

NEW CONGRESS IN SESSION // P. 28

# FOP



# JOURNAL

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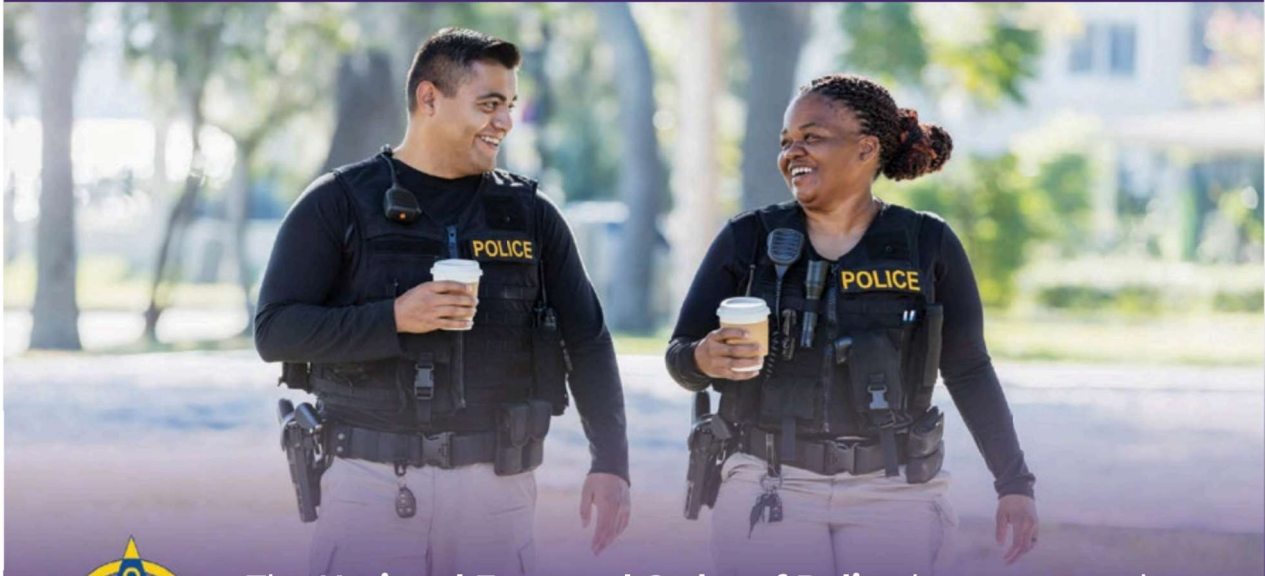
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# The Power of Our Voice: Advocacy, Engagement and Grassroots Action



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

**T**his week, from February 3 to 5, more than 100 FOP members will be in Washington, D.C., for our annual Day on the Hill — a pivotal event in our legislative calendar. These dedicated members will meet face-to-face with their senators and representatives, advocating for the FOP's legislative priorities in the 119th Congress and ensuring that the voices of America's law enforcement officers are heard at the highest levels of government.

While Day on the Hill is an essential part of the FOP's Grassroots Action Network, we must remember that real advocacy is not confined to a single event — it is a continuous, year-round effort. Building and maintaining strong relationships with members of Congress is critical, and that work must continue beyond Washington, D.C., into our home states and districts. Every meeting, phone call or email strengthens our position, making it clear to elected officials that FOP members are not only active voters but also engaged advocates who will hold them accountable.

The passage of the Social Security Fairness Act is a testament to the power of our grassroots activism. This historic victory underscores what we can accomplish when we unite, organize and push for change. Now, as we shift our focus to our new legislative priorities, it is more important than ever to build on this momentum.

Elected officials appreciate recognition, and it is essential to acknowledge their support for our legislative priorities. Thank them when they stand with us — publicly and directly. Use your lodge's social media footprint to highlight their efforts, strengthening our partnerships and ensuring that they remain committed to the issues that impact our profession.



**Whether through meetings, social media advocacy or contributions to the NFOP PAC, every FOP member has a role to play in shaping the future of our profession.**

## The Power of Social Media in Advocacy

Today, the National FOP is the most influential law enforcement voice on social media. Through strategic messaging and direct engagement, we have amplified

our ability to communicate with our members, policymakers and the public on critical law enforcement issues. No other law enforcement organization can match our reach or impact.

We encourage every lodge, member and citizen who supports law enforcement to follow the National FOP on Facebook, X (formerly Twitter) and Instagram. By actively engaging with and sharing our content, we control the narrative, mobilize support and advance our legislative agenda in ways that traditional advocacy efforts alone cannot achieve. Your participation makes a difference.

Our mission is clear: We must continue to advocate, engage and hold our leaders accountable. Whether through in-person meetings, social media advocacy or financial contributions to the NFOP PAC, every FOP member has a role to play in shaping the future of our profession.

The FOP's influence has never been stronger, but we cannot be complacent. Now is the time to amplify our voices,





expand our reach and secure the legislative victories that law enforcement officers deserve.

Thank you for your dedication and commitment to this noble profession. Together, we will continue to succeed in our nation’s capital.

**Strengthening Our Political Influence — the NFOP PAC**

Grassroots engagement is a

cornerstone of our legislative success, but another vital tool in our advocacy efforts is the National Fraternal Order of Police Political Action Committee (NFOP PAC). The NFOP PAC allows us to support candidates who stand with law enforcement, ensuring that those who fight for our profession have the resources and backing they need to succeed.

We must increase member participation in our payroll deduction


and recurring monthly credit card contribution programs. A small, consistent contribution makes a significant impact. If every FOP member committed just \$1 per month, we could raise over \$377,000 to strengthen our influence in Washington, D.C. Every dollar counts, and your contribution — no matter the size — ensures that we continue to advocate effectively for law enforcement officers nationwide. **FOP**

## Support the NFOP PAC!

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

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

**Sign up today: <https://nfop-pac.firstresponderprocessing.com>**



**Scan to Sign Up and Donate to the FOP PAC Fund**



## A Busy and Historic Month

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

**G**reetings, my brothers and sisters. I hope my message finds you well and safe. It's been a busy month, and I wanted to share some updates with you.

I was honored to have been invited to the White House with President Yoes on Sunday, January 5, to witness President Biden sign into law H.R. 82, the repeal of the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). This was a historic event, and I'm proud to have been a part of it. As I've reported previously, I have advocated for the repeal of the WEP and GPO for nearly 40 years, and to have played a small part in the passage of H.R. 82 has been fulfilling. The credit for this repeal goes to President Yoes, Jim Pasco and Tim Richardson in our National Legislative Office, our National Executive Board, various state and local leaders, and **you**. You made the calls and wrote the letters. You shared your stories of how this injustice has negatively impacted you and your family.



President Yoes and Secretary Holderfield at the White House for the signing of H.R. 82

You put pressure on your congressional representatives to vote for this landmark legislation. **You made it happen**, and we thank you.

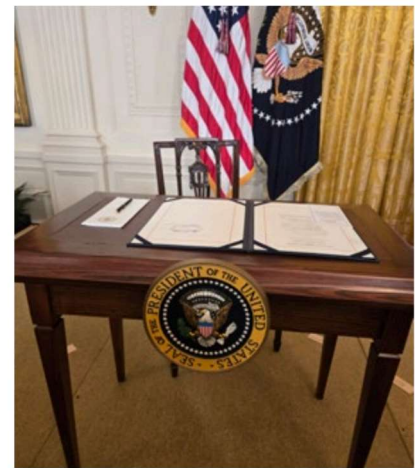
During the month, I had the pleasure of attending the Labor Coalition Meeting and Training in Deerfield Beach, Florida (see page 16). The highlight of the



President Biden signs H.R. 82



President Yoes joins other public employee labor leaders on stage



The historic bill with President Biden's signature





Secretary Holderfield, Florida District 2 Director Ed Hernandez and the newly installed Youngblood Lodge #67 officers

training was the mock arbitration session, which provided participants with hands-on instruction from experienced FOP attorneys on setting up contractual violation demands. If your lodge is interested in attending these training sessions in the future, send me an email, and I'll get it to the Labor Coalition leadership.

