

IS YOUR HEART AT RISK? // P. 34

# FOP



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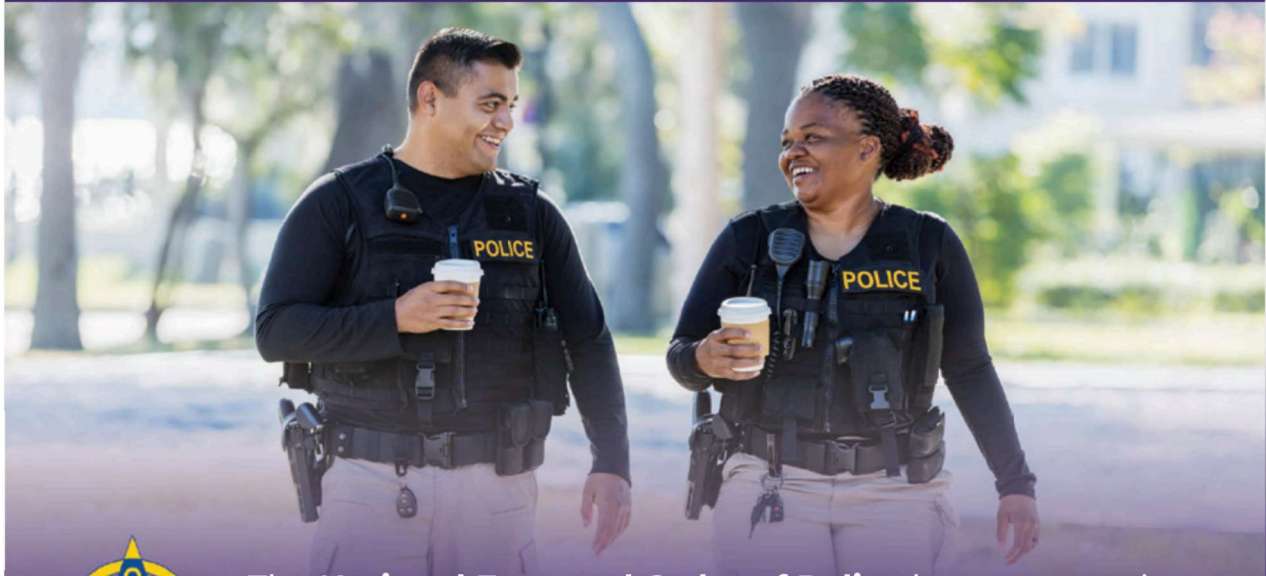
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



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### 20 // 67th Biennial National Conference

Seminar Schedule, Class Descriptions and Instructor Bios



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# Investing in Our Future: Why a Measured National Per-Capita Increase Matters



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

For 110 years, the Fraternal Order of Police has been the clear, undisputed voice of rank-and-file law enforcement officers. From the earliest fights for decent schedules and fair pay to today's battles of employment rights, legislative advocacy, qualified immunity, officer wellness and safer streets, the FOP has delivered. But delivery costs money — and the price of everything necessary to run a modern, nationwide labor organization is climbing faster than at any point in the past 40 years.

Every State Lodge in the country understands this reality. Many of you have already raised per-capita dues at the state or local level to keep pace with higher operating expenses, utilities, insurance premiums, travel costs and compliance mandates. When I attend state conferences, I hear the same refrain: *"Inflation is eating us alive; how do we keep growing without cutting service to members?"*

At the National level, we have delayed that inevitable conversation for more than a decade. Through aggressive cost-control, reorganization and expanded royalty programs, we have redirected millions of dollars into legislative advocacy, wellness, training and media outreach without asking a single additional penny from local lodges. Those efficiencies helped us explode from 325,000 members when I took office to nearly 379,000 today while simultaneously defeating hostile federal legislation, repealing the WEP/GPO penalties and becoming the nation's leading voice on officer wellness.

But no amount of belt-tightening can outrun basic math forever. The cost of every aspect of our operations is a threat that cannot be overlooked. Roughly 12% of our operating budget still comes from volatile royalties and grants, funding that can evaporate overnight if the economy sours or administrations change. In the past

year alone, several of our funding sources have diminished due to industry trends and grant funds received for wellness, education and more are under consideration for drastic cuts. If we are serious about sustaining momentum, we must strengthen the stable, dues-driven foundation that allows us to plan five and 10 years out.

## The Proposal

After months of study, the National Board of Trustees voted unanimously last March to recommend a phased National per-capita increase that will be presented to delegates at the 67th Biennial National Conference in Miami Beach this August. In plain language, this proposal amounts to pennies per member, less than the price of a cup of coffee, phased in over several years. Even after full implementation by the year 2029, the FOP will remain among the least-expensive national labor organizations in America: we would move from 57th to only 54th in per-capita cost out of 63 unions surveyed by Calibre CPA.

## Why It Matters

- **Financial stability.** Predictable dues revenue protects critical services if royalties decline, grants end or litigation arises.
- **Stronger advocacy.** Growing beyond 400,000 members demands additional analysts, communications staff and field resources so we can keep winning on Capitol Hill and in statehouses.
- **Member programs.** Per-capita dues fund the National Peace Officers' Memorial Service, peer support and wellness training, our internal and external communications function, media monitoring and emergency legal/legislative responses when tragedy strikes.

- **A future-proof FOP.** With costs up nearly 30% since our last increase in 2015, failing to adjust now would guarantee painful cuts later.

## The Cost of Standing Still

Inflation is not waiting for us. Airfares to Washington, D.C., have climbed 32% since 2020. Cyber-insurance premiums have doubled. The employee health plan that protects our dedicated staff now costs 28% more.

We can either absorb those increases by carving meat off core programs, or we can follow the example every successful State Lodge has already set: adjust dues gradually, transparently and responsibly.

## A Shared Responsibility

Ask yourself a simple question: *"How many times have my local and State Lodges raised dues in the past two decades?"* Most will answer two, three or even four times. You did so because it was the fiscally responsible way to keep protecting your members. The National FOP is no different. The logic that secures your local budget also secures our collective strength on the National stage.

## Moving Forward Together

In Miami Beach, delegates will decide whether the FOP remains the dominant, unbreakable voice for America's police officers or risks being out-spent and out-maneuvered by groups that do not share our mission.

Brothers and sisters, we have never been stronger — but strength must be maintained. I am asking for your trust and your vote to invest a few cents per month so that, together, we can continue to shape the future of our profession for decades to come.

See you in Miami. **FOP**





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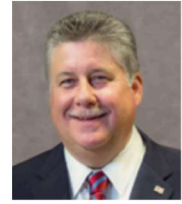
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# Are You Ready, Brothers and Sisters?



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

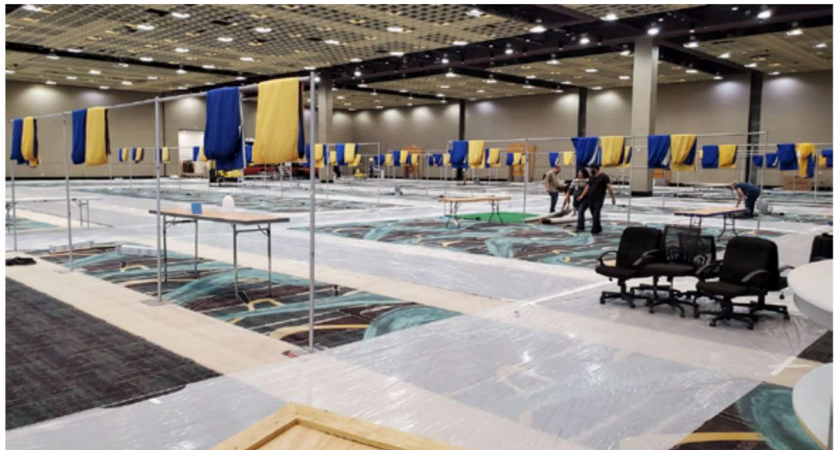
It's finally here — the 67th Biennial National Conference in beautiful Miami Beach, Florida. Conference Director Al Palacio, Miami Lodge #20 President Felix Del Rosario and all the brothers and sisters of the Florida State Lodge have been busy planning, managing and solidifying the various moving parts that it takes to put on a National meeting. I have explained to many that this is not just a regular FOP meeting; it's a production. The major goal of my office, in coordination with President Yoes and the Executive Board, is to make this Conference more engaging to our delegates, members, guests and vendors. You will experience upgrades in our lighting, stage design, visuals and programming. We will expedite committee reports and presentations, allowing you to have a more fulfilling impression. Another major change is our Expo. We have extended it by an extra day, allowing you and our vendors more opportunities to connect.

We will continue to have our partnership with Union Active, which will be providing our complimentary 67th National FOP Conference app. Your ability to download this special app will be on site, and I encourage you to take advantage of this service. Real-time updates to events, schedules, room changes and other information will be pushed out through the app. You will also be asked to participate in a survey on your Conference experience by Chairman Allen Hamby of the National Conference Evaluation Committee. Please take time to give your feedback on how we can make your Conference experience more engaging.

As a primer for first-time attendees and a refresher for our veteran delegates, here is some information to help you



Registration area



Draping for the booths

navigate the Conference. Every member is welcome to attend; however, you must have a pass to enter the Conference hall or Expo areas. Delegates and alternates will be issued credentials. My office will also issue "guest passes" to members' spouses, assistants, lodge attorneys, office staffers, vendors and others based on a lodge's needs for such

persons to have access. Due to increased security demands, everyone must have government identification. I encourage lodges to pre-register their delegates and request members or guest credentials through my office prior to July 18.

After that date, National staff will be

*Continued on page 12 >*

FOP JOURNAL // JULY 2025



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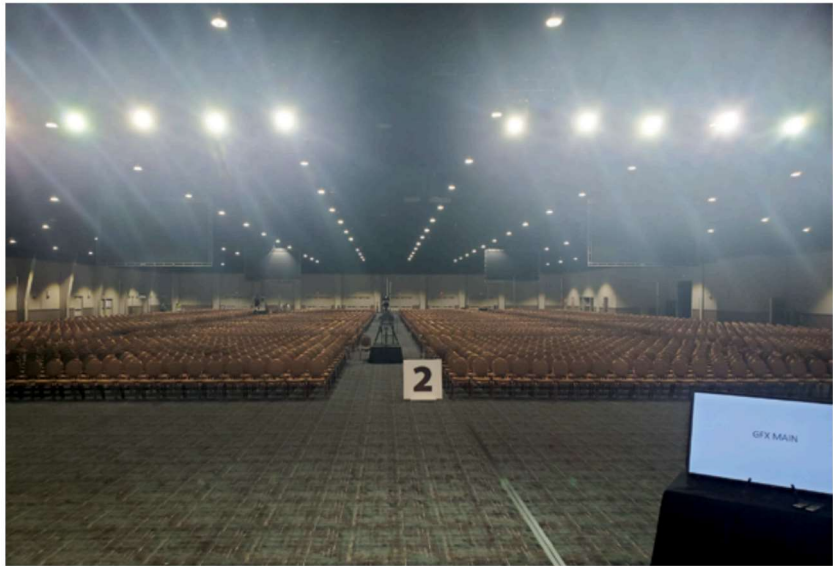


**SECRETARY'S MESSAGE***Continued from page 10 >*

busy preparing equipment to be shipped to Miami Beach and will not be able to input information into the credentialing system. I also encourage lodges to take advantage of designating the lodge secretary, president or other lodge officer to be the point person in picking up credentials for everyone in the lodge. This helps keep the registration lines short and expedited. However, if a lodge elects to participate in this service, individual credentials will not be issued.

The move-in date at the Miami Beach Convention Center is August 1. Our staff, vendors and I will be busy setting up and fine-tuning any last-minute details. Our scheduled opening date and time for credentials and Expo is August 3 at noon. There is a church service scheduled for Sunday morning, as well as the National Board of Trustees pre-Conference meeting in the afternoon.

There are no planned events by the host lodge on Sunday evening, so enjoy the many sights, flavors and sounds of Miami and its beaches. Monday morning (August 4) opening ceremonies will begin at 9 a.m. There will be a Memorial Service followed by a brief intermission. Welcoming remarks, instructions and National officers' reports will be the



Main Conference floor

order of business. Training opportunities will be held in various meeting rooms soon after recess for the day. In the evening, the first of the three host lodge events will take place — the Pub Crawl.

