

CELEBRATING A NATIONAL HERO // P. 42

# FOP



# JOURNAL

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MAY 2023

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## REMEMBERING OUR FALLEN HEROES

### MAY 11-16

### NATIONAL POLICE WEEK

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## National Fraternal Order of Police

**National Headquarters** 701 Marriott Drive, Nashville, TN 37214

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

Email: [glfop@fop.net](mailto:glfop@fop.net) | [www.fop.net](http://www.fop.net)

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# Police Recruiting Starts and Ends With Police Retention



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

**T**he Fraternal Order of Police has always been committed to improving our profession, the working conditions of law enforcement officers and the safety of those we serve through education, legislation, information, community involvement and employee representation. In recent years, the law enforcement profession has been facing a real crisis in our ability to recruit and retain officers with the abilities, character and integrity to do a very difficult and increasingly dangerous job.

There are many professions that are facing similar difficulties, but many of the challenges of retaining veteran officers and hiring quality candidates are unique to law enforcement. Our profession has become more dangerous, and benefits — like good salaries, pensions and health care coverage after retirement — are no longer as attractive

or competitive to the new generation.

One major factor among veteran officers is the perception that elected officials and police executives no longer support, respect or appreciate the officers serving in their communities. Prosecutors who have placed social justice ahead of public safety or refuse to keep dangerous criminals who have multiple, serious charges or charges of violence in jail before trial — or even refuse to prosecute certain criminals — have left officers feeling like their work is without value and that they are risking their lives needlessly.

The new generations of working adults have very different mindsets when it comes to public service. Young people, for whom a healthy work-life balance is critical, may perceive that a career in policing may not meet their expectations.

The NFOP held a recruiting and retention roundtable in Washington, D.C., and invited leaders from across the U.S. to share their experiences and thoughts on addressing manpower shortages. The result of this meeting is a policy paper that provides the perspective of the rank-and-file officer on this critical issue. The best recruiters and advocates for our noble profession are the rank-and-file officers, as these brave men and women are on the front lines and have the most direct interaction with members of the public. Each of them works every day to keep their neighborhoods safe and maintain the trust and respect that must exist in our communities.

According to a survey of the roundtable's participants, the agencies they work for are down on average by 18% of their authorized force strength, which is having a negative impact on public safety across the board. These agencies lost more than 4,700 officers recently — nearly 2,800 to retirement, more than 1,200 who left for a different law enforcement agency and 704 who left the profession altogether.

The challenges are real, and the crisis is real — but it is not unsolvable.

The FOP will lead the way in addressing this issue, just as we always have, and we will work cooperatively with the federal government to secure resources and funding to meet these challenges with state and local governments to keep and find the brightest and best officers for their agencies with our fellow law enforcement organizations, and, most importantly, with our communities and their citizens.

The FOP recruiting and retention position paper is accessible at [tinyurl.com/ek76tfz5](https://tinyurl.com/ek76tfz5). **FOP**



National President Patrick Yoes, members of the Executive Board, Executive Director Jim Pasco, Senior Legislative Liaison Tim Richardson and Legislative Liaison Mark McDonald welcomed FOP leaders from across the country to Washington, D.C., recently for a recruitment and retention roundtable, which was hosted at the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) headquarters.

Throughout the day, members discussed the issues impacting recruitment and retention. They also heard from U.S. Associate Attorney General Vanita Gupta, ATF Deputy Director Marvin G. Richardson and Colonel Hugh T. Clements Jr., director of the Office of Community Oriented Policing Services.



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# Catching Members Up on Key Updates



// **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 May edition of the *FOP Journal* finds you safe and in good health. To tell you that we have been busy would be an understatement. The National FOP Board of Trustees and many states held board meetings or conferences last month, as well as meetings of the Southern States and Western States Associations. We also held a “think tank” symposium in Washington, D.C., addressing the crisis in law enforcement retention and recruitment. My office prepared the last half of 2023 per-capita invoices, tabulated credential documents and started the countdown for the upcoming Biennial Conference. In addition, final touches are being made for our annual Memorial service on May 15.

The 42nd Annual National Peace Officers’ Memorial Service will take place on Monday, May 15, starting at noon on the west front of the United States Capitol in Washington, D.C. Please visit [policeweek.org](http://policeweek.org) for event schedule and information on all activities during National Police Week. There are many activities scheduled, beginning on Thursday, May 11, with the K-9 Memorial, followed by Friday’s Unity Tour Arrival and Saturday’s Candlelight Vigil and Honor Guard Competition.

D.C. Lodge #1 will be hosting the annual Tent City on May 13–14 at 1900 W. Place NE. Let us all pay honor to our fallen sisters and brothers, and may we never forget them or their families. Even if you are not able to attend the service in D.C., please take a moment of silence on May 15 in remembrance.

The National Board of Trustees met, as required, in Boston on March 31 and April 1. One of our keynote speakers was Edward A. Kelly, general president



of the International Association of Fire Fighters (IAFF). President Kelly gave a powerful speech on the importance of the IAFF working closely with the FOP on issues of mutual concern, especially in Washington, D.C. He pointed out the long-term partnerships that many of our state and local lodges have with IAFF locals in addressing wages, working conditions, pensions and health care. He vowed to continue this great partnership with President Yoes.

Ten National FOP Constitution, Bylaw and Ritual proposed changes were approved by the National Board of Trustees to be presented to the delegates at the National Conference. The changes range from membership applications to timelines for filing grievances. The National FOP

Constitution and By-Laws Committee will be reviewing the proposals for proper form and conflicting language. Every lodge will receive the proposed changes prior to 60 days before the Conference. Please send me any questions you may have about the proposals.

As reported last month, the Urban Policing Committee (consisting of lodge presidents in cities with populations of 500,000 residents or more) met in Philadelphia to discuss the crisis of retention and recruitment. Great information was exchanged, but no real solutions were found. Seeing this, President Yoes called for a second meeting, which was held in

Continued on page 12 >





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## SECRETARY'S MESSAGE

*Continued from page 10 >*

Washington, D.C., at ATF headquarters and included an invitation to all State Lodge presidents and local lodge presidents from cities with a population of 200,000 or greater.

Over 80 FOP leaders were in attendance. Brother Hugh T. Clements Jr., director of the U.S. Department of Justice, Community Oriented Policing Office (Brother Clements is the former Rhode Island National trustee) and the Honorable Vanita Gupta, U.S. Associate Attorney General, both made presentations and did a Q&A with us. Both are committed to helping find solutions in addressing the retention and recruitment crisis nationwide. Some of the recommendations presented by our leaders were retention bonuses for senior officers, incentive pay for officers that recruit new hires, better leadership at the chief/command staff levels (morale), more time off, better pension/retiree health care, and establishing and raising the hiring standards. A highlight of the symposium was a presentation on a law enforcement apprenticeship program being developed by National Sergeant at Arms Keith Turney.

By now, you should have received the link for the upcoming National FOP Biennial Conference, but just in case you haven't, it's [foplasvegas2023.org](http://foplasvegas2023.org). You can book your rooms and purchase the host lodge events package. Per capita for the second half of 2023 to the National FOP is now due and must



be received or postmarked by July 1, 2023. Credential forms will be sent the first week in July to all lodges in good standing (all monies due to National are paid). We will also be limiting the number of printed Conference books this session, and additional information

will be forthcoming as to how you can obtain one if needed. Know that our staff is busy getting everything ready for a fantastic convention.

I also want to inform you that the inaugural meeting of our newly created National FOP Health Trust occurred on April 25 at our National headquarters. President Yoes and Vice President Joe Gamaldi did a great job of selecting the makeup of the committee. Each member brings expertise in managing health trusts from their respective lodges. Look for exciting information soon.

