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FOP JOURNAL



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

The past four years have brought unimaginable changes and challenges to our profession, but I am honored and humbled to represent each of you and the FOP through these turbulent times.

I don't have to remind you of the challenges our profession endured during the COVID pandemic or the tragic loss of more than 1,000 officers. I don't have to tell you about the physical and emotional toll of nationwide protests and riots demanding police reform and defunding, while demonizing our noble profession. I don't have to tell you because you all lived it.

It is not an overstatement to say that our profession faces an existential crisis that will take decades to recover from, as the backlash has created critical recruiting and retention issues in every city in America. The challenges are real, and the crisis is real — but it is not unsolvable.

Since our founding over a century ago, the Fraternal Order of Police was, is and will always be America's police officers' strongest ally and greatest advocate. This has never been more true or more evident than during the past four years.

Since our earliest days, we have grown upon a foundation built by the leaders before us that prepared us with the tools and influence needed to navigate the ever-changing challenges facing policing today. We have positioned ourselves as the reasonable voice in a sea of partisan political banter. We have formed unlikely partnerships and are redirecting the police reform movement toward reasonable improvements that include the rank-and-file officers' perspective.

There is no other rank-and-file organization better positioned to effectively address the challenges of today's policing than the FOP. We give voice to the men and women who are



brave enough to pin on a badge and stand that line between order and chaos every single day for far too little pay and, in many cases, are disrespected by the very benefactors of our courage.

Through a cohesive effort by our Executive Board, staff, directors, trustees and committees, not only have we taken on the unprecedented challenges and issues of the day, but we have also developed a modern business model and expanded our efforts to address all facets of our profession.

I am humbled beyond words by the honor of being re-elected for another two-year term at the 66th Biennial Conference of the Fraternal Order of Police in Las Vegas.

We have accomplished much together. Standing at 373,557 members today, we have grown the FOP membership like never before. We have formed strong committees addressing the issues important to our law enforcement family and continued to be the voice of law enforcement both in the media and in the halls of power ... but there is still much to be done.

I cannot express how truly honored

I am to continue leading this great Order. Thank you to my home lodge, St. Charles Lodge #15, and the Louisiana State Lodge for their continued confidence and support on this journey.

I offer my sincere appreciation to Steve Weiler for his two years of service on the Executive Board and to Keith Turney for his six years on the Board. He certainly has left his mark and big shoes to fill. Welcome to newly elected Second Vice President John Hoyt of Philadelphia and Sergeant at Arms Steve James of Long Beach, California, who were both unopposed, and congratulations to Vice President Joe Gamaldi for being re-elected by 81% of the vote.

I thank the Executive Board, trustees and delegates for showing up, being attentive and doing the important work of the Order during our Conference. As I stood looking out at the 6,000 members seated before me, it was not lost on me that I was standing before many great FOP leaders who afforded me the privilege of leading the FOP. I pledge to continue working daily to be worthy of the trust instilled in me to be your National president. **FOP**



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Reflections on Conference and What's Ahead



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

Greetings, brothers and sisters. I hope you and your families are doing well. We just finished up the 66th Biennial Conference in Las Vegas. It was well attended, with 3,834 registered delegates. I haven't had a chance to look at past years' attendance, but I believe this was the largest in our history. Much business was heard and acted on. President Yoes skillfully managed the proceedings and was able to fit five days of business into four. The comments from those in attendance who I heard from were all positive.

Some of the highlights of the Conference were the passage of eight of the nine proposed amendments to the National Constitution, By-Laws and Ritual. Proposal #8, which dealt with establishing timelines in the grievance process, was pulled and voted down so that additional work could be done to Article 23 (Discipline). My office will be updating the changes to the Constitution, By-Laws and Ritual in the next few weeks and it will be available to every member in the Order.

Two resolutions were passed unanimously. The first was from Louisiana, condemning their "lame duck" Governor Edwards for granting pardons to convicted killers of law enforcement officers and citizens and admonishing him from making any more pardons. The second was from New Mexico, recognizing and commending Albuquerque Lodge #1 for 75 years of service to the Fraternal Order of Police and the community.

National President Yoes, National Secretary Holderfield and National Treasurer Smallwood were re-elected without opposition. National Vice President Gamaldi was re-elected in a contested race. Two new members of the Executive Board were elected

without opposition, National Second Vice President John Hoyt of Pennsylvania and National Sergeant at Arms Steve James of California. National Trustees Chairman Rob Pride was re-elected by the other trustees. As a matter of interest, of the 46 National trustees, 27 are new within the past four years. Additionally, the delegates chose Salt Lake City as the host city for the 68th Biennial Conference in 2027.

The new FOP history book was presented at the Conference by History Chairman David Stevens, and it was a major hit. Delegates were busy getting their books autographed by their fellow attendees. We have additional books available at the office for \$25 plus shipping, and 100% of the proceeds go to the NFOP Foundation.

There were a few hiccups in running the Conference, but thankfully no one noticed, or at least not much. This is due to the highly trained and professional staff from our National Office. I am proud of each of them and the vital role they perform in their service to us all. I also received feedback and suggestions on how to be more efficient and effective in disseminating information to our Conference attendees. The staff and I will analyze these critiques and suggestions.

Three grievances were heard by members appealing discipline. The penalties were upheld by the delegates, which resulted in two expulsions and one suspension. It was a somber experience for all.

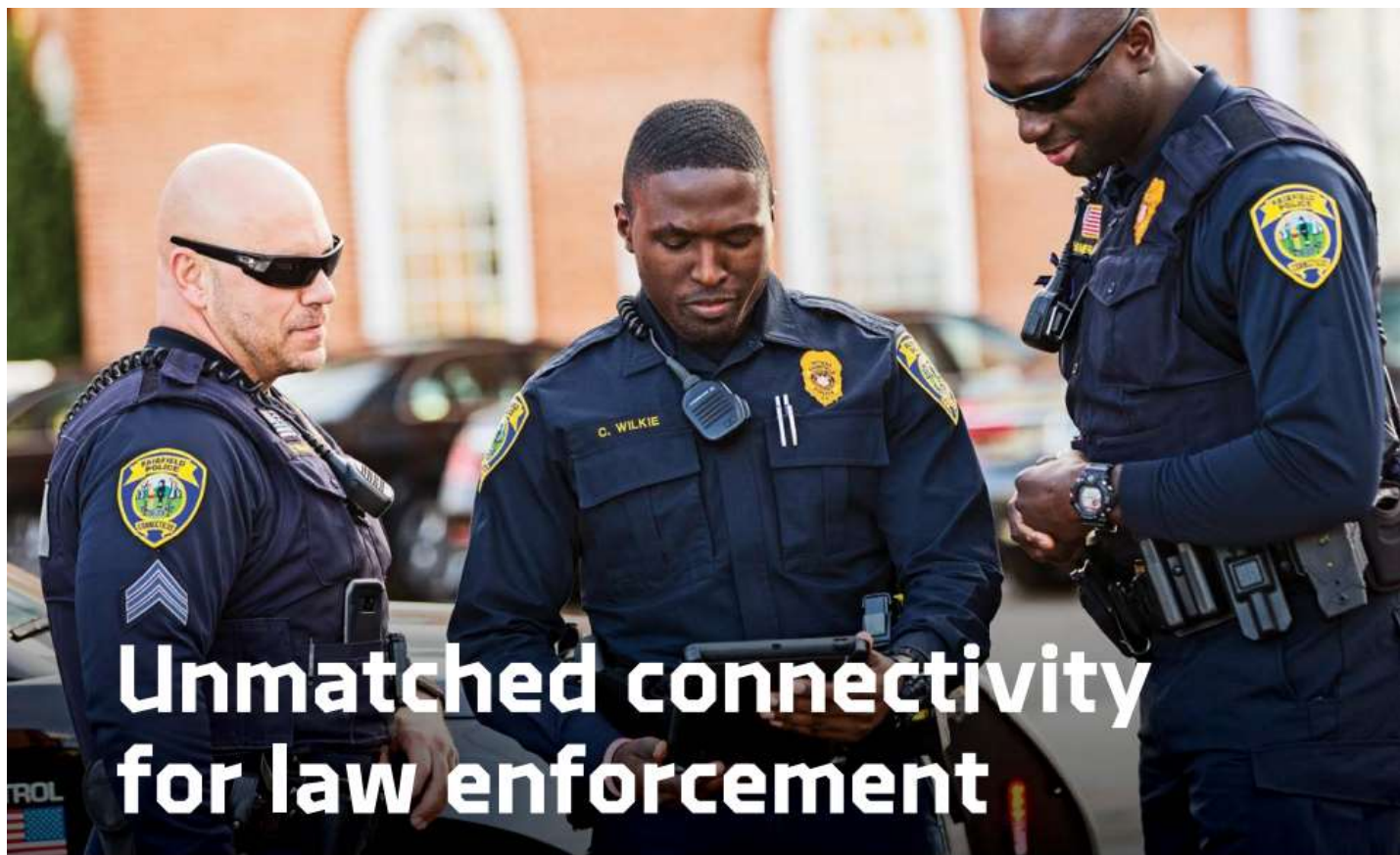
This month, my office will be sending out per capita notices to all local lodges for the first half of 2024. Per capita is due by November 1. Per capita payments are processed

as we receive them, and your 2024 membership cards will be sent to your lodge secretary. If you do not receive your 2024 card, you should first check with your local lodge secretary before contacting National. The primary reason for a delay in receiving cards is that the number of listed current members of a lodge does not match the amount paid by a lodge to the National Membership Office. When this occurs, there is a delay in issuing cards for the whole lodge until the discrepancies can be resolved. Proper membership data management at the local, state and national levels is paramount.

