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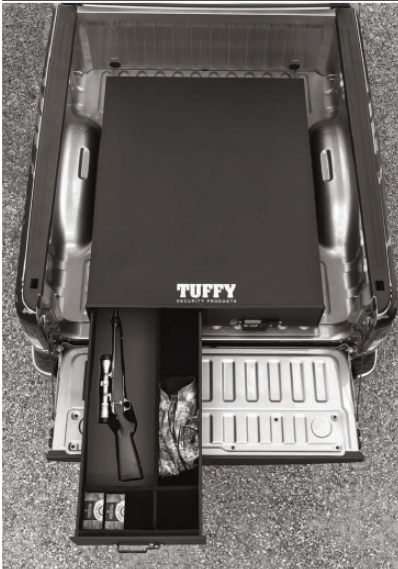
**NATIONAL POLICE WEEK
2021 POSTPONED**



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The Challenge of the Times

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THE FOP JOURNAL is published monthly by the Grand Lodge, Fraternal Order of Police, 701 Marriott Drive, Nashville, TN 37214 – 1-800-451-2711. Presort Non-Profit Standard, U.S. Postage Paid in Bolingbrook, IL, Permit No 1309. FOP membership includes a subscription to THE FOP JOURNAL. Subscriptions accepted from recognized law enforcement agencies, government officials and libraries. Non-member subscriptions \$32 a year; single copies \$8.

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George Floyd Justice in Policing Act: Round Two



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

Last summer, with widespread civil unrest and the nationwide “defund the police” movement as a backdrop, the House of Representatives quickly and easily passed the George Floyd Justice in Policing Act. Luckily, the bill stopped there when the Senate did not take up the matter with further action sun-setting when the 116th Congress ended.

Well, welcome to the 117th Congress. With 190 Democratic co-sponsors on board, Representative Karen R. Bass (D-Calif.) recently brought this bill back for a second round.

In late February, the bill was reintroduced as H.R. 1280. Although under a new bill number, it is identical in virtually every respect to the bill passed by the House last year. The legislation was not referred to committee, and instead, proceeded directly to the House floor for consideration. This action was considered on the floor under what is called a “closed rule,” meaning no meaningful amendments could be debated on the floor. The vote on this bill, which took place during the first week of March, was recently passed by the House and will now be transmitted to the Senate.

Last summer, the FOP continually engaged with the bill’s author,

Representative Bass, Speaker Pelosi and other House leaders. We provided feedback as the debate took place in the House. Executive Director Jim Pasco and I met with Representative Bass, where we discussed areas the FOP could work with her to advance improvements to the criminal justice system. Unfortunately, we did not have the opportunity for further engagement or to suggest changes to the legislation before the vote.

With the second passage of this bill in the House, it will now be transmitted to the Senate for further consideration. This is a disappointing development. Although there are aspects of the bill that the FOP could potentially support, we have strong objections to the provisions that would eliminate the doctrine of qualified immunity and fundamentally alter the *Graham v. Connor* standard on “objective reasonableness.”

Practically every career law enforcement officer has concern with at least some of the language outlined in H.R. 1280. Portions of this bill would have far-reaching changes to policing, as well as to the stability of the law enforcement workforce in America.

We need to be mindful that the House’s passage of this bill is just one step and

just one vote; we will ensure that your voices are heard as it moves to the Senate.

The decision not to consider input from rank-and-file law enforcement officers and law enforcement associations in the bill’s development has resulted in many problematic provisions in the House bill H.R. 1280. As written, the bill is unlikely to advance in the Senate unless major changes are made. We believe that we will have the opportunity to address these concerns now that the bill is moving into the Senate, and we are confident that the bill advanced from the House will not be enacted in its current form. The FOP is already engaging with members of both parties in the Senate, particularly with members of the Judiciary Committee, who will be considering police reform legislation. To read more about the bill, visit tinyurl.com/2524zda7.

I’d like to end this article with a **call to action** for all FOP members to contact both of their senators and urge them in the strongest possible terms to **oppose** H.R. 1280, the George Floyd Justice in Policing Act, or any other bill or provision that would eliminate the established doctrine on qualified immunity. Visit tinyurl.com/rh8n4rdh to contact your senators **today**. **FOP**

➡ ALL STATE AND LOCAL LODGES:

The deadline to submit all Constitution and By-Laws Amendments is **April 19, 2021**. Proposals can only be submitted by State and local lodges and must be in the National Secretary’s Office via regular mail or email by **4 p.m. CST on April 19, 2021**.

701 Marriott Drive, Nashville, TN 37214, ahover@fop.net

Joint Statement Regarding National Police Week 2021

To Assure Opportunity for In-person Attendance, National Police Week Events Postponed to October

Planned events include honoring fallen officers from 2019 and 2020.

Washington, D.C., (March 10, 2021) — Host organizations of National Police Week, which includes the National Law Enforcement Memorial and Museum, the Fraternal Order of Police and Auxiliary (FOP), and Concerns of Police Survivors (C.O.P.S), have made the difficult, but necessary, decision due to the ongoing pandemic to postpone in-person events of National Police Week to October 13-17, 2021, in Washington, D.C. The rescheduling of the originally planned events to be held May 11-16, 2021, is due to the inability to secure necessary permits in time for in-person gatherings due to the ongoing COVID-19 restrictions.

The National Police Weekend will offer the same honor, remembrance, and peer support as the extended National Police Week, while allowing law enforcement, survivors, and citizens to gather and pay homage to those who gave their lives in the line of duty.

The planned schedule of events includes:

- **Thursday, October 14 - NLEOMF Candlelight Vigil**
- **Friday, October 15 - C.O.P.S. National Police Survivors' Conference**
- **Saturday, October 16 - FOP 40th Annual National Peace Officers Memorial Service**

The three host organizations remain committed to their missions and to honoring the fallen law enforcement heroes from 2019 and 2020, while making sure their survivors are supported. In addition to the in-person events in October, each organization will host virtual events on originally scheduled dates in May 2021. More information on these events are forthcoming.

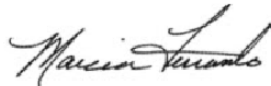
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About National Police Week (NPW)

In 1962, President John F. Kennedy signed Public Law 87-726 designating May 15 as Peace Officers' Memorial Day, and the week in which May 15 falls as National Police Week. While the actual dates change from year to year, National Police Week is always the calendar week, beginning on Sunday, which includes May 15. Main events are hosted for law enforcement, survivors, and the supporting public by three organizations: National Law Enforcement Officers Memorial Fund, Fraternal Order of Police and Auxiliary, and Concerns of Police Survivors.



Dianne Bernhard
Executive Director
Concerns of
Police Survivors



Marcia Ferranto
Chief Executive Officer
National Law Enforcement
Officers Memorial Fund



Patrick Yoes
National President
Grand Lodge of
Fraternal Order of Police



Linda Hennie
National President
National Fraternal Order
of Police Auxiliary





Stay Engaged, Get Involved

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

As the attacks against law enforcement continue unabated both in the media and by the physical violence on the streets, it is easy to become angry and jaded. When we experience these emotions, we tend to withdraw, disengage and, in general, become apathetic. I am here to tell you that this is exactly what our opposition wants. They want us beat down, they want our morale at an all-time low, they want to break us. Do not let them win! Instead, I want this article to serve as motivation, a challenge if you will, to push back on those emotions, to stay engaged with what is going on in our profession and to get involved on the local, state and national levels of the FOP.

Staying engaged is one of the easiest things to do, and it's simply being knowledgeable about what is going on within your lodge and the FOP as a whole. This is easy nowadays — make sure your proper email and phone number are registered with your lodge and with National. Download the **free** National FOP mobile app, available on the App

Store and Google Play, by searching "NFOP." Follow the social media pages, Twitter, Facebook, Instagram, etc., of your local, state, and national lodges. Read the *FOP Journal*, newsletters, weekly updates and attend meetings and conferences when you are able. These are all easy ways to stay informed and truly costs you nothing but a bit of your time. The next part is a little harder.

I am asking you all to get involved. The truth is, we are going to be fighting for our very profession for quite some time — this is the long game. We need each and every one of our 356,000 brothers and sisters across this country **involved**. Now it's real easy to argue with people on Facebook (pretty sure you aren't changing their mind) and complain about our lot in life, but that's not what I mean when I say fight and get involved. Channel the frustration and anger you are feeling for the good of the order. Contact the leadership of your lodge **today** and ask how you can help. Ask about possible opportunities in the future for you to serve on a committee

and assist with events. Research local candidates who are supported by your lodge and who support police officers and volunteer on their campaign. Engage local business owners on behalf of your lodge and build relationships. If you are feeling particularly ambitious, run for local office! There is no shortage of opportunities available to assist the local and state lodge, but it will require hard work.

The road ahead is not an easy one, and I assure you the leadership of the National FOP will fight for you day in and day out, but we can't do it alone. We are stronger when we are all working together toward the same goal of protecting the brave men and women of law enforcement and the very future of our profession. But we need every single one of you to stay engaged and get involved. With all of us rowing in the same direction, as hard as we can, there is nothing we can't overcome.