On Tuesday, the plan is to have our keynote speaker at 9 a.m. Training classes will begin at 9 a.m., and the business meeting will resume at noon. Department and Committee reports will be heard. The last order of business for the day will be nominations of National officers and 2029 Conference location presentations. The host lodge will have the baseball game that evening, and the Marlins Stadium retractable roof will be closed for your comfort.

On Wednesday, we plan to start business at 9 a.m. The continuation of committee reports will be made. There is a possibility that we will follow a similar schedule as Tuesday, with training opportunities being in the morning, but that determination will be made by our president and announced. The Expo will close in the afternoon, and the host lodge has a concert planned to include local food trucks for a "Taste of Miami."

On Thursday, we will continue business at 9 a.m. Voting will start soon afterward and, depending on what is being balloted on, will determine the length of time until adjournment. Absolutely no business will be conducted during voting. Upon the announcement of voting, all National officers will enter the stage and take the oath of office for

the ensuing years. The National staff will begin the teardown and pelleting of office equipment to be shipped back to Nashville.

On Friday, there will be a post-Conference National Board of Trustees meeting, which generally lasts a couple of hours. The purpose is to handle any business that was directed to the trustees or the National Executive Board by the Conference. There is also a cruise leaving out of the Port of Miami.

There will be published rules so attendees will help make the event enjoyable and productive for all. Some of those rules consist of only delegates having voice and vote, no caucusing on the Conference floor, no excessive litter, and no pin, coin or patch trading on the floor.

Individuals or lodges may not sell items, including merchandise, raffle tickets, trips, etc., in the hallways of the convention center. Those wishing to do so can contact me for rates in the Expo area. Please visit the Expo area and thank our vendors for being a part of our Conference. They have paid a fee to showcase their services or products, which helps us offset our Conference expenses. Also, please support the host lodge by purchasing the event items and Conference merchandise. They are not making a profit; just trying to break even on their costs of over \$300,000.

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FOP JOURNAL// JULY 2025

**FOP CALENDAR****67th Biennial National Conference**

August 3–7, 2025  
Miami Beach, Fla.

**Bargaining for Success**

November 4–6, 2025  
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**SECRETARY'S MESSAGE***Continued from page 12 >*

The new membership database system was scheduled to go live on June 27, but I delayed it. My main reason is because of the upcoming Conference. Our IT team, consisting of Mark Hong, Matthew Phillips, Steve Kim and Gavin Boler, along with our National staff and various local and State lodges, have worked tirelessly over the past three months to check, test, recheck, retest and fine-tune the new system, Association Anywhere. They have done a phenomenal job. The system is ready, but because I don't want any glitches with credentialing and I want to offer more training to our first-line users, the delay is the right thing to do. At the Conference, attendees will get to see the system firsthand. Look for training details and download the app.

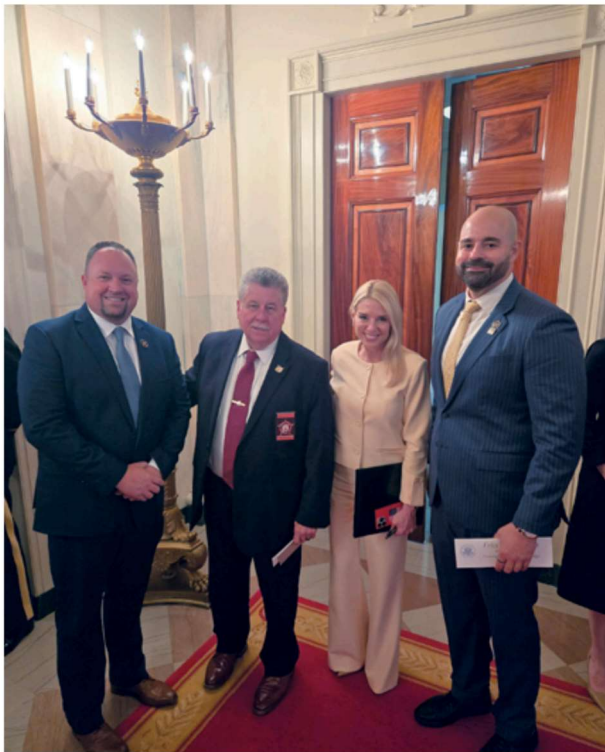
June was an active month, starting with the highlight of once again meeting President Trump and Attorney General Bondi. President Pat Yoes, Urban Policing Committee Chair Mike Mancuso, D.C. Police Union Lodge



FOP President Yoes introduces President Trump to FOP leaders

#2 President Gregg Pemberton and National FOP Legislative Executive Director Jim Pasco set up the two-day Urban Policing Committee meeting held at the D.C. Police Union office.

Almost 30 labor lodge presidents from cities with populations of 500,000 or more attended. No other organization has been invited to the White House to meet with President Trump with as



Jacksonville President Randy Reaves, National Secretary Holderfield, Attorney General Pam Bondi and Miami President Felix Del Rosario



D.C. Police Union Lodge #2 President Gregg Pemberton and President Yoes





President Yoes and Philadelphia Lodge #5 President Roosevelt Poplar



National Legislative Executive Director Jim Pasco gives an overview of the National legislation



Urban Policing members listen to a presentation

many representatives. The president and attorney general invited the press for the first 30 minutes of the meeting. They made statements on their unified support for American law enforcement and how their goal is to make "America Safe Again."

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After the president cleared the stateroom of the press, he invited us to ask questions and make comments. Some of the topics discussed were rouge prosecutors, the Social Security Windfall Elimination Provision, the Protect and Serve Act, illegal immigration, the

increased assaults on law enforcement and the issuance of surplus military equipment to police agencies. President Trump praised the FOP for being with him from the beginning.

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**SECRETARY'S MESSAGE***Continued from page 15 >*

In closing, it is a high honor to represent you on numerous levels as your National secretary. My staff and I are committed to helping you in any way we can. The privilege of helping resolve a tough problem is rewarding. Please be safe in your travels, and I look forward to seeing you in Miami. **FOP**



Lodge presidents watch a video presentation



President Pemberton, D.C. National Trustee Marinos and a staff member

Baltimore DA accepts the *Safeguarding Freedom* history book from President Yoes

## 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.

Scan to Sign Up  
and Donate to  
the FOP PAC Fund



# Vote *Detroit* 2029



## Why Detroit?

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

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

**Delegates in Miami - Vote Detroit!**



**FOPDetroit.com**

**Scan for More  
Details**



# For the Ones We Lost — and Those Still Struggling



// **WRITE TO US!** If you have further questions, contact Rob Pride at [lodge52pride@gmail.com](mailto:lodge52pride@gmail.com).

Brothers and sisters, I would humbly ask you to indulge me for a few minutes and allow me to introduce you to one of my very best friends, my brother and partner on the street in law enforcement since 1998, Dan Bontz. My introduction to you will not do him his justice as a person, husband, father or law enforcement officer. Nor will it give you a full picture of his passion and dedication to victims and their families of the drug epidemic in our country. But I hope the letter he wrote one night on a late-night flight will touch you all as law enforcement officers as it did me.

Detective Bontz has been a police officer with the city of Loveland since 1998. He and I were hired together and started on the same day. We met on the steps of city hall headed to our orientation meeting at human resources, and we have been brothers since.

Dan is currently assigned to the Northern Colorado Drug Task Force (NCDTF) as a narcotics detective. During his career, Dan has spent over 19 years working on narcotics-related assignments, to include two years as a member of the Larimer County Wellness



Court Team. Dan has also been a member of the Colorado Drug Investigators Association (CDIA) for 14 years, and for the past two years, he has held the position of CDIA vice president for Region 4.

In January 2024, Dan was appointed to a position on the advisory board for the Voices for Awareness/Facing Fentanyl Foundation, which is a nonprofit organization that promotes awareness about counterfeit drugs, illicit fentanyl and self-harm. By promoting fentanyl education and bringing this information to the forefront, Dan believes we, as a law enforcement community, can help raise community awareness in an effort to save lives.

Dan believes in creating strong partnerships to work together to develop innovative/creative strategies to continue the fight against the fentanyl/opioid crisis that has left a devastating trail of destruction across our communities and our nation. He has a strong passion in this area, as demonstrated during his 2024 and 2025 visit to Capitol Hill in Washington, D.C., where he sat down with Colorado representatives and discussed that very philosophy as it related to the fentanyl/opioid crisis.

Dan and his organization, Facing Fentanyl Foundation, will be a presenter

for one of our breakout sessions at the National Conference in Miami this year. I hope you will take a little time to hear their presentation. You will not be disappointed and will leave it with a different perspective on our fight against the drug crises and the impact **you** may have on a life or a family in the work you do.

Dan's short article is below and has been used in other publications. As he is also a 26-year member of my home lodge, Loveland FOP Lodge #52, I thought it was long overdue for our FOP brothers and sisters to read it here. Enjoy, and see you all in Miami Beach!

— Rob Pride



Detective Dan Bontz

## The Opioid Crisis and Those Left in Its Wake

This is dedicated to those who are lost, struggling, ashamed, lonely, and who feel unloved and empty.

This is dedicated to those who are searching for answers. Answers as to why this tragedy happened to their loved ones, why this tragedy happened to their children.

This is dedicated to those out there who are searching for their loved ones, praying that they find them or that they come back home where they will be safe.

This is dedicated to those who are





distraught and filled with guilt. Guilt that they should have seen it coming. Guilt that if they only had seen the signs, maybe their loved ones would still be with them today.

To all of you, I promise this: I promise to continue to believe, to continue to strive to affect positive change, to bring about the "human experience" through human connection. A connection more powerful than the tragedy and despair it faces.

As I sat in thought on an airplane during a recent late-night flight, I couldn't help but think of all those individuals who have lost their struggle and fight as a result of the opioid crisis, or the families and loved ones who are left behind to try and pick up the pieces of their shattered lives that this tragedy has bestowed upon them.

One can only hope and pray that those who have lost their struggle somehow now have found peace wherever they may be. For the families and loved ones of those individuals, one can only hope and pray that they, too, find some sort of peace. A peace that only comes from knowing their loved ones are no longer suffering and are in a better place.

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It is a situation that no one wants to find themselves in, yet it seems to almost be the new normal anymore. So, what can we do to ensure we are headed in the right direction? A direction that leads us down a pathway of hope. A pathway filled with love, forgiveness and inspiration.

The answer to that question is critical: For you see, none of us are immune from having to search for and find that very same pathway for ourselves. We, too, are human beings made up of temptations, bad choices, despair, insecurities and, sometimes, hopelessness.

However, as human beings, we possess an incredible power to form a connection with, and affect positive change in, ourselves and others. What a novel concept — effecting positive change in others. As one begins to connect with other human beings, it creates an environment for the "human experience" to occur. A connection so powerful that it can overcome even the worst of tragedies and despair.

However, for the "human experience" to exist, one must first believe that what they are doing makes a difference. An example of this can be found in the timeless "Starfish Story." The child referenced in that story shows us that everyone can make a difference, even if it's only felt by one person.

Now, that begs the question: Why must it take a child, in the simplest of stories, to make this point? To show us that one cannot



give up and one must believe, without a doubt, that what we do can and will make a difference. It seems that somewhere along the way, at times, we as human beings have lost the ability to believe, or worse yet, don't even bother to try.

I am not foolish enough to think that these words alone will change the entire human race. However, as I stated before, I do believe we have the power to effect positive change in ourselves and others so that we, too, may provide hope to those who are struggling and to those who have tragically lost their loved ones because of this crisis.

There will be those who will ask how one could possibly think they can influence positive change in those who are struggling. There will be those who say, "You can't save someone from themselves." However, I believe if we can provide hope, encouragement, resources, forgiveness and love. Then maybe, just maybe, that is what it takes to get those who are struggling the power and inspiration they need to make that change.

In the end, you may ask, why do I believe this kind of positive change is possible? Why do I believe what we are doing makes a difference? The answer to those questions is not complicated, it is not profound, nor revolutionary — it is actually quite simple. I believe that effecting positive change is possible because I, as a human being, have a duty to hope, to believe that what we are doing is making a difference. Why might you ask? Simple. Because the child in the "Starfish Story" told me so.

