for first responders. It addresses the financial topics of budgeting, will and estate planning, legacy go-bag preparation, debt reduction, pensions, retirement planning, financial pitfalls of first responders and the eight phases of financial training (building your plan). The training helps build your financial strength and alleviate stress related to your finances to prepare you for financial success!

Choosing a Competent Wellness Professional: Getting the Best Care for You and Your Family

SHERRI MARTIN

The FOP Officer Wellness Committee strives to locate and identify the best in wellness services for law enforcement officers and their families. This seminar will explore indicators of quality specialized care for members of the law enforcement family and will provide tips and pointers on locating services that work best for each individual. The FOP Vetted and Approved Wellness Provider Vetting Guide will be introduced, and the Committee will share and review practices that they use to review providers to ensure that our members have access to the best.

Disaster Area Response Team: Being Prepared to Serve Those Who Serve

JASON SMITH

This session will cover what volunteers during a disaster deployment should do to prepare themselves to be a volunteer, what you can expect from us and what we on the deployment expect from you. When disaster strikes, one thing our members can count on is that help is on the way!



Disaster Response: Enhancing Response to Disasters

DR. HEIDI CORDI, DR. LORRAINE GIORDANO AND JASON SMITH

This seminar will cover the areas of disaster response for police officers in the field, lessons learned from recent Mass Casualty Incidents (MCI), and will explain available services for current disaster preparedness response. Attendees will learn what an MCI is and the most significant lessons learned from recent MCIs; explain the components of the DISASTER Paradigm and describe the chain of command in emergency response; list functional roles of police officers at the scene of an event and discuss communication roles with the officer's respective agency, the media and the public. Attendees will also learn to identify limits to self-knowledge and seek educational programs to address opportunities for improvement; apply creative problem solving and flexible thinking; list and access potential community support resources; identify special needs populations and recognize the signs and symptoms of psycho-social trauma in themselves and others.

Fair Labor Standards Act

MICHAEL COVIELLO

This session will explore what is compensable and included in overtime.

First Response: Autism Awareness Training for First Responders

SARAH SMITH AND SHANNON SWANSON

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. All participants will be able to identify the common characteristics of individuals with autism, analyze common complicating

factors of various emergency situations, and select strategies to meet the needs and support the safety of individuals with autism in their community. Hands-on examples and resources will also be shared.

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. This 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.

FOP Medicare Advantage Plan

JULIE DEHAVEN AND STEVE GERVASIO

This session is an introduction to the four national Medicare Advantage plans offered in partnership with Aetna for FOP Medicare-eligible retirees, spouses and dependents.

FOP Officer Wellness: How Our Organization Is Leading the Way

SHERRI MARTIN

The National Officer Wellness Committee will share an overview of the suite of wellness programs developed with our membership in mind. Attendees can expect to gain greater knowledge of wellness products vetted and approved by the FOP for specialized work with police officers and their families and will learn about opportunities to become involved in the efforts of the FOP Division of Wellness Services.

Leading Through a Pandemic and a Police Defund: Finding a Path to Move Forward and How to Apply Technology to the Fight

RUDY PEREZ

This session will cover the events of the 2020 pandemic and police defund movement. It will speak about leading during one of the most challenging times in law enforcement and school-based policing. It will also provide tools and strategies used to help a department stop a disbandment by using digital media and a path to move forward.

National Police Weekend 2021 and Police Week 2022

DIANNE BERNHARD

This session will discuss the events hosted at National Police Week and the impact on upcoming National Police Weeks due to the high number of officer deaths from COVID and the cancellation and rescheduling of National Police Week in May 2020 and May 2021. Participants will be given an overview of what to expect at National Police Weekend in October 2021 and at National Police Week in 2022.

NFOP Diversity Awareness Training

ROBERT GADDY JR.

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 on My Watch": A LEO's Guide to Getting Help Confidentially

CARLOS FARINA, ADAM MOGUL AND RICH WISTOCKI

This training showcases how first responders suffer in silence and are afraid to ask for help from their command staff. We will discuss why so many first responders suffer in silence because they feel they cannot access treatment without being "outed." This session will guide and direct the member how to help the officer report confidentially.

Policy Changes in a Nation of Police Reform

LEO T. BLACKWELL AND JOHN F. KAUTZMAN

This presentation will discuss the dramatic shift in societal perception of law enforcement, as well as several of the suggested changes to police policies and procedures, including use of force, civilian oversight and labor agreements. We will also cover strategies and best practices for union leaders and legal practitioners on how to defend against unnecessary and detrimental proposals, as well as facilitate positive initiatives.

QuickBooks Training: First-Time and Intermediate Users

IZABELA POLUDNIAK AND JIM ROBBS

Orientation of first-time users on QuickBooks

Desktop basics like setting up a company and chart of accounts, writing checks, making deposits, creating a bank reconciliation and making a budget. Intermediate users will learn how to create batch invoices and track receivables and payables. Training will focus on QB Desktop, but QB Online questions will be answered.

Note: Bring a laptop with QuickBooks installed/accessible, if intending to follow along. A step-by-step guide for QB Desktop will be provided.

Responding to Line-of-Duty Death: Supporting the Family and Co-workers

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.

Member Recruitment

BRAD LANDES, JOE REGAN AND DAVID STONE

This seminar will provide recommendations to local and State lodge officers for recruitment of new members and retention of existing. An overview of benefits available to our members at the state and National level will be offered along with local lodge ideas. Discussion from attendees is encouraged to assist the committee efforts with membership.

Tax Affairs of a Lodge

ROBERT KRONE

This session will discuss annual tax filings for lodges, including 990s, E-postcard filings, filings for employees and independent contractors as well as filings for PAC funds and lodges with unrelated business income. Other topics include solicitation issues and accounting recordkeeping.

The Truths of De-Escalation

JOHN BOSTAIN

De-escalation: It is a term frequently used by politicians, activists and law enforcement professionals. But what is it? And more importantly, what is it not? Many people do not have a realistic understanding of de-escalation, so this course examines three fundamental

truths that should guide discussions with the community, political leaders and the officers in your agency. We will also examine three key strategies for empowering officers with the tools they need to attempt de-escalation.

Turning Members into Lobbyists: Grassroots Advocacy

LEGISLATIVE OFFICE

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 which 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.

Understanding Your Employer's Current Economic Condition

WADE STEEN

This session will discuss the key metrics or ratios used to analyze a local government's financial condition. This is a "hands-on" session that walks through how to perform each calculation or metric using a sample set of financial statements and discusses and evaluates what it all means. Due to the impact of COVID-19 on the economy and local governments, it is critically important to have and understand this information. You need to be informed about employer's current and future budgets and spending plans and how that impacts members.

Wellness Strategies for the Law Enforcement Family

SHERRI MARTIN & FOP AUXILIARY

The families of our law enforcement members are often their greatest concern and simultaneously their greatest source of support. Members are encouraged to attend this seminar focused on strategies for successfully navigating life as a law enforcement family. Drawing on the experience of members of the National FOP Auxiliary, along with the FOP Division of Wellness Services, attendees can expect to walk away with new wellness tools.

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STUDENT LOANS

The Fraternal Order of the Police has partnered with College Ave Student Loans to give our members and their families a better student loan experience.

HOW TO CHOOSE A STUDENT LOAN: KEY FACTORS TO CONSIDER

First, consider any federal student loan options available to you. If federal student loans fall short, and you need a private student loan, do not assume that all private student loans are the same. Benefits can vary by lender, and some lenders offer more repayment options than others. Unsure how to choose a student loan and lender? Here are some key factors to look for in a private student loan:

REPAYMENT OPTIONS

The repayment option is the way in which you are required to repay your loan. The biggest decision when it comes to choosing a student loan repayment option is whether you want to make payments while you're in school or postpone until you graduate.

