

TIPS FOR LODGE TAXES // P. 16

FOP



JOURNAL

THE VOICE OF OUR NATION'S
LAW ENFORCEMENT OFFICERS®

MARCH 2022

WWW.FOP.NET



NATIONAL Women's HISTORY MONTH

CELEBRATING WOMEN WHO
BROKE BARRIERS IN LAW ENFORCEMENT

ALSO INSIDE

POLICE REFORM
EFFORTS CONTINUE
IN WASHINGTON

UNDERSTANDING
PTSD IN LAW
ENFORCEMENT

SECURE YOUR FUTURE WITH YOUR OWN SECURITY FRANCHISE

GoJoe Patrol is your opportunity to own your own security business that serves both your community and your goals. Call the shots and direct your team knowing you're **Protecting People, Property and the Planet™** with a GoJoe Patrol franchise.



Proven business
model with full
training and support



Lower investment
for a highly
rewarding opportunity



Eco-friendly practices
to help protect
the environment



BECOME YOUR OWN BOSS

Take pride in a business of your own. With over two decades of industry experience, we can help you become your own boss using a proven system, key training, and ongoing support.



JOIN AN IN-DEMAND INDUSTRY

The need for top-notch security solutions is higher than ever and isn't going away. With a GoJoe Patrol franchise, you can meet the increasing demand and secure your future in the industry.

PROTECT YOUR COMMUNITY

Build a client-focused business by bringing an essential service to your local community. Help clients feel and stay safe by providing the security and service they need.



ACCESS POWERFUL TOOLS

RevSuite, our complete business operating platform, makes your daily procedures even easier. You can also rely on the industry's leading systems, tools, and technology for the highest standard of service.

“

We started GoJoe Patrol to help our communities feel safer, meet the high demand for security services, and provide people with the opportunity to run a business that makes a difference. After 24 years, we continue to do just that.”



MAJOR BAMBINO
Co-founder of
GoJoe Patrol

*Ret. Detective at Washington
State Patrol, Former President
of FOP Spokane Lodge 20*

HARRY SLADICH

Chief Development Officer

harry@gojoepatrol.com

509-953-3196

gojoepatrol.com/franchise

GOJOEPATROL®
JOE WILL BE WATCHING



CROSSCOUNTRY
MORTGAGE™

THE ORIGINAL
**NO LENDER
FEE LOAN!**

THE SAVINGS ARE REAL. NO LENDER FEES!*



THE FRATERNAL ORDER OF POLICE PREFERRED MORTGAGE SAVINGS PLAN

A nationwide lender licensed in all 50 states, CrossCountry Mortgage offers a broad portfolio of traditional and niche loan products to serve virtually every home financing situation.

CCM is dedicated to keeping you informed throughout the loan process and delivering fast closings in as few as 21 days.

Savings available to Active, Retired, and family members!

- › No Application Fee
- › No Processing Fee
- › No Underwriting Fee
- › No Commitment Fee
- › No Lock-In Fee
- › No Document Prep Fee

**FIND OUT WHY CCM IS ENDORSED BY SEVERAL NATIONAL UNIONS.
CONTACT YOUR DEDICATED LOAN TEAM TODAY!**



888.5CCM-FOP



CCMAffinity.com/FOP

*Terms & Conditions: This is not a commitment to lend. All loans subject to program guidelines and underwriting approval. Loan program terms and conditions are subject to change without notice. Available for first lien mortgage purchase money loans or refinance loans only, subject to certain minimum loan amounts. Discounts will be applied at closing as a lender credit up to a maximum of \$2,198, limitations may apply. Borrower cannot receive cash at closing. Only one offer per loan transaction will be accepted. No cash value. Available only on loans originated by CrossCountry Mortgage, LLC. Borrower must mention the program at the time of application. CrossCountry Mortgage, LLC has the right to accept, decline, or limit the use of any discount or offer. CrossCountry Mortgage, LLC is an FHA Approved Lending Institution and is not acting on behalf of or at the direction of HUD/FHA or the Federal government. Certificate of Eligibility required for VA loans. Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. NMLS3029 NMLS1681501 (www.nmlsconsumeraccess.org) CrossCountry Mortgage, LLC

ADVANCE YOUR CAREER WITH AN MPA *Degree*

- Tuition grant available for FOP and FBINAA members
- Law enforcement and military training credit accepted
- Five 8-week sessions and an accelerated six-week summer session



UPPER IOWA[®]
— UNIVERSITY —

- Member, Fraternal Order of Police University Program
- Partner, International Union of Police Associations (IUPA)
- Partner, FBI National Academy Academic Partnership Program

EDUCATION BUILT FOR LIFE

CLASSROOM

ONLINE

SELF-PACED

Inquire today at **800.553.4150**

UIU.EDU/FOP



FEATURE



24 // National Women's History Month

Celebrating Pioneering Female Law Enforcement Officers

EXECUTIVE BOARD

10 // President's Message

Crime Is Not a Political Issue — It Is a People Issue With Dire Consequences

12 // Vice President's Message

Recruit, Recruit, Recruit!

14 // Secretary's Message

The FOP Is in Full Swing

16 // Treasurer's Message

It's Time to Talk About Taxes

18 // Sergeant at Arms' Message

Then Came Nashville

DEPARTMENTS

20 // Member Spotlight

Oleta Davis

26 // Wellness

PTSD in Law Enforcement: Facts, Fiction and What We Are Missing

Love Your Heart and Your Heart Will Love You Back

36 // NFOPU Spotlight

Waldorf University

38 // Washington Report

The FOP Remains Focused on Legislative Priorities

42 // Labor News

Law Enforcement and Social Media

44 // Legal Counsel

Negotiating the Effects of COVID-19 Vaccine Policies

46 // FOP Legal Defense Plan

New Retired Law Enforcement Concealed Carry Legal Defense Coverage



Grand Lodge Fraternal Order of Police

National Headquarters 701 Marriott Drive, Nashville, TN 37214

1-800-451-2711 | Phone (615) 399-0900 | Fax (615) 399-0400

Email: glfop@fop.net | www.fop.net

Executive Board

Patrick Yoes, President
Norco, LA | (504) 234-4300

Joe Gamaldi
Vice President
Houston, TX

Jimmy Holderfield
Secretary
Jacksonville, FL

James Smallwood
Treasurer
Nashville, TN

Steve Weiler
Second VP
Philadelphia, PA

Keith Turney
Sergeant at Arms
Joliet, IL

Rob Pride
National Trustees
Chairman
Johnstown, CO

Past Presidents

Chuck Canterbury
Myrtle Beach, SC

Dewey R. Stokes
Columbus, OH

Gilbert G. Gallegos
Albuquerque, NM

John M. Dineen
Chicago, IL

National Trustees

Colorado	Rob Pride, Chairman	Missouri	Kevin Ahlbrand
Alabama	Jay King	Nebraska	John Francavilla
Arizona	Paul Sheldon	Nevada	David Moody
Arkansas	Allen Hamby	New Jersey	Kevin Vernon
California	Steve James	New Mexico	James Flores
Connecticut	Daniel DePinto	New York	Mike Nied
Delaware	Joe Fitzgerald	North Carolina	Dennis McCrary
District of Columbia ..	Marinos Marinos	North Dakota	Joe Johnson
Florida	David Stevens	Ohio	Shaun Laird
Georgia	Carlton Stallings	Oklahoma	John George
Idaho	Brad Landes	Oregon	Todd Hargrove
Illinois	Robert "Rocky" Nowaczyk	Pennsylvania	James Harrity
Indiana	Joe Hamer	Rhode Island	Peter Johnston
Iowa	Donald Strong	South Carolina	Jerry Wright
Kansas	K.C. Blodgett	South Dakota	Tony Harrison
Kentucky	Shawn Helbig	Tennessee	Johnny Crumby
Louisiana	Kelly Gibson	Texas	Frank Plowick
Maine	Mike Edes	Utah	Kevin Salmon
Maryland	Lisa Riha	Virginia	Thomas Stiles
Massachusetts	Rich Shailor	Washington	Jack Simington
Michigan	Joe Adams	West Virginia	Stephen Walker
Minnesota	Ruben Marichalar	Wisconsin	Jerry Johnson
Mississippi	Billy Chandler	Wyoming	Tina Trimble

Editor-in-Chief Jimmy Holderfield

Editor Stephanie Simpson

911MEDIA Staff

Publisher Mark Deitch

Associate Publisher
Jordan Tolila

Client Services Director
Natalie Tolila

Production Manager
Natasha Carleton

Managing Editor
Jenna Anderson

Editors
Paul Amico,
Sophia Islas

Art Director
Chad Rooney

Senior Graphic Designer
Adam Huntington

Advertising Sales Manager
Leslie Lueders

Graphic Designer
Richard Chu

Sales Assistant
Sandra Diaz

Advertising Consultants
Adam James, Bruce Loria, Kevin
Nakanishi, Heidi Wood-Brown,
Retired Officer Cristina Coria

911MEDIA
STRATEGIC COMMUNICATIONS FOR YOUR ORGANIZATION

TNI

Published by 911MEDIA®

911MEDIA® is a division of Trade News International, Inc.
For advertising call 877-DIAL-911 (342-5911) | 911MEDIA.com

For editorial submissions, send inquiries to fopjournal@fop.net.

For product guide submissions, email your press release
and hi-res digital image to news@911media.com.



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.

Media information available upon request by writing or calling National Headquarters. No part of THE FOP JOURNAL may be reprinted without written permission. Publication of any product does not endorse product or service by the National FOP.

The Grand Lodge Fraternal Order of Police Board of Trustees has contracted with the following vendors to offer services to our members. From time to time, these vendors may market by mail and electronically with the membership to offer services: Armed Forces Eyewear, Avis, Calibre Press, Commerce Bank, Enterprise Holdings, Inc., GovX, HALO/Lee Wayne Merchandise, Hylant Group, Liberty Mutual, Nationwide Advantage Mortgage, Rockwell Watches, Your Travel Experts and 911MEDIA®.



Continue Serving

and providing your community peace of mind.

Use your passion to protect your community by opening a Signal franchise location. Pursue your dream of small business ownership today!

THE INDUSTRY

Increased reliance on private security year after year

The private security workforce now doubles that of law enforcement

Utilize skills and experience, while providing a stable and lucrative career.

OUR MODEL

Proven business model with 180+ satisfied franchisees nationwide

Franchise support providing operational and market expertise

Your experience becomes your greatest asset

YOUR OPPORTUNITY

Build your legacy by investing in a brand who invests in you

Take control of your career and build a profitable foundation

Own a business built on the highest level of service in the industry

“ ”

“I knew how to protect people and property from over 30 years in law enforcement, but I didn't know how to run a business. Signal Security provided that structure that is so critical to my success.”

-Pete Mango, Owner, Signal Security of Octorara, PA. Former Chief of Police

You have devoted your life to serving others.
Now is your time to thrive.