— Dan Bontz

Loveland FOP Lodge #52

Northern Colorado Drug Task Force. **FOP**

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# 67<sup>th</sup> BIENNIAL NATIONAL CONFERENCE and EXPOSITION

## AUGUST 3-7

Miami Beach, Florida

MIAMI BEACH CONVENTION CENTER



The FOP is headed to Miami for our 67th biennial National Conference and Expo. The Miami Beach Convention Center will be the epicenter of law enforcement excellence as we mark a milestone in our rich 110-year history as the largest and oldest law enforcement labor organization in the United States. Attendees will engage in critical discussions, participate in cutting-edge seminars, and contribute to the evolution of our Constitution and By-Laws. The event also features the election of the Executive Board, reports from National trustees and committee chairs and an expansive Expo, where exhibitors from around the country will showcase the latest products and services driving innovation in law enforcement.

For hotel information, event packages and other details, go to

**miami2025.com**





## Important Conference Information

### Delegate/Alternate Credentials

Delegate/Alternate Credentials are due at the National Office by July 17 for pre-registration.

If you cannot make this deadline, please scan the completed Delegate/Alternate slips to Roxie Hollis at [rhollis@nationalfop.org](mailto:rhollis@nationalfop.org). We can still pre-register using the scanned copies. Bring original **and** copies to Conference registration. You will be notified when scanned copies are received.

### Lodge Credential Pickup

We are encouraging lodges to pick up their delegate materials in mass by the lodge president, secretary or their designee, then meet the lodge delegates away from the registration area to pass out their nametags and credential copies. Only the person picking up all the credentials will need to present their photo ID and all credential copies at registration. Please complete the **Lodge Pick-Up Form** that was included in the credential packet

and return it with the lodge credentials, or send an email to [rhollis@nationalfop.org](mailto:rhollis@nationalfop.org) if you plan to utilize this method.

**Please inform your delegates if this is the method your lodge will utilize so they do not come to registration and stand in line.**

### Guest Pre-Registration

Do you have guests/family coming with you to Conference? Save time at registration and have them pre-registered. A **Guest Pre-Registration Form** was included in the lodge credential packet. Please complete the form and return it with the Delegate/Alternate credentials or scan a copy to Roxie Hollis at [rhollis@nationalfop.org](mailto:rhollis@nationalfop.org). Pre-registered guest name tags will be included in the **Lodge Pick-Up Bags** if utilizing that method.

All guests registering onsite will need a state-issued photo ID, the state and lodge number of the delegate's home lodge and the delegate's credential number.



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## 2025 National Conference Seminar Schedule

### Monday, August 4

Room 202: *Power in Peers: The FOP Program in Law Enforcement Peer Support* — Sherri Martin  
 Room 206: *True Crime Series: Lone Wolf Terrorists* — Dr. Hector Garcia  
 Room 207: *Responding to the Changing Dynamics of Line-of-Duty Deaths* — Dianne Bernhard  
 Room 208: *FOP Legal Defense Plan: What Every Member Needs to Know* — Michael Yon  
 Room 209: *Representing FOP Members* — Michael Coviello  
 Room 210: *Breaking Burnout: Reigniting the Flame* — Rick Snyder  
 Room 211: *Introducing the FOP Member Management System* — Mark Hong and National Secretary Jimmy Holderfield  
 Room 213: *Sex Trafficking Behind Bars: Identifying Victims and Case Data* — Leslie Baxley, Dominique Roe-Sepowitz and Brandon Smith  
 Room 214: *Building Financial Strength in First Responder Families* — Nick Daugherty  
 Room 215: *Introduction to Robert's Rules of Order* — Marcello Muzzatti  
 Room 216: *First Response: Autism Awareness Training for First Responders* — Shannon Wess  
 Room 217: *Overcoming Trauma and PTSD in Law Enforcement Today* — Andy Maybo  
 Room 218: *Better Sleep With iRest Meditation* — Jennifer Boileau  
 Room 219: *Accounting Best Practices & QuickBooks Basics* — Izabela Poludniak  
 Room 220: *Beyond the Traffic Stop: Proactive Policing While Complying With the Fourth Amendment* — Anthony Bandiero  
 Room 221: *Changing the Narrative* — Dan Bontz  
 Room 222: *Deadly Force: The Future of Policing Requires Our Heartbeat* — Jason Lehman

### Tuesday, August 5

Room 202: *Mental Health From Start to Finish: Staying Well for the Whole Police Career* — Sherri Martin and Jacqueline Drew  
 Room 206: *Inside the Mind: Mass Shooters* — Dr. Hector Garcia  
 Room 207: *Responding to the Changing Dynamics of Line-of-Duty Deaths* — Dianne Bernhard  
 Room 208: *FOP Legal Defense Plan: What Every Member Needs to Know* — Michael Yon  
 Room 209: *Fair Labor Standards Act* — Michael Coviello  
 Room 210: *Breaking Burnout: Reigniting the Flame* — Rick Snyder  
 Room 211: *Introducing the FOP Member Management System* — Mark Hong and National Secretary Jimmy Holderfield  
 Room 213: *Sex Trafficking Behind Bars: Identifying Victims and Case Data* — Leslie Baxley, Dominique Roe-Sepowitz and Brandon Smith  
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 Room 219: *Accounting Best Practices & QuickBooks Basics* — Izabela Poludniak  
 Room 220: *Duty to Intervene: Culture Beats Policy* — Anthony Bandiero  
 Room 221: *Lessons Learned From the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, Texas* — Nazmia Comrie  
 Room 222: *Deadly Force: The Future of Policing Requires Our Heartbeat* — Jason Lehman

### Wednesday, August 6

Room 202: *Recruitment and Retention* — Rich Shailor  
 Room 206: *Disaster Area Response Team Training for When Disaster Strikes* — Jason Smith  
 Room 207: *Pathway to Financial Wellness and Retirement Planning for Law Enforcement* — Travis George  
 Room 208: *FOP Legal Defense Plan: What Every Member Needs to Know* — Michael Yon  
 Room 209: *Critical Incidents* — Michael Coviello  
 Room 210: *Local Lodge Leadership: Tactical Tools of the Trade* — Rick Snyder  
 Room 211: *Introducing the FOP Member Management System* — Mark Hong and National Secretary Jimmy Holderfield  
 Room 213: *The Hidden Impact: How "Defund the Police" Affects Correctional Officers and the Criminal Justice System* — Leslie Baxley and Richard Mehner  
 Room 214: *Succession Planning and Mentoring* — Adam Crawford  
 Room 215: *Basic Robert's Rules of Order* — Rob Pride  
 Room 216: *House of Worship Safety, Security & Risk Management* — John DiPietro  
 Room 217: *Changing the Narrative* — Dan Bontz and Andrea Thomas  
 Room 218: *Radiological Security Awareness* — Artez Lester  
 Room 219: *Tax Presentation for FOP Lodges* — Jim Robbs  
 Room 220: *Building Trust Through Professional Excellence: NFOP Comprehensive Strategy* — Robert Gaddy  
 Room 221: *Lessons Learned From the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, Texas* — Nazmia Comrie  
 Room 222: *Grassroots Advocacy: Turning Members into Lobbyists* — Tim Richardson



## Seminar Descriptions

### Accounting Best Practices & QuickBooks Basics

**IZABELA POLUDNIAK**

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

### Basic Robert's Rules of Order

**ROB PRIDE**

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

### Better Sleep With iRest Meditation

**JENNIFER BOILEAU**

In law enforcement, we are used to chronic stress, sleep disruption and continual exposure to the trauma of others. The iRest meditation session with certified iRest instructor Jennifer Boileau is an opportunity to turn inward and support your physical health and well-being while finding an enhanced ability to sleep deeply and find calm. Boileau will share why the practice is effective and guide participants through an experiential practice, while offering follow-up audio practices to use at home.

### Beyond the Traffic Stop: Proactive Policing While Complying With the Fourth Amendment

**ANTHONY BANDIERO**

This high-energy course teaches officers how to pursue criminal hunches during traffic stops without violating constitutional rights. Topics include four lawful investigative techniques that don't extend traffic stops, proper K-9 deployment, consent searches and warrantless vehicle searches. The class is taught by Anthony Bandiero, a Harvard graduate, attorney and former Nevada Highway Patrol sergeant, who has trained over 70,000 officers and is recognized as one of the nation's leading experts on Fourth Amendment law.

### Breaking Burnout: Reigniting the Flame

**RICK SNYDER**

Given the unique times and challenges within our profession, many find something is still missing. Rightfully, we have placed a focus on physical health,

and now the FOP is leading the way on mental/emotional health and wellness, but what about spiritual health? Join us for a thought-provoking reflection on where we can find our source of strength to lead better in these challenging times. "See then that you walk carefully, not as fools but as wise, redeeming the time, because the days are evil." — Ephesians 5:15-16

### Building Financial Strength in First Responder Families

**NICK DAUGHERTY**

This class is an in-depth financial wellness class taught by cops, for cops. Featured at FOP national conferences since 2022, this training teaches the financial topics of budgeting, will and estate planning, legacy go-bag preparation, debt reduction, pensions, investments, retirement planning, financial pitfalls of first responders and the eight phases of financial training — building your financial plan. The training focuses on helping you alleviate stress related to LEO's unique financial situations to prepare you for financial success!

### Building Trust Through Professional Excellence: NFOP Comprehensive Strategy

**ROBERT GADDY**

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

### Changing the Narrative

**DAN BONTZ**

This presentation is centered around the opioid crisis and the devastating trail it continues to leave behind. Investigations, specifically involving fentanyl, present another aspect, which includes the families and loved ones of those who have lost their lives as a result of this devastating crisis. We will discuss the importance of having partnerships with the foundations and organizations, who can assist in the aftercare of the families and loved ones.

### Critical Incidents

**MICHAEL COVIELLO**

This class will offer an overview of best practices during critical incident investigations.

### Deadly Force: The Future of Policing Requires Our Heartbeat

**JASON LEHMAN**

This program brings together a former Nuestra Familia gang member and a retired Long Beach (California) gang cop to explore trauma,

leadership and life-and-death decision-making in law enforcement. Through raw storytelling and scenario-based learning, attendees will engage with a four-part system designed to protect America's protector, build resilience and strengthen community trust. This training offers practical tools for navigating high-stress encounters, fostering empathy and balancing necessary force with human connection while still best-ensuring safety — redefining what it means to serve as protectors in today's evolving policing landscape.

### **Disaster Area Response Team Training for When Disaster Strikes**

**JASON SMITH**

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

### **Duty to Intervene: Culture Beats Policy**

**ANTHONY BANDIERO**

This course should be mandatory and explores why agency cultures — not policies — often determine whether officers intervene during misconduct. Officers will learn the five elements required for civil liability and five effective methods to step in when necessary. Taught by Anthony Bandiero, a nationally recognized legal instructor and former Nevada Highway Patrol sergeant, this course challenges attendees to build a culture of accountability and courage within their ranks.

### **Fair Labor Standards Act**

**MICHAEL COVIELLO**

This class will provide an overview of the FLSA, and what is compensable and how overtime is calculated.

### **First Response: Autism Awareness Training for First Responders**

**SHANNON WESS**

This seminar will provide law enforcement with an overview of autism spectrum disorders, current research and practical strategies for assisting individuals in the community during emergency or crisis situations. Following this session, all participants will be able to identify the common characteristics of autism, analyze common complicating factors of various emergency situations and select strategies to meet the needs and support the safety of autistic individuals in their community. Hands-on examples will also be shared.

### **FOP Legal Defense Plan: What Every Member Needs to Know**

**MICHAEL YON**

Join Michael Yon, senior vice president at Hylant, for an essential overview of the FOP Legal Defense Plan. Learn how the plan works, who's eligible, what it covers — and what it doesn't. Using real-life case examples and data, Yon will walk through the legal protections available to you, the claims process and how to enroll. Whether you're new to the plan or need a refresher, this session will help you protect your career and your future.

### **Grassroots Advocacy: Turning Members into Lobbyists**

**TIM RICHARDSON**

This is a seminar on the basics of grassroots advocacy, the legislative process and the National FOP's legislative agenda.

### **The Hidden Impact: How “Defund the Police” Affects Correctional Officers and the Criminal Justice System**

**LESLIE BAXLEY AND RICHARD MEHNER**

In this eye-opening presentation, Leslie Baxley and Richard Mehner will explore the far-reaching consequences of the “defund the police” movement beyond the streets and into the correctional facilities. With statistical analysis on the dangers of working behind the walls and how to present this information to your state and local legislatures to utilize this information to change and enact laws.