In closing, I thank each of you for the fantastic job you do in your local and State lodges. Because of your leadership, the FOP is in 49 states and the District of Columbia (Alaska is the only state we don't have an established lodge, but we are working on it). We are 367,575 strong, consisting of 2,275 lodges nationwide. We are "**the voice of law enforcement!**" Keep up the great work. **FOP**







# NATIONAL LAW ENFORCEMENT OFFICERS MEMORIAL FUND



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RIGHT VIEW



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# Remember Explorers and Cadets?

// **WRITE TO US!** If you have further questions, contact Keith Turnery at [kturney@fop.org](mailto:kturney@fop.org).

**A**s you know, I have been immersed in our recruitment and retention crisis for over a year now. I have delved into cause and effect, emerging trends, innovative ideas, state and federal solutions, best practices, worst practices, apprenticeship programs and the like. I have interviewed, discussed and questioned hundreds of people in the profession and out of it in this relentless quest for answers.

## 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).

In my discussions with many and in several literature reviews on the subject, I continuously come across references to police explorer and cadet programs.

Often in my discussions, people relate to their experiences as cadets and explorers — how the experience equated to a job in law enforcement and, in several cases, how they were able to excel in rank due to their experiences. These very successful programs were devastated by COVID because they relied so heavily on personal interaction with young people and sworn law enforcement officers. Additionally, many were faltering prior to COVID due to budgetary restraints placed upon law enforcement organizations.

I have had the opportunity to discuss our recent recruitment and retention crisis with the leadership of the Boy Scouts of America's Explorer Program and Public Safety Cadets, another group that provides very similar services to America's youth. I can attest that both groups are alive and well and in need of community partnerships.

These youth-oriented programs take young people from every conceivable walk of life and expose them to meaningful civic responsibility through participation with a law enforcement organization. They learn policing skills from dedicated law enforcement professionals and interact with a multitude of community projects that enhance their civic exposure — making them overall better citizens.

It's understood that not every Explorer or cadet will continue on to a career as a sworn law enforcement officer — yet many do, as I have learned from my work in the field. However, even those who aren't attracted to the sworn ranks remain in public service as civilian professionals in support positions, such as telecommunicators, record clerks,

evidence technicians and the like. Even if they move on to the private sector, the interactions they experienced provided them with formulas for success.

Under our current circumstances related to recruitment and retention, law enforcement executives are prone to seek a quick fix. Understandable, yet undesirable as we all know that this dilemma didn't occur overnight, nor will it be fixed with hasty solutions. My research has revealed there is a certain immediacy — as we do have a current crisis. Yet we also need some long-term solutions as well. Hence we fall back into our current crisis.

I can see a chief executive say that Explorers and cadets are a nice thing to have, but it doesn't solve the immediate crisis. These folks need our encouragement to think long term and out of the box. That is where our local and State lodges can play an active role in helping address our crisis. What better way to establish a good labor/management relationship than by jointly partnering with a local explorer program or public safety cadet initiative. They are out there in almost every state. All they need is an introduction and organizational support from labor and management to provide us with our next generation of law enforcement professionals. And what better way for us to give back to our communities, fulfill our philanthropic imagination and have a positive impact on our profession? Here are the links to the two most predominant organizations out there: [exploring.org](https://exploring.org) and [publicsafetycadets.org](https://publicsafetycadets.org).

If you plan on attending the 66th Biennial Conference in Las Vegas this year, both organizations will have a booth at the expo.

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

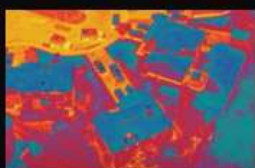


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After a long day of meetings and business, fraternalism was in full swing.

## National FOP Board of Trustees Gather for Productive Spring Board Meeting

**T**he National Fraternal Order of Police Board of Trustees met in Boston, Massachusetts, from March 31 to April 1 at the Omni Parker House. State President Todd Bramwell, National Trustee Rich Shailor and their **team** did a marvelous job hosting the brothers and sisters from around the country. Much business was conducted during the meeting sessions, yet there was still plenty of time to visit the many historical sites and enjoy some great Bostonian entertainment. **FOP**



David Stevens (davidstevensphotography.smugmug.com)

President Pat Yoes gives his report on legislative issues



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Secretary Jimmy Holderfield reads proposed changes to the Constitution and By-Laws



Director of Labor Services Roger Mayberry reports on collective bargaining issues



New York National Trustee Mike Nied proposes business for consideration



Virginia National Trustee Tommy Stiles announces his retirement from the Board after over 20 years of service



Massachusetts National Trustee Rich Shailor performs the National Anthem



Education Chair Ron Bartmier and Wellness Director Sherri Martin waiting to present their reports



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## FLORIDA

## Jacksonville Lodge #5-30 Town Hall Meeting

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The Jacksonville Consolidated Lodge 5-30 hosted a town hall meeting to allow the Jacksonville mayoral candidates to be educated on law enforcement needs and concerns. Lodge President Randy Reaves invited the Republican and Democrat candidates to hear FOP members, the sheriff of Jacksonville and the sheriffs of surrounding counties. President Reaves moderated the discussion and asked questions about wages, benefits, retention, recruitment, civilian review boards and public safety. The local media was on hand, and the event was televised from the FOP hall. **FOP**



Baker County Sheriff Scotty Rhoden, Jacksonville Sheriff T.K. Waters (FOP member), Republican mayoral candidate Daniel Davis, Clay County Sheriff Michelle Cook (FOP member), Brevard County Sheriff Wayne Ivey and Jacksonville FOP President Randy Reaves. The Democrat candidate declined to participate.

## WASHINGTON, D.C.

## Newly Elected D.C. Lodge #1 Officers Get Sworn In

While in Washington, D.C., for the Retention and Recruitment symposium, President Yoes, Secretary Holderfield, Treasurer Smallwood and others

attended the monthly membership meeting of the Jerrard F. Young D.C. Lodge #1. Lodge President Ronald Burgeson presented the lodge with five of its newly elected officers. He asked

National President Pat Yoes to do the honors of swearing the officers in to their respective offices. **FOP**







# National Police Week

- May 11** National Police K-9 Memorial Service
- May 12** Police Unity Tour and Law Enforcement United Bike Ride Arrival Ceremonies
- May 13** Annual Candlelight Vigil
- May 13-14** FOP D.C. Lodge #1 Tent City Events
- May 14** Steve Young Honor Guard Competition and Pipe Band Competition
- May 14** Annual Emerald Society/Pipe Band Memorial March and Service
- May 14** Police Vehicle Display
- May 14** National Police Survivors Conference
- May 15** FOP National Peace Officers' Memorial Service
- May 16** National Police Survivors Conference



For more information, go to **[policeweek.org](http://policeweek.org)** for schedule details and **[policeweekhg.com](http://policeweekhg.com)** for Honor Guard and Drum and Pipe details.

**Fraternal Order of Police National Memorial Committee**

**Matthew Hagen**  
Co-Chair

**Andy Maybo**  
Co-Chair

## NEBRASKA

## Nebraska State Board Meeting

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The Nebraska State Lodge held its State Board meeting in Lincoln on April 20–22. Nebraska is still celebrating its 50th anniversary as a State Lodge. Over the past year, they have realized a membership gain of 300 members, making them the 24th-largest State Lodge, consisting of 5,002 members and 54 subordinate lodges. Training was held both days, with Friday centered on searches and seizures. **FOP**



Nebraska State Lodge President Jim McGuire and VP Jason Cvitanov confer with Corey O'Brien, chief prosecutor of the Nebraska Attorney General's Office



# BLUE VIEW

## TUNE IN TO THE FOP PODCAST

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

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



## WEST VIRGINIA

### Southern States Association Meeting

JIMMY HOLDERFIELD / NATIONAL SECRETARY

The Southern States Association met in Charleston, West Virginia, on April 13–15. Much education, training and business were conducted over the two-day event. The training segment was presented by former Louisville Police Sergeant Kyle Meany, who was involved in the shooting of

Breonna Taylor in 2020. Sergeant Meany shared his story of the tragic incident and gave insight into what happened.