I was asked to install the newly elected officers of the Nassau County, Florida, H.J. Youngblood Lodge #67. What made this event so special is that the lodge members recently voted to have the FOP as its recognized collective bargaining representative. Though the lodge has been around for years, entering the labor arena is new territory for them. Florida District 2 Director Ed Hernandez accompanied me and committed the district's support in contract negotiations.

On January 13, I was asked to participate in a news conference with President Randy Reaves (Jacksonville Lodge 5-30), Bobby Deal (chairman of the Jacksonville FOP Foundation),

Jacksonville Sheriff T.K. Waters and other lodge officers to present police officer Brother Malik Daricaud with a check for \$142,000 to satisfy the mortgage on his family's home. Brother

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***The signing of  
H.R. 82 was a  
historic event, and  
I'm proud to have  
been a part of it.***

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Malik was conducting a routine traffic violation in the early morning of March 26, 2023, when the suspect shot him at close range with a semi-automatic rifle. The officer was in critical condition for weeks. Brother Malik recently returned

to work in a light-duty position since he is confined to a wheelchair. Though he received his base salary for the past two years, his wife had to leave her job to care for him during his recovery and look after their children. The Jacksonville FOP Foundation, which I'm a proud member of, saw a need to help Brother Malik and his family and raised funds to pay off the family's mortgage. I encourage all lodges to consider establishing a 501(c)(3) foundation to help raise funds to assist brothers and sisters in need and for educational purposes.

One of the most historic events I've ever been a part of was the inauguration of President Donald J. Trump and Vice President JD Vance. Your National Executive Board received an invitation to attend this monumental event, and we were proud to be present representing the Order. Let me tell you, it was cold. So cold that the day before the inauguration,

*Continued on page 12 >*



## SECRETARY'S MESSAGE

Continued from page 11 >

President Trump canceled the outdoor event and opened the Capital One Arena for citizens to watch the swearing-in. We were also invited to attend the Liberty Ball, one of only three official presidential balls. We waited in a line stretching five city blocks, in 10-degree temperatures, for three hours to enter

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## Every effort is being made to ensure we have a great Biennial National Conference.

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the Washington Convention Center. Once inside, it was a who's who of politicians, news anchors and leaders. It was truly a once-in-a-lifetime experience.

The 2025 Biennial National Conference in Miami Beach is in the final stages of housing assignments. Currently, the Florida State Lodge



Secretary Holderfield, Sheriff T.K. Waters, Foundation Chair Bobby Deal and Foundation Treasurer David Kilcrease

general counsel is reviewing all hotel contracts to ensure that every lodge is protected before signing. I know the delays can be frustrating, but be assured that every effort is being made to ensure we have a great conference. Ms. Krystin Gill, who works for the Florida State Lodge Labor Council, was tasked with fitting our 5,500-plus attendees into the various upscale boutique hotels on Miami Beach. She has done a phenomenal job, and we all

owe her a big FOP thank-you. Please be patient as the host committee works out the details and fine-tunes your conference experience.

The biggest question I'm getting lately, other than about the conference, is, "What is going on with the new membership database system?" Well, we are working on it. Believe me, I want the new system to be up and running more than anyone, and my staff is eagerly awaiting it as well. I have been advised by Association Anywhere, the vendor developing the system, that if everything stays on track, it should roll out by July 1. The biggest obstacles have been capturing our existing information from the current system and cleaning it up for import into the new system. It wouldn't make sense to migrate bad data into the new system and expect it to perform better. You can help by checking with your local lodge secretary to ensure your individual information is correct. Lodge secretaries, it would be extremely helpful if you could verify the information on your end and gather additional information such as correct email addresses and phone numbers for each member. I know this is a big task for larger lodges, but the more data we have, the more efficient we will be at the local, state and national levels. Let's make it happen.



The view inside the Capital One Arena during the presidential inauguration



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## Let's set our sights on our next national legislative initiative: the Protect and Serve Act.

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Recently, I made several changes to staffing assignments in the National Office. As you know, our office manager, Mrs. Leigh Ann Pemberton Kruggel, retired after 30 years of dedicated and loyal service to the NFOP. I appointed my assistant, Mrs. Angie Hoover, to take over her position. Most recently, I appointed Mrs. Teri Crone as my administrative assistant, Mrs. Lori Harris to accounts receivable, Ms. Abigail Muncy to receptionist and Ms. Brittney Steinhauer to membership representative.



The National Executive Board with their spouses at the Liberty Ball on Inauguration Day

Please join me in congratulating our staff on their promotions as they fill their new assignments.

In closing, I appreciate everything each of you do in promoting our great Order. Together, we are unstoppable. Let's set our sights on our next national legislative initiative, which is the

Protect and Serve Act. Let's also work to achieve our goal of 400,000 members by the conference. We can do it when we work together for a common cause. Know that my staff and I are ready to help you in any way we are asked. I look forward to seeing you and speaking to you soon. **FOP**



# Save the Date!



Scan the QR code to stay up to date on all Conference Information

Convention will be held at the Miami Beach Convention Center

Hotel & Entertainment Package Information will be coming Soon!

**Room assignments coming soon.**

# THE FOP WELCOMES OUR NEWEST STATE LODGES

**JIMMY HOLDERFIELD** / NATIONAL SECRETARY

History was made on December 28, 2024, and January 2, 2025, with the chartering of two state lodges in the National FOP family: the Montana State Lodge and the Vermont State Lodge, respectively. President Yoes chartered both lodges and swore in the inaugural state officers.

The ceremony for the creation of the Montana State Lodge took place in Bozeman. Montana has 10 local lodges and has met the requirements to form a state lodge for several years. Special thanks to Brother Brent Jex (Utah) for his efforts in coordinating this state lodge charter and to former Montana Attorney General Timothy Fox for his strong advocacy for the FOP.

President Yoes said, "This achievement marks a significant milestone for these dedicated lodges and demonstrates their



A meeting with various Vermont local lodge leadership



President Yoes administers the oath of office for Montana State Lodge officers



President Yoes and Massachusetts National Trustee Rich Shailor with the new Vermont State Lodge officers



President Yoes swears in the new Vermont State Lodge officers: President Joe Corrow, Vice President Tim Rice, Secretary Zachary Beal, Treasurer Jaime Bressler, Sergeant at Arms Craig Winkler and National Trustee Jimmy Baldea





President Yoes and Brother Jex with the new Montana State Lodge officers: President and National Trustee Dan Ohl, Vice President Alex Estevez, Secretary Cherie Lofton and Treasurer Steve Nard

commitment to strengthening our presence in Montana. I look forward to seeing how the Montana State Lodge will enhance collaboration, foster leadership and amplify the collective efforts of our Montana members.”

The celebration of chartering new state lodges continued in Essex, Vermont, that same week. Vermont also comprises 10 local lodges and has been poised to establish a state lodge for some time. In recent years, the lodges have become extremely active in their participation with our Labor Services Division. A special thanks to Massachusetts National Trustee Brother Rich Shailor for his efforts and coordination that made this all possible.

