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Honoring 443 Officers Who Did Not Return Home to Their Families



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

The following are remarks I made at the FOP Peace Officers' Memorial Service in Washington, D.C., on May 15, 2023.

Mr. Speaker, General Garland, Secretary Mayorkas, distinguished guests, esteemed colleagues, friends and family members, I thank you for joining us today as we gather to celebrate the lives of 443 American heroes.

I ask you all to look to your left and your right; look at the sea of uniformed officers standing among us. In every community across this great nation, there are brave men and women just like those you see here, protecting life and property so that we may live in a society without fear.

They suit up and show up every minute of every day without fail and without hesitation.

Law enforcement is a calling. We don't sign up for the minimal pay that often requires overtime and extra duty to pay the bills, working on holidays or the night shift that takes us away from our families, or a second job necessary after retirement to make ends meet.

No one puts on a badge and ballistic vest every day because they want to experience the very worst of humanity, or physical and emotional scars that are carried for a lifetime.

These are the realities of a career in law enforcement. And the past three years have been a never-ending, ever-changing challenge for our profession that has tested each of us to the core.

Our lives have changed in ways that would have seemed unimaginable. Yet we stand courageously on a fine line between order and chaos.

My friends, there has never been a more dangerous or uncertain time for our profession — and still, there is a

special group of men and women who wake up every day and choose to stand on the line between good and evil.

At the end of our shift, we take pride in a job well done ... saving a life, finding a lost child, protecting a battered spouse, helping the elderly and keeping criminals out of the lives of the people we serve.

Why do we do it?

Law enforcement officers are ordinary people with a servant heart

A debt of gratitude is owed to those who show up every day and do the right thing, protecting our communities and making a difference.

who answered the higher calling of public service, and at times, we are called upon to do extraordinary things.

Today more than ever, a debt of gratitude is owed to those who show up every day and do the right thing, protecting our communities and making a difference.

Now I want you all to look toward the center of the lawn. The sheer number of white chairs is overwhelming.

These white chairs are a symbol of loss and grief ... and proof that, far too often, the worst happens and we lose a hero in the line of duty.

We gather today to pay tribute and honor the men and women who have

given their last full measure of devotion in the service to others. Many were lost after a long, valiant fight with illness, while others never had the opportunity to return home to their families at the end of their shift.

Each of those white chairs represents a hero that was taken too soon, but also our survivors — those of you who must carry on in the wake of a crippling loss that has forever altered the course of your lives and left an emptiness that can never be filled.

You all have a difficult task ahead of you ... one that often seems too heavy at times.

Know this: You are not alone. Find comfort in knowing that we all share your loss. Laugh, cry, talk about your hero often, but honor their sacrifice by finding peace, healing and living each day to the fullest.

It is my promise to you that your sacrifice will not be forgotten, nor will it be minimized ... for in honoring our brave heroes who made the ultimate sacrifice, we are ensuring the legacy of law enforcement's bravery, courage and sacrifice **that is the fabric of America.**

To our surviving families, both blood and blue, as the president of the National Fraternal Order of Police, it is my honor to stand before you today representing law enforcement officers from across this great nation to say that we stand with you, we share in your sorrow, we mourn with each of you, and we express our heartfelt gratitude and respect for your hero's courage and sacrifice.

Greater love hath no man than this, that a man lay down his life for his friends (John 15:13). **FOP**

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Never Forget

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

At the time I am writing this, we have just completed the 2023 National Peace Officers' Memorial Service in Washington, D.C. At the service, we honored 443 officers who made the ultimate sacrifice in service to our communities and our country as a whole. I would like to extend a heartfelt thank-you to everyone who contributed to make this a memorable service for the families of our fallen brothers and sisters. This includes our Memorial Committee, FOP Auxiliary, National trustees, local and federal law enforcement, and countless volunteers — thank you, all. I had the distinct honor of participating in presenting medals to some of the families of fallen officers, and later providing remarks at the wreath-laying ceremony at the National Law Enforcement Officers Memorial. It is a moment I will never forget.

When you have been in law enforcement long enough, you begin to know many people who are enshrined on that wall. They are brothers, sisters,

co-workers, friends. Oftentimes, people will ask me, how do we honor them properly? We honor them by never forgetting their sacrifice, by never letting our communities and this country forget

**We can honor them
by showing up every
day, doing the job with
pride and upholding
the oath we took to
protect the public.**

the sacrifices of our fallen brothers and sisters, and by never forgetting their families — making sure we take care of them, not just right after their loss, but months and years later. It is imperative that every family knows their Blue

Family will be there for them now and forever.

We can also honor them in another way. For the 750,000 police officers in this country, we can honor them by showing up every day, doing the job with pride and upholding the oath we took to protect the public and our communities. We honor them by showing all the people who delegitimize, denigrate and demonize law enforcement that they will not win! We will stand up for ourselves, for our profession and for the memory of those who have made the ultimate sacrifice. We honor them by being relentless in this endeavor: to protect their memory, to protect our profession and to protect future generations of officers that are yet to come.

We all must never forget.

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

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Police Week, Conference and the Types of FOP Membership



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

Brothers and sisters, I hope this June edition of the National *FOP Journal* finds you and your family safe and well. I know that many of you are planning family vacations since school is out. Enjoy this precious time together and savor the memories.

The 42nd annual National Peace Officers' Memorial Service, held at our nation's Capitol, was conducted

in stellar glory again this year. It all started with the arrival of the survivors at Washington's Reagan National Airport. From there, the families were escorted by motorcade to their hotels, with the Washington Hilton serving as the host. Survivors were presented with an orientation on the week's activities, including the various seminars, events and counseling services, as well as the Candlelight Vigil and Memorial Service. The orientations were conducted by C.O.P.S. President Patricia Carruth and her team, National FOP Auxiliary President Glenda Lehmann and her team, National FOP President Pat Yoes, me, National FOP Treasurer James Smallwood and National FOP Sergeant at Arms Keith Turney. Special thanks go out to the National Memorial Committee, and specifically Co-Chairs Andy Maybo and Matt Hagen.

The National Conference will be here before you know it. My staff is busy processing the last half per capita and preparing credentials. The rooms at the Las Vegas MGM Grand Hotel are filling up fast, so if you have not booked your rooms, do it as soon as possible. The link for the rooms and events package is foplasvegas2023.org. There are nine proposed amendments to the National Constitution, By-Laws and Rituals that will be presented to the delegates for their consideration. Your lodge will receive the proposals this month to share with your local membership. Should you have questions on any of the proposals, please contact me or any member of the National Constitution and By-laws Committee.

A question that I receive, not often, but from time to time, is what the requirements of the various types of membership are in the FOP. There are only two recognized types of membership, **active** and **honorary**.

Active members are full-time employed (at least 30 hours a week) law enforcement officers, either appointed or elected by a federal, state, county or municipal agency. This requirement also includes members who have retired from their respective agency. There is no longer a **retired** member designation in the membership system. Active members **may** include full-time employed law enforcement officers who have left their agency to do something other than law enforcement if they were a member in good standing when they left, and if their respective state and local lodges allow for the continuation of membership.

My office has several specialty cards that a state or local lodge can purchase and present as an honor for service to a member or VIP. However, there are additional requirements associated with the cards that, at times, are left out and not conveyed to the member receiving such honors. The cards are Honorary Member, Retired Member and Lifetime Member.

Let's look at some examples of dos and don'ts. A 30-year active member retires from their agency. Their lodge decides to bestow a Retired Member card on them for their service to the lodge. This is certainly permissible and actually encouraged; however, per capita to the National Lodge must be continually paid on the member in order for them to continue to have voice, vote and enjoy the various benefits from the National Lodge, including obtaining the special HR 218 (concealed carry) insurance, receiving the *Journal* or participating in the FOP benefits program. Per capita to the state and/or local lodge is the decision of the state and local lodges. Many lodges pay the per capita on their members when they

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retire from their agency, and some lodges charge their retired members a reduced fee to cover their state and National per capita payments. In any case, if a member is issued a Retired Member card and National per capita is not paid, the member is listed as **inactive** in the system. In all cases, this should be explained to the member retiring from their agency, for them to decide if they want to continue their active membership status.

