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# FOP



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## 67th Biennial National Conference **FOP EXECUTIVE BOARD IS READY TO LEAD AGAIN**

**ALSO INSIDE**

**THE SILENT KILLER**

**HIDDEN WOUNDS  
IN POLICING**



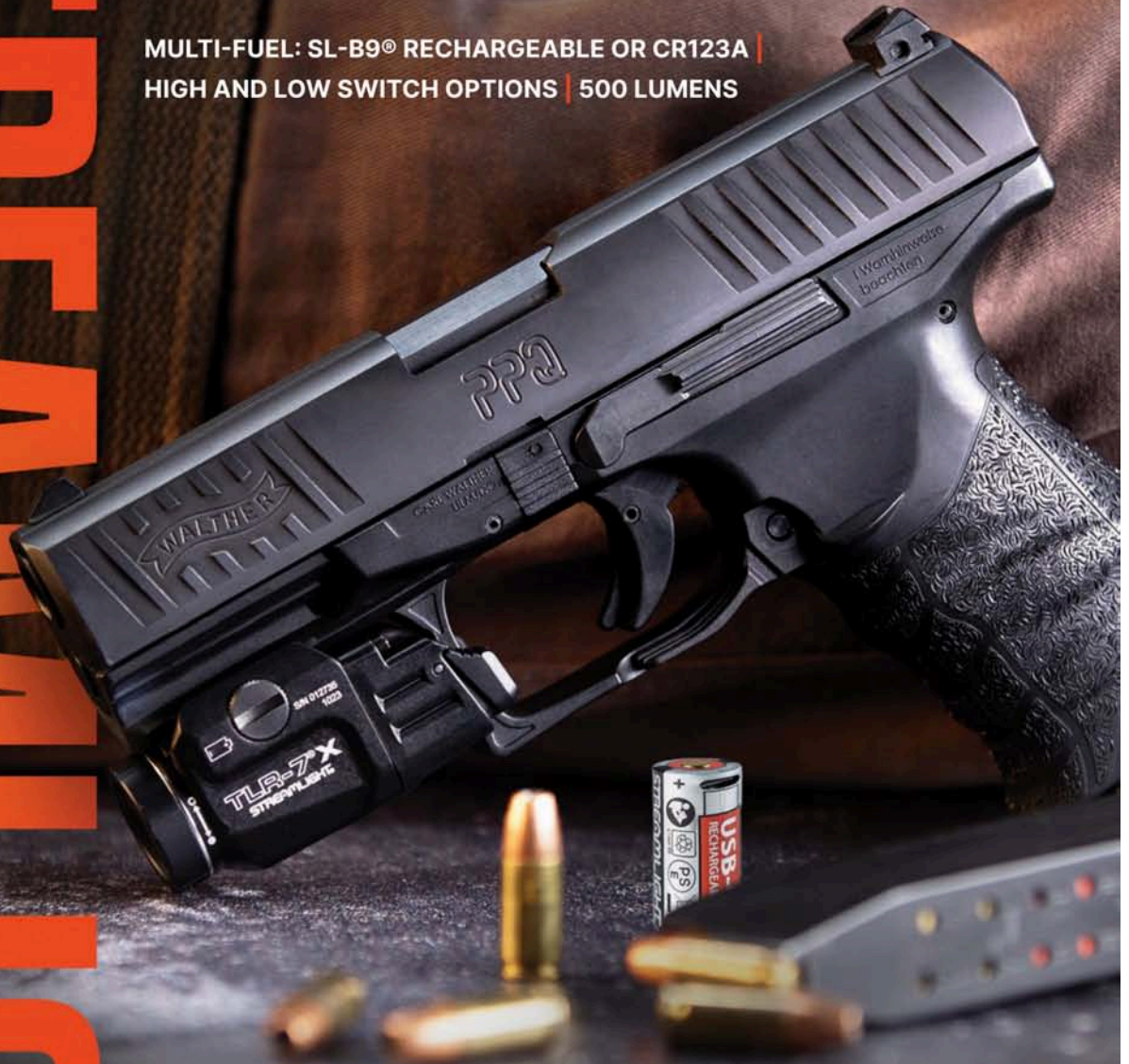
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**THE FOP JOURNAL** is published monthly by the National Fraternal Order of Police. 701 Marriott Drive, Nashville, TN 37214 – 1-800-451-2711. Presort Non-Profit Standard, U.S. Postage Paid in Bolingbrook, IL, Permit No 1309. FOP membership includes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

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# Talking Points to Results: Rebuilding the Foundation for Public Safety in Our Nation's Capital



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

**P**resident Trump's executive action to intervene in crime in Washington, D.C., has stirred plenty of debate. I'm not interested in the noise. I'm interested in numbers and the people behind them.

In 2023, D.C. saw 265 homicides. In 2024, that number fell to 186. On paper, that's progress. In real life, it's 186 families shattered. You can recognize improvement and still refuse to accept this level of violence. Both can be true.

Nationally, violent crime sits well below the 1990s peak. Yet many Americans feel less safe. That's because the public doesn't live in spreadsheets. They live in neighborhoods. Safety is measured by whether your kids can ride the Metro and get home, whether the corner store stays open and whether the same offender is back on your block. Officers feel that gap every day; they hear "crime is down" during another shots-fired call.

Data still matters. But they must be honest. Political pressure to "show

progress" can twist how crimes are recorded, or which ones get counted. We need transparency without spin: publish consistent numbers, and track what truly reflects safety, shootings, homicides, clearance rates and repeat-offender outcomes. If results improve, show it. If not, fix it. Confidence grows when leaders tell the truth, especially when it's uncomfortable.

This moment in D.C. should not be about partisan politics. Some of the same cities that insist they will reject outside help if President Trump replicates his D.C. actions in other cities have welcomed federal consent decrees or lobbied for state troopers and the National Guard when violence spiked. Help isn't good or bad based on politics; it's good or bad based on whether fewer people are harmed.

Here's what should come next in D.C.: three simple, measurable goals that focus on results.

## 1. One Mission, One Table

Bring MPD leadership, the D.C. Police Union, federal partners, prosecutors, courts and community leaders together around a short list of targets: fewer shootings, fewer homicides, higher clearance rates, swifter consequences for repeat violent offenders. Celebrate strategies that prevent victimization; stop rewarding press conferences that don't.

## 2. Stability for Officers

Protect the men and women of MPD, and they will protect your city. You don't reduce violence by hollowing out the ranks. Give officers the training, staffing, equipment and due-process stability to do the job well and safely. Roll back city council actions that have made the job less safe and less stable,

the kinds of changes that stripped employment security, second-guessed split-second decisions or imposed blanket restrictions that hamstringing good policing. Those policies have created an environment where experienced officers leave for more stable communities in the region, and recruits follow them. Replace instability with fair, timely accountability and clear, consistent rules of engagement.

## 3. A Plan for the Day After

Surges fade. D.C. needs a durable framework that survives the news cycle, sustained investigative capacity, victim-witness support that actually keeps people safe and data honest enough to course-correct in real time. Don't let a temporary boost become a temporary dip.

This is not about credit. If homicides fall because officers are supported, because prosecutors act on strong cases, because judges set conditions that protect the public, because communities help solve crimes, then everybody wins, and nobody needs a victory lap. If numbers stall, then everybody leans in and changes what isn't working. That's called leadership.

And to the people of Washington, D.C., and our members in MPD: You deserve a city where your kids' safety isn't a talking point. I will never apologize for welcoming any lawful help that reduces victimization. The metric that matters is not the headline or who gets to claim jurisdiction. The metric that matters is how many people are alive and uninjured at the end of the year.

Numbers aren't the whole story, but they are a compass. Right now, that compass is pointing us toward a simple, nonpartisan conclusion: We can do better. Less noise. More truth. Fewer victims. That's the agenda the Fraternal Order of Police will stand behind every single day. **FOP**

## UPCOMING EVENTS

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# Returning From One of the Best Conferences Ever



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

Brothers and sisters, I hope this August edition of the *FOP Journal* finds you and your family well. We just finished stowing everything taken to the National Conference in Miami Beach back in Nashville at the office. The amount of equipment necessary for a national conference is mammoth, and it takes my entire staff to tear it down, set it up and repeat the process to get the office back operational.

This was one of the best conferences I have ever attended. The new stage design, optics and sound took it from a drab "humdrum" meeting to an energized production. Delegates were a part of the energy and excitement.

Our guest speakers included Border Czar Tom Homan, Secretary of Homeland Security Kristi Noem and Deputy Director of the FBI Dan Bongino, who informed our members of their agendas and pledged their continued support to us all. A special video message was given by President Donald J. Trump. He sent his regards for not being able to be with us in person and reaffirmed his commitment to "backing the blue."

World-renowned artist Michael Israel painted five masterpieces centered on our FOP logo theme right before our eyes. The paintings were then auctioned off, and we raised \$52,726.01 for the Foundation. We also did a first-ever electronic 50/50 raffle, generating an additional \$7,506 for the Foundation, with Brother James Shore from North Carolina being the winner.

Both fundraisers were brought to us by National Foundation Ways and Means Chairman Mike Essig, president of the New York State Lodge. St. John's County Lodge #113 (Florida) President Ron Fairecloth and SK Guns of St. Augustine owner Simon Khiabani donated a custom Colt 1911 "Lost State of Franklin" model semiautomatic pistol as a raffle for the



FOP National Staff loading equipment at the National Office for the Conference



Al Palacio, National FOP 67th Biennial Conference director

Foundation. Over \$7,000 was raised. Thank you, Brother Ron and Simon.

Our host lodges, Florida District 6 and Miami Lodge #20 did a phenomenal job in taking care of our housing, transportation and entertainment. The baseball game was



Felix Del Rosario, president of Miami Lodge #20 and Conference co-director

a big hit even though the Marlins lost. It was a delight to watch a professional game in a covered ballpark, where the temperature was a comfortable 72 degrees.

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# Integrating Your Lodge With the New NFOP Membership Database

## A Smoother, Smarter System Designed to Meet Your Lodge's Needs

With the retirement of our old system, a few lodges will lose access to features they still depend on — like the voucher system for expense reports and approvals. To address this, I've been working closely with Mark Hong of Rise Technologies, who is building **Ortu3**, a modern platform that connects directly with our new system while restoring important workflows and introducing powerful new capabilities.



Rise Technologies CEO Mark Hong

What excites me most about Ortu3 isn't just that it can bring back voucher approvals where needed, but that it moves us forward with features we've never had before — such as **mobile membership approvals for lodge secretaries**, seamless secretary-to-secretary communication and future features like **digital membership cards**. These are tools that can save us time, reduce friction and make day-to-day management easier across the board.

Lodges interested in Ortu3 can reach Mark directly at [info@risetechnologies.net](mailto:info@risetechnologies.net). The early-adopter program will begin when the new system launches and is expected to run for six to 12 months, depending on demand. Lodges that join early will secure preferred pricing, with the best benefits for those who adopt in the first six months. Discounts will scale fairly by lodge size, ensuring both large and small lodges benefit.

— Jimmy Holderfield,  
National Secretary

### SECRETARY'S MESSAGE

*Continued from page 8 >*

The highlight was Wednesday night at the Miami Dance Party. We enjoyed food trucks, cigars, live music and an open bar. A big National FOP thanks goes to Conference Director Al Palacio and Co-Director Felix Del Rosario.

Much business was held. The major National committees reported on their hard work from the past two years. Presentations of the Jack Dudek Award and the Chuck Canterbury Award were made. We were honored with special presentations by the Special Olympics and Easterseals, our two major charities. We also passed seven of the 10 Constitution and By-Laws-proposed amendments, including some "house cleaning" provisions, a per capita increase and a new procedure in hosting national conferences beginning in 2031.

The staff and I have held a preliminary after-action review on how we can make the Conference even better and more engaging. We are already planning Salt Lake City in 2027 and Detroit in 2029. Your suggestions and help are welcome. Feel free to send me your ideas.

There is a saying, "**no rest for the weary**," and it is so fitting for my staff and myself. As you read this article, we are in the process of rolling out our new membership database system. On August 27, the Velarium system (VUE) was no longer active for inputting membership additions or changes. Over the Labor Day weekend, NFOP Staff, our IT consultant and advisor, Mr. Mark Hong, and our new database vendor, Association Anywhere worked diligently tweaking the data conversation. On September 3, 10% of our lodges will start the "go live" process. On the 4th, an additional 50% will come on board, and then on the 5th, the remainder will join.

During this transition, if a lodge needs to adjust a member's profile or to add legal coverage, they can contact me or any member of the Membership Staff to make the changes. This rollout is the first phase of a multiphase project. It entails just the basic membership tracking and per capita invoice. The second phase, which

*Continued on page 12 >*



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## SECRETARY'S MESSAGE

Continued from page 10 >



St. John's County Lodge #113 (Florida) President Ron Faircloth and SK Guns of St. Augustine owner Simon Khiabani



Staff setting up in Miami Beach

will come online at the end of the year, will have more advanced features such as seminar/training registration and payment processing. The third phase will concentrate on electronic/digital membership cards, complete with individual QR codes, which can be used for capturing local or State Lodge meeting attendance and membership status verification.