### **House of Worship Safety, Security and Risk Management**

**JOHN DIPIETRO**

This workshop will address the current issues of hate, single-issue extremists and the rise of mental illness and addiction that houses of worship encounter daily. The methodology for addressing risk and implementing crime prevention strategies will serve as a foundation for creating a safer environment for houses of worship and their communities. Additionally, specific benefits of these relationships — such as chaplaincy programs, disaster assistance, counseling services and other opportunities — will enhance your engagement with the faith-based community. This collaboration will also help foster an ongoing, productive relationship between a law enforcement agency and the FOP Lodge.

### **Inside the Mind: Mass Shooters**

**DR. HECTOR GARCIA**

In 2024, the U.S. experienced nearly 600 mass shootings, with 711 deaths, underscoring the urgent need for comprehensive prevention strategies. This interactive session delves into the psychological, social and environmental factors driving mass shooters.



Law enforcement professionals will engage with real-world case studies, critical thinking exercises and interdisciplinary insights from psychology, sociology and criminal justice, empowering attendees with tools to identify risks, intervene effectively and potentially reduce this threat in their communities.

### **Introducing the FOP Member Management System**

**MARK HONG AND NATIONAL SECRETARY  
JIMMY HOLDERFIELD**

The new FOP Member Management System expands beyond national workflows to offer local and State Lodge leaders their own secure user portal. In this session, you'll learn how to manage member records, track new member approvals and send communications — all from a user-friendly interface. Built with scale in mind, the system is designed to support leaders at every level of the FOP.

### **Introduction to Robert's Rules of Order**

**MARCELLO MUZZATTI**

This course will give you the basics for conducting a meeting using the guidelines of Robert's Rules of Order and your standing Constitution and By-laws. This course is more visual, so attendees will see how the motion flows through a meeting can make a meeting run better.

### **Lessons Learned From the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, Texas**

**NAZMIA E. A. COMRIE**

On May 24, 2022, an active shooter took the lives of 19 children and two staff members and physically and mentally injured the survivors, the families, staff and teachers, and the community in Uvalde, Texas. At the request of Uvalde leadership, the U.S. Department of Justice established the Critical Incident Review (CIR) to conduct an independent, objective assessment of what happened that day and assess the systems in place in the weeks leading up to May 24. The goal of the CIR is to provide information to those most affected by the tragedy and to build knowledge regarding how to best respond to incidents of mass violence. This presentation will present an incident timeline, as well as discuss observations and recommendations from the CIR report in areas to include tactics, leadership, incident command, coordination, pre-incident processes and trauma and support services.

### **Local Lodge Leadership: Tactical Tools of the Trade**

**RICK SNYDER**

Rated one of the top courses of 2025, check out this powerful discussion on leading in challenging times. Learn how to pass the Leadership Test by focusing on the three Ls for FOP leaders. Whether you are a

brand-new president, a seasoned Executive Board veteran, or an FOP member looking for an opportunity to serve, this back-to-basics model promises something for everyone. Others are saying this class "exceeded my expectations," "This class hit the nail on the head" and "It exudes passion and is powerful." Don't miss this class!

### **Mental Health From Start to Finish — Staying Well for the Whole Police Career**

**SHERRI MARTIN AND DR. JACQUELINE DREW**

How are we really doing with our mental health and wellness? The FOP Biennial Critical Issues in Policing Survey has provided us with interesting data on the state of law enforcement health and wellness through the eyes of officers, both active and retired. In this seminar, we will review sources of stress for law enforcement and the range of services that are now available for officers and their families, but we will also explore how the current climate around law enforcement is tied to our well-being, how leadership has an impact and how we can make the most effective steps to maintain our health and well-being. We will also explore important insights from our retired members, as we have much to learn about how we can best support our members from the start of their careers all the way through.

### **Overcoming Trauma and PTSD in Law Enforcement Today**

**ANDY MAYBO**

Law enforcement officers face high risks of exposure to trauma and developing PTSD. To overcome this, it's crucial to prioritize mental health and well-being through various strategies, including seeking professional help, connecting with peers, developing coping mechanisms and practicing self-care. This class will identify some of the signs and symptoms of traumas faced in real-life scenarios and discuss some of the techniques officers used to get through the struggles they faced.

### **Pathway to Financial Wellness and Retirement Planning for Law Enforcement**

**TRAVIS GEORGE**

This session empowers first responders to close the financial fitness knowledge gap common in law enforcement, enhancing well-being and long-term security. Through real-world examples, participants learn retirement readiness, goal setting, risk and investment management, tax-sensitive income strategies and estate planning. The session covers the seven steps of financial planning, transitions to retirement and the importance of fiduciary-based advice. Attendees leave equipped to make informed decisions and proactively manage their financial futures with clarity and confidence.

## **Power in Peers: The FOP Program in Law Enforcement Peer Support**

**SHERRI MARTIN**

The National Fraternal Order of Police Division of Wellness Services, with the support of the COPS Office arm of the U.S. Department of Justice, has developed a national standard curriculum in law enforcement peer support. Designed by law enforcement for law enforcement, the Power in Peers course is unlike any other peer support training class and provides a new and updated focus on personal growth through trauma. Power in Peers is meant for supporting active and retired officers through both on-the-job critical incidents as well as off-the-job stressors. This seminar will provide an overview of the course, including how to participate, and will provide further information on how the course will build a nationwide web of support for officers and their families across the country.

## **Radiological Security Awareness**

**ARTEZ LESTER**

Radioactive material plays an important role in commercial, medical and research applications. However, if a high-activity radioactive source falls into the wrong hands, it could be used for a radiological dispersal device ("dirty bomb") or in other acts of terrorism. This presentation will discuss the radioactive materials of concern and where these materials exist in your community. It will review the response risks they present and how officers can effectively protect themselves and their community.

## **Recruitment and Retention**

**RICH SHAILOR**

This class will cover various methods and theories for the recruitment of new members and retention of existing members. You will receive an overview of the versatile and differing nature of the FOP, as well as the benefits and unique challenges this raises when recruiting. There will be an open discussion at the end of this seminar where we can share ideas, recruitment strategies, current trends and challenges and ways to keep our members engaged!

## **Representing FOP Members**

**MICHAEL COVIELLO**

This program will offer an overview of the responsibilities and duties of labor representatives in representing union members and bargaining units.

## **Responding to the Changing Dynamics of Line-of-Duty Deaths**

**DIANNE BERNHARD**

As new laws have changed and the number of medical deaths has increased, it is more important than ever that agencies understand the changes and the

benefits available to families. Attendees will leave this class with information to take back to their agencies regarding response to an officer's death, whether determined to be in the line of duty or not.

## **Sex Trafficking Behind Bars: Identifying Victims and Case Data**

**LESLIE BAXLEY, DOMINIQUE ROE-SEPOWITZ AND BRANDON SMITH**

This presentation will describe how sex traffickers target vulnerable inmates through unsolicited communication, creating debts using the bail or "books system," and making promises for release, including housing, food, drugs and, in many cases, folks. Sex traffickers target specific inmates, some who have been sex trafficked in the past. Sex traffickers use jail tablets, phones, mail and the books system to recruit and maintain sex trafficking enterprises. Examples of intel to look for, including videos and photos, will be presented to demonstrate the contribution of this material to sex trafficking criminal cases.

## **Succession Planning and Mentoring**

**ADAM CRAWFORD**

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

## **Tax Presentation for FOP Lodges**

**JIM ROBBS**

Topics for this class include issues/financial problems within lodges, what is tax-exempt status and filing requirements, forms of compensation, form 1099, contributions and solicitations, unrelated business income and tax filing, incorporation and lodge controls.

## **True Crime Series: Lone Wolf Terrorists**

**DR. HECTOR GARCIA**

Over 93% of recent terrorist attacks in Western countries were carried out by lone wolves. This focused session equips law enforcement with psychological insights, real-world case studies, such as the Bourbon Street Attack, and actionable strategies to recognize early warning signs. Gain a deeper understanding of the drivers behind isolation, ideology and recognition as you learn how to counter radicalization in your communities.



# Instructor Bios

## **Anthony Bandiero** — *Senior Legal Instructor, Blue to Gold Law Enforcement Training*

Anthony Bandiero is the senior legal instructor for Blue to Gold Law Enforcement Training. He is also a nationally certified instructor, and many consider him to be one of the best legal instructors in the nation. He has studied constitutional law for over 20 years and has taught search and seizure to over 70,000 officers around the country. Anthony was a sergeant with the Nevada HWP in Las Vegas, Nevada, and as a municipal officer with the Elko P.D. His assignments included traffic enforcement, emergency driving instructor and training supervisor. Anthony's education includes a bachelor's and a master's degree from Harvard University. He graduated from Gonzaga School of Law.

## **Leslie Baxley** — *Correctional Officers Committee Co-Chair*

With over 19 years in law enforcement, including five years in administration, Leslie Baxley serves as the statewide counseling and treatment services coordinator for the Arizona Department of Corrections. She also proudly co-chairs the Corrections Officers Committee. She is passionate about leading change, fostering innovation and advancing the corrections profession.

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

Dianne Bernhard is the executive director of Concerns of Police Survivors (C.O.P.S.), a national nonprofit organization that supports the families and co-workers of our nation's fallen law enforcement officers. Director Bernhard retired from the Columbia, Missouri, Police Department after 23 years of service as their deputy chief of police. Ms. Bernhard learned about C.O.P.S. through the death of a co-worker and friend, Officer Molly Thomas-Bowden, who was shot and killed in 2005.

## **Jennifer Boileau** — *Founder, Jennifer Boileau Mindfulness Coaching*

As a national speaker with a background in special education and a focus on facilitating restorative options that help people find peace in their lives, Jennifer Boileau offers a nonmedicinal approach to processing trauma, addressing anxiety and sleep disruptions. Jenn is a LEO spouse and utilizes this unique depth of perspective to impactfully teach people in high-stress occupations (military, veterans and law enforcement) and their families how to find focus, resilience and balance.

## **Dan Bontz** — *Narcotics Detective*

Dan Bontz has been a police officer since 1998 and is currently assigned as a narcotics detective. Dan has spent over 19 years working in narcotics and is currently on the advisory board for the Voices for Awareness/Facing Fentanyl Foundation. Dan believes in creating strong partnerships with foundations and community

organizations in order to assist family members and loved ones of those who are struggling or have lost their struggle due to the fentanyl/opioid crisis.

## **Nazmia E.A. Comrie** — *Sociologist*

Nazmia E.A. Comrie is a sociologist (policing assistance and reform) at the U.S. DOJ COPS Office. As a program manager for the Collaborative Reform Initiative Technical Assistance Center and Critical Response programs, she leads the development, implementation and delivery of technical assistance efforts to state, local, tribal, campus and territorial law enforcement agencies nationwide. With over 14 years of experience, Nazmia has managed programs focused on police reform, mass demonstrations, agency safety and wellness, and combating human trafficking, hate crimes and interpersonal violence. She has authored and co-authored numerous publications on these critical issues, including the *Critical Incident Review: Active Shooter at Robb Elementary School*. Nazmia's contributions have earned her prestigious national recognition, including the Attorney General's Award for Distinguished Service (2025) for her work on the Critical Incident Review and the Civil Rights Division Assistant Attorney General's Distinguished Service Award (2022) for her work as part of the United Against Hate Program Team. She holds a bachelor's degree in psychology from the University of Rochester and a master's degree in criminal justice from the University at Albany, where her research focused on homicides, wrongful convictions, community policing and gangs.

## **Michael Coviello** — *NFOP Associate General Counsel*

Michael E. Coviello, Esq. has been practicing law since 1993 and is the associate general counsel for the Labor Services Division of the National Fraternal Order of Police. Michael has been representing FOP members since 1998 and was the general counsel of the Florida State Lodge and its labor council for four years. He has extensive experience and has been successful in representing FOP members in civil, criminal, administrative, arbitration and collective bargaining matters.

## **Adam Crawford** — *Succession Planning Committee Chair*

Adam Crawford has been a police officer for over 17 years and an FOP member his entire career. Currently, he is the State vice president for West Virginia and chairman of the National Succession Planning and Mentoring Committee.

## **Nick Daugherty** — *Owner/Creator, FinancialCop*

Nick Daugherty retired from the Grand Prairie Police Department and is the founder of FinancialCop, a full-service financial planning firm and the largest financial wellness training group taught by cops, for cops, and now official FOP national member benefit/business partner. He is recognized as the voice of financial wellness nationally, having taught tens of thousands of first responders

nationally. Nick has a passion for educating LEOs on strengthening their finances through wellness, retirement planning and investment advising.