As in conformity with the Southern States standing rules, officers were elevated to their respective positions. Chairman Daren “Rooster” McNeil, West Virginia State Lodge president, passed the gavel to incoming Chairman

Steve Zona, president of the Florida State Lodge. Vice Chairman Everett Johnson, president of the Alabama State Lodge, was elevated to his office. Secretary/Treasurer Allen Hamby, Arkansas National trustee, was re-elected without opposition. Celebrating in typical southern fashion was Jeff Wiggs, president of the Georgia State Lodge. **FOP**





# RETIREMENT

## STEPS TO ENSURE THAT YOU ARE REALLY READY

SHERRI MARTIN / DIRECTOR OF WELLNESS

**N**o matter where you are on your career journey, you have likely thought about retirement at some point. We are told from the beginning of our careers to plan financially. Put money in a 457 plan. Maximize your contributions.

This is all great advice, but wait a minute ...

I was recently talking to a friend who retired from a career in law enforcement, and he remarked about how it had really been much more difficult than he had ever imagined it would be. He followed the financial advice about retirement and has enough money. What he wasn't prepared for, however, were other changes that retirement from law enforcement would bring to his life.

Most of us have spent our careers giving much of our time, effort and talents to our work. We have learned that our work brings meaning to our lives and gives us a reason to get out of bed each day. Our co-workers become a second family as we form close bonds. We can see how our work changes the lives of others for the better. But what happens when we retire and it all changes?

While we are dreaming of retirement with more time for family and friends, hobbies and all those things we have put off for years, we should also keep in mind that retirement represents a major life shift. As we count down the days until we retire, marking each day off a calendar, we

should not forget to plan for life after retirement, not just financially but mentally and spiritually as well. While you're working off your last days on the job, work on a plan to live life to the fullest in retirement!

**Spend time thinking about what matters most to you.** Your answers are as unique as you are and will help you to focus on where your time and energy will go after retirement. For example, many realize in retirement that they underestimated the importance of feeling connected to family and caring for their parents.

**Reassess your professional identity.** Recognize that your job as a law enforcement officer may have become a significant part of your identity. Ask yourself, what aspects of that identity do I want to keep, and what parts of work can I do without? Engaging in part-time or volunteer work in retirement may be the answer. The benefits of volunteering include expanded social ties that volunteering provides or the sense of purpose a person can feel by committing to charitable causes. It's not only going to boost your psychological well-being, but it could improve your cardiovascular health and lower the risk of other health problems. Research shows that retirees who incorporate a low-to-medium level of volunteering in their life report more satisfaction with life and fewer symptoms of depression than those who did not volunteer.

**Find a retirement mentor.** Look for someone you look up to who has been there and done that for advice about things from navigating expenses to deciding to relocate to warmer climates or age in place.



Lean on your mentor to learn how to overcome those days when the transition seems tougher.

**Be mindful of your health.** We often see that sudden health issues can throw a monkey wrench into retirement planning. We have all heard about co-workers who passed away soon after retiring when they previously had no known health issues.

**Be flexible.** You may think that you want to spend your retirement relaxing at home, painting, cooking or reading, but after months of doing these things, you may find that you are unmotivated and bored and not really fulfilling the lifestyle you dreamed about. It will likely take some experimenting to help you find the right balance of how you want to spend your time. You can always increase social activities later or develop new hobbies if you want to stay busier.

**Make adjustments along the way.** Think about other times in your life when you had to course-correct to make life more enjoyable or manageable. As you learn what works for you in retirement, build on those habits and let go of habits that don't work. Remember that what may have worked for you during your law enforcement career may not work for you in retirement. And that's perfectly OK!

**Re-examine your budget.** Even if you have planned financially, it's not a bad idea to review your expenses after retirement. In an ideal world, you have saved enough to last 20 to 30 years, but if you're like most retirees, there's a good chance you might fall a bit short of that goal. Figure out what you need in your new post-career life and what you don't. Establish a budget that will help you see how much money you have for entertainment or fun. You might learn you need a part-time job so you can go on an annual vacation. Or, you might discover you have enough money left over to take your grandkids to lunch once a week.

**Cultivate your friendships.** There's a significant risk of becoming isolated during retirement. After 30 years of meeting friends through work and seeing them every day, it might not be as easy to keep up. Think about it, make a plan and then make an intentional effort to maintain those special friendships. For example, you may ask one friend to meet you for lunch every Monday, another friend to go walking through the neighborhood with you on Wednesdays and a third friend to grab a coffee on Friday afternoons. If you and your partner are friends with other couples, aim to invite them over for dinner at least once a month. Check out any programs offered at your church or a local community center, or find a group of like-minded individuals who share an affection for your favorite hobby.

**Don't stop setting goals.** If achieving goals fueled your work in law enforcement, that doesn't have to stop in retirement! You can still focus on goals after you retire, though they might be a little different than they were before. Working on goals can give you a sense of purpose, and accomplishing new things can give you a sense of achievement. Think about what milestones you might want to meet in the first month, six months or one year that you've been retired and write them down. The sky's the limit.

**Keep structure in your days.** Nearly everything we do in our law enforcement careers is structured. If you thrive with a schedule, you might establish a retirement routine that helps you plan your days. Experiment with various activities and time slots to see how it makes you feel. You may find that structure keeps you motivated or may find that it feels restrictive. Adjust your level of structure according to what works for you. Include time for lingering over the newspaper and enjoying a cup of coffee, but add in regular time for exercise, social activities, volunteer opportunities and family meals. While your days don't need to be rigid, having a set wake-up time and routine can help you feel more normal now that you aren't going to work. Sometimes, it is just as valuable to figure out what not to do in your first 30 days as it is to figure out what to do. Therefore, limit the amount of time and energy you commit to watching TV and avoid becoming too sedentary or limiting yourself to one activity.

**Expect to feel varying emotions.** At first, you may experience a feeling of freedom. It's like you're on a vacation that's going to last forever. Once that sense of novelty wears off, you may settle into a

**WE CAN SEE HOW OUR  
WORK CHANGES THE  
LIVES OF OTHERS FOR  
THE BETTER. BUT WHAT  
HAPPENS WHEN WE RETIRE  
AND IT ALL CHANGES?**

slower lifestyle. You might experience second thoughts and wonder if you retired too soon. This may be followed by anxiety and boredom. You might even feel guilty for not enjoying retirement as much as you think you should. Allow yourself to experience a wide range of emotions, whatever those emotions may be. Look for healthy ways to deal with those feelings. You might find exercise, reading, writing or talking to others helps you deal with your emotions. Retirement is often portrayed as this perfect time of life where everything goes as planned and ends up better than expected. However, there will still be people and situations, even in retirement, that will stress you out. Be patient with yourself, and remember that you're still living!

**Don't forget to celebrate.** You worked for many years to achieve retirement, and your commitment and achievements call for celebration! Whether that means buying a nice bottle of wine, going out to eat at an upscale restaurant or taking a weekend trip to relish in your accomplishment, give yourself a pat on the back before starting this next phase of life. Entering retirement is a privilege that some people never get to experience. You made it! **FOP**

## REFERENCES

Morin, A. (2020, April 4). 8 tips for adjusting to retirement. Verywellmind. [verywellmind.com/tips-for-adjusting-to-retirement-4173709](https://www.verywellmind.com/tips-for-adjusting-to-retirement-4173709).

# HEALTH CARE THAT MEETS YOU WHERE YOU ARE

**T**he normal challenges of life can turn into heavy burdens. Mental health conditions can also make it harder for you to manage other health problems. Now it's easier than ever to get help from the comfort of your own home. The FOP Aetna Medicare Advantage plans include a fast, affordable and convenient way to speak with a licensed therapist or board-certified psychiatrist whenever you or your covered family members need care.