“State lodges are self-governing bodies made up of local lodges within each state. They work collaboratively to provide a unified voice on issues affecting their members at both the state and local levels,” President Yoes remarked. “By establishing a state lodge, these Vermont lodges now have a more cohesive platform to advocate for their interests, share resources and pursue initiatives that benefit law enforcement professionals across the state.”



President Yoes and Past President Jex (Utah) meet with new state officers of the Montana State Lodge

The are now 48 state lodges, including the District of Columbia, in the National FOP network. Please

join with the National FOP Board of Trustees in welcoming these two new lodges. **FOP**



# LABOR COALITION MEETING AND TRAINING

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The Labor Coalition held its annual meeting in Deerfield Beach, Florida, at the Wyndam Resort on January 9–11. More than 200 members attended the meeting and top-notch training. The business meeting was held on the morning of January 9, with Chairman Mike Essig (N.Y.), Vice Chair Bob Gries (N.J.), Secretary Ron Labarriere (La.), Treasurer George Kline (N.J.), Sergeant at Arms Chris Eiserman (Pa.) and Past Chair Stephen Schultz (Colo.) reporting on Coalition business. The National FOP Executive Board was in attendance, and each member gave a report and answered questions from the attendees.

In the afternoon, the class was divided into groups representing labor and management and was instructed on how to prepare for grievance and arbitration hearings (contractual violations). The instructors filled the roles of arbitrators, providing critiques after each group's presentation. In the days that followed, participants received additional training on representing members during critical incidents with internal affairs and discipline arbitration.

The keynote speaker for the training



Labor Coalition officers Bob Gries, Chris Eiserman, Mike Essig, Ron Labarriere and George Kline

was First Sergeant Matt Eversmann, who led an elite group of soldiers (Rangers and Delta Force) into Mogadishu, Somalia. He was portrayed in the movie *Black Hawk Down*. The meeting concluded with a roundtable discussion from the various state presidents on labor issue legislation being pursued in their respective states. **FOP**



Secretary Holderfield reports on the National Secretary's Office



President Yoes discusses the Windfall Elimination Provision



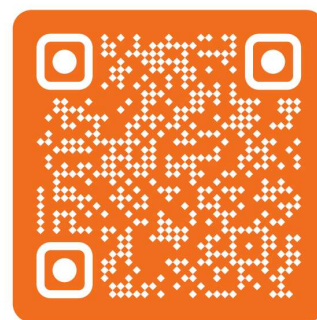


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## UPCOMING EVENTS

### FOP CALENDAR

#### Labor Leadership Training

February 11–12, 2025  
Las Vegas, NV  
Info and registration:  
[national.fop.net/labor-2025](https://national.fop.net/labor-2025)

#### Legal Counselors Seminar

February 13–14, 2025  
Las Vegas, NV  
Info and registration:  
[national.fop.net/legal-2025](https://national.fop.net/legal-2025)

#### Wellness Professionals' Forum

February 16, 2025  
Nashville, TN  
Info and registration:  
[national.fop.net/wellnessprofforum2025](https://national.fop.net/wellnessprofforum2025)

#### Officer Wellness Summit

February 17–18, 2025  
Nashville, TN  
Info and registration:  
[national.fop.net/wellness2025](https://national.fop.net/wellness2025)

#### Spring State Presidents Meeting

March 13, 2025  
Salt Lake City, UT  
Info and registration:  
[utahstatefop.com/2025-spring-national-board-meeting](https://utahstatefop.com/2025-spring-national-board-meeting)

#### Spring National Board Meeting

March 14–15, 2025  
Salt Lake City, UT  
Info and registration:  
[utahstatefop.com/2025-spring-national-board-meeting](https://utahstatefop.com/2025-spring-national-board-meeting)

## 2025 Labor Leadership Training and Legal Counselors Seminar

**Planet Hollywood, Las Vegas, February 11–12 and February 13–14**

Register now! The Labor Leadership Training will be held February 11–12, and the Legal Seminar will follow on February 13–14. These events will feature presentations and discussions on a wide variety of issues and topics that impact law enforcement labor leaders and legal counselors and the officers they represent. Attendees of the Legal Seminar will be able to earn up to 12 CLE credits. For more info, visit [national.fop.net/labor-2025](https://national.fop.net/labor-2025) and [national.fop.net/legal-2025](https://national.fop.net/legal-2025).

#### Topics and Discussions

- Developments in public safety labor issues

- Artificial intelligence and law enforcement policy
- Panel discussion on current labor issues and negotiations
- Improving the future of policing
- Artificial intelligence in policing today
- Overview and update on civilian review boards
- The “just cause” standard
- Decisions regarding police actions
- General counsel comprehensive overview on issues affecting law enforcement **FOP**



## REGISTRATION NOW OPEN

[Click Here for Information](#)

The National Fraternal Order of Police Presents:

## LEADERSHIP MATTERS 2025

A SEMINAR FOR LODGE LEADERS

**February 20–22, 2025 | Nashville, TN**



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## ARKANSAS

### Arkansas State FOP Secretary Lisa Curry Receives Top LETR Award at Recent International Conference

**LARRY CROSMAN** / LAW ENFORCEMENT TORCH RUN COMMITTEE CHAIRMAN

**T**his past November, during the International Law Enforcement Torch Run (LETR) Conference held in San Antonio, Texas, Arkansas State FOP Secretary Lisa Curry was honored as the recipient of the John Carion Unsung Hero Award. The award was established in 1997 to recognize outstanding individuals who have contributed to the success of LETR on a local, state or community level. After hearing about Lisa's 35 years of dedication, it is clear that she was the right person to receive this award.

Lisa has served as the Arkansas State FOP secretary for over 25 years. She is credited with creating and encouraging the strong partnership that Special Olympics Arkansas and Arkansas LETR have with the Arkansas FOP. She often has athletes speak at the Arkansas FOP's largest meetings to help spread awareness and the message of inclusion. Even though Lisa is retired from the Sherwood Police Department, she still stays in touch to ensure the new department contact continues the strong support of LETR and Special Olympics. In addition to being the Arkansas State secretary, Lisa serves on countless FOP committees in her state. She is also a proud member of the National FOP LETR Committee.

Along with all of her dedicated FOP duties, Lisa got involved with Arkansas Special Olympics and LETR 35 years ago. For over 33 years, she has served as the Arkansas LETR Executive Council secretary. Lisa is known for her "behind the scenes" work and her amazing organizational skills. Camie Powell of Special Olympics Arkansas describes Lisa as "working in the trenches doing the work that is not so glamorous. She has put in countless hours counting shirts, sorting papers and working every registration table for any fundraiser. Lisa is an integral part of our fundraising success." Lisa has been the registration logistics coordinator for the Arkansas Polar Plunge since 1998 and has been involved with the Ride the Rock Motorcycle Run, Duck Pluck, Special Art Show, Casino Nights, Fire Truck Pulls ...



you name it, she has done it!

In 2010, Lisa was honored as the Arkansas Special Olympics Volunteer of the Year, and in 2013, she was awarded the Arkansas LETR Volunteer of the Year. She was inducted into the Arkansas Special Olympics Hall of Fame in 2023. Lisa's dedication and passion for the Special Olympics and their athletes are second to none. It is clear from the accolades spoken

about her by Arkansas Special Olympics CEO Terri Weir and Bill Buford, a true icon in the LETR movement for over 25 years, that Lisa's dedication and passion are exactly why she was awarded the 2024 John Carion Unsung Hero Award. I'm sure that Lisa will continue dedicating her time to Special Olympics Arkansas, Arkansas LETR, and the men and women of the Arkansas FOP for many more years to come. **FOP**





# The FOP Store

**Chill Doesn't Stand a Chance**



[www.thefopstore.com](http://www.thefopstore.com)



## NEW YORK

### Giving Back to the Community

MIKE ESSIG / NY STATE FOP PRESIDENT

The New York State FOP had another successful year of community engagement, made possible by the strong leadership of the Executive Board, the magnificent generosity of individual

lodges and members, and the close working relationship with the NYS FOP Foundation.