**John DiPietro** — *President, Ohio Crime Prevention Association*

John DiPietro joined the Miami Township Police Department in 1986, and in March of 2013, he retired as the deputy chief of police after serving as interim chief of police. He holds six certified prevention specialist credentials from Ohio, Wisconsin, Indiana and New York, one nationally by the National Crime Prevention Council and another internationally by the International Society of Crime Prevention Practitioners.

John is a graduate of the Police Executive Leadership College and achieved his credentials as a Certified Law Enforcement Executive (CLEE) from the Ohio Association of Chiefs of Police. He is also a graduate of Penn State University's Police Executive Leadership program (POLEX). John is the president of the Ohio Crime Prevention Association and has served with many other organizations, such as the International Society of Crime Prevention Practitioners. As a crime prevention specialist, John has appeared on many television shows, including on CNN, MSNBC, Fox News and *The John Walsh Show*.

**Dr. Jacqueline Drew**

Dr. Jacqueline Drew holds a professoriate position in the School of Criminology and Criminal Justice and Griffith Criminology Institute, Griffith University, Australia, and is a police psychologist. Dr. Drew has over 25 years of experience in law enforcement as a police practitioner and researcher. She began her career in law enforcement working with a large Australian police agency that employs over 11,500 sworn police (Queensland Police Service). Dr. Drew's work focuses on the psychological impacts of organizational and operational systems of policing on those who serve, specifically police mental health, burnout and suicide. Dr. Drew conducts police leadership training and delivers expert advice to law enforcement agencies on recruitment and retention. Dr. Drew has been successful in securing large federal grants. For example, working with police chiefs to develop workplace health and well-being early warning systems to improve the mental health and well-being of police personnel. She works internationally with law enforcement in the United States, collaborating with the NFOP as a lead investigator with Sherri Martin (National director, Wellness Services) on a national biennial survey research program that delivers practical insights relevant to critical issues in policing and police well-being.

**Robert Gaddy** — *Diversity Committee Chair*

With over 25 years of law enforcement experience, Robert Gaddy is a career veteran and a captain of the North Carolina University P.D. With expert skills in tactical law enforcement, drug interdiction, and narcotics and criminal investigations, Robert continues to be highly competitive,

passionate, persuasive and articulate. He can achieve results others believe to be impossible.

**Dr. Hector Garcia** — *Associate Dean, Southern New Hampshire University*

Dr. Hector Garcia brings over three decades of experience in law enforcement and education, shaping the next generation of leaders and professionals. A highly sought-after trainer, he has educated thousands of stakeholders on leadership, public administration, self-improvement and public safety. He has worked with the U.S. Department of State, countless federal, state, local agencies and international partners to advance the law enforcement profession across the globe.

**Travis George** — *Lead Operations Manager, Creative Planning*

Lieutenant Travis George (retired) brings 27 years of law enforcement experience to his role at Creative Planning, where he leads a financial operations team and champions retirement planning, education and wellness for first responders. A former division commander with the Belton, Missouri, Police Department, his background spans from K-9 handler to investigations commander. He holds degrees from the University of Central Missouri and Lincoln University and is a graduate of the Missouri Police Chief's Command College.

**Mark Hong** — *CEO, Rise Technologies*

Mark Hong is a business technology leader with over 20 years of experience driving large-scale innovation. From foundational work on Windows & AWS to launching Amazon Assistant, he brings deep technical expertise and cross-functional leadership. As founder and CEO of Rise Technologies, Mark is now focused on building products that empower groups to collaborate with purpose.

**Jason Lehman** — *Retired Police Sergeant*

Jason Lehman is a former Long Beach Police sergeant, founder of "Why'd You Stop Me?" and owner of Chapter Two Consulting. A Division I football player turned nationally respected law enforcement leader, Jason overcame trauma and early missteps to become a subject-matter expert in use of force, leadership and communication. He now co-leads "Extreme Ownership in 21st Century Policing" alongside Echelon Front's Jocko Willink and Leif Babin, helping officers shift from duty to desire while transforming modern policing through growth, resilience and accountability.

**Artez Lester** — *Radiological Security SME*

Artez Lester is a subject-matter expert for the Office of Radiological Security and conducts awareness workshops for law enforcement both domestically and abroad. Artez has 25 years of service as a sworn law enforcement officer and is currently a lieutenant with the Florida Highway Patrol. During the past 17 years, he has specialized in security for radiological materials and has supported over 200 special events, including five Super Bowls and three presidential national conventions.





**Sherri Martin** — *Director of Wellness Services*

Sherri Martin serves as FOP National director of Wellness Services. A career police officer, Sherri achieved the rank of lieutenant at the Charleston, South Carolina, Police Department. She earned a bachelor's degree in psychology from the University of North Carolina, a master's degree in clinical counseling psychology from The Citadel and a postgraduate certificate in forensic psychology from John Jay College of Criminal Justice. Sherri has experience in clinical therapy, is an author and is licensed as a professional counselor associate in the state of Connecticut. She also serves as the second vice president for the Connecticut State Lodge.

**Andy Maybo** — *Federal Law Enforcement Officer*

Andy Maybo is a federal law enforcement officer based in Washington, D.C. He began his career with the U.S. Capitol Police in 1999. He has been a K-9 officer for over 22 years and is a peer support response officer. Andy has held numerous leadership roles, such as labor chairman for the USCP and president of D.C. Lodge #1. He has also served as chairman of the National FOP Memorial Committee, overseeing the National Peace Officers Memorial Service from 2008 to 2022. In 2024, he received the National FOP Jack Dudek Member of the Year Award.

**Richard Mehner** — *Arizona FOP Lodge #44 President, AZ ALC Lobbyist*

Waldemar "Richard" Mehner has served as the president of Arizona FOP Lodge #44 for corrections for the past 14 years. In addition, he has been the senior legislative liaison for the Arizona FOP Labor into the correctional facilities, with statistical analysis on the dangers of working behind the walls and how to present this information to your state and local legislatures to utilize this information to change and enact laws.

**Marcello Muzzati** — *Past State President (D.C.)*

Marcello Muzzati has been a member of the FOP for over 30 years, holding positions as recording secretary, vice president and local and State president. He also held union positions in the FOP MPD Labor Committee,

now known as the D.C. Police Union. He is chairman of the NPOMS and is a member of other FOP National committees.

**Izabela Poludniak** — *Sassetti*

Izabela Poludniak joined Sassetti LLC in 2007 and has over 15 years of public accounting experience. She services numerous not-for-profit organizations and for-profit businesses, including the firm's public company clients. Aside from her work in the assurance and tax departments, Izabela also serves as an outsourced CFO and provides advisory services to businesses and nonprofits as part of the firm's Client Account & Advisory Services and Consulting practices. Izabela is a member of the firm's Assurance and Audit Quality Committees and heads the firm's Digital Marketing Committee. She graduated summa cum laude with a Bachelor of Science in Accounting and a Bachelor of Arts in English from DePaul University and is licensed to practice as a CPA in the state of Illinois.

**Rob Pride** — *Chairman of Trustees*

Rob Pride has been a member of the Fraternal Order of Police since 1994. He is a Colorado native and started his law enforcement career as a reserve deputy at age 19. Over his more than 25-year career, Rob has worked as a corrections officer, patrol officer, gang enforcement, narcotics detective and general investigations detective and currently serves as a sergeant in his patrol division. Rob also currently serves as team leader for his agency's SWAT Crisis Negotiations Team and supervises the Field Training Unit responsible for training new police officers.

Rob was a charter member of his current lodge in Loveland, Colorado, and would later serve that lodge as chairman of the Labor Council, State trustee and a six-year term as president. He was elected to the Colorado State FOP Executive Board in 2008 and has since served in the positions of sergeant-at-arms, second vice president and currently as the National trustee. Rob was elected to the National FOP Executive Board as chairman of the trustees at the National FOP Conference in Nashville in 2017.

During his time as an FOP leader, Rob has been an active voice for officer wellness and police suicide prevention. Rob was active in a five-year effort by the Colorado FOP to pass legislation in their state to recognize PTSD for first responders as a workers' compensation injury and raise awareness about police suicide. Rob serves on the Colorado FOP Legislative Committee and has testified before legislators on various bills surrounding marijuana laws, drug enforcement laws, improving police tactics and practices, community relations and several other bills of importance to law enforcement.

**Tim Richardson** — *Senior Legislative Liaison*

Tim Richardson is the senior legislative liaison with the Steve Young Law Enforcement Legislative Advocacy Center in Washington, D.C., and has been with the organization for nearly 30 years. He helped to pass some of

the FOP's highest legislative priorities, including the Law Enforcement Officers' Safety Act and the Social Security Fairness Act.

**Jim Robbs** — *NFOP Lodge Tax Coordinator*

Jim Robbs is a former partner at Sasseti, LLC (NFOP audit firm) and National audit firm. He has worked with many FOP lodges and foundations with setup, filing for exempt status, as well as accounting assistance, both audit- and tax-related.

**Dominique Roe-Sepowitz, MSW, Ph.D** — *Professor*

Dominique Roe-Sepowitz, MSW, Ph.D., is a professor at the Arizona State University of Social Work and director of the ASU Office of Sex Trafficking Intervention Research. She is the clinical director of Phoenix Starfish Place and the director of the Arizona Human Trafficking Hotline. Dr. Roe-Sepowitz conducts research with multiple police and sheriff's departments and helps develop data-driven innovative policing interventions for human trafficking cases. She provides sex trafficking awareness outreach and clinical group intervention for incarcerated women. Dr. Roe-Sepowitz has more than 50 peer-reviewed publications.

**Rich Shailor** — *Recruitment Committee Chair*

Sergeant Rich Shailor (ret.) is a 30-year veteran of Massachusetts law enforcement. During his career, he served in most aspects of the profession including patrol, detectives, prosecution, administration and crisis negotiation. He has been deeply involved with the FOP throughout his career and currently serves as the Massachusetts State Lodge vice president and National trustee. He has served on the National Labor Committee and the National Recruitment Committee, which he now chairs.

**Brandon Smith** — *Deputy Chief*

Brandon Smith is a detention deputy chief with the Maricopa County Sheriff's Office. He has been with the sheriff's office for over 23 years. He has obtained a detective certification, victim advocate certification, sexual assault investigator, staff misconduct investigator and force investigations. For the last six years, he has been a sex trafficking liaison with the Maricopa County Sheriff's Office and co-taught with the ASU Office of Sex Trafficking Intervention Research for Sex Trafficking Behind Bars.

**Jason Smith** — *DART Committee Chair*

Jason Smith served over 25 years as a peace officer in the state of Oklahoma before retiring in 2021. He has served on his local and State executive boards in multiple positions, including as State president. Jason was a founding member of the Oklahoma DART team in 2008, which led to the conception of the National DART team under the leadership of President Pat Yoes in 2019. Since then, over 70,000 meals have been prepared, and hundreds of officer's homes have been stabilized in multiple major deployments across the country. While first responders work hard to stabilize

their communities after a disaster, your DART team works hard to serve and protect those who protect and serve.

**Rick Snyder** — *National Chaplain*

Rick Snyder serves as the National chaplain for the Fraternal Order of Police, providing spiritual support for over 377,000 members and their families across America. Rick was recently named the 2024 National President's Award recipient. Rick has 29 years of law enforcement experience in patrol, investigations, administration and training. Rick also served as the president of the Indianapolis FOP and is the longest-serving president in the history of the Indianapolis FOP.

**Andrea Thomas** — *Founder, Voices for Awareness & Project Facing Fentanyl*

Andrea Thomas is a dedicated advocate in the fight against the fentanyl crisis and the founder of Voices for Awareness Foundation and Project Facing Fentanyl. Her mission began in 2018 after losing her daughter, Ashley, to fentanyl poisoning from just half of a counterfeit pill. This devastating loss fuels her commitment to raising awareness about the dangers of illicit fentanyl and counterfeit drugs.

Andrea collaborates closely with federal and local law enforcement, participating in initiatives to combat the illicit fentanyl trade and provide prevention resources to communities. Her advocacy also involves bipartisan legislative efforts to ensure effective policies are in place to address this public health emergency. Prevention remains a cornerstone of her work, particularly through youth education programs that foster mental health, wellness and life skills development.