## MDLIVE Mental Health Professionals Can Help You Get Back to Being You

- **Fast:** First appointment wait time on average is three to seven days
- **Affordable:** \$0 co-pay with no visit limit
- **Convenient:** Have your visit by phone or video chat, anywhere you choose

## MDLIVE Providers Include Therapists and Psychiatrists

They are specially trained in issues that are common with senior adults like:

- Addictions
- Anxiety
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- Grief and loss
- Life changes
- Loneliness
- Panic disorders
- Relationship issues
- Stress management
- Trauma and post-traumatic stress disorder (PTSD)

## MDLIVE Frequently Asked Questions

### I have never had a therapy session before. What should I expect?

First, remember that seeking therapy is very common. You can expect to speak with a compassionate, knowledgeable therapist



who will listen and provide guidance. Therapy is also about more than sharing your concerns. You will learn coping strategies to use outside the session and how to set reasonable and attainable goals to work toward in partnership with your therapist.

### Is my appointment safe and private?

Yes. Confidentiality is a respected part of our MDLIVE code of ethics. We take your privacy very seriously. Laws are also in place to protect your privacy and personal health information. MDLIVE can share your information with your primary care doctor if you choose, in accordance with applicable state and federal laws.

### How does it work?

1. Visit [MDLIVE.com/AetnaMedicarebh](https://MDLIVE.com/AetnaMedicarebh), or download the MDLIVE app to your smartphone. Follow the prompts to create your account.
2. **Choose a provider in your state.** MDLIVE has a large



network of board-certified psychiatrists and licensed therapists. You can choose to see the same provider each time or choose to see someone else. Psychiatrists can even write and send prescriptions to your drug store.

3. **Choose an appointment time that works for you.** First appointments can be scheduled, on average, in seven days or less, including nights and weekends.

Current Aetna Medicare Advantage members can visit [MDLIVE.com/AetnaMedicarebh](https://MDLIVE.com/AetnaMedicarebh) to get started or call (888) 865-0729, (TTY: 1-800-770-5531) to learn more. Our MDLIVE call center is available 24 hours a day, seven days a week and 365 days a year.

If you or a loved one needs immediate help, the National Suicide Prevention Lifeline provides 24/7 free and confidential support, prevention and crisis resources for people in distress. Call 988. **FOP**

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



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**Support the NFOP PAC!**

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

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

**Sign up today: [tinyurl.com/5nu8f58v](https://tinyurl.com/5nu8f58v)**



# American Military University



### Keeping Up With the Times: AMU Redesigns Criminal Justice Degree to Focus on Digital Forensics

**T**oday, nearly every law enforcement investigation involves technology — whether it's digital evidence from smartphones, internet activity, vehicle location, video surveillance or countless other devices.

**But do officers have the advanced skills needed to recognize, preserve and even analyze digital evidence?**

American Military University (AMU), a longtime FOP partner ([tinyurl.com/2s4bmj3w](https://tinyurl.com/2s4bmj3w)), recognized the increasing importance of technology skills among law enforcement officers, so it

redesigned its Bachelor of Science (B.S.) in Criminal Justice to focus on digital forensics ([tinyurl.com/2p8m4smc](https://tinyurl.com/2p8m4smc)).

"I spent eight of my 26-year law enforcement career as a background investigator and hiring manager, finding the best candidates for our agency," said Dr. Chuck Russo, department chair for Criminal Justice at AMU and former board member of Winter Park, Florida, FOP Lodge #64.

"Technology skills were important back then, but today, it's absolutely imperative," he said. "Officers need to know how to handle digital evidence and, even better, have an advanced understanding of how these systems and devices work."

Russo led the curriculum redesign of AMU's B.S. in Criminal Justice in Digital Forensics, incorporating computer systems courses that teach officers about wireless networks, computer forensics and cybercrime, as well as courses on investigating data and investigating network intrusions.

### Why Your Agency Needs Officers With Advanced Technology Skills

During an investigation, preserving digital evidence must be a central focus for all officers. Officers who have a background in digital forensics may be

*Continued on page 30 >*



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



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Ashland, OH



Olivet, MI



Arlington, VA



Fayette, IA



Washington, DC



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Adelphi, MD



Minneapolis, MN



Montreat, NC



Tiffin, OH



San Diego, CA



Forest City, IA



La Jolla, CA



Cincinnati, OH

## NFOPU SPOTLIGHT

Continued from page 28 >

more aware of how to properly collect devices and the steps needed to protect that data.

AMU's B.S. in Criminal Justice in Digital Forensics is a great way for officers to learn about the field of criminal justice while pursuing a greater working knowledge of technology.

That's because criminals are getting increasingly sophisticated, too. For example, some have installed software on their devices that erases data when a wrong code is entered or a remote-access program that can destroy data via another device.

As a result, officers must know how to properly seize devices to prevent the loss of valuable digital evidence. One strategy is to place a device in antistatic packaging, such as a Faraday bag, that prevents the phone or computer from communicating with another electronic device or receiving wireless communications.

In other cases, officers may need to remove the battery from a cellular phone that is already off, or if the cell phone is on, officers should turn on airplane mode to disconnect it from the network. Officers may also consider removing the SIM card to prevent it from connecting to the network or preventing it from being remotely accessed.

Officers with a degree in digital forensics are more likely to understand not only the sensitive nature of digital evidence but also the proper steps to protect this evidence.

While an agency may still need the assistance of formal digital forensic examiners to process and analyze evidence, having officers who are skilled in digital forensics can help assure that digital evidence is properly collected and preserved.

### AMU Offers Special Tuition Rates and Benefits to FOP Members and Their Families

Earning this degree is even more

affordable for FOP members and their families. AMU is an original member of the National FOP University and delivers online education in a format that fits the shift schedule of many law enforcement professionals.

Our courses start monthly and are asynchronous, with weekly assignments that can be completed day or night. AMU offers many special benefits for FOP members and their family members, including:

- Eligibility for the FOP partner tuition and fee rate
- Waiver of AMU's per-course technology fee, but FOP members still have access to the university's full suite of online support
- No standardized test scores required
- No cost to apply for undergraduate and master's-level programs

To learn more about AMU and the benefits available to FOP members and their family members, please visit [AMUPartners.com/FOP](http://AMUPartners.com/FOP). **FOP**

# 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](http://FOP.net/officer-wellness/crisis-hotlines)





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# The Social Security Fairness Act Has Support From the Majority of the House!



The staff from the Steve Young Law Enforcement Advocacy Center in Washington is very proud to report that a majority of the U.S. House of Representatives are co-sponsors of H.R. 82, the Social Security Fairness Act! This legislation, which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) in current law, is a top legislative priority for the FOP.

At this writing, the bill has 232 co-sponsors, and we are adding more each and every week. We are working on getting to 290 or more co-sponsors on the bill, which will trigger a House rule, moving H.R. 82 to the Consensus Calendar. Bills on the Consensus Calendar that have not been acted on by the committee of jurisdiction, in this case, the Committee on Ways and Means, can be taken directly to the House floor after 25 legislative days. In the previous Congress, we reached this threshold in July last year but were thwarted when the committee favorably reported the bill. It is our hope that we reach 290 or more before the August recess, so please contact your representative and ask them to co-sponsor H.R. 82!

The Senate companion has 37 co-sponsors. We are engaged with the Committee on Finance to find a path forward in the Senate for the bill.

If you or your family have been negatively impacted by the WEP or GPO, we want to hear about it! Real-life stories from officers and their families can help the FOP staff in D.C. give members of Congress a better understanding of how the unfairness of these two provisions is hurting these middle-class families and public employees. If you have not already done so, please share your experience at [tinyurl.com/mv7577j4](https://tinyurl.com/mv7577j4).