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

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National Fraternal Order of Police

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



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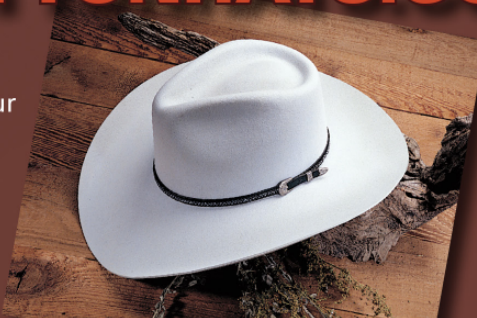
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Addressing Two Hot-Button Issues



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

Brothers and sisters, I hope this month's *Journal* finds you and your family well. It has been an extremely busy first of the year, and I pray this is a positive sign that things are getting back to normal and we can all resume our usual activities. Let us all continue to practice safe protocols and best practices in dealing with the pandemic.

Last month, we had two outstanding training events in Nashville. The second annual Wellness Summit and our ever-so-popular Leadership Matters. Director of Wellness Sherri Martin did a stellar job at facilitating the various aspects of officer wellness. Whether it was financial wellness, physical wellness, substance abuse, depression or spiritual wellness, there were plenty of subject matter experts on hand to lend instruction and advice on how to live better. Chairman of our NFOP Education Committee, Brother Ron Bartmire, took us to a new level with his leadership in planning and coordinating Leadership Matters. Whether you were looking for information on how to operate a lodge to *Robert's Rules of Order* or from QuickBooks, or looking to increase diversity, you were sure to find the information needed and then some. Both great programs had the extra burden of complying with the Tennessee Department of Health's COVID restrictions, and attendees were limited to 200 for each course of study. Nonetheless, both were a major success, and nothing but positive remarks were made by attendees. President Yoes has challenged us to look at ways to expand the programs, including looking at a larger venue to host and incorporating specific training to meet our members' needs.

By now, many of us have been given the opportunity to receive the COVID-19 vaccines. I want to personally thank my local lodge president, Steve Zona (Jacksonville FOP Lodge #5-30), for setting me up for the shots. Like several other states, Florida is restricting inoculations to people over 65 years of age. However, if enough people do not show

up for the shots, the extras are given to first responders on a first-come, first-served basis. President Zona checks with the vaccination center daily, and when he learns that extra shots are available, he gets the word out to the members. I have spoken to many of you about any side effects you suffered from the vaccinations. Most advised little to no discomfort on the first one, but it seems the second one has caused discomfort, including severe headaches, loss of muscle function in the arm, fever and chills. I am looking forward to the second shot, even with the possibility of the discomfort, because of the added layer of protecting myself, my family and my friends from exposure. Of course, the vaccinations are not 100% effective in preventing one from contracting the disease, and that is the very reason why we need to continue to practice safe distancing, wear face masks and wash hands frequently. Together, we are going to beat this pandemic and be even stronger.

As your National secretary, it is my duty and responsibility to address two important issues that have become hot topics over the past several months. The first, up-to-date Constitution and By-laws (C&B), and the second, the grievance process. Both go hand in hand, and it's important for you, and especially lodge officers, to make sure your lodge is in compliance.

Every state and subordinate (local) lodge is required to meet certain financial and administrative provisions referred to as **compliance**. A major compliance provision is an up-to-date C&B that is not in conflict with the National C&B, and in the case of a local lodge, your State Lodge C&B. Every State Lodge is required to send two copies of their updated C&B to the National secretary, who in turn, forwards a copy to be reviewed by the NFOP Constitution and By-Laws Committee. The Committee reviews and makes a recommendation to the NFOP Board of Trustees for approval or rejection. If approved, a copy is maintained in the State

Lodge's file at the National Secretary's Office. State lodges should have a similar process in place to ensure compliance by the various subordinate lodges under their jurisdiction. The National secretary **does not** receive or maintain local lodge C&B, with a few exceptions required in the NFOP C&B.

Recently, I have received requests from some state and a few local lodges asking to obtain a copy of what is on file. As stated, the National secretary does not routinely maintain local C&B. I welcome the opportunity to provide this service to the various State Lodges. A few states have discovered that they made amendments to their C&B, but failed to submit for review and approval to the National FOP. Generally, these discoveries are made because of some type of challenge being made at the local or state level. This brings me to the second issue, the grievance process.

Every local and State Lodge is required to have a grievance process, which should include the procedures that must be followed. The paramount requirement is "due process." The grievance process is deliberately designed to keep disputes or discipline at the lowest level possible. The process affords the accused the ability to provide a defense and should include a timetable to ensure the process is not overly delayed. A grievant should also be aware that he/she cannot advance to the state or national level without exhausting the remedies at the local level. Additionally, strict requirements are spelled out in the NFOP C&B for appeals to the NFOP Board of Trustees.

It is unfortunate that discipline is, from time to time, imposed on a member for C&B and/or *Ritual Book* violations, but sometimes it's necessary. When there is no other option but to discipline, make sure that you are using the correct C&B and that you strictly follow the procedures in place. If you have questions about how to proceed on discipline or an appeal, contact your State secretary or any National officer. Stay safe, and I will see you soon. **FOP**



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Taking Financial Care of Your Lodge: Required Tax Filings



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

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

This article will cover **what tax filings are required for your lodge**. If a local lodge has employees, the federal requirements include authorization for withholding taxes (Form W-4), quarterly payroll tax reports (Form 941) and annual payroll tax reports (Forms W-2, W-3 and 940). In addition, each state and local government has its own payroll withholding, payroll taxation and filing requirements. A lodge may be required to file information returns with the IRS for payments of \$600 or more to noncorporate people for services provided to the lodge. The lodge must deliver IRS Form 1099-NEC to such person by January 31 of the year following the year in which the payment was made. Form 1099-NEC, along with Form 1096, must then be sent to the IRS by January 31 of the year following the year in which the payment was made. There is Form 1099-MISC that is related to payments of rent and several other

items. The lodge's tax advisor or accountant should be consulted to ensure compliance. Every lodge should determine whether any of the numerous and varied state and/or local laws, which require filings and/or registration with various government agencies, apply. Each

A lodge may be required to file information returns with the IRS for payments of \$600 or more to noncorporate people for services provided to the lodge.

lodge must identify the state and local laws affecting it and what it must do to comply with those laws.

Tax Forms

• Federal 990

Even though exempt from federal income tax, a lodge will still have to file a tax return. All lodges, regardless of size, are required to file one of the following forms. The tax return must be filed by the 15th day of the fifth month after close of the lodge's fiscal year. If a lodge has average annual receipts (all forms of income) equal to or greater than \$200,000 or assets equal to or greater than \$500,000, the lodge must file Form 990. Form 990-EZ is a shortened version of Form 990. It is designed for use by small exempt organizations. A lodge may

file Form 990-EZ instead of Form 990 if its gross receipts during the year were less than \$200,000 and its assets were less than \$500,000. If a lodge had gross receipts equal to or less than \$50,000, those lodges are required to file an annual electronic notice, Form 990-N. Electronic notice (e-postcard) for tax-exempt organizations is not required to file Form 990 or 990-EZ. This filing requirement applies to tax periods beginning after December 31, 2006. Organizations that do not file the notice will lose their tax-exempt status.

• Payroll Tax Forms

As mentioned earlier, quarterly payroll tax reports (Form 941) and annual payroll tax reports (Forms W-2, W-3 and 940) are required to be filed by a lodge with employees. Besides the federal requirements, each state has its own filing requirements. If a lodge has employees, all federal, state and local filing requirements should be reviewed with a tax accountant or attorney.

• Unrelated Business Income Taxes

Unrelated business income is any gross receipts or sale from any unrelated trade or business that is regularly carried on. It includes the sale of certain goods and the performance of services or receiving rental income on a mortgaged property. Even though a lodge receives an income tax exemption from the IRS, the lodge still may be liable for taxes on its "unrelated business taxable income." If a lodge has unrelated business taxable income, the lodge must file a Form 990-T in addition to its Form 990 tax return. Form 990-T must be filed within four and a half months after the end of the lodge's fiscal year. Thus, a lodge that is determined to have unrelated business income will be taxed on that income, less related deductions, at the same rates a non-exempt corporation is taxed. **FOP**

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Before you know it, we will be in Indianapolis! August 15–19 is our 65th Biennial National FOP Conference in Indianapolis, Indiana. Actual registration commences on August 14. Work is already underway by various staff and committees to make sure that all runs well. Local and state lodges are also making plans. If you have never attended a National FOP Conference, do not procrastinate — start your planning now!

As your National sergeant at arms, I have started my planning. Part of my responsibilities is to ensure the safety and security of delegates to the Conference. Article 15, Section 1 of our Constitution and By-laws states: “The National sergeant at arms shall have charge and control of the Biennial Conference hall or meeting place. He shall permit only qualified persons to enter or remain.”

This year's Conference will be particularly challenging for all of us. With the recent civil unrest that has swept the country, we may very well be a high-profile event in the Midwest. We have experienced public attention before and



are well-equipped to deal with activists whose ideals may not align with our own. We all believe in their constitutional right to express their sentiments. We, of course, will also be practicing our own right to assembly and will rely heavily upon local law enforcement to ensure all are safe.

