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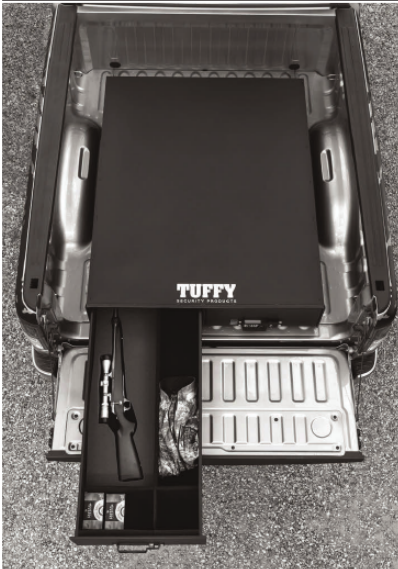
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- (a) **Promotional Period** December 1, 2020, to March 31, 2021
- (b) **Eligibility** Participants must be an active member in good standing with the FOP and may only register through **FOPConnect.com**.
- (c) **How to Enter** No purchase or payment required to enter the drawing. Participants must register with **FOPConnect.com**. Only one entry per person may be submitted.
- (d) **Prize** One (1) \$1,000 cash prize will be awarded on the first business day following the end of each month during the Promotional Period.
- (e) **Drawing** A name will be randomly selected each month from all entrants registered through **FOPConnect.com** and collected during the Promotional Period. Winning participant will then be removed from the drawing. All other names will remain in the drawing. Winners will be notified by the email address provided. If the winning email address is not valid, the drawing will continue until a successful participant is selected.
- (f) **General Conditions** Award will be reported on a 1099 form to the IRS as taxable income. The prize winner is responsible for paying any taxes. The FOP will not share participants' information with any third party.

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HOW TO ENTER

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- 2** Sign in to the **members-only area**
- 3** Submit your **FREE** entry!



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Backing the Blue



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Challenges Offer Opportunities — 2021 Day on the Hill Is Calling



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

This past year has brought a wide range of never-ending, ever-changing challenges, especially in our legislative efforts. The year 2020 was unlike any other in our history, and the effects of the pandemic continue to make large gatherings unsafe. For this reason, we are not able to be together in D.C. for this year's Day on the Hill. As the 117th Congress starts, we cannot miss an opportunity to advance our legislative initiatives. As such, this year's event is going to be virtual. My hope is that we will actually increase the number of members who participate this year.

Our **Day on the Hill** will work like this: We will have a virtual legislative briefing, hosted on the FOP's Zoom account, in the afternoon on Tuesday, February 23. Our staff in the National Legislative Office will bring everyone up to speed on our top priorities and other legislation, as well as developments with the new administration. The link to this Zoom meeting will be sent to all members who RSVP by visiting tinyurl.com/1h05sdsx.

The week of February 22 is a congressional work period and both chambers are scheduled to be in session. The National Legislative Committee, led by Chairman Bob Cherry, will work with the State Legislative contacts in each of our State Lodges to help arrange virtual meetings or conference calls with their members of Congress over the course of the two weeks following the virtual briefing.

This is a big change from having our members walking the halls of the Capitol building and connecting one-on-one with their elected officials, but with the pandemic and no public access to the Capitol complex, this is the best we can do.

And, this year, it is important we make it work and make sure Congress understands and hears from you about the issues we care about. We are facing a significantly different political dynamic in Washington — we have a new administration and the Democrats have narrow majorities in both the House and the Senate. We do not yet know if this will lead to successful bipartisan progress or two years of gridlock and recrimination.



The FOP's agenda, however, is not a partisan one and we expect to be able to work with Democrats and Republicans to advance legislation on officer safety, Social Security reform and bargaining rights. But it won't be easy. We will

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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.

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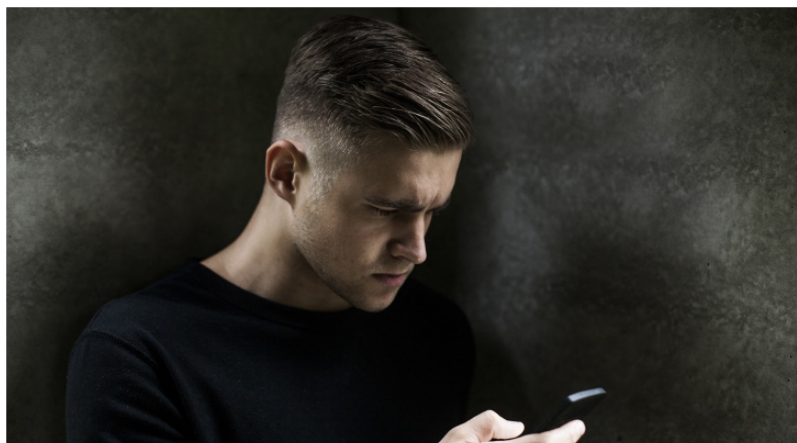
Beware the Pitfalls of Social Media



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

It seems that not a week goes by without a high-profile story in the media about a CEO, teacher, doctor, lawyer, politician or police officer who posted something controversial on social media. It has become a sport for some groups to comb through social media posts over the last decade to find anything and everything that can be used against someone. Let's clear something up first. Yes, you have a First Amendment right to say whatever you want in this country; it's part of what makes us the greatest country in the world. But that right only protects you from criminal prosecution. It does not mean there are no consequences for what you say. Posts you make (or have made in the past) can impact your employment and future advancement opportunities. Now, make no mistake, the FOP will be there to defend you when employers attempt to overreach and harm you over an inconsequential post, but here are some tips that I think will go a long way to protecting both you and your family.

First off, read everything you want to post to social media three times before you post it. If, after reading it three times, you still think it is OK to fire off, then go ahead. Think about whether you would be comfortable seeing your post on the cover of the local newspaper or played on a loop on the news. If the answer is no, do not post it. Do not post anything on social media during your work hours, unless, of course, you have permission from your department/supervisor. As a rule of thumb, do not post pictures of your home or your home address. People intent on doing harm to you and your family have used those photos to find out where you live. There is no such thing as a "private" Facebook group, and assume that everything you post will be seen by everyone (regardless of your privacy settings). Read that last sentence again. Finally, read and reread the social media policy of your agency (if they have one) and



Think about whether you would be comfortable seeing your post on the cover of the local newspaper or played on a loop on the news.

make sure you stay within the parameters regarding what you can and cannot post about your work.

We do an incredibly hard job, and we are in the only profession in existence (with the exception of our brave military personnel) where people actually try to kill us on a daily basis. I know the stress this puts on each and every one of us, and there is a tendency to want to blow that steam off on social media. Resist that urge! Read that post multiple times before hitting send, because once you do, it is forever. Instead, try talking to

co-workers, friends, family, peer support, whoever to allow you an avenue to vent your stress and frustrations.

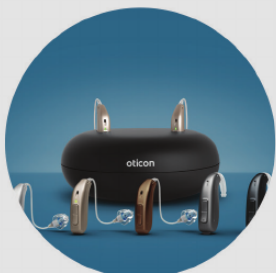
Now, to be clear, the above advice I am giving is not designed to dissuade you from engaging on social media with people or news organizations that factually misrepresent our profession and drag us through the mud. Actually, quite the contrary. If people are trafficking in anti-police rhetoric and false narratives, you should correct them and provide them factual information. But do it in a respectful way so that you are not risking your job. You have a career that you have worked very hard for hanging in the balance. Meanwhile, the person on the other side of the keyboard is likely living in mom and dad's basement with nothing to lose and a not a care in the world. We have to be smart about how we engage in social media because there is an army of people who are more than willing to destroy you and our profession, if even given the slightest opportunity.

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



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Learn to Lead Your Lodge

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

Brothers and sisters, I hope this edition of the *Journal* finds you and your family healthy and safe. As you know, this is our second electronic publication, and I certainly hope that you were informed, educated and maybe even entertained by our inaugural January edition. Obviously, we are tweaking our content, and our goal is to get you timely information that is relevant to your needs. I welcome your feedback and encourage you to submit articles of interest for consideration. I especially welcome local and state lodge events and activities that are of interest to our members nationwide.

A lot of focus right now is on the various vaccines being distributed throughout the country. Many of you have received the vaccine, yet many more can't seem to get it. We understand that more effort is being pushed by our government to get the vaccines out and into the arms of folks who need them, i.e., first responders. President Yoes has made this a top priority and his efforts are appreciated. Now, I also understand that some do not want the vaccine, or at least not currently. I respect that position, but ask you to check with your local lodge attorney or read the legal opinion from our National General Counsel Larry James to help guide your decision. In any case, let's all continue to practice the commonsense prevention efforts of wearing a mask, washing our hands frequently and social distancing. Together, we are going to overcome this pandemic.

We were disappointed that we had to reduce the number of attendees to 200 for this year's Leadership Matters training seminar. This is about 175 fewer attendees than last year. This premier program was originally established out of a need to acclimate newly elected presidents,

secretaries and treasurers to their respective duties and lodge administration. Many more educational segments have been added to the seminar over the years, but its basic purpose has remained the same.

If you were not able to attend this outstanding training program, you can still receive valuable information and training to help you perform your duties and lead your lodge. Most of it can be done through self-study and, in some instances, through the help of a mentor. What I mean by self-study, first and foremost, is read your local, state and

If you were not able to attend Leadership Matters, you can still receive valuable information and training to help you perform your duties and lead your lodge.

national Constitution and By-Laws. Know what your responsibilities are and the responsibilities of the other officers. If you are unfamiliar with a term or an act that the rules are advising you to do, ask what it means from someone who has knowledge of how to perform the duty (i.e., a mentor). If it is a state requirement, contact your counterpart at the state level and ask how it works (i.e., a mentor). If it is a national question, do the same at the national level (i.e., a

mentor). And do not forget to review and understand the *Ritual Book*. Most lodge officers never look at their *Ritual Book*, and the ones who do are generally a past president scrambling around trying to find one so he or she can use the short version in installing lodge officers. The *Ritual Book* covers much more than just the installation of officers. In fact, we should all routinely review our obligation that we took under oath and in the presence of the "Creator of the Universe" when we first became members of the Order. Many lodge officers have brought shame and dishonor on themselves for not being true to their obligation and the members everywhere. Also, review the minutes from at least the last several years, along with standing rules, rules of order and resolutions. You will find that many actions have been taken by the lodge on policies and procedures as well as the roles and responsibilities of officers.

Lodge presidents should have a good working knowledge on how to run a meeting. Page 4 of the *Ritual Book* gives you the perfect outline to follow. Presidents should have a good working knowledge of *Robert's Rules of Order* (12th Edition), but always remember that the constitution and by-laws take precedence. *Robert's* is necessary for the orderly flow of business, but you should never use it to bully or shut down a member who is trying to present a consideration before the lodge. Frankly, most of the rules in *Robert's* will never be used in a lodge, and your focus should be centered on what motions are proper and in what order. Probably the most misused motion is the motion to table. In most cases, the motion to postpone is the more appropriate action. Above all, the president sets the direction of the lodge.