**Shannon Wess** — *Manager of Program Development and Training*

Shannon Wess, MSW, BCBA, is a seasoned professional with expertise in autism services, special education coaching and staff development. She designs and leads impactful training programs that energize educators and promote continuous growth. Wess created First Response, an autism awareness program for first responders, and presents regularly at conferences. She holds an MSW from Park University with a focus on behavioral health and a post-master's certificate in applied behavior analysis from Purdue University Global.

**Michael Yon** — *Hylant Group*

Michael Yon serves as the insurance advisor for the FOP Legal Defense Plan program, a national offering that provides legal protection to law enforcement officers. With more than 20 years of experience in complex insurance and risk management, Michael helps ensure the program remains financially sound and responsive to member needs. Michael is a familiar face at FOP events, as he helps educate members and group administrators on the value of having legal defense protection.



## Host Lodge Events



## 2025 Conference Events

### Planning to attend the 67<sup>th</sup> Biennial National Conference in Miami?

Don't miss out on the events planned for attendees!  
Click the links below or scan the QR codes to purchase today!  
Choose one or all three, but don't miss out on the fun!

Tickets will be available for pick up beginning Sunday, August 3<sup>rd</sup> at the Events counter in the Grand Ballroom Pre-Function Area.



[Click here to purchase the Miami Party Card](#)

**There are only 1600 baseball tickets available, so get yours today!**



[Click here to purchase Marlins Baseball Tickets](#)



[Click here to purchase the Taste of Miami Concert](#)



SHERRI MARTIN / DIRECTOR OF WELLNESS

**T**he Division of Wellness Services is looking forward to the 67th Biennial National Conference coming up in just a few short weeks! The National Conference has always been rejuvenating for me personally and a true source of pride in being a member of the greatest law enforcement organization in the world. As we come together to discuss and learn about the issues facing our profession, the National Conference is an opportunity to connect with other brothers and sisters, to make new friends, to share time with old friends and to bond together. There is so much value in time shared together with others who believe strongly in

our profession, and we can't wait to be together again!

At the 67th convening, we will be launching the 2025 Biennial Critical Issues in Policing Survey, with members present having the first opportunity to have their voices heard.

Beginning in 2021, the National Fraternal Order of Police (NFOP) formed a partnership with Griffith University (Australia) to develop and conduct the Critical Issues in Policing Survey, and we will continue this very important project this year. The survey measures the experiences and perceptions of members of law enforcement, providing insights into our experiences of the profession. Retirees are included, and we want your input, too!

The National FOP uses what we learn from the men and women of law enforcement via the survey to educate the profession and the public about the realities of the job. Over time, we have measured change and fluctuation in levels of officer health and morale, stigma, satisfaction with the job and perceptions of community support. From your input, we have been able to share important — and **real** — information with police leaders, academics studying law enforcement, the media and the public. Using what we learn in the surveys, we can ensure that we are building the best in wellness programs and that we are effectively speaking up for the men and women in law enforcement, both in practice and in policy matters.



We hope that you will take a few minutes to complete the 2025 survey and be part of the message that we will share with the world about the realities of law enforcement in the United States in 2025. Your participation is anonymous, and no identifying information will be collected. Look for the survey link and the QR access code around the conference venue when you arrive in Miami Beach!

The National Officer Wellness Committee is also proud to offer two educational seminars at the 2025 National Conference. In our first seminar, we will provide a look into the **Power in Peers** program, the new national standard curriculum in law enforcement peer support. For the past year and a half, we have been leading this course around the country, teaching officers in a strengths-based model of peer support that allows officers to support each other with various stressors, reaching beyond critical incidents to other more common stressors of the job and life as a police officer. Students who complete the course become certified Supporting Peer Mentors and join a national network of members of the law enforcement family who are trained to provide support. In our second seminar, we will explore strategies for staying well over the duration of your policing career.

Drawing from the data gathered in past national surveys, we will share information about the current state of law enforcement mental health and wellness, including a discussion of wellness services and stigma.

We are fortunate to be joined for this seminar by Dr. Jacqueline Drew, a police researcher and our partner from Griffith University in Australia. Dr. Drew will add insights from cross-global research into law enforcement mental health and wellness, including the impact that police leaders have on officer wellness.

We hope that you will be able to join us for one (or both!) of these sessions to learn more about the work of the Division of Wellness

Services and the FOP National Officer Wellness Committee. Please also don't forget to stop by our booth at the Expo, where you can collect information on the various programs offered by FOP Wellness, enter your response to the Critical Issues in Policing Survey and meet our newest program assistant, Anaya! We also expect that many of our FOP Vetted and Approved Wellness Providers will have a presence at the Expo, and we encourage you to make connections with them as well.

We can't wait to see you all, learn about your experiences as a law enforcement officer, hear your stories of wellness and resilience, and spend some time together! Safe travels to Miami Beach! **FOP**

**At the 67th convening, we will be launching the 2025 Biennial Critical Issues in Policing Survey, with members present having the first opportunity to have their voices heard.**

## 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).

# | WELLNESS |

## WHAT EVERY OFFICER SHOULD KNOW ABOUT HCM — ESPECIALLY DURING THE SUMMER

In this line of work, you train to expect the unexpected. But what happens when the threat isn't on the outside — it's your own heart?

For many in law enforcement, heart health can quietly take a backseat to the demands of the job. And sometimes, conditions like hypertrophic cardiomyopathy (HCM) don't show up until the stakes are high. In the heat and intensity of summer, those risks can escalate fast.

HCM ([tinyurl.com/ykwkkck6](https://tinyurl.com/ykwkkck6)) is the most common inherited heart condition in the U.S. It affects people of all ages, often with no symptoms at all. For some, the first sign is sudden cardiac arrest. It's also the leading cause of sudden death in young athletes, especially Black and Hispanic men playing high-adrenaline sports like football or basketball. But it's not just athletes who are at risk.

For officers working in high heat, high stress and high adrenaline, HCM can be especially dangerous:

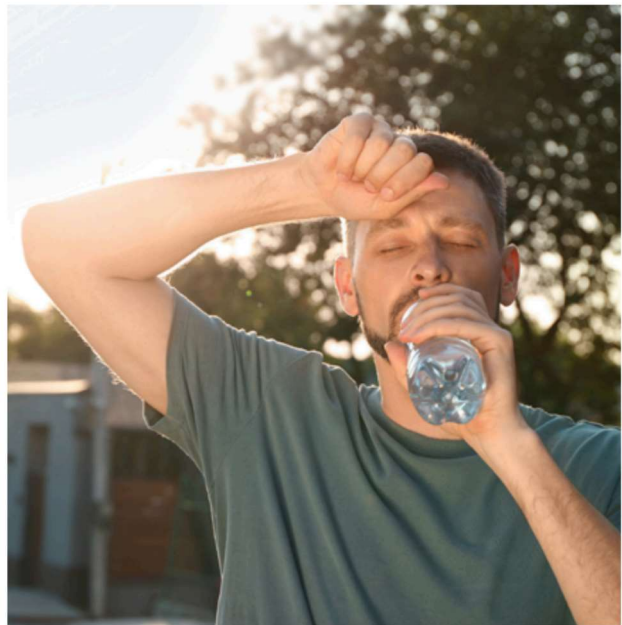
- Heat stress can strain an already overworked heart.
- Dehydration can make symptoms worse.
- Physical exertion, like chasing suspects or wearing heavy gear, increases heart strain.
- Adrenaline surges can trigger abnormal heart rhythms.

If you've experienced unexplained fatigue, shortness of breath, chest pain, fainting or dizziness during physical activity, it's a good idea to check in with your doctor. HCM often goes undiagnosed, and early detection can be lifesaving.

Start protecting your heart now by following Life's Essential 8 ([tinyurl.com/49x2y3d9](https://tinyurl.com/49x2y3d9)) — eight simple, evidence-based steps to support your health: eat better, be more active, manage weight, control cholesterol, manage blood sugar, keep blood pressure in check, avoid tobacco and get healthy sleep. You don't have to do it all at once. Just one change at a time makes a difference.

**Next steps:** Visit [heart.org](https://heart.org) to learn more about HCM and how to take the right steps to protect your heart — and your future.

**Check out** this special *Blue View* podcast episode where the American Heart Association's Dr. Eduardo Sanchez and Dr. Mitchell Elkind break down heart and brain health with NFOP President Patrick Yoes ([tinyurl.com/3krdd5u](https://tinyurl.com/3krdd5u)).



**Save the date:** The American Heart Association looks forward to meeting you at the Biennial NFOP Conference & Expo on **August 3–6, 2025**, ([tinyurl.com/2t9p822s](https://tinyurl.com/2t9p822s)). Swing by our booth to explore heart-health tools and speak with experts. **FOP**

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



**American  
Heart  
Association.**



# A Daily Journal for Law Enforcement

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

## Benefits of journaling for first responders include:



Chad W. Farley

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



**TODAY'S Journal** DATE: 3/19/24

DOCUMENT WEATHER: ☀️ ☁️ ☔️

TODAY I'M GRATEFUL FOR:

1. TODAY: BE CREATIVE, BE GRATEFUL. EVERY DAY CAN BE FILLED WITH GRATITUDE IF YOU LOOK DEEPLY ENOUGH. WHO DID YOU HELP THAT'S WHY YOU GOT INTO THIS JOB TO BEGIN WITH ANYWAY.
2. MY ONE
3. IT WAS

WATER INTAKE: 8 GLASS - 16 OZ

WHAT WENT RIGHT:

EXERCISES: 45

MOOD: 😊 😐 😞

WHAT DID I LEARN:

FOR TOMORROW:



Available on Amazon



@Firstresponderdailyjournal



## NFOPU SPOTLIGHT



# Tiffin University

**F**ounded in 1888, Tiffin University is a premier university located in north-central Ohio. Spanning across a 153-acre campus in the city of Tiffin, Ohio, our university boasts a blend of rich historical architecture and contemporary facilities, fostering an environment that exudes vibrancy and warmth for our culturally diverse educational community. Students are challenged to elevate their global competencies, equipping them with the essential skills for success in a diverse world. The university offers a wide range of academic programs, including associate, bachelor's, master's and doctorate degrees and is dedicated to empowering students to achieve their full potential upon graduation. TU conducts classes at the main campus in Ohio, as well as online and abroad. Throughout its history, TU has maintained

its commitment to providing a professionally oriented, learning-centered education to prepare students for successful careers and for productive and satisfying lives of excellence, leadership and service.

This commitment is especially evident in Tiffin University's **School of Criminal Justice and Social Sciences**. For decades, TU has been a trusted education partner for public safety professionals, offering career-focused degrees that meet the demands of today's complex criminal justice landscape.

Whether you are starting your career in law enforcement or seeking advancement in your field, TU offers programs that fit your schedule and align with your goals. Many programs are delivered 100% online, providing flexibility for working professionals and those balancing career, family and community responsibilities.

### Criminal Justice Programs at TU

The Tiffin University School of Criminal Justice and Social Sciences prepares students who feel called to careers of service and helping others. Blending academic theory with practitioner experience, our professional education is led by faculty who have worked in all levels of the criminal justice and social sciences fields and who bring those real-world experiences and connections to their teaching and mentoring of students.

The following programs are available within the School of Criminal Justice and Social Sciences:

#### Undergraduate Majors (Bachelor of Criminal Justice)

- Contemporary Justice
- Corrections
- Criminal Behavior
- Criminalistics



- Forensic Psychology
- Justice Advocacy
- Law Enforcement

#### Undergraduate Majors (Bachelor of Arts)

- National Security, Intelligence and Terrorism Studies
- Psychology

#### Graduate Programs (Master of Science in Criminal Justice)

- Crime Analysis
- Crime Science
- Criminal Behavior
- Forensic Psychology
- Homeland Security
- Justice Administration

#### Graduate Program (Master of Science)

- Psychology

#### Graduate Program (Master of Business Administration)

- Forensics and Fraud Examination

#### Doctorate Programs (New for Fall 2025)

- Doctor of Criminal Justice (DCJ)

#### We're More Than Criminal Justice

While criminal justice is a cornerstone of TU's academic offerings, it's far from the only area of study. Tiffin University is home to four schools:

- School of Arts, Education and Humanities
- School of Business
- School of Criminal Justice and Social Sciences
- School of Science, Technology and Health

Want to see all the programs we offer? Visit [tiffin.edu/academics](https://tiffin.edu/academics).