As a result, we were able to continue an 18-year tradition of the Thanksgiving Turkey Drive in Port Jervis and a 28-year tradition of sponsoring the Easter Seals toy drive in the Bronx.

Our efforts enhanced the image of this organization, shed positive light on the good works performed by law enforcement and, most importantly, fed over 300 families in need and brightened the Christmases of more than 150 children. **FOP**







## LET YOUR VOICE BE HEARD!

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

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

# Practice Self-Care

## Fourteen Ways to Love Yourself

SHERRI MARTIN / DIRECTOR OF WELLNESS

**A**s first responders, we are trained to provide care to others. In this Valentine's Day month, in the spirit of love, while caring for those you cherish, why not make a plan to give a little extra love to yourself as well?

It's a given that law enforcement is often a demanding job that can place extra stress not only on officers but on their families as well. When schedules are busy, days are shorter and the weather outside is frightful, it's easy to fall into a rhythm of working, plopping on the couch at home, calling it a day and doing it all over again. Doing something new or different can end up taking a backseat. Self-care might take a bit of intentional planning to start, but beginning a new habit is always possible. And when it comes to taking care of and loving yourself, consider it as necessary as taking care of others.

Get started today with one of these ideas. Try another tomorrow. Then make it a weekly plan! With 28 days in the month, grab a calendar and schedule each one twice!

- 1. Enjoy a great meal.** Think about delighting in a delicious yet nutritious choice. Or indulge in that one sinful dish you love to eat. If you enjoy cooking, prepare a special meal for someone you love!
- 2. Get a good night's (or day's) sleep.** With hectic schedules and overtime, it can be hard to get adequate rest. However, even one solid eight-hour session of uninterrupted sleep in a week can help your body regenerate and provide you with a clearer head. Set yourself up for good rest by ensuring it is quiet (use earplugs if you need!), at a comfortable temperature and dark (sleep masks are golden!) in the room where you slumber.
- 3. Go for a walk.** Wintry weather outside? If you're not a fan of the gym or the treadmill, think of a place indoors that has room for you to walk and things for you to see or do. Indoor shopping malls are a popular place for walks when the weather is bad. Physical movement of any kind gets the blood pumping, strengthens the heart and has been proven to improve mood.
- 4. Phone a friend.** With nontraditional work schedules and rotating shifts, it can often be difficult to keep in touch with friends. Make a plan to call a friend you haven't talked to as much as you would like. Write it down to help you remember, or set a reminder on your watch or phone.
- 5. Take a deep breath.** Fill your lungs and hold it for a count of three, and then completely exhale all of



your breath out. Then do it again. When we are stressed or anxious, taking a few deep breaths can have a tremendous impact on our state of mind and sense of calm.

6. **Plan a “me” day.** Ever feel like you spend all your time working and doing for others that you never get a chance to just do what you want? Sometimes it’s difficult to get things done without a plan. So first, plan which day you will take time for yourself. Then, let family and others know. It may feel like you are being selfish, but everyone deserves time to do what they enjoy. Next, plan what you will do on “your” day. Finally, make it happen and enjoy!
7. **Practice positive self-talk.** This tip conjures up images of Stuart Smalley and his characteristic affirmations. However, using positive phrases to encourage yourself really does work. Humans seek to validate what they believe. If you tell yourself you can’t do something, it is likely that you won’t. Reminding yourself (out loud if you have to!) of your strengths and good qualities can improve your mood and make you more confident and productive.
8. **Thank yourself and those around you.** Spend a few minutes thinking about the people in your life for whom you are grateful and consider exactly what they do to make your life better. Then let them know how you feel. If it’s hard for you to express it out loud, write a message. Also, think about something you have done lately that turned out exactly the way you hoped. Maybe it’s something as simple as having organized a closet. Thank yourself for getting that project completed!
9. **Play!** Even if you think it might be silly, do that thing that excites you or makes you laugh. For some, it may be video games. Maybe it’s dancing — crank up those tunes and sing along at the top of your lungs. Whether it’s playing fetch with your dog, basketball with your buddies, dress-up with your kids or cards with your honey, make sure to have some fun!
10. **Buy yourself a little something.** Choose that something you have been eyeing for a while or pick up

a little something on impulse that makes you smile. It’s always fun to get something new that you love or enjoy. If you’re still tight on funds from the holidays, opt for a small but fun item.

11. **Connect with your favorite hobby.** Hobby time often gets buried in the demands of work and the to-dos of busy weeks. However, working on something you can get completely absorbed in is therapeutic. It helps us enter a state of flow where we challenge our minds, abilities or creativity while enjoying the process.
12. **Learn something new.** It could be something as simple as YouTubeing a small home repair or learning a new dance. If you are more ambitious, take an online class or take up learning a new language. Learning new things keeps the mind young and healthy!
13. **Let go of negativity.** Been harboring hurt feelings or resentment over something that happened in the past? Unfortunately, holding onto

hurt feelings can be like holding onto broken glass. It only hurts the person holding it. Identify something about which you are angry or hurt, then be intentional about letting it go. There is no need to tell anyone unless you want to. Just put it down, let it go and find peace in not allowing negative thoughts to hurt or anger you any longer.

14. **Reflect on your spiritual side.** It can be very meaningful to look outside of ourselves and consider how we are a part of something bigger. Whether you practice a religion as a faithful churchgoer or dedicate quiet time to meditate in nature, taking time each week to nourish this part of yourself can be the most important act of love for your soul.

Hopefully, these tips for self-care are not news but instead reminders. If you learned something new, get out there and try it out. Sharing self-care with others you treasure can be the greatest act of love you show for them as well! **FOP**



**SAVE THE DATE!**

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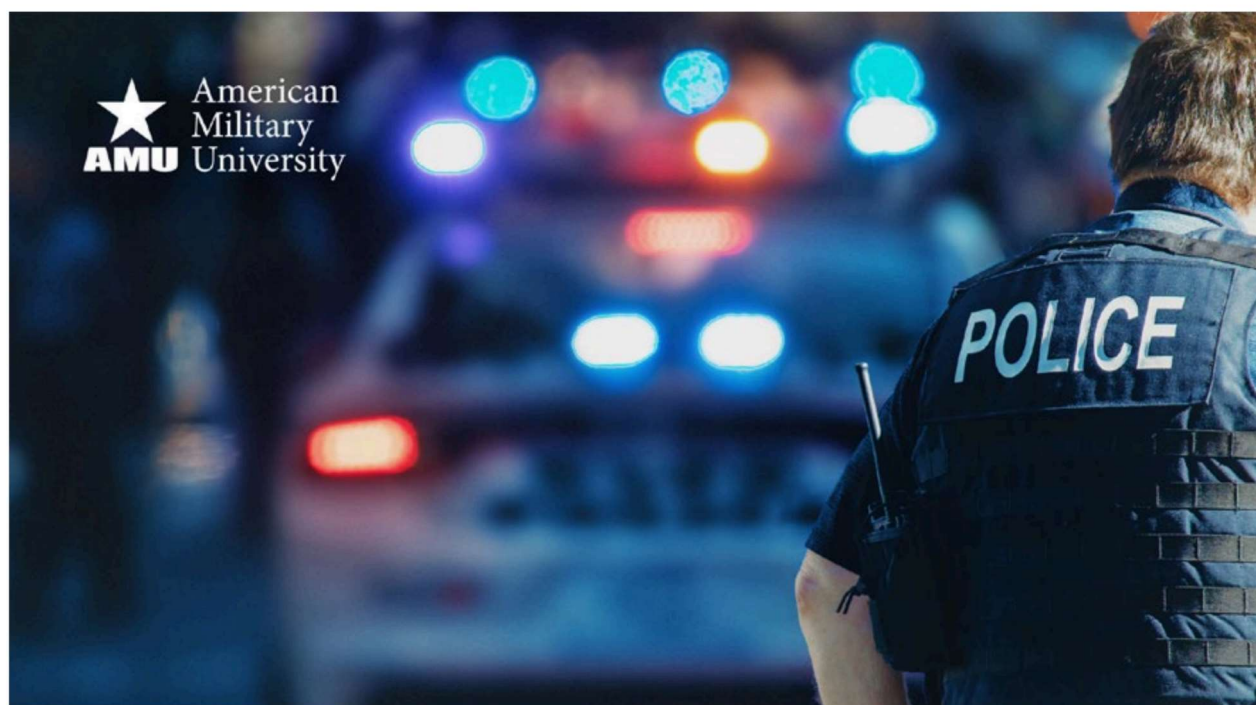
**2025 OFFICER WELLNESS SUMMIT**