September 11 marks the 22nd anniversary of this cowardly attack on democracy. It is pure madness for anyone to suggest that we forget and forgive this unconscionable terrorist action. 2,977 citizens were killed, including 343 firefighters and 71 law enforcement officers. Please take a moment of remembrance.

On an extremely tragic note, on the morning of Sunday, August 13, the National Executive Board, along with many of our fellow delegates and their spouses, attended the biennial worship service led by National Chaplain Rick Snyder. Brother Rick is the president of Indianapolis Lodge #86, where his wife, Dawn, is a retired police commander and a delegate to the Conference. He gave a tremendous message and all in attendance left with a feeling of warmth and fellowship. Shortly afterward, we received the horrible news that Brother Rick and Sister Dawn's daughter had been killed in a car accident in southwest Florida. We were in shock. We rallied

Continued on page 14 ➤



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SECRETARY'S MESSAGE

Continued from page 12 >

around him and Dawn and offered condolences and strength. The next morning, Brother Rick Snyder was on stage to open the Conference with prayer. He talked about his need to be there with us that morning before they flew to Florida. He talked about his and Dawn's time of grief and reflection. He challenged us all to be better to our families and to each other. Please keep Sister Dawn and Brother Rick in your prayers, and God bless the Snyder family.

We are ramping up for the coming year. Mark your calendars now for the second annual National Diversity Summit, to be held in Charlotte, North Carolina, October 9–11. Chairman Robert Gaddy and his committee have an exciting training program and welcome your attendance. The annual Labor and Legal Seminars will be held again in Las Vegas, January 30–31 and February 1–2 respectively. The

Wellness Summit will be held February 19–20, and Leadership Matters will be January 22–24 in Nashville. We will be staying once again at the Music City Sheraton.

Let me know if I can help you in any way. My office stands ready to

assist. Know, too, that Miami Lodge #20, Florida District 6 and the Florida State Lodge are working diligently to put together your 67th Biennial Conference, to be held in downtown Miami in 2025. Be safe and I will see you soon. **FOP**

SUPPORT NFOP Chaplain Rick Snyder and His Family

Indianapolis Lodge #86 has created a fund to assist National FOP Chaplain Rick Snyder and his family following their recent tragedy. Brothers and sisters wishing to contribute may do so by sending their check to:

Chaplain's Assistance Fund
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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!

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// **WRITE TO US!** If you have further questions, contact John Hoyt at (267) 251-5575, or jhoymt@fop5.org.

Brothers and sisters, my name is John Hoyt and as of Thursday, August 17, 2023, I am your National second vice president. Let me start by saying thank you. Thank you to the more than 3,500 delegates in attendance at this year's National Conference in Las Vegas, speaking for the over 373,000 strong members of the Fraternal Order of Police. Thank you for putting your faith in me to help lead this great organization. I am humbled beyond words and feel so fortunate to be in the position I am in today.

I am a 24-year veteran of the Philadelphia Police Department, where I currently hold the rank of captain. I began my career as a patrolman in West Philadelphia, where I quickly fell in love with the job. I continued working in West Philadelphia until being selected to a citywide unit combating gun violence in Philadelphia. From there I was promoted several times and held assignments in special investigations, narcotics investigations and patrol.

As I stated at the Conference, the FOP stands as a beacon of unity, advocating for the rights, well-being and fair treatment of the dedicated

***I pledge to work tirelessly
to represent your
interests, amplify your
voices and ensure that
your contributions are
valued and recognized.***

men and women who tirelessly serve on the front lines of law enforcement. We recognize the challenges and complexities that come with this noble profession, and we are committed to ensuring that the concerns and needs of our members are heard and addressed.

As your National second vice president, I am inspired by the dedication and sacrifices each of our active-duty brothers and sisters makes day in and day out, exactly as our retired members did before them. Our collective strength is our greatest asset, and I pledge to work tirelessly to represent your interests, amplify your voices and ensure that your contributions are valued and recognized. We must remember that our mission is greater than any one of us. It is a calling to serve, protect and uplift our communities. Together, we can build a future where justice prevails, where law enforcement continues to be a force for good and where our nation stands united behind us in our pursuit of a safer, more just society. With that said, it's time for me to roll up my sleeves and get to work. Looking forward to serving each and every one of you for the next two years. **Here we go! FOP**

Help for Maui Officers



The recent fire in Hawaii destroyed a major portion of the island of Maui. Many law enforcement officers from the area were impacted by the devastation. A relief fund has been set up to assist the Maui officers and their families. To donate, go to

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Prepared to Tackle the Issues Facing Our Profession



// **WRITE TO US!** If you have further questions, contact Steve James at (562) 243-7738, or sjamespoa@gmail.com.

First and foremost, I hope this message finds you, your family, and all of our sisters and brothers in good health.

Having just returned home from the National Conference in Las Vegas, I remain humbled and somewhat in disbelief. Being elected to serve all of you as your National sergeant at arms is one of the highest honors in my

professional career. Thank you for the opportunity.

Since many of you were not at the National Conference, I wanted to use this opportunity to share a little bit about the experience I bring to this position:

- Nearly 30 years of law enforcement labor experience
- 20 years on the California State FOP Executive Board
- 18 years on the National FOP Board
- 17 years as the president of the Long Beach Police Officers Association, the bargaining unit in Long Beach
- Over 10 years on the National Legal Defense Plan Board
- 20 years on the City of Long Beach Health Insurance Advisory Committee
- Lead instructor for numerous sessions of the National FOP Collective Bargaining class
- 20+ years participating in and running or advising political campaigns

While I do believe things are going very well on a national level for the FOP, that doesn't mean we don't have issues and opportunities moving forward. The list below shows what I believe to be some of the critical issues facing the FOP over the next few years. The work that has been done on these issues has set a strong foundation, but there is still much work to be done. I believe that my knowledge and experience will be beneficial as we work on the following top priorities:

- Bolstering the image of our profession on a national level
- Continuing to raise awareness of the violence our brothers and

sisters face every time they hit the streets

- Eliminating the Government Pension Offset and Windfall Elimination Provisions that drastically reduce the hard-earned, and paid-for, Social Security benefits of our members
- Raising the volume on the recruitment and retention conversations being had by police agencies throughout the country
- Creating a viable and affordable health care option for our members who do not receive health care coverage from their employer and for those who retire before they qualify for Medicare

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.

The work that has been done on these issues has set a strong foundation, but there is still much work to be done.

The list above is a small sampling of the issues we are currently facing, and we know that new issues arise regularly. Whether it is the issues above, issues not addressed here or issues yet to arise, I pledge to be very active in both voice and actions as a new member of the National FOP Executive Board. I am honored to serve each one of you. **FOP**

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66th Biennial National FOP Conference

The FOP celebrated its 66th Biennial National Conference in Las Vegas August 14–17, with 3,833 registered delegates and 350 registered alternates in attendance, plus guests, family members and supporters. While at Conference, members got to experience the amazing *KÀ* by Cirque du Soleil with fellow brothers and sisters. A special thank-you to Las Vegas Lodge #1 for showing everyone such a good time!

Several guest speakers addressed the delegation, including COPS Director Hugh Clements, North Las Vegas Police Department Assistant Chief Michael Harris, Henderson Police Department Chief Jonathan Boucher, District of Nevada U.S. Marshal Gary Schofield, Queensland Police Union General President and CEO Ian Leavers, Reverend Markel Hutchins from the MovementForward OneCOP Initiative, COPS Director Dianne Bernhard and NLEOMF Chief Executive Officer Bill Alexander.