REPAYMENT TERMS

The repayment term is the amount of time you will take to repay the loan. Paying the loan back sooner will result in a lower overall total cost, but it will also result in larger monthly payments. The terms offered by lenders vary. Some lenders may assign you a term while others may allow you to choose a term that works best for you.

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MEMBER SPOTLIGHT

William Owensby

JIMMY HOLDERFIELD / NATIONAL SECRETARY
WILLIAM OWENSBY / INDIANA STATE LODGE
PRESIDENT

***Editor's Note:** Beginning with the fall 2019 edition of the FOP Journal, I created a special feature showcasing a State Lodge leader's respective contributions to the Order. I called it Member Spotlight. The concept was simple: What have you done for the members in the past, what are you doing now and what is your vision for the FOP in the future. The purpose was then, and still is, to inspire other leaders and members to meet the ever-changing challenges we are confronted with daily. Up until this month, a question-and-answer sheet was sent to the selected leader and 911MEDIA, our publisher, or I would craft the article for your pleasure. This month, I changed up the protocols a bit and asked our August Member Spotlight featured guest to tell us his accomplishments from the heart. I am proud to present to you the National FOP Journal's August 2021 Member Spotlight, Indiana State Lodge president and host of our 65th Biennial Conference this month in Indianapolis, Bill Owensby. Please seek Brother Bill out when you are in Indy and thank him for all he does for the Order.*

—Jimmy Holderfield

What a high honor it is to be asked to contribute to the FOP Journal's Member Spotlight. I'm not one who is comfortable in talking about myself or my accomplishments, but here goes!

I fulfilled a lifelong dream when I was sworn in as an Indianapolis police officer on January 22, 1982. I became an FOP member immediately. I had been a police dispatcher for about eight years prior to being sworn in, so I had been around officers and heard them talk up the FOP, so it was just a normal course of action for me, and I'm grateful that I did. I needed the FOP legal defense right away, something our legal team reminds me of all the time. I may have been a little overzealous early in my career, and I'm glad they were here for me. (I won't bore you with the details here.) I began

attending the meetings, and before I knew it, I was a delegate attending conferences and voting on issues. A few years passed, and I was asked to run for a position on the Board and was successful. Ultimately, I moved my way up through the Executive Board to vice president. I really had no desire to move any further as I had attained my dream job as a K-9 section supervisor, where I ultimately spent 10 years. After some unexpected developments, I found myself running for the office of president for the Indy Lodge. I was successful, which meant leaving the "street," where I'd spent about 27 years. I had no idea what I was in for! Our city had voted to merge the city police department and the Marion County Sheriff's Department, and I inherited the beginnings of all that entailed. Lodge #86 represented both agencies, so that part wasn't difficult, but overcoming over a hundred years of history certainly proved challenging.

At the risk of sounding full of myself, I always considered myself an open-minded

and fair supervisor and liked to explore all my options before deciding. I've never shied away from deciding, but I like to be fully informed when I can. I learned much more about leadership and team building at the helm of the local FOP than I had on the street, as strange as that may sound. In a paramilitary organization, you do what you are told and live with it. As I took over my local lodge, I learned the importance of working with both sides of the aisle at both the city-county council and the statehouse. In my opinion, one of the most important moves a local lodge leader can make is developing a relationship with your council and allowing them to get to know you as a person. My time in the local lodge was extremely rewarding. We were able to work through all those issues that you might imagine a merger can bring, and at the same time, show the FOP in a positive light to the community and city administration. We were also able to successfully negotiate several contracts for



our members that raised both their salary and pension base.

I was fortunate to know R. Pat Stark, who was a legend. Pat was the Indy Lodge president, State Lodge president and National FOP president. Pat passed away in 2003, so I didn't get to pick his brain when I was elected lodge president, but I surrounded myself with solid FOP members like Danny Overly, Leo Blackwell, Tom Cotton and Rick Snyder. Proverbs 1:5 says: "A wise man will hear and will increase learning, and a man of understanding shall attain unto wise counsels." I'd like to think I still espouse that character trait today.

I retired in 2017 after a 35-year career in the most honorable profession there is. I'm proud to have been a police officer and proud of the difference I made.

My story doesn't end with my retirement. I was fortunate to be elected Indiana FOP president in 2016, where I continue to serve today. Again, I'm surrounded by an amazing Executive Board, and together we have made significant strides for our 13,000 members in the Hoosier State. We have worked hard to get a Police Officer's Bill of Rights passed at the statehouse, along with increasing death benefits, protecting the pension each session and passing the first pension increase in over 40 years! This past legislative session, we worked on a "reform" bill that ultimately flew through both Houses and received a standing ovation from the Indiana Black Caucus. Indiana continues to make big strides in working on officer wellness and working on reducing officer suicide. That kind of success is rarely done on one person's shoulders; it takes a team and consensus-building, and I'm happy for our members that we have been successful. In spite of all the political rhetoric and unfair attacks on our profession, in June at our State conference, we had our own Governor Eric Holcomb stand at the podium and thank the FOP for its relationship and for its representation of Indiana's men and women of law enforcement.

For the younger members reading this, **we need you!** We need your input, your leadership and your ideas. Get involved with your local lodge and work hard to develop a relationship with your city administration. It pays dividends!

I thank you for taking the time to read my story. I hope you feel my passion for the FOP and for the policing profession. Now go and write your FOP story! God bless our officers, and God bless America! **FOP**

Visit FOPCovid19.org



Get the latest updates on the FOP's activities in response to the coronavirus pandemic and helpful safety information for law enforcement!

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

PROMOTING A CULTURE OF HEALTH AND WELLNESS FOR FOP MEMBERS



MICHAEL G. HAMROCK, M.D. / STEWARD MEDICAL GROUP
PAULA T. MULKERN, RN / STEWARD MEDICAL GROUP

Candidates pursuing a career in law enforcement must be physically and mentally fit to successfully pass a rigorous screening process and demanding academy training. However, the focus on health and fitness soon diminishes as priorities in the ever-evolving nature of the career take over. Challenging work environments, long and irregular shifts and other stresses can lead to missed physical exams, placing officers at higher risk for serious but often preventable health complications. For example, recent screenings of over 450 police officers in Boston found that **almost 60% had plaque buildup in their coronary arteries**, a potential precursor to a heart attack if left untreated.

In 2018, seven active-duty Boston police officers died from heart disease, cancer and suicide. In response to this concerning development, Boston Police Detectives Benevolent Society (Mass. FOP Lodge #82) leadership connected with the Tactical Athlete Clinic at St. Elizabeth's Medical Center, a member of Steward Health Care, located in Brighton, to explore potential preventative measures and initiatives to help avoid future preventable officer

deaths. The Tactical Athlete Clinic is a program tailored toward first responders and the unique physical challenges that accompany their careers, established by physicians Michael Hamrock, M.D. (Michael.hamrock@steward.org), an internal medicine specialist, and Jennifer Luz, M.D., an orthopedic specialist.

This collaboration resulted in **more than 450 law enforcement professionals** participating in confidential health screening appointments. Clinicians conducted screenings geared toward identifying early signs of cardiovascular disease and cancer, including through ultrasounds of their carotid arteries, abdominal aorta and chest CT scans.

Results and Treatment

The results revealed some significant health concerns and uncovered several health event precursors:

- **Coronary artery disease:** Excess plaque burden in the coronary arteries indicative of elevated risk for coronary artery disease, a precursor to an acute coronary event if untreated.