CONTACT US TODAY:

INFO.SIGNAL88FRANCHISE.COM/POLICE

Crime Is Not a Political Issue — It Is a People Issue With Dire Consequences



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

No one is safe ... not law-abiding citizens, nor the men and women police officers who suit up and show up every day in every town in America.

The FOP has been meeting with the DOJ, DHS and the administration these past few weeks about escalating crime, stopping the revolving door that allows violent offenders to continue to destroy communities and increasing public safety.

Law enforcement today faces an array of public safety crises — and we stand ready to take them all on, but not without somebody at our back and not without governmental protection from those who seek to cripple the profession.

As much as the FOP wants to be part of the effort to effect meaningful reforms that will help make America a safer and more inclusive place for all, we will never agree to any changes that will weaken or do away with the legal rights and protections vital to the well-being of the profession.

The administration is working on an executive order related to police reform. I can confirm this because Executive Director Jim Pasco and the staff in the Government and Media Affairs Center in Washington, D.C., are actively consulting with White House staff. Over the last six months or so, they have shared some of the language and we have provided a lot of very substantial feedback on every part of the text being considered. It is very much a work in progress, and, at this point, we do not believe the White House has a definitive timeline for when the executive order will be issued.

Our members should recall that it was believed that an executive order was going to be issued one week

after the president's inauguration in 2021. Our feedback, and outreach from Capitol Hill, convinced the White House to hold off and see if a legislative package on criminal justice and policing reform could be worked out in Congress. Our members know that we spent many months working on this issue with Senators Cory A. Booker (D-N.J.) and Timothy E. Scott (R-S.C.) as well as Representative Karen R. Bass (D-Calif.). These efforts stalled out

We will never agree to any reforms that will weaken or do away with the legal rights and protections vital to the well-being of the profession.

at the end of September, and the administration began its own work on an executive order addressing many of the issues we had been discussing. While we were not completely "starting over" — the issues remained the same — some of the collaborative solutions we achieved in the congressional negotiations had to be recreated. This has been the focus of our efforts in the last few months.

I do want to emphasize that the timing of the executive order is entirely unknown to us and the decisions on

timing may not have been made within the White House. We are aware of the rumors that it was to be issued in week two of the Biden administration, then it was tied to Martin Luther King Jr. Day and then February for Black History Month. We simply do not know, as the timing and text of the executive order will be entirely decided by President Biden — not the FOP or White House staff.

The FOP's objectives in this effort have always been very clear:

- Preservation of the existing qualified immunity doctrine
- Preservation of the existing "objectively reasonable" standard established by *Graham v. Connor*
- Secure significant grants and federal resources on accreditation, data collection, recruitment, retention, hiring practices and training
- Protect the due process rights of officers at every level of government
- Recommit to the community-oriented policing model

We had made significant progress during our work with Congress on a number of issues, such as greater transparency of the 1033 program, on the use of chokeholds and vascular neck restraints, no-knock warrants and body-worn camera use policies. We have transmitted all of this to the staff in the White House and will continue to stay at the table making the very best case for our officers for as long as it takes. The path ahead is difficult, and we anticipate that there will be issues on which we agree, issues on which we can compromise and issues on which we will not agree. But I can promise all of our members that their voice will be heard. **FOP**

5 Great Reasons

Why Your Hearing Network is the answer to your hearing problems.

Take advantage of this hearing care program for FOP members and their immediate and extended families.¹

1

Premium digital hearing aids at 40% discount²

Over 800 models available from brand name manufacturers.
\$200 mail-in rebate on select models.³

2

Hear better, with less effort

Advanced noise reduction systems help reduce listening effort.

3

Advanced technologies

360° hearing enables you to hear multiple people speak at once.

4

Connectivity made easy

Make hands-free calls, stream music, connect to smart devices and more via Bluetooth.

5

Never change a battery again

Recharge at night for a full day of hearing
FREE charger included!



YHN brings added value:

- FREE annual hearing exam
- 75-day money back satisfaction guarantee⁴
- Secure 3-year warranty
- FREE 1 year of follow up care
- Interest free financing⁵

To take advantage of your discounts,
\$200 rebate and free charger offer,

call **833-809-3989**

¹Discounts provided for active, retired, surviving spouses of FOP members and their families including parents-in-law. ²40% off pricing as referenced in the Consumer Guide to Hearing Aids; details available on request. Discount varies depending on product. ³Rebates are valid only on product technology levels 3, 4, 5 and may not be used with any federal or state funded reimbursement programs. Rebates are not valid on returned hearing aids, please allow 60 days for receipt of the mail-in rebate. ⁴Trial period for hearing aids is 75 days. If you're not 100% satisfied, simply return your aids for a full refund. ⁵Approval based on credit.

yourhearing
network



Recruit, Recruit, Recruit!

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

At the opening of Leadership Matters this year, we were proud and excited to introduce our new recruitment video highlighting the FOP as the number one voice for law enforcement in this country. To say watching this video makes you proud to be a member is an understatement! After seeing it for the first time, I wanted to sign up for membership again! Now as excited as we all are for this video, it's not for us; it's for every single police officer in this country who is not yet a member of the FOP. Our membership numbers are approximately 366,000. That means there are a minimum of 400,000 officers who are not members of the FOP. So I am giving you all a homework assignment. Find our new recruitment video at the following locations:

- The front page of our website: **FOP.net**
- The Become a Member page on our website: **FOP.net/become-a-member**
- On our **free** mobile app, which can be downloaded from the Apple App Store or Google Play

Store by searching "NFOP"

- On our YouTube channel: **youtube.com/GLFOP**
- All our social media platforms

Once you have found the video, I ask that you show it to co-workers, friends and family in law enforcement who are not members of the FOP. After the video has concluded, simply ask them if their organization is standing up for them the way the FOP is standing up for law enforcement across this country.

The answer will undoubtedly be "no," as President Yoes has shared with all of us numerous times that if you take the dozen or so other national groups in the country, they only make up 60% of our media mentions — combined! As I have said before, we are the number one voice for law enforcement in this country and it's not even close. But it is every single member's job in this organization to recruit. Our membership numbers continue to climb (our recruitment committee does a phenomenal job), and I don't see any reason why it will slow down, but I am asking for an all-hands-on-deck approach to recruiting

as many brothers and sisters in blue as possible into the FOP. We know we are the oldest, biggest, certainly the loudest and strongest in the land, and we want to welcome every officer to join and become a member of the FOP. So right after they finish watching that video, when it's fresh in their mind, sign them up for membership at **FOP.net/become-a-member**.

Now, I would be remiss if I did not extend a huge thank-you to Mark McDonald from our Washington office. We gave him some ideas of what we wanted to see in this commercial and he ran with it. His creative genius captured the essence of what we wanted and he created an incredible video we can all be proud of. So please, go forth and share this video with everyone who wears the uniform and let them know who is fighting for them and who will stand up for those sworn to protect — the FOP!

As always, be safe out there, and if you need anything, I am only a phone call, text, email, or Facebook or Twitter direct message ([@JoeGamaldi](https://twitter.com/JoeGamaldi)) away — or contact me on our **free** National FOP mobile app. **FOP**

Support the NFOP PAC!

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

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

Sign up today: tinyurl.com/5nu8f58v

NXT TO NOTHING

INTRODUCING THE
nFORCE NXT® LIGHTBAR.



This is the next generation of the industry's best lightbar, nFORCE. We've bumped up brightness, lowered the amps, and made it harder working than ever before. You deserve our best.

- Now available with tinted lenses
- Built-in photo cell
- 3-wire install
- Plugs directly into 500 Series; no need for a BOB



nFORCE[®] nxt
NEXUS TECHNOLOGY



(800) 338-7337

www.soundoffsignal.com



The FOP Is in Full Swing

// **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 March edition of the National *FOP Journal* finds you well. February was a busy month with the various training opportunities in Nashville and Las Vegas. Also, many states' legislative sessions were in full swing, as well as our annual Day on the Hill in Washington, D.C. I will report to you in a future edition of the *Journal* the highlights of our accomplishments at the state level. Please also check out the weekly *Washington Watch: Legislative Update*. If you are not receiving it, search for the NFOP app in your Android or Apple store and download it now — it's free!

Speaking of training, several state and local lodges have contacted my office asking if the various leadership, labor, legal and wellness programs can be held at their respective state or local meetings. Yes, they can. Please send me an email on which program(s) you are interested in, and we will send you what the minimal costs will be. This is a great opportunity for regional training and a tremendous benefit in exposing members to world-class programs to help better serve themselves and their sister and brother FOP members.

Recently, I spoke with the president of the FOP DC #1 Lodge, Brother Mike Murphy, and National FOP Memorial Committee co-chair, Brother Andy Maybo, about the 2022 National Law Enforcement Officers Memorial and Police Week. The memorial service will be on Sunday, May 15, beginning at 12 noon on the west front lawn of the United States Capitol. This year, the memorial service is anticipated to run approximately three and a half hours. The Tent City will be held on May 13–15 at RFK Stadium, Lot 8. For information on schedules, events and hotels, go to policeweek.org. Survivors and those members assisting should go to nationalcops.org for additional information.

This year, two State Lodges will celebrate milestone achievements. The Nebraska State Lodge will mark its 50th anniversary at its conference on June 2–4 in North Platte. President Jim McGuire and National Trustee John Francavilla are busy preparing for an exciting celebration and meeting. The Alabama State Lodge will hold its 75th annual State Conference in Montgomery on April 1–4. On Saturday night, a special concert will be held featuring country music legends Sawyer Brown. President Everett Johnson and National Trustee Jay King are elated over hosting this great meeting.

I want to thank you for subscribing to the *Journal* and reading it. Because of you, my office has been able to generate a huge savings on the cost of publishing and mailing our primary monthly communications. Before 2021, we published the *Journal* in quarterly editions in a hard copy format. The information was sometimes stale because of editing deadlines and the time to proof, print and mail. The cost? Over \$650,000 per year. Past National Second Vice President and Pennsylvania State Lodge President Les Neri had long advocated for an electronic version. He was assigned the task to negotiate our current *Journal* format with our publisher and he did an outstanding job. The new proposal was considered and approved by the National Board of Trustees authorizing the National Secretary to go electronic. We began going monthly starting with the January 2021 issue of the *Journal*. Yes, it is a tremendous amount of effort on the part of the National Executive Board, the Legislative Office, our General Counsel, Wellness, Labor Services, Legal, the Auxiliary, History Committee, our editor Stephanie Simpson and myself, but it is well worth it. You now receive more timely information at a tremendous savings. How much? In 2021, we spent

just over \$15,000 for our new, improved and expanded *Journal*.