The same is the case for Lifetime Member status. This is a high honor, but by simply giving this card to a member, per capita is still due in order for them to maintain active membership status. Additionally, the date listed on the card is the date issued, not the date the member joined the Order. We are exploring a suggestion of including the year when a member joined the FOP, but in order to include this, all local lodges will have to audit their membership records to ensure accurate dates are inputted in the system.

Honorary Member cards can be obtained and presented by any local or state lodge, or by the National Lodge.

The intent is to honor individuals in the community who have demonstrated outstanding support to our chosen profession or to the FOP. These honors are generally given to businesspeople, legislators, judges or others. They are not intended to be given to members

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who would otherwise qualify for active membership status. Honorary members can certainly attend meetings, serve on committees and display our emblem, if the local or state lodge allows them to, but they do not have voice or vote and cannot hold office.

In all the above scenarios, the honor is non-transferable. As an example, if I received a Lifetime Member recognition and card from Jacksonville Lodge #5-30 and I demitted my membership to Nashville Lodge #5, my lifetime membership does not transfer with me.

Our National Constitution and By-Laws excludes private police, security guards, reserve or volunteer police officers and others not specifically engaged in law enforcement as their primary livelihood or profession. These individuals should be directed to an associate lodge, and if none is available, a lodge may want to consider forming one. Should additional clarification be needed on any of these specialty cards or membership requirements, please contact me.

If I or my staff can help you in any way, please let us know. Be safe and I will see you soon. **FOP**



BLUE



VIEW

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Mentorship Just May Be One of the Answers



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

I spend a great deal of time working with law enforcement agencies across the country. You know — as the CRI-TAC guy. Participating in the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC) since its inception nearly six years ago has given me the opportunity to see policing from a unique viewpoint: ground zero.

CRI-TAC provides free training and consultation to state, local, tribal and campus communities through the COPS Office and the Department of Justice. We seem to receive requests for assistance that are very timely to what is occurring in the profession. For example, six years ago, de-escalation was the hot-button issue facing the law enforcement community. Subsequently, we received a lot of requests for training and consultation in de-escalation tactics.

After several high-profile mass demonstrations went awry across the country, we started receiving requests for mass demonstration tactics and training. Active shooter incidents brought progressive agencies to reach out to CRI-TAC to better prepare themselves for not if, but when they may be faced with such a crisis.

Before the recruitment crisis was well recognized as an emergency, CRI-TAC was receiving requests for consultations on recruitment. Ironically, when I first started talking about our recruiting dilemma in FOP circles, I was looked at rather strangely by my colleagues. We knew we had people leaving the profession; however, at the time we never imagined that our usual applicant pools would dry up so quickly. Yet that was what I saw from the assistance requests coming in.

So, what am I seeing now? Issues

surrounding retention. Agencies across the spectrum are realizing that they cannot solve our recruitment crisis without addressing retention. We are currently trying to fill a glass that has a perpetual hole in the bottom of it. Without large financial incentives for our personnel, our heroes continue to leave the profession in droves. Even with lucrative signing bonuses, applicants only stay long enough to reap the reward and then head for the hills.

Agencies across the spectrum are realizing that they cannot solve our recruitment crisis without addressing retention.

Yes, our younger workforce has differing ideals — money doesn't drive every aspect of their lives. It's important, but so is time off. Yes, our younger applicants are seeking work-life balance. Yes, they don't expect to stay an entire lifetime in one agency or one job. And yes, they are well-educated and analytical. They look at the cost/benefit aspects of the profession. They expect to be treated fairly, courteously and with respect. They won't blindly follow. They expect to have their questions adequately answered in a respectful manner. So, for you old-timers out there, yes, it's our new reality. You can get up off the floor now.

With the mass exodus from our profession, it is not only the street line officers leaving. It's sergeants, lieutenants and captains walking away, as well. Actually, as we all are aware, it's the higher ranks who have the most seniority and therefore the financial flexibility to leave. It's a giant brain drain in many of our agencies. How do I know all this? Because CRI-TAC is seeing a massive demand for first-line supervisor training and mentorship programs. Our chiefs and sheriffs are starting to see that they need to better address the needs of our younger workforce. They are starting to realize that even though they have gone above and beyond in getting people in the door, there is an intense need to keep them.

With inexperienced supervisors and a tradition of being a profession that dictates rather than encourages, we have a new dilemma on the horizon. We need to change the workforce landscape on several levels. Mentorship may just be the answer — or at least, that is what I see from requests coming in. Even when we analyze supervisor training requests, buried in that request for assistance is a mentorship component.

I'm not saying that mentorship is a solution to retention, but it is an important component in how we rebuild our profession. How do I know this? Well, the CRI-TAC tells me so, and of course I am the CRI-TAC guy. If your agency would like to explore trainings or consultations in mentorship programs or supervisory training — or just about any other conundrum facing your agency — visit the CRI-TAC website at <https://cops.usdoj.gov/collaborativereform>. Tell them the CRI-TAC guy sent you.

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



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MEMBER SPOTLIGHT

Randy Robertson

JIMMY HOLDERFIELD / NATIONAL SECRETARY

It is our privilege to recognize our featured member for June, the Honorable Randy Robertson, state senator from Georgia and past president of the Georgia FOP State Lodge. Brother Randy was elected in 2018 in the 29th Senate District in the west central portion of the state. As a career law enforcement professional, he is a powerhouse in the Georgia Legislature, advocating for his fellow FOP members and the communities they serve.

The senator and his wife, Theresa, have three children. He currently serves on the Public Safety Committee; the Insurance, Labor and Retirement Committee; and the State and Local Government Operations Committee. He is also an ex officio member of several other committees and is the only member of the Georgia Senate with a law enforcement background.

We recently were able to catch up with Senator Robertson during his busy schedule and ask about his past accomplishments, what he has recently been involved with, and his advice for current and future FOP leaders. Here's what he had to say.

What agency were you with? Tell us about your career.

I retired in 2015 after 31.5 years on the job. I joined the Muscogee County Sheriff's Office in Columbus, Georgia, in 1985 and worked my way through the ranks, starting in the jail. I worked in every part of the department, including heading up the SO's arm of the multi-state, multi-agency Metro Narcotic Task Force. I retired as a major, over the administrative bureau.

When and why did you join the FOP? How many years have you been a member?

I joined Georgia FOP Lodge #9 around 1988 and have been a member in good standing for all 35 years. We were fighting with our City Council concerning pay and benefits at the time. The Sheriff, who had forbidden any of us to join,



Randy Robertson

ended up being the one to encourage all of us to join so we could fight en masse.

When and how did you get involved in FOP leadership, and what positions have you held?

In 2000, I ran for president in a heavily contested local lodge race. It was my first foray into FOP politics. I served as Lodge #9 president for 15 years. On the state level, I was appointed to the office of conductor (now known as sergeant at arms) when the person in the position at the time resigned. After that, I successfully ran for second vice president, first vice president and president, where I served one full term prior to running for the Georgia

State Senate in 2018. I was blessed to be mentored by FOP greats like Billy Peacock, Carlton Stallings, Steve Bollinger, Dan Scoggins and JD Hawk — all past State presidents of the Georgia FOP.

What are your future plans or goals in your work with the FOP?

Currently, I am serving as the only law enforcement officer in the Georgia State Senate. In that capacity, I am proud to be able to continue fighting for officers' rights and tougher sentences for violent criminals, and recently had a law passed to prevent rogue district attorneys from refusing to do their job of prosecuting criminals and upholding the Georgia Constitution. I plan to continue fighting for our men and women who wear the badge and their families, representing their interests in our State Capitol.