Early Detection Screenings and Results	Total % of Scans	Aged 50+	Carotid Artery Ultrasound Findings
Carotid Artery Ultrasounds: To measure narrowing or constriction to help determine stroke risk	14.37% Positive for carotid artery stenosis (> 39% narrowing)	15.2%	Present in 42.3% of female officers screened vs. 10.81% of male officers screened
Abdominal Aorta Ultrasounds: To identify early aneurysm formation	10% Abdominal aortic aneurysms (> 3.1 cm)	13.92%	
Chest CT Scan: To help detect unusual changes in the lungs that may be early-stage cancers	34.2% Displayed lung nodules (2–16 mm)	35.2%	
CT Heart (Coronary Artery Calcium Scores): To help quantify plaque buildup and risk for coronary artery disease	59.9% Calcium scores > 0, (1–5,000+)	72.4%	
OTHER NOTABLE FINDINGS: <ul style="list-style-type: none"> • Ascending thoracic aortic aneurysms (17 cases) • Enlarged heart (6 cases) and thyroid nodules (9 cases) • Pulmonary artery dilation (7 cases) and mediastinal lymph nodes (5 cases) • Bronchitis (9 cases) and interstitial lung disease (3 cases) • Liver lesion/density (9 cases) and kidney lesions (4 cases) • Esophageal thickening (severe reflux vs. precancerous): 17 cases 			

- **Pulmonary disease — lung nodules:** Higher-than-expected incidences of lung nodules that will require ongoing surveillance with primary care clinician for lung cancer early detection.
- **Vascular disease:** The rate of thoracic and abdominal aneurysms, both of which are high-acuity medical events if left unmonitored, was double the general population. Additionally, there was a two-fold higher incidence of carotid artery stenosis (hardening of the artery walls), which is a risk factor for a potential stroke.

Tactical Athlete clinicians referred officers with clinically significant findings to their primary care practitioners for more intensive interventions, including management of hypertension, weight and cholesterol levels, as well as ongoing surveillance and further invasive studies if indicated. In several instances, officers have undergone successful cardiology, thoracic and gastroenterology procedures due to these clinical findings.

Lessons Learned From Discussions With All Participating Officers

We reviewed screening results with each participant and the primary care clinicians. Participants frequently commented that the rigors of their challenging job and extended work hours took a tremendous toll on their health, well-being and family life. They reported that these issues contributed to unhealthy lifestyles, including:

- Sleep deprivation
- Poor eating habits and weight gain
- Stress and behavioral health issues
- Self-medicating behaviors with alcohol and/or other substances



Continued on page 38 >



PROMOTING A CULTURE OF HEALTH AND WELLNESS

Continued from page 37 >

- Limited exercise
- Missing annual physicals

All of these elements represent key precursors for elevated rates of hypertension, heart disease, post-traumatic stress injury (PTSI), suicides and cancer found in the police service. These elements also underscore the urgent need for widespread and proactive early detection screenings. These screening events have had a tremendous impact on the force, ranging from promotion of healthy lifestyle changes and better self-care to numerous life-preserving cardiovascular and cancer interventions.

Recommendation for FOP State and Local Lodge Leaders

We strongly encourage FOP lodge leaders to adopt and promote a new culture of health and wellness to optimally prepare members for their unique occupational physical and mental health risks. These recommendations include:

- Raising the awareness of their higher risks for cardiovascular disease, cancer and behavioral health issues from the job
- Offering effective early detection screening models for members with at least 10 years of service
- Advocating for better self-care and fitness activities, both physical and mental
- Incorporating an annual health care day set aside for screenings and a comprehensive physical exam to identify and properly manage all work-related risk factors
- Deepening relationships and collaborations with area hospitals and clinics with expertise in caring for first responders

“Tactical Athlete” Mindset

While it is heartening to witness the many successful outcomes of our early detection screenings, we must do our utmost to prevent these occupationally related conditions from developing in the first place. Doing so will require implementing comprehensive and integrated health, safety and wellness programs to promote a “Tactical Athlete” mindset among all officers from the first day of training through retirement. The mission of this training should be to maximally prepare your members for the physical and mental demands of the job in similar ways that athletes’ training is a career-long imperative. This targeted training should emphasize:

- Strength and conditioning workouts for job-related tasks
- Reinforcing healthy nutrition and better self-care
- Improving sleep hygiene
- Avoiding self-medicating behaviors
- Reducing stress
- Focusing on resiliency building for post-traumatic growth and suicide prevention

All of these measures will allow your members to do their jobs more safely and effectively while helping prevent many occupationally related health conditions. Officers and the communities they so ably serve will benefit exponentially.

It has been an honor and pleasure to collaborate on and provide screenings to the fine men and women of the Boston Police Department. More than 450 officers to date have been empowered to get screened and address emergent health issues. Many expressed sincere gratitude for having participated and highly recommend these scans for all their colleagues in Boston and across the country. We encourage your local lodge to consider implementing a screening program to protect the health and well-being of your members. **FOP**

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THE IMPORTANCE OF RESEARCH



SHERRI MARTIN / DIRECTOR OF WELLNESS

When it comes to providing and locating the best services for you and your family, it is paramount to do some research. From day one, the FOP Division of Wellness Services has strived to include research as the basis for all of our work as we develop wellness services for members and their families.

For us, nothing brought to light the importance of research more than the 2018 FOP/NBC survey of police officer mental and behavioral health, conducted jointly by the FOP National Officer Wellness Committee and NBC New York in the fall of 2018. This survey, answered by over 8,000 members of the law enforcement community, provided critical insights into the experiences, perceptions and needs of our members nationwide. The results and conclusions drawn from our research informed the entire field regarding the status of officer mental health and wellness and how to best provide wellness services. It also provided important information about the greatest

challenges to accessibility and use of wellness services by officers.

Armed with this important information, garnered on a level that had never been accomplished with the law enforcement family, the FOP set about developing programs that would answer shortcomings in mental health and wellness services uncovered by our research. This research had allowed us to hear the voices of the membership regarding their needs and desires. We searched for ways that we could step in and fill gaps in available services or address ways that we could increase utilization of services, including reducing stigma. All with the end goal of ensuring our members and their families remained healthy throughout their careers.

We learned that a key reason officers may not seek the help of a mental health professional, even if they are themselves in crisis or feel that they may need services, is that in addition to worries that their agencies will find out, they worry that the therapist may not understand their job or will judge their habits or lifestyle. Indeed, in our research, we have heard anecdotes about officers encountering mental health professionals who were not culturally competent,

In some cases, the results of working with clinicians who are not culturally competent are harmful, especially if an officer's first encounter with a therapist is with one who does not understand their job. Armed with both narrative and numerical data that showed us this is a real concern for officers who may need to seek the services of a professional, the Division of Wellness Services created a plan to identify, locate and vet clinicians who possess special skill sets to effectively work with law enforcement families. Since 2018, we have been constantly engaged in that endeavor, having developed the **FOP Vetted and Approved**

Another key finding of our research is something as law enforcement officers we already knew. First and foremost, cops want to be able to help themselves and solve their own problems without help. But when they do need a hand, the most comfortable place for them to turn is to a peer. Peer support was rated by officers as significantly more effective than all other wellness services and was identified as the preferred choice (over traditional therapy, critical incident debriefing, etc.) by officers who wished to seek help.

and nationally standardized model of law enforcement peer support, one which would ensure uniformity of services and would provide some updated strategies not previously taught to peer mentors. Enter research! We surveyed members about peer support, read scientific research and garnered important information that directed the development of **Power in Peers**, a new standardized curriculum in law enforcement peer support currently being built by us in cooperation with the United States Department of Justice COPS Office. Your voices and experiences shared through our research led to this exciting new curriculum, expected to be completed in the coming months.