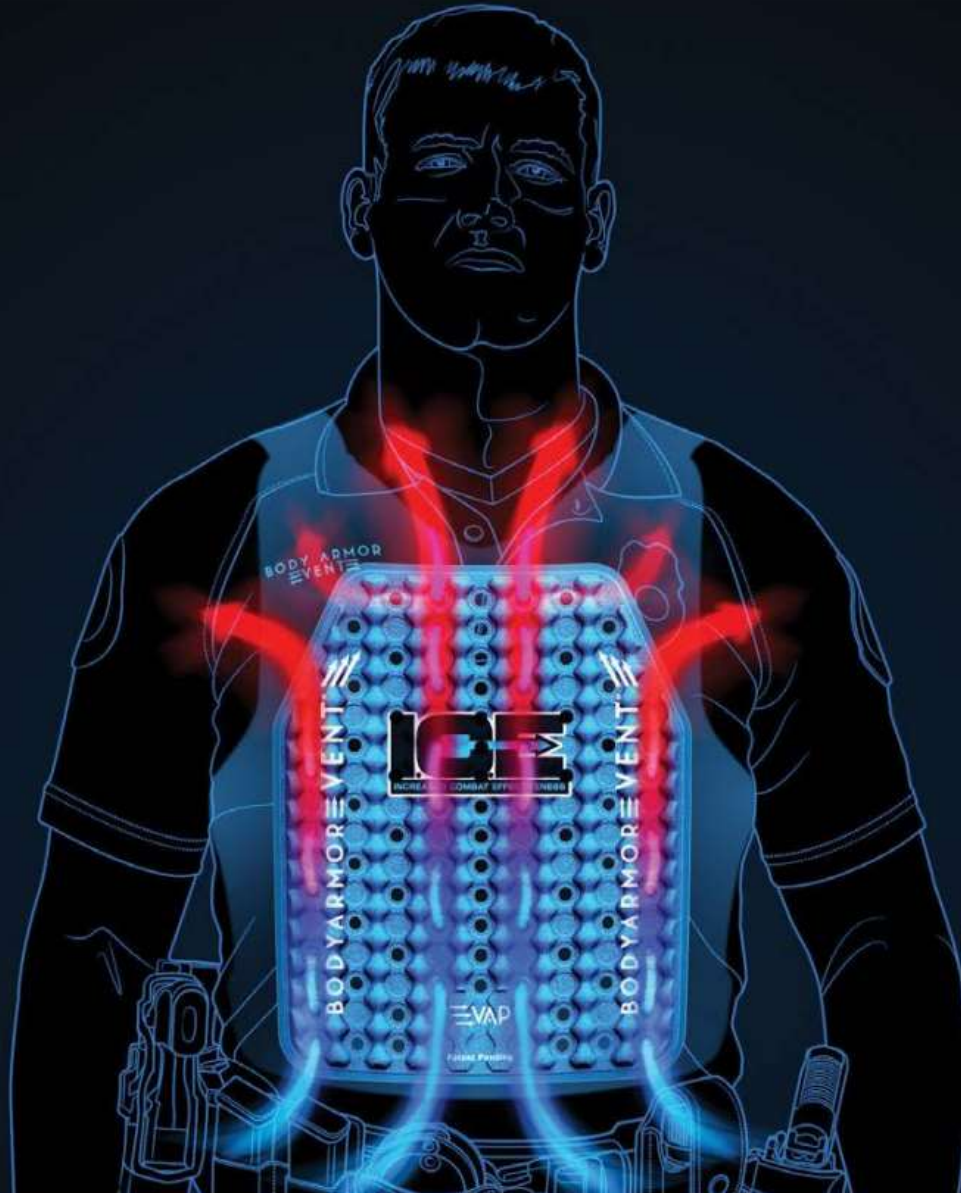
What keeps the costs down is advertisement sales. This is where I need your help. Advertisers monitor how many potential recipients of the *Journal* are reviewing their advertisements. Because of you, we were able to increase our email list by 50% last year. That generated additional advertisement sales, which equated to more dollars to offset the cost of publication. You can help your National FOP by encouraging your fellow members to sign up for the *Journal*. It's easy and free. Simply go to fopconnect.com and fill out the information. Don't want to use your email address to sign up? No problem. The National FOP will provide you with a free email address. Send a request to mphillips@fop.net along with two or three prefixes for your requested address (e.g., JimmyH@fop.net, Jim5475@fop.net, jholderf5422@fop.net). Matthew will check the system and send you your new address.

In closing, we are busy vetting a new, modern membership database. Our goal is to have a system that gives local lodges the ability to capture information they need to track their respective members more accurately with specific needed data, such as zone or precinct assignment; allows State Lodges to track House or Senate districts; and enables the National Lodge to view basic member information, such as name, lodge, member ID number, email address, etc. I want to also have a system where you can change your home address, phone number or email without going through your local and state secretary. My goal is to integrate the system where membership status can be displayed on your phone and used at the local, state and national levels to verify attendance or credentialing at a meeting or conference. I will keep you posted on our progress.

Be safe, and let me know how I can assist you. **FOP**

**YOUR COMFORT IS A
MATTER OF PUBLIC SAFETY***

**BODY ARMOR  VENT™
IS HERE TO HELP!**



***LEARN MORE AT:
BODYARMORVENT.COM**

** VAP
TECHNOLOGY**



It's Time to Talk About Taxes

// **WRITE TO US!** If you have further questions, contact James Smallwood at (615) 474-8898, or fopsmallwood@gmail.com.

Brothers and sisters, I hope that this correspondence finds you well. The National FOP has just wrapped up its annual Leadership Matters training seminar here in Nashville, and it was a great success! It was great to see all our friends in person again, and I was very pleased to see all the new faces in the building, too! If you have never attended this event in the past, I strongly encourage you to consider it in the future as it offers a vast array of training and information about our organization and the profession.

As we look forward from this event, I think it is important to note that we must always be focused on the efficient management of our organization to ensure that you are receiving the best possible representation from every level. As part of that management, especially in the beginning of the year, it is important for every lodge to navigate the minutiae of our favorite subject — taxes! I know, it's no fun to talk about taxes, but it's even less fun to talk to the IRS about them when we don't do our due diligence.

If you haven't been doing your due diligence, don't panic, we are here to help you get back on the right track! The National FOP has retained Bob Krone to assist lodges who need a little help with this issue. If you need to discuss something with him, feel free to reach out to me and we will set it up. In the meantime, for those of you who are ready to jump in and get to work, the following are some helpful tips from Bob to keep in mind.

Here are some general considerations to keep in mind surrounding your lodge taxes:

- Each lodge **should** file an annual 990-type tax return **every** year. That type of tax return is dependent on the amount of **annual** gross receipts of your lodge. If your lodge's **average** gross receipts over the past three years do not exceed \$50,000, you should file Form 990-N.

If you do not qualify to file Form 990-N, then you must file either Form 990-EZ or Form 990 depending on your annual gross receipts and total assets. To file Form 990-EZ, your **annual** gross receipts must be below \$200,000 and total assets must be below \$500,000. Otherwise, you need to file Form 990. These tax returns are due four and a half months after your lodge's tax year-end.

- In addition to filing the 990 series form, you need to consider whether

- If your lodge makes political contributions, you **must** file Form 1120-POL. This tax return is due two and a half months after your lodge's tax year-end.
- Finally, your lodge needs to remember that you are **not** a charitable organization and do not have the right to solicit for tax-deductible contributions from the public. Any lodge that is soliciting should contact Bob to discuss how to go about informing contributors that they are not a charitable organization.

For those first-time tax filers:

- A first-time lodge officer responsible for filing annual taxes should understand the tax guidelines above.
- You also should verify your lodge's EIN with the National Office or with Bob. Pro tip: You cannot use the National or State lodges' EINs as your own.
- You need to know your lodge's tax year-end, which you may, again, contact Bob for.
- You need to make sure that your lodge has been filing annual 990 tax returns. If you haven't been doing this, contact Bob for guidance on how to get back on the right track.
- You may also contact Bob for instructions as to how to file the annual 990-N, if you qualify and do not have a lodge tax accountant or tax attorney.

The bottom line is, before you dive in, have some knowledge of what you are doing. If you don't, seek advice from those who do. I hope you have found these tips helpful as you begin to navigate the exhilarating topic of lodge taxes this year. As always, we are here to help, so please don't hesitate to reach out if you need it. **FOP**

It's no fun to talk about taxes, but it's even less fun to talk to the IRS about them when we don't do our due diligence.

you have unrelated business income. If you have income other than membership dues, donations or investment income, you may have unrelated business income and may have to file Form 990-T, in addition to filing Form 990-EZ or Form 990. An example of unrelated business income would be the sales of merchandise for profit. If a lodge has questions about whether they have unrelated business income, you should contact Bob at bkroner@fop.net. A Form 990-T is also due four and a half months after a lodge's tax year-end.

FIRST RESPOND TO YOURSELF

Let us help you begin your journey toward
Lifelong Transformation, One Healthy Habit at a Time®.



Christine Hettinger
Your OPTAVIA Coach

661.809.5911

c.hettinger@hotmail.com

As members of the first responder family, you and I know firsthand the stress first responders face and the effects that these stressors can have on health. This program works to bring you back into balance, both physically and mentally, to create a more sustainable version of yourself. Take the first step by completing the free confidential digital health assessment form at tinyurl.com/CHHealthAssessment.

Our program creates Total Lifelong Transformation from the inside out based on four easy-to-follow complementary components:

- **Certified Health Coach** to assist with goals and accountability
- **Optimized Nutrition/Food Plan**, based on specific nutritional and health needs
- **Clinical behavioral tools** to create long-term healthy mindset and habits
- **Community of like-minded people** to support and guide along the way

For over 20 years, our long-term transformation solutions have improved the lives of millions nationwide, and they can do the same for your department by:

- Improving health and mindset
- Improving department morale and interpersonal relations
- Reducing absenteeism and injuries
- Decreasing workers' comp costs
- Contributing to saving first responders' lives

We look forward to the opportunity to partner with you in producing a culture of community, health, and well-being within your department.

- **\$50 off of first order for both first responders and their family members**
- **Free confidential digital health assessment at tinyurl.com/CHHealthAssessment**
- **Premier membership includes free shipping, free week of program, and clinical behavioral tools**



Learn more at
coach.optavia.com/christinehettinger



OPTAVIA®



Then Came Nashville

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

I am writing this shortly after the conclusion of our Officer Wellness Summit and Leadership Matters training seminar, both held in Nashville. It was both a fulfilling and exhausting week of activities. I probably needed this event as much as our attendees from across the country after spending the last year battling against the vilification of our profession. Vaccine mandates! Mask mandates! Attacks on qualified immunity! Unfriendly state and national legislatures! All of this and more have really taken its toll on us. As expected, our members are angry, concerned and leaving the profession in droves. From a professional perspective, I worry about the future of law enforcement. From a personal perspective, I worry about a society that has little respect for authority and no interest in being policed. Is anarchy on the horizon?

Then came Nashville. Interacting with mental health professionals along with officers from across the country, all hungry to learn from one another, was refreshing! I can attest that not everyone has fled the tent! We have a vast number of members who are genuinely concerned about the mental health of their peers. And they are not leaving, but rather doubling down on their commitment to their fellow officers and the profession. Suicide prevention, mentoring, peer support, spiritual enlightenment, intervention techniques and the like were all topics of this year's Wellness Summit. The dedication I witnessed was profound and reassured me that we will weather this current storm and be better off for it. Much credit goes to Director of Wellness Sherri Martin, who, with the assistance of the FOP Wellness

Committee, rocketed wellness to the forefront of FOP initiatives.