What accomplishments are you proudest of in your work of advancing the FOP?

Two years ago, I was able to pass legislation that requires local and state governments to allow payroll deductions for members of the FOP so that they can take advantage of the benefits provided by the Fraternal Order of Police, to include the Legal Defense Plan. This is incredibly important in a right-to-work state like Georgia.



Members of the GA FOP with Georgia Lieutenant Governor Burt Jones, Senator Randy Robertson and Senator John Albers

Why do you think the FOP is important, and what's your favorite thing about being involved with the FOP?

The FOP serves as the voice of law enforcement across the United States. While issues may vary state to state, there is a commonality to our fight — our fight for better wages, better benefits and officer rights. There is strength in numbers, and it is not a coincidence that the largest law enforcement member organization in the United States provides the best legal defense plan. And really, that is what I love about the FOP; the size of the organization speaks for itself. We do what we do well. We are the largest law enforcement organization in America because we don't just talk the talk, we walk the walk. Yes, we have passionate discussions about how to reach the goal, but we all share the same goal: creating the best environments for our officers to work, making sure those officers make it home at the end of every shift and creating a safer tomorrow for the people we serve.

What's your "secret to success" — what helps you be effective and what keeps you motivated?

I have a quote that has been my email signature for about a decade. It's by Horace Mann, who is considered the father of public education. He said, "Be ashamed

to die without winning one victory for humanity." I have been committed to that philosophy and believe that as law enforcement officers, we are pledging to win victory after victory for our neighbors that we serve. That mindset has served as my guidepost as a law enforcement officer and an elected official.

What advice would you offer to FOP members who are thinking about getting more involved in their lodges?

Do it! Get involved and include your family. Bring your spouse, kids and extended family to events. The FOP is more than the officers who attend the monthly meetings. The backbone of law enforcement is the family that supports us and waits for us to come home. And the FOP is for them as well. Additionally, get involved in the local and state political process. Get to know the elected officials who represent you. That is where we change policy, that is where we can see long-lasting change. So, cultivate relationships with the people who make the decisions.

Is there anything else you'd like to advise your fellow members?

There is a battle being waged against law enforcement in this country, and the Fraternal Order of Police is the **only** organization successfully and effectively



Randy in the "Well" of the Georgia Senate fighting for the men and women who wear the badge. I am proud to be a member of the Fraternal Order of Police, whether it's standing in a hospitality room, at a state or national conference with people like Chuck Canterbury and Pat Yoes, or on a picket line with my fellow officers. There is an energy that only comes from being a part of an organization like the FOP that lets you know the bond we share is bigger than any one of us. That no matter what you accomplish in your life, the most important thing is that you served your fellow man and the Noble Cause. **FOP**



Lieutenant Governor Burt Jones, Beth Garcia (Randy's mother-in-law), Andee Robertson (Randy's 4-year-old daughter), Randy Robertson, Theresa Garcia Robertson (Randy's wife) and Ben Garcia (Randy's brother-in-law)

CALIFORNIA

Lodge #12 VP Wins Law Enforcement Excellence Award

CHAD JONES / CA FOP LODGE #12 PRESIDENT

Congratulations to California Federal Lodge #12 Vice President Reggie Peterson for being awarded the first U.S. Department of Defense Peace Officer Standards and Training Commission (POST) Law Enforcement Excellence Award, which was presented at the Pentagon by DoD POST Commission Director Shelley A. Verdejo.

The DoD POST Commission works to enhance the quality of



Captain Peterson with Shelley A. Verdejo



Lieutenant Commander Brian Parsons, Gordon Johnson, Captain Peterson, Mrs. Peterson and Sam McCormick

DoD law enforcement officers by establishing and maintaining a body of DoD-wide standards for selecting, training, employing and certifying law enforcement personnel. The Excellence Award is presented "in recognition of an individual's conspicuous act, achievement or culmination of actions during the

timeframe in the performance of duty resulting in an exceptional and responsible contribution to the DoD law enforcement program."

Captain Peterson works for the DoD's Navy Region Southwest Force Protection Program and is a watch commander at Naval Base San Diego. **FOP**

Check out FOP.net

Our user-friendly website keeps you up to date on the topics that affect you!

You have the power of the FOP at your fingertips with easy access to all the information you need, including:

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JOIN US FOR THE 66TH BIENNIAL *National Conference and Exposition*

AUGUST 14–17, 2023

MGM Grand Hotel & Convention Center, Las Vegas

The FOP is headed to Nevada for our 66th biennial National Conference and Expo. This event brings together law enforcement officials from all over the country to set the National FOP's goals and agenda, review and update the Constitution and By-Laws, elect the Executive Board and conduct other business of the Order. In addition, attendees have the opportunity to attend seminars, check out exciting products and services showcased by exhibitors, and connect with other members for networking, fellowship and fun.



Make your room reservations today!

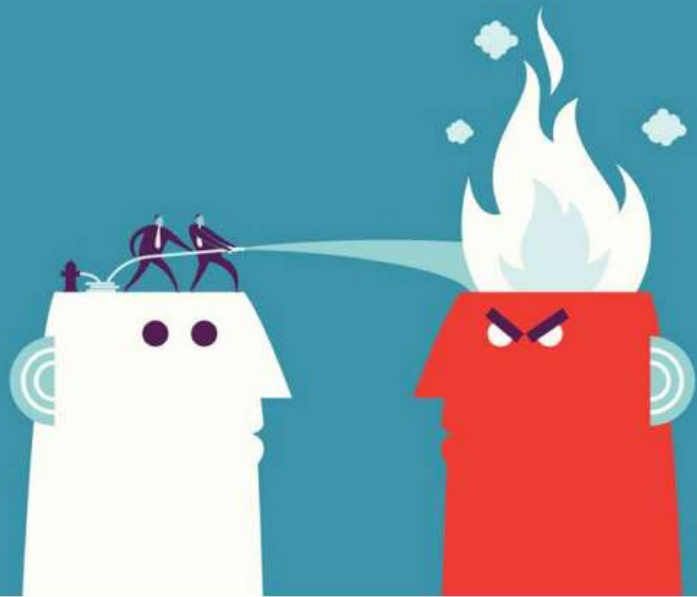
The sub-block cutoff date is June 30 and rooms are filling up fast.



For hotel information, event packages and other details, go to
foplasvegas2023.org.

Verbal Judo

SUNG JE
/ FOP/UNITED STATES CAPITOL
POLICE LABOR COMMITTEE



Verbal judo may sound like a martial art, but it is not a physical combat technique. The term “judo” means “gentle way,” which perfectly reflects the communication approach used in verbal judo.

In a nutshell, verbal judo teaches us to suppress our natural tendency to respond to an adversarial situation with equal force in favor of a structured, controlled response designed to achieve voluntary compliance from a subject.

According to Dr. George Thompson, the founder of verbal judo, the most deadly weapon police officers carry is not our firearm, but rather our words. Saying the wrong thing to the wrong person could result in fatal consequences.

To improve your communication skills when dealing with noncompliant individuals, I highly recommend reading the following article on verbal judo, which will provide you with more knowledge about this gentle art of persuasion: <https://mmachannel.com/what-is-verbal-judo-for-police-the-gentle-art-of-persuasion-explained>.

If it's been a while since you last trained with your agency, consider taking a verbal judo course or refreshing your skills. Always remember to prioritize your safety above everything else. I wish you a great day filled with blessings. **FOP**

The Five Steps of Verbal Judo

1. **ASK:** Make an ethical appeal, asking the person for compliance and giving them the opportunity to comply.
2. **SET CONTEXT:** Appeal to their reason by explaining the rules and policies that dictate why you are asking for compliance.
3. **PRESENT OPTIONS:** Clarify what's in it for them if they do comply and what could happen if they don't, so they feel in control of the outcome and aware of the potential consequences of their choice.
4. **CONFIRM:** Make a practical appeal, giving the person one last opportunity to comply and asking them if there is anything you can do or say to get them to cooperate.
5. **ACT:** Take action based on the person's response, to prevent the situation from dragging on and to follow through on the consequences of their decision.