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Taking Financial Care of Your Lodge: The Need for a Federal Employer Identification Number



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

In a continuing effort to provide our lodges with the information they need to help them run their lodges properly, I am writing a series of articles on "Taking Financial Care of Your Lodge." The articles are a collection of information provided by our accounting firm, along with my experiences as Delaware's State Lodge treasurer and as your National treasurer. I also draw from the many things I have learned while assisting other FOP lodges that have experienced misuse or theft of lodge funds.

This article will cover the need for a **Federal Employer Identification**

Number (EIN). Every entity (person, corporation, etc.) filing a tax return with the IRS must be separately identified by number. This separate and specific number is commonly referred to as the EIN. **Every lodge, whether or not incorporated, must obtain an EIN, even if it has no employees.** Some states require nonprofit corporations to have a state taxpayer identification number in addition to the EIN required by the IRS.

Because every FOP lodge must be identified by the Grand Lodge on its group exemption listing with the IRS in order to be recognized as tax exempt, every lodge must obtain its own EIN,

even if it may not have employees. A local or state lodge **must not** use the Grand Lodge's EIN. Use of the Grand Lodge's EIN will confuse the IRS and will misidentify the lodge, thereby creating unnecessary trouble and unwarranted attention from the IRS. All lodges (local and state) should inspect their records to find their EIN. Each should have its own number and should ensure that it is not using the Grand Lodge's number.

If you are not sure if your lodge has an EIN, you should contact your local IRS office and ask them to check for

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It's a Federal Case

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

I have the honor of being the National FOP Board liaison to the Federal Officers Committee. It is one of several hats I wear in the FOP, but I must admit, this assignment comes with some interesting twists and turns. For one, our federal officer membership is spread across the entire United States. Border Patrol and Capitol Police easily come to mind, but we have members in more diverse areas of government as well. Many work on military bases or guard special and covert governmental facilities such as aqueducts, railroads and zoos. And some we really cannot talk about!

It is even difficult to determine our exact numbers because many of our federal officers actually belong to local and regional lodges in their states. When membership reports are generated, we do not gather employment relationships, so although we have some cohesive federal lodges, we also have members sprinkled throughout local lodges.

Another unique attribute of our federal officers is that they often get lumped in with other federal employees. It was estimated in 2020 that there were 2.1 million federal workers in the United States. Our federal officers are a distinctly small portion of that number. As you can imagine, oftentimes policy changes that address major sectors of federal employment also affect our members, and sometimes not in their best interests. This was particularly the case for several presidential executive orders passed during the Trump administration.

As many of our members were cheering the law-and-order initiatives of the past administration, some of our federal members were cringing at some of the initiatives directed at their employment relationships and status. These conflicting interests often put our National Legislative Office into high gear as they tried to separate the wheat from the chaff on behalf of our federal members.

Recently, President Biden signed an executive order on "Protecting the Federal Workforce," revoking the recently created "Schedule F" service category, which would have stripped certain career civil service employees of their civil service protections. In addition, the new executive order also revoked the previous presidential actions, all of which were in litigation, and all of which were opposed by the federal law enforcement officers we represent. While some of our members expressed concern over the rescinding of previously enacted executive orders, our federal members were applauding the actions!

Being the liaison for our federal officers has been an eye-opening experience for me.

Here are examples of some of the detrimental executive orders that were recently rescinded, as excerpted from our Washington Report:

- EO 13836, which would have changed the procedures and objectives for bargaining contracts between agencies and unions by establishing a labor-relations working group to facilitate sharing of information, shortened time frames for completing bargaining and directed agencies not to bargain over certain topics.
- EO 13837, which would have severely restricted the rights of union officials on the use of official time for union business.
- EO 13839, which would have blocked employees from grieving

and arbitrating removals from federal service, ratings, incentive pay, cash awards, quality step increases and recruitment bonuses and would have not allowed any agency to erase or alter an employee's performance or conduct in personnel records.

As you can see, if you are a labor-minded member, some of these orders were concerning. Our units that negotiated contracts during this period were affected by the EOs and continue to be until they can go back to the table to get back what they lost. The only one that had little or no effect was the EO dealing with moving employees into the F classification and they would lose all bargaining rights.

Being the liaison for our federal officers has been an eye-opening experience for me. As are most things in policing, nothing is ever black and white, but often gray. That is where we often work, in the gray areas. The dilemma that our federal members are often placed in is a perfect example of this. As I so learned the intricacies of federal employment, I thought it important to highlight some of my insights here. I hope it helps all our membership understand the diversity of our Order and the need to stand side by side as we fight the good fights and remain FOP strong.

I want to thank the members of the Federal Officers Committee for allowing me the opportunity to assist them and for supplying me with some great information. Those members are Chairman Don Snow, Doug Chambers, Chad Jones and Pete Shepard. Additional thanks to Senior Legislative Liaison Tim Richardson, Director of Labor Services Tim Mullaney, California State President Roger Mayberry, Brother Lou Cannon and President Pat Yoes, who all provided me with invaluable information and insight.

God bless you all, and God bless the FOP! **FOP**

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PRESIDENT'S MESSAGE

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continue to need your help at the grassroots level to make sure our message gets through. Your participation in this event **and your continued engagement** is a critical part of maintaining and expanding our advocacy program and the Grassroots Action Network.

We are proud to report that H.R. 82, the Social Security Fairness Act, which would fully repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), was among the first bills introduced in this Congress, thanks to Representatives Rodney D. Davis (R-Ill.) and Abigail A. Spanberger (D-Va.). We expect a Senate companion bill to be reintroduced soon. We are also continuing to push for its inclusion in any COVID-19 relief bill.

The FOP is also working to reintroduce our collective bargaining bill, the Public Safety Employer-Employee Cooperation Act, in the House and the Senate. We believe that we can make real progress in building bipartisan support for this bill — so make sure

your members of Congress know how important this bill is to you, even if you live in a collective bargaining state.

We will also continue to fight for retirement fairness for all of our federal law enforcement officers by reintroducing the Law Enforcement Officers Equity Act. This bill will extend the law enforcement retirement benefits to **all** federal law enforcement officers. If this bill is to have a chance at being considered, it is vital we increase the number of co-sponsors on this measure.

We intend to continue our strong push to expand federal laws to protect law enforcement officers and severely punish those who target law enforcement officers because of their uniform. With our members increasingly under attack — a record 314 officers were shot in the line of duty last year — we need your help in pushing this critical safety issue. The reintroduction of the Protect and Serve Act will be a key priority for the FOP in the new Congress.

In addition, the FOP is working with key allies in the House to introduce the LEOSA Reform Act. The bill would extend the LEOSA exemption to apply to

the Gun-Free School Zones Act, National Parks and certain federal buildings such as post offices or Social Security Administration buildings. The bill would also extend the exemption to magazines so that officers are not exposed to legal jeopardy in states that have limitations on the number of rounds or capacity of a magazine. This, too, is an important officer safety issue and we'll be working to build support for its consideration in this Congress.

Please remember that genuine grassroots activism is not a one- or two-day event, especially in this virtual environment. The key to being effective in the future is to grow the relationships with the individuals you connect with during the course of this event.

Follow up! Make contact again with the members and staffers you speak to, even if it is just to thank them for their time. Each and every contact you have with them will reinforce our message and make our efforts more productive in generating strong and active support for our issues.

I hope to see you during our virtual **Day on the Hill!** **FOP**

SECRETARY'S MESSAGE

Continued from page 12 >

Lodge secretaries should have a keen understanding of the internal and administrative functions of the lodge. Their major responsibilities include taking accurate minutes (not verbatim), safeguarding lodge documents and seals, maintaining a record retention system, receiving lodge funds (in most lodges), maintaining an up-to-date membership roster, issuing membership cards and communicating with the membership, the state and Grand Lodge, to name a few. Due to the size, complexity or geographic location of the lodge office, many lodges have staff that perform many of the functions required of the lodge secretary.

This is an acceptable practice, but the lodge secretary must be diligent of the fact that he or she may delegate authority for others to perform tasks, but the secretary is ultimately responsible and accountable for getting the job done.

Lodge treasurers must keep timely and secure accounting records, including ledgers, profit and loss statements, budget(s), investment sheets and checking and savings balance books. Treasurers should always be ready to report on the financial condition of the lodge when called upon to do so. A dangerous practice that I have observed over the years is when a member moves to "waive the treasurer's report" and all agree. This should never happen for so many reasons, but namely, it is a disservice to the hard work and preparation performed by

the treasurer, and it is a major failure to keep the membership informed. Reporting out keeps everyone informed so that logical decisions can be made when issues arise over raising dues, capital improvements or attending conferences.

In closing, please reach out to me if I can help you in any way (i.e., mentor). I don't know all the answers, but I generally know a brother or sister who does know something on any particular subject, and I will connect you with them. I also want to commend the Nashville Office staff. I am truly blessed to have such a knowledgeable and dedicated **team** of men and women who truly care about each of us and our great Order. Be safe, and I look forward to talking to you soon. **FOP**

TREASURER'S MESSAGE

Continued from page 13 >

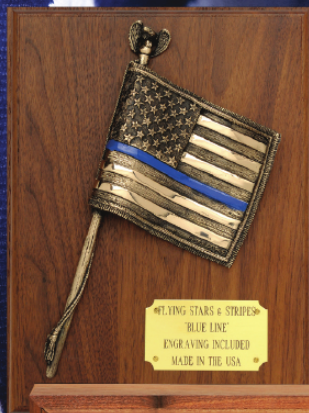
you before applying for a new EIN. A lodge cannot have two EINs, so do not apply for an EIN until you are sure your lodge has never had one. To apply for

an EIN, each lodge should obtain Form SS-4 from the nearest IRS office or go to tinyurl.com/akihuxbh.

The instructions for filling out the form are relatively straightforward and you will get your new EIN the same day you apply for it.

Once you receive your new EIN, you should forward the EIN, along with your lodge name, address and contact information, to the National Secretary's Office so your lodge can be included on the Grand Lodge group exemption listing with the IRS. **FOP**

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MEMBER SPOTLIGHT

Stephen Schulz

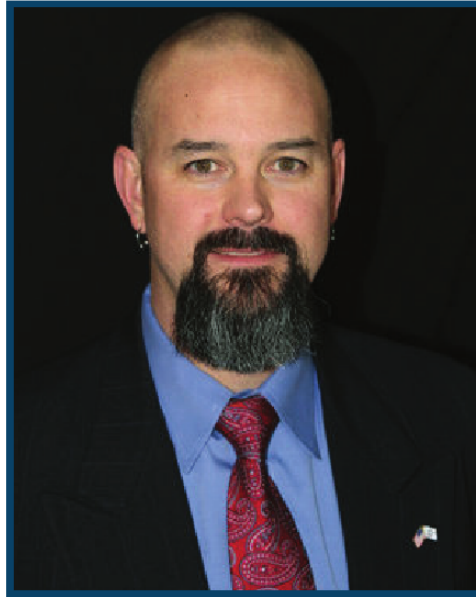
Stephen Schulz is a dynamic leader both within the Fraternal Order of Police and the Longmont, Colorado, Police Department. Not only does he serve as the local lodge president of Longmont FOP Lodge #6, but he also serves as president of the Colorado State Lodge, chairman of the Labor States Coalition, the National Labor Services Committee and the National Presidential Screening Committee, and as a detective sergeant assigned to narcotics.