## Just the Facts:

» It's official: A majority of the U.S. House of Representatives are co-sponsors of H.R. 82, the Social Security Fairness Act! This legislation, which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) in current law, is a top legislative priority for the FOP. Currently, the bill has 232 co-sponsors, and we are adding more each and every week. We are working on getting to 290 or more co-sponsors on the bill, which will trigger a House rule, moving H.R. 82 to the Consensus Calendar.



## Another House Victory Protecting the Rights of D.C. Police

In April, the House considered and passed H.J. Res. 42 on a 229–189 vote, a resolution disapproving the adoption of the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) — which was enacted by the Washington, D.C., City Council without the signature of Mayor Muriel E. Bowser in January. Under existing federal and D.C. law, Congress has a limited time to “disapprove” legislative action taken by the D.C. City Council. If the House and the Senate disapprove of a council’s action and the president signs it, the law does not

go into effect. The FOP was successful in disapproving the Revised Criminal Code Act (RCCA), which drastically lowered sentences for serious crime in the district earlier this year.

If allowed to go into effect, the law would strip away certain collective bargaining rights of the officers serving the Washington, D.C., Metropolitan Police Department (MPD). Unless H.J. Res 42 passes the Senate and is signed by the president, the D.C. Police Union will be the **only** public sector union in the district whose members will not be allowed to bargain collectively with the city

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FOP JOURNAL // MAY 2023





## HOMETOWN HEROES BADGE OF SERVICE™ COLLECTION

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## Top Priorities in Brief

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

**House:** 232 co-sponsors (67 R, 165 D)

**Senate:** 37 co-sponsors (30 D, 4 R, 3 I)

### H.R. 1322, the Law Enforcement Officers' Equity Act

**House:** 4 co-sponsors (2 R, 2 D)

**Senate:** Not yet introduced

### The Public Safety Employer-Employee Cooperation Act

**House:** Not yet introduced

**Senate:** Not yet introduced

### H.R. 354, the LEOSA Reform Act

**House:** 29 co-sponsors (29 R)

**Senate:** Not yet introduced

### H.R. 743, the Protect and Serve Act

**House:** 29 co-sponsors (23 R, 6 D)

**Senate:** Not yet introduced

To see a full list of legislation supported by the FOP, 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! To send a message to your members of Congress asking them to support FOP priority legislation, visit the FOP Action Center at [votervoice.net/FOP/home](https://votervoice.net/FOP/home).

## WASHINGTON REPORT

Continued from page 32 >

over disciplinary procedures. This is wrong, unfair and irresponsible.

The president of the D.C. Police Union, who is an FOP member, testified before the House Committee on the Judiciary and told committee members that the new law would compound the retention crisis at the MPD. He stated:

"Since the beginning of 2020, the MPD has lost 1,194 officers — one-third of the department. Nearly 40% of these separations were resignations; employees who just walked away from a career with MPD. Additionally, while there is much rhetoric around the concept of the number of police and the amount of crime, the following facts are indisputable. Over the past six years of plummeting numbers of police, homicides have increased 75%, armed carjackings have increased 227%, armed robberies have increased 46% and, most tragic and alarming, last year alone, the juvenile homicide rate doubled. These statistics I have mentioned are citywide. If one parses out the data to the neighborhood level, some of these communities have grown to look like warzones."

The measure now goes to the Senate, which should consider the bill before the end of May. Depending on the Senate's action, the resolution would then go to the president for his signature.

### Xylazine: The Latest Threat to Our Nation's Cities

The White House Office of National Drug Control Policy (ONDCP) recently designated fentanyl adulterated or associated with Xylazine as "an emerging threat to the United States" ([tinyurl.com/yc7uxcpn](https://tinyurl.com/yc7uxcpn)). This is the first time the ONDCP has exercised this authority under a law enacted in 2018. The drug is a non-opioid tranquilizer approved by the Food and Drug Administration (FDA) for veterinary use but not for human use. While national overdose death numbers have flattened or decreased for seven straight months, Xylazine is complicating efforts to reverse opioid overdoses with Naloxone and threatens progress being made to save lives and address the opioid crisis.

The Drug Enforcement Administration (DEA) reports ([tinyurl.com/2dd6y69f](https://tinyurl.com/2dd6y69f)) that:

- Between 2020 and 2021, forensic laboratory identifications of

Xylazine rose in all four U.S. census regions, most notably in the South (193%) and the West (112%).

- Xylazine-positive overdose deaths increased by 1,127% in the South, 750% in the West, more than 500% in the Midwest and more than 100% in the Northeast.

The administration will now take steps to publish a whole-of-government response that includes evidence-based prevention, treatment and supply reduction.

The FOP is engaged with Congress on this emerging threat and is supporting H.R. 1839/S. 933, the Combating Illicit Xylazine Act, which would add Xylazine to the Controlled Substances Act, listing it as a Schedule III drug for illicit use.

### FOP Pushing Bill to Examine Concussions and TBI in Law Enforcement

We know that law enforcement officers are always in harm's way, and too many officers suffer physical injuries in the line of duty. While many of these injuries are easily identifiable and medically treated immediately, internal injuries like concussions or TBI may go unnoticed or undiagnosed. Injuries like this can lead to difficulties with memory, concentration, communication and other serious medical issues. While concussions are usually considered to be a mild traumatic brain injury (TBI), even these temporary injuries can take months to heal.

Professional sports teams have protocols to follow when an athlete is subjected to a head-related injury to ensure that concussions or more serious brain injuries are identified and treated. The FOP believes law enforcement agencies should have similar protocols.

It is, for this reason, the FOP worked with staff in the offices of Senators John Cornyn III (R-Texas) and Catherine Cortez Masto (D-Nev.), as well as Representatives Daniel R. Crenshaw (R-Texas) and Angela D. Craig (D-Minn.) to develop legislation to help address the impact that concussions and TBI have on law enforcement officers. These members of Congress have introduced H.R. 2548/S. 894, the Public Safety Concussions and Traumatic Brain Injury Health Act.

The legislation will help provide agencies with the ability to establish these protocols by directing the Centers for Disease Control and Prevention (CDC) to expand its current

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FOP JOURNAL // MAY 2023





# Faster, Simpler Presumptive Narcotics Testing

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- Measure through common packaging materials
- 24/7 access to online help and reachback support



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## WASHINGTON REPORT

Continued from page 34 >

data collection efforts on concussions and TBI to include, and make publicly available, information on these types of injuries incurred by public safety officers. The CDC will then provide recommendations and protocols for identifying, treating and diagnosing concussions and other serious brain-related injuries received by public safety officers. The bill also directs the CDC to disseminate information to mental health professionals on the connection between concussions and traumatic brain injuries with acute stress disorders and suicidal inclinations so that we have a greater understanding of the serious implications of officers who have undiagnosed injuries to their brains.

We believe that this bill will be the first step in addressing the impact concussions and TBI have on officers and help them get the treatment they need to recover from these injuries.

### Other Legislative Activity

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

- **H.R. 1719/S. 930**, the Honoring Our Fallen Heroes Act, would categorize duty-related cancer fatalities as a line-of-duty death under the Public Safety Officers' Benefits program.
- **H.R. 2620**, the Federal Firearms Licensee Protection Act, would make federal firearms license thefts a federal offense punishable by up to 20 years in prison.
- **H. Res. 285** is a resolution calling on Congress to respect the rights of law enforcement officers and establish a bill of rights for them.
- **S. 311**, the U.S. Customs and Border Protection Officer Retirement Corrections Act, would recognize the officers impacted by a detrimental retirement mix-up at the hands of U.S. Customs and Border Patrol and award them the retirement benefits they paid for and were initially guaranteed.
- **S. 972**, the Filling Public Safety Vacancies Act, provides a one-time boost of \$162 million for the hiring program administered by the Office of Community Oriented Policing Services (COPS).
- **S. 994**, the Strong Communities Act,

would help build on the community-policing model by establishing a grant program for local law enforcement agencies to assist in recruiting officers from their own community.