If social unrest is not enough, we also have COVID-19 to deal with. With vaccinations increasing daily, let's hope by Conference time, COVID is merely a terrible memory in our history. Of course,

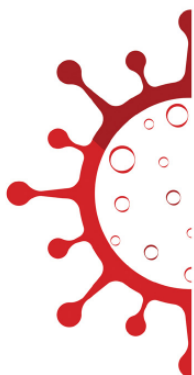
we need to be prepared for anything, and being this far out from Conference, contingency plans need to be formulated. There may very well be some sort of test for entrance to a large gathering. Temperature takes or some other sort of verification may be required of us.

As local law enforcement protects our perimeter, it will be our responsibility to protect our actual deliberations. To that end, I am again asking for volunteer door guards to check credentials and make sure our membership does not get infiltrated by anyone wishing to disrupt our proceedings.

No one will be required to guard a door all day. We work hard to ensure shifts are short and that volunteers have the ability to move around. For those of you who have volunteered in the past, I thank you. Please consider volunteering again and bring along another member to assist. I have established a specific email address to contact me to volunteer at the Conference. Email me at Kturney@fop.net to volunteer as a door guard!

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

Visit FOPCovid19.org



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

BUY AND SELL YOUR USED GEAR WITH US!



The First Responders Exchange (TFRE)

is a site dedicated to First Responders (Law Enforcement, Firefighters, EMS), extending to Corrections Officers, Law Enforcement Security Officers and Military. The First Responders Exchange serves as a platform for those serving in these professions to buy and sell previously owned gear as well as general merchandise, to each other from anywhere in the United States. A buy/sell platform started by a First Responder for others in the same community.

Buy and sell duty gear, off duty gear, range gear, clothing, books... BDU's to coffee tables. Literally. Medical equipment, magazine pouches, baton holders, books, household items (the aforementioned coffee table) have been bought and sold on the website.

A percentage of TFRE's proceeds go to several charities (currently St. Jude Children's Research Hospital, Tunnels Towers and The Gary Sinise Foundation).

The website includes a virtual Patch Wall.



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MEMBER SPOTLIGHT

Joe Regan

Pennsylvania State Lodge Secretary Joe Regan began his law enforcement career with Lower Merion Township Police Department in Montgomery County, Pennsylvania, in 1983 and served for 28 years as a patrolman, retiring in 2011. His assignments included the Patrol Division and Staff Services, and he concluded his service as a bicycle patrol officer with the Special Operations Unit. As a certified bicycle trainer for the International Police Mountain Bike Association, Regan enjoyed training hundreds of law enforcement officers and EMS personnel throughout the southeast region of Pennsylvania.

Brother Joe's motivation to serve blossomed while growing up in a family of career law enforcement officers. To date, 13 of his family members have served, starting in 1920, and the list continues to grow. His father, who served for 38 years with the Philadelphia Police Department, was a major influence on him dedicating his life to law enforcement.

Regan swore his "oath of membership" to Lower Merion FOP Lodge #28 in 1984 after serving a one-year probationary period with the police department. The lodge serves as the certified bargaining agent for two police departments. One of which is the seventh-largest police department in Pennsylvania, and the other is a six-person department. Legal aid, contract negotiations and medical coverage are just a few of the benefits available to members. The lodge provides full service to all of its members.

Secretary Regan's service to Lodge #28 includes positions of delegate, chaplain, recording secretary, vice president and four terms as lodge president. He became active with the Collective Bargaining Committee starting in 1988 until the final year of his career, which serviced both departments daily. He also served on the Health and Welfare Fund and worked with lodge leadership on the development of this benefit for the members.

On the state level from 2000 until 2005, he was elected president of the Towns, Townships and Boroughs Association of the Pennsylvania State FOP, which is a



large coalition of lodges advocating for their members. He was elected to the Pennsylvania State Lodge Executive Board in 2004 as guard and next as financial secretary from 2006 to 2012. He has served as the State Lodge recording secretary since 2012. He also currently serves as executive director of the Pennsylvania FOP Foundation, which assists members and their families during difficult times. Regan's Pennsylvania State Lodge Committee assignments have included chairman of the Endorsement Committee and chairman of the Legislative Committee. On the national level, he has served on the Labor Committee and is the current chairman of the Recruitment and Retention Committee.

One of the more important functions of the State recording secretary position is the interaction with lodge members and leaders. "I especially enjoyed my time as a local lodge recording secretary, and that has continued at the state level with the assistance we provide to our members, particularly retired officers," Secretary Regan says. "Anything from license plate applications to pension and health-care issues, along with review of the By-laws, deserve our utmost attention."

Recently, Pennsylvania State Lodge President Les Neri advised that he plans to

retire after 14 years as president at the 2022 State Conference in Erie, Pennsylvania. Shortly after hearing of this decision, Brother Joe announced his candidacy for the position of Pennsylvania State Lodge president. His goals include developing innovative ways to increase membership involvement, legal defense plan initiatives, labor intensive training, legislative education for all members and continuing the fight for the rights and protections of Pennsylvania law enforcement officers.

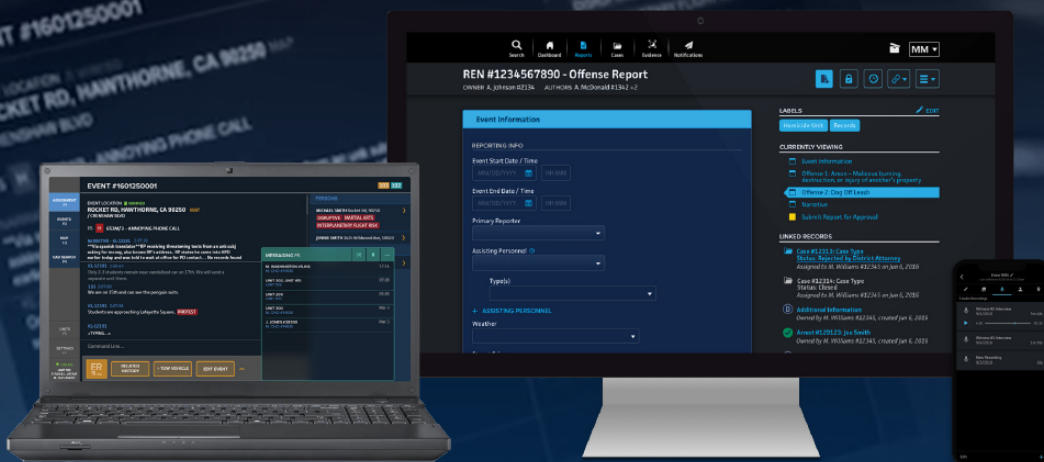
Brother Joe was asked about his vision for the future. "One of the biggest challenges I believe we are facing today is membership engagement," he says. "Many FOP leaders across the country report that meeting attendance is down and that they have tried numerous ways to motivate members. I do not believe it is due to a lack of content or organizational substance, but possibly a product of information readily available to our members through various outlets. While our meetings promote interaction and personal contacts with other members and leaders, we may need to look at alternative types of meetings in addition to the

Continued on page 22 >



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– **Crime Analyst**, Placentia PD

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

MEMBER SPOTLIGHT

Continued from page 20 >

in-person type that, to me, are invaluable. Also, we need to include pertinent training programs at every meeting."

Secretary Regan's most important assignment has been working with the Pennsylvania State Legislature on legislative issues that affect all law enforcement and their families. He believes it is important that our members recognize that we serve each one of them at every level of government. His belief is that "all politics are local" and that all legislators on the local, state and federal levels can help us. It is important that we encourage our members to reach out to all legislators. A united effort of communication only helps reinforce the need for them to hear our concerns. Communication helps to educate them about the challenges we face. This is one of the most important responsibilities of the FOP.

"My goal has always been, and will always be, to serve the needs of our membership and to remain loyal to each other by working together to utilize all means available to us to accomplish the mission of the Fraternal Order of Police," Regan says. **FOP**

The Power of the FOP Voice



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

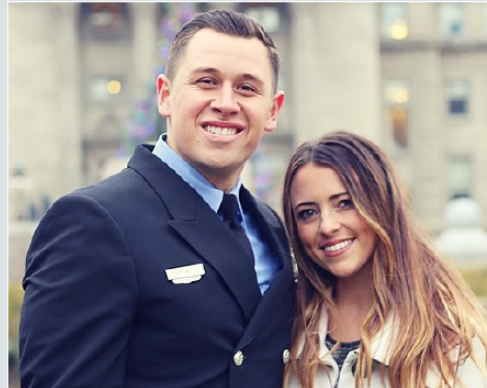
Based upon the success of our 2018 Survey of Officer Mental and Behavioral Health, the National FOP recognizes the impact that our more than 356,000 members have had in shaping solutions for our profession. With significant lessons learned from your responses, the FOP has developed a robust program of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

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

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

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



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NICK DAUGHERTY / FINANCIALCOP PRESIDENT, OWNER

The emphasis on officer wellness has been all the buzz in law enforcement. We are doing great work teaching our first responders how to eat better, get in shape and work on their mental fitness. But the single biggest aspect of wellness that is overlooked is financial wellness. That taboo subject you're not supposed to talk about, right? That's how I was raised, and that's largely why I got in all kinds of trouble with money as I came into law enforcement.

Overtime is Not a Long-Term Solution

When it came to money as a young adult, I did stupid with a lot of zeros at the end of it. Who hasn't, right? It's almost a rite of passage to make money mistakes, but I had done it to the tune of building over \$80,000 in debt, most of which was tied up in cars and a \$21,000 car audio system (no, \$21,000 is not a typo). As a young officer, I was tired. Tired of working overtime and tired because I had to work just to pay the bills. I was living

paycheck to paycheck, praying I wouldn't get hurt and put on light duty so I could keep working crazy amounts of overtime.