Continued on page 38 >

WWW.FOP.NET

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

**FOP.net/fop-university.**



Charles Town, WV



Ashland, OH



Orange Beach, AL



Steubenville, OH



Romeoville, IL



San Diego, CA



Rosemont, PA



Manchester, NH



Tiffin, OH



Cincinnati, OH



Arlington, VA



Adelphi, MD



San Diego, CA



Williamsburg, KY



Fayette, IA



Minneapolis, MN



Wichita, KS

**NFOPU SPOTLIGHT***Continued from page 37 >***Online Programs Designed for Working Officers**

We know that a one-size-fits-all approach to education fits no one. That's what makes Tiffin University different. Because every student is an individual with unique needs and varying pathways to success, we're intentional about creating a flexible, supportive atmosphere for learning. And we structure our programs to make sense for working adults and others on a nontraditional path to a degree, as well as those coming directly from their undergraduate programs.

Most degree options, including bachelor's, master's and doctoral programs, are available 100% online. Our online courses are delivered in accelerated seven-week terms, with six start dates per year, giving students the flexibility to begin when it works best for them. Class requirements are provided before each semester, so there aren't any surprises midstream.

Courses are available asynchronously using Moodle, a platform designed for experiential online learning.

Each student is paired with an academic advisor who offers one-on-one support throughout their time at TU. Our digital learning environment includes online tutoring, academic support, career services and access to a robust virtual library.

**Tuition Discounts for FOP Members**

As a proud education partner of the Fraternal Order of Police, Tiffin University offers exclusive tuition discounts to FOP members. A TU degree is available to FOP members and their spouses at **over 30% off** the normal tuition rate. These discounts make a high-quality, career-focused education even more accessible.

In addition, TU offers transfer credit for military service, academy training and previous coursework, as well as prior learning assessments that recognize and reward professional experience.

**A Legacy of Service and Leadership**

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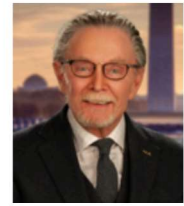
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# “One Big Beautiful Bill” Passes House, Reconciliation Process Underway in the Senate



Just before Memorial Day, the U.S. House of Representatives passed H.R. 1, the One Big Beautiful Bill Act, on a razor-thin 215–214 vote. The measure included two provisions that the FOP supported — an increase in the state and local tax deduction (SALT) and a tax deduction for overtime pay.

The bill creates a tax deduction for income taxes on overtime earnings for those who earn less than \$160,000 per year. The bill also increases the SALT deduction from \$10,000 to \$40,400 for all taxpayers earning less than \$505,000 per year.

However, the legislation also included provisions that would eliminate the annuity supplement provided by the Federal Employee Retirement System (FERS) for most federal employees. Federal law enforcement officers and other federal positions that have mandatory separation requirements as defined in 5 U.S.C. 8425 are exempt and will be able to continue to collect the annuity supplement ([tinyurl.com/c6zbcsej](https://tinyurl.com/c6zbcsej)). However, not all federal law enforcement officers will be exempted, and many would lose the annuity supplement on January 1, 2028.

After clearing the House, the committees in the Senate began their work and are on track to make significant changes. Their language removes the requirement that all federal workers contribute 4.4% of their basic pay toward FERS, the reduction of their FERS benefit calculation from the average highest three years of salary to the highest five years, and keeps the FERS supplement for employees who retire before Social Security kicks in at age 62.

The Senate’s overtime tax deduction would be limited to \$12,500, or \$25,000 for joint filers, through 2028 but has no income exclusion. The Senate version of the bill retains the \$10,000 cap on SALT, which will complicate its path in the House.

## Just the Facts:

» The U.S. House of Representatives passed H.R. 1, the One Big Beautiful Bill Act, on a razor-thin 215–214 vote. The bill creates a tax deduction for income taxes on overtime earnings for those who earn less than \$160,000 per year. The bill also increases the SALT deduction from \$10,000 to \$40,400 for all taxpayers earning less than \$505,000 per year. The U.S. House of Representatives also passed H.R. 2096, the Protecting Our Nation’s Capital Emergency Act on a 235–178 vote. The bill would restore the collective bargaining rights lost when the Washington, D.C., City Council passed the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) in 2022.

The Senate language also includes a provision that would require a new hire to choose between being hired with “at will” status — forfeiting all employee and civil service protections — or contributing an additional 5% to FERS for a total of 14.4% of basic pay.

The Senate draft keeps the provisions requiring federal workers to pay a \$350 filing fee to challenge an adverse personnel action before the Merit Systems Protection Board, as well as a requirement that the Office of Personnel Management (OPM) conduct an audit of the Federal Employees Health Benefits Program for beneficiaries that are no longer eligible.

The Senate draft also includes anti-labor provisions similar to those passed by the House Committee on Oversight and Government Reform, which would impose a 10% fee on automatic union dues payroll deductions and would require unions to pay rent on office space and other use of agency property.

Senate leadership has stated that the body hopes to consider the bill before the July 4 recess.

## House Passes Protecting Our Nation’s Capital Emergency Act

The U.S. House of Representatives

passed H.R. 2096, the Protecting Our Nation’s Capital Emergency Act on a 235–178 vote. The bill would restore the collective bargaining rights lost when the Washington, D.C., City Council passed the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) in 2022.

The legislation is similar to H.J. Res. 42, which the House passed in 2023 on a bipartisan 229–189 vote, and the Senate adopted it on a similarly bipartisan 56–43 vote. Regrettably, the resolution was vetoed by then-President Biden, and the House fell short of an override effort. This meant that the D.C. City Council’s law went into effect and eliminated the right of officers serving the Washington, D.C., Metropolitan Police Department (MPD) to bargain collectively with the city over disciplinary procedures — a right that every other city employee has. It also repealed the requirement that the MPD must commence discipline against their officers within 90 business days, which will result in abusively long disciplinary investigations that violate the Constitutional rights of these officers. The CPJRAA also provides for the disclosure of disciplinary records — including personally identifiable information — potentially placing these officers in jeopardy.

Continued on page 42 >

FOP JOURNAL // JULY 2025



# SERVING THOSE WHO SERVE

## Inpatient and Intensive Outpatient Treatment for First Responders

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**Addiction**

**Alcohol**

**Anxiety**

**Depression**

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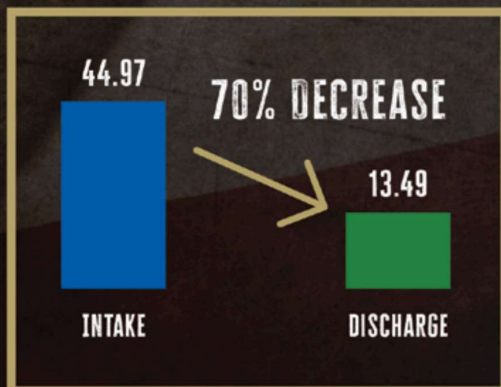
- 94% return to work rate
- We hold the title of a vetted and approved treatment program by the Fraternal Order of Police (FOP).
- We work with partners at more than 500 agencies across the country.
- We have provided treatment to over 1,700 public safety professionals since 2018.
- Our culturally competent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

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

**Marco Monteblando,**  
**Executive Director**  
**Washington State FOP**

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

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- A score of 38 or higher is enough for a provisional diagnosis of PTSD.
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- First Responder Wellness clients see an average PCL-5 reduction of over 31 points, which is significant.



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**WASHINGTON REPORT***Continued from page 40 >*

The bill would restore the collective bargaining rights, nondisclosure protections and disciplinary protocols of MPD officers that were lost in the implementation of the CPJRAA. This legislation is of great importance to the men and women of the MPD and the safety of the residents, visitors and workers in our nation's capital, and we are working with our allies in the Senate to build support for its passage.

**Legislative Update: The Protect and Serve Act**

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

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**The National Legislative staff continues our advocacy campaign. We've had numerous in-person meetings with key House Judiciary Committee staff to build support for the Protect and Serve Act.**

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

The House legislation creates a new federal offense for anyone who "willingly" assaults a law enforcement officer and

would sentence such an offender to a term of imprisonment of 10 years or for life in the case of murder or attempted murder. In order for federal charges to be brought, the state must ask the federal government to assume jurisdiction or the U.S. attorney general must certify that a federal prosecution is "in the public interest and necessary to secure substantial justice." To make this certification, the U.S. attorney general must consider the extent of planning and premeditation, the intended outcome, and a disregard for human life. These are very specific and narrow circumstances that were designed to respond to incidents like the assassination of two officers in New York City in 2014 and the mass murders of officers in Dallas and Baton Rouge in 2016.

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

**Legislative Update: The Law Enforcement Officers' Equity Act**

At the start of last month, staff in the National Legislative Office initiated a campaign to build support for H.R. 3226, the Law Enforcement Officers' Equity Act, by sending out 50 letters to previous co-sponsors. We immediately re-signed six members and believe this will increase once the House returns from its current recess.

In the Senate, the D.C. staff has been working to identify a lead Republican to work with the bill's sponsor, Senator Cory A. Booker (D-N.J.). We hope to have more news on this soon.

**Executive Actions**

President Trump recently signed two executive orders related to drones, titled Unleashing American Drone Dominance and Restoring American Airspace Sovereignty.

**Restoring American Airspace Sovereignty**

This executive order establishes a federal task force to counter threats posed by unmanned aircraft systems (UAS), particularly those used by criminals, drug cartels and foreign adversaries. It directs the Federal Aviation Administration (FAA) to finalize rules restricting drone flights over critical infrastructure, make drone-related flight restrictions publicly accessible for geofencing and coordinate national security assessments. It authorizes federal enforcement of laws against unlawful drone use and requires recurring recommendations on strengthening criminal penalties for airspace violations. The order also ensures that federal grant programs can be used by state and local agencies to purchase drone detection and tracking equipment. Additionally, it mandates updates to federal guidance on drone mitigation technologies, provides real-time access to UAS remote ID data to appropriate authorities and directs the development of guidance for private infrastructure operators. Finally, it calls for integrating counter-UAS efforts into joint terrorism task forces and advancing the establishment of a National Training Center for Counter-UAS operations.

**Unleashing American Drone Dominance**

This executive order directs federal agencies to accelerate the integration of UAS into the National Airspace System and expand domestic drone manufacturing. It also prioritizes the use of U.S.-made drones in federal procurement and includes provisions intended to strengthen the drone supply chain against foreign risks and promote the export of American-made UAS.

*Continued on page 44 >*

FOP JOURNAL // JULY 2025





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**SCAN TO  
SCHEDULE A  
MEETING**

## Top Priorities in Brief



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

**House:** 12 co-sponsors (4 R, 8 D)

**Senate:** Not yet introduced

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

**House:** 31 co-sponsors (5 R, 26 D)

**Senate:** 1 co-sponsor (1 D)

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

**House:** Passed

**Senate:** 8 co-sponsors (8 R)

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

**House:** 78 co-sponsors (63 R, 15 D)

**Senate:** 17 co-sponsors (17 R)

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

**House:** 71 co-sponsors (28 R, 43 D)

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

To see a full list of legislation supported by the FOP in the previous Congress, please visit [tinyurl.com/ycy5k5rv](https://tinyurl.com/ycy5k5rv).

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



## WASHINGTON REPORT

Continued from page 42 >

### Other Legislative Activity

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

- **H.R. 2198/S. 1283**, the Law Enforcement Innovate to De-Escalate Act, which would establish the term "less-than-lethal projectile device" in federal statute to ensure that these devices are properly classified by the U.S. Department of Justice (DOJ) based on a new five-step criteria
- **H.R. 2752**, the Ensuring Safer Schools Act, which would amend federal law to allow funds from the Office of Community Oriented Policing Services (COPS) to be utilized for the training of military veterans and retired law enforcement officers to serve as school resource officers
- **H.R. 3832**, the Kerrie Orozco First Responders Family Support Act, which would allow a surviving spouse, child or parent of a U.S. citizen public safety officer who died in service or as a result of their service to apply for U.S. citizenship more quickly by waiving the five-year continuous residence and the 30-month physical presence requirements for naturalization
- **H.R. 3398**, the Aaron Salter Jr. Responsible Body Armor Protection Act, which would bar civilians from purchasing, owning or possessing enhanced body armor with ballistic resistance that meets or exceeds the RF1 standard
- **S. 1829**, the Strengthening Transparency and Obligation to Protect Children Suffering From Abuse and Mistreatment (STOP CSAM) Act, which would establish a supplemental grant program to provide additional funds to the Internet Crimes Against Children (ICAC) Task Forces in states that have child abuse reporting laws that apply to organizations that provide services to children

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

Are you getting the *Weekly Update* from Capitol Hill in your inbox every week? If not, go to [tinyurl.com/FOP-weekly-update](https://tinyurl.com/FOP-weekly-update) to sign up.