National FOP DART Committee Chair Jason Smith



President Yoes, Al Palacio and Secretary Jimmy Holderfield at the Marlins game with their families

This project started back in 2022 and is a major overhaul of our current system. Some of the highlights include faster system response, easier user maneuverability, more drop-down choices for member characteristics and better price value for NFOP. A major benefit to local and State Lodges is the opportunity to have unique programs built for their specific lodge needs. Whether it's vouchers, grievance tracking, labor services or any other auxiliary needs, we have help and a solution for you. As I mentioned earlier, Mr. Hong is our in-house IT consultant and the official NFOP technology advisor. His company, Rise Technologies, can do any of these

projects for you at special FOP pricing.

In closing, it's a high honor to serve as your National secretary, and I am humbled by your confidence by allowing me to continue for the next two years. We have accomplished much together during the past six years, and I am looking forward to tackling the new obstacles and projects with you in the coming years. Together, there is nothing we can't accomplish. I thank each of you for your support, but above all, your friendship. Know that my staff and I are always available to assist you in any way we can. Our goal is simple: to make your job as easy as possible. Be safe, and I look forward to seeing or talking to you soon. **FOP**





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# 67<sup>th</sup> Biennial National FOP Conference



**T**he Fraternal Order of Police marked its 67th Biennial National Conference in Miami Beach, Florida, from August 4 to 7, drawing 3,312 registered delegates, 257 alternates and numerous guests, family members and supporters. Attendees enjoyed not only the business of the Order, but also a Miami Marlins baseball game and a lively dance party with fellow brothers and sisters.

A heartfelt thank-you goes to Brother Al Palacio, the Conference chairman and Florida District 6 director; Brother Felix Del Rosario, Conference co-chair and president of Miami Lodge #20; and the members of the Florida State Lodge for their warm hospitality and for making the event memorable.

Throughout the week, members heard from an impressive lineup of guest speakers, including Deputy Attorney General Todd Blanche; Miami Beach Mayor Steven Meiner; Miami Beach Police Chief Wayne Jones; Florida State Representatives Alex Rizo and Fabian Basabe; Greater Miami Convention and Visitors Bureau Chairman David Whitaker; U.S. Border Czar Tom Homan; Secretary of the Department of Homeland Security Kristi Noem; FBI Deputy Director Dan Bongino; and C.O.P.S. Executive Director Dianne Bernhard.

A special highlight was artist Michael

Israel's captivating live painting on stage, which was then auctioned along with several of his prints to raise an outstanding \$126,000 for the NFOP Foundation!

The Expo proved to be a major success, featuring nearly 100 vendors showcasing their products and services for members.

We honored outgoing National trustees for their service and dedication:

- Allen Hamby (Arkansas — six years)
- Joseph Fitzgerald (Delaware — 14 years)
- Alex Bello (Florida — two years)
- K.C. Blodgett (Kansas — 14 years)
- Billy Chandler (Mississippi — six years)
- Frank Plowick (Texas — eight years)
- Raymond Flores (Utah — two years)

Awards presented included:

- Jerry Wright — Jack Dudek Member of the Year Award
- Gary Nissen — Chuck Canterbury Excellence in Leadership Award
- Steve Stowe — Steve Young Easterseals Humanitarian Award
- Paul Daragiati — Attorney of the Year Award
- Chris Carlsen — Attorney Lifetime Achievement Award
- National FOP Legislative Staff — President's Award
- Toni Dixon and Craig McGowan — 10 Years of Service Recognition

Generous contributions totaled \$3,450.15 for the Law Enforcement

Torch Run and \$3,450.16 for Easterseals, Foundation Challenge Coin and *Safeguarding Freedom* history book sales brought in \$1,705.

The 50/50 online raffle raised \$15,312, split evenly between the NFOP Foundation and a lucky winner from North Carolina.

On the business floor, 10 amendments were considered — seven passed and three did not. All three submitted resolutions were adopted.

The delegates of the 67th Biennial National Conference elected the members listed below to the Executive Board for the next two years. **FOP**

#### **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:**

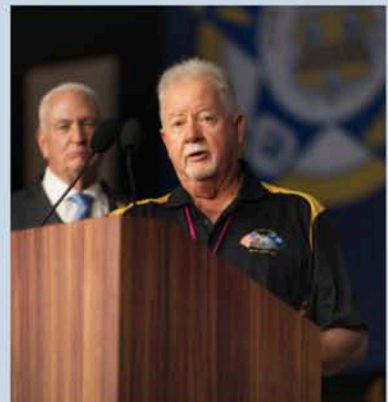
**Rob Pride — Colorado**





Photography by David Stevens











## 2025 FOP Member of the Year

### Jerry Wright

JOHN BLACKMON / SOUTH CAROLINA STATE PRESIDENT

This year's recipient of the Jack Dudek Member of the Year Award is Jerry Wright from South Carolina.

For nearly 50 years, Jerry has been an unwavering force in the Fraternal Order of Police, dedicating his career to advancing the mission of the organization at the local, state and national levels. His service stands as a testament to the values of the FOP — loyalty, leadership and an unrelenting commitment to law enforcement officers nationwide.

Jerry began his law enforcement career with the Lexington County Sheriff's Office in 1974, where he served in patrol, detective and civil divisions. In 1985, he transitioned to the South Carolina Criminal Justice Academy, where his pioneering pursuit of driving techniques became an integral part of recruit training. In 1989, he was appointed chief deputy of the Newberry County Sheriff's Office, a role he held for 24 years. As chief deputy, he managed the department's daily operations and

played a key role in several high-profile cases, including the nationally televised Vickie Lander Beckham homicide case. Upon his retirement, he was honored with the title chief deputy emeritus, a reflection of his lasting impact on the agency.

Jerry's involvement in the FOP began in 1976, when he and fellow officers sought an organization that truly represented the rank-and-file. Their efforts led to the formation of the first FOP lodges in South Carolina, culminating in the chartering of the South Carolina State Lodge in 1977. Jerry remains the longest-serving charter member of the South Carolina State Lodge.

His leadership within the FOP has been unparalleled:

- **Local and state leadership:** Served as lodge president (eight years), State secretary (one term), State vice president (one term) and State president (11 years)
- **National trustee:** Served a record-breaking 34 years as



Jerry Wright

the National trustee for South Carolina (1981–2001, 2009–2023) — the longest tenure in the organization's history

Beyond his service as National trustee, Jerry has been a critical member of the National Legal Defense Plan Committee for the past eight years. His leadership helped transform the Legal Defense Plan from a struggling operation into a self-sustaining entity, now serving over 115,000 FOP members. His efforts also led to the development of the H.R. 218 Retiree Carry Policy, providing crucial support for retired officers across the country.

Jerry remains committed to mentoring future FOP leaders, ensuring that the next generation of officers continues to benefit from the strong foundation he helped build in South Carolina and beyond. His career reflects a lifetime dedicated to service, leadership and the advancement of the Fraternal Order of Police. His legacy is one of selfless dedication, unwavering advocacy and a lifelong commitment to protecting those who protect others.

The FOP is proud to present Jerry Wright with the 2025 Jack Dudek Member of the Year Award. Congratulations! **FOP**





## 2025 Chuck Canterbury Excellence in Leadership Award

### Gary Nissen

This year's recipient of the Chuck Canterbury Excellence in Leadership Award is Gary Nissen from California.

Gary dedicated more than 30 years to the Riverside Police Department, beginning his career in 1964 as a patrol officer. In 1970, he was promoted to detective, first working burglary detail before moving to juvenile investigations in 1973. The following year, he advanced to sergeant, and in 1980, he earned the rank of lieutenant, serving as a watch commander until his retirement on June 3, 1994.

A true pioneer, Gary was a

founding member of Riverside Lodge #8 — California's oldest lodge, chartered in 1973. Four years later, when the California State Lodge was established, Gary again played a key role as a founding member. Over the years, he served in numerous leadership positions, including State trustee, chairman of the trustees and vice president.

Most notably, he held the role of State secretary for over 35 years, guiding the organization through a period of remarkable growth — from just a few hundred members to more than 20,000. Known affectionately as



Gary Nissen

"The Closer," Gary had a unique ability to finalize agreements with every group he brought into the FOP. While not officially confirmed, his tenure as California State secretary is believed to be the longest in the nation.

Throughout his career, Gary earned several prestigious awards:

- **California FOP Lifetime Achievement Award:** Honoring exceptional service and dedication to the FOP, the community and law enforcement throughout one's lifetime.
- **Carl B. Smith Lifetime Achievement Award:** The highest honor bestowed by Lodge #8 on one of its members.
- **Gary G. Nissen Humanitarian Award:** Recognizing selfless contributions and humanitarian service.

The FOP is proud to present Gary with the 2025 Chuck Canterbury Excellence in Leadership Award. Congratulations! **FOP**



Labor Services Director Roger Mayberry accepting the award on Gary's behalf



## 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 14 and 15, 2025, in Salt Lake City, Utah.

The following amendments to Article 19 of the Constitution are being proposed for consideration. Section 6.C would allow a State Lodge to receive the Constitution and/or By-Laws and amendments from the various subordinate lodges in electronic format. Most state lodges are doing this now.

Additionally, it adds new subsection F. to Section 6, requiring all state and subordinate lodges to make updates to their Constitution and/or By-Laws when changes are adopted to the National Constitution or By-Laws at a National Conference without the need to announce and vote on said changes at the State or local lodge level.

Finally, it adds a new section 12. Over the past several years, there have been instances of subordinate lodges turning in their charter or simply stopping paying dues or per capita. States have found it to be burdensome, if not impossible, to retrieve the books, assets, seals and memorabilia from these lodges. After consultation with the General Counsels in several jurisdictions, it was recommended that a specific section be included in the Constitution, noting the chartering authority to aid a State Lodge should the need to take action in their jurisdiction's court system arises.

**The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Section 6 Constitutions, adds a subsection F. Additionally, it adds a new section 12 after Section 11.**

### ARTICLE 19

#### State and Subordinate Lodges

##### Section 6. Constitutions

- C. Each subordinate lodge in those states where there is a state lodge shall submit for approval two (2) copies of its Constitution and By-Laws or an electronic copy, if any, and any revisions thereto to its respective state lodge and said state lodge shall, prior to approval thereof, determine that said Constitution and By-Laws, if any, are not in conflict with the Constitution and By-Laws of that state lodge or the National Fraternal Order of Police.
- F. Any amendments that have been adopted by the delegates at the National Biennial Conference which apply to each state and subordinate lodges and their membership thereof, shall automatically become part of the state and subordinate lodge's Constitution and/or By-Laws, and are not subject to the provisions requiring notice and adoption as it pertains to proposed amendments. State and local lodges failing to make the necessary adjustments to their Constitution and/or By-Laws will default to the National Constitution and By-Laws. All state and subordinate lodges will be notified of any such changes from the National Secretary's Office.

**Section 12. Any lodge that surrenders its charter voluntarily or is in arrears for payment of dues or assessments more than 89 days, shall immediately surrender all books, records and assets to the appropriate chartering lodge. In the case of a subordinate lodge, to the State Lodge that issued its charter and in the case of a State Lodge or a subordinate lodge chartered by the National Lodge, to the National Board of Trustees in accordance with the applicable state law of the charting lodge.**

Date: March 14, 2025

/s/ Patrick Yoes Jimmy Holderfield

National President National Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO

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 14 and 15, 2025, in Salt Lake City, Utah.

Article 31 Section 1. B changes the way member rosters are to be submitted from paper to electronic form.

**This proposed change to the National Constitution is under Article 31 Dues, Assessments and Administrative Fees, Section 1. Dues, sub-section B.**

### ARTICLE 31

#### Dues, Assessments and Administrative Fees

##### Section 1. Dues

- B. Each State Lodge, and, in states having no state lodge, each subordinate lodge, shall collect and transmit to the National Secretary per capita taxes and assessments as established herein together with all member roster changes electronically ~~or in paper form.~~ *(Amended 8/19)*

Date: March 14, 2025

/s/ Patrick Yoes Jimmy Holderfield

National President National Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO

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 14 and 15, 2025, in Salt Lake City, Utah.

This proposed amendment is being offered to Article 23 of the Constitution. The proposed changes include changing the wording from **his to the member** and requiring documentation to be in electronic form. Additionally, it adds a method and timeline for appealing the decision of the National Board of Trustees concerning the individual party's case.

**These proposed changes to the National Constitution are under Article 23, Discipline, Section 3, Individual members and Section 4, Subordinate and State Lodges.**

### ARTICLE 23

#### Discipline

##### Section 3. Individual Members

- B. In the case of discipline imposed upon an individual member involving suspension, expulsion or removal from office by a subordinate lodge, an appeal may be taken by the member to the State Lodge and an appeal may be taken from the decision of the State Lodge by the nonprevailing party to the National Board of Trustees and, ultimately, to the Biennial Conference.
1. An appeal to the State Lodge may be brought by the filing of a written notice of appeal with the state president not more than thirty (30) days after the member's receipt of official notification of ~~his~~ **the member's** suspension, expulsion or removal from office. Unless continued or delayed for good cause, such appeal shall be heard by the State Lodge at the next Board meeting following the State Lodge president's receipt of such notice of appeal and, unless waived in writing by both the appealing member and responding lodge, a written decision shall be rendered by the Board within ten (10) days after such meeting. Both the appealing member and the lodge from whose action the appeal is brought shall have the right to a hearing at which both parties may be heard and may present witnesses and documents. Such hearing shall be conducted in conformity with Article 23 of the By-Laws. The parties to the appeal shall receive notice of the date of the hearing by certified mail not less than ten (10) days before such hearing. *(Amended 8/19)*
- D. A party seeking to appeal from the decision of the State Lodge shall give notice of appeal to the National Board of Trustees by submitting by certified mail within thirty (30) days of the party's receipt of notice thereof, a written submission consisting of the decision from which the appeal is taken and such other written materials as the appellant deems relevant to a fair consideration of the appeal by the National Board of Trustees. The appellant shall serve one (1) copy **(written or electronically)** of the notice of appeal (including all written submissions) upon the opposing party (which shall be the state or subordinate lodge secretary where such opposing party is a lodge). Where the appealing party is a subordinate lodge, it shall submit ~~(50) copies~~ **one (1) copy electronically** thereof upon the National Secretary not less than sixty (60) days prior to the National Board of Trustees meeting at which the appellant seeks to have their appeal heard.