- **S. 1080**, the Cooper Davis Act, would require social media providers to report all suspected illicit drug activity occurring on their platforms to the DEA.
- **S. 1170**, Project Safe Childhood, updates and expands provisions included in the original Project Safe Childhood initiative launched by the U.S. Department of Justice.
- **S. 1207**, the Eliminating Abusive and Rampant Neglect of Interactive Technologies (EARN IT) Act, would establish a National Commission on Online Child Sexual Exploitation Prevention in an effort to combat the sexual exploitation of children on the internet.

### Get the Latest News!

Make sure you are signed up to receive the **National FOP's Weekly Update!** The update is a valuable tool for members and local lodges to keep them up to date on the latest information on legislation important to law enforcement and the news from our nation's capital. To sign up to receive the update via email, please visit [tinyurl.com/pw73z96p](https://tinyurl.com/pw73z96p).

We encourage all FOP members to check out our social media pages, as the daily posts inform our members and the public. Follow the National FOP on:

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

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

### Tune in to the Blue View Podcast!

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

On one of the recent episodes of the *Blue View*, "The Last Line of Defense: Why School Resource Officers Are Needed Now More Than Ever" ([tinyurl.com/2p8th9rx](https://tinyurl.com/2p8th9rx)),

National FOP President Patrick Yoes hosted Clyde Boatwright, the president of the Maryland State Lodge.

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

### Give to the FOP PAC!

The National Fraternal Order of Police Political Action Committee (NFOP PAC) needs your help! We need our members to contribute to ensure that our PAC has the ability to support candidates who will fight for our officers and the issues that are important to them. One lodge, in particular, the Long Beach Police Officers Association, raises over \$1,000 per month for the PAC. And this is just one lodge! If lodges nationwide were to follow their lead, the NFOP PAC would have the resources it needs to make a nationwide impact.

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

We can accept one-time donations, but we encourage members to sign up for recurring, monthly contributions using their credit card. This is the most effective and reliable way to contribute.

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

To donate online, please visit [tinyurl.com/2p8ec7xf](https://tinyurl.com/2p8ec7xf).

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

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



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# Murder Conviction of Alabama Officer William Darby Overturned by Court of Appeals

On March 24, 2023, the Alabama Court of Criminal Appeals reversed and remanded Officer William Darby's murder conviction and ordered a new trial. The Appeals Court held that "The proper perspective from which to evaluate a police officer's use of deadly force in such situations is indeed that of a reasonable police officer in the same situation." The Appeals Court concluded that the trial court's failure to give the requested *Graham v. Connor* jury instruction was reversible error. Officer Darby had been found guilty of murder and was sentenced to 25 years of imprisonment.

The case stems from a distress call wherein Alabama officers encountered a man in his home with a gun. The man (Jeffrey Parker) was threatening suicide. Prior to Officer Darby's arrival on scene, a fellow officer was located inside the home with Mr. Parker. The fellow officer relayed that Mr. Parker was "strung out on drugs." She further testified that Mr. Parker was holding a gun and that she walked into the "fatal funnel" with her gun down.

Officer Darby confronted his fellow officer with her weapon in her right hand pointed at the ground, standing directly in front of a man holding a gun, contrary to training. Officer Darby feared for his fellow officer's life. Officer Darby moved into the house and ordered Mr. Parker to drop the gun in his hands. Mr. Parker "shrugged his shoulders and shook his head, like he was calling a bluff, no emotion." Officer Darby told Mr. Parker to drop the gun in his hand three times. On the third time, when Mr. Parker disobeyed the order, he saw the gun move and fired one shotgun round at Mr. Parker, killing him. Between all officers on scene, Mr. Parker was ordered to drop

## Just the Facts:

» In March, the Alabama Court of Criminal Appeals reversed and remanded Officer William Darby's murder conviction and ordered a new trial. The case stems from a distress call wherein Alabama officers encountered a suicidal man in his home with a gun. Officer Darby told the man to drop the gun in his hand three times. On the third time, he saw the gun move and fired one shotgun round, killing him. Between all officers on scene, the man was ordered to drop the gun in his hand seven times.

the gun in his hand a total of seven times.

Officer Darby was criminally indicted for his actions and tried for murder. He requested — and the trial court refused — the following jury instructions related to his use of deadly force:

"35. The reasonableness of an officer's actions in using deadly force must be objectively reasonable judged from the perspective of a reasonable officer on the

determine an officer's culpability for using force while on duty — in both civil and criminal matters. *Graham* and *Garner* provide the applicable reference points to articulate the circumstances in which a police officer — different than a civilian — is permitted to use force. The National FOP asserted that during Officer Darby's criminal trial, ample evidence was introduced that would support an argument that Officer Darby reasonably believed that Parker presented an imminent threat of deadly force to his fellow officer.

Alabama had never addressed this issue. However, several state and federal courts do apply *Garner* and *Graham* in reviewing criminal convictions arising from a police officer's use of deadly force. In its brief, the National FOP offered the following states as examples for Alabama to follow: Ohio (*State v. White*, 2013-Ohio-51, 988 N.E.2d 595 [Ohio Ct. App.]); Maryland (*State v. Pagotto*, 361 Md. 528, 361 A.2d 97 [Md. 2000]); Connecticut (*State v. Smith*, 73 Conn.App. 173, 807 A.2d 500 [Conn. App. Ct. 2002]); and New Mexico (*State v. Mantelli*, 131 N.M. 692, 2002-NMCA-033, 42 P.3d 272 [N.M. Ct. App.]).

In reversing Officer Darby's conviction, the Appeals Court found that "requested instruction No.

**Between all officers on scene, Mr. Parker was ordered to drop the gun in his hand a total of seven times.**

scene, the fact that officers are forced to make split-second decisions a[n]d in light of the facts and circumstances confronting them at the the (sic) time."

The National FOP filed an amicus brief in support of Officer Darby's appeal of his conviction. In its brief, the National FOP argued that *Graham v. Connor* and *Tennessee v. Garner* set forth the appropriate standards to





35 would have explained that, in determining whether Darby's use of deadly force was reasonable, the jury must evaluate his actions from the perspective of a reasonable police officer in the same situation. According to Darby, that instruction was required because, he says, "It is a correct statement of law and it was critical to his defense, which was that a reasonable police officer in the same situation

would have perceived, based on the officer's training, that Parker's conduct represented the imminent use of deadly force." The Court supported its holding, citing the same cases from Connecticut, Ohio, Maryland and Massachusetts provided by the National FOP. The Court held that, "In cases where there is evidence to support a defendant police officer's claims that he used deadly force in self-defense or defense of another

while acting in his capacity as a police officer, the trial court should instruct the jury to evaluate the defendant's actions from the perspective of a reasonable police officer in the same situation."

This case has weighty implications for the increasing number of law enforcement officers criminally indicted for a use of force while on duty. Failing to instruct the jury on the *Graham* and/or *Garner* standards improperly eliminates any consideration of the perspective of the officer on the scene. Now, at least five states have held that it is reversible error not to provide the *Graham* and/or *Garner* standard in the jury instructions in a case where an officer is facing criminal charges for a use of deadly force while on duty. **FOP**

## FOP GENERAL COUNSEL

500 South Front Street,  
Suite 1200

Columbus, Ohio 43215

**Phone:** (614) 229-4567

**Cell:** (614) 581-1125

**Email:** [ljames@cbjlawyers.com](mailto:ljames@cbjlawyers.com),  
[cgreen@cbjlawyers.com](mailto:cgreen@cbjlawyers.com)

## WELLNESS PROVIDERS

### Chateau Recovery Midway, UT

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

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

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

### Transformations Treatment Center: Help for Our Heroes Program

Delray Beach, FL

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



# Providing Members With the Resources You Need

The Labor Services Division provides a comprehensive set of resources and services designed to ensure that no officer goes to the bargaining table alone. In addition, we provide assistance to your lodge to obtain the right to become your bargaining agent or to try to influence the public officials who determine your hours, wages, terms and other conditions of employment.