The Expo was once again a great success, with more than 100 vendors showcasing their products and services to the members.

The outgoing National Executive Board

members and National trustees received plaques for their service and dedication to the organization: Steve Weiler (two years), Keith Turney (six years), James Flores (four years), James Harrity (four years), Jerry Wright (34 years), John George (four years), Kevin Salmon (four years), Lewis Beal (three years), Shaun Laird (eight years), Tommy Stiles (16 years), Brad Landes (18 years), Carlton Stallings (six years), David Stevens (six years), Eric Egan (two years) and Robert Parra (one year).

Other awards presented were the Member of the Year Award to K.C. Blodgett, the Kenneth Canterbury Excellence in Leadership Award to Bob Martinez, the Steve Young Easterseals Humanitarian Award to Joe Mantegna, the Attorney of the Year award to John Kautzman, the Attorney Lifetime Achievement Award to Robert Newcomb and the President's Award to Greg Pemberton.

Donations totaling \$2,577 were taken up for the Law Enforcement Torch Run and \$8,872 was raised for Easterseals. The Foundation held a silent auction for a cornhole game donated by the Missouri State Lodge, raising \$250, and a silent auction for a Bahamas trip and a rifle totaling \$7,470. Sales from the Foundation

President: Patrick Yoes — Louisiana
Vice President: Joe Gamaldi — Texas
Secretary: Jimmy Holderfield — Florida
Treasurer: James Smallwood — Tennessee
Second Vice President: John Hoyt — Pennsylvania
Sergeant at Arms: Steve James — California
National Trustees Chairman: Rob Pride — Colorado

challenge coin totaled \$1,180.

Nine amendments were brought to the business floor, with eight of them passing and one failing. Two resolutions were submitted; both passed.

The delegates of the 66th Biennial National Conference elected the members listed above to the Executive Board for the next two years. **FOP**



Photos by David Stevens



2023 FOP Member of the Year: K.C. Blodgett

This year's recipient of the Jack Dudek Member of the Year Award is K.C. Blodgett from Kansas. K.C. became a member of Topeka Lodge #3 in 1970. In 1981, he was elected vice president and in 1985 was elected president, a position he held for four years. He was the first member of the Topeka Lodge to be awarded Member of the Year in 1989 and was later awarded the Lifetime Achievement Award for Topeka Lodge #3.

K.C. was elected chaplain of the Kansas State Lodge in 1991; in 1997, he was elected vice president, and in 2001 he was elected president and served for four years. He was elected the National trustee from Kansas in 2013, a position he continues to hold today. He also continues to hold the position of chaplain for Topeka Lodge #3, which he was elected to in 2021.

K.C. has served on or volunteered on the National Credentials Committee since 1995. In 1997, he was elected chair and only stepped down when he became National trustee.

In 1992, K.C., along with members

of the DEA, joined the National Drug Enforcement Officers Association, eventually becoming president and serving until 1994. He was one of the youngest members selected to serve on the M-Squad, which investigated homicides, and served as a crisis negotiator for the Shawnee County Police Department. In 1997, he founded and became the first president of the Kansas Narcotic Officers Association.

K.C. remains active on the local, state and national levels. He stated, "The FOP continues to broaden the scope of what a strong union is and what it is meant to do for the betterment of the members." In his words, all his achievements are due to the belief that he can serve not only local lodge members, but also State Lodge members, and now, working with the National Executive Board, all 360,000-plus members of the Fraternal Order of Police.

The FOP is proud to present K.C. Blodgett with the 2023 Jack Dudek Member of the Year Award. Congratulations! **FOP**







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AMENDMENT #1

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

This proposed Amendment to the Constitution and By-Laws and the Ritual of the National Fraternal Order of Police is to change all gender specific pronouns contained in both documents to be replaced with gender neutral pronouns.

Proposed Amendment to the National Constitution and By-laws and Ritual

Directing the National Secretary to change any and all references, within the entire current National Fraternal Order of Police Constitution and By-Laws and the Ritual, of the wording "he or him" or any other masculine or feminine reference to gender neutral references in the various sections.

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #2

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The following proposed amendment to the National Constitution, Article 4 (Membership) Section 3, sub section B (Honorary Membership) is being presented to clarify eligibility. Active members are regularly appointed or elected law enforcement officers and include those members that have retired from their law enforcement agency. Members that have retired must be given the option to continue their active status and not be placed in an honorary status. Honorary members do not have voice, vote, or hold office. They do not receive any of the communications or benefits of the National FOP nor do they pay dues or per capita. This proposal simply restricts making a member that qualifies for Active membership an Honorary Member.

The Proposed changes are as follows (underline identifies proposed change):

ARTICLE 4 Membership

Section 1. Any regularly appointed or elected and full-time law enforcement officer of the United States, any state or political subdivision thereof, or any agency may be eligible for membership in the National Fraternal Order of Police, subject to the provisions of this Constitution. No person shall be denied membership on account of race, religion, color, creed, sex, age, or national origin. *(Amended 8/17)*

Section 2. Subject only to the provisions of this Constitution, each state and subordinate lodge shall be the judge of its membership. Each state and subordinate lodge shall establish requirements for membership in good standing of its respective membership, which requirements shall not be inconsistent herewith.

Section 3. There shall be two (2) classes of membership: Active and Honorary.

A. Active Membership

1. Shall include regularly appointed or elected full-time law enforcement officers.
2. Shall include retired regularly appointed or elected law enforcement officers who have remained in good standing with their state and subordinate lodges after retirement from their law enforcement agency. In good standing shall mean a member who fulfilled all requirements of membership in good standing in his respective subordinate and state lodges and for whom appropriate per capita tax has been paid to the National Lodge.
3. May include, subject to the approval of the state and subordinate lodges, regularly appointed or elected law enforcement officers who have resigned from their law enforcement duties and who have remained in good standing with their state and subordinate lodges.

B. Honorary Membership shall be comprised of individuals recognized by the National Lodge, state lodge or subordinate lodges for exceptional service or contribution to the nation, the state, political subdivision, the law enforcement community, or the National Fraternal Order of Police but may not include individuals that qualify for Active Membership. *(Amended 8/15)*

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #3

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The following proposed amendment to the National Constitution, Article 5 (Organization) Section 2. Subsection 4. is being made to clarify that no binding business shall be conducted during the voting process. Additionally, the proposal cleans up the action on the Election Committee report.

The Proposed changes are as follows (underline identifies proposed change, strikethrough identifies deletion):

ARTICLE 5 Organization

Section 1. The National Fraternal Order of Police shall consist of the National Fraternal Order of Police and such state and subordinate lodges as may, from time to time, be admitted to membership and which conform to this Constitution and such rules and regulations as may then be applicable

Section 2. Conference. The National Fraternal Order of Police shall hold a Conference to be known as the Biennial Conference of the National Fraternal Order of Police.

- A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.
- B. Location
 1. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference or, in the event the delegates of said Conference fail to do so, by the National Board of Trustees.
 2. The location of the Biennial Conference shall be determined by the delegates to the Biennial Conference in the fourth year preceding such Biennial Conference.
 3. In the event that a site selected by the delegates, or the National Board of Trustees becomes unavailable, the National Board of Trustees shall select a replacement site at their next regular meeting, a special meeting called for that purpose, by mail or electronic vote, provided that such vote shall not occur except upon ten (10) days' notice. *(Amended 8/21)*
 4. For the duration of, and upon conclusion of, the voting procedure on the last day of each Conference, no binding business, with, the exception of the report ~~and approval~~ of the Election Committee and the motion and approval for adjournment, shall be conducted that would require a vote of the delegates without determining that a sufficient quorum exists. *(Amended 8/09)*

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #4

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The following proposed amendment to the National Constitution, Article 6 (National Officers) is being made to clarify the process in the event more than one candidate for national office, from the same state, is elected. Currently, the wording states candidates who are members of the same state lodge, receive the greatest number of votes for offices, the one receiving the greater number of votes to the highest office is elected. The issue is the wording "State Lodge". The intent is to only allow for one elected National Officer from one state, except for National Trustee.

Currently, there are states with local lodges but no state lodge. There are several Federal lodges that were chartered prior to August 26th, 1983 (Article 19, Section 3) that are not a member of the State Lodge they are located in. Under the current language, members from these lodges could be elected to multiple offices since they are not members of the same state lodge.

The Proposed changes are as follows (underline identifies proposed change):

ARTICLE 6 National Officers

Section 1. The officers of the National Fraternal Order of Police shall consist of the National President, each of the Past National Presidents, the National Vice President, the National Secretary, the National Treasurer, the National Second Vice President, the

National Sergeant at Arms and one National Trustee from each State represented by a state lodge. The term of office of each national officer shall be for two (2) years or until his successor is elected and qualified.