The party opposing the appeal shall, within thirty (30) days of their receipt of the notice of appeal, submit a responsive written submission **(electronically)** to the National Secretary and the opposing party, which responsive submission shall contain such materials as it deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees. In cases in which the responding party is a state or subordinate lodge, such lodge shall submit ~~fifty (50) copies~~ **one (1) copy electronically** of its responsive submission to the National Secretary. In cases in which the party opposing the appeal is an individual member, they shall submit (1) copy **electronically** of their responsive submission to the National Secretary. *(Amended 8/19)*

- 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 **electronically** 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 **electronically** 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.

#### Section 4. Subordinate and State Lodge

- A. Except as otherwise provided herein, a subordinate lodge shall only be disciplined by the state lodge of which it is a member. A state lodge shall only be disciplined by the National Fraternal Order of Police. Such discipline may be imposed only upon a showing of good and sufficient cause after a fair hearing by the state lodge's governing body (in respect to subordinate lodges) or the National Board of Trustees (in respect to state lodges) and may include suspension or revocation of a lodge's charter. Such hearing shall be conducted in conformity with Article 23 of the By-Laws.
- B. A subordinate lodge may appeal from the imposition of discipline by its respective state lodge to the National Board of Trustees and, ultimately, the Biennial Conference.
- Such appeal shall be commenced by serving upon the National Secretary and the secretary of the State Lodge from whose action the appeal is brought, within thirty (30) days of notice of the action appealed from and by certified mail, a notice of appeal. Such notice of appeal shall consist of the decision or ruling appealed from and all relevant written materials **(electronically)** believed by the subordinate lodge to be necessary for a fair consideration of the matter by the National Board of Trustees. ~~Fifty (50) copies~~ **one (1) copy electronically** of said notice of appeal shall be served upon the National Secretary for distribution to the members of the National Board.
  - Not more than thirty (30) days after receipt of the subordinate lodge's notice of appeal, the state secretary shall serve ~~fifty (50) copies~~ **one (1) copy electronically** upon the National Secretary and one (1) copy **electronically** upon the opposing party, of its statement of position and/or response to the appeal of the subordinate lodge which submission shall, in any case, include a copy of the minutes reflecting the action from which the appeal is taken and such other materials as the state lodge deems appropriate.

Date: March 15, 2025

/s/ Patrick Yoes Jimmy Holderfield  
National President National Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO  
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 14 and 15, 2025, in Salt Lake City, Utah.

The purpose of this Constitutional amendment to Article 31 Section 1. A is to increase the annual per capita tax by \$3 beginning with the 2027 per capita year and an additional \$3 in the 2030 per capita year.

**This proposed change to the National Constitution is under Article 31 Dues, Assessments and Administrative Fees, Section 1. Dues, sub-section A.**

### ARTICLE 31

#### Dues, Assessments and Administrative Fees

##### Section 1. Dues

- A. Each subordinate lodge shall pay through their respective State Lodge and, where there is no State Lodge directly to the National Fraternal Order of Police, an annual per capita tax of eleven dollars and fifty cents (\$11.50), beginning the first half of per capita for the year 2018, for each member thereof with \$1 of that amount going to the NFOP Foundation. *(Amended 8/17)* **Then, fourteen dollars and fifty cents (\$14.50), beginning the first half of per capita for the year 2027 for each member thereof with \$1 of that amount going to the NFOP Foundation. The annual per capita tax for the year 2030 shall be seventeen dollars and fifty cents (\$17.50) for each member thereof with \$1 of that amount going to the NFOP Foundation.**

Date: March 14, 2025

/s/ Patrick Yoes Jimmy Holderfield  
National President National Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO  
COMMITTEE: ☒ ADOPT ☐ REJECT  
CONFERENCE: ☒ ADOPT ☐ REJECT

Continued on page 22 >

## DID YOU LOSE A RING AT CONFERENCE?

Brothers and Sisters,

A ring was found outside the convention center in Miami Beach during the National Conference. The ring is silver with brass and bronze.



To claim it, please contact National Secretary Jimmy Holderfield at [jholderfield@nationalfop.org](mailto:jholderfield@nationalfop.org).



## AMENDMENTS AND RESOLUTIONS

Continued from page 21 >

### 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 14 and 15, 2025, in Salt Lake City, Utah.

This amendment aligns the National Fraternal Order of Police's Constitution and By-Laws with language approved by the National Board of Trustees and contained in the National Fraternal Order of Police Auxiliary's Constitution and By-Laws.

**This proposed change to the National Constitution is under Article 21, Auxiliaries, Section 1.**

#### ARTICLE 21

##### Auxiliaries

**Section 1.** The National Fraternal Order of Police recognizes, acknowledges and validates Auxiliaries of the National Fraternal Order of Police, state lodges and subordinate lodges. Such Auxiliaries may function as National Fraternal Order of Police Auxiliary, State Lodge Auxiliaries and Subordinate Lodge Auxiliaries. Such Auxiliaries shall be subject to the control and supervision of the lodge or lodges with which they are affiliated. They shall conform to and be governed by a Constitution and such By-Laws as they shall adopt and which shall, at all times, be subject to approval of the governing body of the lodge with which they are affiliated and, ultimately, the National Fraternal Order of Police, and may not be in conflict with the National Fraternal Order of Police Auxiliary Constitution and By-Laws. Each State and Subordinate Auxiliary shall be chartered by the Board of Trustees of the National Fraternal Order of Police Auxiliary.

Date: March 14, 2025

/s/ Patrick Yoes Jimmy Holderfield  
National President National Secretary

**MEETS ALL CRITERIA:** ☒ YES ☐ NO  
**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 14 and 15, 2025, in Salt Lake City, Utah.

The purpose of this National Constitution change is to allow the National Board of Trustees and National Office to host our National Conferences. This will take the burden of hosting from bidding states and allow them to focus on the Conference events package. Two new areas are added under Section 2.

**The proposed change to the National Constitution is under Article 5, Organization, Section 2. Conference, subsection A.**

#### ARTICLE 5

##### Organization

**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.
  1. States/cities desiring to be considered for selection shall follow the requirements as outlined in the By-Laws, Article 5, Section 4.
  2. The National Board of Trustees may host the Biennial Conference under the direction of the National Executive Board and the National Office, beginning with the 2031 Biennial Conference of the National Fraternal Order of Police.

Date: March 15, 2025

/s/ Patrick Yoes Jimmy Holderfield  
National President National Secretary

**MEETS ALL CRITERIA:** ☒ YES ☐ NO  
**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 14 and 15, 2025, in Salt Lake City, Utah.

The purpose of this National By-Laws change is to allow the Site Review Committee additional time to make actual site visits for all bidding locations, with said visits to take place during the time of year when the Conference will be held.

**The proposed change to the National By-Laws is under Article 5, Organization, Section 4.B, Biennial Conference Site Review Committee.**

#### ARTICLE 5

##### Organization

- B. States/cities desiring to have the Biennial Conference site held in their location shall submit in writing to the National Secretary their intention no later than ~~October 1~~ **March 1** of the even year prior to the site selection. The committee shall review such proposed sites and shall report to the National Board of Trustees no later than the third required National Board Meeting. The National Board of Trustees may vote to remove a site from consideration should it fail to meet the established criteria and instruct the National Secretary to seek RFPs from other locations.

Date: March 15, 2025

/s/ Patrick Yoes Jimmy Holderfield  
National President National Secretary

**MEETS ALL CRITERIA:** ☒ YES ☐ NO  
**COMMITTEE:** ☒ ADOPT ☐ REJECT  
**CONFERENCE:** ☒ ADOPT ☐ REJECT

### AMENDMENT #8

The following proposed amendment is submitted by the Chicago John Dineen Lodge #7, Chicago, Illinois. It was unanimously approved by the Chicago John Dineen Lodge #7 Board of Directors at its regular Board Meeting on April 2, 2025, and is being presented for consideration to the delegates in attendance at the 67th Biennial Conference in Miami Beach, Florida.

This proposed amendment is specific to Article 19, Section 10. Receivership for State and Subordinate Lodges. It increases the percentage of votes needed to take action against either of those lodges from 2/3's to 3/4ths. The 3/4th is consistent with the threshold needed for discipline against the National Executive Board members to go forward. The possibility of removing a sitting president of a subordinate lodge and especially a state lodge should be held to no less of a standard. To be given the authority to assume control of a lodge is the most serious power that can be given and should require the highest vote obligation.

**The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Sections 10 Receivership.**

#### ARTICLE 19

##### State and Subordinate Lodges

##### Section 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 their 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 therefore made by **three-fourths (3/4)** 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 their 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 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 **three-fourths (3/4)** 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 **three-fourths (3/4)** two-thirds-~~(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.

Submitted by the Chicago John Dineen Lodge #7

/s/ John Catanzara Jr. Rob Noceda

President

Secretary

**MEETS ALL CRITERIA:** ☒ YES ☐ NO

**COMMITTEE:** ☒ ADOPT ☐ REJECT

**CONFERENCE:** ☐ ADOPT ☒ REJECT

## AMENDMENT #9

The following proposed amendments are submitted by the Chicago John Dineen Lodge #7, Chicago, Illinois. They were unanimously approved by the Chicago John Dineen Lodge #7 Board of Directors at its regular Board Meeting on April 2, 2025, and is being presented for consideration to the delegates in attendance at the 67th Biennial Conference in Miami Beach, Florida.

This proposal crosses many paths within the Constitution so there are several redline edits. Its overall purpose is very simple. To give a voice to the **entire** membership when it comes to the National Executive Board members. Nothing would change regarding the in-person delegates at the Conference. The separation of voting duties is intentional. The current language explains delegate duties at the Conference and items they would vote on in person. They would still be the party who votes on Conference locations, floor motions and Constitution and By-Law changes at the Conference. This simply expands Executive Board Officer elections to the entire dues-paying membership. This proposal can easily be facilitated.

Once nominations are closed on the floor, all qualified delegates who are not at the Conference whose email addresses have been supplied and verified by the State Lodge of membership will be sent an email ballot to vote on the morning before the in-person vote. A third-party vendor would facilitate that portion of the election. It would be secure and meet privacy guidelines set prior to the Conference by the National Board of Directors.

Once in-person voting commences, then the electronic email vote will end. The total electronic votes cast by the two groups would be added at the close of in-person voting by the election committee. Only the vendor would maintain the vote totals of electronic voting until all voting has been concluded. This will allow every dues-paying member to decide leadership and not just those in attendance. With manpower shortages everywhere, the cost of travel along with other considerations, these conferences are becoming more costly to send large delegations to attend.

This proposal, I believe, covers all relevant voting sections. Its purpose is clear, and if there is a section missing that needs to be addressed to be uniform, I will

expect the committee to send that concern to be addressed by myself (John Catanzara Jr.) and our counsel who drafted the changes.

**The proposed changes to the National Constitution are under Article 6, National Officers-Section 3 Nomination, Election, and Installation and Article 17, Delegates-Sections 2 thru 6, Article 25, Resolutions, and Article 27, Official Order of Business.**

## ARTICLE 6

### National Officers

#### Section 3. Nomination, Election, and Installation

- D. **Election.** Each National officer, except National trustees, shall be elected by a vote of the qualified delegates on the floor of the Conference **in combination with all qualified delegates voting by electronic vote.**

1. Voting shall be by computer-tabulated printed ballots **for in-person delegates and by electronic vote for qualified delegates not in attendance.** The expense thereof shall be borne by the National Fraternal Order of Police. In the event that printed **in-person** ballots are not available or practical, the National Board of Trustees, by a two-thirds vote, may select another form of voting. Such other form must provide for multi-factor authentication of vote totals. In-person ballots shall not be taken from the Biennial Conference site. All information that could be used to identify how the voter voted will be anonymized in all distributions of voting results to all individuals. (Amended 8/21)
2. The order by which the **in-person** delegates of the several states shall vote shall be determined by lottery conducted by the National Secretary. The vote order will be drawn at the Fall Board Meeting prior to the Biennial Conference to assist lodges with travel arrangements. (Amended 8/15)

- B. **Electronic voting shall commence twenty-four (24) hours prior to the opening of the in-person voting and shall cease immediately at the conclusion of the in-person voting period.**

- C. **Tabulation of ballots (in-person and electronic) shall commence upon the closure of the in-person voting period.**

3. The National President shall announce the results of the elections reported by the Election Committee and shall declare elected candidates receiving a plurality of the **in-person and electronic** votes cast for each respective national office.