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# American Military University



### Seven Ways to Further Your Education While Working in Law Enforcement

**A**s a member of law enforcement, you make a lot of sacrifices to do what you do — one sacrifice is time. Whether it's a general lack of it or the loss of a **normal** schedule, you're probably not working the typical 9-to-5. As a result, pursuing professional development and higher education can be tricky.

It's not **impossible** though, especially if you follow these seven pieces of practical advice when looking into and ultimately enrolling in courses.

But who are we?

We are American Military University (AMU), and we know a thing or two about providing working professionals with the support they need to succeed. When it comes to flexibility and

easy-to-use tools — not to mention the straightforward, intuitive registration process — we're it. After all, we've been serving the needs of active-duty military and their families since 1991.

#### 1. Get Your Degree Online

When it comes to an education solution that will mesh with your busy life, the online university makes the most sense. From the ability to take classes from anywhere with an internet connection to schedules that aren't as rigid as those of traditional colleges, the online university is the working world's life raft.

At AMU, we take it even further: **eight-week courses with no set log-in times and 24/7 online access.** Students can learn on their own time, regardless of the shift they work.

#### 2. Say No to Application Fees

Why do some colleges make you pay for just applying?! Make sure you're looking for education opportunities that aren't charging you **just** for showing interest.

One way we at AMU try to make education more accessible — not more exclusive — is by making sure **our applications are free.**

#### 3. Go Somewhere That Can Offer You a Lot of Flexibility and Freedom

As working law enforcement professionals, flexibility and freedom are key. You want to ensure you're afforded the flexibility of schedule and the freedom to determine your own path.

Your flexibility is a priority at AMU — our eight-week courses have no set log-in times and are accessible any time, day or night. We also have a **quick and**



easy-to-follow registration process and set-your-own-pace programs.

#### 4. Go Somewhere That Can Offer You a Grant

You work hard in a profession that asks a lot of you — don't pay full price for wanting to further your education or advance your career.

At AMU, in addition to our affordable tuition rates, **we provide members of the National Fraternal Order of Police (NFOP) and their families with a 15% grant.**

#### 5. Skip the Entrance Exams If You Can

You are a working professional. You shouldn't have to prove your ability to take college courses. At least at AMU, we don't think you should. **We don't require entrance exams**, like standardized test scores.

#### 6. Invest in a Future That's Relevant to You

We understand that students often go back to school in hopes of "climbing the ladder," but that doesn't mean **you** have to get a degree in criminal justice. There are a lot of pathways to success. Do what makes sense for you now, while planning ahead for a future self who loves what they do.

We offer degrees in a range of fields designed to support the working law enforcement professional, including **homeland security, cybersecurity, intelligence, business and, yes, criminal justice.**

#### 7. Don't Pay for Textbooks If You Don't Have To

Gone are the days of having to pay hundreds of dollars on textbooks, let alone on a single one. Make sure you're going somewhere that supports or subsidizes your learning materials.

In addition to eliminating entrance exams and application fees, **AMU provides students with \$0 e-books** — just another way we are making higher education more accessible.

We know that law enforcement professionals do an awful lot to support their communities — and should be recognized for it. This means letting institutions of higher education make the compromises, not the other way around. AMU is proud to support you. Learn more at [AMUpartners.com/FOP](http://AMUpartners.com/FOP). **FOP**

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



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San Diego, CA



Rosemont, PA



Manchester, NH



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Arlington, VA



Adelphi, MD



San Diego, CA



Williamsburg, KY



Fayette, IA



Minneapolis, MN



Wichita, KS



# The 119th Congress Is Now in Session



## New Congress, New President

The 119th Congress opened its first session on January 3, with Republican majorities in both the House and Senate. The FOP is already engaged with our key allies to reintroduce our top legislative priorities: the Public Safety Employer–Employee Cooperation Act and the Law Enforcement Officers’ Equity Act.

In the 118th Congress, the Public Safety Employer–Employee Cooperation Act was introduced by Representatives Peter A. Stauber (R-Minn.) and Daniel T. Kildee (D-Mich.). We are working with Representative Stauber and his staff to get the bill reintroduced and are assisting him in identifying a new Democratic lead for the bill, as Representative Kildee retired from Congress. We will also be renewing our push to have a Senate companion measure introduced.

We do not anticipate making any substantive changes to the legislation, which would require that states “substantially provide” for the right to form and join a labor organization that serves as, or seeks to serve as, the exclusive bargaining representative for non-management and non-supervisory public safety employees. The full analysis of the bill can be found at [tinyurl.com/5esf5yc8](https://tinyurl.com/5esf5yc8).

The Law Enforcement Officers’ Equity Act was introduced in the 118th Congress by Representatives William J. Pascrell Jr. (D-N.J.) and Brian K. Fitzpatrick (R-Pa.) in the House, and Senators Cory A. Booker (D-N.J.) and JD Vance (R-Ohio) in the Senate. Because Representative Pascrell died last year and Senator Vance is now serving as vice president, we will be working to find new lead sponsors to work with Representative Fitzpatrick and Senator Booker in the weeks ahead. This legislation would expand the definition

## Just the Facts:

» With the Republican-led 119th Congress underway, the FOP has hit the ground running, engaging with key allies to reintroduce its legislative priorities: the Public Safety Employer–Employee Cooperation Act, the Law Enforcement Officers’ Equity Act, the LEOSA Reform Act, the Protect and Serve Act, and the Homes for Every Local Protector, Educator, and Responder (HELPER) Act. Additionally, the FOP has been closely monitoring President Trump’s Cabinet picks and the potential impact of his executive orders on our membership.

of “law enforcement officer (LEO)” for retirement benefits to include all federal law enforcement officers. You can read more about this legislation at [tinyurl.com/yv9r2njt](https://tinyurl.com/yv9r2njt).

**We look forward to partnering with President Trump and his administration over the next four years.**

We are also working to reintroduce other FOP priorities: the LEOSA Reform Act, which makes small changes to the existing Law Enforcement Officers’ Safety Act; the Protect and Serve Act, which provides increased penalties for those who deliberately attack law enforcement officers; and the Homes for Every Local

Protector, Educator, and Responder (HELPER) Act, which would create a first-time home buyers program for law enforcement officers, firefighters and teachers, similar to the one available to the nation’s military veterans.