If you are an advocate for our brothers and sisters in the area of wellness, you need to make the Wellness Summit an annual pilgrimage. You will learn cutting-edge practices in the areas of wellness and make long-lasting connections with others in the field, people you can rely on for support and information as you go forward. I often heard from repeat attendees during this event that they were presented with new and different information from last year. This field of study is constantly evolving, so next year's event will be even better, I am sure. Keep your eyes open for next year's summit.

Fresh off the high of attending the Wellness Summit, I headed to our annual Leadership Matters training seminar. Again, what a refreshing event! Imagine a room filled with over 250 FOP leaders from across the country all coming together to better learn their leadership skills. When the room was polled as to how many first-time attendees we had in the audience, the results were telling. I estimate that over 85% were new attendees. What I learned throughout the seminar was that many of our senior repeat attendees were there only to introduce and mentor some of their younger leaders to better prepare them for the future. What an exhilarating experience to witness!

Everyone left their ego at the door as we all interacted and learned from one another. If you weren't in a breakout session, you were sharing your experiences with others in the general sessions. There were discussions on unique issues as well as those impediments that we all experience,

such as poor working conditions, difficult bosses and balancing FOP and family. If you were a new treasurer or secretary, there was an opportunity to learn your craft the correct way from the start. If you were challenged in running a meeting or interacting with membership, there was a breakout for you. The fraternalism and hospitality after each session was as equally rewarding. Kudos go to Chairman Ron Bartmire and the Education Committee for all their work on Leadership Matters.

Not enough can be said about our support staff out of Nashville. We all come up with the crazy and hairbrained ideas. They make it all happen. They are planned and executed with military precision. The hours were long, yet our dedicated staff maintained the best of attitudes and delivered top-notch service. We are all obligated to our dedicated staff.

It's clear that we are facing some difficult times in the law enforcement profession. However, every obstacle also offers an opportunity. The opportunity I see on the horizon is a giant influx of new young people from all walks of life joining the profession as the current burdens of law enforcement continue to encourage senior personnel to leave. With such an influx of new young blood, we also see new emerging leaders coming forward. If the attendance at this year's Leadership Matters is any indication of where our organization is going, I must say we are in good hands.

It's been an exhausting couple of years, and our patience and dedication has been challenged. Then came Nashville! The future is in good hands.

As always, God bless you all and God bless the FOP. **FOP**



J. HARRIS
— ACADEMY OF —
POLICE TRAINING

PROMOTIONAL PREPARATION

**Give your members the BEST opportunity
to rise through the ranks of your organization**



- Promotional Exam Training (Written Exams, Assessment Centers, Oral Boards, etc.)
- Civil Service Exams, Agency Specific Exams, Human Resource Exams & Third-Party Testing Company Exams
- We have assisted officers in 24 different states!
- Online Courses or Hybrid (Online & In-Person) based on your test and agency
- Current Online Courses: IO Solutions, PSI, & IACP and more.
- Programs for: IO Solutions, IACP, Ergometrics, PSI, Stanard & Associates, Sienna Consulting, and more

RECENT RESULTS

SERGEANT:

NJ Transit, NJ #1,2,3,4,5,6,7,8
University Heights, OH: #1, 2
Rock Island, IL #1,2
Montebello, CA #2
Illinois State Police, IL #3, 4, 8

LIEUTENANT:

Cleveland, OH #1,2,3,4,5,6,8,9
Toms River Police Department, NJ #1,2,3,4,5,6,7,8
Kanawha County Sheriff's, WV #1
League City, TX #2
Cheshire, CT #2

CAPTAIN:

Woodbridge, NJ #1,3,3,4,5
Reading, PA #1,2
Bridgeport, CT #1
League City, TX #2

Contact us regarding your agency and your upcoming exam

Your advancement is our number one priority.

CALL TODAY! (732) 684-1644

WWW.JHARRISTRAINING.COM

SERVICES AVAILABLE NATIONWIDE

***Don't Wait Until Your Test is Announced to Start Preparing!
Your Competition Has Already Begun...***

MEMBER SPOTLIGHT

Oleta Davis

JIMMY HOLDERFIELD / NATIONAL SECRETARY
OLETA DAVIS / IOWA STATE LODGE PRESIDENT

The National Fraternal Order of Police is proud to feature Sister Oleta Davis, the president of the Iowa State Lodge, in the March Member Spotlight. The Iowa State Lodge was chartered on March 29, 2019, and Sister Oleta was elected as its first president, a position she holds today. Under her leadership, the State Lodge has grown to 14 local lodges and a membership of just shy of 1,000 members in three years.

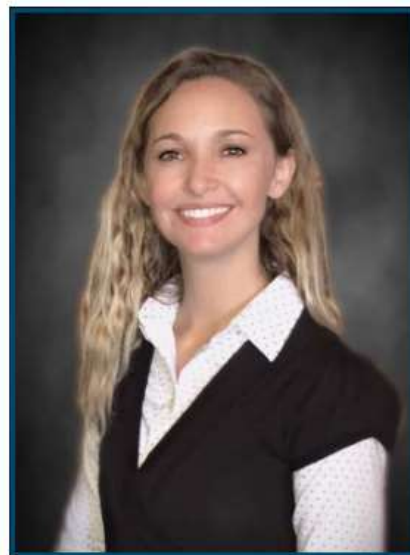
We asked President Davis to share her law enforcement and Fraternal Order of Police experiences with our members. Amid anti-law-enforcement sentiment and no association in place to combat the attacks against wages, terms and conditions of employment, she led the efforts to organize her sister and brother officers. Here is her story, told in her own words.

I have served in law enforcement for almost 12 years in Iowa, which, considering, has been a short career so far. Like most of us have experienced, it's

been an interesting career with incredible opportunities. Some of my roles have been in community outreach, field training, patrol sergeant, threat assessment and now patrol lieutenant. The most important part of my career has been my family. After changing my career path on a whim, my family, who have no background in law enforcement, was and continues to be incredibly supportive. I could brag about my 12 nieces and nephews, speak of adventures hiking through the Rocky Mountains and my passion for education, but I'd prefer to share the highlight of my law enforcement career.

On March 29, 2019, the State of Iowa Fraternal Order of Police was sworn in by Brother Brad Landes and National Trustees Chairman Rob Pride at the Iowa State Capitol in Des Moines.

After public safety employees were stripped of their bargaining rights in 2017, many of our law enforcement officers experienced salary freezes and a rise in arbitrary discipline, all during a time of civil unrest. In an attempt to better understand and remedy this issue for the officers and department I serve, I partnered with a local attorney whose



passion for law enforcement exceeded my own, Skylar Limkemann. We began meeting with public safety organizations, legislators and unions to find a solution.

Feeling underwater and in over my head, in 2017, I reached out to the National Fraternal Order of Police to inquire about resources. It was the consultation and sincere compassion by now-President Yoes that inspired me to proceed. With no title or affiliation,

Continued on page 22 >





**The healthcare solution for retired/prior
service law enforcement, under age 65**

- Everyone qualifies
- Spouse and family coverage
- Same plan and rates in every state
- Incredible mental health plan included
- Average savings for our members is 40-60%
- Enroll anytime

**Visit us now and see the plan and rates , only available
to you!**

www.thinbluelinebenefits.com/health-care

866-921-2583



MEMBER SPOTLIGHT

Continued from page 20 >

we stood at the Iowa State Capitol with draft bills in hand and met with our legislators. The resounding feedback was that law enforcement in Iowa is not united. I accepted this challenge.

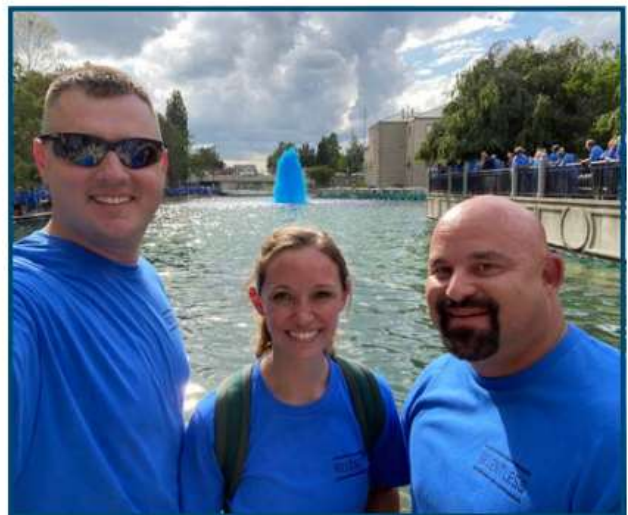
We took our draft bills and this feedback back to our public safety partners. We were later approached by the lobbyists for the Iowa Firefighters Association, John and Cyndi Pederson, and joined forces at the Iowa State Capitol in 2018. While our bills didn't make it through that session, we created invaluable relationships at the Iowa State Capitol, including the office of Governor Reynolds. As the pressure rose, I considered leaving law enforcement until attending my first National FOP Biennial Conference in 2019. This was the first time



in my career I understood the concept of the "blue family." In 2020, SF342, known as the "Back the Blue" bill, was passed.

Many of our legislative proposals and priorities were in this law.

We now represent a tenth of law enforcement in Iowa, and I only see the Iowa State Fraternal Order of Police growing stronger. We will continue to be a fixture at the Iowa State Capitol, continue to find ways to support our members and keep working to become one voice for Iowa law enforcement. I am also proud to serve on the board for the Iowa Peer Support Foundation, on the National FOP Wellness Committee and in my appointment in the legislative *Brady-Giglio* List Study Committee. At the end of every day, I am grateful for the support of my incredible family and friends. I am overwhelmingly proud of our State FOP board who share the same vision of unity and the National Fraternal Order of Police. **FOP**





KNOXVILLE, TN AREA

106 Winchester Circle, Oak Ridge, TN
37830 MLS 1179842 \$899,900



Stellar Home

Stunning, high end dreamhouse with mountain views to die for. Chef-grade custom kitchen, 12 ft smooth ceilings, 10 ft doors with room to roam in 7200 sq feet.

Office (865) 444-2400



- ✓ 2-story basement
- ✓ 3 car Garage
- ✓ 6 Bedrooms
- ✓ Fireplace
- ✓ 4.5 Bathrooms
- ✓ Bonus Room

United
Real Estate
Solutions
(865) 444-2400



Sherry Wheeler 865-389-2175
SherryisaRealtor@gmail.com
Sherry.SeeKnoxvilleHomes.com

NATIONAL *Women's History Month*

Celebrating Pioneering Female Law Enforcement Officers

The National Fraternal Order of Police is proud to participate in National Women's History Month. This annual event focuses on the contributions of women in history and society. In his message designating March 2–8, 1980, as National Women's History Week, President Jimmy Carter described the impact of women in our nation's cultural, economic and political life: "From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this Nation. Too often, the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength, and love of the women who built America was as vital as that of the men whose names we know so well." In 1987, Congress declared March as National Women's History Month in perpetuity.