A Way Out of Debt

I knew I had to figure out a way to dig myself out of debt. I dedicated my time to not only learning the most effective way to pay off all my debt, but the proper way to live a debt-free lifestyle and how to implement all of this into my life. Utilizing Dave Ramsey's "7 Baby Steps" method from his book, *The Total Money Makeover*, I paid off all \$80,000 in consumer debt over 24 months. Close your eyes and dream with me for a second. Picture yourself with no credit card payments, car payments, student loans or any consumer debt at all. Follow that up with the safety blanket of having six months' worth of living expenses in an emergency fund. Imagine overcoming all your financial woes and being able to build financial strength. It's possible, and it's never too late to start.

BY THE NUMBERS

79% of Americans are living paycheck to paycheck

62% of Americans have less than \$1,000 in savings

21% of Americans don't have a savings account

50% of Americans spend all or more money than they earn

\$13 TRILLION+ the amount Americans owe in debt

Financial Wellness for the Department

It's time we as a profession start focusing on our own financial wellness and add that to the "officer wellness" discussion. After achieving that pinnacle, I set out to spread what I had learned to any officer who would listen to me and even some who wouldn't. I became a Dave Ramsey-certified master financial coach and began working with officers in financial crisis, preaching what I had learned. I was fortunate to work for a very progressive chief, Steve Dye of the Grand Prairie, Texas, Police Department. He heard about the "financial nerd" downstairs, and I was tasked to design a class for cops on how to handle their finances and start winning with money. From that, "Building Financial Strength in First Responder Families" was born. We had a vision of a department full of financially fit officers who were focused on doing their job while not worrying about how to pay the bills at home. We've now taught over 10,000 first responders from over 2,000 agencies nationwide. Let's look at some scary numbers:

- 79% of Americans are living paycheck to paycheck, according to a study by CareerBuilder (I think cops are worse, especially those of us who are civil service or union agencies).
- 62% of Americans have less than \$1,000 in savings, and 21% don't have a savings account (The Motley Fool: [tinyurl.com/35rcfz3](https://www.tinypost.com/s35rcfz3)).
- Half of Americans spend all or more money than they earn — just look out in your employee parking lot at all those fancy cars and lifted trucks (CNN: [tinyurl.com/8cr9c3n2](https://www.tinypost.com/8cr9c3n2)).

- Americans owe over \$13 **trillion** in debt, with over \$1 **trillion** in credit card debt and \$1.1 **trillion** in auto loans (Business Insider: [tinyurl.com/5c8rded3](https://www.tinypost.com/5c8rded3)).

Think about that and let it sink in. How much more productive and safer could you be if you weren't worrying about money?

health! For more information, visit www.financialcop.com.

The information given herein is taken from sources that IFP Advisors, LLC, dba Independent Financial Partners (IFP), IFP Securities LLC, dba Independent Financial Partners (IFP), and its advisors believe to be

It's time we as a profession start focusing on our own financial wellness and add that to the "officer wellness" discussion.

Change Your Financial Situation

Now, what are you doing to change your financial situation? There are a ton of resources out there that can help you change your financial course. It starts with looking inward at yourself. The hard truth is that if you're struggling with money, you're the problem. But this is actually a good thing because you're also the solution. The next step is harder. It's time to start doing that dreaded B-word none of us really like — **budget**. Every dollar has a purpose and a place before the month begins. Make your money work for you, so it stops working against you!

Look for more financial wellness articles in future editions where we will tackle all things related to your financial

reliable, but it is not guaranteed by us as to accuracy or completeness. This is for informational purposes only and in no event should be construed as an offer to sell or solicitation of an offer to buy any securities or products. Please consult your tax and/or legal advisor before implementing any tax and/or legal related strategies mentioned in this publication as IFP does not provide tax and/or legal advice. Opinions expressed are subject to change without notice and do not take into account the particular investment objectives, financial situation, or needs of individual investors. Investment advice offered through IFP Advisors, LLC, dba Independent Financial Partners (IFP), a Registered Investment Adviser. IFP and FinancialCop are not affiliated. FOP

| WELLNESS |

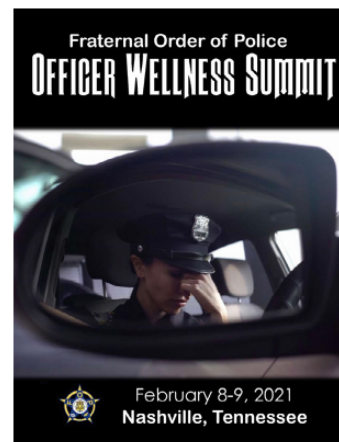
WORKING TOGETHER TOWARD A CULTURE OF WELLNESS

SHERRI MARTIN / DIRECTOR OF WELLNESS

With our second annual Officer Wellness Summit just wrapped up, the National Officer Wellness Committee is already looking forward to the future. As we browse the comments and reviews from attendees of the 2021 Summit, we are delighted at the diversity of experiences and viewpoints offered. Here is a snapshot of our 2021 event:

The National Officer Wellness Committee welcomed keynote speaker Katie Lawson, a sergeant at the Oklahoma City Police Department. During an incident in 2010, Sergeant Lawson was shot multiple times. She shared her experiences not only of the critical incident itself, but also of the aftermath of the incident, through recovery and rehabilitation, and finally, her triumphant return to full duty.

We were fortunate to add Dr. David Black, a renowned police psychologist, to our program. Dr. Black presented “10 Life-Saving Lessons for Strengthening a Culture of Officer Wellness.” Prompting discussions of key considerations for developing wellness practices and programs not only for the individual but also for a team or entire agency, his talk left attendees with some strategies to carry back home.





Summit attendees had the opportunity to build their own experience of the Wellness Summit. A variety of seminars were offered on various wellness topics so that participants had the chance to choose topics that were of most interest to them or that matched their level of experience. For example, Dr. Tom Coghlan, a retired NYPD detective and proud FOP member, presented instructions on building successful peer support teams, which was valuable for many of our attendees who are just getting started with building wellness initiatives in their lodges or agencies. For attendees more experienced in the wellness arena, the Summit offered a variety of more advanced topics. Dr. Kathy Thomas, a private practitioner in Oklahoma who is affiliated with Warrior's Rest, provided a seminar on Eye Movement Desensitization and Reprocessing (EMDR) therapy. Seen by many as the "go-to" therapy for treating exposure to trauma, EMDR therapy enables people to heal from the symptoms and emotional distress associated with trauma.

We were able to provide some unique and innovative experiences during the 2021 Summit as well. Due to the pandemic and heightened restrictions, Dr. Stephanie Conn, a former police officer and current police psychologist and author of *Increasing Resilience in Police and Emergency Personnel: Strengthening Your Mental Armor*, appeared virtually to co-present with FOP National Director of Wellness Services Sherri Martin. Dr. Conn and Director Martin provided information and tips for choosing a competent mental health professional to work in partnership with agency or lodge wellness programs.

In order to pull together FOP missions of building wellness and advocating for better



Our event could not have been a success without the support and participation of many.

working conditions and employee rights for officers, Sean Harper, a retired police officer and member of the National Officer Wellness Committee, provided attendees with a framework for building a customized law enforcement wellness program agency policy. In addition, he spoke about how FOP leaders can work within their states to advocate legislatively toward better wellness for their officers. Many states still do not allow for legally protected speech between trained peer supporters and those they are supporting, and the FOP Wellness Division aims to help all acquire this important benefit.

Because we know that wellness isn't just about mental health, attendees were also offered a range of options for engaging in or learning new practices and developing healthy new habits. From a pre-mapped, self-paced run/walk course to yoga and meditation,

attendees were encouraged to use the team dynamic to keep their bodies in motion and keep their minds on physical fitness as well. We even saw a member of our National Executive Board trying out yoga for the first time! Nick Daugherty of FinancialCop provided guidance for monitoring financial wellness, and Javier and Cathy Bustos of That Peer Support Couple shared their story of maintaining a loving and successful marriage through two careers in law enforcement. We also welcomed Conjo Studios, which captured interviews and select presentations at the Summit to be included in an upcoming documentary, *PTSD911*, which will focus on first responder wellness.

We know that our profession has long shrouded discussions of mental health in

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OFFICER WELLNESS SUMMIT

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secret corners, and one key mission of the Division of Wellness Services is to keep the conversation about officer wellness front and center and to remove the secrecy and mystery that might keep help-seeking stigmatized. To that end, the 2021 Summit incorporated two informative panel discussions, one with members who have already formed successful and well-established peer support units or teams, and one with professional clinicians who work with first responder clients. With the opportunity to ask questions and learn directly from the experts doing the job, attendees left the Wellness Summit with a more realistic picture of what wellness work looks like.

This year in 2021, the Wellness Summit was preceded by the inaugural

FOP Wellness Professionals Forum. As the National Officer Wellness Committee works to build the Approved Provider Bulletin, our national directory of culturally competent wellness services for law enforcement are simultaneously building a network of professional practitioners that will be able to link with and support FOP lodges, agencies and individual members to round out their wellness programs. The Wellness Professionals Forum brought together some of those professionals for an opportunity to learn more about the FOP, our Division of Wellness Services and the wellness initiatives we will offer in the future.