As the leading voice in law enforcement, the National Fraternal Order of Police recognizes that it is imperative that we continuously engage in research. If we are to locate and provide the best for you, our members, we must be diligent in seeking out current trends, looking at data to ascertain what works and what doesn't and thinking creatively to develop solutions based on feedback from members of the profession. On a smaller scale, part of this mission is to encourage members to do research as part of their own habits. The FOP offers many products and programs that will aid you. Make plans for the unexpected. Develop a relationship with a therapist just as you would develop a relationship with your medical doctor. Do this research ahead of time to ensure that you find a professional with whom you are comfortable before the need arises. Do the same with an attorney. Learn about the FOP Legal Plan

We also hope that through adopting a practice of researching best options and preparing for future events, you also share with us the vision of how important research is for creating the most effective solutions for us all. Of course, we also want

As the leading voice in law enforcement, the National Fraternal Order of Police recognizes that it is imperative that we continuously engage in research.

TURNING 65 IN 2021? EXPLORE OUR MEDICARE PLANS

The Fraternal Order of Police understands that access to affordable, quality health insurance in retirement is important to you. That's why we're offering plans for FOP retirees who are becoming eligible for Medicare.

FOP Offers Four Plan Options

The FOP is offering retired FOP police officers and spouses the option to enroll in a choice of four Aetna Medicare Advantage plans with prescription drug coverage. The FOP plans, which are Medicare Advantage or Part C plans, combine everything covered under Part A (hospital care), Part B (doctor services) and Part D (prescription drugs) into one plan. Our plans also include extra benefits not offered by original Medicare, such as vision and hearing aid reimbursements, the SilverSneakers fitness program, virtual behavioral health care, a referral service to help you find local resources, a 24-hour nurse line and other care and wellness programs to help keep you healthy.

To be eligible for a Medicare Advantage plan, you have to enroll in Part A and Part B and pay your Part B monthly premiums. Go to FOP.AetnaMedicare.com/turning-65 for more information. We have helpful videos about enrolling in Medicare and the plan options available to you.

Who Can Join the FOP Aetna Medicare Advantage Plans?

These FOP Aetna plans are for people who purchase their own health care coverage and don't have a bargained benefit through their former employer or lodge. For those with bargained benefits, we're working with some groups across the country to see if we can add these plans to their offerings. Check with your former employer or lodge to see if an Aetna plan might be an option for you.



How to Sign Up

Throughout 2021, as you become eligible for Medicare, you can sign up for an FOP Aetna Medicare Advantage plan. Just be sure you've already enrolled in Medicare Part A and Part B. Then, to enroll in an FOP plan, go to FOP.AetnaMedicare.com or call Aetna at (866) 246-8039 (TTY: 711), Monday through Friday, 8 a.m. to 6 p.m. ET.

If you're over 65 or already on a Medicare plan, you can enroll in an FOP plan in the fall during open enrollment. Look for more information on open enrollment in the coming months. **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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Olivet College

Criminal Justice Online Professional Degree Program: Real Outcomes and Real Impact

Olivet College's criminal justice program is regarded as one of the best, with social justice and relationship building embedded in the curriculum. Students have honest discussions with faculty members who have worked as law enforcement and corrections professionals. They reflect on why people are treated differently and how these interactions can be improved. Students also dig deep into why they want to advance their criminal justice careers. Students graduate ready to lead in their departments and their communities.

Olivet College launched its online criminal justice adult professional (CJP) degree completion program in 2018. The CJP program provides law enforcement and corrections professionals the opportunity to earn their bachelor's degree in two years. It caters specifically to working professionals who juggle packed schedules and hectic lifestyles. Olivet College participates in the National Council for State Authorization Reciprocity Agreements, which opens the program to students nationwide.

"Those within the criminal justice field rarely work 'normal' schedules, with unscheduled overtime, court appearances and more. Because this program is all online, professionals can work when it is convenient for them to further their education, which opens up possibilities that may not otherwise be



Paul Brentar, Charlotte P.D. chief of police and Olivet College graduate

available to them. I can attest to this. Without this program, becoming chief of police would not have been possible for me," says Paul Brentar, Charlotte Police Department chief of police and OC CJP graduate.

The program explores the strategic procedures and leadership skills needed for managing local and government law enforcement resources. Courses include homeland security, legal issues, client relations, social issues in criminal justice, police administration, statistics and others. Olivet's liberal arts education rounds out criminal justice education. Students engage in courses, including civilization studies, nature, technology and humanity, and creative

writing. Local, county and state law enforcement agencies seek graduates of the CJP program and four-year undergraduate criminal justice program.

The personalized educational experience takes place fully online over a standard 15-week semester in fall and spring, with an eight-week term in the summer. The faculty is comprised of men and women who have had careers in law enforcement and corrections at the city, county or state level. Faculty with real-world experience help ensure graduates are ready and able to advance their careers.

"Olivet College is known for the relationships built with students, and the CJP program is no different. Professors know each student by name and interact with them on a personal level. As the director of the criminal

justice program, I make a point to speak with every CJP student on a weekly basis. This may be by phone, text or email. It is important to me that they know and feel that they are a part of the Olivet family," says Regina Armstrong, Ph.D., director of the criminal justice program and associate professor of criminal justice.

CJP graduate Lisa Kirby-Rousseau previously served the Lansing Community College Police Department before transitioning to a teaching role with Mid Michigan College and the Clinton County Regional Educational Service Agency. Now, she teaches criminal justice classes for high school students.

She says, “The staff at Olivet College treat you like family. The professors bend over backward to see that you are clear on the expectations and respond to your questions within hours, sometimes minutes. The classes are incredibly interesting and challenging. As Dr. Armstrong says, ‘If it were easy, everyone would be doing it.’”

Olivet College acknowledges the extensive training working professionals undertake in their roles as police practitioners and celebrates their knowledge. Students may earn up to 30 academic credits for life experience (prior learning assessment), field training and police academy completion. In addition, up to 62 credits may be transferred from a two-year college, and up to 90 credits may transfer from a four-year college.

**Olivet College
acknowledges the
extensive training
working professionals
undertake in their roles
as police practitioners
and celebrates their
knowledge.**

“I have grown personally and professionally as a result of this program. I have made connections with other police officers throughout the state,” Kirby-Rousseau said. “I chose to invest in me so that employers would do the same. The criminal justice adult professional degree completion program is something that I am proud of, and no one can take it away from me — it is earned. You become more prepared for leadership roles. Knowledge is power, and this degree prepares you for all aspects of the criminal justice field.”

To learn more, contact Mike Lazusky, director of adult professional and graduate admissions, at mlazusky@olivetcollege.edu or (269) 749-6612. Also, visit www.olivetcollege.edu/cjprofessional. **FOP**

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



GEORGIA

Georgia FOP Member Takes On Mission of Grave Importance

CARLTON STALLINGS /
GEORGIA NATIONAL TRUSTEE

In 2012, Georgia Department of Natural Resources (DNR) Game Warden Judd Smith discovered a news article from August 21, 1927, reporting the murder of Chatham County Deputy Game and Fish Warden John H. Waller. However, the Officer Down Memorial Page (ODMP) did not list this line-of-duty death. Lieutenant Smith contacted fellow Game Warden Kate Hargrove, and the investigation began. After much work, the grave was found at Elkins Cemetery in a community known as Joyner's Corner near the site of the incident. Using information from the 1920 census and draft registration cards, they were able to determine James Hiram Waller was the game warden murdered in 1927 and the first state officer to die in the line of duty. Smith successfully worked to document Waller's LOD death through the Georgia Public Safety Memorial and the National Law Enforcement Officers Memorial.