Aurora "Lola" G. Baldwin

Of great significance to us all are the contributions women have made to our law enforcement profession. The following is a list of influential female police officers who should be remembered.

Aurora "Lola" G. Baldwin (Portland, Oregon) — In 1908, Lola Baldwin became one of the first sworn female full-time police officers in the United States. She dedicated her life to assisting troubled young women, spending years as an unpaid social worker prior to her official police officer employment.

Isabella Goodwin (New York City, New York) — Isabella Goodwin became the nation's first female police detective in 1912. She spent years working long hours as a police matron, which was the best she could hope for at the time. However, her fearlessness in the face of danger and penchant for undercover work helped her solve one of the most notorious robberies of her time.



Isabella Goodwin

Penny Harrington (Portland, Oregon) — In 1985, Penny Harrington became the first female to lead a major police department in the United States. Despite her excellent service record, the road to the top was not an easy one — she filed more than 40 sexual discrimination lawsuits from 1969 to 1985 without losing a single suit. After leaving her position as the Portland chief of police, Harrington spent several years advising the LAPD on women's issues.

Beverly J. Harvard (Atlanta, Georgia) — Beverly Harvard enrolled in the police academy training as part of a \$100 bet with her husband. Upon completion of the program, she worked her way up through the ranks of the Atlanta Police Department to become the department's first African American female police chief.

Marie Owens (Chicago, Illinois) — Marie Owens is one of three women to hold the claim of the United States' first female police officer. Owens' story is much less established than those of the other two. The Canadian-born Owens joined the Chicago Police Department in 1891, where she was responsible for enforcing child labor and welfare laws.

Elizabeth Robinson and Betty Blankenship (Indianapolis, Indiana) — Elizabeth Robinson and Betty Blankenship are widely recognized as the first female patrol officers after taking on the role in 1972. Their move into patrol marked a large shift in thinking among police, considering women were previously relegated to working in "desk" positions or with juvenile offenders.



Georgia Ann Robinson

Georgia Ann Robinson (Los Angeles, California) — Georgia Ann Robinson became the first African American female police officer in 1916 — not a small feat considering the prevailing attitudes of the time toward women and African Americans. She was an active volunteer in several community organizations around Los Angeles prior to being approached by an LAPD recruiter about joining the force. She accepted the position as a jail matron and eventually began working juvenile and homicide cases.



Alice Stebbins Wells

Alice Stebbins Wells (Los Angeles, California) — Alice Stebbins Wells was also considered one of the first female police officers in the United States when she was hired by the LAPD in 1910. Like Baldwin, Wells spent several years as a social worker before petitioning her city government for the opportunity to become a female officer. The publicity surrounding her hiring paved the way for many other cities to hire female police officers.



Mary Sullivan

Mary Sullivan (New York City, New York) — Mary Sullivan became the first female homicide detective in 1918. Sullivan grew up in a police family, so when the combination of financial strain from the passing of her husband and the opportunity to join the ranks presented itself, she jumped at the chance. Sullivan finished in the top five of her class, which helped prove her value as an officer, culminating in her appointment to the NYPD homicide squad. **FOP**

THE NATIONAL LAW ENFORCEMENT MUSEUM IS NOW OPEN!



POST 9/11

THE EVOLUTION OF AMERICAN LAW ENFORCEMENT

8.27.21 – 7.31.22

HONORARY CHAIR, COMMISSIONER DERMOT F. SHEA, NYPD



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

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



| WELLNESS |

PTSD

IN LAW ENFORCEMENT FACTS, FICTION AND WHAT WE ARE MISSING

SHERRI MARTIN / DIRECTOR OF WELLNESS

In the law enforcement profession, we often talk about the impact of critical incidents on our well-being. We talk about the connections between critical incidents and long-term stress and negative effects on our mental health. Mostly, we define critical incidents as being tied to trauma. The taking of a life or bearing witness to death. Being involved in a shooting or viewing bodies mangled in car accidents. Seeing horrific things done to children. For many years, we have pointed to these incidents and others like them and labeled them as the key factors that harm us as individuals in the first responder professions. However, with research, we are getting down to facts, and they don't always agree with that picture. Findings of the 2021 FOP Critical Issues in Policing Survey are providing evidence that might contradict long-held beliefs.

Let's talk about PTSD a little more. The phrase "post-traumatic stress disorder," or PTSD, has become part of our common vernacular. So much so that we even throw it around sometimes when joking about everyday experiences that we say were stressful for us. From a scientific perspective, however, there is much more to an "official" PTSD diagnosis. Without getting too much into the weeds, there are some facts about PTSD that we should all know.

- **PTSD is complex.** For an official PTSD diagnosis, according to the American Psychiatric Association's *Diagnostic and Statistical Manual of Mental Disorders (DSM-V)*, a person must experience several different clusters of symptoms consistently for a period of at least one month. First, the person must have been exposed to death,

threatened death, actual or threatened serious injury, or actual or threatened sexual violence. They must experience intrusion symptoms like nightmares or unwanted flashbacks in one of five ways. They must show avoidance to stimuli that are related to or remind them of the trauma. This could be people, places, sounds, smells or any other kind of stimulus. They must experience negative changes in thought or mood since exposure to the trauma. This could look like loss of interest in activities they used to enjoy or exaggerated self-blame for what happened. Finally, the symptoms must cause what clinicians call "functional impairment" in the life of the person, meaning that they cannot function normally in life as they previously had.

- **PTSD does not discriminate between genders or ethnicities.** Some sources claim that men are more likely to suffer from PTSD than women, and others claim the opposite. The fact is that all genders, races and ethnicities have equal potential to be exposed to traumatic events.
- **Symptoms can appear years after a traumatic event.** Although a PTSD diagnosis requires that symptoms must persist for at least one month, when symptoms appear is not factored into diagnosis. As individuals, we each process things differently, and it is fairly common for symptoms to appear months to years after the traumatic event.

Continued on page 28 >

Mullen's Applesauce™



**It's Like Apple Pie
Without the Crust!®**

Available in Original Extra Thick
and Chunky and No Sugar
Added Extra Thick and Chunky

Meet Jim Mullen, the man behind the sauce

My name is Jim Mullen and I am a disabled Chicago Police Officer. My extra thick and chunky applesauce is re-created from my mother's recipe. It tastes like apple pie without the crust. I believe it is the best tasting apple sauce on the market today and everyone who tries it tells me the same thing! Order some and see for yourself how delicious it is. Please note that a portion of the profits from Mullen Foods is donated to a veteran's or first responder's charity. Visit our website at Mullenfoods.com.



Mullen's Applesauce is available at these fine retailers



Pick n Save

meijer

Jewel-Osco

Mariano's

amazon

heinen's



Walmart

Like Apple Pie Without the Crust® | Crafted in Small Batches | All Natural- 100% Apple | No Added Water - No Preservatives
18 Month Shelf Life | Kosher Certified | Gluten Free | Extra Thick and Chunky

PTSD IN LAW ENFORCEMENT

Continued from page 26 >

- **PTSD is not a manifestation of weakness.** Although the word “disorder” is in the title, PTSD is actually a normal person’s response to abnormal circumstances. It simply is not normal for a person to bear witness or be exposed to threats to life and limb. Consider it this way: If a person were involved in car accident and suffered a broken leg, would we consider them weak because their bones couldn’t withstand the impact without breaking? If a person is involved in the same accident but has recurring unwanted memories instead of a broken leg, why would we consider them weak? Let’s start framing psychological injuries the same way that we do physical injuries!

While we have explored some facts about PTSD, we should also consider some common myths about PTSD.

- **Myth #1: Most people who witness trauma get PTSD.** In fact, a small number of people who go through trauma develop PTSD. Some studies have found that over half of people who experience a traumatic event actually report post-traumatic growth after a trauma. **Post-traumatic growth** can involve an increased appreciation for life, a keener awareness of personal strengths, deeper relationships and other similar improvements to a person’s life following the traumatic event.
- **Myth #2: PTSD causes violent outbursts.** The majority of people with PTSD aren’t dangerous. Most people with PTSD have never acted violently. While symptoms of PTSD can include increased irritability or flashbacks, evidence does not support the idea that the disorder causes a person to be violent.
- **Myth #3: PTSD can’t be effectively treated.** PTSD is treatable, even if it can’t be completely eliminated in everyone. PTSD is frequently treated with medications, cognitive therapy, behavioral therapy and other approaches. More and more, we are changing the way that we think and talk about post-traumatic stress and its impact. As we shift our language to discussions of post-traumatic stress injury, or PTSI, we can compare related

symptoms to those of physical injuries that are also recoverable. Knowing that symptoms are recoverable and can be successfully treated builds hope and resilience.

- **Myth #4: PTSD is the most prevalent mental health issue for members of law enforcement.** Although many studies, including the recent 2021 FOP Biennial Critical Issues in Policing Survey, have found that members of law enforcement are more frequently diagnosed with PTSD than are members of the general working public, PTSD is **not** the most prevalent mental health diagnosis among members of law enforcement. Among respondents to our 2021 survey, 12.8% reported being diagnosed by a licensed mental health professional as having PTSD. However, 14.4% reported a diagnosis of clinical depression and 16.8% reported a diagnosis of anxiety disorder. This information tells us that while we certainly need to be aware of the effects of trauma on our members, we also need to educate ourselves about the symptoms and treatments for depression and anxiety. We should also consider that some members may be coping with more than one diagnosis.
- **Myth #5: PTSD symptoms and trauma are the most serious stressor for law enforcement.** While we cannot overlook the impact of trauma and cumulative stress caused by repeated exposure to traumatic events, respondents to our survey indicated that operational and organizational factors also generate high levels of stress for them. In fact, staff shortages were rated more stressful than critical incidents like having a colleague killed or killing a person in the line of police duty! This information has important implications for how we construct our work environments to reduce stress on officers. While we cannot control the presence of traumatic events, we can control many, if not all, of the operational and organizational stressors in our workplaces.

What may be most important to remember about PTSD and its prevalence among members of law enforcement is that we must keep talking about it and learning. We can learn to talk about coping with the symptoms and effects just as we talk about coping with the symptoms and effects of a physical injury. We can talk about coming back stronger and better after the injury and how that is a real possibility, if not a probability. Finally, we can talk about how to build healthier and more effective workplaces as we find the right ways to support our members. **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!



TO SERVE AND PROTECT

**This Officer Wears
a Stratton Hat
and So Should You.**



Stratton Hats is the world's largest manufacturer of hats for uniformed personnel.

Stratton Uniform Hats enhance authority and dignity, and have the added benefit of opaque, sun-shielding brims for valuable protection against harmful UV rays.

All Stratton Hats are made in the USA. Nothing tops a Stratton Hat.

Visit our website or call today.

Phone: 708-544-5220 Fax: 708-544-5243

WWW.STRATTONHATS.COM

After the workday, keep your
style on with an authentic
Stratton Western Hat!