## ARTICLE 17

### Delegates

**Section 2. Entitlement.** Every state and subordinate lodge shall be entitled to one or more delegates to the Biennial Conference as set forth herein.

- A. The Board of Trustees or the Executive Board of each state lodge shall be entitled to three (3) **in-person** delegates to the National Biennial Conference, each of whom shall be chosen from among the membership of such Board of Trustees or State Executive Board, as shall be determined by the Constitution of the respective state.
- B. Each subordinate lodge of a state lodge and each subordinate lodge in states having no state lodge shall be entitled to one (1) in-person delegate for each fifty (50) active members or major portion thereof, provided, however, that every lodge shall be entitled to not less than one (1) in-person delegate. Notwithstanding the foregoing, the number of delegates to the Biennial Conference to which each subordinate lodge shall be entitled shall be determined by reference to the number of active members on the first of April for whom all indebtedness then owing has been fully paid or postmarked to the National Fraternal Order of Police by the first day of July of the year in which the Biennial Conference is held. New lodges forming after April 1 and before July 1 shall be entitled to delegates in number as stated above. Number of credentials issued to new lodge will be based on the total member count on date of charter. (Amended 8/15)
- C. Under extenuating circumstances local lodges that are denied National Conference credentials can appeal, in writing, to the National Secretary, who will forward the appeal and recommendation to the Executive Board for a decision. The local lodge can appeal the decision of the Executive Board to the Board of Trustees at the Pre-Conference Board Meeting. The local lodge can appeal the Board of Trustees' decision to the floor of the

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## AMENDMENTS AND RESOLUTIONS

Continued from page 23 >

National Conference in question. The decision of the delegates will be final.  
(Added 8/11)

- D. All members of a subordinate lodge, not serving as an in-person delegate, may submit an electronic vote on all matters as provided within the Constitution and By-Laws.**

### Section 3. Nomination and Election

- A. Nominations and elections of **in-person** delegates to the Biennial Conference shall be held not later than June 30. Qualified candidates receiving the highest number of votes shall be declared elected.
- B. **In-person** 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. (Amended 8/23)

**Section 4. Term.** The term of office of each delegate, alternate delegate, **and electronic delegate** shall commence with the assembling of the Biennial Conference and terminate upon the election and qualification of each successor.

**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 **in-person** delegate shall have available for inspection a verifiable image of their 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)

**Section 6. No in-person** Delegate or Alternate representing any state or subordinate lodge which is delinquent in the payment of per capita taxes, delinquency fees, assessments, or any other indebtedness due and payable to the National Fraternal Order of Police or any State lodge, shall be permitted to, or seated in, the Biennial Conference or National Board meeting.

## ARTICLE 25

### Resolutions

Resolutions may be submitted for vote upon by the **in-person** delegates of the Biennial Conference. Such proposed resolutions may be submitted at any time between or during the Biennial Conferences, provided, however, that each resolution shall be submitted not later than the recess of the next-to-last business session of the Biennial Conference. All proposed resolutions shall be in writing, shall state the basis for the resolution and shall be submitted to the National Secretary, who shall review same for grammar, clarity and meaning.

## ARTICLE 27

### Official Order of Business

The Order of Business shall be:

1. Reading call for Conference
2. Roll call of officers
3. Appointment of Committee on Credentials
4. Report of Committee on Credentials
5. Roll call of in-person/electronic delegates
6. Appointment of other Committees
7. Reading of rough minutes of previous meeting
8. Introduction of Resolutions
9. Report of Board of Directors
10. Report of Board of Trustees
11. Reports of officers
12. Bill and Communications
13. Reports of Committees
14. Unfinished Business
15. New Business
16. Nomination of officers and meeting of next succeeding Conference
17. Good of the Order
18. Election of officers and selection of next succeeding Conference
19. Installation of officers
20. Adjournment

Submitted by the Chicago John Dineen Lodge #7

/s/ John Catanzara Jr. Rob Noceda

President

Secretary

**MEETS ALL CRITERIA:** \_\_\_\_\_ YES \_\_\_\_\_ NO

**COMMITTEE:** \_\_\_\_\_ ADOPT ☒ \_\_\_\_\_ REJECT

**CONFERENCE:** \_\_\_\_\_ ADOPT ☒ \_\_\_\_\_ REJECT

## AMENDMENT #10

The following proposed amendments are submitted by the Chicago John Dineen Lodge #7, Chicago, Illinois. They were unanimously approved by the Chicago John Dineen Lodge #7 Board of Directors at its regular Board Meeting on April 2, 2025, and is being presented for consideration to the delegates in attendance at the 67th Biennial Conference in Miami Beach, Florida.

This proposal crosses many paths within the Constitution, so there are several redline edits. Its overall purpose is very simple. To give a voice to the **entire** membership when it comes to the National Executive Board members. Nothing would change regarding the in-person delegates at the Conference. The separation of voting duties is intentional. The current language explains delegate duties at the Conference and items they would vote on in person. They would still be the party who votes on Conference locations, floor motions and Constitution and By-Law changes at the Conference. This simply expands Executive Board Officer elections to the entire dues-paying membership. This proposal can easily be facilitated. Once nominations are closed on the floor, all qualified delegates who are not at the Conference whose email addresses have been supplied and verified by the State Lodge of membership will be sent an email ballot to vote on the morning before the in-person vote.

A third-party vendor would facilitate that portion of the election. It would be secure and meet privacy guidelines set prior to the Conference by the National Board of Directors. Once in-person voting commences, then the electronic email vote will end. The total electronic votes cast by the two groups would be added at the close of in-person voting by the election committee. Only the vendor would maintain the vote totals of electronic voting until all voting has been concluded. This will allow every dues-paying member to decide leadership and not just those in attendance. With manpower shortages everywhere, the cost of travel, along with other considerations, are becoming more costly to send large delegations to attend.

This proposal, I believe, covers all relevant voting sections. Its purpose is clear, and if there is a section missing that needs to be addressed to be uniform, I will expect the committee to send that concern to be addressed by myself (John Catanzara Jr.) and our counsel who drafted the changes.

**The proposed changes to the National By-Laws are under Article 9 National President, Section 3, Article 11 National Vice President, Section 2, Article 12 National Secretary, Section 3, Article 13 National Treasurer, Section 2, Article 14 National Second Vice President, Section 2, Article 15 National Sergeant at Arms, Section 2, and Article 16 National Trustee, Section 3.**

### ARTICLE 9

#### National President

**Section 3.** The National President shall receive an annual base salary of \$105,000. The National Board of Trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National President shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. Subject to the approval of the National Board of Trustees, the National President shall be provided a car, which may be purchased or leased, and which shall be properly insured at the expense of the National Fraternal Order of Police and a family health plan (in the event no other insurance is provided to the National President) costing the same as the family health plan then being paid by the home agency of the President. The National President is authorized to retain a secretary of their choosing who shall be paid an annual salary as determined by the National Board of Trustees. (Amended 8/23)



## ARTICLE 11

### National Vice President

**Section 2.** The National Vice President shall receive an annual base salary of \$42,000. The National Board of Trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Vice President shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. (Amended 8/23)

## ARTICLE 12

### National Secretary

**Section 3.** The National Secretary shall receive an annual base salary of \$78,750. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Secretary shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. (Amended 8/23)

## ARTICLE 13

### National Treasurer

**Section 2.** The National Treasurer shall receive an annual base salary of \$78,750. The National Board of Trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Treasurer shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. The National Treasurer is authorized to retain a secretary of their choosing who shall be paid an annual salary as determined by the National Board of Trustees. (Amended 8/23)

## ARTICLE 14

### National Second Vice President

**Section 2.** The National Second Vice President shall receive an annual base salary of \$42,000. The National Board of Trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Second Vice President shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. (Amended 8/23)

## ARTICLE 15

### National Sergeant at Arms

**Section 2.** The National Sergeant at Arms shall receive an annual base salary of \$42,000. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Sergeant at Arms shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. (Amended 8/23)

## ARTICLE 16

### National Trustee

**Section 3.** The Chairman of the National Trustees shall receive an annual base salary of \$42,000. The National Board of Trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the **in-person** delegates at the National Conference. The National Chairman of the Trustees shall be reimbursed for ordinary and necessary expenses. (Amended 8/23)

Submitted by the Chicago John Dineen Lodge #7

/s/ John Catanzara Jr. Rob Noceda

President Secretary

**MEETS ALL CRITERIA:** \_\_\_\_\_ YES \_\_\_\_\_ NO

**COMMITTEE:** \_\_\_\_\_ ADOPT ☒ \_\_\_\_\_ REJECT

**CONFERENCE:** \_\_\_\_\_ ADOPT ☒ \_\_\_\_\_ REJECT

## RESOLUTION #1

**WHEREAS:** He started his law enforcement career with the Hialeah Gardens Police Department over 20 years ago and joined the Fraternal Order of Police; and today, he serves as a Lieutenant with the Dade School Police (DSP), having served as Vice President and President of his local lodge and guard, Assistant Director and District 6 Director; and

**WHEREAS:** During 2020, he led his Negotiations Team in securing a combined 62.5% pay increase for his fellow Brothers and Sisters and championed an ad valorem referendum that passed and provided increases in salaries, benefits, training and equipment; and he was instrumental in securing over 300 new vehicles for his fellow officers; and

**WHEREAS:** He is active with the Florida State Lodge Legislative Committee and is respected by various South Florida legislators; and he advocated for the School Safety Bills, the Law Enforcement Officers Safety Act (LEOSA) Bill for all Florida law enforcement officers, helped pass the First Responders' PTSD legislation, and supported the return of the Cost-of-Living Adjustment (COLA) to Florida Retirement System (FRS) members; and he was recently sought out by the Ohio State Lodge as a subject-matter expert on school safety to support the safety, security and carrying of firearms by civilian personnel, and he championed the passage of the Florida HALO law; and

**WHEREAS:** He has vast knowledge of the Law Enforcement Bill of Rights and has protected numerous members from false accusations and terminations; and he is known for negotiating with management on diversion programs, including counseling, training, and lesser discipline, versus terminations or suspensions, and is well respected by all; and

**WHEREAS:** This Brother is fiscally responsible and has entered a partnership with a local charity to lease a portion of the lodge's property, resulting in a profit to the lodge of over \$18,000 per year; and he chaired the District 6 Scholarship Committee and, through his leadership, \$10,000 in scholarships were awarded to FOP children; and

**WHEREAS:** In 2020, Sergeant David Thompson of the DSP died of a heart attack as the result of the apprehension of a burglary suspect a week earlier; and the Sergeant sustained a major knee injury while effecting the arrest; and initially, there was concern about classification of his death as in the line of duty; and this Brother sprang into action and was successful in having the medical examiner classify the death as in the line of duty; and he handled death benefits and FRS benefits for Brother Thompson's widow; and

**WHEREAS:** He has been actively engaged with the community, supporting the Easterseals Foundation, participating in the annual Teddy Bear giveaway, and portraying Santa Claus for underprivileged children, the elderly and adults with disabilities; and he has helped plan the annual Valentine's Day fundraiser, connecting with other charities in the Dade County area; and

**WHEREAS:** During the beginning of the COVID-19 pandemic, he secured a memorandum of understanding with the Dade School Police administration stating that any officer testing positive would be considered in line-of-duty illness; and he shared this MOU with other FOP leaders, helping them secure the same benefits; and he procured 55 gallons of hand sanitizer and personal protective equipment for his members; and he held food drives and distributed food to his members during the height of the pandemic; and

**WHEREAS:** He is Chairman of the National FOP 2025 Conference Committee; and his presentation at the Fall 2020 National Board of Trustees' meeting was so powerful that Salt Lake City graciously withdrew from consideration; and when confronted with the problem of not having the Miami Arena as the conference center, he worked tirelessly in securing this venue for the National Conference, along with the necessary rooms for more than 5,000 attendees, putting together the events package and assisting the National FOP in securing vendors; and he has done all of this while dealing with the destruction of his home twice in the past three years and receiving treatment for a life-threatening illness; and he was honored by the Officers and Members of the Florida State Lodge for his Lifetime Achievements in June 2025;

**THEREFORE, BE IT RESOLVED THAT:** Lieutenant Alejandro "Al" Palacio be honored by the Delegates of this 67th Biennial National Conference, here in Miami Beach, Florida, for his Lifetime Achievements of Service to the Order.