Section 2. A national officer (except for a National President who fulfills the requirements set forth in Article 3, Section 1) who resigns from office during any elected term shall relinquish all right to and privilege of that office and shall revert to the status of "member." In the case of a National President as hereinbefore described, he shall assume the position of Past National President. A National Officer who resigns from active police duty for any reason other than to retire on pension, either for length of service or disability, or otherwise becomes ineligible as a member of the National Fraternal Order of Police, shall automatically forfeit his office.

Section 3. Nomination, Election, and Installation

- A. **General.** The officers of the National Fraternal Order of Police shall be elected at the Biennial Conference. No more than one of the following officers shall be elected from any one state: National President, National Vice President, National Secretary, National Treasurer, National Second Vice President and National Sergeant at Arms. Should two (2) or more candidates who are members of lodges located in the same state lodge receive the greatest number of votes for any two (2) or more of the preceding national offices, then, in that event, the candidate receiving the greatest number of votes for the highest office (in the order set forth herein) shall be declared elected and the other candidate from the same state receiving the greatest number of votes shall be declared disqualified by the National President and the candidate for that office receiving the next highest number of votes shall be declared elected. No member shall be nominated for nor elected to national office at a Biennial Conference at which he is not a member in good standing and either a delegate or serving as an incumbent national officer.

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #5

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The proposed amendment to the Constitution, Article 17 (Delegates), Section 3, adding a new subsection C.

Many local lodges designate members of their board as delegates to the National Conference by virtue of the office elected to. This is a rational policy since the lodge leadership is connected with the business of the Order at the local, state, and National levels. This proposal authorizes this practice, should a subordinate lodge wish to utilize it.

The Proposed changes are as follows (underline identifies proposed change):

CONSTITUTION ARTICLE 17

Section 3. Nomination and Election.

- A. Nominations and elections of delegates to the Biennial Conference shall be held not later than June 30th. Qualified candidates receiving the highest number of votes shall be declared elected.
- B. Delegates to the Biennial Conference shall be elected in the manner and method and subject to the provisions of this Constitution, the By-Laws, and the Ritual.
- C. A subordinate lodge may designate members of their elected Board as delegates to the Biennial Conference, by virtue of election to their respective office, however the number of delegates a subordinate lodge is entitled is defined in Article 17, section 2 of this Constitution.

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #6

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The following proposed amendment to the National Constitution, Article 17 (Delegates), Section 5 (Credentials) is being made to require a government issued photo identification be presented by each delegate to verify their identity. This practice is already being done and this proposal simply aligns the process.

The Proposed changes are as follows (underline identifies proposed change):

ARTICLE 17 Delegates

Section 5. Credentials. The National Secretary shall prescribe such rules, forms and/or procedures as are necessary to enable verifiable credentials to be issued to all delegates. Each delegate shall have available for inspection a verifiable image of his Biennial Conference credential, and government issued photo identification, at all times while within or when seeking admission to the Biennial Conference Hall. (Amended 8/23)

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #7

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

The political involvement process is a fundamental obligation of all Americans. This is especially important to the various subordinate and state lodges in the National FOP in advocating for better working conditions and electing pro-law enforcement citizens to public office and in supporting or opposing legislation. It is especially rewarding when our members seek public office.

To ensure harmony and goodwill among the various lodges, no FOP endorsement shall be made to any candidate for political office, or a political position, into another jurisdiction then their own, without the permission granted by the State Lodge having jurisdiction where the candidate is seeking office or legislation is being proposed.

Constitution Article 19, Section 9 shall contain the new language and the language in the current Section 9 shall move to Section 10 and all other subsequent Sections shall be renumbered.

The Proposed changes are as follows (underline identifies proposed change, strikethrough identifies deletion):

CONSTITUTION ARTICLE 19

Section 9. Notwithstanding with state Lodge directives regarding political endorsements, no lodge domiciled in one state, can make an endorsement for a candidate for political office or referendum in another state without written approval by their state lodge and the state lodge of which the endorsement occurs.

Section 9-10. Receivership

- A. The president of any state or subordinate lodge that shall become insolvent shall provide written notice thereof to the National President. In such event, the National Fraternal Order of Police may, but shall not be required to, assume control of such insolvent state or subordinate lodge for a period of six (6) months, during which period the insolvent lodge shall be operated under the supervision of the National President or his designee. Extensions in increments of six (6) months may be granted at the request of the state or subordinate lodge president and with the approval of the National President.
- B. Upon written request therefor made by two-thirds (2/3) of the governing board of a state or subordinate lodge to the National President, the National Fraternal Order of Police may, but shall not be required to, assume control of such lodge. In such case, the lodge shall be operated for a period not to exceed six (6) months under the supervision of the National President or his designee.
- C. In the event the National Fraternal Order of Police becomes aware of malfeasance and/or misfeasance in the operation of a State or Subordinate

Continued on page 28 >

AMENDMENTS AND RESOLUTIONS

Continued from page 27 >

lodge, which is not being appropriately addressed, the National Secretary shall make notification to the National President, the Chairman of Trustees, and the National Executive Board. The National President shall authorize the General Counsel, along with an assigned committee, the duty of investigating this malfeasance and/or misfeasance and the General Counsel may freeze the assets and records in order to preserve evidence and protect membership property from loss, with a majority vote of the Board of Trustees. This action shall not extend more than 1 year or until the Lodge function can be made whole. If more time is needed the National Board of Trustees may extend this time limit by a 2/3 majority vote. (Amended 8/21)

1. Any discipline imposed by either the State Lodge or National Lodge will be in accordance with Article 23 of the National Lodge Constitution.

Section 10-11. Any lodge that is suspended or delinquent as defined in Article 3, Section 1(D), hereof, may be reinstated and restored to good standing by payment of all amounts due, including all delinquency fees.

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☒ ADOPT ☐ REJECT
CONFERENCE: ☒ ADOPT ☐ REJECT

AMENDMENT #8

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

Over the past years the National Grievance Committee has been charged with holding hearings relative to appeals filed by Members of this organization. During this time, the Committee has been challenged with affording these members their rightful due process in an "expedient" manner which we feel is important. The National Lodge Grievance Procedure begins with the purpose of "The Grievance Procedure of the Grand Lodge of the Fraternal Order of Police is established to provide fair, impartial and expeditious examination of appeals to determine if a violation of the Constitution & By-Laws has occurred and that due process has been afforded to all parties involved." We have been concerned by our lack of providing expeditious due process to our members.

One example of the lack of expedient due process was an Illinois issue which involved a member being charged with an allegation on 1 June 2020, a hearing before a Special Committee took place and a recommendation of a sustained finding was presented to the subordinate Lodge Board on 7 Oct 2020 in which sustained the findings and imposed a 3 year suspension. The Member appealed the decision to the State Lodge on 9 October 2020 and a Special Committee at that level conducted a hearing on 8 Jan 2021. The State Board of Trustees did not hear the recommendation of the Special Committee until 24 June 2021 where the appeal was denied. The Member then appealed the decision of the State Board of Trustees to the National Board due to a provision in the Illinois Constitution and By-Laws stating that the State Board of Trustees decision may be appealed to the State conference, the National FOP deferred to Illinois and that appeal to the Illinois State Conference was conducted in July 2022. The Member appealed that decision to the National Board of Trustees again and was informed that the decision of the Grievance Committee was that he had received due process. The Member's next appeal is to the floor of the Conference in August 2022. The time span between the alleged violation and the final appeal in this case in more than 38 months, 2 months longer than the original 3 year suspension.

Another example of a lack of expedient due process is the recent testimony heard from Grievants from the DC Lodge who had filed charges on April 2, 2020 (relative to actions taken on 12 Feb 2020) and 23 Aug 2021. These Grievances were not heard by the DC Lodge and the Special Committee appointed by the National Board recommended that the National Grievance Committee conduct the hearings on the charges.

The Proposed changes are as follows (underline identifies proposed change):

Constitution Article 23, Section 3 C:

In any case of discipline involving suspension, expulsion, or removal from office

of an individual member initiated by a state lodge, or upon the decision of the state lodge in respect to an appeal from the action of a subordinate lodge, an appeal may be taken to the National Board of Trustees and, ultimately, to the Biennial Conference. Under no circumstances will an appeal, to the National Board of Trustees, of a decision of a State Lodge Board of Trustees, be delayed more than 12 months from the date of the alleged infraction which caused the suspension, expulsion or removal from office of the member.