Getting the *Weekly Update* in your mailbox every Friday will help keep you and your members up to date with the

latest news from Washington, D.C., with Congress and the administration.

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

Follow the National FOP on:

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- Instagram (@FOPnational)
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**Do your part!** Please **share**, **comment** and **like** our content.

### Have you Given to the NFOP PAC?

The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs more of our members to contribute to ensure that our PAC has the resources to support candidates who will fight for our officers and the issues that are important to them. With the next election cycle less than two years away, 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 to and understand the challenges facing law enforcement today.**

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

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

To donate online, please go to [nfop-pac.firstresponderprocessing.com](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 Avenue, NE Washington, D.C. 20002. For inquiries about our effortless payroll deduction program or to sign up for recurring monthly donations, please contact the Steve Young Law Enforcement Legislative Advocacy Center at 202-547-8189 or David Taboh at [dtaboh@fop.net](mailto:dtaboh@fop.net).

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





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# The Supreme Court's Message to Law Enforcement in *Barnes v. Felix*



On May 15, 2025, the U.S. Supreme Court issued a unanimous and significant decision in *Barnes v. Felix*, clarifying how courts are to evaluate claims of excessive force by law enforcement officers. While the Court did not rule on the ultimate legality of Officer Roberto Felix's actions, it did emphatically reject a legal standard used by some lower courts that had narrowed the analysis to only the instant or "moment" the officer perceived a threat. This article unpacks the *Barnes* ruling and outlines its direct implications for officers and the attorneys who represent them — particularly those defending use-of-force claims under the Fourth Amendment.

The case arose from a fatal 2018 encounter on a busy Texas highway. Officer Felix pulled over Ashtian Barnes for suspected toll violations. As Felix approached the vehicle, Barnes suddenly attempted to flee. In response, Felix jumped onto the vehicle's doorsill. Within two seconds of doing so, he fired two shots into the vehicle, fatally striking Barnes. The entire incident — from the vehicle's initial movement to its stop — lasted just five seconds.

Barnes' mother filed a lawsuit against Felix, alleging excessive force in violation of the Fourth Amendment. Both the District Court and the Fifth Circuit granted summary judgment to Officer Felix, relying on what's known as the "moment-of-threat" rule. This is a legal standard that evaluates an officer's actions solely at the moment they perceive an imminent threat.

Writing for a unanimous Court, Justice Elena Kagan rejected the Fifth Circuit's "moment-of-threat" framework. Drawing on the precedent in *Graham v. Connor*, the Court reaffirmed that the appropriate standard for evaluating

## Just the Facts:

» Ashtian Barnes' mother filed a lawsuit against Officer Felix, alleging excessive force in violation of the Fourth Amendment. Both the District Court and the Fifth Circuit granted summary judgment to Officer Felix, relying on what's known as the "moment-of-threat" rule. This is a legal standard that evaluates an officer's actions solely at the moment they perceive an imminent threat. Writing for a unanimous Court, Justice Elena Kagan rejected the Fifth Circuit's "moment-of-threat" framework. Drawing on the precedent in *Graham v. Connor*, the Court reaffirmed that the appropriate standard for evaluating use-of-force cases under the Fourth Amendment is the "totality of the circumstances."

use-of-force cases under the Fourth Amendment is the "totality of the circumstances." **The key holding is that courts must evaluate all relevant circumstances, including the events leading up to the use of force — not just the moment the officer discharged their weapon.** The decision expressly rejected any rigid or truncated timeframe that excludes preforce conduct from constitutional analysis.

This is a noteworthy development, particularly for officers operating in dynamic, rapidly evolving situations. However, the Court left open the question regarding whether an officer's conduct leading up to the use of force is relevant in the "totality of circumstances" analysis. The Court instructed lower courts not to apply "chronological blinders" when assessing a use-of-force case. And while the Court did not go so far as to say that an officer's "creation of danger" is automatically relevant, it did leave that door open. This means conduct occurring seconds — or even minutes — before shots are fired, such as tactical choices, verbal commands or decisions to approach or wait for backup, could become part of the constitutional analysis.

For attorneys defending officers, the legal landscape has become more complex. It is no longer enough to justify the moment of force alone; they must be prepared to build a broader narrative that explains the reasonableness of the officer's actions leading up to that point within the context of a volatile or rapidly escalating situation. In effect, while the "moment-of-threat" standard offered a narrow, officer-focused defense, the *Barnes* ruling requires a wider, context-based analysis. This shift introduces greater complexity — and potentially more ambiguity — into judicial review of use-of-force incidents. Officers, and eventually their lawyers, must be able to articulate the entire sequence of events that shaped their perception of danger — not just the final seconds.

Justice Kavanaugh, joined by Justices Thomas, Alito and Barrett, issued a concurring opinion aimed at preserving a practical understanding of the dangers officers face. He emphasized the inherent risks of traffic stops, especially those involving suspects attempting to flee, and the limited and perilous choices officers must make in fast-unfolding scenarios. He also highlighted the continued validity of longstanding Supreme Court





importance of continuing to present the operational perspective of our officers when courts assess the reasonableness of split-second decisions made under extraordinary stress.

While *Barnes v. Felix* confirms the legal framework through which courts must analyze use-of-force incidents, it does not change the on-the-ground truth: officers continue to face high-risk, fast-moving situations where both their lives and the public are at stake. This decision does not make policing easier, nor is that its intent. Instead, it calls for a clear articulation of the full scope of their decisions. Officers and their counsel must be ready to meet this new legal standard, armed with both the facts and a well-grounded understanding of the law. **FOP**

acknowledgments that police operate at a tactical disadvantage during such encounters. This concurrence signals that at least some Justices remain sensitive to the pressures law enforcement faces and may be receptive to qualified immunity defenses grounded in those realities.

Notably, Justice Kavanaugh referenced the amicus brief filed by the National Fraternal Order of Police (FOP), which played a pivotal role in shaping part of the Court's understanding of the risks officers face on the job. His concurring opinion directly

cited the FOP's brief to reinforce the point that traffic stops for even minor infractions are inherently dangerous and place officers at a significant disadvantage. The brief highlighted that a substantial number of fatal assaults on officers occur during these seemingly routine encounters — a fact the Court recognized by quoting decades of precedent. The inclusion and citation of the FOP's insights in a Supreme Court opinion underscores the value and impact of law enforcement advocacy in the judicial process. It reinforces the

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# How the FOP and LAPSEN Could Build the Future of Public Safety



When the recruitment and retention crisis hit the law enforcement community, the FOP immediately sought meaningful solutions. One thing was clear: The pipeline from high school programs — such as cadet and explorer tracks — to full-time employment in law enforcement was broken.

Too often, young people who had been trained in high school law enforcement courses drifted away from the profession in the years following graduation, lured by more immediate or better-defined career options. The FOP recognized a crucial gap: **the years between high school and a viable law enforcement career.**

To address this, the FOP envisioned an **apprenticeship program** designed to fill that gap, offering hands-on experience, mentorship and a bridge between early interest and long-term employment.

Most recently, the FOP was approached by a powerful ally already working in classrooms and communities across the country, the **Law and Public Safety Education Network (LAPSEN)**.

Could LAPSEN and the FOP together **bridge the gap between education and employment in public safety** — ensuring that tomorrow's officers, dispatchers, corrections professionals and emergency responders are not only better trained but better prepared for a life of public service?

## What Is LAPSEN?

LAPSEN is a national nonprofit organization focused on building **career pathways** in the law, public safety, corrections and security (LPSCS) sector. It supports both high school and postsecondary career and technical education (CTE) programs that prepare students for meaningful roles in public safety — from policing and dispatch to emergency management and corrections.

## Traditional Entry Level Strategy



## FOP Apprenticeship Program



Through partnerships with states, school systems, and employers, LAPSEN develops:

- **Industry-informed curriculum** aligned to national standards
- **Work-based learning experiences**, including internships and job shadowing
- **Professional certifications** for key public safety occupations
- **Instructor training and support** to maintain consistent program quality

By reaching students early, LAPSEN helps them explore public safety careers, gain technical skills and build a foundation for either further education or direct entry into the field.

## Could an FOP-LAPSEN Alliance Strengthen the Pipeline?

Yes, I believe so.

The synergy between LAPSEN's educational pipeline and the FOP's National Public Safety Apprenticeship Program has the potential to become a national model for public safety workforce development.

While LAPSEN provides the academic and technical groundwork, the FOP's

apprenticeship program has the potential to extend learning into the workplace — offering real-world experience, structured mentorship and a professional pathway into law enforcement and other public safety fields. FOP members and lodges can support this effort by:

- Serving on advisory boards for high school or college LPSCS programs
- Offering classroom speakers, mentors or facility tours
- Facilitating internships, simulations

## FOP DIVISION OF EDUCATION AND OUTREACH

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



# LAW & PUBLIC SAFETY

## EDUCATION NETWORK

- or job-shadowing opportunities
- Sponsoring students or apprentices through scholarships or stipends

This collaboration offers not just a pipeline but a pathway with purpose — one that reflects our values of professionalism, service and lifelong learning in modern policing.

### The Road Ahead

We're still in the early stages of exploring this promising partnership. As

part of that effort, **LAPSEN will host a booth at this year's Expo** during the National FOP Conference in Miami Beach. If you're attending, I encourage you to visit and learn how LAPSEN's work might align with your lodge's goals.

In an era of heightened scrutiny and rapidly evolving expectations, building a stronger, smarter public safety workforce is not optional — it's essential. LAPSEN and the FOP are helping to lead that effort by investing in the next generation

and shaping a model of workforce development that other professions would be wise to follow.

Together, we could prove that the future of public safety doesn't start at the academy — it starts in the classroom, and it grows through community partnerships, mentorship and structured opportunity.

To learn more about LAPSEN, visit [www.lapsen.org](http://www.lapsen.org).

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

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# Job One

What is the union's No. 1 job? There are many different answers to this question: Representing members, filing grievances, negotiating contracts and fighting the employer.

While all of these are **activities** of a union, a union's **No. 1** job is establishing, maintaining and improving, wherever possible, its relationship with the employer. There may be some shock or confusion reading this. Yet, it is this job that unions must stick to above all else.

It is important to consider how a union is most effective in all of its activities. **Everything** a union achieves for its members is achieved through relationships. Like all relationships, there are times when it is adversarial — even fighting. However, fighting solely for the sake of fighting will only hurt the members.

In order to negotiate the best possible contract, to resolve grievances quickly and efficiently, and in order to provide the best representation of the members (measured only by the results the union achieves), the union must have a mutually respectful working relationship with the employer.

It is true that there are management personnel that are extremely difficult to deal with. It sometimes seems that incompetence is rewarded, the least deserving people are promoted, the job is excessively political, and the people in charge are jerks. Unfortunately, none of those things are grievable. Only the **actions** of management are grievable when those actions violate the contract.

That means that the union must do its part to stay on the high road and create relationships, even with the jerks, that will serve the members' best

## Just the Facts:

**>> A union's No. 1 job is establishing, maintaining and improving, wherever possible, its relationship with the employer. Everything a union achieves for its members is achieved through relationships. Like all relationships, there are times when it is adversarial — even fighting. However, fighting solely for the sake of fighting will only hurt the members. At the Division of Labor Services, we are very effective because our labor specialists do not work for your employer.**

interests. Sometimes, the relationship is hammered out in the adversarial process of grievance and arbitration. Even then, it is important to stay professional and respectful, regardless of what the other side does or says.

***A grievance has merit when there is a greater likelihood than not that the union can establish a violation of the contract.***

This also means that the union should only file grievances that have merit. A grievance has merit when there is a greater likelihood than not that the union can establish a violation of the contract. Doing otherwise hurts the relationship between the union and the employer, and it empowers the employer to be more difficult in its dealings with employees.

At the Division of Labor Services, we are very effective because our labor specialists do not work for your employer. This helps create the emotional detachment and big-picture view necessary for effective representation. It also means we are not intimidated by employer tactics. Please call us for more information on how we can support your bargaining unit today at (800) 451-2711 and **labor@fop.net. FOP**



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