Submitted by Jimmy Holderfield, NFOP Secretary

Continued on page 26 >



## AMENDMENTS AND RESOLUTIONS

Continued from page 25 >

### RESOLUTION #2

**WHEREAS:** The Fraternal Order of Police is the largest and most respected law enforcement organization, representing thousands of active and retired law enforcement professionals who have sworn to protect public safety and uphold the Constitution of the United States; and

**WHEREAS:** Officer Christopher Schurr of the Grand Rapids Michigan Police Department was criminally charged and tried following the death of Patrick Lyoya in April 2022, in connection with a use-of-force incident that arose during the lawful performance of his duties; and

**WHEREAS:** The prosecution of Officer Schurr relied heavily on the controversial and legally disputed concept of "Officer-Created Jeopardy," a theory that retroactively imputes culpability to officers — regardless of the legality or reasonableness of the officer's actions; and

**WHEREAS:** The reliance on "Officer-Created Jeopardy" not only contradicts binding federal precedent but also creates a chilling effect on proactive policing, exposes officers to unwarranted legal jeopardy and undermines public confidence in the fair and consistent application of the law; and

**WHEREAS:** Law enforcement officers must be allowed to make rapid, high-stakes decisions in volatile situations without fear of criminal prosecution based on hindsight or speculative alternative tactics;

**NOW, THEREFORE, BE IT RESOLVED THAT:** The Fraternal Order of Police unequivocally condemns the use of the "Officer-Created Jeopardy" theory as a flawed, dangerous, and legally impermissible basis for prosecuting law enforcement officers acting in the scope of their lawful duties;

**BE IT FURTHER RESOLVED THAT:** The Fraternal Order of Police calls upon all prosecutors, courts and policymakers to reject this discredited theory and to reaffirm the binding constitutional standard set forth in *Graham v. Connor*, as reinforced by *Barnes v. Felix*, as the proper and lawful framework for evaluating use-of-force by law enforcement;

**BE IT FINALLY RESOLVED THAT:** The Fraternal Order of Police remains committed to defending the rights of law enforcement officers and to ensuring that legal standards are applied fairly, consistently, and in accordance with established constitutional jurisprudence.

Submitted by Michael Sauger, Michigan State President

### RESOLUTION #3

**WHEREAS:** The Fraternal Order of Police established the Kenneth Canterbury Excellence in Leadership Award during its 64th Biennial National Conference held in New Orleans, Louisiana; and

**WHEREAS:** This award was created to recognize outstanding leadership within the Fraternal Order of Police, honoring those who embody commitment, vision and service to the membership; and

**WHEREAS:** Kenneth "Chuck" Canterbury served the Fraternal Order of Police with distinction at the local, state and national levels, including as National President from 2003 to 2019; and

**WHEREAS:** Throughout his decades of service, he earned the admiration and respect of members nationwide and became widely known simply as "Chuck Canterbury;" and

**WHEREAS:** The name Chuck Canterbury is how he is most commonly recognized and remembered by those within and outside of the Order; and

**WHEREAS:** It is appropriate that the award bearing his name reflect the familiar name by which he led and inspired generations of FOP members;

**NOW, THEREFORE, BE IT RESOLVED THAT:** The award currently titled the Kenneth Canterbury Excellence in Leadership Award shall, from this point forward, be officially renamed the Chuck Canterbury Excellence in Leadership Award; and

**BE IT FURTHER RESOLVED THAT:** This name change shall apply to all future presentations of the award, and that all official references, materials and publications shall be updated accordingly to reflect this change.

Submitted by:

John Blackmon, President

David McClure, Secretary

South Carolina Fraternal Order of Police **FOP**







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# RESIDENTIAL AND INTENSIVE OUTPATIENT TREATMENT FOR FIRST RESPONDERS



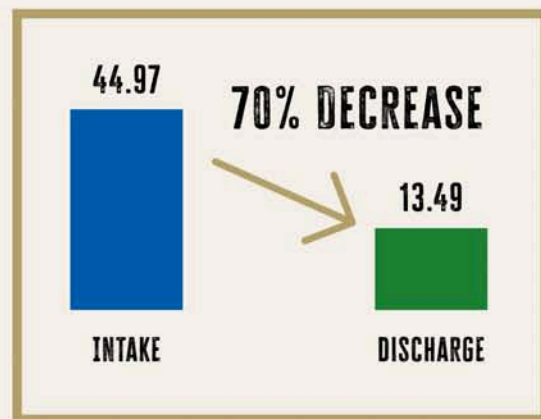
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- Total score of 31 or higher suggests the client may benefit from PTSD treatment.
- A 5-10 point decrease represents a reliable change (i.e. change not due to chance).
- First Responder Wellness clients see an average PTSD reduction of over 31 points, which is significant.

## AVERAGE PCL-5 (PTSD) SCORE AT ADMISSION AND DISCHARGE



Updated 4-1-2025.



# WHY AGENCIES NATIONWIDE TRUST FIRST RESPONDER WELLNESS

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- 70% reduction in post-traumatic stress (PCL-5) scores from admission to discharge.
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- We have provided treatment to over 1,800 public safety professionals since 2018.
- Program curriculum is developed specially for public safety.
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*"I had a seamless experience referring a member to First Responder Wellness. The staff was incredibly supportive and fantastic to work with throughout the entire process. It's the only treatment facility I would confidently recommend to our members."*

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



**844-620-7570  
FIRSTRESPONDER-WELLNESS.COM**

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



# Betrayed From Within:

## UNMASKING THE HIDDEN WOUNDS IN POLICING

SHERRI MARTIN / DIRECTOR OF WELLNESS

It is well known that police officers witness exponentially larger numbers of traumatic events in the course of their careers than do members of the general public. On some level, we are prepared for these exposures. From our first conceptions of what the job is when we are driven to apply, through our academy training and beyond, we are trained to expect and to effectively handle chaos in calls for service.

We are trained to be the calm in the storm and to restore order where it becomes absent. We are told that we may be involved in critical incidents in the course of our duties. We train repeatedly for the exchange of gunfire that many of us will never actually experience, and we are educated about the effects it may have

on us if we are called to take a life in the course of our duties.

However, talking with officers across the country, it often isn't the critical incident, even when it involves taking the life of another, that causes the greatest stress and harm for the officer. It is what they experience afterward. The extreme scrutiny, the "Monday morning quarterbacking." The lengthy investigation and second-guessing by people who weren't involved. Sometimes, the distance from co-workers and the camaraderie of the profession when one is put on official leave during the investigation. The unfortunate failure of some leaders to assure the officer that they are supported.

Organizational betrayal, sometimes referred to as institutional betrayal, is

a concept introduced by psychologist Jennifer Freyd, which describes wrongdoings perpetrated by an institution against individuals who rely on that institution for support.

In law enforcement, organizational betrayal may play out in any number of circumstances, including failures to address misconduct, failure to intervene in workplace bullying and failure to provide support to employees, especially those who may be in the most urgent need. We have heard from officers that it wasn't the critical incident in their career that was the worst for them, but rather the way that the organization treated them after the incident.

In both the 2021 and 2023 FOP Critical Issues in Policing surveys, nationwide surveys of law enforcement officers in



the United States, conducted by the National Fraternal Order of Police, respondents overwhelmingly indicated that organizational stressors were much more impactful than those related to traditional critical incidents. Respondents cited inconsistent or poor leadership and favoritism as some of the key organizational stressors that impacted them, in many cases causing them significantly higher levels of stress than working in a physically demanding and dangerous job. It makes sense. We don't have training in the academy that prepares us for how our organization or our leaders will behave when the police become involved in an incident that draws public attention or scrutiny.

Why does this occur? While organizational betrayal touches almost every profession, it has recently become more frequently discussed in law enforcement. The profession has come under significantly more scrutiny from outside sources in recent years, causing all levels of police agencies to feel pressure. As discussions about mental health and sources of stress increase in law enforcement, and we start to research and dig deep into the causes, we are learning that maybe we have missed a big chunk of the picture by only looking at the trauma caused by critical incident exposures. We are only now becoming aware of the significant impact that organizational policies, practices and actions can have on the well-being of employees. While our profession is one that fosters camaraderie and often strong bonds among employees, it can feel like an extra stinging wallop when we feel betrayed by the organization; a violation of the brotherhood or sisterhood, and a turning of backs from the people who were always supposed to "have our six."

So, what can we do about this? First, we can generate awareness of the impacts that organizations have on employees and increase understanding that policies and practices can be harmful even when not intended to be, and even at times when they are actually intended to protect the officer.

## The profession has come under significantly more scrutiny from outside sources in recent years, causing all levels of police agencies to feel pressure.

For example, when an officer is involved in an incident in which they must take the life of a suspect, they are often physically separated from all other officers, told not to speak to anyone about the incident, and they may spend hours alone without any support or anyone to talk to. This practice, while well-meaning and designed to protect the rights of the officer, can actually be harmful, as it may feel to the involved officer that they are being ostracized because their actions are being judged or second-guessed, and that they have done something wrong.

We must educate police leaders and supervisors about the concept of organizational betrayal, including the circumstances that lead to it, how instances can be prevented and how to recover once it has occurred. Leaders must listen carefully to employees, observe the impacts of policies and practices, and then acknowledge negative impacts when they occur, examining what led to the issue and how it can be prevented in the future.

When people feel wronged, they need to be heard, and this may mean that emotions will surface. While we are often not comfortable with emotion in law enforcement, especially within the workplace, ignoring emotions won't make them go away, and forcing people to swallow them is unhealthy for both the individual and the organization, leading the employee to feel even more distanced from leadership. Agencies and leaders must

take responsibility for mistakes and become invested in taking tangible steps to improve the situation by involving the employee in the problem-solving process and carefully considering their input.

As managers, administrators and other law enforcement leaders learn about the impact of perceived organizational betrayal, we all have a role, even the newest line officer. It starts by recognizing that almost all of us want to do the very best job we can. In leadership and management roles, this may take a different kind of courage. Acknowledging mistakes, recognizing how employees may feel the impacts of decisions or even failures to make necessary decisions, and taking tangible and visible steps to make improvements, not just for the affected employee, but for strengthening the entire agency. The affected employee also has a responsibility to speak up when they feel that they have been betrayed by the agency, to clearly explain the impacts that leadership or agency decisions or actions have had on them, and then to give the agency grace when steps are taken in an attempt to improve the situation. We can all play a role in examining our current policies and practices and considering how they are experienced in the workplace. After all, this profession, this brotherhood, belongs to all of us to be the best it can be. Truly having each other's six starts with awareness and open communication, and then having the courage to follow through. **FOP**



# THE DANGER YOU CAN'T SEE: WHY LDL CHOLESTEROL MATTERS



In law enforcement, you're trained to look out for threats you can see. But some of the biggest dangers to your health are those you may not see coming.

One of those is high LDL cholesterol, often called "bad" cholesterol, and it could be silently increasing your risk for a heart attack or stroke.

LDL stands for low-density lipoprotein, and when your LDL number is too high, it can lead to plaque buildup in your arteries. Over time, that buildup can make it harder for blood to reach your heart and brain, which raises the chances of serious, life-changing events.

Here's the hard truth: there are no warning signs. You can feel fine and still have high LDL (bad) cholesterol. The only way to know is to get your cholesterol checked with a simple blood test.

## Why This Matters to You

The job comes with long hours, unpredictable shifts, high-stress situations and quick meals on the go. Even if you make healthy choices and stay active, factors like family history, genetics and age can still put you at risk.

Knowing your LDL number is one of the simplest and most important ways to protect your heart and brain health so you can keep showing up for your family, your team and your community.

## The Good News — You Can Take Control

High LDL (bad) cholesterol is one of the leading controllable risk factors for heart attack and stroke, which means you have the power to do something about it. The first step is simple: know your number.

The American Heart Association recommends that adults age 20 and older have their cholesterol checked every four to six years, or more often if you have other risk factors like high blood pressure, diabetes or a family history of heart disease or stroke ([tinyurl.com/r8a2xwth](https://tinyurl.com/r8a2xwth)).

If your LDL is high, you and your health care professional can put a plan in place to bring it down. That plan might involve



Scan the QR code to explore more tools that can help you track your health, set goals and stay strong — for the job and beyond.

(800) AHA-USA-1, [heart.org](https://heart.org)

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





small but meaningful changes to your eating habits, adding more physical activity to your week or taking cholesterol-lowering medication if it's needed.

The goal is clear: lower is better ([tinyurl.com/26bpf4b7](https://tinyurl.com/26bpf4b7)). The lower your LDL, the lower the risk. For most healthy adults, that means aiming for an LDL level below 100 mg/dL. If you've already had a heart attack or stroke, your target may be below 70 mg/dL. Every step you take to lower your LDL is a step toward protecting your heart, your brain and your future.

#### Your Next Step

This September is National Cholesterol Education Month. Let this be a reminder to make **your** health a priority. Ask your doctor for a cholesterol test and learn your LDL number. Then, act. Start with the Life's Essential 8 — eight simple things you can do to improve heart health, like eating better, being more active, getting enough sleep and managing blood pressure, cholesterol and blood sugar ([tinyurl.com/3p3yn7u8](https://tinyurl.com/3p3yn7u8)).

The badge is about protecting others. This month, take a moment to protect yourself, too.

Learn more at [heart.org/LDL](https://heart.org/LDL) and find tips for managing cholesterol at [heart.org/cholesterol](https://heart.org/cholesterol). **FOP**

## LET YOUR VOICE BE HEARD!

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

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

## Support the NFOP PAC!

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

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



Scan to Sign Up  
and Donate to  
the FOP PAC Fund





# Walden University



DR. JESSIE LEE / RETIRED LAW ENFORCEMENT EXECUTIVE

### From Badge to Books: How Education and Wellness Transform Officer Retirement

**R**etirement is a major life milestone, especially for law enforcement officers whose careers are defined by discipline, service and camaraderie. The transition from active duty to civilian life represents more than just leaving a job — it's a fundamental shift in identity that can leave even seasoned officers feeling adrift.

#### The Emotional Challenge

Retired officers often feel unprepared for the emotional aspects of retirement. After decades of structured days and clear missions, the sudden absence of these elements can create a profound sense of loss and purposelessness.