Whether your department requires contract information, experienced legal experts, training seminars or personalized labor research, the Labor Services Division stands ready to provide you with the resources you need.

The FOP is the largest professional police labor organization in the country. We know that no one can represent an officer as well as a fellow officer. FOP members access the collective knowledge of more than 370,000 law enforcement professionals.

## Resources

The Labor Services Division is staffed by full-time professionals who provide highly skilled support services on behalf of the National Fraternal Order of

## Just the Facts:

» The Labor Services Division is staffed by full-time professionals who provide highly skilled support services on behalf of the FOP to State and local lodges in labor relations. Representatives are available to travel extensively throughout the country to assist member lodges. The Labor Services Division also provides access to current information on labor issues, contracts, arbitrations and negotiations.



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

Police to State and local lodges in labor relations. Representatives are available to travel extensively throughout the country

to assist member lodges. In addition, the Labor Services staff is available to answer members' questions and provide information.

The Labor Services Division can provide access to current information on labor issues, contracts, arbitrations and negotiations. This information is essential for collective bargaining and discussions on hours, wages, terms and other conditions of employment. This system makes lodges and other labor entities dramatically more effective at improving the quality of life of our members. If you have questions or desire assistance, please contact:

NFOP Labor Services Division  
701 Marriott Drive  
Nashville, TN 37214 **FOP**

## Your Help Is Needed Now!

There are three ways to give:

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2. Visit [fop.giveback.org](http://fop.giveback.org) and register for the 5-5-5 program

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# Honoring a Law Enforcement and Military Hero

**T**he definition of service is the action of helping or doing work for someone. When you talk about Joseph Johnson, you are talking about a man who has dedicated his life to serving others through his actions and deeds. Joseph retired from a career in law enforcement and recently retired at almost 40 years in the Army. Let me tell you just a little bit about Sergeant Major Johnson's career in the Army.

SGM Johnson enlisted in the NDARNG on August 21, 1983, as a member of the 191st Military Police

***During the course of his career, Joe earned three lifesaving awards, one distinguished service award and a Medal of Valor!***

Company (MP Co.) in Mandan, North Dakota. He attended basic and advanced individual training at Fort McClellan, Alabama, in 1984 after completing high school. In December 1990, he was activated for Desert Shield/Desert Storm as a team leader with the 191st MP Co. Upon returning home, he transferred to the 1214th Medical Company (Air Ambulance) as a flight medic.

SGM Johnson transferred to the MNARNG in August 1998 as a member



of the 34th MP Co., where he performed duties as medical NCOIC squad leader platoon sergeant and operations sergeant. In 2003, he was activated in support of Operation Joint Force as a member of Stabilization Forces (SFOR 14), as the detachment first sergeant and led a 13-person detail to protect the SFOR commander. In 2006, SGM Johnson was promoted to the position of first sergeant of the 257th MP Co.

In 2009, SGM Johnson was promoted to provost sergeant major,

34th Infantry Division (Inf. Div.), and later was the J3 SGM, MNARNG. In 2015, SGM Johnson was selected as command sergeant major for Division Headquarters, Headquarters Battalion (DHHB), 34th Inf. Div. In February 2017, SGM Johnson transferred to the Office of Complex Investigations, National Guard Bureau.

SGM Johnson's awards include the Bronze Star Medal; Defense Meritorious Service Medal; Army Commendation Medal; Army Achievement Medal



(six); Army Reserve Components; Achievement Medal (nine); National Defense Medal (two); Armed Forces Expeditionary Medal; Southwest Asia Service Medal; Iraq Campaign Medal; Global War on Terrorism Service Medal; Humanitarian Service Medal; Armed Forces Reserve Medal (three); w/ M device (three); Noncommissioned Officer Professional Development Ribbon (four); Armed Service Ribbon; Overseas Service Ribbon (three); NATO Medal; Kuwait Liberation Medal-Saudi Arabia; Kuwait Liberation Medal-Government of Kuwait and many more.

In Joe's spare time, he retired after 30 years in law enforcement. Joe was 18 years old when he joined the Mandan, North Dakota, Police Department in 1985. In November 1988, Joe joined the Fargo Police Department as a dispatcher and became a sworn police officer in 1992.

During Joe's time on the Fargo Police Department, he worked Patrol, Narcotics, Criminal Investigations, DEA Task



Force SRO, FTO and truck regulatory positions. Joe retired in May 2017 with 30 years of service in law enforcement.

During the course of his career, Joe earned three lifesaving awards, one

distinguished service award and a Medal of Valor!

The highlight of Joe's career took place on his **last** day as an officer when he and another officer (FOP member) were headed to grab a cup of coffee when a call involving a cardiac arrest came over the radio. Joe was directly across the street, and both officers rushed over and performed CPR and two AED shocks, which revived the victim.

On a somewhat humorous note, as Joe was leaving work for the last time, he placed a magnetic sticker on his locker that said, "Out of service, do not use." Joe was later informed that his lieutenant found the magnet and initiated an internal affairs complaint for violating the Department's policy on hanging things on lockers. And that right there, my friends, is why it is so important to have the FOP!

Joe is currently the National trustee for North Dakota and is an outspoken advocate for the men and women serving in law enforcement. **FOP**



## FOP LEGAL DEFENSE PLAN

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

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# FOP Legal Defense Plan

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In today's environment, protecting yourself, your family, and your colleagues from administrative, criminal, and civil allegations is more important than ever. Having a strong defense partner that will stand with you during these situations is imperative.

The FOP Legal Defense Plan, administered by Hylant since 1995, is designed specifically to cover active law enforcement officers and the exposures they face every day by paying legal defense costs on behalf of participating members for the following actions and proceedings:

- **Coverage A – Administrative (includes Administrative Off-Duty)**
- **Coverage B – Civil**
- **Coverage C – Criminal**
- **Retired Law Enforcement Concealed Carry Coverage** – Retired officers can now get unlimited legal defense coverage for civil and criminal claims associated with the legal carrying and use of a concealed weapon.

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# Protection Customized for You

Hylant is proud to partner with the Fraternal Order of Police to offer the following services.

- **Fidelity Insurance**
- **Moonlighting Liability Insurance**
- **Identity Theft Coverage**
- **Directors and Officers**

## **Fidelity Insurance**

Article 19 of the F.O.P. Constitution and Bylaws requires each state and local lodge to maintain employee dishonesty coverage to protect lodge funds from dishonest acts by lodge members. The Fidelity Insurance Program is designed specifically to meet this requirement and offers many different limits to meet the needs of FOP Lodges.

## **Moonlighting Liability Insurance**

The moonlighting liability insurance program protects individual peace officers who perform extra duty jobs approved by their primary governmental employer. Moonlighting covers the defense and judgment for claims associated with this extra duty work. Coverage is extended to the non-governmental entity that has contracted the officer's services, and there are options for limits and deductibles to meet any requirement for this work.

## **IDTheft Assist**

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Learn more: <https://www.idtheftassist.com/e/fop>

## **Directors and Officers Liability Insurance (D&O)**

Directors and Officers of lodges owe certain duties of care, obedience, and loyalty. If one of these duties has been breached or is alleged to have been breached because of mismanagement of the lodge business, one's personal and/or lodge assets are at stake. D&O coverage will protect lodge officers from these types of claims and protect the assets of both the individual and the lodge.

# HYLANT



### About Hylant

Since 1995, Hylant has administered the FOP Legal Defense Plan nationwide. The plan is designed specifically to cover the law enforcement exposures faced by members and pays legal defense costs for administrative, civil and criminal allegations or proceedings. Partnering with the Fraternal Order of Police, the plan is over 100,000 participants strong and one of the broadest and largest legal plans for law enforcement officers in the country.