The surviving members of Waller's family who were located again took interest in their relative's sacrifice, and together with Smith and Hargrove, worked to restore Waller's memorial and maintain upkeep of the grave.

Following the passing of those connected to Waller, Hargrove felt a responsibility to continue to the gravesite and began stopping when in the area. She now marks her calendar for Waller's end of watch and makes a trip on the anniversary to place flowers, polish the headstone and landscape the area. On one of these trips, Hargrove began to wonder how many other memorials have been forgotten over time. From this, Save a Grave was born.

She began by locating the gravesites of the 40 fallen state law enforcement officers killed in Georgia in the line of duty. Using social media, she was able to recruit other



law enforcement officers from around the state to visit each grave on the anniversary of the officer's end of watch and maintain the graves.

Volunteers were asked to perform basic upkeep if needed. She was quickly overwhelmed by the interest and investment of the volunteers. Many placed flowers, flags, challenge coins and other mementos on the graves. Some sites were in desperate need of attention, while others were being maintained by family or site caretakers. She

later learned that family members of fallen officers had visited gravesites of their loved ones to find their sacrifice had not been forgotten and were greatly moved by the work of these volunteers.

In Colquitt, Georgia, FOP member Mike Callahan discovered another grave of a fallen officer that had been badly damaged during a hurricane. Chief of Police John Walter "Bud" Scott was shot and

Continued on page 48 >



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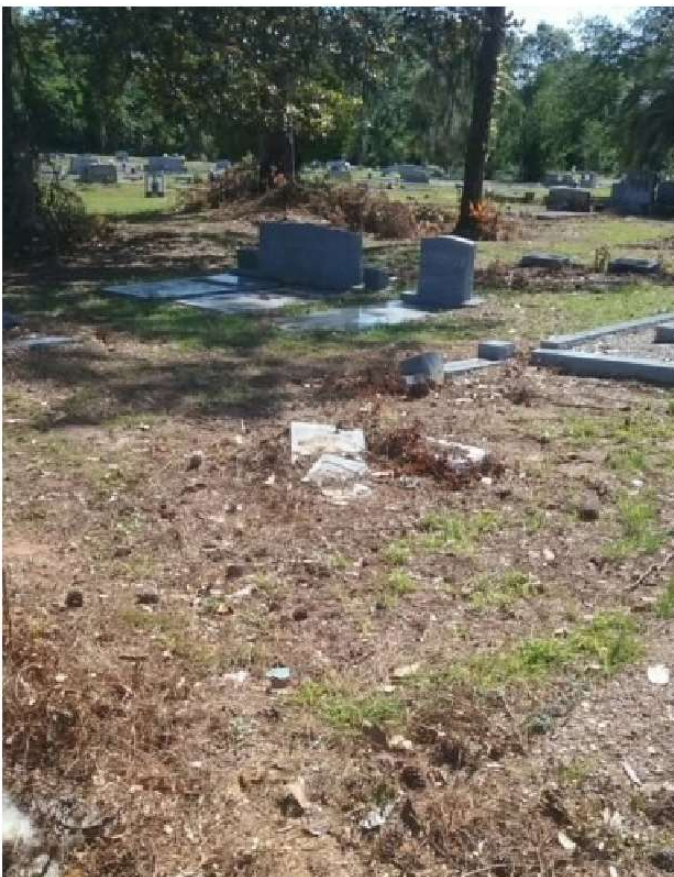
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LOCAL LODGE NEWS

Continued from page 46 >

killed in the line of duty in 1915. When a local resident made a request to the FOP for assistance, Mike met with the city council and explained the situation. The city agreed to pay half of the \$1,800 needed to restore the monument and grave. Through the efforts of FOP member Callahan, the additional money was raised from donations from other Georgia FOP lodges, and the new monument was purchased, and the grave restored.

Later in 2020, Smith discovered information on another fallen game warden. James Edward Morton was killed in the line of duty in 1928 and was not listed on the ODMF. It was determined that Game Warden Morton was laid to rest in a primitive Baptist cemetery in Effingham County, Georgia. The gravesite is unmarked and believed to be

located in close proximity to his murderer. They have begun working to determine the precise location of the gravesite and purchase a headstone to mark the site.

Ceremonies for our fallen officers are important, but our gratitude has to extend into eternity. May our fallen heroes never be forgotten, and through Hargrove's work, this is being accomplished in Georgia.

The Save a Grave program and volunteer efforts have continued to grow over the past two years, and Hargrove hopes to incorporate all gravesites of the 786 Georgia officers killed in the line of duty into the program.

The Save a Grave program is now a 501(c)(3) nonprofit organization and continues to coordinate volunteer efforts through Facebook and a recently established website.

For more information on the Save a Grave project or to become

involved, please contact Kate Hargrove at (912) 242-9980 or HargroveFOP@gmail.com.

Kate Hargrove is a native of Charleston, South Carolina, where she graduated from the College of Charleston with a Bachelor of Science in anthropology and Bachelor of Arts in biology and is currently working on completing her Master of Science in homeland security and Master of Science in emergency management. She began her law enforcement career with the National Park Service and later went to work with the Georgia Department of Natural Resources as a game warden assigned to the Georgia coast. In 2019, she transferred and currently works for the Georgia Emergency Management and Homeland Security Agency as a homeland security coordinator. She is a charter member of the FOP DNR Lodge and currently serves on the Georgia FOP Executive Board as a sergeant at arms. FOP



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ILLINOIS

Local Lodge Becomes Easterseals Partner

ROCKY NOWACZYK / NFOP EASTERSEALS COMMITTEE CHAIRMAN

Illinois FOP Spoon River Valley Lodge #427, which represents 26 police agencies in nine central Illinois counties, recently became sponsors of Easterseals Central Illinois. This partnership came about when Lodge #427 member Fulton County Correctional Officer Trevor Kelley, also a Fulton County trustee, learned that his son Grant was diagnosed with a form of cerebral palsy. Grant is your typical 9-year-old. He is extremely outgoing, a good third-grade student and loves to play video games. Grant's dream, as all kids have, is to become a baseball player. He plays baseball and basketball and is a Chicago Cubs and Chicago Bears fan. Grant's father knew about Easterseals in central Illinois, but really did not know what services might assist his son in battling his cerebral palsy.

Lodge #427 President Donald "Ike" Hackett contacted NFOP and Illinois FOP Easterseals Chairman Rocky Nowaczyk and ascertained if Easterseals might be able to assist the Kelley family in treating Grant's disorder. Contact was made with Easterseals Central Illinois and Easterseals advised the Kelley family of the services available to assist Grant. Grant is now receiving therapy and responding well to treatments.

As a result of the interaction between the FOP, the Kelley family and Easterseals, Lodge #427 went all-in to help support the Easterseals Central Illinois Center. Lodge #427 assisted and promoted the Easterseals Central Illinois telethon in April and May and was able to raise over \$4,500 for Easterseals. As a result of the success and working relationship between the FOP and Easterseals, Lodge #427 made Grant an honorary lodge member at its general meeting in April.