#### Officer Story: Captain Benita Childs (Ret.)

"After 30 years of service, I was eager

to begin a new career following my retirement. Thanks to my leadership skills and other key strengths, along with my educational background, I have a wide range of options as I transition into new professional fields. Since retiring, I've also earned my Certified Public Manager certificate and Chief Executive Training certificate. I'm now ready to contribute to the leadership of city and county governments, as well as law enforcement agencies."

#### Education as a Bridge

Education can serve as a critical bridge between a law enforcement career and a fulfilling retirement. It offers multiple pathways for transformation:

- **Career transition:** Officers may choose to pursue degrees or certifications in areas including cybersecurity, social work, public administration or private investigation. Their law

enforcement experience provides excellent foundational skills that translate directly to civilian careers.

- **Personal growth:** Lifelong learning fosters mental agility and emotional resilience. Philosophy, history and arts programs provide intellectual stimulation and creative outlets that can be deeply fulfilling after years of high-stress work.
- **Community engagement:** Gaining new knowledge and skills can prepare retired officers to serve in different ways, in roles such as mentors, educators, advocates or nonprofit leaders.

#### Wellness: The Foundation

While education provides direction, wellness creates the necessary foundation. Comprehensive wellness strategies must address:

- **Mental health:** Access to therapy, peer support groups and mindfulness training helps officers process career-related trauma and



adjustment challenges. Services designed for law enforcement professionals understand the unique cultural aspects of police work.

- **Physical health:** Retirement fitness programs address chronic pain, cardiovascular issues and other conditions common among officers. The focus shifts from peak performance to sustainable, long-term health through injury recovery and pain management.
- **Social wellness:** Maintaining connections with former colleagues while building new relationships prevents the isolation that undermines many retirement transitions. Alumni groups, volunteer organizations and educational programs provide natural opportunities for social engagement.

#### Officer Story: Michael Smith (Ret. Chief of Police)

"I never expected to sit in the lead seat as a chief. Over the years, I realized the value of giving back. After additional educational studies, I transitioned into collegiate teaching. Educational pathways helped bridge the gap into civilian life and provided a positive shift."

#### Building Support Systems

Forward-thinking departments are implementing comprehensive preretirement programs that combine financial planning, career coaching and wellness strategies. These programs typically begin three to five years before retirement, giving officers time to develop new skills and build support networks.

Partnerships with universities provide tailored learning opportunities, often including tuition assistance and flexibility. Many organizations, including the International Association of Chiefs of Police, offer resources ([tinyurl.com/3ycs3ne4](http://tinyurl.com/3ycs3ne4)).

#### Officer Story: Dr. Jason Armstrong (Ret.)

"After my time in law enforcement, I found myself at a crossroads. I took a leap into higher education. At first, it felt unfamiliar — trading tactical briefings for faculty meetings — but I quickly

Continued on page 36 >

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

**FOP.net/fop-university**



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Ashland, OH



Orange Beach, AL



Romeoville, IL



San Diego, CA



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Cincinnati, OH



Arlington, VA



Adelphi, MD



San Diego, CA



Williamsburg, KY



Fayette, IA



Minneapolis, MN



Wichita, KS



## NFOPU SPOTLIGHT

Continued from page 35 >

discovered that the same skills that made me an effective officer — discipline, critical thinking, communication and leadership — were just as valuable in academia. Now, as a tenured faculty member and senior academic leader, I'm committed to shaping the next generation — not just of criminal justice professionals, but of ethical, informed citizens. To any officer considering what comes next: The end of your service in uniform is not the end of your ability to lead and serve. It's simply a change of venue."

### The Ripple Effect

Successful transitions to retirement can benefit entire communities. Retired officers who stay engaged have positive relationships with their former departments, serve as mentors for active officers and contribute through second careers and volunteer work. Their combined law enforcement and educational experience can position them for leadership roles in various sectors.

## Conclusion

The transition from law enforcement to retirement presents both challenges and opportunities. Officers like Benita Childs, Michael Smith and Jason Armstrong demonstrate that with the proper preparation combining education and wellness, retirement becomes transformative.

The badge may be retired, but the officer's potential for growth, contribution and service continues. With educational engagement and wellness support, the best chapters may still be ahead.

### Call to Action

Current officers should begin retirement preparation years in advance through educational opportunities and wellness programs. Departments must implement comprehensive support systems, and educational institutions should continue developing programs specifically for law enforcement professionals. The transformation from badge to books isn't just possible, it's probable with the proper preparation and support.



For more than 50 years, Walden University has been helping adult learners advance their education. Learn more at [Waldenu.edu/FOP](https://Waldenu.edu/FOP) about how Walden can help you reach your post-retirement goals.

*Dr. Jessie Lee is a retired law enforcement executive, senior advisor and policy consultant. He is a graduate of the FBI National Academy and holds a Ph.D. in public policy and administration. He currently serves as an associate dean in Walden University's College of Psychology and Community Services. FOP*

## SAVE THE DATE!

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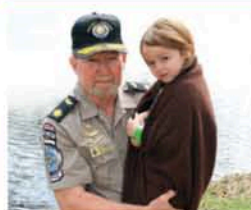
**[projectlifesaver.org](http://projectlifesaver.org)**

[youtube.com/@ProjectLifesaverInternational](https://youtube.com/@ProjectLifesaverInternational)

### **IT'S ONLY A MATTER OF SECONDS BEFORE EVERY SECOND MATTERS.**

Wandering and elopement are common behaviors among people with autism, dementia, Down syndrome and other cognitive conditions. Children and adults can go missing in an instant from the most "protected" environments and watchful supervision. And when they do, time is always of the essence as life-threatening challenges await that standard SAR protocol simply cannot address. The Project Lifesaver approach addresses the unique challenges involved by applying the strategic methodology and proven-effective radio-frequency (RF) technology required to quickly and efficiently locate missing participants.

**It's your call. How do you want it to end?**





# Congressional Recess: All Quiet on Capitol Hill



At this writing, Congress still has two weeks left in its August recess. Members of both the House and Senate are at home working in their districts and states. The staff left behind in Washington are continuing to work on appropriations measures, as the federal fiscal year ends on September 30. In order to keep the lights on, a bipartisan effort will be necessary.

House and Senate staff are also continuing to work on the National Defense Authorization Act. See below for more information about the FOP's efforts on an amendment package offered by Senators Charles E. Grasley (R-Iowa) and Richard J. Durbin (D-Ill.), the chairman and ranking member of the Committee on the Judiciary, respectively.

**Senate staff is currently working to incorporate a number of amendments to S. 2296, the National Defense Authorization Act for fiscal year 2026.**

## Former Representatives Honored at FOP Conference

During the 67th Biennial National Conference in Miami Beach, Florida, National President Patrick Yoes awarded the inaugural Joseph G. Armstrong

## Just the Facts:

» During the 67th Biennial National Conference in Miami Beach, Florida, National President Patrick Yoes awarded the inaugural Joseph G. Armstrong award to former Representatives Garret N. Graves (R-La.) and Abigail D. Spanberger (D-Va.) for their work in passing H.R. 82, the Social Security Fairness Act. Representatives Graves and Spanberger, who were the sponsors of the bill in the House of Representatives, played a crucial role in moving the bill through that body during the 118th Congress.

award to former Representatives Garret N. Graves (R-La.) and Abigail D. Spanberger (D-Va.) for their work in passing H.R. 82, the Social Security Fairness Act ([tinyurl.com/2jtmtd9](https://www.tinyurl.com/2jtmtd9)). Both members credited the bill's success in becoming law to the "relentless" efforts of FOP members. The award, named after Joseph G. Armstrong, the mayor of Pittsburgh who in 1915 threw his support behind the FOP during their founding, seeks to recognize nonmembers who "stood with law enforcement when it mattered most."

Representatives Graves and Spanberger, who were the sponsors of the bill in the House of Representatives, played a crucial role in moving the bill through that body during the 118th Congress. Their hard work and dedication to passing the Social Security Fairness Act will never be forgotten by our members.

National President Yoes also awarded the 2025 Fraternal Order of Police National President's Award to the National Legislative Office staff for their work toward the passage of the bill. The National Staff thanks President Yoes for this honor, and we will continue to push towards legislative successes in the 119th Congress.

## President Declares Crime Emergency in Washington, D.C.

On August 11, President Donald J. Trump issued an executive order (EO)

entitled "Declaring a Crime Emergency in the District of Columbia" ([tinyurl.com/25mjt38j](https://www.tinyurl.com/25mjt38j)). Citing the city's violent crime, murder and robbery rates, the EO invoked section 740 of the Home Rule Act and directed U.S. Attorney General Pamela K. Bondi to assume operational control of the Washington, D.C., Metropolitan Police Department (MPD) and installed Terrence C. Cole, currently the administrator of the Drug Enforcement Administration, as interim federal commissioner. Following a lawsuit filed by the District of Columbia, the EO was rewritten, and Administrator Cole would instead serve as the U.S. attorney's designee for the purpose of requesting services from MPD Police Chief Pamela A. Smith.

Following the EO, approximately 500 federal officers and 800 D.C. National Guardsmen were deployed across the district throughout the month of August. Ohio, South Carolina and West Virginia have also pledged to deploy National Guard members from their own states to assist with operations in D.C.

Under U.S. law, the president is only able to mobilize troops for a 30-day period, meaning the current order would expire on September 11. The president has asked Congress to extend his current EO when they arrive back in session on September 2. The administration



announced its intention to send Senator Lindsey O. Graham (R-S.C.), chairman of the Committee on the Budget and Senator Katie E. Britt (R-Ala.), chairman of the Appropriations Committee's Subcommittee on Homeland Security, a multi-billion-dollar request for a D.C. security fund for infrastructure improvements in the capital.

In the House, the Committee on Oversight and Government Reform announced that it would hold a hearing and call D.C. officials, including Mayor Muriel E. Bowser, for a hearing this month. The panel may also proceed to consider H.R. 4922, the D.C. Criminal Reforms to Immediately Make Everyone Safe (CRIMES) Act, which would limit "youth offender status" to those 18 or younger, instead of 24 or younger under current law.

The FOP has been in close contact with the administration since the EO was issued, as virtually all of the departments participating, including the Washington, D.C., Metropolitan Police Department, Metro Transit Police Department, U.S. Capitol Police and the U.S. Park Police are represented by the FOP. The FOP will continue to monitor this situation while the EO lasts.

### National Defense Authorization Act

Senate staff is currently working to incorporate a number of amendments to S. 2296, the National Defense Authorization Act (NDAA) for fiscal year 2026. The Senate Committee on the Armed Services favorably reported the bill on a 26-1 vote in July.

The FOP is urging both committees to include S. Amdt. 3272, the Law Enforcement and Crime Victims Support Package, as part of both S. 2296 and H.R. 3838 before they go to the floor for consideration.

The amendment was offered by Senators Grassley and Durbin. The amendment includes the following bills — all of which were unanimously approved by the Judiciary Committee:

- The **Protecting First Responders from Secondary Exposure Act**, which would allow state and local governments to purchase containment devices through the existing Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP)



- The **PROTECT Our Children Reauthorization Act**, which would update and reauthorize the Internet Crimes Against Children (ICAC) Task Force Program that helps state and local law enforcement agencies combat online child exploitation and abuse
- The **Strong Communities Act**, which would establish a grant program for local law enforcement agencies to assist in recruiting officers from their own community
- The **Reauthorizing Support and Treatment for Officers in Crisis (STOIC) Act**, which would reauthorize programs for law enforcement family support services, suicide prevention programs and mental health services for law enforcement officers
- The **Chief Herbert D. Proffitt Act**, which would amend the Public Officers' Benefits (PSOB) program to include retired public safety officers who are injured or killed in a targeted attack
- The **Honoring Our Fallen Heroes Act**, which would categorize duty-related cancer fatalities as a line-of-duty death under the Public Safety Officers' Benefits (PSOB) program
- The **Retired Law Enforcement**

**Officers Continuing Service Act**, which would establish a grant program to support state and local agencies in leveraging the expertise of retired officers for tasks like assisting with investigations, forensic analysis, and reviewing camera footage

- The **Improving Police Critical Aid for Responding to Emergencies (CARE) Act**, which would expand the existing U.S. Department of Justice's Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) program to allow for the purchase of trauma kits

It should be noted that the **Chief Herbert D. Proffitt Act** and the **Improving Police Critical Aid for Responding to Emergencies (CARE) Act** also passed the Senate by unanimous consent and are awaiting House action.

The FOP will be pushing for the inclusion of this bipartisan package, as well as pushing for the implementation of the Department of Defense Law Enforcement Credential Act, which requires all civilian law enforcement officers employed by the U.S. Department of Defense (DoD) and its component agencies to be issued an appropriate law enforcement credential.

Continued on page 40 >



## Top Priorities in Brief



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

**House:** 34 co-sponsors (10 R, 24 D)

**Senate:** Not yet introduced

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

**House:** 43 co-sponsors (6 R, 37 D)

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

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

**House:** Passed

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

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

**House:** 81 co-sponsors (66 R, 15 D)

**Senate:** 18 co-sponsors (18 R)

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

**House:** 76 co-sponsors (28 R, 48 D)

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

To see a full list of legislation supported by the FOP in the previous Congress, please visit [tinyurl.com/ycy5k5rv](https://tinyurl.com/ycy5k5rv). Members should continue to monitor the FOP's social media platforms and our website for the latest legislative news.