When Using Verbal Judo, Remember **LEAPS**

Listen » **E**mpathize » **A**sk » **P**araphrase » **S**ummarize



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Photos by Jimmy Holderfield

SALUTING THE FALLEN

★ ★ ★ POLICE WEEK 2023 ★ ★ ★

Thousands of law enforcement officers, survivors and supporters gathered in Washington, D.C., in May to honor the brave men and women who made the ultimate sacrifice in the line of duty in 2022 and throughout our nation's history. Events

including the Police Unity Tour, Candlelight Vigil, National Police Survivors Conference and the FOP's 42nd annual National Peace Officers' Memorial Service ensured that our fallen heroes' legacy will never be forgotten, and their families will never walk alone. **FOP**

ROLL CALL OF HEROES

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Mickey J. Bowen*
Steven R. Finley
Darryl W. Fortner
Michael L. Gillis*
Bradley S.H. Johnson
Walter L. Johnson*
Marquis D. Moorer*
Michael K. Morgan
Kevin L. Pounders
Christopher M. Vaughn

Alaska

Curtis M. Worland

Arizona

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Jesus D. Lara III
Richard D.R. Lopez
Phillip J. Vavrinec* Jr.
Jeremy M.B. Wilkins*

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Joshua D. Caudell

Ricky A. Entmeier*
Gary R. Kelley*
Matthew C. Moore*
James R. Morgan*
Jeffery W. Neel*
Paul D. Newell
Donald M. Scoby
William J. Shibley
Michael R. Springer
Jeremiah J. Story

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Jamie J. Arakawa*



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 Robert E. Sandoval*
 Dillon M. Vakoff

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 Diane Gonzalez
 Alex A. Hamzy
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SALUTING THE FALLEN

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 Michael J. Riley*
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 Yiu T. Tao
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 Rachel E. Viemas
 Brian L. Vogel*

*The officer's death occurred in a previous year but was determined to be a line-of-duty death.





The Bi-Directional Leash

WHAT GOES UP MUST COME DOWN

JENNIFER C. ANGLIN, DHSC

Isaac Newton may have been the first to study gravity by observing apples falling from trees, but today, the phrase “What goes up must come down” is just a given. You may be wondering what this has to do with law enforcement officers; hence, the reason for this article, which looks explicitly at K-9 officers, their unique lives and their mental health — specifically, stress. As all K-9 officers know, the leash is the conduit for nonverbal, emotional language sent by the officer to the K-9. However, recent research has interesting insight from K-9 officers that reinforces the fact that this leash is a two-way street.

Stress in law enforcement is the reality for every officer — and their family. Split-second life-or-death decisions, back-to-back calls, experiencing the worst in people, and seeing, hearing and smelling inhumanity are all reasons for stress, and the consequence of this is mental health impairment. K-9 officers have a unique twist on this state of stress. These officers were non-K-9 officers first, then transitioned to life as a K-9 unit.

As one interviewed officer put it, “You’re a trooper before you get a dog. Now, you’re a trooper with a dog” (Anglin, 2023). Regular duties these officers swore an oath to perform do not change — they are just added to. These officers have the added liability of being directly responsible for another officer 24/7. If the paperwork was considered massive before becoming a K-9 officer, the added paperwork to legally protect themselves and their partner is now even more quantitatively and qualitatively involved.

As if the responsibilities of being an officer aren’t enough, the added daily logistics of ensuring the K-9 is safe, both on and off duty, are continual demands placed upon the K-9 officer. As stated by interviewed officers, “It’s like having your little kid in the back

seat where you have to constantly think of their needs too,” and “[There is] a lot more stress as a K-9 officer” (Anglin, 2023).

Additionally, one officer explained, “When we show up on a scene, all eyes are on us. If the dog doesn’t perform, it’s on me. We lead from the front — K-9s and K-9 officers are more likely to be hurt or killed — it’s extra stress that we wear. We know it up front” (Anglin, 2023).

Constant training takes officers away from personal commitments, which can add stress and strain to relationships. Family gatherings, holidays, birthdays, kids’ sports events, etc., will be missed. The commitment these officers accept, as described by interviewed K-9 officers, is much larger than they imagined it would be. Memorable quotes from several officers include:

- “You won’t understand how much of your personal time is going to be spent with your K-9. It is a massive responsibility” (Anglin, 2023).
- “We’re together 22–23 hours a day. If you can’t give that dog your whole life for 12 years, then don’t even think about [becoming a K-9 officer]” (Anglin, 2023).
- “Generally, I spend more time with him than my own wife” (Anglin, 2023).

The leash connecting the officer to the K-9 is much more than a tether. The leash portrays a type of umbilical cord between the officer and K-9 that seals an indescribable bond between them. All officers interviewed solidified the connection that developed over months or years of training and the constant interaction required, both on and off duty. This bond morphs into a lifestyle. This lifestyle and bond cannot be broken. Interviewed officers stated,

"People don't understand the bond we have" and "I am not alone. This is a very intense bond. [There is] a lot of trust" (Anglin, 2023).

Stemming off this bond is the simple fact that, often, dogs bring out the best in people. Multiple studies have shown the positive therapeutic effects of dogs with veterans suffering from post-traumatic stress disorder (PTSD). There is a reason why dogs are considered "man's best friend." Dogs have a gift for bringing peace and tranquility to those in need. This is not much different when the dog is a police K-9. Like human friends, K-9 officers are known to talk with their K-9 partners about calls, stresses and concerns. "I probably look insane talking to my dog all day. He absorbs my conversations," one officer said (Anglin, 2023).

Talking to the K-9 partner, the indescribable bond between the two and the calming effects of the K-9 just being a dog is where the study is leading. Being a police officer is stressful and can cause negative health consequences (i.e., heart disease, insomnia, PTSD, etc.). K-9 officers, although tasked with even more responsibilities, have the unique situation that they are with a dog that will give their life for them. Although some officers were reluctant to share how much they talk with their canine, significant quotes were captured describing the effects of both talking with their K-9 partner and just having him or her in their presence:

- "After a stressful call, you can open the sliding door and love on him" (Anglin, 2023).
- "He can help tremendously in de-stressing. You spend a lot of time alone together" (Anglin, 2023).
- "It's nice to get back in the car and she consoles me" (Anglin, 2023).
- "He knows if I go through something traumatic, I'll go park somewhere and I'll just be sitting there, and I'll feel his cold nose touching my cheek and I pet him" (Anglin, 2023).
- "When you get down and open that door, they're excited to see you and bring you up more after the sad calls or death calls" (Anglin, 2023).
- "I don't talk to him, but know he helps me cope with bad scenes" (Anglin, 2023).

One purpose of the National Fraternal Order of Police Division of Wellness Services is to provide wellness research to officers throughout the nation. My research was focused on K-9 officers and their unique position in the realm of law enforcement. Interviews with state troopers, sheriff's deputies and city officers provided a rich background of information on these officers' stresses from additional demands and responsibilities on one side, and the opportunity to work with a dog on the other side — an extremely well-trained, loving, often stubborn companion every time the unit goes on duty. Do these officers, therefore, have less stress due to the natural nature of their partner? No. Clearly, these officers have willingly taken on extra burdens, whether legal liability demands or extremely detailed logs of every training and deployment of their K-9. Yet, the rewards associated with this position can be life-changing for the officer. Of utmost importance in understanding the world of a K-9 officer is the term "down the leash."

Down the leash refers to that unbreakable "umbilical cord" type of communication between the officer and K-9. What the officer feels, the K-9 feels. If the officer is nervous, the K-9 will be nervous; if the officer is happy, the K-9 is happy — and all the emotions in between.