Our event could not have been a success without the support and participation of many. As the culture of wellness becomes more widespread within our profession, we are fortunate to introduce and include several sponsors, including our approved

and vetted provider facilities and hotlines, innovators providing smartphone applications focused on officer wellness, and partner organizations like Survivors of Blue Suicide, recently launched as a sister organization to Concerns of Police Survivors. Due to a generous sponsorship from the American Arbitration Association, we were able to provide scholarships to over 30 attendees who would otherwise not have been able to attend. Finally, the National Officer Wellness Committee wishes to extend our special thanks to our National Office Staff, who worked behind the scenes to ensure that all attendees enjoyed a valuable experience.

As we look to the future and begin planning new presentations on emerging wellness topics for next year's event, we encourage all our members to get on the wellness wagon. We look forward to seeing you at Wellness Summit 2022! **FOP**

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| WELLNESS |



PHIL WIGGINS / FOP CHAPLAIN

Recently, I attended the 2021 Officer Wellness Summit in Nashville, Tennessee, sponsored by the National FOP. It was my honor to open the Summit meetings with some personal comments and prayer.

As part of the introduction to the Summit, they mentioned that the FOP is “committed to improving the lives and wellness of our members.” This Wellness Summit offered several breakouts in ways to help through peer support, yoga/ mindfulness, choosing a professional mental health practitioner and first responder marriage.

With all that is happening in our world today, it’s easy to get depressed. We want the pandemic to end, hatred and violence toward police to stop and to have some normality back in our lives. I told the group that I felt and believed that God had a plan and pointed out to them that I believe we are part of his plan. We came to the Summit to find answers and resources that will help our men and women in law enforcement. It would

do us no good to attend the Wellness Summit and gain this knowledge of information and then not share it with our local and state lodge members. It’s my prayer that God will use us as his peacemakers to carry a positive message from this Summit to our members and fellow law enforcement brothers and sisters across the country.

Some things that we face are uncontrollable in our lives, and they tend to get us down. When we see our brothers and sisters hurting, depressed and in need of help, we need to step up, offer good sound advice, sit with them to listen or just be a friend.

The word of God tells us in 1 Peter 5:7 to call on him in our need, “Cast all your anxiety on God because he cares for you.” Proverbs 3:5 says, “Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight. Do not be wise in your own eyes. This will bring health to your body and nourishment to your bones.” **FOP**

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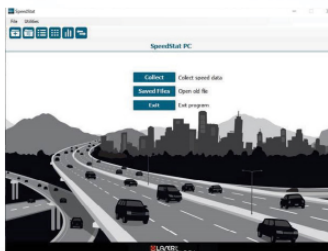
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University of San Diego



The University of San Diego, a top 100 private Catholic university, is home to what has become one of the most highly regarded graduate degrees for current and future law enforcement leaders. The Master of Science in Law Enforcement and Public Safety Leadership (LEPSL) degree launched in 2015 with comprehensive input from law enforcement associations, which emphasized the need for practical leadership training and tangible skill building in areas ranging from communication to technology and budget/finance. The goal was to create a program that reached far beyond what a traditional criminal justice degree offered, with a unique focus on preparing students to excel in leadership positions.

The innovative program is offered 100%

online, and enrollment is strictly limited to experienced law enforcement professionals. Students from across the country collaborate, share ideas and collectively tackle some of today's most urgent law enforcement challenges. More than 850 law enforcement professionals from across the country have enrolled since 2015.

One of those students, Commander Jose

Gonzales of the Santa Ana Police Department, explained his experience in the program like this: "Given my busy professional and personal life, I needed a master's program that allowed for maximum flexibility along with relevant information to enhance my career. The University of San Diego's Master's in Law

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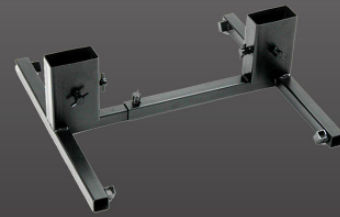
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NFOPU SPOTLIGHT

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Enforcement and Public Safety Leadership online program was a perfect fit. The professors and all the staff associated with LEPSL are extremely knowledgeable and provide topical instruction for the law enforcement professional. I highly recommend this program for all law enforcement professionals seeking to take their careers to the next level.”

In addition to numerous student and alumni testimonials, the USD program is consistently ranked among the nation’s best by numerous third-party organizations, including **bestcolleges.com**, **onlinemasters.com** and the prestigious *U.S. News & World Report* listing of best online graduate programs, which has ranked the M.S. in LEPSL program 19th in the country (and No. 14 for veterans).

Students in the University of San Diego’s online M.S. in LEPSL program explore solutions to current issues while learning practical management and leadership skills, including:

- Organizational leadership frameworks and how to influence others for the common good

- Constitutional law and how it shapes law enforcement policy
- Budget, finance and resource allocation
- Collective bargaining and contract negotiation
- Communication techniques, including interpersonal dialogue, written/electronic communications, report and grant writing, media relations and communicating to large audiences
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- **Earn a degree you’ll be proud of from a top-rated university.** USD is a top 100 private university founded in 1949. The M.S. LEPSL program is also ranked among the best in the nation.
- **Affordable tuition in a veteran-friendly environment.** Our students commonly tell us how surprised they are to be able to earn a top-tier private university graduate degree at police-friendly tuition. And as a proud FOP partner, we also give all FOP members an additional \$50/unit discount.

Students can apply to the M.S. in LEPSL program year-round, with new classes starting in May, September and January. The full program length is 20 months. **FOP**

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



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For more information on the NFOPU Consortium, go to www.fopconnect.com/education-connect/about-the-consortium.

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OHIO

Recognizing Angie Hoover

During Ohio FOP Lodge #117's attendance at the Officer Wellness Summit in Nashville in February, our lodge was happy to recognize Ms. Angie Hoover, administrative secretary for the Grand Lodge of the Fraternal Order of Police, for her support in assisting us to navigate the FOP trademarks and agreements process. Ms. Hoover has been instrumental in assisting our lodge by providing licensing agreements and capturing authorization from the Grand Lodge related to the use of the FOP marks. Recently, with the addition of the Ohio FOP Lodge #117 Motor Unit to our lodge, we have been working with the Grand Lodge on authorizations and licensing agreements for both our graphic designs for the Motor, our new challenge coins and many other items that will display our FOP Star!

FOP Ohio Lodge #117's President John DiPietro and National FOP Secretary Jimmy Holderfield presented Ms. Hoover with the Thank You license plate. President DiPietro said, "Our lodge is happy to express our sincere gratitude for Ms. Hoover's timely responsiveness and attention to detail which adds to our entire organization's success and excellence." **FOP**



CALIFORNIA

2021 Chula Vista Award Winners

ROGER MAYBERRY / CALIFORNIA STATE PRESIDENT

It is our pleasure to inform you that California FOP Federal Lodge #12 has been selected as the winner for the 2021 Chula Vista Awards in the category of labor unions. Notification to other award winners in Chula Vista will be made over the next several weeks. After all award recipients have been notified, we will post the complete list of winners on our website.

The Chula Vista Award Program was created to honor and generate public recognition of the achievements



and positive contributions of businesses and organizations in and around Chula Vista. Our mission is to raise the profile of exemplary companies and entrepreneurs among the press, the business community and the general public. **FOP**

FOP Approved Wellness Provider Facilities

Chateau Recovery: First Responder Resiliency Program

Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health, Inc.: Shatterproof Program

Deerfield Beach, FL

fherehab.com/services/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

There Is ALWAYS Another Option



www.fop.net

Day on the Hill 2021, Bills to Keep in Mind



Day on the Hill 2021

On February 23, 2021, the FOP National Legislative Office and the National Legislative Committee hosted a virtual legislative briefing for those participating in the FOP's annual Day on the Hill. If you missed the briefing but would like to view it, you can watch it by visiting tinyurl.com/4kk4d7e3. It was exciting to see so many members from around the country, especially new members who have never attended Day on the Hill before, participate in the briefing and discuss the National FOP's legislative agenda for the first session of the 117th Congress. If you participated in the Day on the Hill activities, please take a moment to fill out the feedback form by visiting tinyurl.com/yxzwze75. You can find more resources and the Day on the Hill 2021 Briefing Book by visiting tinyurl.com/fvjwtk7.

Also, please remember that genuine grassroots activism is not a one- or two-day event, especially in this virtual environment. The key to being effective in the future is to grow the relationships with individuals you connect with during the course of this event by following up. Make contact again with the members and staffers you speak to, even if it is to simply thank them

Top Priorities in Brief

H.R. 82, the Social Security Fairness Act

House: 79 co-sponsors (55 D, 24 R)

H.R. 962, the Law Enforcement Officers Equity Act

House: 3 co-sponsors (1 D, 2 R)

Just the Facts:

>> This year's virtual Day on Hill 2021 was a massive success, and for those who took part, please fill out a short feedback form at tinyurl.com/yxzwze75. One of the FOP's top priorities is H.R. 962, the Law Enforcement Officers Equity Act. If enacted, thousands of officers serving in various agencies would receive the same enhanced benefits as their federal law enforcement counterparts. Additionally, hearings were recently held for Merrick Garland's nomination to be the next attorney general. The FOP supports the nomination of Judge Garland, who has demonstrated a respect for law enforcement officers.

for their time. Each and every contact you have with them will reinforce our message and make our efforts more productive and, in time, will help generate strong and active support for our issues. With a new administration and Congress, it is important that we make sure members of Congress are aware of our priorities and views on different issues. To contact your elected officials and urge them to support the FOP's legislative priorities, visit tinyurl.com/fu44xa3e. When lobbying your members of Congress, it is important to keep in mind some important tips such as considering yourself an information source and subject matter expert on law enforcement issues. In these interactions, try to make personal connections, be organized and concise, anticipate reactions and stay on message. In a virtual environment, it is also important to know the technology you are using and to be prepared to overcome technical issues. For more information about lobbying tips and lobbying virtually, visit tinyurl.com/3kd9fdhs.