LOVE YOUR HEART AND YOUR HEART WILL LOVE YOU BACK

You can love your heart by taking good care of it with these tips from Aetna. We're here to help protect you from the consequences of heart disease.

Nearly One in Five Older Adults Have Coronary Heart Disease

Heart disease is a general term used for many conditions related to the heart. Coronary heart disease (CHD) — also called coronary artery disease (CAD) — is the most common type of heart disease and usually involves blocked arteries. Heart failure is also common after age 65. This means your heart doesn't pump blood as well as it should, often because of CHD/CAD. While there are many terms to name heart disease, the end result can lead to a heart attack.

Why is it common in older adults? Because your arteries have had more time to collect deposits like fat and cholesterol. You may have heard it called hardening of the arteries or arteriosclerosis. This doesn't automatically mean it has happened to you. It means you have a higher risk simply because you've lived longer and had more opportunity to build up these fatty deposits. Your doctor can help you find out if this has happened to you. And once you know, you can work to help improve your heart health.

Warning Signs of a Heart Attack Can Be Different for Women

Hollywood may dramatize a heart attack as clutching the chest or left arm. But in real life, it doesn't always look like that. In fact, the signs of a heart attack can be different for women. While most women experience chest pressure and pain with a heart attack, many do not. Women are also more likely to experience the other warning signs of heart attack.

Call 9-1-1 if you experience any of these warning signs:

- Chest pressure or pain (angina) that lasts a few minutes or goes away and comes back
- Shortness of breath, with or without chest pain
- Cold sweat, nausea/vomiting, lightheadedness
- Upper body pain or discomfort, such as in one or both arms, the upper back or jaw



If you think of taking an aspirin "just in case" you're having a heart attack, call 9-1-1 first. Just thinking of taking an aspirin means you suspect something may be wrong. Let a professional tell you for sure.

Control Your Blood Pressure and Cholesterol for a Happier Heart

High blood pressure makes your heart work too hard and can weaken the heart muscle. This is because the force of the blood flowing through the arteries is too high. If those arteries are blocked, it can spell disaster. Your doctor may prescribe medicines to lower your blood pressure and cholesterol level. Here's how you can help.

Continued on page 32 >



Healthy Hearts with FirstNet



Take care of your heart so you can
take care of others.

Your job is to look out for others' safety. And that kind of responsibility can take its toll on you. In fact, heart attack is the leading cause of death among first responders.

That's why this American Heart Month, the FirstNet Health and Wellness Coalition has partnered with O2X to provide resources to help you take care of your heart. That includes the O2X app that lets you build routines, set goals and take steps to improve your heart health every day.



Learn more
and download
the app here

©2022 AT&T Intellectual Property. FirstNet and the FirstNet logo are registered trademarks of the First Responder Network Authority. All other marks are the property of their respective owners.

v.021122

LOVE YOUR HEART AND YOUR HEART WILL LOVE YOU BACK

Continued from page 30 >

Get more:

- Physical activity*: Helps improve heart muscle function, lowers blood pressure and helps burn calories and maintain a healthy weight
- Heart-healthy foods: Fruits, veggies, beans, whole grains, sugar-free snacks and snacks that contain unsaturated fats

Get less:

- Salt and sodium: Take the saltshaker off the table, limit canned and processed foods, and choose low-sodium options
- Unhealthy vices: If you smoke, quit; limit alcohol to two drinks per day for men or one drink per day for women; avoid snacks that contain trans fats, saturated fats and added sugars

*Talk to your doctor first about how much physical activity is right for you. **FOP**

SOURCES

Centers for Disease Control and Prevention. "Coronary Heart Disease, Myocardial Infarction, and Stroke — A Public Health Issue." Available at: tinyurl.com/3jdtbeud. Accessed October 26, 2021.

National Institute on Aging. "Heart Health and Aging." Available at: tinyurl.com/545dkhmk. Accessed October 26, 2021.

American Heart Association. "Warning Signs of a Heart Attack." Available at: tinyurl.com/47b7twdf. Accessed October 28, 2021.

WebMD. "Alcohol and Heart Disease." Available at: tinyurl.com/2p9dpn2k. Accessed October 26, 2021.



Editor's Note: The FOP is dedicated to helping all of its members and their families thrive and improve their standard of living. That's why the FOP has teamed up with Aetna to offer four Aetna Medicare Advantage PPO plan options that provide members with comprehensive medical, prescription, hearing and vision benefits. As part of this partnership, Aetna will be sharing helpful information about its plans, wellness-related news and more in each issue of the FOP Journal.



BLUE VIEW

TUNE IN TO THE NEW FOP PODCAST

Listen in every week to hear from law enforcement experts, elected officials and other notable leaders to gain insight into the issues and current events surrounding the law enforcement community.

Available now on FOP.net, FOP's YouTube channel, Apple, Google, Spotify and Amazon Music.



DRAGON SKIN[®]

**The most comfortable
duty belt in the world**

**4 ERGONOMIC advantages over
any other duty belt in the world:**



- 1 •No rubbing on upper hip bones
- 2 •No pulling on lower back
- 3 •No pinching the sciatic nerve
- 4 •No squeezing off blood flow to lower legs

Sold only in sets ie: (INNER AND
OUTER BELT)

100% ERGONOMIC



Made in Canada

www.hi-tec.qc.ca

1-(888)-709-4400

service@hi-tec.qc.ca

FOP VETTED AND APPROVED WELLNESS PROVIDERS AND PROGRAMS

Wellness Facilities

Chateau Recovery

Midway, UT

chateaurecovery.com/programs/first-responders

FHE Health: Shatterproof Program

Deerfield Beach, FL

fhrehab.com/services/first-responders

First Responder Wellness by Simple Recovery

Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program

Havre de Grace, MD

harborofgracerecovery.com/first-responders

Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

helpforourheroes.com

Warrior's Heart

Bandera, TX

warriorsheart.com

Wellness Products

CordicoShield

cordico.com/shield

TIAG mResilience

tiag.net/innovations/mresilience

Lighthouse Health & Wellness

lighthousehw.org

Wellness Training Programs

HEART 9/11 SMART Program

heart911.org/programs/smart-program

Warrior PATHH

bouldercrest.org/warrior-pathh

EXCEPTIONAL SERVICE DESERVES EXCEPTIONAL RECOGNITION



PROUDLY MADE IN THE USA

888.411.7744

LIBERTYARTWORKS.COM



Waldorf University

Waldorf University and FOP Partner to Educate Tomorrow's Law Enforcement Officers

The benefits of higher education for law enforcement officers are many. A study entitled "The Impact of a College-Educated Police Force: A Review of the Literature" by Rebecca L. Paynich, Ph.D., indicated that a college education gives officers better communication skills, more tolerance with citizens, clearer thinking, a better understanding of policing and the criminal justice system, and a better comprehension of civil rights issues from multiple perspectives.

Waldorf University's criminal justice degree programs are a perfect fit for any law enforcement officer considering earning their degree.

Established in 1903, Waldorf has educated thousands of students for more than a century. Based in Forest City, Iowa, Waldorf's campus is home to students from all over the world who have come for their own Waldorf experience. There, students will find a robust performing arts department, champion athletic programs, a commitment to cultural diversity and, of course, top-notch degree programs.

Earn Your Criminal Justice Degree Completely Online

In dealing with today's digital age, Waldorf also has a broad online presence. Many of Waldorf's programs — associate, bachelor's, master's and certificates — are available to be taken completely online. From criminal justice and homeland security to cybersecurity and organizational leadership, Waldorf offers a host of accredited online degree programs for law enforcement officers.

Waldorf's associate degree in criminal justice, for example, is designed to provide an introduction of the base of knowledge in the three primary areas of the criminal justice system: law enforcement, courts



and corrections. The bachelor's degree adds more by widening the associate foundation to include a general education curriculum, numerous courses in the criminal justice arena and courses in sociology and business. This plan is meant to help make the student become more well rounded and better educated in law enforcement.

The online bachelor's degree program features several concentrations that allow students to focus on specific aspects of law enforcement, including homeland security, cybersecurity, public relations, forensic mental health and forensic psychology. With these options, veterans in law enforcement can explore possibilities of careers with many different agencies, departments or organizations at the local, state and federal levels.

Protect Your Nation's Security

Waldorf also features an online bachelor's degree in cybersecurity that offers a diverse mix of introductory courses on identifying vulnerabilities, implementing frameworks for incident prevention, detecting intrusions, applying countermeasures and methods for safeguarding data. This bachelor's degree program is perfect for analytically minded students who want to explore these topics while also refining their hands-on security and policing skills. As cybercrime continues to challenge businesses and individuals, the importance of an education in this field cannot be understated.

The same can be said of Waldorf's bachelor's and associate degree programs

in homeland security. Today, the Department of Homeland Security has become the largest federal law enforcement agency in the United States. From border security to TSA to fighting domestic terrorism and protecting this nation's leaders, infrastructure and overall government, careers are abundant in homeland security, and Waldorf's degrees can provide an in-depth background in this field to help a graduate succeed. The programs focus on strategies of prevention, planning and response measures related to national threats and emergency management.

Pursue Organizational Leadership to Broaden Your Horizons

While degree programs directly related to the criminal justice system are widely available at Waldorf, law enforcement professionals may want to consider a degree in other areas, such as organizational leadership with a concentration in criminal justice leadership or emergency management. An organizational leadership education will prepare you to lead a section, division, unit or department by providing the knowledge, skills and abilities needed to inspire and manage people and procedures.

FOP Members Save 10% on Tuition

Members of the Fraternal Order of Police receive a 10% tuition discount and scholarship opportunities through its learning partnership with Waldorf University. Additionally, the immediate families of FOP members are eligible for these benefits. If you are considering enrolling in one of the degree programs mentioned, visit waldorf.edu/partners.

About Waldorf University

Based in Forest City, Iowa, Waldorf University is a liberal arts institution that delivers engaging learning experiences through innovative residential and online instruction while providing students associate, bachelor's and master's degrees and certificates in organizational leadership, criminal justice, fire science, theater, education, biology and more. Visit waldorf.edu to learn more. **FOP**

WWW.FOP.NET

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



The FOP Remains Focused on Legislative Priorities



Virtual Day on the Hill 2022

While we did not get the turnout we had hoped for, the virtual **Day on the Hill 2022**, which took place via Zoom webinar, was very informative. The webinar, which can be viewed on the FOP's YouTube channel, provided updates on the status of our top legislative priorities, pending legislation and potential executive actions, as well as online tools and strategies to help you interact with elected officials and their staff. The **Day on the Hill** legislative briefing materials are available on the FOP's website in the Legislative Resources section at tinyurl.com/mrc6x6dy.

We encourage everyone who interacted with their member of Congress or staff to report on the results of the meetings by completing our feedback form on Google Docs at tinyurl.com/58rh8pn8. This information will help the Government and Media Affairs Center (GMAC) staff, as well as the National Legislative Committee, keep track of and follow up with these offices and help to build and maintain relationships with these offices.