"Down the leash is very real. He feels my emotions," as one interviewed officer put it (Anglin, 2023). Every officer interviewed is absolutely convinced of the phenomena of "down the leash," and those who are not in law enforcement but are responsible dog parents can have some degree of comprehension of this. However, with the 24/7 connection, constant training, and on- and off-duty additional responsibilities between the officer and K-9, the casual dog lover cannot truly understand this phenomenon's true magnitude. Statements by several officers created for the researcher created an addition of the phenomenon called "up the leash." Although not a common interpretation, officers reflected on the simple reactions their K-9 provides that send calm, love and non-judgment to their officer. These reactions strengthen the theory that what goes up the leash must come down — and vice versa:

- "After a bad call, we go to a park and play ball. It helps both of us and we can decompress" (Anglin, 2023).
- "After bad calls, it's nice because when it's done, we can go somewhere and I can work with him or throw a ball. I can relax too" (Anglin, 2023).
- "It's a lot of added stress, but he helps relieve my stress" (Anglin, 2023).

In conclusion, K-9 officers have unique stresses once they accept this valiant responsibility to protect and serve. However, there is an unusual balance of rewards for having a successful team of an officer and K-9. Do they balance equally? No, that was clear. Stress is greater after taking on the opportunity of being a K-9 officer. However, the bond between the K-9 and the officer, unbreakable as it is, provides a level of trust, love, forgiveness and devotion "up the leash" that has shown to provide what it takes to make these officers determined to move forward with their sworn duties and dedication to their communities:

- "He is the only reason I come to work" (Anglin, 2023).
- "Without him, I'd be done" (Anglin, 2023).
- "He makes this worthwhile for me. Even though there are days he drives me insane!" (Anglin, 2023).

Being a K-9 officer is by no means a career path for every officer. But, for those who have decided to take on this responsibility, their lives will be forever changed. Demands, responsibilities and time commitments just scratch the surface of what these officers are going to endure. However, the bond created through hours, weeks, months and years of continuous hard work between the officer and K-9 creates a relationship of bi-directional trust and dedication. Emotions of the officer are directly sent down the leash to the K-9. What is often overlooked is the fact that the healthy, reassuring and non-judgmental devotion of the K-9 goes right up the leash as well. Whether welcoming the officer back to the car after a bad call, touching their cold nose to the officer's cheek after a bad call or playing ball, the two-team unit is one that is inseparable.

My advice as a researcher to all K-9 officers is to stay safe and ... play ball!

Jennifer C. Anglin is a student in the Doctorate of Health Sciences program at Indiana State University and has completed her dissertation on the study of police K-9 units. She can be contacted for further information on her research at janglin3@sycamores.indstate.edu. FOP

REFERENCE

Anglin, J.C. (2023). *Down the leash: A phenomenological study of K9 officers' stresses and rewards* [Unpublished doctoral dissertation]. Indiana State University.

PEACE OF MIND

Resources For Living Is Here to Help

Make Life Easier and More Enjoyable

Health isn't just physical. **Happiness and peace of mind** play an important role in living your best life. The **Resources For Living®** program that's included with an FOP Aetna Medicare Advantage plan may help you achieve that. With just one call, a consultant can help you find services and support in your area. And the phone call doesn't cost you anything. You'd pay the cost of any services you decide to use. This may include:

Help at home:

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- Car care/maintenance
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- Lawn and landscape
- Housing (short- and long-term)
- Realtors

Out and about:

- Classes to learn skills and explore personal interests
- Transportation
- Social and recreational activities

Help for your caregivers:

- Caregiver support groups
- Respite facilities for short-term care to relieve caregivers
- Life assistance to manage everyday issues

Find out how to start using these services by calling **(866) 370-4842 (TTY: 711)**, Monday through Friday, 8 a.m. to 6 p.m. in all time zones. **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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A Degree Can Move You Forward

One of the most appealing things about a degree in criminal justice is how versatile it is. Not only does it open doors for a career in local, state or federal law enforcement, but there are also opportunities for careers in corrections, forensics, probation and parole, plus security and cybersecurity in the private sector. It can also lead to career advancement and specialization.

At Ashland University, we have a criminal justice bachelor's degree program that's 100% online for added flexibility.

- Courses begin every eight weeks.
- You have access to courses 24/7, so you can complete them when it's convenient for you.
- You can complete your degree in less than two years if you already have

an associate degree.

- You can choose one of five areas of specialization: criminal justice generalist, law enforcement administration, correctional administration, criminology and research, or legal studies.

Special Benefits

AU offers cost-saving benefits to adult learners, veterans and Fraternal Order of Police members and first responders:

- There is a 15% tuition discount for members of the FOP, first responders and their immediate families.
- You may receive up to 30 hours of credit for life and work experience through a Prior Learning Assessment Portfolio.

- You may receive transfer credit for previous college courses.
- Veterans who served in the armed forces for at least 36 months after September 10, 2001, have the Federal Yellow Ribbon program available. AU matches funding provided by the Veterans Administration up to a total of \$11,000.

Our Faculty

Ashland University professors have both academic and professional experience in criminal justice, with many connections in the field. That's how they can invite expert speakers, such as judges, coroners, investigators and FBI agents, to supplement their teaching.

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 fopconnect.com/education-connect/about-the-consortium.



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Minneapolis, MN



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Tiffin, OH



San Diego, CA



Forest City, IA



La Jolla, CA



Cincinnati, OH

NFOPU SPOTLIGHT

Continued from page 34 >

Career Opportunities

If you're already in law enforcement, a bachelor's degree in criminal justice can prepare you for promotion within your current agency or for advancement to a specialty position.

And if you're new to criminal justice, the Bureau of Labor Statistics expects jobs to grow 7% through 2030.

One Student's Experience

Chief Michael Flynn has been active in law enforcement for 43 years, 38½ with the Franklin County Sheriff's Office. Flynn, who now holds the rank of chief deputy, has worked in every division as both a deputy and supervisor.

"I enrolled at Ashland to finish a degree I started years ago," Flynn said. "I have found the professors to be very approachable and willing to help students learn and succeed. The biggest reason I chose Ashland was the flexibility the

program offers. I work full time, coach high school basketball, and continue to work towards my degree, so the flexibility was a must for me."

A recipient of numerous awards and citations throughout his career, including the Medal of Honor, Medal of Merit and Criminal Division Supervisor of the Year, Flynn started working on a bachelor's degree in criminal justice/police science in 2020 and is almost finished.

"I have enjoyed the experience and only have four classes to complete my degree," he said. "I would recommend Ashland to anyone wanting to further their education."

Not Ready for a Degree?

If you're not ready to commit to a degree program, Ashland University also offers a five-course Criminal Justice Administration Certificate you can complete in a year. The certificate program focuses on leadership and decision-making as it relates to criminal justice agencies, as well as program and policy development skills for criminal justice administrators.



Franklin County Sheriff's Office Chief Deputy Michael Flynn

Meet the Program Director

To learn more about the online criminal justice program at Ashland University, meet the director, Anne Strouth, via Zoom on June 15 at noon Eastern Time. To register, visit <https://apply.ashland.edu/register/CJMeetTheFaculty>.

You can also reach her directly by email at astrouth@ashland.edu or by phone at (419) 289-5258. **FOP**

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FOP Top Priorities Introduced in House and Senate



Collective Bargaining Bill

Representatives Peter A. Stauber (R-Minn.), Daniel T. Kildee (D-Mich.) and 11 other co-sponsors introduced H.R. 3539, the Public Safety Employer–Employee Cooperation Act, a top legislative priority.

The FOP has partnered with the International Association of Fire Fighters (IAFF) to support this legislation recognizing the fundamental right of public safety employees — primarily law enforcement officers and firefighters — to form and join unions and bargain collectively with their employers over wages, hours and working conditions. Because this right has not been recognized in every state, public safety employees are too often denied any opportunity to influence the decisions that affect their careers and livelihoods.