Constitution Article 23, Section 3 F:

An appeal to the Biennial Conference may be taken by either party from the decision of the National Board of Trustees respecting any appeal of disciplinary action imposed upon an individual member by a subordinate lodge, a state lodge or discipline imposed by the National Board of Trustees.

A party seeking to appeal a decision of the National Board of Trustees to the Biennial Conference shall serve notice thereof upon the National Secretary and the opposing party by certified mail within 30 days of the rendered decision of the National Board of Trustees. Such notice of appeal shall consist of a concise statement describing the act or failure to act upon which the appeal is based, the basis for such appeal, the decision appealed from, and those written materials the appellant deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees. The opposing party may respond in writing to such notice of appeal with such materials as it deems necessary and shall submit a copy of such response to the National Secretary and the appealing party. Said notice of appeal and any responsive submissions shall be forwarded by the National Secretary to the National President who shall deliver said materials to a committee of the Conference which shall consider the matter and report thereon to the Conference prior to a vote thereon by the delegates. By their taking of the oath or their acceptance of the charter of the National Fraternal Order of Police, each member and each lodge specifically acknowledges and agrees that the decision of the Conference shall be final.

By-Laws Article 23, Section 2 C:

Conduct a hearing upon the matter within 60 days, unless otherwise agreed to by both parties, during which the trier of fact shall limit the scope of the inquiry to the specific complaint(s), charge(s) or allegation(s) set forth in the written notice thereof;

MEETS ALL CRITERIA: ☒ ADOPT ☐ REJECT
COMMITTEE: ☐ ADOPT ☒ REJECT
CONFERENCE: ☐ ADOPT ☒ REJECT

AMENDMENT #9

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 31–April 1, 2023 in Boston, Massachusetts.

This Proposed amendment to the Official Ritual of the National Fraternal Order of Police changes the "Voting on Applicants for Membership" process by allowing expedient action on accepting members yet protecting the integrity of the Order.

The services and benefits offered by the National FOP and the various States and Local Lodges require current active membership status. Specifically, Labor and Legal Services. Under the current ritual requirements, this process is cumbersome and lengthy taking as long as 3 months or more to get a prospective member approved. The current requirements are rooted in the processes established by our founders and presumed to have been mirrored after other fraternal organizations they were members of at that time.

Your National Secretary conducted a selective survey of lodges to determine how their membership process works. The findings are that lodges, especially larger labor lodges, use an expedited process to bring new members (generally law enforcement recruits) into the Order. They do not adhere to the current outdated requirements of the Ritual.

It is the National Secretary's opinion that a subordinate lodge should not be required to hold over voting on applicants to the next month, that they be able to empower their Executive Board to approve membership, and that the obligation should be allowed to be incorporated in the lodge's membership application. A subordinate lodge can continue with the current process if they so desire.

The Proposed changes are as follows (additions are underlined, deletions are marked through):

NEW MEMBERS Voting on Applicants for Membership

Each subordinate lodge shall have a standing Membership Committee of three (3) or more members who shall investigate all applicants for membership and report at the next regular meeting following the meeting at which the applications are submitted. A lodge may empower its Executive Board to approve applications for membership, otherwise, the lodge shall present the applicants member at the next regular meeting.

Additionally, the survey found that many lodges don't actually have new members come in and take the oath of office, even though they're supposed to do that under the Ritual.

The Proposed changes are as follows (additions are underlined, deletions are marked through):

A lodge may incorporate the following modified obligation in the application of membership form and waive the requirement of a newly accepted member taking the obligation at a regular meeting provided the applicant's signature is attested by a member, sponsor, in good standing of the lodge.

The obligation printed on the membership application form would say:

I do most solemnly and sincerely promise and swear, that I will to the best of my ability comply with all the laws and rules of this Order; that I will recognize the authority of my legally elected officers and obey all orders therefrom not in conflict with my religious or political views, or my rights as an American citizen; that I will not cheat, wrong, or defraud this Order, or any member thereof, or permit the same to be done if in my power to prevent it; that I will at all times aid and assist a worthy Brother (or Sister) in sickness or distress, so far as it lies in my power to do so; that I will not divulge any of the secrets of the Order to anyone not entitled to receive them. To all of which I most solemnly and sincerely promise and swear. Should I violate this, my solemn oath or obligation, I hereby consent to be expelled from the Order.

Then there is a line that states: I affirm that all the information provided herein is true to the best of my knowledge. Signature of the applicant, signature of the sponsor.

MEETS ALL CRITERIA:	<input checked="" type="checkbox"/>	ADOPT	<input type="checkbox"/>	REJECT
COMMITTEE:	<input checked="" type="checkbox"/>	ADOPT	<input type="checkbox"/>	REJECT
CONFERENCE:	<input checked="" type="checkbox"/>	ADOPT	<input type="checkbox"/>	REJECT

RESOLUTION #1

Whereas, the Louisiana Fraternal Order of Police opposes the clemency hearings granted by the Louisiana Pardon Board at the request of Governor Edwards, a term-limited, elected official.

Whereas, this strong arm tactic by a lame duck Governor to bring these hearings forward in front of over 400 previously filed hearings is appalling.

Whereas, Every death row inmate has been convicted according to law and sentenced to death by Louisiana law.

Whereas, the victims of these horrific crimes are being denied closure by an attempt to commute the sentences of these offenders.

Whereas, three of these inmates have killed police officers, **Betty Smothers (Baton Rouge Police Department), Steven Vincent (Louisiana State Police), Ronald Williams (New Orleans Police Department) Brandon Nielsen and Jeremy Triche (Saint John the Baptist Sheriff).**

Whereas, they are not the only victims of horrific crimes but are our sister and brothers in law enforcement and we will not stand by idly without objection.

Whereas, this is just one more way this Governor has shown he is not a supporter of the criminal justice system in Louisiana chosen by the people.

The Louisiana Fraternal Order of Police humbly asks the delegates of the **66th Biennial Conference of the National Fraternal Order of Police** to join us and object to the continuation of these proceedings which allows the victims to unnecessarily relive these horrible nightmares of the loss of their loved ones, a rushed process that will one day release a killer back into society.

Fraternally,

Delegates from the State of Louisiana

RESOLUTION #2

ALBUQUERQUE LODGE #1

WHEREAS: Albuquerque Lodge #1 was chartered on September 10, 1948;

WHEREAS: Frank J. Stephenson, Deputy Chief of the Albuquerque Police Department was elected as the first President of Albuquerque Lodge #1;

WHEREAS: Albuquerque Lodge #1 was first located on Campbell Road, near the Rio Grande River, where in 1953 the Lodge began the summer youth camps for the children in the Bernalillo County area;

WHEREAS: Albuquerque Lodge #1 chartered their Auxiliary on April 4, 1974;

WHEREAS: Albuquerque Lodge #1 completed building a new Lodge on Jefferson Street NE in 1977;

WHEREAS: Albuquerque Lodge #1 has produced a Past National President, Gilbert G. Gallegos, a Past National Auxiliary Vice President, Sharon Valtierra, the current National Auxiliary Secretary, Linda Martinez, and several members who have been appointed to National Committees;

WHEREAS: Albuquerque Lodge #1 members have been instrumental in modernizing, improving, and volunteering at the National Peace Officers Memorial Service in Washington, D.C.;

WHEREAS: Albuquerque Lodge #1 has grown over the years becoming the largest Lodge in New Mexico, comprised of members from local, county, state, and federal law enforcement agencies as well as Auxiliary and Associate Members;

WHEREAS: Albuquerque Lodge #1 is recognized for its seventy-five years of service to the Fraternal Order of Police in the State of New Mexico and in the City of Albuquerque;

WHEREAS: Albuquerque Lodge #1 is, and will continue to be, a strong participant in the National Fraternal Order of Police;

THEREFORE, BE IT RESOLVED: That the Members of the Fraternal Order of Police do hereby commend and recognize the members and their families of Albuquerque Lodge #1 for 75 years of service to their community, and to the Fraternal Order of Police at the 66th Biennial National Conference in Las Vegas Nevada, August 14-17, 2023.

Signed,

Patrick Yoes, National President

Jimmy Holderfield, National Secretary **FOP**



MEMBER SPOTLIGHT

John Hoyt and Steve James

JIMMY HOLDERFIELD / NATIONAL SECRETARY

This month's Member Spotlight features our two newest members of the National FOP Executive Board, National Second Vice President John and National Sergeant at Arms Steve James. The National Executive Board is responsible for the day-to-day operations of the National FOP, carrying out the orders of the National Biennial Conference and being a part of the National Board of Trustees. Some of the Board members' direct responsibilities include formulating the annual budget, reviewing and approving emergency issues, and representing the National FOP at the various state meetings. Additionally, by virtue of their positions, they serve on the FOP Foundation and the Financial Corporation.