Schulz began his law enforcement career 26 years ago as a New York State court officer assigned to the Criminal Court Division in Manhattan. Five years later, he welcomed the opportunity to relocate to Longmont, Colorado, as a patrol officer and was later transferred to the Narcotics Section, where he is currently assigned.

Schulz joined the Longmont FOP Lodge #6 in 2003. His fellow members immediately recognized his leadership abilities and tapped him to become the sergeant at arms. In 2006, he was elected Lodge #6's president, a position he holds to this day. Schulz's involvement with labor, legislative and officer wellness issues motivated the members of the Colorado State Lodge to elect him as their second vice president in 2010, then as vice president two years later and then finally president in 2014.

"It has been a challenging but very rewarding role," Schulz says. "I have been very fortunate to have had and currently have a united and talented Executive Board. A special thanks goes to Immediate Past President Frank Gale and Executive Director Mike Violette, who brought me up through leadership positions in the FOP and have been steadfast supporters and guiding voices of reason through the years."

As state president, Schulz has more contact with members from within the state and addresses issues that come up in their local lodges to assist them in obtaining the resources and advice they need to rectify any situation. The office of president has also allowed him to travel and meet national, state



and local leaders from around the country. "This networking strengthens everyone and allows us to learn trends occurring through the country and provides the opportunity to apply what is good and avoid what is not working in our respective states from what we have learned from others," Schulz says.

The Colorado State Lodge has been a leader in officer wellness. This is an area that is rapidly growing, and the positive impact on the officers and first responders they are able to assist often is life changing for them. Currently, there are two on-site licensed therapists (at the Lodge Office Complex) who support members with a range of issues, from post-traumatic stress injuries (PTSI) to substance abuse. They offer both group and individual therapy, meeting the needs of the members. The lodge is working on expanding mental health services and anticipates implementation in the next six months.

Under Schulz's leadership, the Colorado Legislature passed a law that affords officers the opportunity to file for workers' compensation coverage for PTSI. Through the National Officer Wellness Committee, the Colorado State Lodge has developed strong relationships with facilities, such as Florida

House Experience, which have taken many of their members for inpatient treatment. In addition, the State Lodge was able to secure legislation for a Peace Officers Mental Health Support Grant program. This allows the State Lodge to receive government dollars to assist in funding the various programs.

The Colorado State Lodge has become a presence at the State Capitol through the dedication of the Legislative Committee and its contract lobbyist, Adeline Hodge with Frontline Public Affairs. The FOP statewide focuses on building positive relationships with state lawmakers to create understanding and foster dialogues between FOP members and their elected officials. This has provided opportunities for meaningful and collaborative change. Local lodge leadership has also been included in this process through testimony and legislator outreach.

Schulz lives by the code that fraternalism is paramount in the Order. He knows well that the brothers and sisters at the local, state and national levels will stand with you in the good times and the bad. He offers this advice:

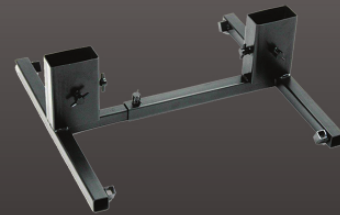
"We all need to make sure we have outside activities we participate in and realize the only way to stay healthy and productive is by taking some personal time in our lives. There is no true secret to success other than working hard for the members, doing what is right for the right reasons and never putting yourself above the greater good of the Order. If these simple things are done, the accomplishments we enjoy will be many and will shine brighter than the disappointments we may face, and our members, along with ourselves, will know we did the very best for them."

He also added: "There is more than enough work to go around in the FOP, and we are always looking for motivated members. Every member has something to offer and they should bring their thoughts and ideas to the forefront. This is most important for our younger members to do, so we, as established leaders, can identify and cultivate them to be the leaders of the future." **FOP**



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MYTHS AND FACTS ABOUT THE COVID-19 VACCINE



MAURICE A. RAMIREZ / D.O., PH.D.

SOMETIMES YOU NEED TO TAKE THE SHOT

When an active shooter scenario presents itself and countless lives are at stake, there is little time for “the perfect plan.”

Too many of us have had this experience. You have to rely on all of your training, focus as quickly as possible and look for an opportunity to reduce the body count. The window of opportunity to make a difference may be small and you have to

be ready to take the shot when you see it. Believe it or not, this is precisely what was done with the COVID-19 vaccine. The medical training and technology to make this vaccine has been developing for decades. It just did not have the big push to take it over the finish line until recently. I should know — I have been in medicine for more than 30 years, trained in virology by Nobel laureates and helped to write the National Response Plan for pandemics. Did experts from around the world rush to help? You bet they did! Because without a massive effort across the globe, there would be no force protection for anyone.

The science behind it all is tried and true, just like many of the vaccinations that keep our children and our pets safe. Sometimes you have to take the shot to save countless innocent lives — yours, your loved ones, your brothers and sisters in blue and the communities you serve.

EYES WIDE OPEN

There have been many myths that I have heard in recent months regarding the COVID-19 vaccine. Without a doubt, this is a scary virus. But I ask each and every one of you to look beyond the fear and seek the truth. The following is a



list of myths I'd like to bust right now, although I'm sure there are plenty more out there.

1. **Myth:** The vaccine will make me sterile.
Fact: There are no properties of the COVID-19 vaccine that are able to do this. The action of the vaccine is to create an immune response to the virus — to put up your own body's defenses before the offensive moves of the virus can reach you.
2. **Myth:** The vaccine contains microchips so that the FBI/CIA can track my every move.
Fact: While this has been the premise of some interesting science fiction and spy thrillers over the years, such is not the case with the COVID-19 vaccine. Yes, the vaccine developers smartly used what is called "nanotechnology." But we are not talking about nanites from *Star Trek* episodes. What that means is that they used a very tiny part of the overall virus — the messenger RNA — and not the whole virus or even the larger DNA of the virus. This makes for a much safer vaccine — just enough for your body to take action.
3. **Myth:** The vaccine will give me COVID-19.
Fact: Again, we are talking about the tiny messenger RNA, not the whole virus or its DNA. The

vaccines that all of us had as kids — measles or mumps, for instance — contain more viral material than the COVID-19 vaccine.

4. **Myth:** The vaccine has dangerous and deadly side effects.
Fact: While the news has reported a handful of allergic reactions in people who have had allergic

**SOMETIMES YOU HAVE
TO TAKE THE SHOT
TO SAVE COUNTLESS
INNOCENT LIVES —
YOURS, YOUR LOVED
ONES, YOUR BROTHERS
AND SISTERS IN BLUE
AND THE COMMUNITIES
YOU SERVE.**

reactions in the past with other things, the rate of reactions has been incredibly low — about 0.2%, according to the Centers for Disease Control and Prevention (CDC). People who have had an allergic reaction to a vaccine in the

past should talk with their health-care provider before getting the COVID-19 vaccine, just to be sure of the best plan for you.

THE SHOT HERD 'ROUND THE WORLD

No, that's not a typo. I really did want to say "herd." So what does that mean? I am referring to "herd immunity" — the community of protection that we build when everyone possible is immunized to keep out the same predator. As of February 2, *Bloomberg* reported that more than 104 million COVID-19 shots had been given across 66 countries, with 33.7 million given in the U.S. That's 10 doses for every 100 people across our nation. While this is a great start, there is so much more to go! Herd immunity works to protect everyone around the vaccinated person, not just the individual. While you may be "eh" about it for yourself, know that your vaccination is part of the greater team effort. And for the people who cannot receive the vaccine for health reasons, yours will be doing double duty!

For all that you do for our communities and our nation, I thank you. Please consider the incredible value that your immunization has for all whom you protect and serve. **FOP**

Maurice A. Ramirez, D.O., Ph.D. is board certified in Emergency and Disaster Medicine by the American Board of Physician Specialties (ABPS). He is also the recipient of the Lifetime Achievement Award in Disaster Medicine.

THE IMPORTANCE OF “US”

THE FAILURE OF BEING CAST AS “THEM”



THOMAS J. LEMMER / CHICAGO FOP LODGE #7 MEMBER

In any serious discussion, we all know two things when the discussion has an “us” and “them” component. First, the discussion is not going well. Second, we should never choose to be in the “them” grouping. Knowing this, we must ask: **Is this dynamic playing out now relative to the policing profession?**

On January 13, during the final hours (minutes actually) of the Illinois General Assembly lame-duck session, a measure touted as a criminal justice reform package, known as Senate Amendment 2 to House Bill 3653, was passed. The amended bill was approved without any substantial opportunity to fully review the **764 pages** of proposed changes to state law, nor was there time to appropriately consider what far-reaching consequences the bill will bring.¹ The total elimination of cash bail was among the headline items, but the bill also further limits the use of force by police (including less-than-lethal force); and adds a confusing “cannot be apprehended at a later date” element to the complicated prohibitions on the use of deadly force with a fleeing subject who is reasonably believed likely to cause great bodily harm to another,

and who has “just” used or attempted to use force likely to cause great bodily harm, even when the subject is fleeing by the use of a deadly weapon or “indicates he will endanger human life.” The bill also strips the power of police to make physical arrests in Class B and C misdemeanor offenses, which includes trespass to real property; criminalizes as a felony offense when an officer fails to follow the state statute or their department’s procedures on the use of body cameras; removes statutory language allowing officers to review their own body camera footage before writing their reports; strips core protections from the Peace Officers’ Bill of Rights; establishes a task force to reconsider qualified immunity; and much, much more.

The Illinois Law Enforcement Coalition, which included the Illinois State and Chicago FOP Lodges, in a joint statement concluded: **“In the dark of the night, Illinois legislators made Illinois less safe.”** They noted that the

coalition had been **“working in good faith with the Attorney General on a bill that would make great strides to modernize law enforcement, but that legislation was dumped into this**

We have been cast by increasingly successful political forces into the role of “them” — that is to say, the police profession is to an alarming degree being separated from the communities it serves.