This summer, Grant will be able to attend the Easterseals iCan Bike Camp in East Peoria and experience riding a bike for the first time. These are the success stories that materialize



when FOP lodges and Easterseals centers form a working relationship with one another. Please consider getting involved and experience the joy and satisfaction of helping those who are less fortunate. Support our FOP charity of choice, Easterseals. If you are interested in supporting Easterseals Central Illinois in Grant's honor, please go to the Easterseals Central

Illinois website (easterseals.com/ci) and click on the donate button on the homepage. If you have any questions in reference to the NFOP Easterseals Committee's work or services, contact Chairman Rocky Nowaczyk (Illinois national trustee). Remember, we chose Easterseals as our charity of choice — give as much as you can or until it makes you feel good. **FOP**

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“I felt it was exceptional. If you're a working student, you need the support of your professors, and I found they were very supportive. They were also very well informed and educated on the classes they were teaching.” – Adrian V. '17, Master of Criminal Justice, Deputy Chief of Police



The FOP is Hard at Work as August Recess Commences



At this writing, there are two weeks left before Congress goes into its August recess. Congress is working on finishing an infrastructure bill that President Biden and 60 senators can support. Key votes on this package are

Top Priorities in Brief

H.R. 82/S. 1302, the Social Security Fairness Act

House: 190 co-sponsors (142 D, 48 R)

Senate: 31 co-sponsors (27 D, 4 R)

H.R. 962/S. 1888, the Law Enforcement Officers' Equity Act

House: 58 co-sponsors (41 D, 17 R)

Senate: 1 co-sponsor (1 R)

H.R. 3225, the Public Safety Employer-Employee Cooperation Act

House: 24 co-sponsors (15 D, 9 R)

H.R. 1210/S. 1610, the LEOSA Reform Act

House: 48 co-sponsors (1 D, 47 R)

Senate: 2 co-sponsors (2 R)

H.R. 3079/S. 774, the Protect and Serve Act

House: 37 co-sponsors (4 D, 33 R)

Senate: 23 co-sponsors (23 R)

To see a full list of legislation supported by the FOP, please visit tinyurl.com/ynep59y6. 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 tinyurl.com/4tpnddkr.

Just the Facts:

>> The House continues its work on the annual appropriations bill and has indicated it intends to consider including the spending bill for the U.S. Departments of Commerce, Justice and Science before the August recess. The bill would require state and local governments, as a precondition for receiving any fiscal year 2022 COPS or Byrne-JAG funds, to comply with nine conditions aimed at improving police practices and would also require at least 25% of each recipient's Byrne-JAG formula funds to be spent in specified ways aimed at improving police practices. The FOP rejects the strategy of the House majority to use grants to achieve their misguided policy goals by withholding resources from agencies that need them.

expected soon, but the outcome is far from certain.

The House continues its work on the annual appropriations bill and has indicated it intends to consider several measures before recess — including the spending bill for the U.S. Departments of Commerce, Justice and Science. The bill, as reported by the Committee on Appropriations, contains the following:

- Edward J. Byrne Justice Assistance Grants (Byrne-JAG) formula programs and the officer hiring program administered by the Office on Community Oriented Policing Services (COPS) are funded at the FY 2021 levels of \$360.1 million and \$156.5 million, respectively.
 - Requires state and local governments, as a precondition for receiving any fiscal year 2022 COPS or Byrne-JAG funds, to comply with nine conditions aimed at improving police practices, including eliminating racial profiling and implicit bias; eliminating excessive force and chokeholds; eliminating “no-knock” warrants in

drug cases; eliminating contractual arrangements that prevent investigations of law enforcement misconduct; and eliminating sexual contact between police and people in their custody.

- Requires at least 25% of each recipient's Byrne-JAG formula funds to be spent in specified ways aimed at improving police practices.

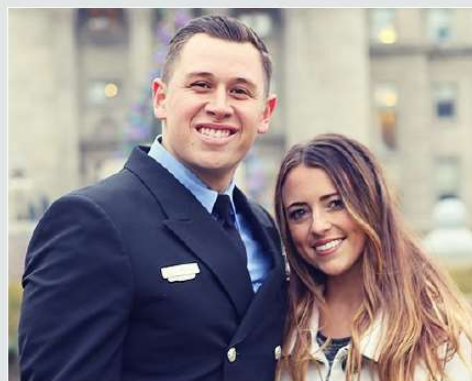
Many of the restrictions put into place on eligibility for these two grant programs were taken directly from H.R. 1280, the George Floyd Justice in Policing Act, which was passed by the House on a party-line vote in March. Representative John H. Rutherford (R-Fla.) offered an amendment during the Appropriations Committee's mark-up of the bill that would have struck some of those restrictive provisions, but the amendment was rejected on a 25–33 vote.

The FOP rejects the strategy of the House majority to use grants to achieve their misguided policy goals by withholding resources from agencies that need them. We believe that policy changes

Continued on page 54 >

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



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WASHINGTON REPORT

Continued from page 52 >

should be driven by grant incentives, not using punitive measures, and that will be our argument during consideration on the House floor and in the Senate.

We expect the House to pass the bill with the restrictions intact, just as they did last year. And, just as the FOP did last year, we intend to fight for their removal in the Senate. We believe very strongly that the legislation will not have a realistic chance to advance in the Senate in its current form — especially since the measure is almost certain to face unified opposition from law enforcement.

Criminal Justice Reform Discussion Continues

The FOP remains engaged with members of Congress, particularly on the Senate side, on developing legislation to enact meaningful reforms to our nation's criminal justice system.

No formal bill text or draft language is available, but the FOP remains very much part of the effort, maintaining regular contact with these leaders to ensure that the doctrine of qualified immunity and

the “objectively reasonable” standard established by *Graham v. Connor* are preserved or codified in any legislative proposal.

Bills Awaiting Action in the House

Three bills passed the Senate by unanimous consent and have been “held at the desk” so they could potentially be brought to the floor without committee action. We are working on getting them on the suspension calendar in the House because they have broad and bipartisan support. The three bills are:

S. 921, the Jamie Zapata and Victor Avila Federal Law Enforcement

Officers Protection Act: This legislation, which the FOP supports, would undo a dangerous precedent set by the D.C. Circuit Court of Appeals and clarify that federal law clearly and unambiguously protects federal law enforcement officers operating outside our national borders. This bill makes clear that pursuant to 18 U.S.C. 1114, the United States government could prosecute anyone who killed or attempted to kill a federal officer or employee while performing their official duties.

S. 1502, the Confidentiality Opportunities for Peer Support Counseling (COPS Counseling) Act:

This legislation, which the FOP supports and helped develop, would reduce the barriers for law enforcement officers when trying to access mental health resources. By increasing the level of confidentiality for individuals seeking peer support counseling, our nation's everyday heroes will be better equipped to address a personal or professional crisis and to protect and serve their communities.

S. 1511, the Protecting America's First Responders Act

This legislation, which the FOP supports and helped develop, would update the disability determinations and the definitions for the Public Safety Officers' Benefits (PSOB) Program, making it more consistent with existing federal law and greatly improving the ability of our injured and disabled officers to have their claims processed more fairly and quickly. Currently, the PSOB program is burdened with unreasonable definitions of the terms “catastrophic

Continued on page 56 >

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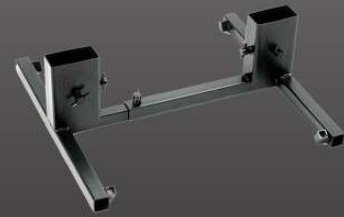
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WASHINGTON REPORT

Continued from page 54 >

injury” and “gainful work” that prevent officers disabled in the line of duty from receiving benefits to which they are entitled. This, combined with the absence of any guidelines for the adjudication of disability claims, has resulted in the denial of PSOB benefits to officers whose service-connected injuries would be viewed as eligible by almost every other component of the federal government.

Social Security Fairness Act — FOP Top Legislative Priority Update!

The FOP is actively reaching out to the more than 50 House members who had previously co-sponsored the Social Security Fairness Act in the 116th Congress and is asking them to support the same bill in this Congress — H.R. 82.

This legislation is a top priority, and the bill currently has 190 co-sponsors in the House. Our staff in the Washington, D.C., office are working on getting this number increased to 218 co-sponsors — a majority of the U.S. House of Representatives — before the beginning of the August recess.