National Second Vice President John Hoyt is a 24-year veteran with the Philadelphia Police Department and holds the rank of captain. Brother John has been active with Philadelphia FOP Lodge #5 since becoming a police officer and is currently the "Philly 5" recording secretary. Most recently, he coordinated the Spring 2022 National Board of Trustees meeting held in Philadelphia, and on March 16, 2023, he hosted the National Urban City Policing Committee at Lodge #5.

John always has a hearty handshake and a big smile when greeting his brothers and sisters. He is an experienced labor

leader and helps coordinate various fundraisers for members and their families in need. We are proud to have Brother John as a part of the National Executive Board and look forward to the knowledge and energy he brings.

National Sergeant at Arms Steve James is no stranger to the National FOP Board. He has represented the state of California as their National trustee since 2005. In addition, he has served on the National Legal Defense Plan since 2010 and currently serves as the chairperson. Through his leadership, the Legal Defense Plan has grown to over 110,000 members and over \$39 million in assets. President Yoes most recently appointed Brother James to the newly created National FOP Health Trust as a trustee.

Brother James brings to us a wealth of knowledge. He has over 30 years' experience as a police officer. Steve is a seasoned labor negotiator, has managed political campaigns and has served for over 20 years on the Long Beach Health Insurance Advisory Committee. He possesses the necessary experience to help lead the National FOP based on his experiences as a local, state and National lodge leader. On a side note, Brother Steve was previously recognized in the Spring 2020 *FOP Journal* Member Spotlight.

Please join me in welcoming both of them to the National Executive Board, and know that they will hit the ground running. Welcome, Brothers. **FOP**



John Hoyt



Steve James and his wife, Amy



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ILLINOIS & NEVADA

Correctional Officers: No Longer the Forgotten Officers

SCOT WARD / IL FOP CORRECTIONS LODGE #263 PRESIDENT

Correctional officers and their rank and file within the law enforcement family often feel like their work locations are perceived: "Lock them up, throw away the key; once they are behind the wall they are the forgotten."

These officers, once they are through the academy and have taken their oath, are tasked with dealing with the individual that the street cop arrested ... multiplied by the thousands! They are tasked with what many could never believe, yet they accomplish it daily.

To put this into perspective, we are tasked with supervising and maintaining control of the individuals whom officers arrest. These inmates are convicted of violent or sexual acts against your children, family members or your fellow officers. That same incarcerated person is often committing the same acts against officers who supervise them behind the wall. Can you imagine the internal conflict of the correctional officer, who is now expected to "neutrally" and professionally supervise the convicted killer of a fellow officer?

Correctional officer assaults and staffing, recruitment, retention and benefits issues are just as common as with any law enforcement officers; however, they are not nearly as publicized. Line-of-duty deaths occur, but only get added to the memorial wall if a state recognizes correctional officers.

Thankfully, there is local FOP leadership, who are determined to educate, inform, provide support and bring this



part of the law enforcement family and its inherent set of issues to the forefront.

At the Indianapolis National Conference, fraternalism was at work. Two FOP corrections lodge presidents met and forged a friendship. Both men were driven by the desire to do more and bring more recognition to their membership, motivated by the frustration that their respective law enforcement family has not been seen in equal light, though they are plagued by common law enforcement issues. They are also far too aware of the unique set of issues in corrections.

Scot Ward, president of Illinois FOP Corrections Lodge



#263 and second VP of the Illinois State Lodge (and member of the National FOP Corrections Committee), and Paul Lunkwitz, president of the Nevada FOP Corrections Lodge #21 and second VP of the Nevada State Lodge, put their efforts together at the Las Vegas Conference!

In a truly grassroots effort, the two put together an FOP corrections networking event in Las Vegas during the Conference. Using word of mouth and flyers, they reached out to everyone they and their respective lodge delegates could to bring other correctional officers together from across the nation. It was a place to network, share information, offer support if needed in any way and build that contact database so we have fellow FOP brothers and sisters in corrections to reach out to. **More so, the goal was to forge a larger movement to ensure that legislatively corrections officers in each state are recognized equally as law enforcement — currently there is a nationwide inconsistency that must be addressed.**

The venue was filled with correctional officers, and while the event was for networking purposes, the National Board election candidates were afforded an opportunity to come speak to our group. The support received from them and their commitment to including corrections more moving forward was encouraging.

The FOP continues to provide an incomparable platform for the profession. With the strength of the organization and its membership working together, future accomplishments are within sight. **FOP**

WWW.FOP.NET



CALLING ALL LOCAL AND STATE LODGES!

We're looking for members to share their lodge's stories with *FOP Journal*. Please submit interest pieces to ssimpson@fop.net for a chance to be featured and inspire fellow officers nationwide.

NATIONAL CONFERENCE RECAP WHAT'S NEW IN WELLNESS

SHERRI MARTIN / DIRECTOR OF WELLNESS

Didn't get to make it to the National Conference in Las Vegas? Here's a recap of what happened in Wellness!

Your National Officer Wellness Committee was proud to report our progress over the past two years. We are well on the way to developing a wide range of programs to support the wellness of our members and their families, and we are just getting started.

- Launched in January of this year, the **FOP Approved Provider Bulletin** is a nationwide directory of wellness services for law enforcement. Each resource within the APB is vetted by the National Officer Wellness Committee for competence in working with first responders. Including individual therapists, residential treatment programs, wellness training programs, crisis hotlines and wellness products like smartphone apps, this guide provides easy access to a wide number and variety of service providers. The directory was developed for all of law enforcement and can be found on the FOP website at fop.net/officer-wellness/providers. Vetting of additional resources is occurring on an ongoing basis, and new resources are being added to the directory each week. If you do not yet see a provider located in your area, one will be coming soon. If you know of one in your area who might be a great addition, an application for providers wishing to be vetted can also be found on the site.

- We recently completed development of a new and updated curriculum in law enforcement peer support. The National FOP was chosen by the Department of Justice COPS Office to lead design and development of the course, which is in final stages of review by the department. A five-day course with both basic and train-the-trainer models available, **Power in Peers** is expected to be piloted in the Chicago area in fall 2023 and to become widely available in 2024. The Power in Peers course is anticipated to become the national standard in law enforcement peer support training, as we seek to teach officers to support their peers all across the U.S. For further information or to request the course in your area, contact Director of Wellness Services Sherri Martin at sherrimartin@fop.net.
- Did you know that the FOP hosts a wellness training event each year in Nashville? The annual **FOP Wellness Summit** is two days packed full of information on all things wellness! With engaging and internationally known keynote speakers, over 15 choices of breakout seminars on various wellness topics, panel discussions with successful wellness program leaders and tons more, the Summit is a great opportunity for leaders interested in building or strengthening wellness programs in their agency or lodge. In conjunction with the Summit, the **FOP Wellness Professionals' Forum** provides an opportunity for mental health professionals who work

with law enforcement to obtain additional training and to network with others who serve members of law enforcement and their families. Bringing those professionals and our members together further breaks down stigma and eases the connection between members and services. The 2024 Wellness Summit and Wellness Professionals' Forum is scheduled for February 18–20 in Nashville. We hope to see you there!

- As we move forward, all of the programs built by the Division of Wellness Services have been designed to work together. Development of the above programs was born out of feedback gained from the membership in the 2018 Survey of Police Officer Mental and Behavioral Health. From that survey, we learned what members of law enforcement needed to support their wellness, and we set about building it. In keeping with that idea, we strive to never stop learning about the experiences of our members. In Vegas, we opened the **2023 Biennial Critical Issues in Policing Survey**. The survey is an opportunity for us to learn about the experiences of our officers, and for our members to have their voices heard! The 2021 survey allowed the FOP to share the **real** experiences of law enforcement officers with police leaders, the media and the world. In the wake of the COVID pandemic and the aftermath of the George Floyd incident and others, officers were experiencing a much different reality than we were seeing in the news amid calls for defunding. The survey allowed

us to speak up for officers, sharing their viewpoints. Now, in 2023, we want to hear from you again. Open to active and retired members of law enforcement, the 2023 survey addresses current topics in law enforcement, including recruitment and retention. It is important that we hear from as many officers as possible. All responses are anonymous. If you are interested in having your lodge participate, contact us at officerwellness@fop.net. The survey will be open for responses until November 1.