¹ Illinois General Assembly, 101st General Assembly, Bill Status of HB 3653, www.ilga.gov/legislation/billstatus.asp?DocNum=3653&GAID=15&GA=101&DocTypeID=HB&LegID=120371&SessionID=108. Accessed 27 January 2021.

monster bill and the result is a betrayal of the public trust that gives many more advantages to criminals than the police.”² The haste by which the bill was drafted and rushed through the General Assembly — without being fully vetted — was even noted by the *Chicago Tribune*, which advised Governor J.B. Pritzker not to sign the bill.³ For a detailed analysis of the legislation, I refer all to the “Reform Bill Resource Center,” posted by the Illinois Association of Chiefs of Police, a partner association in the coalition.⁴ My purpose here is not to go into the many details of the bill itself, but rather to place the bill into the context of our profession’s larger circumstances, and to provide a key reminder on the needed path going forward.

Where we are now as a profession, and where we are as local communities across the nation, is a place we have been headed for some time. However, **what we as a profession must remember now** is that our current challenges can be traced back to a more fundamental point. **We have been cast by increasingly successful political forces into the role of “them”** — that is to say, the police profession is to an alarming degree being separated from the communities it serves. If this separation continues, **the police will fail** in their mission to help foster safer and stronger communities.

Just 10 of the Underlying Factors Leading to Where We Are

When a commercial airliner crashes, there is always a comprehensive investigation into why the plane went down, and the assigned investigators produce a long report with a list of contributing factors. These factors generally break down into three groupings: pilot error, mechanical malfunction or defect, and weather. After the investigation, some analyst inevitably comes along, sifts through all the factors and points the public to the single greatest underlying factor. The following list is provided to acknowledge, as with a major plane crash, there is a long list of contributing factors that set the stage for the legislation that passed in the Illinois General Assembly. However, it must be understood that the below factors, combined with others, merely helped to establish the environment in which the police were successfully cast into the damaging role of “them,” which then led to the metaphorical crash composing HB 3653.

1. What goes up comes down (unless it gets past the gravitational pull of the Earth — a discussion for another day). Policing was riding high in the afterglow of the community policing movement of the 1990s and the profession was strengthened by the national unity that existed post 9/11 — that is, until the 2014 officer-involved shooting incident in Ferguson, Missouri.
2. Discord has always sold better for newspapers than unity



— as the saying goes, “If it bleeds, it leads.” Such was the case even when the newspaper came out once a day, and now that we have the 24-hour news cycle of cable television and the always present internet, there is an endless need for “shocking,” “outrageous” and “click-worthy” content. Evidence of this factor has shown increased intensity since 2014.

3. Yes, sometimes the police are wrong — which helps feed an agenda-based narrative that focuses disproportionate and unrelenting attention to selected, highly-charged and controversial police–citizen encounters that are **not** representative of the millions upon millions of police–citizen encounters that occur each year. Even when the police are found in these incidents to have acted properly, the damaging narrative lives on.
4. Amnesia has set in among many civic leaders regarding how heavily our society relies upon the public safety services provided daily by our police officers, and how the overwhelming majority of police interactions take place consistent with community expectations. These leaders, including elected officials lured by the politics of the “defund” mantra, have an obligation to not only “hold the police accountable,” they also have a responsibility to constructively inform and guide the community. When civic leaders fail to meet these responsibilities, community support for the police is weakened.

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² Illinois Law Enforcement Coalition, “Illinois Law Enforcement Coalition issues statement regarding action taken by the State Senate during the lame duck session,” <https://static1.squarespace.com/static/5516f090e4b01b711314608f/t/5ff13562557e379de06706f/1610552151566/ILEC+Lame+Duck+Statement.pdf>. Accessed 4 February 2021.

³ *Chicago Tribune*, Editorial Board, “Policing and outrage at a rushed criminal justice reform bill,” 15 January 2021, www.chicagotribune.com/opinion/editorials/ct-edit-crime-bill-illinois-cash-bail-20210115-dppzcwnborbxi43z4alagxxfa-story.html. Accessed 15 January 2021.

⁴ ILACP, “2021 Police ‘Reform Bill’ Resource Center,” www.ilchiefs.org/2021-police-reform-resource-center. Accessed 27 January 2021.

THE IMPORTANCE OF “US”

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5. We often place unrealistic demands with unrealistic expectations upon our police officers. Our officers, while human, are expected to perform a wide range of duties without error (or even the perception of error). Given that the police are often the only access point to assistance immediately available, many tasks assigned to the police are ones involving questions of mental health and social service needs with limited law enforcement implications. Moreover, our officers often perform their duties during complex and confusing circumstances, often requiring urgency, and at times placing them in grave personal danger.
6. The cellphone is more than a phone; it provides the ability for anyone at any moment to take a photo, stream video and create and communicate news and fake news across the globe.

Whenever the police are viewed by the community as separate and apart from the community, the police will fail in their public safety efforts.

7. Shortened attention spans among the population at large, where complex concepts, multilayered events with multiple simultaneous factors and a commitment to true factfinding before drawing conclusions are all reduced to 60-second soundbites, edited video clips and instant demands for the imposition of retribution under the guise of accountability.
8. A too often dysfunctional court system with misdemeanor courts that are more likely to dismiss cases without resolution than actually hear the evidence, felony courts known most for delayed and bargained outcomes, and courts overall that leave far too many victims feeling ignored and offenders simply processed along an assembly line without any effective intervention.
9. The deepest national political divisions since the 1860s, which at that time culminated in a civil war and the deaths of more than 640,000 Americans.
10. Robert Peele's Principle #7, which advises “**the police are the public and the public are the police.**”⁵ The police

⁵ Durham Police, “Sir Robert Peel's Principles of Law Enforcement, 1829,” www.durham.police.uk/About-Us/Documents/Peels_Principles_Of_Law_Enforcement.pdf. Accessed 27 January 2021.

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!



are an essential component of the community. Whenever the police are viewed by the community — and worse by the police themselves — as separate and apart from the community, the police will fail in their public safety efforts, disorder and violence will increase and an increased frequency of incidents viewed as abuses of authority are inevitable.

The Police As “Them”

When “ACAB” (all cops are bast**ds)⁶ is a popular rallying cry, clearly those supporting the slogan see the issue from an “us versus them” worldview — a view that places the police in the “them” group. By seeking public acceptance of the view that the police are outside the community of “us,” the activists then also seek to advance the narrative that the police (as “them”) are a threat to the community, cannot be trusted and must be tightly constrained, if not entirely abolished. This approach gained a substantial foothold within the political landscape following the Ferguson incident, and it has rocketed forward following the 2020 (a year like no other) incident in Minneapolis. “ACAB” has been spray-painted again and again on banners, walls and statues across the nation. The policing profession should not ignore the damaging effect that the status of “them” has brought forward. This status has been the key underlying factor active in Springfield that culminated in the passage of HB 3653. Had this groundwork in dividing the police from the community not been laid, the bill as written would **not** have passed.

“Winning the hearts and minds” is a concept that has been employed in a myriad of organizational, business, educational

and social contexts — including warfare. The concept holds that for an individual or external group to achieve a desired outcome with another individual or established group — beyond the use of a compelling external force — there must be developed within the other individual or established group an acceptance of the new leadership and new direction. The tools at hand are informational and emotional in nature, (in the negative, including misinformation and fear). Using these tools, changed beliefs and attitudes are to be internalized and serve as the catalyst for the desired changes in overt behaviors, actions and outcomes by the focus (or targeted) individual, group or population.

For several years now, there have been sustained “hearts and minds” efforts directed at creating a view within our communities that the police are in need of substantial reform.⁷ Again, we saw these efforts intensify in 2020, with many activists openly advocating for the police to be abolished entirely. While the most extreme manifestations of the “abolish the police” effort occurred in cities like Minneapolis⁸ and Portland,⁹ there were calls for these actions across the nation,¹⁰ including here in Illinois.¹¹

Some of these efforts involved self-declared anarchists.¹² When forces that openly seek to bring about the destruction of our current society latch onto legitimate community desires to continue the drive toward the widely cherished ideal of “justice for all” — there is reason for concern. When these anarchist forces successfully co-opt legitimate community concerns regarding police accountability for their own destructive purposes, there should be great concern across the community.¹³

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⁶ Dictionary.com, “ACAB,” www.dictionary.com/e/acronyms/acab. Accessed 27 January 2021.

⁷ Maya Harris West, “Organized for Change: The Activist’s Guide to Police Reform,” Policy Link, 2004, www.policylink.org/sites/default/files/ORGANIZEDFORCHANGE_FINAL.PDF. Accessed 27 January 2021.

⁸ Ben Feuerherd, “Minneapolis City Council approves measure to abolish police force,” New York Post, 26 June 2020, nypost.com/2020/06/26/minneapolis-city-council-approves-measure-to-abolish-police-force. Accessed 27 January 2021.

⁹ Marty Smith, “What Would Actually Be Required to Abolish the Portland Police Bureau?,” Willamette Week, 4 July 2020, www.wweek.com/news/courts/2020/07/04/what-would-actually-be-required-to-abolish-the-portland-police-bureau. Accessed 27 January 2021.

¹⁰ Rachel Fairbank, “Let’s Abolish the Police Force,” Life Hacker, 5 June 2020, lifehacker.com/lets-abolish-the-police-force-1843922788. Accessed 27 January 2021.

¹¹ Lee V. Gaines, “A Debate Over Defunding the Campus Police Takes Root at the University of Illinois,” Illinois News Room, 25 January 2021, illinoisnewsroom.org/a-debate-over-defunding-the-campus-police-takes-root-at-the-university-of-illinois. Accessed 27 January 2021.

¹² Jay Greenberg, “Portland Leftists: ‘Abolish the United States of America,’” Neon Nettle, 13 August 2020, neonnettle.com/news/12306-portland-leftists-abolish-the-united-states-of-america. Accessed 27 January 2021.

¹³ Gregory Scruggs, “Activists take over a Seattle neighborhood, banishing the police,” The Washington Post, 11 June 2020, www.washingtonpost.com/national/activists-take-over-a-seattle-neighborhood-banishing-the-police/2020/06/11/7172e1e6-ac24-11ea-a9d9-a81c1a491c52_story.html. Accessed 27 January 2021.

THE IMPORTANCE OF “US”

Continued from page 25 >

The response to these deliberate efforts to divide the police from the larger community must be built from the foundational principle that the police **are** part of the community. For policing to work, the community must see the police as part of the “us” group. The solutions to the consequences that will come with legislation like HB 3653 will not be found by the police profession working alone. The needed solutions will be found only through the power of the community of “us.”

The Police Are Part of “Us” — the Community

There is actually very little evidence to suggest that the police are a community threat and mountains of evidence to indicate that the police are essential to maintaining a safe and just community respectful of the rights of all. Further, as a community, we allow

As a profession, it is essential that we fully reawaken our community policing roots and engage in active problem-solving directly with community residents and stakeholders.

the police–community bond to be broken at our own peril.¹⁴ Were we not instructed: “**Greater love hath no man than**

this, that a man lay down his life for his friends”?¹⁵ As of February 6, the Officer Down Memorial Page had chronicled 24,721 law enforcement officers who died in service to America’s communities since the nation’s founding.¹⁶ Were not these sacrifices from within the community of us? Was this not done for us? Who among “us” dares to say otherwise?