Public safety occupations are unique, and their labor relations need to reflect that. The legislation would empower the Federal Labor Relations Authority (FLRA) to govern the labor–management relationship in those cases where state laws are not in substantial compliance with the bill’s basic, minimal requirements. The bill specifically prohibits strikes and lockouts, and would not change any state’s existing right-to-work laws nor undermine existing state collective bargaining laws.

Our Washington, D.C., staff is working on getting a Senate companion measure introduced soon.

Expanding 6(c) Retirement for All Federal Law Enforcement Officers

Senators Cory A. Booker (D-N.J.) and J.D. Vance (R-Ohio) have reintroduced S. 1658, the Law Enforcement Officers Parity Act, a top legislative priority for

Just the Facts:

» Several of the FOP’s major priority bills were recently introduced in Congress: the Public Safety Employer–Employee Cooperation Act and Law Enforcement Officers Parity Act in the House, and the LEOSA Reform Act in the Senate. A number of other FOP-supported measures were advanced during National Police Week, and President Patrick Yoes joined several representatives at a press conference urging Congress to consider the Protect and Serve Act to expand existing federal laws on assaults for individuals who target law enforcement officers. The FOP is also supporting many more bills that strengthen law enforcement and promote public safety.

the FOP. This legislation is the Senate companion bill to H.R. 1322.

This legislation would provide **all** federal law enforcement officers with 6(c) retirement benefits and the ability to retire after 20 years of service after the age of 50 or after 25 years of service at any age. If it is enacted, thousands of officers serving in agencies within the U.S. departments of Defense and Veterans Affairs, as well as those employed by the FBI Police, U.S. Postal Service, Federal Protective Service, National Institute of Health, U.S. Mint, and Bureau of Engraving and Printing, will receive the same enhanced benefits as their federal law enforcement counterparts in other agencies throughout the federal government.

LEOSA Reform Act Introduced in the Senate

Senators John N. Kennedy (R-La.), Thomas R. Tillis (R-N.C.) and Richard L. Scott (R-Fla.) introduced S. 1462, a bill the FOP helped develop and draft, which would amend the Law Enforcement Officers’ Safety Act, commonly referred to as H.R. 218. Current law exempts qualified active and retired law enforcement officers from local and state prohibitions on the carriage of concealed firearms, but there are areas in which the federal law lacks

clarity. This legislation would amend the law to ensure that these officers are able to carry in the same venues as civilian concealed carry permit holders in areas like schools and national parks, as well as use public transportation. It would also extend the exemption to include magazine capacity and would allow active and retired law enforcement officers to access services at U.S. post offices, Social Security Administration offices or Veterans Affairs facilities without disarming. This is the companion bill to H.R. 354.

National President Joins Representatives to Push for Protect and Serve Act

National President Patrick Yoes was in Washington, D.C., for National Police Week and joined Representatives John H. Rutherford (R-Fla.), Joshua S. Gottheimer (D-N.J.) and Peter A. Stauber (R-Minn.) at a live press conference to urge Congress to consider and pass H.R. 743, the Protect and Serve Act.

You can watch National President Yoes’ interview following the press conference on the bill at [youtube.com/watch?v=xTLEnB0JMFI](https://www.youtube.com/watch?v=xTLEnB0JMFI). You can watch news coverage of the press conference at [youtube.com/watch?v=-fFXvch96uY](https://www.youtube.com/watch?v=-fFXvch96uY).

The legislation, which is an FOP priority, would expand existing federal laws on assaults by adding a new section (120) to 18 USC Chapter 7. This would apply to individuals in certain, specific circumstances who deliberately target law enforcement officers with violence and was drafted as a direct response to the increased number of law enforcement officers who have been targeted for attack.

The legislation is pending before the House Committee on the Judiciary — in fact, the FOP pressed House and Committee leadership to consider the bill during National Police Week. The bill currently has 72 co-sponsors.

The Senate companion measure is being led by Senators Thomas R. Tillis (R-N.C.) and Sherrod D. Brown (D-Ohio). We continue to work with these senators to get the companion measure introduced soon.

Senate Votes to Protect the Labor Rights of D.C. Police

In January, the D.C. City Council passed the Comprehensive Policing and Justice Reform Amendment Act (CPJRAA) — which was enacted by the council without the signature of Mayor Muriel E. Bowser. The legislation would make the city and its residents less safe and strip D.C. Metropolitan Police Department (MPD) officers of basic employment rights related to collective bargaining.

With our nation facing twin crises in law enforcement — a spike in violent crime and difficulty in finding new officers and keeping good officers — the D.C. Council's action is extremely problematic and sets a very bad example for the country and its cities.

However, under existing federal and D.C. law, Congress has a limited time to “disapprove” of any legislative action taken by the D.C. Council. The National FOP supports congressional disapproval of the council's action and endorsed H.J. Res. 42 and S.J. Res. 26, which would nullify the CPJRAA.

In April, the House considered and passed H.J. Res. 42 on a 229–189 vote, and, during National Police Week, the Senate passed the same resolution on a 56–43 vote. The measure now goes to the president for further consideration.

Unless the president signs the resolution, the CPJRAA will go into effect



and the right of thousands of FOP union members to bargain collectively with the city over disciplinary procedures — a right enjoyed by every other public-sector union — will be lost by the D.C. police union.

Congressional Actions During National Police Week

The House passed the following measures, all of which will be transmitted to the Senate for further action:

- **H.R. 2494**, the Protect Our Law Enforcement With Immigration Control and Enforcement (POLICE) Act, which passed on a 255–175 vote



- **H.R. 3091**, the Federal Law Enforcement Officer Service Weapon Purchase Act, which the FOP supports, which passed on a 232–198 vote
- **H. Res. 363**, a resolution honoring officers lost in the line of duty in 2022
- **H. Con. Res. 40**, a resolution condemning the looting, rioting and violence in the summer of 2020, recognizing certain rights of law enforcement officers, and condemning efforts to abolish or defund law enforcement

The Senate Committee on the Judiciary considered and passed the following bills, all of which are supported by the FOP, and which are now pending on the Senate floor:

- **S. 546**, the Recruit and Retain Act, which would expand the scope of the Hiring Program administered by the Office of Community Oriented Policing Services (COPS) to allow funds to be used to reduce application fees and other similar costs for job applicants
- **S. 994**, the Strong Communities Act, which 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

Continued on page 40 ➤

Top Priorities in Brief

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

House: 260 co-sponsors (76 R, 184 D)

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

Urge Congress to pass it:
tinyurl.com/ycxk6pay

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

House: 49 co-sponsors (15 R, 34 D)

Senate: 1 co-sponsor (1 R)

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

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

House: 12 co-sponsors (5 R, 7 D)

Senate: Not yet introduced

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

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

House: 29 co-sponsors (29 R)

Senate: 2 co-sponsors (2 R)

Urge Congress to pass it:
tinyurl.com/3w4br4sj

H.R. 743, the Protect and Serve Act

House: 67 co-sponsors (59 R, 8 D)

Senate: Not yet introduced

Urge Congress to pass it:
tinyurl.com/3uzdafpk

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

WASHINGTON REPORT

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- **S. 1387**, the Project Safe Neighborhoods Reauthorization Act, which would reauthorize critical funding and support for local law enforcement agencies and community organizations that help reduce violent crime and enhance public safety
- **S. 1530**, the COPS on the Beat Grant Program Parity Act, which allows underserved and rural communities greater flexibility to use COPS grants to raise law enforcement salaries to help retain good officers and improve recruitment efforts

Earlier in May, the Senate Committee on the Judiciary considered and passed **S. 1207**, the Eliminating Abusive and Rampant Neglect of Interactive Technologies (EARN IT) Act, via voice vote. This bill, which is supported by the FOP, would establish a National Commission on Online Child Sexual Exploitation Prevention with the purpose of creating a voluntary list of best practices with respect to preventing, reducing and responding to the online exploitation of children. The bill is pending before the Senate.