Legislation Reintroduced in the 117th Congress

One of the FOP's top priorities, H.R. 962, the Law Enforcement Officers

Equity Act, was reintroduced in the House by Representatives William J. Pascrell Jr. (D-N.J.), Andrew R. Garbarino (R-N.Y.), Gerald E. Connolly (D-Va.) and Brian K. Fitzpatrick (R-Pa.). This legislation would provide all federal law enforcement officers with 6(c) retirement benefits and the ability to retire after 20 years of service after the age of 50 or after 25 years of service at any age. If enacted, thousands of officers serving in agencies within the U.S. Departments of Defense and Veterans Affairs, as well as those employed by the FBI Police, U.S. Postal Service, Federal Protective Service, National Institute of Health, U.S. Mint and the Bureau of Engraving and Printing, will receive the same enhanced benefits as the rest of their federal law enforcement counterparts.

Another priority for the FOP is H.R. 1210, the LEOSA Reform Act, which was reintroduced in the House by Representatives Donald J. Bacon (R-Neb.), John H. Rutherford (R-Fla.), Peter A. Stauber (R-Minn.) and E.R. "Henry" Cuellar (D-Texas). The bill amends the Law Enforcement Officers Safety Act (LEOSA), which exempts qualified active and retired law

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TUW is now offering up to 40% off Tuition with the Law Enforcement Scholarship. The Scholarship is Available to ALL Law Enforcement employees, their Spouses and dependents.

- ✓ **AFFORDABLE** - TUW is one of the nation's most affordable universities to make education more affordable TUW is now offering the Law Enforcement Scholarship. The Scholarship is available for over 20 degree programs.
 - ✓ **AA/BACHELOR** - Full Tuition is \$400. With a Discount of 37.5%, Your Tuition will be \$250/per credit.
 - ✓ **MASTERS** - Full Tuition is \$500. With a Discount of 40%, Your Tuition will be \$300/per credit.
 - ✓ **DOCTORATE** - Full Tuition is \$700. With a Discount of 20%, Your Tuition will be \$560/per credit.
- ✓ **FLEXIBILITY** - Complete your course work, submit assignments, collaborate and engage with your professors and classmates ENTIRELY ONLINE!
- ✓ **CUTTING-EDGE COURSES** - Our 100% online degrees deliver cutting-edge knowledge with practical experience so graduates are prepared to enter the workforce or enhance their careers.
- ✓ **NONPROFIT and ACCREDITED University** - TUW is accredited by WASC Senior College and University Commission (WSCUC)
- ✓ **CONVENIENCE** - TUW is offering ALL courses six times a year resulting in a clear and supportive path to the successful completion of degree programs.
- ✓ **ADVANCED RESEARCH TOOLS** - Take advantage of the resources available in the TUW online library, with writing resources and popular research databases.

*Touro University Worldwide transfers courses equivalent to those TUW currently offers. Please visit our catalog for the latest policy.

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Visit **tuw.edu/leo** to learn more.

WASHINGTON REPORT

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enforcement officers from local and state prohibitions on the carriage of concealed firearms to ensure that these officers can carry in the same venues as civilian concealed carry permit holders in places open to the public like schools, national parks and on “common or contract carriers.” The bill also extends the exemption to magazine capacity and would allow active and retired law enforcement officers to access services in U.S. post offices, Social Security Administration offices or Veterans Affairs facilities without disarming or securing their firearms elsewhere. It would also allow states to affirmatively act to extend the period between training certifications for qualified retired law enforcement officers from 12 months to up to 36 months.



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

- **Top priority – H.R. 82** (Davis, R-Ill.), the Social Security Fairness Act, which would repeal both the Windfall Elimination Provision and the Government Pension Offset in current Social Security law.
- **H.R. 263** (Quigley, D-Ill.), the Big Cat Public Safety Act, which would strengthen existing restrictions on the possession and exhibition of big cats, including restricting direct contact between the public and these animals.
- **H.R. 288** (Banks, R-Ind.), which would codify the existing qualified immunity doctrine as established and upheld by the U.S. Supreme Court.
- **H.R. 305** (Crist, D-Fla.), which would award a Congressional Gold Medal to U.S. Capitol Police Officer Eugene Goodman for his selfless acts of bravery in protecting members of Congress on January 6.
- **H.R. 483** (Ruiz, D-Calif.), the Heroes
- **H.R. 521** (Connolly, D-Va.), the Fair Return for Employees on Their Initial Retirement Earned (RETIRE) Act, which would allow federal law enforcement officers, who were severely injured in the line of duty, to maintain their 6(c) early retirement if they take a civil service position after their injury.
- **H.R. 649** (Emmer, R-Minn.), the Abby Honold Act, which would promote the use of trauma-informed techniques by law enforcement when responding to sexual assault crimes.
- **H.R. 929** (Deutch, D-Fla.), which would provide a technical fix to the Elderly Home Detention Pilot program established by the First Step Act.
- **Top Priority – H.R. 962** (Pascrell, D-N.J.), the Law Enforcement Officers Equity Act, which would expand the definition of “law enforcement officer” for salary and retirement benefits to include all federal law enforcement officers.
- **H.R. 1198** (Gonzalez, R-Ohio), the Eliminate Network Distribution of (END) Child Exploitation Act, which would improve the effectiveness of the CyberTipline, which is administered by the National Center for Missing and Exploited Children.
- **H.R. 1210** (Bacon, R-Neb.), the LEOSA Reform Act, which would amend LEOSA, which exempts qualified active and retired law enforcement officers from local and state prohibitions on the carriage of concealed firearms. This would ensure that these officers are able to carry in the same venues as civilian concealed carry permit holders in areas like schools and national parks, as well as use public transportation and extend the exemption to magazine capacity and would allow active and retired law enforcement officers to access services at U.S. post offices, Social Security Administration offices or Veterans Affairs facilities.
- **H.R. 1229** (Deutch, D-Fla.), the EAGLES Act, which would reauthorize the National Threat Assessment Center (NTAC) within the U.S. Department of Homeland Security and expand the program

Lesley Zerebny and Gilbert Vega First Responders Survivors Support Act, which would increase the amount of death benefits provided by the Public Safety Officers’ Benefits (PSOB) program, as well as other benefits administered by PSOB.

by including a new school safety initiative.

- **H.R. 1260** (Ruppersberger, D-Md.), the Bipartisan Solution to Cyclical Violence Act, which would allow HHS to select existing violence prevention or intervention programs administered by state and local trauma centers to receive federal grants to expand existing programs, study the effectiveness of those programs and examine their impacts on reincarceration and re-admittance rates.
- **S. 35** (Van Hollen, D-Md.), which would award a Congressional Gold Medal to U.S. Capitol Police Officer Eugene Goodman for his selfless acts of bravery in protecting members of Congress on January 6.
- **S. 119** (Klobuchar, D-Minn.), the Abby Honold Act, which would promote the use of trauma-informed techniques by law enforcement when responding to sexual assault crimes.
- **S. 129** (Tester, D-Mont.), the RETIRE Act, which would allow federal law enforcement officers, who were severely injured in the line of duty, to maintain their 6(c) early retirement if they take a civil service position after their injury.
- **S. 391** (Grassley, R-Iowa), the EAGLES Act, which would reauthorize the NTAC within the U.S. Department of Homeland Security and expand the program by including a new school safety initiative.
- **S. 466** (Moran, R-Kan.), the Kelsey Smith Act, which would require telephone companies and wireless carriers to disclose cell-site location data without a warrant in certain exigent circumstances.
- **S. Res. 5** (McConnell, R-Ky.), a resolution honoring the memory of U.S. Capitol Police Officer Brian D. Sicknick for his acts of heroism in defending the U.S. Capitol on January 6.

Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news! To send a message to your member of Congress asking them to support FOP priority legislation, visit tinyurl.com/fu44xa3e.

WWW.FOP.NET



Confirmations of Cabinet Officials

The Senate has been working through the confirmation process for President Biden's Cabinet nominees. At this writing, nine officials have been confirmed, including:

- Lloyd Austin III as secretary of the U.S. Department of Defense
- Anthony Blinken as secretary of U.S. Department of State
- Pete Buttigieg as secretary of the U.S. Department of Transportation
- Linda Thomas-Greenfield as ambassador to the United Nations
- Avril Haines as director of National Intelligence
- Alejandro Mayorkas as secretary of the U.S. Department of Homeland Security
- Denis McDonough as secretary of the U.S. Department of Veterans Affairs
- Tom Vilsack as secretary of the U.S. Department of Agriculture
- Janet Yellen as secretary of the U.S. Department of the Treasury

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

The Senate Committee on the Judiciary held hearings for Merrick Garland's nomination to be the next attorney general during the week of February 22. The FOP supports the nomination of Judge Garland, who has demonstrated a keen legal mind, a reputation for fairness and honesty, and a respect for law enforcement officers.