It also bears noting that the FOP, other police organizations and law enforcement agencies from across the nation have continued to work to improve the quality of policing. National FOP President Patrick Yoes reminded the nation of this commitment in his June 2020 testimony

before the U.S. Senate Judiciary Committee, stating: “... **we stand ready to work with anyone, speak with anyone and cooperate with anyone who genuinely wants to work collectively, in a fact-based way, to improve policing in our**

¹⁴Thomas Lemmer, “It’s High Noon for American Policing,” *Forum*, Illinois Law Enforcement Training & Standard Board, Executive Institute, December 2015, www.researchgate.net/publication/290991205. Accessed 27 January 2021.

¹⁵The Bible, King James Version, John 15:13, www.biblehub.com/kjv/john/15.htm. Accessed 6 February 2021.

¹⁶Officer Down Memorial Page, www.odmp.org. Accessed 6 February 2021.

FOP Approved Wellness Provider Facilities

Chateau Recovery: First Responder Resiliency Program

Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health, Inc.: Shatterproof Program

Deerfield Beach, FL

therehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior’s Heart

Bandera, TX

warriorheart.com

country.” He added: “We cannot do it alone, but it must be done.”¹⁷

What can FOP lodges, and every police chief and beat officer, do to help improve the path forward? As President Yoes stated in his January message: **“To overcome the divisive rhetoric from some elected officials and the media, we must do two things: acknowledge the opportunities to improve and be a viable part of a path forward.”**¹⁸ Wherever needed, the first task is to remind the community that the police are part of the community. A powerful tool in this outreach effort is the FOP’s “Community and Media Relations Tool Kit,” particularly the kit’s guidance on creating a “center of influence.”¹⁹ As described in the tool kit, these are policing’s strongest community partners, the key stakeholders and community organizations — including groups that may have previously expressed concerns about policing, but through active engagement have established a renewed trust with their local police. A trust gained through an appreciation of the commonalities (including the desire for a safer community) that the police share with the larger community and these key stakeholders. What we must all remember, when we are working with the community, we are working from within the community — as the police are a part of “us.” Without question, as a community, and as a profession within the community, we are facing exceptionally challenging times. The

way forward must be a proactive one. The way forward must be one with broad outreach across our community partners. We must reawaken the active engagement of veterans’ groups, churches, civic organizations, neighborhood organizations, community groups, youth centers and more. As a profession, it is essential that we fully reawaken our community policing roots and engage in active problem-solving directly with community residents and stakeholders. We must reach the hearts and minds of our community and call them to action. If we seek to regain the support in Congress and the legislatures necessary for us to meet our public safety mission — the media and our elected officials must hear the voices of support for the police from our “centers of influence” and across the community of us. **FOP**

Thomas Lemmer is a member of the FOP and has nearly four decades of experience in public safety positions, including extensive experience as a law enforcement supervisor and executive. Most recently, he was a deputy chief for the Chicago Police Department. He has served in ethnically diverse and predominately minority communities, as well as within college, military, public transportation and public housing settings. He holds B.A. and M.A. degrees in criminal justice, and for seven years was an undergraduate instructor at Loyola University Chicago. He has expertise in addressing the complexities of community policing, juvenile crime, gangs, violence, patrol operations, police policy development and management accountability.

¹⁷ National Fraternal Order of Police, Press Release, “National FOP President Testifies Before Senate Judiciary Committee,” fop.net/CmsDocument/Doc/pr_2020-0617.pdf. Accessed 5 February 2021.

¹⁸ Patrick Yoes, “Communications Tool Kit Helps FOP Deliver a Unified Message,” *FOP Journal*, January 2021, p. 8, pubs.911media.com/flipbook-fop/2021/01/#p=8. Accessed 5 February 2021.

¹⁹ FOP National Lodge, “Community and Media Relations Tool Kit,” national.fop.net/toolkit. Accessed 5 February 2021.

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.



MANDATING THE COVID-19 Vaccine



LARRY H. JAMES / GENERAL COUNSEL
CHRISTOPHER R. GREEN / ASSOCIATE GENERAL COUNSEL

Issue: Can the government require a COVID-19 vaccination for public employees?

Conclusion: Yes. However, a mandatory vaccine policy must comply with various employment law standards, including Title VII of the Civil Rights Act and the Americans with Disabilities Act.

The U.S. Supreme Court has long upheld the rights of states to enact compulsory vaccination laws. Dating back to 1905, the Supreme Court in *Jacobson v. Massachusetts* determined that a law requiring smallpox vaccinations during an epidemic did not violate liberty interests.¹ The court explained “that in every well-ordered society charged with the duty of conserving the safety of its members, the rights of the individual in respect of his liberty, may at times, under the pressure of great dangers, be subjected to such restraint, to be enforced by reasonable regulations, as the safety of the general public may demand.”²

Precedent from prior pandemics, including smallpox and the H1N1 swine flu, show that employers were given some freedom to require vaccines.³ For example, when the swine flu vaccine was produced in October 2009, New York created a statewide mandate

to require that all health-care workers who were in direct contact with patients get the seasonal and H1N1 vaccine.⁴ Additionally, all 50 states have required that “parents vaccinate their children against various diseases, including polio and measles, as a prerequisite to enrolling them in public school.”⁵

Therefore, a mandatory vaccine policy is not an entirely new issue. However, whether the employer should require such a policy requires understanding how a policy would implicate other legal requirements; see tinyurl.com/q7ozkglq for the National FOP’s complete memorandum discussing the legal implications of mandating the COVID-19 vaccine.

Compelling Government Purpose for Health and Public Safety

Mandating a vaccine for police officers protects the officers and the public. Officers face significant risk without protection of a vaccine because of the exposure and physical contact they have with the public. Officers getting vaccinated means a reduction of COVID-19-associated sickness or death in police departments, which in turn, preserves services critical for the overall functioning of society. The ability of essential workers to remain healthy helps to minimize social and economic disruption.

Police officers are at a higher occupational risk for exposure by virtue of their duties. Officers’ job responsibilities do not allow them to work from home and they may be unable to comply with social distancing and mask guidelines. Thus, preventing the transmission of the virus in officers may reduce transmission to others.

The Centers for Disease Control and Prevention (CDC) indicated COVID-19 vaccines will be available for limited public starting at the end of 2020, while not available generally until 2021. On December 11, the U.S. Food and Drug Administration issued the first emergency use authorization for use of the Pfizer-BioNTech COVID-19 vaccine in persons aged 16 years and older for the prevention of COVID-19. On December 18, the FDA issued the second emergency use authorization for use of the Moderna COVID-19 vaccine in persons aged 18 years and older for the prevention of COVID-19. At the end of 2020, states started distributing the COVID-19 vaccine in Phase 1a, which included frontline health-care workers and people in long-term care facilities. In January, some states moved into Phase 1b of COVID-19 vaccine distribution. The CDC committee recommended that essential personnel and those 75 and older be included in Phase 1b. Essential workers include first responders (firefighters and police

officers), corrections officers, food and agricultural workers, U.S. Postal Service workers, manufacturing workers, grocery store workers, public transit workers and those who work in the education sector (teachers and support staff members), as well as childcare workers. The CDC committee's recommendations are not binding; therefore, it is ultimately up to individual states to decide how to implement their plan.

Current State Approaches

As stated above, the CDC committee's recommendations are not binding, meaning that the distribution plans for available vaccines are ultimately left up to the states to decide. The following are examples of some states' vaccine distribution plans or mandates (and how they have worked) for police officers.

California: The Los Angeles Fire Department reported a "sharp decline" in COVID-19 cases since its firefighters started getting the vaccine on December 28; see [tinyurl.com/53xkeg0n](https://www.tinyurl.com/53xkeg0n) for a memo from the Los Angeles fire chief. More than 860 firefighters — nearly one-quarter of the force — have tested positive and two have died.

New York: A spokesperson for Governor Andrew M. Cuomo said officials anticipate police will begin receiving vaccinations later in January. The spokesperson said, "Once we finish vaccinating the 2.1 million New Yorkers under Phase 1A, we will begin to vaccinate essential workers such as police officers as well as elderly New Yorkers under Phase 1B." NYPD Commissioner Dermot Shea noted that once a vaccine is available to the officers, "it's not going to be mandatory." He adds that this could change. However, Shea said, "The more this is voluntary, the better off we are." The

Police Benevolent Association union has come out against the idea of mandatory vaccines for its members.

Ohio: Governor Mike DeWine said that phase one vaccinations are focused on those most at risk and essential health-care workers caring for COVID-19 patients. DeWine said

"that the next people to be inoculated are people 65 and older, K-12 school employees and younger people who have severe developmental disabilities." Police officers are excluded from this phase of the process. Ohio Attorney General Dave Yost sent a letter to DeWine requesting law enforcement officers to be prioritized in regard to the vaccine.

Minnesota: Police leaders made the decision not to mandate a vaccine. The spokesperson for Minneapolis Police Department officers stated, "We are strongly encouraging our staff to get these vaccinations, but there will be no mandate." The decision was made in consultation with other departments, including the city attorney's office. They are expecting that most officers will choose to be vaccinated.

Texas: Texas was one of the first states to spilt from the CDC committee's recommendation. The state announced that Phase 1b would prioritize the vaccine to those 65 years and older and those with certain medical conditions. Essential workers will have to wait.

South Dakota: Police officers in Sioux Falls were able to get the vaccine in late December after extra doses were available.

Police departments need to discuss the following:

- How is a mandatory vaccine policy in the best interest of the police officers and the public?
- What accommodation, if any, is equal to a vaccine in that it protects both the police officer and the public from getting and transmitting the virus?
- What will the policy look like? (See [tinyurl.com/wdsq6v3s](https://www.tinyurl.com/wdsq6v3s) for a sample COVID-19 vaccination policy adapted from the Colorado Hospital Association's "Guidance for Developing a Mandatory Influenza Vaccination Program.")
- How will we implement the policy?
- What is an appropriate timeline for enacting the policy and requiring the vaccine? **FOP**

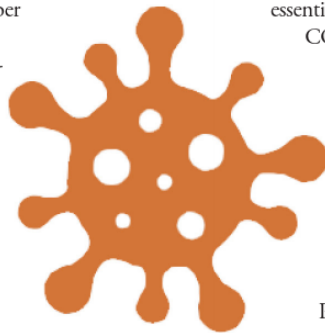
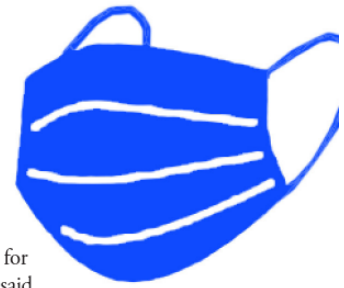
¹ Jacobson v. Massachusetts, 197 U.S. 11, 25 S.Ct. 358, 39 L.Ed. 643 (1905).