President Donald J. Trump and Vice President Vance were sworn in at an inauguration ceremony beneath the Capitol Rotunda on January 20. The ceremony was moved indoors because of the historically low temperatures in D.C.

Within hours after taking the oath of office, President Trump issued a series of executive orders. Among them was a blanket, unconditional pardon to the approximately 1,500 people who were convicted of or pled guilty to crimes committed during the attempted insurrection “at or near” the U.S. Capitol on January 6, 2021. This included those who were convicted of crimes of violence against law enforcement officers. The pardons include those who were facing trial for their actions on that day, effectively ending all current investigations and prosecutions. President Trump also commuted the sentences of 14 people convicted of serious offenses on January 6 to “time served.”

President Trump also rescinded almost 80 executive orders issued during President Biden’s term, including





Executive Order 14006, Reforming Our Incarceration System to Eliminate the Use of Privately Operated Criminal Detention Facilities, and Executive Order 14074, Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety.

The staff in the National Legislative Office is still working to process the

executive orders, which may have an impact on our membership. Among these are:

- A declaration of a national emergency at the U.S.–Mexico border
- The designation of drug cartels and the Tren de Aragua as foreign terrorist organizations
- An order reimplementing the

“Remain in Mexico” policy and ending the “catch and release” policy

- An order for federal employees to return to the office five days a week
- An order to freeze federal hiring, with exceptions for posts related to national security, public safety and the military
- An order “restoring accountability” to career Senior Executive Service officials
- An order that reestablishes “Schedule F” employees, allowing for the termination of federal employees in “positions of a confidential, policy-determining, policy-making, or policy-advocating character”
- An order restoring the death penalty’s use at the federal level for those who commit the “most heinous crimes and acts of lethal violence against American citizens” and any alien illegally present in the United States who is convicted of a capital crime
- An order establishing a Department of Government Efficiency

*Continued on page 30 >*

## WELLNESS PROVIDERS

### **Chateau Recovery** Midway, UT

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

### **FHE Health: Shatterproof Program** Deerfield Beach, FL

[therehab.com/services/first-responders](https://therehab.com/services/first-responders)

### **First Responder Wellness by Simple Recovery** Costa Mesa, CA

[firstresponder-wellness.com](https://firstresponder-wellness.com)

### **Harbor of Grace First Responder Program**

Havre de Grace, MD

[harborofgracerecovery.com/first-responders](https://harborofgracerecovery.com/first-responders)

### **Throttle and Thrive** Palos Verdes Estates, CA

[throttleandthrive.com](https://throttleandthrive.com)

### **Warrior’s Heart** Bandera, TX

[warriorsheart.com](https://warriorsheart.com)

**Find more vetted and approved wellness providers and programs at [fop.net/officer-wellness/providers](https://fop.net/officer-wellness/providers).**

## Top Priorities in Brief



### **The Law Enforcement Officers' Equity Act**

**House:** Not yet introduced

**Senate:** Not yet introduced

### **The Public Safety Employer–Employee Cooperation Act**

**House:** Not yet introduced

**Senate:** Not yet introduced

### **The LEOSA Reform Act**

**House:** Not yet introduced

**Senate:** Not yet introduced

### **The Protect and Serve Act**

**House:** Not yet introduced

**Senate:** Not yet introduced

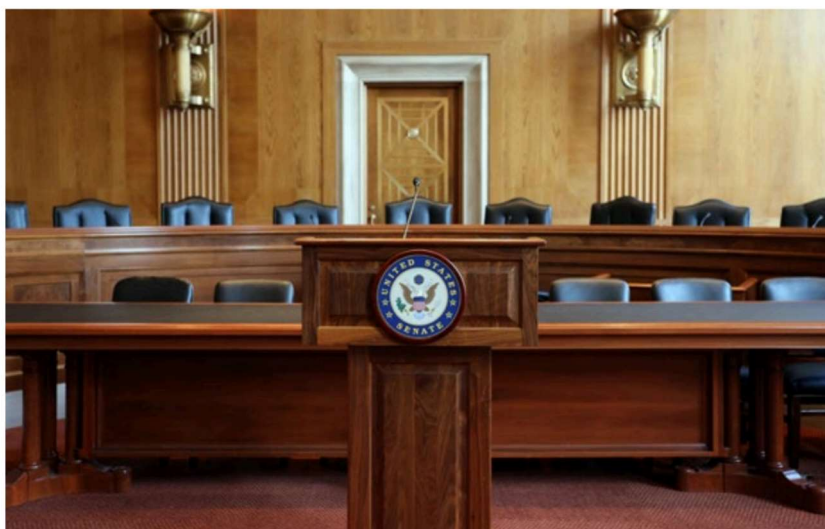
### **The Homes for Every Local Protector, Educator, and Responder (HELPER) Act**

**House:** Not yet introduced

**Senate:** Not yet introduced

To see a full list of legislation supported by the FOP in the previous Congress, please visit [tinyurl.com/jcy5k5rv](https://tinyurl.com/jcy5k5rv).

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



## WASHINGTON REPORT

*Continued from page 29 >*

The FOP was very engaged with the president's transition team, and we look forward to partnering with President Trump and his administration over the next four years.

The FOP is also monitoring Senate activity with respect to President Trump's Cabinet picks. As of the inauguration, only Marco A. Rubio has been confirmed to serve as the next U.S. secretary of state.

While still subject to a full Senate floor vote, the following individuals have been cleared for floor action:

- Peter B. Hegseth was approved by the Senate Committee on Armed Services to be the next secretary of the U.S. Department of Defense by a vote of 14–13.
- Former South Dakota Governor Kristi L. Noem was approved by the Senate Committee on Homeland Security and Governmental Affairs to be the next secretary of the U.S. Department of Homeland Security by a vote of 13–2. The National FOP endorsed her nomination.

The following nominees have been subjected to a hearing but have not yet been voted on:

- Former Attorney General for the State of Florida Pamela J. Bondi to be the next U.S. attorney general. The National FOP has endorsed her nomination.

- North Dakota Governor Douglas J. Burgum to be the next secretary of the U.S. Department of the Interior
- Howard W. Lutnick to be the next secretary of the U.S. Department of Commerce
- Former U.S. Representative Sean P. Duffy to be the next secretary of the U.S. Department of Transportation
- Former prosecutor Todd W. Blanche to be the next deputy U.S. attorney general
- Former U.S. Representative Douglas A. Collins to be the next secretary of the U.S. Department of Veterans Affairs

The following nominees have not yet had their confirmation hearings scheduled:

- Former U.S. Representative Lori Chavez-DeRemer to be the next secretary of the U.S. Department of Labor
- Former Solicitor General of Missouri D. John Sauer to be the next U.S. solicitor general

## The Clock Is Ticking on Funding the Federal Government

One of the last actions of the 118th Congress was the passage of a temporary spending bill to continue funding the operations of the federal government. The new Congress, however, is facing a deadline of March 14 when that temporary measure expires.



### Sign Up for the FOP's Weekly Update

If you aren't receiving the *Weekly Update* from Capitol Hill in your inbox every week, go to [tinyurl.com/FOP-weekly-update](https://tinyurl.com/FOP-weekly-update) to sign up. **This is especially important with the new Congress!**

Getting the *Weekly Update* in your inbox every Friday will help keep you and your members up to date with the latest news from Washington, D.C., with Congress and the new administration.

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

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

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

### Have You Given to the NFOP PAC?

The election of 2024 is over, but

that doesn't mean we do not need to continue to raise funds for the next cycle. It will be here before you know it.