The FOP also supports the nomination of Lisa O. Monaco to be the next deputy attorney general and sent a letter to the Senate Committee on the Judiciary expressing the FOP's perspective on the nomination of Vanita Gupta to be the associate attorney general.

The U.S. Senate Committee on Health, Education, Labor and Pensions voted to advance Martin J. Walsh's nomination to be the next secretary of the U.S. Department of Labor. The next step is for the full Senate to vote on Walsh's nomination.

Justice in Policing Act Passes House

Representative Karen R. Bass (D-Calif.) introduced H.R. 1280, the George Floyd Justice in Policing Act, with 190 Democratic co-sponsors. The text can be found by visiting tinyurl.com/45ucaa79.

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WASHINGTON REPORT

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The bill as introduced was identical in virtually every respect to the bill passed by the House last year (H.R. 7120). The legislation wasn't referred to the House Judiciary Committee, and instead, went directly to the House floor for consideration. The bill was considered on the floor under what is called a "closed rule," meaning no meaningful amendments could be debated on the floor. The vote on this bill, which took place during the first week of March, was passed by the House and is now on its way to the Senate.

With the bill passing the House, it will be referred to the Senate Committee in the Judiciary. The bill is unlikely to advance in the Senate as passed, but the National Legislative Office staff will be monitoring the issue closely.

Latest Developments in COVID-19 Relief Package

In early February, the House started the process of budget reconciliation, a procedure which allowed the House and Senate to pass President Biden's COVID relief plan — a \$1.9 trillion aid package referred to as the American Rescue Plan.

The legislative package recently passed the House and Senate, and the current language includes \$350 billion in aid to state and local governments to help address budget and revenue shortfalls caused by the pandemic, which the FOP strongly supports. Other provisions include:

- \$1,400 tax rebate checks for most taxpayers
- \$400 of weekly federal unemployment insurance through September
- \$440 billion for communities and small businesses
- \$30 billion for FEMA's Disaster Relief Fund for health care and first responder personal protective equipment and supplies
- \$130 billion to help schools reopen safely
- \$20 billion to establish a universal vaccination program

The package also includes an extension of the payroll tax credit for employers to provide additional COVID-related paid sick leave to their employees. The Families First

Coronavirus Response Act, which was passed last year, mandated employers provide this paid leave, but exempted emergency responders and health-care workers from benefiting from this leave. The Committee has amended the payroll tax credit to include state and local governments so that public safety employees will be covered. Understand that this paid sick leave coverage would be **voluntary** and is meant to serve as an incentive for employers to provide COVID-related paid sick leave for their employees.

Because this is a payroll tax credit, state and local governments would recoup the FICA Social Security and Medicare taxes they pay for the qualified paid leave wages. This means that states that do not pay into Social Security would not benefit as much from the credit, but they would recoup some of the costs of providing additional leave. The tax credit would begin with amounts paid after March 31 and end on September 30.

At this writing, the effort to increase the federal minimum wage to \$15 an hour has stalled. A recent ruling by the Senate parliamentarian that such a provision would not be allowed under the budget reconciliation process seems to indicate why this wage increase was not part of the final package.

The recent passing of the \$1.9 trillion relief bill means it's heading to President Biden's desk for his signature.

Speak Up and Be Loud – We Are the Voice of America's Law Enforcement

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

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

enforcement to do the same.

Follow the National FOP:

- [Facebook.com/GLFOP](https://www.facebook.com/GLFOP)
- [Twitter.com/GLFOP](https://twitter.com/GLFOP)
- [Instagram.com/fopnational](https://www.instagram.com/fopnational)

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

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

Lastly, the **FOP weekly update** is a key resource to help you be informed on the legislation that is pertinent to law enforcement and a great way to stay up to date on what the FOP is doing for you in Washington. If you have not done so, please be sure to sign up for the FOP's *Washington Watch: Legislative Update*. This one-of-kind weekly update is sent out every Friday via email, posted in the NFOP mobile app, and shared on our social media platforms. To sign up to receive the update via email, please visit tinyurl.com/2bv2rjn.

Support the PAC!

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

To donate, please make a check out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Avenue, NE Washington, D.C., 20002. For inquiries about our effortless payroll deduction program, or to sign up for our recurring monthly credit card donations, please contact Michelle Mason at mmason@fop.net or in the National Legislative Office at (202) 547-8189. We thank you for your support! **FOP**



ATTENTION ALL FOP MEMBERS! ENTER TO WIN \$1,000


We don't want you to miss an issue!
THE FOP JOURNAL HAS GONE DIGITAL.

Register your email address, and
enter for a chance to win **\$1,000!**

DRAWING RULES:

Fraternal Order of Police \$1,000 Member Drawing

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



Starting January 2021, the *FOP Journal* is becoming a monthly online publication. The Grand Lodge needs your email address to ensure you don't miss an issue! As an incentive, members who register their email address at **FOPConnect.com** will be eligible to enter into a drawing for a chance to win \$1,000.

HOW TO ENTER

- 1** Go to **FOPConnect.com** and register
- 2** Sign in to the **members-only area**
- 3** Submit your **FREE** entry!



Citizen Review Boards: What's Next?

Over the last few years, the implementation of police oversight boards, or civilian review boards (CRB), has become a hot topic of conversation, if not a reality in some jurisdictions. Ostensibly stemming from a community desire for accountability, these types of boards have morphed into attempts at controlling law enforcement in ways that threaten to curtail and stifle the effectiveness of law enforcement. Debate has raged over the subpoena power and investigative authority of CRBs. Some community groups want CRBs to be an additional layer of investigation with punitive authority over officers' conduct. Officers, on the other hand, insist that a CRB, if even necessary, should be limited to auditing and reviewing the policies and actions of the chief or sheriff and executive personnel and policies without the ability to review, impose or change discipline in individual cases. As with so many other issues, it is political.

Also, as with so many other issues, the most important step in advocating for and preserving your rights regarding a CRB is to be informed. We encourage you to stay informed of any discussion, movement or suggestion about the implementation of a CRB in your jurisdiction. It is crucial to know what model or type of CRB is being considered and the timeline for implementation.

If you are covered under a collective bargaining agreement, you may have the ability to bargain over the impact and authority of a CRB and how it affects the terms and conditions of your employment. Additionally, there may be limitations in your city or county charter and even in state statutes. If your state has a law enforcement officers' bill of rights, the use of CRBs to investigate or change a disciplinary decision may be limited or even prohibited.

Just the Facts:

» Roughly 200 civilian review boards exist around the United States, but the form and function of each vary widely from city to city, which makes it difficult to evaluate the success of each board. Research from a 2016 study found that of the country's 50 largest cities, 80% have review boards in place. In the past, law enforcement has voiced its concerns about civilian review boards creating an environment that lacks due process and violates employee rights.



This can seem overwhelming. However, you are not without help. At the direction of President Yoes, the Division of Labor Services participated with FOP General Counsel Larry James and a committee of FOP labor lawyers from around the country to produce a study and recommendations on the impact of CRBs. This tool can be used to negotiate the impact of CRBs as well as provide guidance on limiting the power and authority of a CRB if one is being created in your jurisdiction. This information is valuable whether or not you engage in collective

bargaining. If you do engage in collective bargaining, the Division can help with CRB contract language and data to support your negotiations.

We encourage all FOP members to stay informed of the implementation of all new policy and procedural changes affecting their employment and CRBs are no exception. If you are concerned about how a CRB may affect your jurisdiction or if you would like more information on potential bargaining in relation to a CRB or any other issues, please feel free to contact us at labor@fop.net. **FOP**

Summary of Material Modifications to the 2019–20 Plan Year



During the 2019–20 plan year, the following change was adopted: **Number of Plan Trustees Amended**

- Effective October 19, 2019, the number of plan trustees increased from five to seven and now include: Tony Harrison, 300 Kansas City St., Rapid City, SD 57701 and Bill Albertson, 3115 Coachlight Pl., St. Joseph, MO 64503.

Summary Annual Report for the 2019–2020 Plan Year

This is a summary of the annual report for the Fraternal Order of Police Legal Plan, Inc. (Employer Identification No. 31-1439914, Plan No. 501), for the period of May 1, 2019, to April 30, 2020. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$3,285,654 as of April 30, 2020, compared to \$6,376,257 as of May 1, 2019.

During the plan year, the plan experienced a decrease in its net assets of \$3,090,603. This decrease includes unrealized depreciation of the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had a total income of \$12,600,257. This income included participant contributions of \$13,308,656 and a total investment loss of \$708,399 (consisting of interest and dividends — \$623,649; realized gains on sales of

investments — \$44,716; net depreciation of investments — \$1,298,263; and investment management fees of \$78,501).

Plan expenses were \$15,690,860. These expenses included \$2,628,257 in administrative expenses, \$8,247,603 in benefits paid on behalf of participants and a \$4,815,000 increase in the benefit obligations.