² Id. at 29.

³ Jan E. Hensel and Jacqueline N. Pau, *Can Employers Mandate Employees to Take a Covid-19 Vaccine?*, 10 The Nat. L. Rev. 352 (Nov. 30, 2020).

⁴ Kelly Lowenberg, *Mandatory H1N1 Vaccinations*, SLS Blogs — Law and Biosciences Blog, law.stanford.edu/2009/10/13/mandatory-h1n1-vaccinations (Oct. 13, 2009).

⁵ Anthony Ciolli, *Mandatory School Vaccinations: The Role of Tort Laws*, 81 Yale J Bio Med 3: 129-137 (Sept. 2008).



Officers getting vaccinated means a reduction of COVID-19-associated sickness or death in police departments, which in turn, preserves services critical for the overall functioning of society.





| WELLNESS |

CONGRUENCE:

A Path to Wellness

SHERRI MARTIN / DIRECTOR OF WELLNESS

Life is full of ups and downs, triumphs and sometimes disappointments. Through it all, when we face tough decisions or turning points in our lives, we often hear advice that tells us to “be true to ourselves.” But what does that mean?

For many of us, the word “congruent” conjures up images from junior high school geometry class and equilateral triangles where everything is balanced. Congruence, as it relates to wellness and psychology, denotes a state in which your inner self and your behavior align. It is a place where

a person’s ideal self and actual experience are consistent or very similar, and where beliefs, words and behavior are aligned with one another. But how often in real life are things exactly in balance and “perfect”? Carl Rogers, the humanistic psychologist who coined the term “congruence,” felt it was rare for a complete state of congruence to exist and that all people experience a certain amount of incongruence.

Being congruent is about being honest with yourself, committing to doing what you tell and expect others to do, and acting in a manner consistent with your beliefs and values. How

| WELLNESS |

many times have you known a person who didn't "walk the walk" or practice what they preach? Chances are, when you encountered someone like that, you didn't place much stock in their word and didn't find them to be a genuine person.

In our society, and especially within the culture of law enforcement, we have often been taught to mask our emotions, sometimes our beliefs and even our true selves. At times, we are even called upon by duty to act in a manner that may not be in line with our beliefs and values. These scenarios are unpleasant because they present an internal conflict for us.

When it comes to ourselves, knowing what to do and not doing it can damage our confidence and self-esteem. When we don't behave as the person we believe or want ourselves to be, we feel off or frustrated. On the other hand, if we are honest with ourselves about our beliefs, values and capabilities, and consistently act in a manner that reflects those, it breeds confidence, self-esteem and well-being. While there are many sources of success and happiness in our lives, living with congruence can be a major source of health and happiness, and can give us the ability to live life more fully. Furthermore, congruent people evoke trust and set an example for others.

So how can we walk down the path toward congruence?

Take stock and know yourself.

Think about what excites you, makes you think and brings you curiosity and joy. Reflect on your most cherished values. Know what is most important to you in life and observe what qualities you respect in other people. Think about how your values are reflected in your choices. Many of us have entered a career in law enforcement based on these values. Examine whether your behavior and the way you live matches your assessment of how you see yourself as you would like to be. Think about how you would like others to see you. What do you keep hidden from others, and why? For example, if honesty is something you value but you find yourself not being straight with or faithful to



your significant other, this indicates incongruence. If being healthy and fit are important to you but you find that your diet is one of convenience and fast food, this presents conflicts between values and behavior. Whether subtle or more extreme, identifying values and the behavior incongruous with them is the first step in getting on the right path.

Set clear goals. Goal-setting in any realm is a road map. It helps us identify the "you are here" pin dot in our lives and gives us a way to map out our destination, whether there are five steps in the journey or 500. Clearly stating our goals, even writing them down, and constantly reminding ourselves of them keeps us committed and on the path in the right direction. It is important to set not only the destination, but also short-term, achievable goals along the journey. What can you do today to get a step closer to where you want to be?

Be present in the now. Being mindful about where we are today, right now, can have tremendous power. Taking a breath and looking around to connect

with the present prevents us from being overwhelmed by what lies behind us or worrying about what is to come. Focusing on what we can control from day to day, one moment at a time, keeps us grounded. Rome wasn't built in a day, and becoming our ideal selves will not happen in one day, either. If we slow things down by being mindful in the present, it gives us more of a chance to think things through, and to choose our words and actions so that they are in line with who we want to be.

Repeat. It is important to continue to get to know ourselves, without fear or hesitation. Just like being brave for others as you don your uniform and head out the door, courage also means being brave for yourself by continuing to take stock of where you are on the journey to congruence. If we know and accept who we are and strive to live in a way consistent with our values, we serve as an example to others of how to be real, human and brave. Finding the balance between what we feel, think and do is an achievement to be modeled by others, and leads us to another path for helping others in their journey. **FOP**

UPCOMING EVENTS

2021 Labor Summit and Legal Seminar

Planet Hollywood, Las Vegas, March 16–17 and March 18–19

Welcome to 2021! It has been quite a year, but we are happy to report that the 2021 Labor Summit and Legal Seminar is on. We do not anticipate any problems in being able to accommodate our usual number of attendees, and most importantly, Planet Hollywood assures us it can provide a safe environment for our members.

This year, we are offering a wide range of timely topics and discussion for our attendees. The Labor Summit will be held March 16–17 and will address national issues affecting law enforcement, including policy changes in a nation of police reform, social media, qualified immunity and indemnification, and wellness during these trying times. The Legal Seminar will be held March 18–19 and will discuss topics including collective bargaining, enforcement of your contract, arbitration, ethics, police reform and updates on the work of the FOP Task Force. Please join us for these exciting topics and insights shared by our knowledgeable presenters.

The deadline for the group rate hotel registration is February 19, and the class registration deadline is February 26. For more information or if you have questions on how to register, please contact labor@fop.net.

Legal Counselor Seminar Panels

2020 provided no shortage of challenges for law enforcement. The various panels slated for the 2021 Legal Counselor Seminar (March 18–19) are timely and informative. Each presenter will instruct on some of law enforcement's most urgent legal issues. President Patrick Yoes will kick us off with an overview and update of our great organization.

John Kautzman, Leo Blackwell and their team out of Indianapolis will present on use-of-force policies. George Floyd's

death in 2020 brought use-of-force policies to the forefront of public discourse. This presentation will include a survey of policies directed at police departments across the country. The use of chokeholds as a restraint tactic, civilian oversight and the "objective reasonableness" standard will all be discussed. Kautzman and Blackwell will provide strategies and best practices for union leaders and legal practitioners on how to prepare for and defend against unnecessary and detrimental policy proposals.

General Counsel Larry James and Associate General Counsel Chris Green will discuss ethical considerations for attorneys representing law enforcement. This presentation will fulfill your ethics continuing legal education requirement for those in need. James and Green will review professional conduct rules of conflicts of interest for lawyers representing a union and its members. Case-specific examples and how they apply to the Model Rules of Professional Conduct will be shared. Mike Coviello will cover collective bargaining. His presentation will prepare attorneys for contract negotiations, mediation and arbitration.

This past year presented a series of unprecedented challenges for law enforcement. National FOP Director of Wellness Sherri Martin is set to deliver an opportune demonstration on substance use and mental health issues. Her presentation titled "Staying Well in Tough Times: How the FOP Is Keeping a Spotlight on Wellness" examines how substance use and mental health collide, and how the FOP is guiding, identifying and assembling the best wellness services for our members. Ohio State University professor Jack Slavinski and Gwen Callender will team up to explore emotional intelligence quotient (EIQ) training for law enforcement officers.



Event Details

2021 Labor Summit and Legal Seminar

Planet Hollywood, Las Vegas
March 16–17 and March 18–19

For more info:
labor@fop.net

This training provides an opportunity to learn how to manage brain functions more effectively, which will result in the ability to "stay in check" emotionally on the job. EIQ training improves overall mental wellness, benefiting law enforcement officers in relationships with their co-workers, supervisors and families.

Larry James and Chris Green will review the various task force initiatives convened in 2020. These include civilian review boards, collective bargaining and arbitration, qualified immunity, *Brady* and COVID-19 vaccines. In addition to the presentation, the materials will include copies of all task force memorandums. Finally, Lance LoRusso will cover how social media can be used to defend law enforcement officers and educate the public. LoRusso's presentation highlights the importance of social media and how it can — and must — be used as a critical tool for attorneys representing law enforcement.

Director of Labor Services Tim Mullaney is responsible for registering attorneys. He can be contacted at 88 Mary Anna Drive, Dover, DE 19901, (302) 270-8865 or fopdls1@fop.net.

Thank you for the opportunity to serve. **FOP**

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University of the Cumberlands



UNIVERSITY OF THE
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Located in the heart of Appalachia, University of the Cumberlands is an institution of regional distinction that offers undergraduate degrees in more than 40 major fields of study, along with several pre-professional, graduate and doctoral programs. With a total enrollment of more than 18,000 students, Cumberlands is the largest private university in Kentucky.

In recent years, Cumberlands has been named the best university in Kentucky for online programs. It has also been named a College of Distinction three years in row. In 2020, the *Chronicle of Higher Education* named University of the Cumberlands the third-fastest-growing university in the U.S.

Cumberlands students come from all around the U.S. and a number of foreign countries. Classes are small to ensure each student receives the individualized attention they need to succeed in the classroom. To instill in students the desire to be agents of change in the world who use their

knowledge and talents for the benefit of others and themselves, all Cumberlands students participate in community service by the time they graduate. Ultimately, the university strives to provide a high-quality, liberal arts education enriched with Christian values to students of all backgrounds who have dreams of pursuing higher education.

In recent years, Cumberlands' online master's degree programs have grown in popularity, with the majority of the school's enrollment being online learners. In particular, the online master's degree

program in criminal justice administration (MJA) has stood out from MJA programs offered by other schools; in 2020, the program was named No. 1 in Kentucky, and No. 7 in the nation by *U.S. News & World Report*. It was the second consecutive year the program was named the best in the state. Cumberlands offers the lowest tuition rate for MJA programs anywhere in Kentucky and boasts several specialization options, such as cybersecurity, digital forensics, law enforcement, homeland security and juvenile justice. **FOP**

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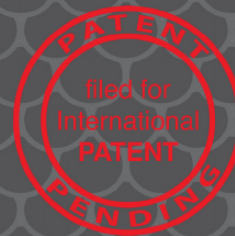


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OHIO

Jay McDonald Sworn in As Chief of Marion Police Department

Many of you got to know Jay McDonald during his eight years as the president of the Ohio State FOP and during his four years as the National FOP vice president. However, you may not have known that McDonald was recently sworn in as the 15th chief of police of the Marion Police Department on December 28.

McDonald is a 28-year member of the Marion P.D. and has risen through the ranks to become chief. He previously held the rank of major, and throughout his 13 years as a staff commander, he held separate commands in various divisions of the agency, including Administrative, Operations and Investigations, the latter in which he spent the most time in his career. McDonald was appointed to be the acting chief while the civil service process was undertaken to select the permanent chief of police.