## WASHINGTON REPORT

*Continued from page 39 >*

Though work on these bills will continue throughout the month, Congress has passed the NDAA before Thanksgiving only three times in the last 15 years.

### Other Legislative Activity

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

- H.R. 4607 (Neguse, D-Colo.), the Samaritan Efforts to Ensure Key Health Emergency and Life-saving Protections (SEEK HELP) Act, which would close gaps in the good Samaritan laws by ensuring that people cannot be prosecuted for drug possession when they seek medical assistance after witnessing or experiencing an overdose
- S. 2400 (Fetterman, D-Pa.), the Art Market Integrity Act, which would require art dealers and auction houses to implement robust anti-money laundering compliance measures

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

Are you getting the Weekly Update from Capitol Hill in your inbox every week? If not, go to [tinyurl.com/FOP-weekly-update](https://tinyurl.com/FOP-weekly-update) to sign up. Getting the *Weekly Update* in your mailbox every Friday will help keep you and your members up to date with the latest news from Washington, D.C., with Congress and the administration.

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

- Facebook (@GLFOP)
- X (@GLFOP)
- Instagram (@FOPnational)
- Truth Social (@FOPNational)

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

### NFOP PAC Report From National Conference

At the National Conference in Miami Beach, FOP leaders took to the podium and urged FOP members to donate to the National Fraternal Order of Police Political Action

Committee (NFOP PAC). While we missed our fundraising goal for the event, we can report that we signed up 160 new monthly, recurring donations. This brings our total to 208 monthly contributors.

We received 210 one-time donations of various amounts, which totaled \$5,443.

We received \$1,887 from 60 individual cash donors.

While the FOP sincerely appreciates all of our donors, 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. With the next election cycle just more than a year away, now is the time to replenish our PAC funds.

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

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

These contributions need not be for large amounts (though these are also very much appreciated) — but every dollar helps! If every FOP member gave just \$1, we could raise \$382,000! If 10% of our members gave just \$5 this year, we would raise more than \$190,000.

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

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





# BENEFITS OF FOP MEMBERSHIP

The National Fraternal Order of Police is the world's largest organization of sworn law enforcement officers, with over 373,000 members in more than 2,200 lodges. We are committed to improving the working conditions of officers and the safety of those we serve through education, legislation, information, community involvement and employee representation. Here's a quick overview of the wide variety of services and benefits that the FOP offers to its members.

## Legislative Office

The office on Capitol Hill lobbies on issues important to rank-and-file law enforcement officers. The National Legislative Program is the most active and comprehensive of any law enforcement organization in Washington.

## Legal Defense Plan

This self-funded plan is available to eligible FOP groups and individual members to cover law enforcement exposures, including administrative, civil and criminal legal coverage; H.R. 218 coverage; and the Moonlighting Liability Insurance Program.

## Labor Services Division

Comprehensive resources and services designed to ensure that no officer goes to the bargaining table alone. Labor Services stands ready to provide the people and resources you need for contract information, experienced legal experts, training seminars, personalized labor research and more.

## National Peace Officers' Memorial Service

This solemn event is held every year during National Police Week to honor those who have given their lives in the line of duty. Open to the public, it brings together the expanded law enforcement family and national leaders, pays tribute to the fallen and offers words of comfort to their surviving family members.

## FOP Journal

Published digitally 12 times a year, the *FOP Journal* is the official publication of the National FOP. Each issue contains reports from the Executive Board, updates on law enforcement legal and labor issues and so much more!

## Disaster Relief

As part of the NFOP Foundation, the Fraternal Order of Police Disaster Relief Fund (a nonprofit 501(c)(3) organization) relies on the generosity of individuals, organizations and corporations and is always prepared to assist our members in distress.

## Charity Partnerships

- **Easter Seals:** Helping children and adults with disabilities live better lives is at the heart of Easter Seals' mission, and the FOP, as a long-standing Easter Seals National Corporate Partner, has helped raise more than \$15 million. Donate online at [www.easterseals.com](http://www.easterseals.com) and be sure to indicate your FOP affiliation when donating!
- **Law Enforcement Torch Run for Special Olympics:** The FOP is committed to helping people with intellectual disabilities learn to become self-reliant and contributing members of our communities.

## Service Providers

The National FOP list of Service Providers currently includes Liberty Mutual insurance, Avis and Enterprise car rentals and a variety of licensed products from HALO, the official FOP merchandiser.

## Education Services

The Education Services Committee develops and implements professional law enforcement training programs and events to equip members with the skills needed to enhance their careers, and has established a training schedule covering a wide spectrum of leadership, labor and legal issues. The National FOP also provides scholarships to eligible applicants.

## National Fraternal Order of Police University (NFOPU)

Recognizing that four-year and graduate degrees are increasingly important for law enforcement career advancement, the FOP collaborates with a select consortium of universities willing to offer members the education they need with a flexible schedule and reasonable cost. **FOP**



For more information on all of these programs, visit [www.fop.net](http://www.fop.net).





# Balancing Risk and Officer Discretion in Police Pursuits



Police pursuits have always been one of the most high-risk and high-stakes responsibilities in law enforcement. These situations develop in seconds, require split-second decisions and carry consequences that affect not only suspects and officers but also the public. In recent years, many states and local jurisdictions have adopted restrictive pursuit policies designed to minimize such risks and reduce liability. While these goals may be well-intentioned, the shift in policy has created operational challenges for officers in the field and has raised concerns about the ability to effectively serve communities.

There is no national pursuit legislation. Each state and even individual agencies create their own rules of engagement when it comes to pursuits. The tightening of pursuit restrictions in some jurisdictions has stemmed from high-profile tragedies, where bystanders were injured or killed during pursuits. For example, in Prince George's County, Maryland, legislation known as Zoey's Law was introduced after the death of a 3-year-old during a

pursuit in March 2025. The legislation establishes stricter, countywide guidelines for when officers may initiate a pursuit by limiting them to incidents involving violent misdemeanors, felonies or when the suspect poses an imminent threat to public safety. Zoey's Law also creates a pursuit review board tasked with investigating pursuit-related crashes and identifying broader systemic concerns.

Similarly, South Carolina is considering a statewide model that would authorize pursuits only in cases involving violent crimes, DUIs or imminent threats to public safety. The

measure would also require supervisory approval before a pursuit begins and would restrict the use of firearms during pursuits to circumstances involving an immediate risk of serious harm. The State Law Enforcement Training Council would be responsible for developing and implementing the uniform policy for all agencies across the state.

New York City adopted a policy prohibiting officers from pursuing vehicles for low-level offenses. Officers may only chase suspects in cases involving serious or violent crimes, with supervisors tasked to monitor and terminate pursuits deemed too risky. The policy also makes clear that officers who end a pursuit for safety reasons will not face criticism or disciplinary action. To ensure accountability, the department will use technology to track pursuits, conduct monthly reviews of compliance and issue annual reports assessing the effectiveness of the policy.

However, the wave of stricter pursuit policies has shown that these rules often fail to reflect the real-world challenges officers face on the ground. Pursuits are dynamic events that require professional judgment in rapidly changing circumstances. Yet, rigid rules

## Just the Facts:

» There is no national pursuit legislation. Each state and even individual agencies create their own rules of engagement when it comes to pursuits. The tightening of pursuit restrictions in some jurisdictions has stemmed from high-profile tragedies, where bystanders were injured or killed during pursuits. However, the wave of stricter pursuit policies has shown that these rules often fail to reflect the real-world challenges officers face on the ground. Pursuits are dynamic events that require professional judgment in rapidly changing circumstances. Yet, rigid rules often leave little room for discretion.





often leave little room for discretion. In jurisdictions with stricter pursuit policies, law enforcement reported concerning consequences, including suspects refusing to stop because they know officers cannot pursue them, increases in auto thefts, organized retail crime and more frequent “failure to yield” incidents. These consequences place officers in a difficult position where they are tasked with enforcing the law while also weighing the risk of liability or discipline. The result has been a chilling effect, where officers may hesitate or disengage even when a pursuit may otherwise be justified.

In response, several states and agencies have begun reversing course. In Washington, restrictive 2021 laws required officers to have probable cause to initiate a pursuit for a limited set of crimes. Law enforcement leaders warned that the changes made it more difficult to combat crime and emboldened offenders. Last year, more than 400,000 Washingtonians signed Initiative 2113, which was subsequently passed by the Legislature and signed into law by Governor Jay Inslee. The new measure lowers the standard from probable cause to reasonable suspicion and broadens the authority to pursue when a suspect poses a threat to others. Law enforcement leaders welcomed the

change as a correction of policies that undermined public safety.

Other jurisdictions are also loosening restrictions. The Florida Highway Patrol recently expanded discretion for troopers, removing limits on speed, authorizing motorcycle officers to participate, and even permitting driving against traffic in certain circumstances. In the District of Columbia and San Francisco, legislative and ballot measures have similarly rolled back pursuit restrictions in response to public safety concerns. Even in California, Governor Gavin Newsom urged Oakland to expand its pursuit policies to address community frustration with rising crime.

These developments highlight the broader truth that public safety requires balance. Pursuits are inherently dangerous, but so is creating an environment where suspects feel empowered to flee with little consequence. Policies must equip officers with the tools and discretion needed to make judgment calls in real time. The risks vary greatly depending on the circumstances, for example, whether the pursuit takes place on a controlled-access highway versus a crowded city street, during daylight hours versus late at night, or in an area with heavy pedestrian traffic, such as

near schools or playgrounds. Officers must be able to weigh these factors in the moment, rather than having their decisions scrutinized after the fact.

Achieving this requires policies that strike the right balance between accountability and effective policing. Minimizing risk to the public is paramount. At the same time, officers need the discretion to enforce the law and maintain order. As pursuit laws and policies continue to evolve across the country, the General Counsel’s Office of the National Fraternal Order of Police will monitor these developments and support approaches that protect public safety while ensuring officers have the authority they need to do their jobs effectively. **FOP**

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## **There Is ALWAYS Another Option**

**FOP Vetted and Approved Crisis Hotlines**



Crisis Text Line is free, 24/7, and confidential



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



## 67th Biennial Conference

*"Men make history and not the other way around. In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better."*

— Harry S. Truman

At the 67th Biennial National Fraternal Order of Police Conference, we witnessed what true leadership can do and the positive effect it has had on our organization and our country. The National Conference returned to Miami Beach, Florida, for the third time in the history of our organization and the first time since 1967. Thousands of men and women representing their state and local FOP and their agencies arrived on Miami Beach to do the business of the Order.

Opening ceremonies and the remembrance of our fallen were a great start to the Conference, as well as welcoming remarks from Conference hosts Al Palacio and Felix Rosario, followed by Mayor Steven Meiner (Republican who is



Border Czar Tom Homan with the Executive Board and Jim Pasco



President Patrick Yoes recognizes Representative Spanberger (Virginia) and Representative Graves (Louisiana) for their relentless support of the Social Security Fairness Act with the Inaugural Armstrong Leadership Award



President Yoes

tough on crime) and Miami Beach Police Chief Wayne Jones (FOP member). The Conference was dedicated to the memory of Brother Jeff Wiggs (Georgia State president), Karen Lippe (past National president auxiliary), Linda Martinez (National secretary auxiliary) and Bob Krone (National FOP staff).

The impact of the National FOP was then put on full display as we had a video welcome from President Donald J. Trump and FBI Director Kash Patel, as

well as in-person speeches from Border Czar Tom Homan, Homeland Security Director Kristi Noem and FBI Deputy Director Dan Bongino.

The recurring message with each of these speakers was that they truly cared about law enforcement, and crime would no longer be tolerated. As Deputy Director Bongino said in his speech, when the handcuffs are taken off law enforcement and put on the criminals, crime goes down.





Secretary of Homeland Security Kristi Noem



President Yoes throws out first pitch at the Marlins game



Ohio delegates



National E-Board 2025-2027



Deputy Director of FBI Dan Bongino



Secretary Jimmy Holderfield



Second VP John Hoyt

The Social Security Fairness Act is arguably the biggest piece of legislation passed for FOP members in our history because it took us 40 years to get this passed. This would not have been possible without the nonpartisan support of elected officials on both sides of the aisle. Two of the biggest supporters of this legislation were Representative Spanberger (D-Virginia) and Representative Graves (R-Louisiana). President Yoes recognized them at the Conference by awarding them the

inaugural Armstrong Award, which is awarded for leadership. This bill would never have been passed without the powerful voice of the Fraternal Order of Police, our Executive Board and members all over the country working to lobby their elected officials. This legislation was a nice supplement for some, while for others, like "Mama Pride," it was life-changing. We sometimes can have tunnel vision and not realize that the legislation signed by President Reagan in 1983 affected every American who

earned a public pension but also paid into Social Security. Chairman of the National Trustees Rob Pride illustrated that by sharing the story of his mother, who raised two boys as a single mother, driving a school bus. The passage of this legislation literally changed her life for the better, and she is just one of millions of examples of Americans who paid into a system that had denied them their benefits for years. I encourage each

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## FOP HISTORY

Continued from page 45>



Border Czar Homan waving to FOP delegates

of you to remember those who claim to support law enforcement yet voted against the Social Security Fairness Act.