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

**We are asking all FOP members to find a way to contribute to the National FOP PAC. Our profession depends on having well-informed lawmakers who listen and understand the challenges facing law enforcement today.**

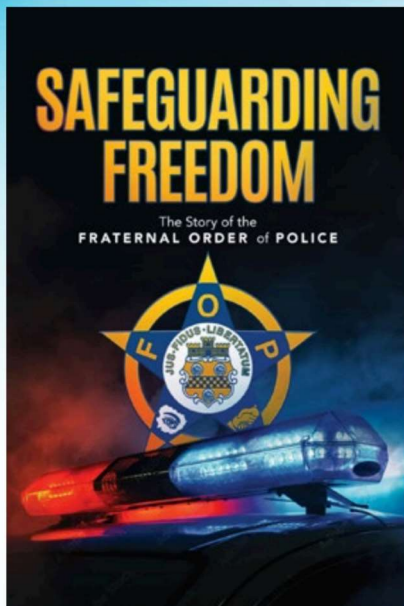
We are urging members (and lodges) to sign up for recurring, monthly contributions using their credit card. This is the most effective and reliable way to contribute and to strengthen our PAC.

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

To donate online, please visit [nfop-pac.firstresponderprocessing.com](https://nfop-pac.firstresponderprocessing.com).

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

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



## SAFEGUARDING FREEDOM: The Story of the Fraternal Order of Police

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

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



# Transparency vs. Privacy: Navigating Public Record Requests in Law Enforcement



Public record requests arise for a variety of reasons within the law enforcement sector. Victims of crimes often need police reports to file insurance claims. Journalists request information to uncover department policy decisions impacting local communities. Lawyers may pursue body camera footage to support or defend their clients. Academics request data to analyze trends in law enforcement practices. Whatever the reason, members of the public have the right to ask for public records under state or local public records laws. However, law enforcement agencies are increasingly challenged by the growing volume and complexity of these requests. The difficulty lies in balancing transparency for the public with the need to protect officers' interests, all while managing limited resources. Recent court decisions and legislative actions illustrate the challenges of this balancing act.

In *State ex rel. Copley Ohio Newspapers, Inc. v. Akron* (2024-Ohio-5677), the Supreme Court of Ohio addressed the scope of public record requests related to officer-involved shootings. The case stemmed from the *Akron Beacon Journal's* efforts to obtain unredacted records under the Ohio Public Records Act in order to identify officers involved in three deadly use-of-force incidents. Their requests encompassed a range of documents, from incident reports and personnel files to disciplinary records and notices of administrative leave or reinstatement. While the City of Akron complied with most of the requests, it consistently redacted the names of the officers involved. Thus, the *Beacon Journal* asked the court to compel Akron to release the unredacted records.

Although the court recognized the public's right to access records, it also emphasized the distinction between requesting records and seeking information. The court found that the *Beacon Journal's* requests for personnel files, discipline records

and internal investigations of unidentified officers were improper public record requests. This was not a situation where the request identified the person whose records were sought. Rather, the *Beacon Journal* asked Akron to identify the officers whose records were sought **and then** provide the personnel records of the officers so identified. The court held that this was "tantamount to a request for information: there is no difference between asking for the names of the officers involved in the shooting and requesting the personnel files, discipline records, and internal-investigation records of the officers involved in the shooting." Therefore, the court denied the *Beacon Journal's* request for unredacted records in that regard.

However, the court found that the *Beacon Journal's* request for administrative leave and reinstatement notices, which related to specific incidents, was valid. It then addressed whether Akron had grounds to redact the officers' names from the incident reports. The redactions were justified under the law enforcement investigatory records exception, particularly citing the "uncharged suspect" provision. This exception provides that redaction is permitted where the release would create a high probability of disclosure of the identity of a suspect who has not been charged with the offense to which the record pertains. In

one shooting, the officers fit the definition of "uncharged suspects" and their identities could remain redacted because the grand jury declined to indict the officers after the investigation by the Ohio attorney general.

A key argument for redacting officers' names on administrative leave notices was based on safety concerns. Ohio allows for an exception to public record requests where the records would create "a substantial risk of serious bodily harm, and possibility even death from a perceived likely threat." Akron cited threats made by family members from the shootings, a report from the FBI noting the potential for violence during protests and numerous social media posts. While the court recognized the potential risks, it found the evidence insufficient to justify such redactions because nothing in the record suggested that the threats were ongoing — any associated threats had dissipated over time. The court ordered Akron to provide unredacted copies of the administrative leave and reinstatement notices.

Courts are not the only entities grappling with the complexities of public record requests; legislative measures have also sought to tackle the growing challenges, particularly the resource strain these requests impose. With the widespread adoption of body-worn cameras, departments are feeling the administrative and financial burdens

## Just the Facts:

» The public has the right to access records under state or local public records laws, but law enforcement agencies are facing growing challenges due to the increasing volume and complexity of these requests. The difficulty lies in striking a balance between ensuring transparency and protecting officers' interests, all while dealing with limited resources. A recent Ohio Supreme Court decision involving a newspaper requesting unredacted records under the state's Public Records Act to identify officers involved in deadly force incidents illustrates how complex this balancing act can be and serves as just one example of how a state manages such requests.





required to generate responses. Maintaining equipment, securely storing video footage, reviewing lengthy recordings and ensuring compliance with legally mandated redactions all come with significant costs. Recognizing these challenges, Ohio recently passed a bill that would allow, but not require, law enforcement agencies to charge up to \$75 per hour for redacting and preparing videos for release in response to a public record request, with a maximum cap of \$750 per request.

This bill mirrors similar measures adopted in other states. Indiana passed a law in 2016 establishing fees for body camera requests. California has required the costs of redacting videos since 2020. And Washington instituted a 49-cents-per-minute redaction fee in 2021. More recently, Arizona enacted a law in 2023 that allows law enforcement agencies to charge up to \$46 per hour for reviewing body-worn camera footage. These

measures look to help strike the balance of supporting transparency while deterring frivolous or overly broad requests.

These laws have not been without controversy. Advocacy groups like the ACLU argue that high fees can hinder access to public records, potentially undermining transparency. For example, in Arizona, a newspaper reported fees exceeding \$1,000 for requests involving multiple officers' files. In Massachusetts, a news source requested documents on why recruits leave the Massachusetts State Police Training Academy before their graduation after a deadly incident with a recruit occurred in September 2024. They received a fee assessment of \$176,431. Similarly, a news source in Austin, Texas, requested files of complaints against all current police officers that did not result in discipline. The news source received an invoice estimating the total cost for these

records of \$27,180, prompting the news source to abandon the request and refocus on smaller-scale requests. While some argue that fees may limit access to records, these examples highlight their potential purpose: to encourage narrowly tailored, meaningful requests that allow departments to focus their efforts on legitimate inquiries.