The Senate Committee on Homeland Security and Governmental Affairs considered and passed **S. 311**, the U.S. Customs and Border Protection Officer Retirement Technical Corrections Act, which the FOP supports. The bill 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.

Other Legislative Activity

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

- **H.R. 2722**, the Providing Child Care for Police Officers Act, which would establish a grant pilot program to provide childcare services for the minor children of law enforcement officers to accommodate the shift work and abnormal work hours of such officers, and to enhance

recruitment and retention of such officers

- **H.R. 2949/S. 1331**, the Public Service Loan Forgiveness (PSLF) Payment Completion Fairness Act, which would aid our nation's public servants, including law enforcement officers, firefighters and first responders, by forgiving the remaining balance of their federal direct student loans after 10 years of qualifying public service and payments
- **H.R. 3170/S. 1514**, the Homes for Every Local Protector, Educator and Responder (HELPER) Act, which would create a home loan benefits program for first responders and educators based on the successful U.S. Department of Veterans Affairs home loan program available to our nation's veterans
- **H.R. 3091/S. 1585**, the Federal Law Enforcement Officer Service Weapon Purchase Act, which would allow federal law enforcement officers to purchase retired service weapons
- **H.R. 3539**, the Public Safety Employer–Employee Cooperation Act, which would recognize the fundamental right of public safety employees — primarily law enforcement officers and firefighters — to form and join unions and bargain collectively with their employers over wages, hours and working conditions
- **S. 474**, the Revising Existing Procedures on Reporting via Technology (REPORT) Act, which would provide the CyberTipline, a critical tool for law enforcement run by the National Center for Missing and Exploited Children, with the necessary resources and infrastructure needed to protect children from digital exploitation
- **S. 1199**, the Strengthening Transparency and Obligation to Protect Children Suffering from Abuse and Mistreatment (STOP CSAM) Act, which would combat the sexual exploitation of children by supporting victims and promoting accountability and transparency by the technology industry

- **S. 1306**, the COPS Reauthorization Act, which would reauthorize the Office of Community Oriented Policing Services (COPS) and all the programs it administers through 2029
- **S. 1387**, the Project Safe Neighborhood Grant Program Authorization Act, which would reauthorize critical funding and support for local law enforcement agencies and community organizations that help reduce violent crime and enhance public safety
- **S. 1447**, the Bipartisan Solution to Cyclical Violence Act, which would authorize the U.S. Secretary of Health and Human Services (HHS) to select existing violence prevention or intervention programs, administered by state and local trauma centers, to receive federal grants to expand existing programs, study the effectiveness of those programs, and examine their impacts on reincarceration and readmittance rates

- **S. 1462**, the LEOSA Reform Act, which would amend the Law Enforcement Officers' Safety Act
- **S. 1507**, the Providing Officers With Electronic Resources (POWER) Act, which would establish a grant program within the Office of Community Oriented Policing Services (COPS) to aid state and local law enforcement in obtaining portable chemical screening devices to identify the substances they encounter daily
- **S. 1530**, the COPS on the Beat Grant Program Parity Act, which would allow underserved and rural communities greater flexibility to use COPS grants to raise law enforcement salaries to help retain good officers and improve recruitment efforts
- **S. 1658**, the Law Enforcement Officers Parity Act, which would expand the definition of "law enforcement officer" as it applies to salary and retirement benefits so that all federal law enforcement officers will have access to them
- **S.J. Res. 26**, a resolution

disapproving of the D.C. City Council-passed Comprehensive Policing and Justice Reform Amendment Act (CPJRAA), which would make the city and its residents less safe and also strip D.C. Metropolitan Police Department (MPD) officers of basic employment rights related to collective bargaining

Get the Latest News!

The **National FOP's Weekly Legislative 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.

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)
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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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WASHINGTON REPORT

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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 at youtube.com/@GLFOP! National President Patrick Yoes hosts the podcast, which has featured guests from Capitol Hill and within the FOP, as well as law enforcement experts and leaders from around the country, to gain better insight into the issues and current events in the law enforcement community.

On one of the recent episodes of *Blue View*, "The Last Line of Defense: Why School Resource Officers Are Needed Now More Than Ever" (tinyurl.com/2p8th9rx), National FOP President Patrick Yoes hosted Clyde Boatwright, the president of the Maryland State Lodge.

The *Blue View* podcast can 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.

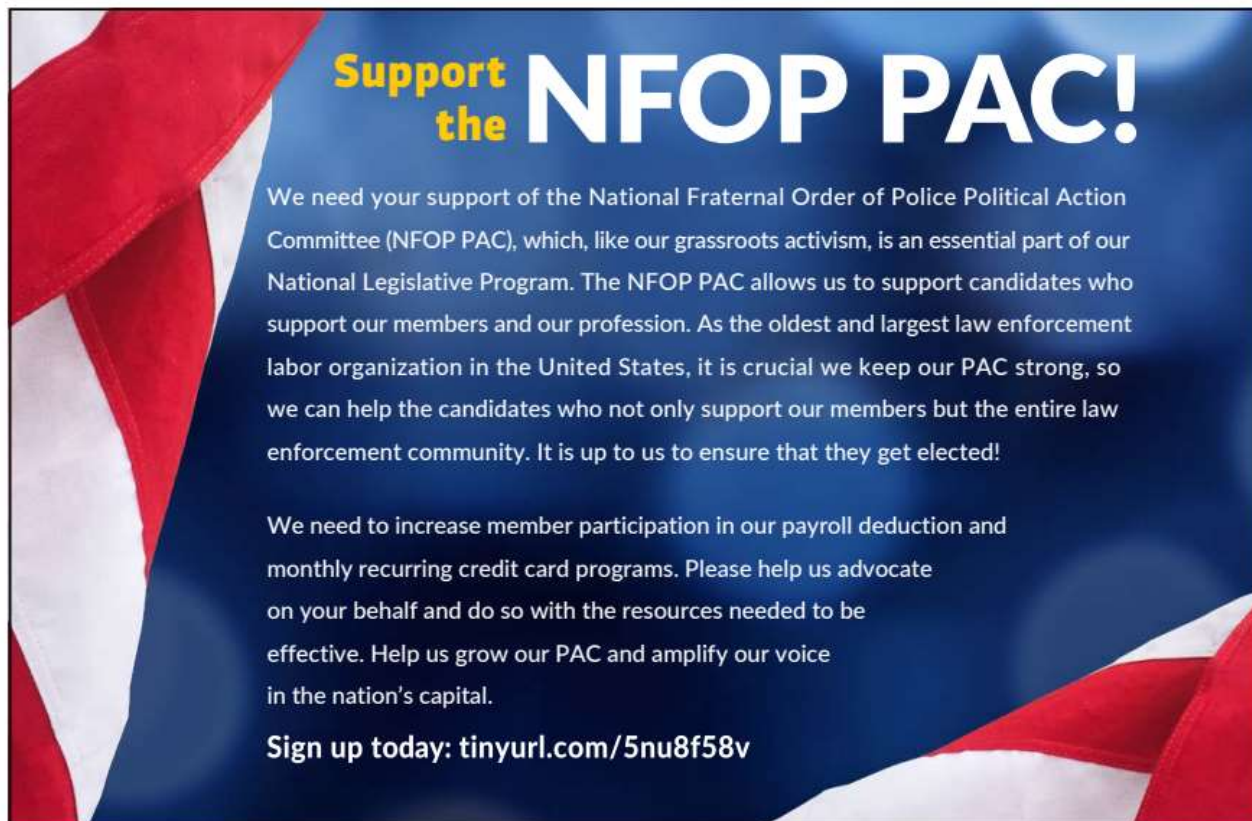
The next election is coming up fast! We are asking all FOP members to find a way to contribute to the National FOP PAC. Our profession depends on having well-informed lawmakers who listen and understand the challenges facing law enforcement today.

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

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



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.