Congratulations to Jerry Wright (former National trustee of South Carolina) for being recognized as the National FOP Member of the Year with the Jack Dudek Award. The Dudek Award is our organization's most prestigious award, and Jerry is very deserving. Jerry retired as a deputy chief for the Newberry County Sheriff's Office after 24 years, and upon his retirement, was named deputy chief emeritus, which has only happened



Sergeant at Arms Steve James

twice in state history. Jerry was the South Carolina National trustee for an incredible 34 years!

Speaking of South Carolina, what a great addition to the 67th Biennial Conference it was when immediate past President Chuck Canterbury arrived in Miami Beach with his delegation. Chuck served with distinction for 16 years as our National president, and he was and is respected throughout the country by law enforcement and elected officials alike. What a tremendous honor for our National Executive Board and our National trustees to be sworn into office by Brother Canterbury.



National Trustees Chairman Rob Pride

Congratulations to Paul Daragiati (Florida State Lodge attorney) on his recognition as the National FOP Attorney of the Year. Paul does a tremendous job providing legal counsel for the Florida State Lodge and the members of the Labor Council. Thank you, Paul, for all you do.

In 2029, the 69th Biennial National FOP Conference will be held in Detroit after the delegates in Miami Beach voted 1781-937 to do business in "The Motor City." The Visit Detroit group (Andrea, Kirsten and Brian) and Michigan delegates Mike Sauger, Joe Adams, Dave Willis, Marc Curtis, Brandon



Massachusetts delegation



VanGorder, Michael Parisek and Lisa Beam did a magnificent job of selling the city of Detroit to our members, and it showed in the final vote tally.

Speaking of a great job, congratulations to our entire National Executive Board, who were returned to office without opposition. Our membership has entrusted each of these men to continue to carry the fight for them while the men and women of the FOP serve their respective communities.

- President Patrick Yoes (fourth term)
- VP Joe Gamaldi (fourth term)
- National Secretary Jimmy Holderfield (fourth term)
- Second VP John Hoyt (second term)
- Treasurer James Smallwood (third term)
- Sergeant at Arms Steve James (second term)
- Chairman of Trustees Rob Pride (fourth term)

As we closed the 67th Biennial Conference, we have much to be thankful for, but as President Yoes reminded us, there is much work to do.



Treasurer James Smallwood



VP Joe Gamaldi

Some of our top legislative priorities are:

- Protect And Serve Act (H.R. 1551/S. 167)
- Law Enforcement Officers Equity Act (H.R. 3226)
- LEOSA Reform Act (H.R. 2243/S. 679)
- Collective Bargaining Rights (H.R. 1505/S. 636)

Together, we can do almost anything, and as the theme of the Conference reminded us all ... **"united we lead."**

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

## WELLNESS PROVIDERS

### Chateau Recovery Midway, UT

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

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

[fhrehab.com/services/first-responders](http://fhrehab.com/services/first-responders)

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

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

### Harbor of Grace First Responder Program

Havre de Grace, MD

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

### Throttle and Thrive Palos Verdes Estates, CA

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

### Warrior's Heart Bandera, TX

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

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





## Partnership Established With Gratitude Initiative

As I announced during my report at the 67th Biennial National Conference in Miami Beach, the National FOP has partnered with Gratitude Initiative (GI), a 501(c)(3) tax-exempt nonprofit organization whose current mission is to honor the service and sacrifice of military families by providing essential education programs and scholarships to help their children succeed in college, career and life.

GI was introduced to our full Executive Board by Vice President Joe Gamaldi earlier this year. After extensive review, we established a memorandum of understanding (MOU) that would be beneficial to both GI and the FOP. That MOU was finalized and fully executed just prior to our National Conference and



**GI plans to establish a month-long awareness campaign to celebrate the service and sacrifice of our law enforcement children and their parents.**

illustrates an exclusive partnership between the two organizations centered around creating a national awareness campaign that celebrates the children of law enforcement families and raises funds to provide GI's one-of-a-kind program and scholarships to the children of all LEO families.

Currently, GI provides a comprehensive career and college counseling, test prep and financial aid counseling program for military families. Their success in this arena led them to propose a similar service to the families of law enforcement officers as well. Our MOU lays out a plan to do just that.

GI plans to establish a month-long awareness campaign to celebrate the service and sacrifice of our law enforcement children and their parents. The month will honor our LEO families and their children for the key role they play in keeping our communities safe, and provide easy ways for citizens, communities and LE agencies to show their support for their local law enforcement families and their children.

GI and the FOP will use the month to raise funds to provide GI's College Success Academy Program and college scholarships to children of serving LEOs, as well as those of injured and fallen. This will allow GI to provide the same impactful program that it provides to our active military to our LEO children, as well as build an ever-growing scholarship

funding stream exclusively for LEO children.

As the partnership was just recently established, we have a lot of work ahead of us to get this enterprise off the ground. Look for more information on GI as time goes by!

To learn more about GI, visit [gratitudeinitiative.org](http://gratitudeinitiative.org).

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

### FOP DIVISION OF EDUCATION AND OUTREACH

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





## FOP Legal Defense Plan for Retired Officers

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

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

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



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# Everyone Deserves a Backer

An FOP Legal Defense Plan Attorney Reflects on the Realities of Protecting Those Who Serve

When a law enforcement officer becomes the subject of a legal investigation, everything changes. There's uncertainty, risk and a need for immediate support. For more than 20 years, Scott Wood — an attorney based in Tulsa, Oklahoma — has been that support for thousands of FOP Legal Defense Plan members.

Wood's journey with the FOP Legal Defense Plan began in the 1990s after a retired Tulsa police sergeant introduced him to the program through an article in the *FOP Journal*. At the time, the

**Since then, Wood has represented approximately 2,000 cases through the Plan, most involving use of force, deadly force or search and seizure.**

Tulsa Police Department was operating under a Department of Justice consent decree that required it to investigate every complaint, even anonymous ones. Internal Affairs investigations surged, and with them, so did the need for legal representation. As a former



Tulsa police officer turned civil rights attorney, Wood found himself uniquely positioned to step in and provide much-needed help.

"Because I had previously served in the department, the majority of the officers turned to me for legal representation," Wood recalled.

Since then, Wood has represented approximately 2,000 cases through the Plan, most involving use of force, deadly force or search and seizure. In each instance, the Plan made it possible for members to access timely, experienced legal support when it mattered most.

"Early consultation with a Plan attorney can benefit an officer tremendously," Wood said. "Having coverage in place before something happens makes all the difference."

One of Wood's most well-known cases involved Tulsa Police Officer

Betty Shelby, who was charged with first-degree manslaughter following an officer-involved shooting in 2016. Thanks to the FOP Legal Defense Plan, Wood and co-counsel Shannon McMurray were able to mount a comprehensive defense that included four expert witnesses. The Plan covered more than \$420,000 in legal expenses, and Shelby was acquitted.

"No other plan out there will go the distance like the FOP Legal Defense Plan," Wood said.

But it's not just the high-profile cases that make the Plan essential. In a recent matter, Wood represented a first-year officer who had mishandled abandoned ammunition based on poor instructions. Though the officer acted in good faith, he was terminated. The case went to arbitration, and after 10 months, the officer was reinstated with back pay.



"The officer immediately sought representation and explained to me what had happened," Wood said. "We were able to act quickly, guide him through the investigation, and ultimately win back his job with back pay."

The legal landscape for law enforcement officers has become more complex and demanding in recent years. Cases involving body-worn cameras, digital evidence and *Brady-Giglio* issues require nuanced legal strategies. Officers may now face disciplinary action simply for being present during another officer's use of force.

"Even if an officer was just a witness, they can still be exposed," Wood explained. "What starts as a supporting role can quickly evolve into an allegation of wrongdoing."

Wood has also seen firsthand how much peace of mind the Plan provides for officers.

"I know what it's like to be called into Internal Affairs from my own experience on the job, and it's terrifying," he said. "Having an attorney present is like having another backing



officer with you in a high-risk situation. Everyone deserves a backer."

When asked why the FOP Legal Defense Plan stands apart, Wood didn't hesitate.

"Other plans won't give officers what they truly need in a serious case," he said. "This Plan does. It gives them the best chance at a fair process, a solid defense and a future."

His message to those not yet enrolled is just as direct.

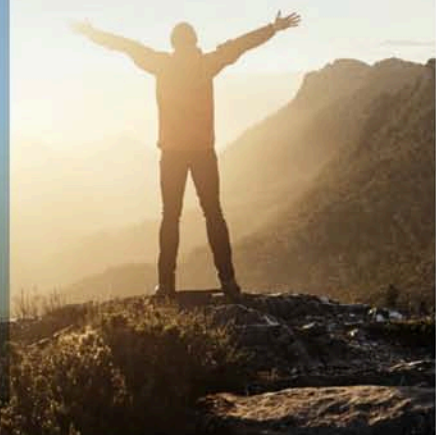
"The question isn't if — it's when. Don't risk your future. Get your coverage in place now."

**To learn more or enroll in the FOP Legal Defense Plan, visit [www.foplegal.com](http://www.foplegal.com). If you have questions, contact your local lodge administrator or call (800) 341-6038. FOP**

## SHARE YOUR STORY!

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

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





# NFOP Labor Services Division: Supporting Police Representation Nationwide



The Labor Services (LS) Division of the National Fraternal Order of Police (NFOP) stands as a specialized powerhouse for labor advocacy within law enforcement. Unlike broader public sector unions, NFOP's LS team offers police-specific expertise that empowers local lodges in contract negotiations, labor disputes and member education.

## Core Responsibilities of the LS Division

- **Contract negotiation:** LS representatives assist local lodges in crafting and securing collective bargaining agreements tailored to law enforcement roles.
- **Grievance resolution:** They help mediate conflicts between officers and management, promoting fair and balanced outcomes.
- **Training and education:** LS staff deliver seminars and workshops that build lodge leaders' understanding of

## Just the Facts:

» NFOP's Labor Services (LS) team offers police-specific expertise that empowers local lodges in contract negotiations, labor disputes and member education. Some of the core responsibilities of the LS Division include contract negotiation, grievance resolution, training and education, and field representation. These roles demand deep familiarity with police environments, labor legislation and high-level interpersonal skills.

labor law, negotiation strategy and representation.

- **Legal and strategic support:** In-house experts provide tailored legal research, strategic advice and customized reports on wages, benefits and contract language.
- **Field representation:** LS field reps travel across the country, working directly with lodges to tackle labor issues.

These roles demand deep familiarity with police environments, labor

legislation and high-level interpersonal skills — qualities that many LS staff have honed as former officers themselves.

## NFOP Versus Other Major Unions

While national unions like AFSCME, Teamsters, AFGE and SEIU provide similar support through field representatives and legal teams, their focus often spans broader sectors

Continued on page 54 >

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- + Member benefits
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- + Legislation
- + Labor issues
- + Training
- + Wellness resources
- + And much more!







Images courtesy of Getty Images

# Were you there?

## 9/11 responders and survivors share a common experience —

They were present during the attacks of September 11, 2001, or in the days, weeks, and months after, exposed to the dust and debris.

They continue to have ongoing physical and mental health issues such as asthma, gastroesophageal reflux disease (GERD), post-traumatic stress disorder (PTSD), and cancer.

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## LABOR NEWS

Continued from page 52 >

such as general government or health care. NFOP's LS Division, by contrast, specializes exclusively in police labor issues. This narrow focus translates into:

- **Cultural relevance:** LS reps often come from law enforcement backgrounds, making them uniquely attuned to the needs and pressures officers face.
- **Peer-based advocacy:** NFOP champions the belief that police officers should be represented by fellow officers, enhancing trust and effectiveness.
- **Localized impact:** LS staff tailor their guidance to meet the specific legal environments of each jurisdiction.

### Strategic Advantages in Contract Negotiations

The LS Division isn't just a support team — it's a strategic force in strengthening the position of NFOP

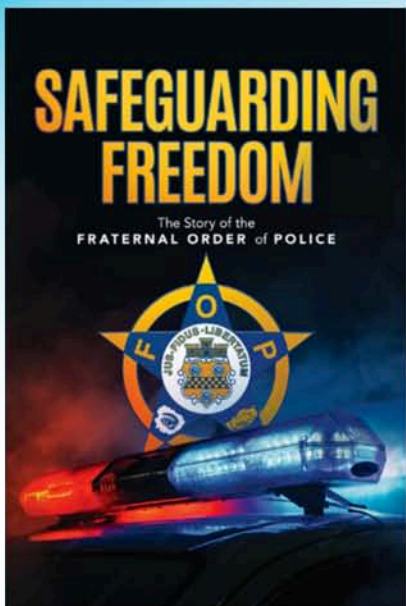
lodges at the bargaining table. They contribute through:

- **Expert guidance:** From drafting proposals to reviewing language, LS advisors are hands-on throughout negotiations.
- **Custom data reports:** Lodges receive tailored compensation and demographic studies to bolster bargaining leverage.
- **Legal safeguards:** LS attorneys help interpret laws and ensure compliance with state and federal labor regulations.
- **Contract administration:** Post-negotiation, LS continues to support lodges in administering and enforcing agreements.
- **Training for preparedness:** Members can attend on-site seminars and participate in collective bargaining role-play workshops designed to sharpen negotiation readiness.

Call us at (800) 451-2711 or email us at [labor@fop.net](mailto:labor@fop.net) to learn how you can become part of your lodge and part of our team. **FOP**



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



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

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

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





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