Overall, our goal is to reach 290 co-sponsors on the bill, which would trigger an existing House rule and force the measure to the House floor for a vote. Please check to make sure your Representative and both senators are co-sponsoring H.R. 82 or S. 1302!

If you need further information, please contact staff in the Government and Media Affairs Center.

Update: Medicare at 50

The FOP helped develop and is a key supporter of H.R. 4148/S. 2236, the Expanding Health Care Options for Early Retirees Act, which was introduced in this Congress by Representative Tomasz P. Malinowski (D-N.J.) and Senator Sherrod D. Brown (D-Ohio).

This bill would provide law enforcement and other public safety professionals the option to buy into Medicare at the age of 50. In many cases, law enforcement and other public safety officers retire much earlier than other public employees because of their job’s physical demands. Those who do retire risk losing their employer-provided health insurance upon or shortly after retirement while still many years away from

being eligible for Medicare. This legislation would direct the secretary of the U.S. Department of Health and Human Services to establish premiums based on the risk pool for public safety officers who opt into the programs as a separate population, but they would remain eligible for tax credits and cost-sharing subsidies to help them purchase insurance. Once the officer reaches the age of 65, he or she would be seamlessly entered into the traditional Medicare program.

This legislation is very important to our members because it provides them with a bridge of coverage following retirement until they reach the age of 65.

Officers Shot and Killed in the Line of Duty

The demonization of police has made communities and law enforcement jobs less safe. The violent targeting of law enforcement officers continues to rise. We are on track to surpass 2020’s historic numbers of officers shot in the line of duty. At this writing, 173 officers have been shot so far this year, 31 of whom were killed by gunfire. There have been 50 ambush-style

Continued on page 58 >

The Power of the FOP Voice



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

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

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

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

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WASHINGTON REPORT

Continued from page 56 >

attacks on law enforcement this year, which have resulted in 65 officers shot, 15 of whom were killed.

Speak Up and Be Loud

The National FOP knows that social media is a powerful tool. We have been using it to spread our message and take back the narrative from those seeking to demonize our noble profession. We have been able to have direct, personal conversations with millions of members, potential members, supporters and opponents. The FOP is undisputedly the largest presence on social media compared to other national law enforcement organizations.

Visit our social media pages, and you will see that we are posting daily to inform the public on the current issues facing law enforcement, calling on elected officials to take action on various issues and more. We encourage every lodge, every member and every citizen who supports law enforcement's brave men and women to do the same.

Follow the National FOP:

- Facebook (@GLFOP)

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

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

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

Lastly, the **FOP Weekly Update** is a key resource to keep you informed on the legislation that is pertinent to law enforcement and a great way to stay updated on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-a-kind weekly update is sent out every Friday via email, posted in the NFOP mobile app and shared on our social media platforms. To sign up to receive the update via email, please visit tinyurl.com/57yvd2as.

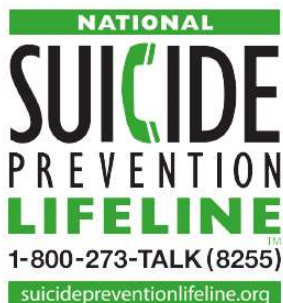
Support the PAC!

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

This is an election year, meaning we face the challenge of remaining competitive with other organizations and PACs that, like ours, will be supporting candidates who back their issues. It is up to us to support candidates who support the police.

To donate online, please tinyurl.com/55e2dxfs. 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 National Legislative Office at (202) 547-8189. We thank you for your support! **FOP**

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Labor Services: We'll See You in Indy!



It is hard to believe all that has transpired since our 2019 Biennial Conference in New Orleans, but it is time to reconvene yet again! Labor Services looks forward to National Conference for many reasons, but one of the main reasons is that we get to meet the men and women of law enforcement whom we represent and advocate for on a daily basis. Though we try to convey all we have to offer throughout the year, sometimes a face-to-face conversation about what your members need and what we can do for them just resonates better.

**Knowledge is power,
and we want you to be
as powerful as possible
when it comes to
defending your job.**

Since the last time we were all together in 2019, Labor Services has remained steadfast in working for the brothers and sisters of the FOP. Not only have we continued to negotiate contracts, settle grievances and engage in arbitration, but we have made it a top priority to stay abreast of the latest political and public employment news that has swept our country: civilian review boards, employer-mandated vaccinations, etc. It is important to know that we are not only here for labor contract engagement, but we are also here to answer questions about potential public employment laws and other movements that may affect our

Just the Facts:

» While a lot has changed in our world since the last Biennial Conference, the Division of Labor Services is excited to gather again with FOP members at this year's Conference in Indianapolis. Members are welcome to attend Associate General Counsel Michael Coviello's presentation on the Fair Labor Standards Act. The Division of Labor Services will also be ready to answer all of your questions.



members. Knowledge is power, and we want you to be as powerful as possible when it comes to defending your job.

We will also be available to answer any questions about the various educational events we host throughout the year. Some of your members may be interested in attending our Collective Bargaining Seminar, where registrants get to engage in hands-on negotiations. Or, some may be interested in attending our

Labor Summit, where seminars focus exclusively on labor relations. Both of these events are held in Las Vegas.

The 2021 Biennial Conference will be held at the Indiana Convention Center, and Labor Services will be ready to answer all of your questions. You can find us at the Expo Hall as well during the seminar when our Associate General Counsel Michael Coviello presents on the Fair Labor Standards Act. **FOP**



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Lange v. California Unlikely to Have Significant Ramifications on Existing Police Training



The main takeaway from the U.S. Supreme Court's recent decision in *Lange v. California* is this: When the situation warrants immediate action, take it. When it doesn't, get a warrant.

The Supreme Court issued its decision in *Lange* on June 23, holding that police officers cannot automatically pursue fleeing misdemeanor suspects into homes without warrants. The case involved the "hot pursuit" doctrine, which provides that police may pursue a fleeing suspect into a home — without a warrant — when they have probable cause to make an arrest and when they set that arrest in motion in a public place. It also involved the "exigent circumstances" exception to the Fourth Amendment's search warrant requirement, which provides that an officer may make a warrantless entry when "the exigencies of the situation make the needs of law enforcement so compelling that [a] warrantless search is objectively reasonable" (*Kentucky v. King*, 563 U.S. 452, 460 [2011]). The National FOP filed an amicus brief in this matter in support of all law enforcement.

The Supreme Court's ruling in *Lange* did not end the hot pursuit doctrine, nor did it overturn any state law or previous Supreme Court cases regarding exceptions to the Fourth Amendment's search warrant requirement. Instead, in *Lange*, the Supreme Court merely declined to create a new rule that would extend the exigent circumstances exception to **every** case involving police pursuit of a suspected misdemeanor. As a result, whether an officer is justified in making a warrantless entry in pursuit of a fleeing misdemeanor suspect will still be determined based on a review of the totality of the circumstances facing the officer at the time.

Lange v. California stems from a California State Highway patrolman's attempt to effectuate a traffic stop. Around 10:20 p.m. one evening in Sonoma,

Just the Facts:

» The Supreme Court's recent decision in *Lange v. California* holds that officers cannot automatically pursue a fleeing misdemeanor suspect into their home without a warrant. However, the ruling did not end the hot pursuit doctrine, nor did it overturn any state law or previous Supreme Court cases regarding exceptions to the Fourth Amendment's search warrant requirement. Instead, the Supreme Court simply declined to create a new rule that would extend the exigent circumstances exception to **every** case involving police pursuit of a suspected misdemeanor.