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Estate Planning for Online Accounts

When we had our last will and testament drafted by our estate planning attorney, we appointed a trusted individual to serve as our executor. The job of the executor is to marshal the assets of the estate; that is, to find all the assets in our name in order to distribute them in accordance with our wishes as stated in our last will and testament. In today's world — where we do online banking with paperless statements; have more than one email account; have various social media accounts such as Facebook and Instagram; do online shopping via Amazon, Wayfair or Instacart; have delivery services such as DoorDash or Grubhub; and have various online music or book subscriptions, along with a trove of other digital accounts

Just the Facts:

» In today's world, it is important to consider how the executor of our will or the trustee of our trust will marshal all of our digital assets after we pass away. Consider these details in your estate planning in order to ensure online access to your financial accounts, mortgage, credit cards and all other information about your assets and liabilities.

that we might even have forgotten about — how is our executor going to marshal all our digital assets?

Our digital assets were opened under what is called an End User License Agreement (EULA). If we took the time to read every word of the EULA — which most of us do not — we would know that the license to use the digital account expires upon our death. Indeed,

social media accounts such as Facebook and Twitter have certain procedures when a member passes away. Facebook, for example, allows the designation of a legacy contact to look after your profile after it has been memorialized.

But what about the all-important financial accounts? In the traditional non-digital world, the postal worker was the executor's best friend. The

WELLNESS PROVIDERS

Chateau Recovery Midway, UT

chateaufirstresponders.com/programs/first-responders

FHE Health: Shatterproof Program Deerfield Beach, FL

fherehab.com/services/first-responders

First Responder Wellness by Simple Recovery Costa Mesa, CA

firstresponder-wellness.com

Harbor of Grace First Responder Program Havre de Grace, MD

harborofgracerecovery.com/first-responders

Transformations Treatment Center: Help for Our Heroes Program Delray Beach, FL

helpforourheroes.com

Warrior's Heart Bandera, TX

warriorsheart.com

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

contents of the mailbox contained the necessary clues to determine the decedent's various financial institutions, mortgage company, credit cards and all other information that would allow the executor to determine the assets and liabilities of the decedent. Nowadays, the mailbox is devoid of the clues necessary for the executor to do their job — not even the coveted extended car warranty comes through the mail!

In light of this new digital age, it may be prudent to make a list of all our digital assets to give our executor a road map to our digital life. Fortunately, legislation has kept up with the realities of today's world by the enactment of the Revised Uniform Fiduciary Access to Digital Assets Act. Balancing the need to respect the privacy of the decedent with the need of the executor to access the accounts, the executor has authority over the content of emails, tweets or chats only if the decedent expressly consented to the disclosure of such communications. Depending on the applicable state law, an executor can get access to other types of digital assets, but may need to file a petition in court to seek permission to do so. In order to potentially eliminate the need for court order, one may include a power granted

The executor has authority over the content of emails, tweets or chats only if the decedent expressly consented to the disclosure of such communications.

to the appointed executor in the last will and testament or trustee in the trust, using language similar to the following: "To have the power to access, use and control my digital devices, including but not limited to, desktops, laptops, tablets, peripherals, storage devices, mobile



telephones, smartphones, and any similar digital device which currently exists or may exist as technology develops or such comparable items as technology develops for the purpose of accessing, modifying, deleting, controlling or transferring my digital assets, and the power to access, modify, delete, control and transfer my digital assets, including but not limited to, my emails received, email accounts, digital music, digital photographs, digital videos, software licenses, social network accounts, file sharing accounts, financial accounts, domain registrations, DNS service accounts, web hosting accounts, tax preparation service accounts, online stores, affiliate programs, other online accounts and similar digital items which currently exist or may exist as technology develops or such comparable items as technology develops."

Note that, notwithstanding the grant of a power as provided above, the EULA would still control. Likewise, notwithstanding the power granted to executors and trustees under the Act, the ability of site owners to charge fees for the disclosure and/or access to accounts may serve as an economic deterrent to executors and trustees.

So, the all-important question is: How to draw the road map? Would a simple list be sufficient, or should you include your user ID and password? It goes without saying that having a complete

digital assets inventory with user ID and password is fraught with danger if it falls into the wrong hands. Perhaps this is where traditional estate planning becomes even more important. If our financial accounts, for example, have designated transfer-on-death beneficiaries, whether it be an individual beneficiary or the trustee of a trust for the benefit of one or more beneficiaries, then the designated beneficiary can walk into the financial institution with all the power and authority that comes with being the new owner of the financial account.

The information provided in this article is for informational purposes only and does not and is not intended to constitute legal advice. Readers are advised to contact their estate planning attorney to establish or modify estate plans. FOP

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Above the Fray and Out of the Penalty Box

Surely every generation has believed that they were living in extraordinary times. Well, we are living in extraordinary times. Between the 24-hour news cycle and the ever-present video recording equipment brought to us through the unstoppable march of technological innovations, there does not seem to be a moment that goes by that is not filled with commentary.

We are also living in an era where more and more our elected officials seem more committed to their celebrity than they are to their service. Inevitably and unsurprisingly, this has created a "race to the bottom" where the competition is about getting the most attention in the shortest period of time by uttering or writing the most extraordinary things possible.

Of course, this is the prerogative of elected officials. It is not the same for those who work for elected officials. Whether you know it or not, whether you agree with it or not, or whether you like it or not, elected officials set the policy, the agenda and the message on the issues. According to the *Garcetti v. Ceballos* decision by the Supreme Court, public employers have the authority

Just the Facts:

» While we are living in an era of increasing division and intense debate on hot-button issues, public employees must remember that public employers have the legal authority to regulate their speech through discipline, including termination. Although you may disagree with a policy or position, making public statements, posting on social media or being recorded in uniform when expressing your opinion can impact your career. Think about the consequences before you speak or write, be vigilant and practice restraint.

to regulate public employee speech through discipline, up to and including termination — which means that, while you may disagree with a policy or the position of an elected official, you may not have the freedom to express your disagreement and continue to work as a public employee.

This, of course, is not new. *Garcetti* was decided in 2006. What is perhaps unprecedented is the intensity of the debate on hot-button issues, such as reproductive rights since *Dobbs v. Jackson Women's Health Organization* was decided last June, or the Second Amendment debate now that we are currently experiencing more mass shootings than the number of days in the current year (202 mass shootings as of May 7, the 127th day of the year). There are other highly charged issues, such as the decriminalization of previously illegal substances or the refusal of elected officials to prosecute violations of existing laws.

Many people are very passionate about these topics. For some, these issues go to the core of who they are and are deeply rooted in their faith and U.S. history. It is not uncommon for people to engage in emotional debates or even physical fights over these topics. Some

of the mass shootings mentioned above appear to be motivated in part by people who are angry about these matters.

It is as important now as ever to be vigilant and "practice restraint of pen and tongue." Posting on social media, making public statements or being recorded in uniform when sharing an opinion can all be career-impacting decisions. This may not seem fair. But, as has often been said, "Life ain't fair." You did not give up your right to think or have an opinion when you chose to work in public service. What you did give up, however, is your right to express those thoughts and opinions without consequence to your livelihood.

So, please think! Think about whether what you want to say or write is worth losing your job or your career. Labor, like medicine, is most effective when practiced preventatively. Stay above the fray and out of the penalty box, and above all, stay safe.

If you need support, please do not hesitate to contact the Labor Services Division at (800) 451-2711 or labor@fop.net. We are here to serve. **FOP**



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



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FOP Legal Defense Plan

Planning for a Lifetime—Protect Your Livelihood

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:

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- **Coverage C – Criminal**
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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.

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IDTheft Assist provides affordable and reputable identity theft response service with advocates who do the work for you. Leading competitors simply tell you what to do when you are a victim of identity theft. For only \$10.50/month their team will react quickly to resolve and restore your financial reputation and protect your personal information so that you can get on with the important things in life.

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.

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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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