Due to the differences in public record request laws across jurisdictions, examining state court decisions and legislative actions is crucial to understanding each state's approach to managing these requests. Despite differing approaches, jurisdictions consistently strive to strike the balance between the public and officers — where the public has a right to information while ensuring that law enforcement resources are being used effectively to support their critical work in serving and protecting communities. **FOP**

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# There Is ALWAYS Another Option

## FOP Vetted and Approved Crisis Hotlines



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



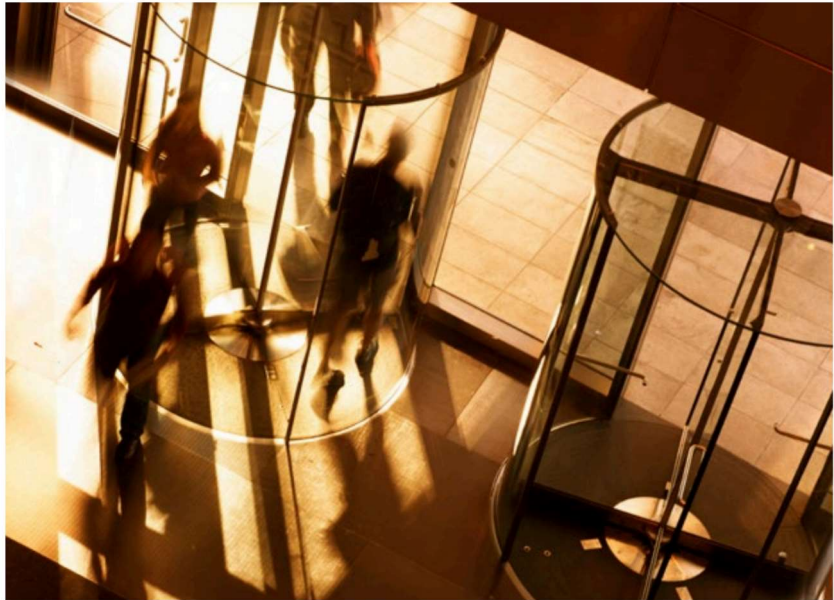
## Our Profession Is in Flux

The law enforcement profession is in flux. Turnover rates are high across the country. Statistics show that between five and seven years, our agencies are the most vulnerable to employee turnover. It's at this critical juncture that officers are evaluating their role in the organization they chose. It's at this career point that the novelty and excitement of a new job begin to wear off. Officers start looking at the culture of their organization, opportunities for advancement and, of course, their wages. To complicate matters, competing agencies often offer signing bonuses to entice trained officers away from their current employment to locales where the grass is said to be greener — wages, too.

Although wages are often a driving factor in officer recruitment and retention, they are not the only factor. In many places, they are rated well below the impact that organizational culture has on an officer's staying power. The work environment has changed so drastically that we as a profession no longer value the "suck it up and take it" mentality. No longer are officers willing to sacrifice their home life and outside interests for the limelight of being the individual who is on the job all the time.

As a matter of fact, those characteristics we once valued in an employee — that 100% dedication to work attitude — are now looked upon with suspicion. Instead of admiration, we often ask, "What's wrong with this person? Don't they have a life?" This is not to say that we no longer value a good work ethic; however, we have come to realize that a more balanced individual is actually more productive overall. It's what our labor organizations and employee associations have fought for over the years — good wages and benefits, with benefits including time for family, friends and recreation.

In my role as director of education and outreach, coupled with my involvement in the Collaborative Reform Initiative Technical



Assistance Center (CRI-TAC), I speak with agency heads from across the country. I often ask how their recruitment and retention efforts are going, as this has been an interest of mine since Minneapolis. What I have found is that although it's tough in today's environment with depleted workforces, organizations that recognize the value of work-life balance and offer an embracing culture are far more successful in retaining officers, even when neighboring agencies may offer better wages and traditional benefits.

Where does all this come into play within the FOP? Many of our members are influencers within their organizations. When you look across the country, we have members who are FOP presidents, secretaries, treasurers and others of influence, as well as sheriffs, chiefs, lieutenants, sergeants and others of command rank. Some wear both hats simultaneously. As I have often said, the FOP is many things to many people.

Understanding the impact that culture has upon the vitality of an organization is

the first step to good employee-employer relations. A healthy culture is not built from only one point of view. It is derived from a collaboration of varying perspectives that only strong leadership can achieve.

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

### FOP DIVISION OF EDUCATION AND OUTREACH

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





# Historic Legislation

“The person who says it cannot be done should not interrupt the person getting it done.”

— 20th-century proverb, often attributed to George Bernard Shaw

In 1983, President Ronald Reagan signed into law the Windfall Elimination Provision and Government Pension Offset. This legislation affected millions of hardworking Americans who were paying into the Social Security system but would be penalized because they also **earned** a public pension. This legislation affected law enforcement, firefighters, teachers and many others.

The National FOP immediately went to work fighting this unfair legislation. In the early years of the battle, it seemed like a pipe dream. In a recent conversation with National President Yoes, he recounted Brother Ray Franklin (National sergeant at arms) of Kentucky explaining the importance of defeating the law. Before I ever got involved on the National FOP scene, I butted heads with Brother Franklin. I was the quarterback for the Jacksonville Sheriff's Office Magnum Force football team, and Ray played defensive tackle for Louisville.

For over four decades, the FOP has made the removal of this legislation a priority, and for at least the last 10 years, it has been the FOP's number one priority. Through the FOP administrations of Dick Boyd, Dewey Stokes, Steve Young, Gil Gallegos, Chuck Canterbury and Patrick Yoes, the FOP stressed the importance of removing this restriction from our members.

While administrations have changed, we have had one consistent voice on Capitol Hill. President Dewey Stokes hired Executive Director



**In the 118th Congress,  
the legislation that  
many said would never  
pass was approved by  
the House and Senate  
and signed into law  
on January 5.**

Jim Pasco over 30 years ago, and he and his legislative team have walked the halls of Washington advocating for us with elected officials. It takes

much more than a “Day On the Hill” to influence and educate our elected officials on issues important to our members. A huge thank-you must go out to Executive Director Pasco and his team.

In the 118th Congress, the legislation that many said would never pass was approved by the House and Senate and signed into law on January 5 by President Joe Biden. Thank you to President Yoes, his Executive Board and all of the state and local lodges who did their part by calling, writing, texting and staying in their elected officials' ear to pass the Social Security Fairness Act (H.R. 82). **We are FOP strong!**

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



# Labor Services

**T**he Labor Services Division provides a comprehensive set of resources and services to ensure that no officer goes to the bargaining table alone. In addition, we assist your lodge in obtaining the right to become your bargaining agent or in trying to influence the public officials who determine your hours, wages, terms and other conditions of employment.

Whether your department requires contract information, experienced legal experts, training seminars or personalized labor research, the Labor Services Division is ready to provide you with the necessary resources.

The FOP is the largest professional police labor organization in the country. We know that no one can represent an officer as well as a fellow officer. FOP members access the collective knowledge of more than 370,000 law enforcement professionals.

## Resources

The Labor Services Division is

## Just the Facts:

**>> Whether your department requires contract information, experienced legal experts, training seminars or personalized labor research, the full-time professionals at the Labor Services Division are ready to assist members and provide them with the support, services and resources they need to succeed at the bargaining table.**

**Representatives  
travel extensively  
throughout the  
country to assist  
member lodges.**

staffed by full-time professionals who provide highly skilled support services to state and local lodges

in labor relations on behalf of the National FOP. Representatives travel extensively throughout the country to assist member lodges. In addition, the Labor Services staff is available to answer members' questions and provide information.

The Labor Services Division can provide access to current information on labor issues, contracts, arbitrations and negotiations. This information is essential for collective bargaining and discussions on hours, wages, terms and other conditions of employment. This system makes lodges and other labor entities dramatically more effective at improving the quality of life of our members. **FOP**

## SHARE YOUR STORY!

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

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



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





## FOP Legal Defense Plan for Retired Officers

Retired officers are eligible for unlimited legal defense coverage for civil and criminal claims associated with the legal carrying and use of a concealed weapon.

Legal Defense Coverage has become even more of a necessity for retired law enforcement officers who are conceal carrying. That's why the FOP Legal Defense Plan offers the

**Retired Law Enforcement Concealed Carry Coverage (CCC).**



*Scan QR Code  
and learn how  
to ensure you're  
appropriately  
protected.\**

## DO YOU HAVE CONCEALED CARRY LEGAL DEFENSE?

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### CONTACT US

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