Participation in the FOP's Grassroots Action Network (GAN) is not limited to the **Day on the Hill**. Grassroots advocacy is not a one-day annual event — it must be an ongoing dialogue between you and the members who represent you in the House and the Senate. Follow up with the contacts you have made and seek continued engagement. Build and develop these relationships and make sure your elected officials know where the FOP stands.

If you have any questions about grassroots activism or want to know how

you can help, please contact the National FOP's GMAC at (202) 547-8189.

Senators Introduce Legislation on PSOB and Police Suicides

As we reported in last month's issue of the *Journal*, the FOP has been closely engaged with members of the Senate to develop and improve on H.R. 3071, the Public Safety Officer Support Act, introduced by Representatives David J. Trone (D-Md.) and Guy L. Reschenthaler (R-Pa.). These efforts resulted in Senators L. Tammy Duckworth (D-Ill.) and John Cornyn III (R-Texas), along with six original co-sponsors, introducing S. 3635, the companion to H.R. 3071.

Law enforcement and other public safety officers face a 25.6 times higher risk of developing acute stress disorder, post-traumatic stress disorder (PTSD) and other mental health conditions than those in other professions, and some statistics suggest that a law enforcement officer will experience more traumatic events in six months than the average person will experience in a lifetime. In recent years, our profession has improved by expanding the kinds of services and

support available to officers who are struggling with mental wellness, and perhaps more importantly, we have begun to erase the stigma associated with those who do seek or receive help with their mental health. Even with this progress, we estimate that 147 officers still took their own lives in 2021.

The FOP is a leader on this issue and has helped to pass several bills into law that address mental health and wellness among law enforcement officers and that recognize that the men and women in law enforcement are subjected to incredible stresses that can lead to acute stress disorder, PTSD and suicide. These mental health issues are, in virtually every case, connected to their service as law enforcement officers. The U.S. armed forces recognize the vast majority of suicides as line-of-duty deaths because they understand the "invisible injuries" to the mind and spirit that are inflicted as a result of their service. The FOP believes it is time for the Public Safety Officers' Benefits (PSOB) program to extend similar recognition to law enforcement and other public safety officers who incur these "invisible injuries."

Just the Facts:

» The FOP is pleased that the Public Safety Officer Support Act — which recognizes the mental health issues incurred by law enforcement officers in the performance of their duties — has been introduced in the Senate. The FOP will be working with legislators to secure its passage along with advancing other priority bills, such as the Social Security Fairness Act. Additionally, the FOP remains involved with discussions on federal criminal justice and policing reforms. Lastly, members are invited to tune in to the FOP's new *Blue View* podcast, which focuses on important issues affecting the law enforcement community.

The Senate version of the Public Safety Officer Support Act acknowledges the connection between suicide and service-connected mental health issues and amends the PSOB program by providing death and disability benefits to officers who attempt to take or do take their own life. The bill provides that an officer who is diagnosed with acute stress disorder, PTSD or another similar mental health condition who commits or attempts to commit suicide is presumed to “constitute personal injury” as defined in the PSOB statute. This would allow the officer, or their surviving family, to claim the death or disability benefit administered by the PSOB program.

It also establishes a similar presumption that any officer “who has contacted or attempted to contact the employee assistance program of the agency or entity that the officer serves, a licensed medical or mental health professional, suicide prevention services, or another mental health assistance service in order to receive help, treatment, or diagnosis” is also eligible to make a PSOB death or disability claim.

Finally, the bill would recognize the cumulative and corrosive effects of the mental stress suffered by law enforcement and other public safety officers. Just as an officer who dies from a gunshot wound years after being shot, some officers reach a point where they are overcome and consider suicide. To address this, the bill creates the same presumption for any public safety officer who responds or responded to a mass casualty, mass death or mass shooting event. Responses to incidents like the Sandy Hook, Pulse nightclub or Las Vegas shootings may not have an immediate impact on many officers whose training and mental resiliency allow them to respond to the crisis and, in many cases, cope with their trauma and continue to serve. But some officers — too many — are unable to cope. They may struggle in silence and not seek the help they need or develop unhealthy coping mechanisms, like substance abuse, that accelerate their downward emotional spiral until they reach that dark place and see suicide as



a solution to their pain. We need to do everything we can to help these officers — indeed, we have a responsibility to do so. However, on those occasions in which we fail them, we absolutely cannot fail the families they leave behind, or fail to help the officer who survives the attempt. They should be eligible to file a claim with the PSOB program and S. 3635 would do this.

We look forward to working with our partners in the House and the Senate to move this bill forward and get it to the president's desk.

Latest on Criminal Justice and Policing Reform

The FOP continues to be involved with congressional and White House staff at the highest level on the issue of legislative reforms and a potential executive order that would make changes to federal law enforcement policy and encourage or require similar reforms at the state and local level. As National President

Yoes explains in his article this month, the FOP continues to work for the preservation of the existing qualified immunity doctrine and the “objectively reasonable” standard established by *Graham v. Connor*. We do not believe there can be any compromise on these two issues, as they are too important and too fundamental to law enforcement and policing. We also will insist on fair and robust due process protections for our officers.

We are also very engaged on the issues of accreditation, data collection, recruitment, retention, hiring practices and training. We have made it clear that federal grants and resources will be necessary if we want these reforms to take hold. Using a coercive model that would end or reduce grant funding for noncompliance is not the way to making real and lasting changes in policing policies.

Continued on page 40 >

Top Priorities in Brief

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

House: 251 co-sponsors (189 D, 62 R)

Senate: 37 co-sponsors (31 D, 4 R, 2 I)

Urge Congress to pass it:
tinyurl.com/yc84zf3m

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

House: 86 co-sponsors (64 D, 22 R)

Senate: 2 co-sponsor (1 D, 1 R)

Urge Congress to pass it:
tinyurl.com/37afz34h

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

House: 30 co-sponsors (21 D, 9 R)

Urge Congress to pass it:
tinyurl.com/5h6mtmvt

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

House: 54 co-sponsors (1 D, 53 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:
tinyurl.com/5e4m94rj

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

House: 65 co-sponsors (6 D, 59 R)

Senate: 23 co-sponsors (23 R)

Urge Congress to pass it:
tinyurl.com/mvursja

To see a full list of legislation supported by the FOP, please visit tinyurl.com/ycy5k5rv. Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news! To send a message to your members of Congress asking them to support FOP priority legislation, visit the FOP Action Center at votervoice.net/FOP/home.

WASHINGTON REPORT

Continued from page 39 >

February's Congressional Activity

At this writing, the House is in a two-week recess after passing H.R. 6617, the Further Additional Extending Government Funding Act. The measure provides ongoing funding for the federal government until March 11. The current funding was set to expire on February 18. The Senate is expected to pass the measure before it also leaves for recess.

Among the provisions extended in H.R. 6617 is a third extension of the Drug Enforcement Administration's (DEA) temporary authority to classify fentanyl-related substances as Schedule I under the Controlled Substances Act. This emergency scheduling order was first put into place in 2018, which allowed these substances to be scheduled based on their chemical structure and designated them as purely illicit drugs. The FOP has repeatedly called on Congress to make this authority permanent as drug overdose deaths have continued to surge across the United States due, in large part, to synthetic opioids made with fentanyl and fentanyl analogues. Data from the Centers for Disease Control and Prevention (CDC) has determined that approximately 100,000 Americans have died as a result of an overdose since April 2021. The vast majority of these deaths — more than 75,000 — have come from opioids such as fentanyl and fentanyl-related substances. This is nearly a 35% increase from the same period in 2020. In this recent report, the CDC also mentioned that most of these overdose deaths have been connected to illicitly manufactured fentanyl. The manufacturing and trafficking of these drugs have been conducted by transnational organized criminal groups. Without granting the DEA the authority to permanently classify fentanyl analogues as they become available, our communities and American lives remain in jeopardy.

FOP Launches Podcast: The Blue View Debuts!

The National Fraternal Order of Police is pleased to announce the launch

of the *Blue View*, a weekly podcast hosted by National President Yoes.

Every week, *Blue View* listeners will be able to hear from law enforcement experts, elected officials and other notable leaders to gain insight into the issues and current events surrounding the law enforcement community. Each episode will leave the audience with a better understanding of what law enforcement officers face daily.

As the number one voice of America's law enforcement, the *Blue View* podcast is a tremendous opportunity for the FOP to connect with the general public and allow them to better understand what our law enforcement officers go through on a daily basis.

**Grassroots advocacy
is not a one-day
annual event —
it must be an ongoing
dialogue between
you and the members
who represent
you in the House
and the Senate.**

The first episode of *Blue View*, which was released in mid-February, features National FOP Executive Director Jim Pasco sitting down with President Yoes to discuss what efforts are being done in Washington, D.C., to reform policing so that the partnership between our communities and the officers who are sworn to protect them can be restored and strengthened.

Future episodes to be released will focus on the increase of violence against law enforcement officers, officer mental wellness and why law enforcement officers should become members of the FOP.

The *Blue View* podcast can be found on Apple Podcasts (tinyurl.com/28fnksd), Spotify (tinyurl.com/5n6mcht3), Google Podcasts (tinyurl.com/ymezd2hr), Amazon Music (tinyurl.com/mv7c4w62), YouTube (tinyurl.com/ms3v5m2v) and the FOP website.

Social Security Fairness Act: Contact These Representatives!

As of February 9, we have 251 co-sponsors — including 189 Democrats, a majority of that caucus, and 62 Republicans. We are also counting on a post-**Day on the Hill** bump in this number, but the House is in recess until March and more co-sponsors cannot be added until they reconvene.

Our goal continues to be getting 290 co-sponsors on H.R. 82. If we have 290 co-sponsors, it triggers a House rule that would send the bill to the floor for a vote.

We need 39 additional co-sponsors and remain focused on 15 members of Congress who previously co-sponsored the bill but have not yet signed on in this Congress. The GMAC staff continues our outreach to these offices, but we are asking our members to review the list below and, if any of these representatives are yours, to please contact them and ask them to co-sponsor H.R. 82:

- Bill Posey (R-Fla.-8)
- Lucy McBath (D-Ga.-6)
- Jamie Raskin (D-Md.-8)
- Haley M. Stevens (D-Mich.-11)
- Jim Hagedorn (R-Minn.-1)
- Emanuel Cleaver (D-Mo.-5)
- Marcy Kaptur (D-Ohio-9)
- Kevin Hern (R-Okla.-1)
- Frank D. Lucas (R-Okla.-3)
- Mary Gay Scanlon (D-Pa.-5)
- Lloyd Doggett (D-Texas-35)
- Lizzie Fletcher (D-Texas-7)
- Lance Gooden (R-Texas-5)
- Roger Williams (R-Texas-35)
- Marc A. Veasey (D-Texas-33)

Please check to make sure your representative and both senators are co-sponsoring H.R. 82 or S. 1302, even if they are not listed above.

Urge Congress to pass the Social Security Fairness Act by sending a message via tinyurl.com/5bt38xpa.

Please Support the PAC!