California, the officer observed a parked car playing loud music. The driver, Arthur Lange, then honked the horn four or five times despite the fact that no other

Ultimately, the Supreme Court's decision directs police officers to do what they have always done when deciding whether to pursue a fleeing suspect: use their experience, common sense and training.

vehicles were nearby. Finding this behavior unusual, the officer began following Lange, intending to conduct a traffic stop. After following Lange for several blocks, the officer activated his overhead lights; however, Lange failed to yield.

Lange then turned into a driveway and drove into a garage. The officer followed and interrupted the closing garage door. When asked whether Lange had noticed the officer, Lange stated that he had not. Observing signs of intoxication, the officer put Lange through field sobriety tests, which Lange did not perform well. Later, a blood test showed that Lange's blood alcohol content was more than three times the legal limit. Lange was charged with the misdemeanor of driving under the influence of alcohol, in addition to a (lower-level) noise infraction. Lange filed a motion to suppress the evidence, arguing that the officer's warrantless entry into his home violated the Fourth Amendment. The lower court ruled in favor of law enforcement and found that "because the officer was in hot pursuit of a suspect whom he had probable cause to arrest for a violation of [state law], the officer's warrantless entry into Lange's driveway and garage were lawful."

The Supreme Court agreed to hear the case to decide the following issue: Does pursuit of a person who a police officer has probable cause to believe has committed a misdemeanor automatically qualify as an exigent circumstance, sufficient to allow the officer to enter a home without a warrant? In a unanimous decision for Lange, the Supreme Court answered in the negative.



Writing for the majority of the Supreme Court, Justice Elena Kagan stated that the Supreme Court has recognized that exigent circumstances exist when an officer must act to prevent imminent injury, the destruction of evidence or a suspect's escape. But she pointed out that the Supreme Court has generally applied the exigent circumstances exception on a case-by-case basis after looking at the totality of the circumstances that confronted the officer when he decided to make a warrantless entry. After noting that

misdeemeanors vary by state and can range in seriousness from the violent to the trivial, Justice Kagan reasoned that the commission of a misdemeanor should not trigger any across-the-board right for police to enter a home without a warrant. Instead, she explained, the gravity of the suspected offense and the surrounding circumstances — including whether the suspect fled — must be examined on a case-by-case basis in order to determine whether the police were justified in making a warrantless entry of a home. She concluded by observing: "On many occasions,

the officer will have good reason to enter — to prevent imminent harms of violence, destruction of evidence or escape from the home. But when the officer has time to get a warrant, he must do so — even though the misdemeanant fled."

In our brief, the National FOP advocated that there is no Fourth Amendment violation when: (1) a law enforcement officer demonstrates an intent to conduct a brief investigatory stop or to set in motion an arrest in a public place; (2)

the suspect ignores or disobeys the officer's lawful order to "stop" or "pull over"; and (3) the officer, while in hot pursuit of that suspect, enters the suspect's home without a warrant. The National FOP's proposed rule accounted for the training, experience and internal department pursuit policies that guide every law enforcement officer's decision to pursue a fleeing suspect, along with the different risk factors that will vary with each case.

Ultimately, the Supreme Court's decision directs police officers to do what they have always done when deciding whether to pursue a fleeing suspect: use their experience, common sense and training. **FOP**

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chateaurecovery.com/programs/first-responders

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fherehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

New Retired Law Enforcement Concealed Carry Legal Defense Coverage



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

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

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

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

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

enforcement officers only and separate from the FOP Legal Defense Plan.

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

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



FOP LEGAL DEFENSE PLAN

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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 Rate	Full Coverage Individual Rate	Two-Coverage Group Rate	Two-Coverage Individual Rate
\$300	\$310	\$64	\$68
Administrative	Administrative		
Criminal	Criminal	Criminal	Criminal
Civil	Civil	Civil	Civil

For enrollment and marketing information, please call
1.800.341.6038

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Beyond the Buzzwords

Diversity, equity and inclusion. Critical race theory. Woke. It seems that the “in vogue” phrases and words being bandied about in media and social media are everywhere, to the extent that they become ineffective when the organizations and people who are truly concerned with solutions become overshadowed by them. It makes it difficult to dig into the issue and collaborate to get the problems solved when those phrases and words either inflame passions in some or are easily dismissed as empty rhetoric by others. How does this affect the FOP?

The FOP represents the face of America, whether looking at it through the lens of race, gender, religion, age, sexual orientation or any of the other categories that segregate us into silos. The challenge is to ensure that everyone represented in the FOP has an equal say due to the most important category we belong to — brothers and sisters in blue. The FOP strives to become better at protecting the health, welfare, benefits and working conditions of the membership without ever looking at those categories. In this author’s opinion, the FOP should be the example for the rest of the United States on this. This is our opportunity to demonstrate to the country exactly how it’s done. Not preach about it, not admire the problem and do nothing to find a solution, but to become the benchmark.

Your Diversity Committee, made up of many of those demographics, has been working to be part of the solution. We are not going to use the buzzwords, except in their appropriate proper context. To better serve the members, especially as leaders, the Diversity Committee is working on the following initiatives.

Diversity Summit

This conference is intended to provide techniques, resources, insight and inspiration to have a successful lodge with



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members who feel supported. We are developing curriculum and materials for this summit. What we ask of you, the members, is to provide your committee member with thoughts and ideas about what will bring you to such an event. We need everyone to set aside preconceived notions, look past the ever-blasting media and social media perspectives on this, and really dig into how we best serve the members.

Diversity Breakout at Leadership Matters

Leadership Matters is where leaders are mentored and guided, and this is the perfect opportunity for Executive Board members of lodges to serve better at the ground level. This is the time to mentor the new generation of leaders from all perspectives.

Feedback to the Membership

This initiative takes the form of recognizing the lodges, members, agencies and entities who are doing well in this area and using their examples to benefit the entire FOP. Whether it’s awards or publicizing successes, we can broadcast these things to the rest of the organization and indeed the country. Everyone likes seeing the videos of LEOs interacting with communities; let us build on that.

Brothers and sisters, we can, without pretext, do what so many of you are already doing in your communities — boots-on-the-ground work to make the FOP better. By default, it will make our jobs easier. **FOP**



Auxiliary Conference Addresses Informative and Current Topics



As we continue through the summer months, the evidence of our country returning to the ability to move about freely becomes more evident. We are free to move about our communities and the country to visit and enjoy our family and friends.

Attending the Grand Lodge Auxiliary's 40th Biennial Conference in August in Indianapolis, Indiana, will be an event where we can gather to meet with our Blue family and friends to address issues affecting and of concern to the families of today's FOP members. The delegates to the Auxiliary Conference will also experience informative presentations designed with an emphasis on benefits available to all Auxiliary members. A presentation for new auxiliaries will be available to assist them with questions and issues they may have regarding their auxiliary.

You will want to go by the Auxiliary Expo booth, which will contain many of the projects and programs of the Auxiliary. The Auxiliary merchandise area will have something for everyone, and the fundraiser projects for Easterseals,

The Auxiliary is ready to work for you and eager to talk with you regarding the many ways an auxiliary could assist your lodge.

the Special Olympics and the Auxiliary Scholarship Fund will be located near the Auxiliary merchandise. Events planned

by the Conference hosts will be widely attended and will provide a brief look at their city. I am looking forward to participating in the scheduled events.

The Auxiliary is ready to work for you and eager to talk with you regarding the many ways an auxiliary could assist your lodge. While at National Conference in Indianapolis, stop by our Expo booth, visit our meeting room or talk with an Auxiliary member attending our Conference to learn more about the Auxiliary. We are here for you and continue our efforts to support law enforcement and their families. We want to assure the FOP and their families that we will "Never Let Them Walk Alone." **FOP**

// WRITE TO US! Contact the National Auxiliary at lhennie@aol.com to learn more about opportunities to support law enforcement families.

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.



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