If you were at the Conference but didn't have time to join us for one of our seminars on site, we hope that you will have an opportunity to catch one soon. We provided three seminars during the week:

- Our Voices Have Been Heard: Findings of the 2021 Critical Issues in Policing Survey
- Living the Good Life: Making Sure You Are Really Ready for Retirement
- The Approved Provider Bulletin: A Resource for All Members

Through these seminars, we were able to share information with members about strategies for staying well and explain how they can best access support services provided by the FOP.

We express our thanks to all of the brothers and sisters who stopped by our booth in the Expo, learned about our programs, and expressed appreciation and support for our work. The National Officer Wellness Committee strives every day to support our members! **FOP**



BLUE **VIEW**

TUNE IN TO THE 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.



National University



Public Safety Professionals — Get 25% off Tuition at NU!

Public safety professionals work tirelessly to protect and serve our communities. That means there isn't much time to think about career advancement. Learning and growing in your field should be something achievable. National University is committed to providing affordable, accessible education to all public safety professionals to advance their careers and help them reach their educational goals. Our Public Safety Promise Scholarship gives police officers — plus spouses and dependents — a 25% tuition discount.

National University also provides credit for many prior career-training programs. National University prides itself on its strict alignment with official training standards for several public safety agencies, including Peace Officer Standards and Training (POST). The following programs, offered at National University, accept prior work training for 1–7 course credits, depending on the program and eligibility:

- B.S. in Criminal Justice Administration
- B.S. in Homeland Security and Emergency Management
- Bachelor of Public Administration
- Master's in Criminal Justice Leadership

Public safety professionals are also eligible for a 15% tuition reduction on doctoral programs. With convenient online courses and whole-student support resources, there's no shortage of ways National University helps each student. National University offers over 190 degree programs (see nu.edu/degrees) plus credentials and certificates*, four- and eight-week course formats, and plenty of support. You can count on National University to deliver an educational experience for the working adult. Start

Continued on page 38 >

*Nursing, radiation therapy and doctoral programs are excluded from the tuition discount. Other offer restrictions may apply. If you have questions, please contact National University.

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.



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NFOPU SPOTLIGHT

Continued from page 36 >

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stay on track, finish faster and achieve their personal and professional goals. We proudly educate students from across the U.S. and around the globe, with over 45,000 students and 220,000+ alums worldwide. **FOP**

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FOP.net/officer-wellness/crisis-hotlines



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August Recess and Biennial Conference



Congress was in its August recess all of last month and conducted no business. The Senate will reconvene after Labor Day, and the House will return the week after that. The federal fiscal year will end on September 30, meaning that Congress will have just a few weeks to pass its appropriations bills or develop a continuing resolution.

A conference committee is working to reconcile H.R. 2670/S. 2226, the National Defense Authorization Act (NDAA) for Fiscal Year 2024, which each chamber passed just before leaving the capital for the month.

The House postponed its vote on H.R. 4368, the Agriculture, Rural Development, Food and Drug Administration, and Related Agencies Appropriations Act, 2024, and is expected to consider it on the floor this month.

Prior to the recess, the Senate Committee on Appropriations passed four major spending bills for the U.S. Departments of Defense, Education, Health and Human Services, Homeland Security, Interior and Labor. These bills are expected to be considered on the floor this month.

Staff members from the Steve Young Law Enforcement Legislative Advocacy Center in Washington, D.C., were in attendance at the 66th National Biennial Conference in Las Vegas last month. Our seminar, Grassroots Advocacy: Turning Members Into Lobbyists, was well received by all the members who signed up for it. The Legislative and National FOP PAC booth raised about \$6,000 for the PAC.

Other Legislative Activity

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

Just the Facts:

» When Congress returns from recess in September, it will have just a few weeks to pass its appropriations bills or develop a continuing resolution. The FOP will continue work on its legislative priorities, and with the next election coming up fast, contributing to our National PAC is more important than ever. Some desperately needed funds were raised at the National Conference in Las Vegas, but more is needed to ensure we have the resources to support candidates who will fight for the issues important to our members.

- **H.R. 2601**, the National Human Trafficking Hotline Enhancement Act, which would require any grant recipient that contracts with the Administration for Children and Families (ACF) at the U.S. Department of Health and Human Services to operate the National Human Trafficking Hotline, to share information and assist efforts by state and local law enforcement to combat human trafficking
- **H.R. 3150**, the Overcoming Prevalent Inadequacies in Overdose Information Data Sets (OPIOIDS) Act, which would combat the ongoing opioid crisis by providing support to state and local law enforcement agencies
- **S. 2596**, the Kenneth P. Thompson Begin Again Act, which would eliminate the age restriction for the expungement of certain convictions in very limited circumstances
- **S. 2664**, the American Law Enforcement Sustaining Aid and Vital Emergency Resources (SAVER) Act, which would expand the existing Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) program to allow for the purchase of trauma kits

Get the Latest News — Sign Up for the Weekly Update!

The *Update* is a valuable tool for members and local lodges to keep them up to date on the latest information on legislation important to law enforcement and the news from our nation's capital. To sign up to receive the update via email, please visit tinyurl.com/pw73z96p.

Make sure to check out our social media pages, as the daily posts are the best way to keep up with the National FOP's daily activity. Follow the National FOP on:

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

Do your part! Please **share, comment** and **like** the content that we are posting.

Check out the Blue View Podcast!

Every episode of the FOP's podcast, *Blue View*, is available on the FOP's YouTube channel! National President Patrick Yoes hosts the podcast, which has featured guests from Capitol Hill and within the FOP, as well as law enforcement experts and leaders from around the country, to gain better insight into the issues and current events in the law enforcement community.

On one of the recent episodes of *Blue View*, "American Crisis: Recruiting the

Continued on page 42 »

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Top Priorities in Brief

H.R. 82/S. 597, the Social Security Fairness Act

House: 289 co-sponsors (90 R, 199 D)

Senate: 44 co-sponsors (36 D, 5 R, 3 I)

Urge Congress to pass it:

tinyurl.com/ycxk6pay

H.R. 1322/S. 1658, the Law Enforcement Officers' Equity Act

House: 64 co-sponsors (16 R, 48 D)

Senate: 1 co-sponsor (1 R)

Urge Congress to pass it:

tinyurl.com/37afz34h

H.R. 3539, the Public Safety Employer-Employee Cooperation Act

House: 30 co-sponsors (6 R, 24 D)

Senate: Not yet introduced

Urge Congress to pass it:

tinyurl.com/5h6mtmvt

H.R. 354/S. 1462, the LEOSA Reform Act

House: 33 co-sponsors (33 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:

tinyurl.com/3w4br4sj

H.R. 743, the Protect and Serve Act

House: 78 co-sponsors (67 R, 11 D)

Senate: Not yet introduced

Urge Congress to pass it:

tinyurl.com/3uzdafpk

H.R. 3170/S. 1514, the Homes for Every Local Protector, Educator, and Responder (HELPER) Act

House: 73 co-sponsors (51 R, 22 D)

Senate: 9 co-sponsors (1 R, 8 D)

Urge Congress to pass it:

tinyurl.com/48vxkdp4

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 40 >

Next Wave of Police Officers" (tinyurl.com/424nahxc), National President Patrick Yoes was joined by Immediate Past National Sergeant at Arms Keith Turney to discuss the real challenges our profession is facing with recruitment and retention and how the FOP is leading the way in finding solutions.

The *Blue View* podcast can also be found on Apple Podcasts, Spotify, Amazon Music and YouTube.

The National FOP PAC Needs You!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) was able to raise some desperately needed funds at the National Biennial Conference, but we need more of our members to contribute to ensure that our PAC has the resources to support candidates who will fight for our officers and the issues that are important to them. We are encouraging more lodges to follow the example of the Long Beach Police Officers Association in California, which contributes more than \$1,000 every month through their payroll deduction program.

The next election is coming up fast! We are asking all FOP members to find a way to contribute to the National FOP

PAC. Our profession depends on having well-informed lawmakers who listen and understand the challenges facing law enforcement today.

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

These contributions need not be for 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 \$367,000! If 10% of our members gave just \$5 this year, we would raise \$183,500. We can and need to do better raising funds for our PAC!

To donate online, please visit tinyurl.com/2p8ec7xf. 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 Steve Young Law Enforcement Legislative Advocacy 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**

SHARE YOUR STORY!

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

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



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Estate Planning for Unmarried Couples

According to the most recently available U.S. Census Bureau statistics, approximately nine million households are maintained by unmarried couples. Around one-third of the couples had minor children living with them, while the rest of the couples had no children. These statistics indicate that these couples are now generally older, more racially diverse, more educated and more likely to earn higher wages. Against this backdrop, it is important that these couples undertake legal steps to ensure that assets held together are distributed at their death in accordance with their wishes, and not in blind obedience to state law — which has no regard for their unmarried status.