Hylant is one of the largest privately held insurance brokerages in the United States. Founded in 1935, the company offers comprehensive risk management consultation, alternative risk financing services, business insurance brokerage, employee benefits brokerage and consultation, small business insurance solutions and personal insurance services.

Legal defense protection is a necessity for law enforcement professionals. As the frequency and cost of allegations rise, the FOP Legal Defense Plan offers you and your lodge members a very affordable and comprehensive plan.

### Learn More

Phone: 800-341-6038

Email: [info@foplegal.com](mailto:info@foplegal.com)

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# Making a Commitment to Diversity

**T**he National Fraternal Order of Police (FOP) is the largest organization of law enforcement officers in the United States, representing more than 365,000 members nationwide. As an organization that serves and represents such a diverse group of individuals, the FOP must prioritize diversity and inclusion.

Diversity and inclusion are crucial components of any successful organization, especially for law enforcement. Therefore, the FOP must ensure that its membership reflects the diversity of its communities. This includes recruiting and retaining members from diverse backgrounds, such as race, ethnicity, gender, sexual orientation and religion.

A diverse membership enhances the FOP's ability to understand and respond to the needs of the communities it serves and fosters greater empathy and understanding among its members. This can help reduce tensions and build trust between law enforcement and the public.

In addition to diversity, inclusion is equally important. Inclusion means creating an environment where all members feel valued, respected and supported. It means providing opportunities for all members to contribute and be heard. Inclusion is not just about being present — it's about feeling like you belong.

A lack of inclusion can have serious consequences, including low morale, decreased productivity and high turnover rates. These are all issues that the FOP should be concerned about. By promoting inclusion, the FOP can create a more supportive and positive work environment for its members.

Furthermore, diversity and inclusion are critical components of effective policing. Police officers must be able



Inclusion means creating an environment where all members feel valued, respected and supported. It means providing opportunities for all members to contribute and be heard.

**A lack of inclusion  
can have serious  
consequences, including  
low morale, decreased  
productivity and  
high turnover rates.**

to work effectively with people from diverse backgrounds and understand the different perspectives and experiences that shape their interactions with law enforcement. By embracing diversity and

promoting inclusion, the FOP can ensure its members are better equipped to serve and protect all community members, regardless of their background.

Finally, promoting diversity and inclusion is simply the right thing to do. The FOP is responsible for ensuring that all its members are treated fairly and equitably. By promoting diversity and inclusion, the FOP can help to create a more just and equitable society.

In conclusion, the National Fraternal Order of Police must continue to prioritize diversity and inclusion. By doing so, it can enhance its ability to serve and protect all community members, create a more supportive work environment for its members and promote a more just and equitable society. **FOP**



# JOE'S DASH

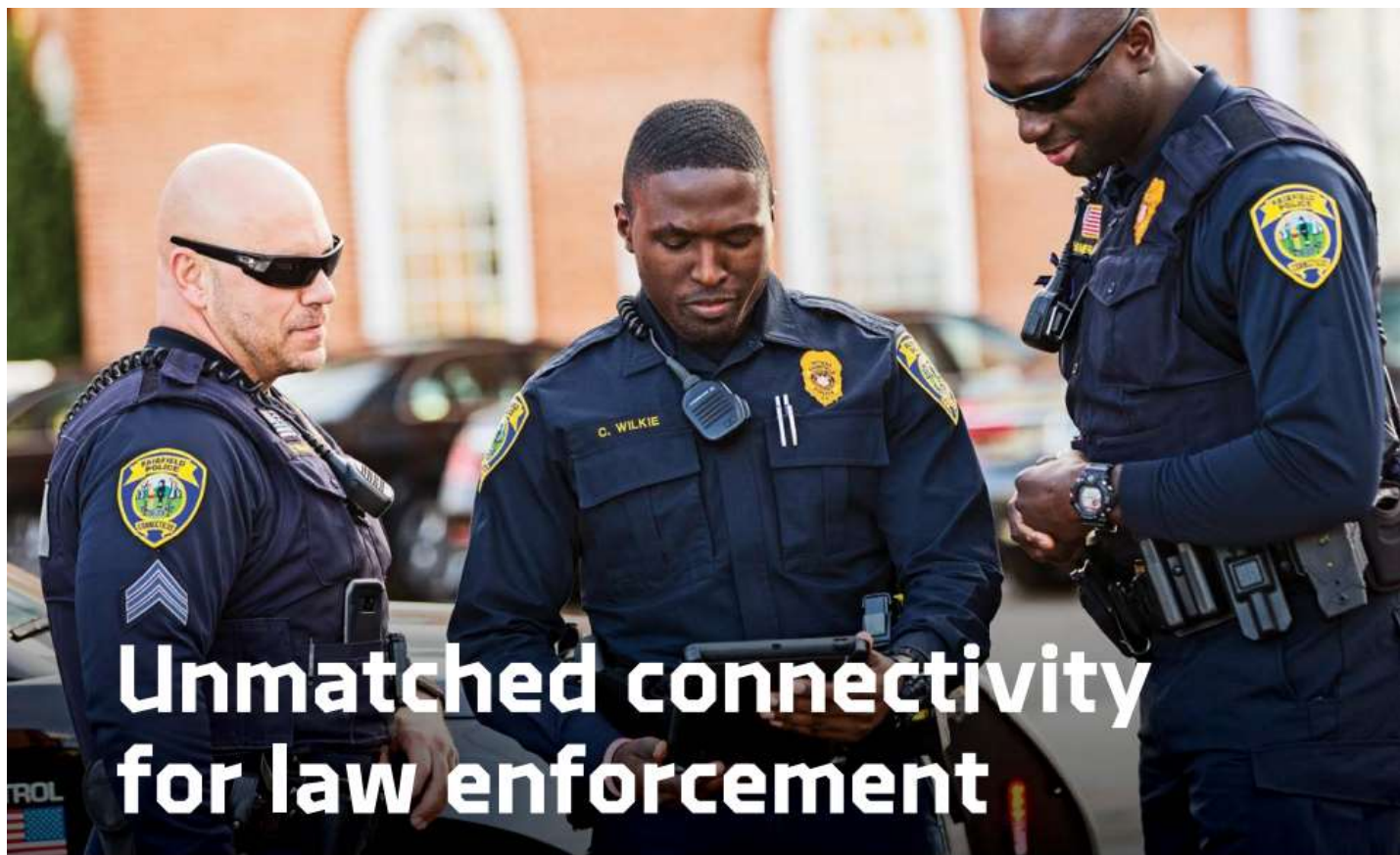
## From Million Dollar Drug Busts to Multi-Million Dollar Collections for Las Vegas Casinos

Joe Dorsey's career began on the flight deck of an aircraft carrier, one of the most dangerous work sites in the world. And it only got riskier from there. In the Coast Guard, Joe's helicopter search and rescue missions earned him lifesaving awards from Igor Sikorsky and others. As a San Diego Police Detective, and CNOA member he was assigned to San Diego NTF on its first day of operations. While working undercover to bust major dealers and disrupt cartel operations, he was honored in the DEA Museum. As an agent for the Nevada Gaming Control Board, he investigated licensing backgrounds of unscrupulous junket reps, notorious mobsters, and their associates. He was an integral part of the closure of two major casinos. Joe moved to the casino industry, as the Vice President of Security Ops for several major casinos, uncovering employee theft and gambling scams. He also developed protocol to protect the public, US Presidents, and foreign dignitaries during large special events. But it was his pioneering previously unbroken ground as a casino debt collector where Joe made his indelible mark, by turning the District Attorney's office into the official collection agency of the Las Vegas casinos. Joe personally collected millions of dollars in Europe, the middle east and Asia from players who thought they'd been safe from collections. Security and debt collecting are hidden aspects of the gaming business. *In Joe's Dash, they're revealed for the first-time ever.*

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