The FOP is the oldest, largest and most influential law enforcement labor organization in the country. Our legislative operation in Washington, D.C., is no different, as it is the most effective and reliable voice advocating for law enforcement priorities every day.

One of the tools used by our National Legislative Program and Grassroots Action Network is the National Fraternal Order of Police Political Action Committee (NFOP PAC). By supporting candidates who stand up for law enforcement, the NFOP PAC is an effective way to represent our members on Capitol Hill. As we are now in an election year, the importance of this endeavor cannot be overstated. Donating to the PAC is critical to getting the voices of our members heard.

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

We encourage members to sign up for recurring, monthly contributions

using their credit card. This is the most effective and reliable way to contribute to and support the PAC. We also accept one-time donations as well!

These contributions need not be for hundreds or thousands of dollars (though these are also very much appreciated) — but every dollar helps! If every FOP member gave just \$1, we could raise \$364,000! If 10% of our members gave just \$5 this year, we would raise \$182,000 this election cycle. We can and need to do better raising funds for our PAC!

To donate online, please visit tinyurl.com/yc52vzwu. If you would like to donate via check, please make it out to the National Fraternal Order of Police Political Action Committee and mail it to 328 Massachusetts Ave. NE, Washington, D.C., 20002. For inquiries about our effortless payroll deduction program or to sign up for our recurring monthly credit card donations, please contact the Government and Media Affairs Center at (202) 547-8189 or David Taboh at dtaboh@fop.net.

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

Your Help Is Needed Now!

There are three ways to give:

- 1. Visit fopfoundation.firstresponderprocessing.com**
- 2. Visit fop.giveback.org and register for the 5-5-5 program**
- 3. By U.S. Mail:
NFOP Foundation
701 Marriott Dr.
Nashville TN 37214**



**100% of the proceeds go to the
NFOP Foundation Disaster Relief Fund.**



Law Enforcement and Social Media

Every year, the Labor Services Division receives multiple requests for research on various topics; however, one topic in particular has permeated the request line: social media in regard to law enforcement employment. The basis of these requests often presents itself in some form of discipline being imposed upon an officer as the result of a social media post they made. Subsequently, there has been an increase in wanting to know just how many professional implications can lie within an officer's personal social media page and whether or not these professional implications are an infringement on the officer's constitutional right to free speech.

The answer to these questions — like many answers pertaining to public

Just the Facts:

» Employees in the public sector such as law enforcement officers do have a protected right to free speech; however, this right is limited. Determining whether a law enforcement officer's First Amendment right has been violated is based upon two claims as set by the U.S. Supreme Court: freedom of association and freedom of speech. Labor Services Division encourages law enforcement officers to be aware of the policies, laws and cases that affect what they can and cannot post on social media, as it could potentially implicate their employment.

LET YOUR VOICE BE HEARD!

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

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

employment law — is that it depends upon the situation. Determining whether or not a law enforcement officer's First Amendment right has been violated is based upon two claims as set by the United States Supreme Court: freedom of association and freedom of speech. In order for a public employer to infringe upon freedom of association, the employee must prove that they were disciplined based upon their political beliefs and affiliation. However, it must be noted that there is an exception to this standard. If the public employee is employed in making policy decisions that are sanctioned by the electorate and these decisions involve issues where there is room for political disagreement or the employee is privy to conditional information, then the employee is subject to patronage dismissal. What this means is that should an officer make political claims on their personal social media page while they hold a position of governmental policymaking, they could be susceptible to termination or disciplinary procedures.

Moreover, a freedom of speech violation is just as caveat-dependent as there are various frameworks for whether or not an employee is liable for what they say in relation to their public employment. Essentially, if an officer

makes a social media post that results in their termination, they have had an infringement on their free speech if they can prove three things: (1) they were speaking on a matter of public concern, (2) the interest in the speech outweighed the government's interest in an orderly workplace and (3) the speech was a substantial factor in the termination decision. Though these frameworks are beneficial in helping us better understand what is social media appropriate in relation to our workplace and what is not, it is important to keep in mind that there are just as many cases where the officer was found to be justifiably terminated and not within their First Amendment right as there are cases where the officer was found **not** to be justifiably terminated.

In today's culture, social media is ever present and it does not seem to be showing any signs of lessening. Because of that, we encourage law enforcement officers to be aware of the policies, laws and cases that affect what they can and cannot post on social media, as it could potentially implicate their employment. As we present this topic and many others, we invite you to attend our various trainings throughout the year where we provide insight into these issues and more. For more information, please contact labor@fop.net. **FOP**



BLACK EAGLE® TACTICAL 2.0 FL

Lightweight comfort and protection from
blood and body fluids



**PROTECT YOURSELF WHILE
PROTECTING OTHERS!**

Quality boots for law enforcement, rescue services, fire, military, forest, safety and leisure

HAIX® North America Inc.
2320 Fortune Drive, Suite 120
Lexington KY 40509
Toll free 866-344-HAIX (4249)

www.haixofficer.com



Negotiating the Effects of COVID-19 Vaccine Policies



Pursuing litigation in hopes of challenging an employer's mandatory vaccine policy has proven futile thus far. However, unionized employees may be afforded some protection against these mandatory policies through their collective bargaining agreements. Such protections hinge on the language contained in the agreements. In some cases, a broad management-rights clause may authorize the employer to implement a workplace safety rule without bargaining. However, it is more likely that the employer may still be required to bargain over the "effects" of a mandate — often referred to as "effects bargaining" or "impact bargaining." This means that the employer must bargain over **how** the policy might impact the employees. In the context of COVID-19, such effects include the time off to receive the vaccine, deadlines for compliance, the consequences of those who refuse to comply, alternatives to the vaccine and any associated costs of the alternatives.

For example, the New Jersey Public Employment Relations Commission ordered the City of Newark to negotiate the impacts of its policy with the Newark police and firefighter unions. The City of Newark mandated for all municipal employees to be fully vaccinated, provide proof of vaccination, a 30-day timeframe after an initial vaccine to become fully vaccinated, and in the meantime, unvaccinated employees would be subjected to weekly testing. The commission found that the City is not restrained from the decision to mandate the vaccine — the vaccine mandate is an exercise of the City's managerial prerogative to address the City's legitimate health and safety

concerns. However, portions of the policy such as discipline, allotted time periods for compliance, privacy concerns, and costs and locations for testing are negotiable terms severable from the policy itself. The commission stated that the imposition of negotiable terms has a "chilling effect on the negotiations process and undermines labor stability." Thus, the City was ordered to negotiate such impacts of the policy with the unions.

The City appealed this decision to the Appellate Court of Essex County. The judge determined that the original commission's decision did not prohibit the City from moving forward with the mandate but hoped that there would be some dialogue between the parties. Therefore, the City reissued its directive. However, all religious and medical exemptions were granted, all exempt employees undergo weekly testing at city sites with no cost and no one from the police or fire department has faced discipline — the ultimate goal from the start.

In Illinois, interest arbitration occurred between the state and AFSCME Council 31. Here, correction officers in the adult and juvenile departments of Illinois were subject to the state's mandatory vaccination program for state employees. The

union sought a testing alternative. The arbitrator analyzed three relevant factors under the Illinois Public Labor Relation Act, which included the lawful authority of the employer, stipulations of the parties, and most importantly, the interest and welfare of the public. The arbitrator found that the interest and welfare of the public favor imposition of a vaccine mandate. The arbitrator reasoned that, "[w]hile the Union's arguments for increased testing and other mitigation strategies will help, steps such as increased testing protocols as urged by the Union will only serve to better **detect** those infected. However, not only is better detection needed, but more aggressive steps at **prevention** must be imposed. A vaccine mandate adds that strong layer of prevention." Thus, the arbitrator remanded the matter to the parties to reach an agreement regarding the implementation of the appropriate procedures of the policy, which must include a vaccine mandate.

Similarly in Philadelphia, interest arbitration occurred between AFSCME District Council 33 and the City of Philadelphia. After the City of Philadelphia announced that all civil service employees must be fully vaccinated, the union District Council 33 requested bargaining

Just the Facts:

» It is probable that unions will meet employers at the negotiation table to negotiate the effects of a vaccination mandate, and not necessarily the decision to mandate the vaccine itself. This allows unions the opportunity to bargain for more favorable impacts of the policy, such as alternatives to the vaccine and extensions to comply with the mandate. Importantly, negotiating the effects of a vaccine policy affords unionized employees some protection for potential modifications to the policy.

over the effects of the mandate. The union made a number of proposals, including more time for employees to comply with the deadline, lengthening the period of leave provided to employees who do not comply with the mandate, allowing employees who leave employment because of the mandate to return, ensuring that City employees in different bargaining units are subject to the same rules. On these “effects” issues, Arbitrator Symonette awarded a cash bonus of \$300 for vaccinated employees and decided that temporary or permanent disabling condition caused by the vaccines will be considered work-related, costs of testing for exempt employees will be covered by the City and non-compliant employees would be treated as having resigned in good standing for purposes of reinstatement.

Therefore, it is likely that unions will meet employers at the negotiation table, albeit to negotiate the effects of a vaccination mandate, and not necessarily the decision to mandate the vaccine itself. This allows unions the opportunity to bargain for more



favorable impacts of the policy, such as alternatives to the vaccine, consequences for employees who refuse the vaccine, time off to receive the vaccine, additional sick time for adverse reactions and extensions to comply with the mandate. Importantly, negotiating the effects of a vaccine policy gives unionized employees some protection for potential modifications to the policy — that litigation has not provided thus far. **FOP**

FOP GENERAL COUNSEL

500 South Front Street,
Suite 1200
Columbus, Ohio 43215
Phone: (614) 229-4567
Cell: (614) 581-1125
Email: ljames@cbjlawyers.com

There Is ALWAYS Another Option



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

New Retired Law Enforcement Concealed Carry Legal Defense Coverage



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

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

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

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

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

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

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

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



FOP LEGAL DEFENSE PLAN

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		
Criminal	Criminal	Criminal	Criminal
Civil	Civil	Civil	Civil

For enrollment and marketing information, please call
1.800.341.6038

foplegal.com

From the Web Developers of *FOP.net*

Get an Affordable Website for Your Lodge!



Website Packages Starting at \$1,195/year



911MEDIA
STRATEGIC COMMUNICATIONS FOR YOUR ORGANIZATION

(877) DIAL-911 | 911MEDIA.com

CONTACT US TODAY!



STREAMLIGHT®

TLR-7® SUB



Ultra-Compact Gun Light for Subcompact Railed Pistols

Designed to enhance visibility and targeting capability in home defense and tactical situations, the slim and lightweight TLR-7® sub gun light fits on most railed subcompact pistols.

NOW AVAILABLE FOR HELLCAT® | 500 LUMENS | POWERED BY ONE CR123A BATTERY | HIGH & LOW SWITCH OPTIONS



[STREAMLIGHT.COM/TLR-7sub](https://streamlight.com/TLR-7sub)

© 2022 STREAMLIGHT, INC. ALL RIGHTS RESERVED.