701 Marriott Drive,
Nashville, TN 37214
31-1439914 (Employer Identification Number)
(615) 399-0900

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, this statement and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the plan's main office at:

Fraternal Order of Police
Legal Plan, Inc.
701 Marriott Drive
Nashville, TN 37214

You can also examine the report at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210. **FOP**

You have the right to receive a copy of the full annual report, or any part thereof, on request.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- An independent auditors' report
- Assets held for investment
- Transactions in excess of 5% of the plan assets
- Insurance information, including sales commissions paid by insurance carriers

To obtain a copy of the full annual report, or any part thereof, write or call the office of:

Fraternal Order of Police Legal Plan, Inc.,
or The Plan Administrator
Steve James, president,
Board Of Trustees



New Retired Law Enforcement Concealed Carry Legal Defense Coverage

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

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

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

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

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

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

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



FOP LEGAL DEFENSE PLAN

ADMINISTRATIVE ★ CIVIL ★ CRIMINAL

Protecting Your Future TODAY

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

FOP LEGAL DEFENSE PLAN PRICING

Full Coverage Group Rate	Full Coverage Individual Rate	Two-Coverage Group Rate	Two-Coverage Individual Rate
\$300	\$310	\$64	\$68
Administrative	Administrative		
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U.S. Supreme Court Hears Oral Argument in *Lange v. California*

A case with major implications for law enforcement is before the United States Supreme Court in *Lange v. California*. The matter is on appeal from the California State Court, First Appellate Division. The lower court ruled in favor of the state of California and law enforcement, holding the officer's entry into Mr. Lange's garage without a warrant did not violate the Fourth Amendment because the officer was in hot pursuit of Lange, whom he had probable cause to arrest for a misdemeanor. The question certified for review is: Does pursuit of a person who a police officer has probable cause to believe has committed a misdemeanor categorically qualify as an exigent circumstance, sufficient to allow the officer to enter a home without a warrant? The case involves the "hot pursuit" doctrine, which provides that police may pursue a fleeing suspect into a home — without a warrant — when they have probable cause to make an arrest and when they set that arrest in motion in a public place (*United States v. Santana*, 427 U.S. 38 [1976]).

Lange v. California stems from a California State Highway patrolman's attempt to effectuate a traffic stop. Around 10:20 p.m., the officer heard loud music coming from an orange vehicle; he also heard the vehicle honk four to five times for no apparent reason. The loud music and the honking at no particular target constituted violations of California law. The officer then followed the vehicle as it drove northbound. The vehicle turned right, and the officer followed to effectuate a traffic stop. The officer briefly lost sight of the vehicle as it turned right, but eventually regained sight. The vehicle turned left, and the officer again followed. The officer accelerated to close the gap between the vehicles. The vehicle slowed to a stop in the middle of the road.

Just the Facts:

» While many crime shows portray officers in high-speed chases saying they're "in hot pursuit" of a suspect, this popular depiction says little about the legal rule of hot pursuit. Established by the U.S. Supreme Court, the rule is an important exception to the freedoms guaranteed by the Fourth Amendment. Under special circumstances, the rule of hot pursuit gives law enforcement extra powers to enter private property and conduct a search without a warrant, but stops far short of giving officers complete freedom to conduct warrantless searches.

After two to four seconds, the vehicle proceeded forward, at which point the officer activated the patrol's overhead lights. The officer testified that the vehicle

Does pursuit of a person who a police officer has probable cause to believe has committed a misdemeanor categorically qualify as an exigent circumstance, sufficient to allow the officer to enter a home without a warrant?

failed to yield, and so he followed it into a driveway. The vehicle went into an attached garage. As the garage door started to close, the officer exited his vehicle and stuck his foot in front of the sensor to send the garage door back up. Lange was

still in his vehicle with the driver's side door open when the officer entered the garage. While inside the garage, the officer asked Lange if he had noticed the officer, and the driver said that he did not. The officer asked Lange for his license and registration. He also asked Lange why he was playing his music so loudly and how much he had to drink. Eventually, the officer and Lange moved outside the garage, where the officer arrested Lange for driving under the influence. He was ultimately charged with misdemeanor violations of driving under the influence of alcohol and operating a vehicle's sound system at excessive levels.

Lange filed a motion to suppress the evidence, arguing that the officer's warrantless entry into his home violated the Fourth Amendment. The lower court found that "because the officer was in hot pursuit of a suspect whom he had probable cause to arrest for a violation of [state law], the officer's warrantless entry into Lange's driveway and garage were lawful."

With his case now before the United States Supreme Court, Lange argues that the lower state and federal courts are "sharply divided" on the question of whether pursuits for misdemeanors justify warrantless entry. He argues that the California State Court's ruling will allow

“officers investigating trivial offenses to invade the privacy of all occupants of a home even when no emergency prevents them from seeking a warrant.”

Lange further asserts that the “categorical approach” that the officer used to justify entry into Lange’s garage — as opposed to the “case-by-case” approach — is not needed for effective policing. As it stands, under the case-by-case approach, an officer in pursuit of a suspect may conduct a warrantless entry only if the officer has an objectively reasonable belief that an exigent circumstance exists. In contrast, under the “categorical approach” to hot pursuits, the warrant requirement will yield every time a suspect commits a misdemeanor offense — irrespective of any exigent circumstances.

The state of California is not arguing in support of the judgment below, although it does agree with Lange in one key respect. Namely, California agrees with Lange’s assertions that hot pursuits for misdemeanor offenses do not always justify warrantless entries and that officers should use a case-by-case approach to determine if entry is necessary. And while the state also agrees with Lange that the federal and state courts have reached different conclusions on the

Fourth Amendment question presented, the state argues instead that Lange’s case is not the appropriate vehicle to answer that question because his DUI conviction should stand regardless of the outcome of this proceeding. The Court appointed Amanda K. Rice as amicus curiae counsel to argue in support of the judgment below.

The case has garnered significant attention from the media, academics and legal scholars. Nineteen amicus briefs have been filed, with briefs from various states, the Department of Justice, the ACLU and the National FOP. In its brief, the National FOP advocated that there is no Fourth Amendment violation when: (1) a law enforcement officer demonstrates an intent to conduct a brief investigatory stop or to set in motion an arrest in a public place; (2) the suspect ignores or disobeys the officer’s lawful order to “stop” or “pull over” and (3) the officer, while in hot pursuit of that suspect, enters the suspect’s home without a warrant. The rule advocated for by the National FOP — which mirrors the initial ruling from the California State Court — protects the interests of both the public and law enforcement officers by encouraging safer roadways and discouraging flight for minor offenses. Moreover, this rule

would account for the training, experience and internal department pursuit policies that guide every law enforcement officer’s decision to pursue a fleeing suspect, along with the different risk factors that will vary with each case. As a result, the sought-after ruling will not lead to aggressive policing practices because law enforcement is well-prepared to ensure that pursuit of a fleeing suspect (and subsequent warrantless entry) is ultimately a rare — but objectively justified — scenario.

Lange v. California had remote oral argument before the Supreme Court of the United States on Wednesday, February 24. **FOP**

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The Challenge of the Times

March 2021 brings more challenges and a renewed sense of wanting and needing to get back to "normal." March 15, 2020, just one year ago, marked the beginning of the COVID-19 pandemic and restrictions that affected every part of our lives. While many of the restrictions have been decreased or lifted in some states, we are looking forward to being able to gather for meetings and events, enjoy visiting with friends and move about our wonderful country more freely.

Even though we still have limitations, the Auxiliary and our members need to move forward to assure that the members of our parent lodge know that we continue

to support them. Some lodges are not open for meetings or events, and auxiliaries are exploring ways in which to aid or promote a positive image of the law enforcement profession. The families of law enforcement know their loved one to be a hero, but it is not always so with the general public.

We know that heroes do not perform duties at the same stress levels, however, they are all heroes to the people they are assisting, and they do so because of the oath they have taken to "serve and protect" unconditionally. Law enforcement officers are challenged every day to defend and secure the communities in which we live.

The Heroic Imagination Project defines heroes as people who transform

compassion into heroic action. In doing so, they put their best selves forward in service to humanity. A hero is an individual, or a network of people, who take action on behalf of others in need, or in defense of integrity or a moral cause.

Our members are ever-vigilant in acknowledging the ways to show active law enforcement heroes of our appreciation of their commitment and their readiness to put themselves in harm's way when called upon.

LET YOUR VOICE BE HEARD!

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

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

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



The Fraternal Order of Police Auxiliary was formed for the purpose of promoting the welfare of law enforcement officers (our heroes) and their family members. Our members are entrusted with the task of making sure their heroes know of their support. Subordinate auxiliaries are finding new ways to support and promote law enforcement and their families. Our members are ever-vigilant in acknowledging the ways to show active law enforcement heroes of our appreciation of their commitment and their readiness to put themselves in harm's way when called upon. We would be pleased to provide you with more information regarding how you can join the Auxiliary or how to organize an auxiliary for your lodge. The Auxiliary can be reached at the Grand Lodge FOP website, under "About the FOP," drop down "FOP Auxiliary." **FOP**



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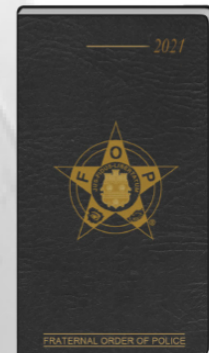
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