It is common for members of the Fraternal Order of Police's leadership to also be leaders in their agencies. This is a testament to the training and experience our members get in the Fraternal Order of Police. That training and experience, to go along with the contacts you can

make across the country with your law enforcement peers, is another benefit of membership that is often overlooked.

Ohio FOP Lodge #24 President Jim Fitsko said, "Our members are excited to see where Jay is able to lead our agency. Jay had just got done negotiating the collective bargaining agreement for the supervisors' union at MPD when he was appointed to be acting chief, so it is obvious that he will respect the contract and do his best to look out for his people. He still lives by the words that Steve Young taught him: 'Do the most good for the most members.' We know he will do his best for the agency and for the community."

"This is my first time being outside of the collective bargaining unit in my law enforcement career, so the first thing I did was purchase the FOP Legal Defense Plan just to make sure I was protected," McDonald said. "I am excited to take on this new challenge in these troubling times."

"I would have never been in the position to be where I am at today without the FOP, and I will be forever grateful for all that the FOP has done for me," McDonald continued. "By the way, I am still a member of the FOP of Ohio Executive Board as the immediate past president, and I will continue to be active in the Fraternal Order of Police because I believe that law enforcement officers should have a strong voice advocating for them — and that voice is the FOP." **FOP**

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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**

TEXAS

National FOP Vice President Joe Gamaldi Promoted

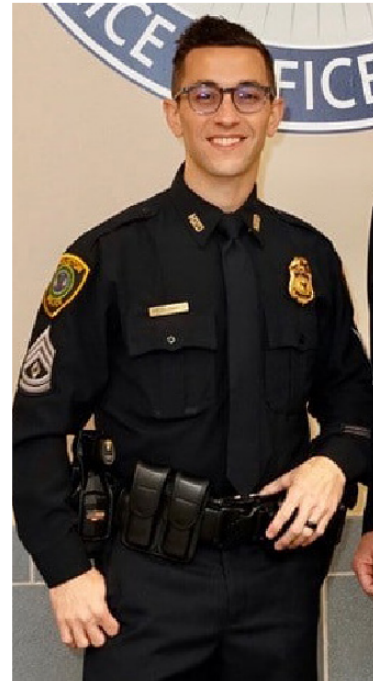
National Fraternal Order of Police Vice President Joe Gamaldi was promoted to the rank of sergeant on December 19. Gamaldi has been a member of the Houston Police Department since 2008. Prior to joining the department, he served on the New York Police Department from 2005–2008.

Vice President Gamaldi started his FOP career as a member of the Houston Police Officers' Union Board of Directors. He served five years as the association's second vice president and for the past three years as president. He continues to serve his local lodge, Houston Police Officers' Lodge #110, as its immediate past president.

Gamaldi scored "top of the list" in the recent promotional examination. This was a major accomplishment since he competed with hundreds of his fellow officers. He completed his sergeant training at North Command and is currently assigned to the Northwest Patrol night shift (10 p.m.–6 a.m.).

Gamaldi is a Fox News contributor and is seen regularly explaining the FOP's position and defending members from around the country. The energy we see on the screen or in meetings is the real Joe. He attributes his vigor to eating right and working out.

Gamaldi's passion is his wife Alexa, also a Houston police officer, and their two daughters. **FOP**



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Produced in three denominations – gold coins, silver dollars and half-dollar clad coins – they offer a rare opportunity for coin collectors and our supporters, so be sure to order your coins as soon as possible.

New Administration, Congress Make for Slow Start on Capitol Hill



New Administration

On January 20, Joseph R. Biden Jr. was sworn in as the 46th president of the United States and Kamala D. Harris was sworn in as vice president. Like many new administrations, the president began his term by issuing a flurry of executive orders and setting new priorities for the weeks and months to come.

President Biden signed several executive orders relating to the COVID-19 pandemic. These included measures to increase the vaccine supply through the purchase of 200 million additional vaccine doses, to require masks to be worn by the federal workforce and all persons on federal property and to require masks to be worn and social distancing be followed during interstate travel.

The president also issued an executive order entitled "Protecting the Federal Workforce" to the benefit of our collective bargaining units in the federal government. This executive order revokes the recently created "Schedule F" service category, which would have stripped certain career civil service employees of their civil service protections had it been implemented by the prior administration. In addition, the new executive order also revokes previous presidential actions, all of which were opposed by the federal law enforcement officers we represent. The following executive orders — all of which were being litigated in court — were revoked or rescinded:

- EO 13836, which would have

Top Priorities in Brief

H.R. 82, the Social Security Fairness Act
House: 45 co-sponsors
 (27 D, 18 R)

Just the Facts:

» With a new administration and a new Congress, it's more important than ever that we make sure members of Congress are aware of the FOP's priorities. This year's virtual Day on the Hill will help members connect with their lawmakers to discuss issues vital to law enforcement. In addition, the FOP continues to work with its allies to reintroduce its top priorities, such as the Social Security Fairness Act, as well as other legislation that benefits its members and the public safety mission.

changed the procedures and objectives for bargaining contracts between agencies and unions by establishing a labor-relations working group to facilitate sharing of information, shorten time frames for completing bargaining and direct agencies not to bargain over certain topics.

- EO 13837, which would have severely restricted the rights of union officials on the use of official time for union business.
- EO 13839, which would have blocked employees from grieving and arbitrating removals from federal service, ratings, incentive pay, cash awards, quality step increases and recruitment bonuses and would have not allowed any agency to erase or alter an employee's performance or conduct in personnel records.

The "Protecting the Federal Workforce" executive order also directs the heads of federal agencies to engage in collective bargaining as appropriate under existing federal law.

President Biden also signed an executive order directing the U.S. attorney general to not renew any Justice Department contracts with privately operated criminal detention facilities, a position that the FOP supports. These profit-based companies are not staffed with fully trained law enforcement

personnel, unlike the U.S. Bureau of Prisons.

Confirmations of Cabinet Officials

The Senate has been working through the confirmation process of the presidential Cabinet. At this writing, the following nominees have been confirmed and sworn in:

- Lloyd J. Austin III as secretary of the U.S. Department of Defense
- Antony J. Blinken as secretary of the U.S. Department of State
- Peter P. M. Buttigieg as secretary of the U.S. Department of Transportation
- Avril D. Haines as director of National Intelligence
- Alejandro N. Mayorkas as secretary of the U.S. Department of Homeland Security
- Janet L. Yellen as secretary of the U.S. Department of the Treasury

The FOP supported the nomination of Mayorkas, who had an excellent working relationship with the FOP and the larger law enforcement community as deputy secretary of DHS from 2013–2016.

Martin J. Walsh has been nominated to be the next secretary of the U.S. Department of Labor and is scheduled to appear before the Senate Committee on

Continued on page 40 >



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WASHINGTON REPORT

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Health, Education, Labor and Pensions in early February.

Merrick B. Garland has been nominated to be the next attorney general of the United States, but no hearing has been scheduled to date.

Day on the Hill 2021

The **Day on the Hill 2021** will be held virtually this year due to the ongoing pandemic. The FOP will hold a virtual briefing for all **Day on the Hill** participants in the afternoon on Tuesday, February 23. Staff in the National Legislative Office will have all the 2021 briefing materials prepared and made available online before the event.

The National Legislative Committee, led by Chairman Bob Cherry, will work with the state grassroots contacts to set up calls with members of Congress over the course of the two weeks following the virtual briefing on February 23, which may include connecting with members and staff while in D.C. or in their home states or districts.

While we would normally all gather in Washington, D.C., and walk the halls of Congress, this is impossible given the ongoing pandemic. It is our hope, however, that this virtual format will allow more people to participate in this year's **Day on the Hill**. With a new administration and a new Congress, it is important that we make sure members of Congress are aware of our priorities and views on different issues.

To sign up for the FOP's **Day on the Hill 2021**, please fill out the form at tinyurl.com/1h05sdsx.

Social Security Fairness Act and Other Legislation Reintroduced in the 117th Congress

The FOP worked closely with staff in the offices of Representatives Rodney L. Davis (R-Ill.) and Abigail A. Spanberger (D-Va.) to reintroduce the Social Security Fairness Act as H.R. 82. At this writing, the bill has 45 co-sponsors. The staff in the National Legislative Office, working in part through the Grassroots Action Network and our **Day on the Hill** event, intends to quickly rebuild broad, bipartisan support for this top FOP priority. The Senate companion bill will be reintroduced in the coming weeks.

We continue to work with our allies on Capitol Hill to reintroduce our top legislative priorities, other legislation that the FOP supports and new initiatives that benefit our members and the public safety mission. The following bills have been reintroduced:

- H.R. 263, the Big Cat Public Safety Act, introduced by Representative Michael B. Quigley (D-Ill.), which would strengthen existing restrictions on the possession and exhibition of big cats, including restricting direct contact between the public and these animals.
- H.R. 483, the Heroes Lesley Zerebny and Gilbert Vega First Responders Survivors Support Act, introduced by Representative Raul Ruiz (D-Calif.), which would increase the amount of death benefits by the Public Safety Officers' Benefits (PSOB) program as well as other benefits administered by PSOB.
- H.R. 521/S. 129, the Fair Return for Employees on Their Initial Retirement Earned (RETIRE) Act, introduced by Representative Gerald E. Connolly (D-Va.) and Senator Raymond Jon Tester (D-Mont.), which would allow federal law enforcement officers, who were severely injured in the line of duty, to maintain their 6(c) early retirement if they take a civil service position after their injury.
- H.R. 649/S. 119, the Abby Honold Act, introduced by Representative Thomas E. Emmer Jr. (R-Minn.) and Senator Amy J. Klobuchar (D-Minn.), which would promote the use of trauma-informed techniques by law enforcement when responding to sexual assault crimes.

On a more somber note, Congress also passed S. Res. 5, a resolution honoring the memory of U.S. Capitol Police Officer Brian D. Sicknick for his acts of heroism in defending the U.S. Capitol on January 6. Officer Sicknick died from injuries sustained when rioters broke into the U.S. Capitol building. He will lie in state in the Capitol Rotunda.

A bill that would award a Congressional Gold Medal to U.S. Capitol Police Officer Eugene Goodman for his selfless acts of bravery in protecting members of Congress when riotous crowds penetrated the U.S. Capitol building has also been

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.

Policing during the pandemic and other challenges faced in 2020 have created different experiences for many of us. Share yours with us at www.surveymonkey.com/r/FOPCOVID-19.

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.



introduced. The House bill, H.R. 305, was introduced by Charles J. Crist Jr. (D-Fla.), and the Senate companion bill, S. 35, was introduced by Senator Christopher J. Van Hollen Jr. (D-Md.).