In the eyes of the law, an unmarried couple is treated as two single individuals. Upon the death of one partner (assuming no children), their estate will be distributed in accordance with the laws of descent and distribution of their state residency. For example, if the deceased

partner was a resident of Ohio, all assets in their name will go to their parents, and if their parents are deceased, then to the individual's siblings. This will happen notwithstanding the fact that the deceased partner has been living with the surviving partner for over 20 years, in a home where both contributed to the purchase and upkeep of the residence.

In order to avoid the situation where the surviving partner is cut off from the distribution of the estate of the

deceased partner, it is important that the following estate planning documents, at a minimum, be executed in order to override the application of state law depriving the surviving partner of their "rights" under state law:

1. **Last will and testament:** By executing a last will and testament, a partner is able to appoint the other partner as the executor of their estate. More importantly, the assets shared together during their lifetime can be distributed to the surviving partner under the distribution provision in the will, instead of the default heirs of parents or siblings.
2. **Trust:** A trust allows the distribution of assets to the surviving partner without the need for probate. A trust is particularly important if there are children involved.
3. **Financial power of attorney:** This will allow a partner to act on the other partner's behalf in financial matters if they are unable to do so by reason of physical or mental incompetency, or both.
4. **Health care power of attorney:** This will allow a partner to act on the other's behalf in certain health care matters. Otherwise,

Just the Facts:

» It is important for unmarried couples to take legal steps to ensure their assets are distributed after their death in accordance with their wishes, because state law will treat the couple as two single individuals. So that the surviving partner is not cut off from their estate and other legal decision making, members of unmarried couples should execute a will, trust, and financial and health care power of attorney, as well as titling houses and financial accounts as "joint with right of survivorship" and updating their beneficiary on retirement accounts and insurance policies.



WANT A PRINTED COPY OF AN ARTICLE THAT APPEARED IN FOP JOURNAL?

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should a medical emergency arise, the other partner will be unable to make health care decisions for their partner. Medical professionals may need to defer to “next of kin,” which does not include the partner. Again, the law does not take into account that the couple has been living together for a long period of time, possibly giving preference to estranged family members to make monumental health care decisions.

In addition to executing estate plans, unmarried couples should also take steps in titling their assets. For example, if the house was purchased together, the title to the house can be designated as “joint with right of survivorship,” so that at the death of the first partner, the house will transfer by operation of law to the surviving partner. This ensures that the house shared by the couple will remain with the survivor, without the surviving partner having to buy out the deceased partner’s one-half share in the house from the family of the deceased partner. This can also be done with joint financial accounts. If the accounts are titled as “joint with right of survivorship,” the balance in the account will transfer to the surviving partner without need for any further action.

Finally, retirement accounts or insurance policies with no designated

beneficiaries will pass to the estate. This means that the family of the deceased partner will inherit the retirement accounts and insurance proceeds pursuant to state law. Unless this is the intention of the deceased partner, change should be made to the beneficiary designations naming the other partner as the beneficiary (or part beneficiary).

Proper and advance planning is crucial to safeguard the rights of the other partner, especially if the couple owns property jointly. Unless unmarried couples are content to allow state law to define their rights and make the decisions for them, action should be taken to impose their own wishes.

The information provided in this article is for informational purposes only and does

not and is not intended to or constitute legal advice. Readers are advised to contact their estate planning attorney to establish or modify estate plans. FOP



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WELLNESS PROVIDERS

Chateau Recovery Midway, UT

chateaufirstresponders.com/programs/first-responders

FHE Health: Shatterproof Program Deerfield Beach, FL

fherehab.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

warriorshheart.com

Find more vetted and approved wellness providers and programs at fop.net/officer-wellness/providers.



Safeguarding Freedom: The Story of the FOP

After years of hard work and many hours of research, the story of our great organization went on sale at the 66th Biennial Conference in Las Vegas. This is not just a story, it is our story, and each member of the Fraternal Order of Police has been a piece of that history.

This fast-reading book takes us from a street corner in Pittsburgh, Pennsylvania, to 1600 Pennsylvania Ave. and the trials and tribulations of the 20 National FOP presidents who charted the course of our organization over the past 108 years. Not only is this a fascinating book to read, but it is also a wonderful keepsake that you can have your favorite FOP leaders sign.

Consider buying a case or two to sell at

your local or state lodges. The books sell for \$25, and all proceeds over and above the cost of publishing the book will go to the National Fraternal Order of Police Foundation to help when disaster strikes one of our communities and our brothers and sisters need our assistance.

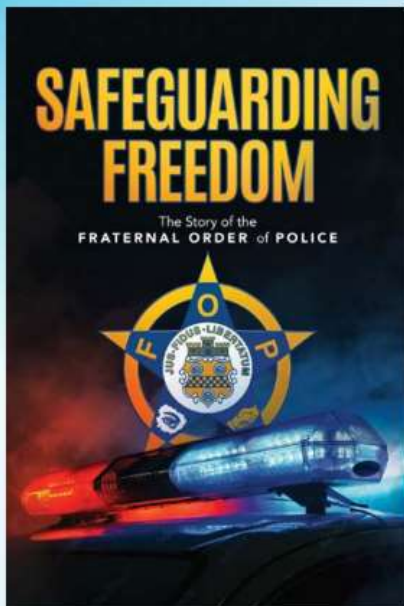
This book would not have been possible without the hard work of so many. The first chairman of the History Committee was Dick Boyd, followed by longtime chairman Sheryl Pierce. Sister Pierce passed away as a result of a duty-related illness, but she left a lasting impact. Chairman James Flores spearheaded the committee and did a fantastic job until the need to care for his

sick parents forced him to step aside.

I want to also personally thank the members of the History Committee who gave of their time and talents to ensure we had this book completed in time for the Conference: Ben Roberts (Texas), Dewey Stokes (Ohio), Adolph South (Alabama), Bruce Evartt (Maryland) and James Flores (New Mexico).

A special thank-you to Executive Director James Pasco, National President Patrick Yoes, National Secretary Jimmy Holderfield, Andrew Bittner and the entire staff at our National Office.

You can order the book by calling the National Office at (800) 451-2711 or emailing Lori at lharris@fop.net. **FOP**



SAFEGUARDING FREEDOM: The Story of the Fraternal Order of Police

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

This fantastic book is available from the National Office for \$25 plus tax, and the proceeds benefit our National FOP Foundation. Call (800) 451-2711 or email Lori at lharris@fop.net.

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What Can Brown Do for You?

Some of us may recognize this question from an advertising campaign several years ago. "Brown" in the above question refers to United Parcel Service (UPS), one of the most visible companies in the U.S. So, what has Brown done for us?

UPS and its employees have reset the labor market, if not the labor movement. "United we stand, divided we fall" is a quote that dates back to approximately 600 BC. It has never been more applicable than it is today. In a time when so many seem to be focused on what divides us as opposed to what unites us, two very different groups came together

UPS and the union came to the table united in at least one objective: keep the business moving, literally, for the benefit of the company, the employees and the customers.

and not only averted what would have been the biggest and most costly labor strike in history, but also created a landmark collective bargaining agreement. The CBA covers a wide range of issues and classes of employees.

UPS and the union came to the table united in at least one objective: keep the business moving, literally,

Just the Facts:

» The agreement between UPS and its employees union not only averted what would have been the largest and most costly labor strike in history, but also created a landmark collective bargaining agreement. This outcome demonstrates the power of the process of two committed parties coming together to reach an agreement that works for both of them.

for the benefit of the company, the employees and the customers. The government had an interest in keeping the supply chains open and the economy moving.

While many may believe that this CBA is a major victory for organized labor, which it is, it is more so a victory for the collective bargaining process. Simply put, there is no way to force someone to say "yes." The strongest union in the world cannot force an employer to enter into a contract. However, two committed parties coming together to create an agreement that works for both parties is precisely what collective bargaining is all about.

Success at the bargaining table comes from years of relationship building. It is not about chest

pounding, screaming in faces or table punching. It is about coming together and seeking common ground. Also, knowing the facts is essential. The three most important elements of successful bargaining are preparation, preparation and preparation. Being unprepared and not knowing the facts is inexcusable.

At the Labor Services Division, we are proud of the work we do on behalf of our members. We work tirelessly to be prepared and the results speak for themselves. The best part is that the members all get to vote to accept or reject every CBA we negotiate.

Please do not hesitate to contact us for support in negotiating your next contract. We are here to serve and support those who serve and support. **FOP**



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FOP Legal Defense Plan for Retired Officers

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