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

Speak Up — We Are the Voice of America's Law Enforcement

The National FOP knows that social media is a powerful tool, and we've been using it to spread our message and take back the narrative from those who seek 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 on a daily basis 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 the brave men and women of law enforcement to do the same.

Follow the National FOP:

- [Facebook.com/GLFOP](https://www.facebook.com/GLFOP)
- [Twitter.com/GLFOP](https://twitter.com/GLFOP)
- [Instagram.com/fopnational](https://www.instagram.com/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 us 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 help you be informed on the legislation that is pertinent to law enforcement and a great way to stay up to date 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-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/1qrbt3ym.

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. It is up to us to support candidates who support police.

To donate, please make a check 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 Michelle Mason at mmason@fop.net or in the National Legislative Office at (202) 547-8189. We thank you for your support! **FOP**

There Is ALWAYS Another Option



www.fop.net



Negotiating and Fighting for You

We are barely two months into 2021 and Labor Services is already working hard for our brothers and sisters in law enforcement. The inauguration of a new administration often raises questions and concerns about what lies ahead for law enforcement, and we want you to know that nothing will change the way we advocate for your jobs and rights as peace officers on the local, state and federal levels. At this writing, FOP labor specialists across the country are hard at work negotiating and fighting for what you deserve and what you've earned — respect, dedication and advocacy for the profession.

As we transition from 2020 to 2021, we know that law enforcement will continue to be a target of opportunity for the public and politicians alike. The assault on law enforcement officers includes attacks on qualified immunity, the aggressive use of *Brady* lists and the “defund the police” movement. These are just a few examples of how important it is that you are served and protected, just as you serve and protect your communities. These challenges may seem insurmountable, which is why we are here. We at Labor Services are committed to addressing these issues so that you can focus on what matters to you — your safety and well-being and that of your family.

Not only do we offer individualized representation nationwide, but we also offer various education opportunities throughout the year. Every March, Labor Services partners with other great law enforcement organizations to host the Labor Summit in Las Vegas. Attendees have the chance to delve further into topics like social media, qualified immunity and indemnification, mental health and wellness and much more. We also offer our highly rated and effective Collective Bargaining Seminar where

Just the Facts:

» 2021 is shaping up to be another challenging year for law enforcement. Peace officers across the country will continue to contend with calls to end qualified immunity, the “defund the police” movement and other attacks targeted toward them by politicians, the media and the vocal minority. During these difficult times, the Division of Labor Services has your back, working tirelessly to advocate for your jobs and rights on the local, state and federal levels.



you get hands-on practice negotiating collective bargaining agreements. For more details on this upcoming seminar, see page 34.

Just like law enforcement is a 24/7/365 operation, we know that the fight for you and your family never ends. Though seasons change and administrations come

and go, the need for law enforcement advocacy will never cease and we will be there. Please feel free to contact us to learn more about Labor Services and what we can do for you and your brothers and sisters. For more information, please go to the FOP website, fop.net, or contact us directly at labor@fop.net. **FOP**



Do I Need a Will?

In a perfect world, we would be prepared for every imaginable contingency.

Unfortunately, the reality of life prevents us from being so. In attempting to prepare, the question is often asked, “Do I need a will?” At a minimum, it is recommended that adults execute a will, power of attorney, health-care power of attorney and a living will. These documents enable us to control the disposition of our assets, including the appointment of individuals who will handle our estate or make financial and/or health-care decisions for us if we are unable to do so due to our incapacity. A trust is also recommended for adults with minor children or grown children who may not be fiscally responsible.

According to **Caring.com**’s 2020 Estate Planning Survey, the majority of people think that having a will is important. Yet, the survey found that only 32% of adults had a will in 2020. This percentage has declined from 42% in 2017 and 40% in 2019. The survey found that 30% of the respondents stated that they do not have a will or a trust because they feel that their assets do not warrant having one. The nature of estate planning may intimidate some people and keep them from creating a will or trust, while others may simply not know where to begin.

Wills are the most common type of estate planning document. They can outline several things, including the disposition of one’s assets and appointments of executor and guardians for minor children. Having a will helps to avoid the distribution of one’s assets, at death, in accordance with the laws of intestate succession — that is, a preset list of heirs that may or may not be different from an individual’s intentions. In the 2020 Estate Planning Survey, almost one in three respondents said that they believe adults should have the document in place by age 35, despite the fact that only 8.2% of respondents between the ages of 18 and 34 actually have a will. This shows that people feel they should

Just the Facts:

» Although the majority of people believe having a will is important, many do not have one themselves. The estate planning process can seem daunting, but it is recommended that all adults execute a will, power of attorney, health-care power of attorney and a living will. This article provides an overview of the basics of wills and trusts, and how they can help you and your family prepare for whatever the future may bring.



wait until later in life to create a will, but actually it is never too early to create a plan.

Another legal mechanism in estate planning is a trust. Trusts are no longer the domain of the wealthy. Individuals or couples

owning a home, life insurance policies or retirement assets such as 401(k)s and IRAs may benefit from having a trust, especially

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LEGAL COUNSEL

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if they have young children. Note, however, that retirement assets have income tax advantages if the beneficiary is an individual instead of a trust. A professional advisor should be consulted when naming the trust as the beneficiary of a trust. Typically, the trust is named as a beneficiary only when there is no surviving spouse and the intended beneficiaries are minor children.

In addition to having the recommended estate planning documents, it is also important to review how assets are titled. The manner in which title is transferred upon death may depend on the state of residency — that is, whether the state recognizes “tenancy by entirety” or “tenancy in common.” The “tenancy by entirety” states (whether for all property or limited to real estate) are Alaska, Arkansas, Delaware, Florida, Hawaii, Illinois, Indiana, Kentucky, Maryland, Massachusetts, Michigan, Mississippi, Missouri, New Jersey, New York, North Carolina, Oklahoma, Oregon, Pennsylvania, Rhode Island, Tennessee, Vermont, Virginia, Wyoming and the District of Columbia.

In a “tenancy by entirety” state, upon the death of a spouse, the 50% interest of the deceased spouse in the primary residence will automatically transfer to the surviving spouse, thereby avoiding probate. In contrast, in “tenancy in common” states, the 50% interest of the deceased spouse would need to be probated in order to be transferred to the

The 2020 Estate Planning Survey found that only 32% of adults had a will in 2020.

surviving spouse, unless the title was held as “joint with right of survivorship.” Regardless of whether the married individual has a will or not, it is important to review the manner in which the title to the primary residence is held, especially if the individual does not reside in a “tenancy by entirety” state.

So, to answer the question, “Do I need a will?”, the answer is a resounding yes. The

statistics show that people recognize the importance of wills and trusts, yet have not created them. For many, estate planning can be intimidating or seem like a daunting task, but it should be viewed as just one of the many tasks needed to prepare for the unknown contingencies that life presents.

This material has been prepared for informational purposes only and is not intended to provide, and should not be relied on for, legal advice. This material does not represent any recommendations or advice on behalf of the National Fraternal Order of Police. You should consult your own legal advisor before engaging in any estate planning. FOP

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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 current HR-218 Plan coverage will be 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 www.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 www.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**



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Civil	Civil	Civil	Civil

For enrollment and marketing information, please call

1.800.341.6038

foplegal.com



Backing the Blue

As our country continues to be in turmoil, law enforcement officers' duty to uphold the law by serving and protecting the citizens of their communities is increasingly difficult. In addition to the growing animosity against law enforcement, the adversarial atmosphere has created a state of hostility and unrest in many of our major cities, including our nation's capital.

The Fraternal Order of Police is the largest and preeminent organization lobbying in support of law enforcement and working daily to ensure the safety of all law enforcement officers and their families.

The Fraternal Order of Police Auxiliary is the ultimate in "backing the blue." We are the family members of law enforcement.

Our members have a vested interest in the members of the Fraternal Order of Police and their families. We work diligently to ensure that the families of law enforcement are supported with information and materials to assist them. The Auxiliary works diligently to provide safety tools and programs to law enforcement officers to encourage safety within their families. And the Auxiliary is on the front line when honoring those heroes who have lost their lives in the line of duty and ensuring that the surviving family members have an opportunity to memorialize their loved one.

Whether the uniform your loved one wears is blue, brown, gray or black, the Auxiliary's mission is to support and assist the Fraternal

Order of Police, its members and their families. If you wish to become involved in an organization that supports law enforcement and their families, an organization whose mission is to promote and create projects and events to provide positive promotion of law enforcement, an organization that works to provide the families of law enforcement with education, friendship and support for other families of law enforcement officers, contact us to talk about joining the Auxiliary. The Auxiliary is ready to assist you, to never let you or your family members walk alone. **FOP**

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

EXCELLENCE IN LEARNING

The National Fraternal Order of Police University (NFOPU) has successfully paved the way for hundreds of FOP members to pursue higher or continued education.



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For more information on the NFOPU Consortium, go to fop.net/CmsPage.aspx?id=81.



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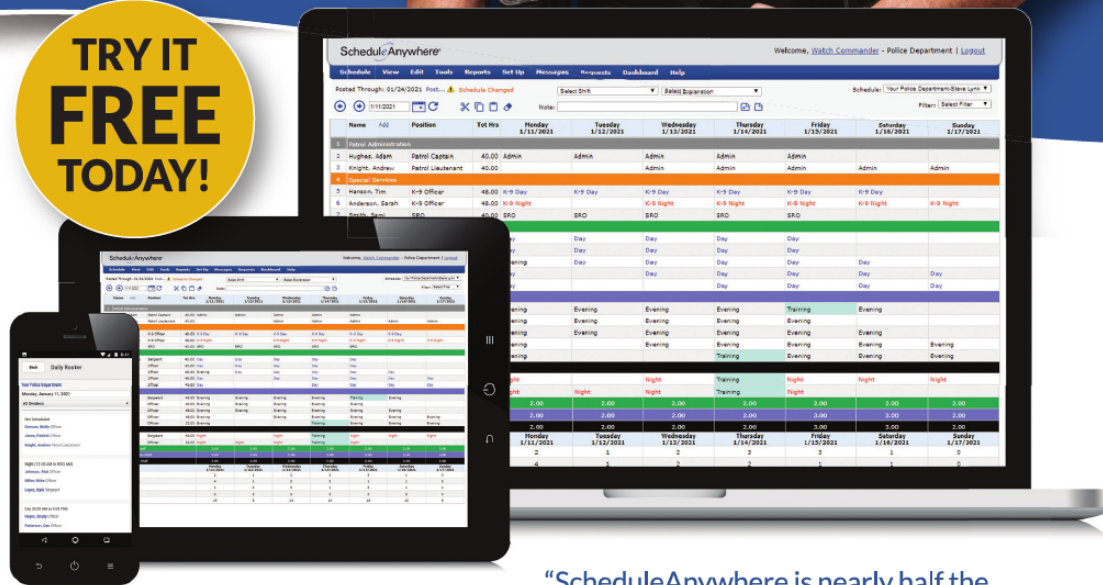
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