

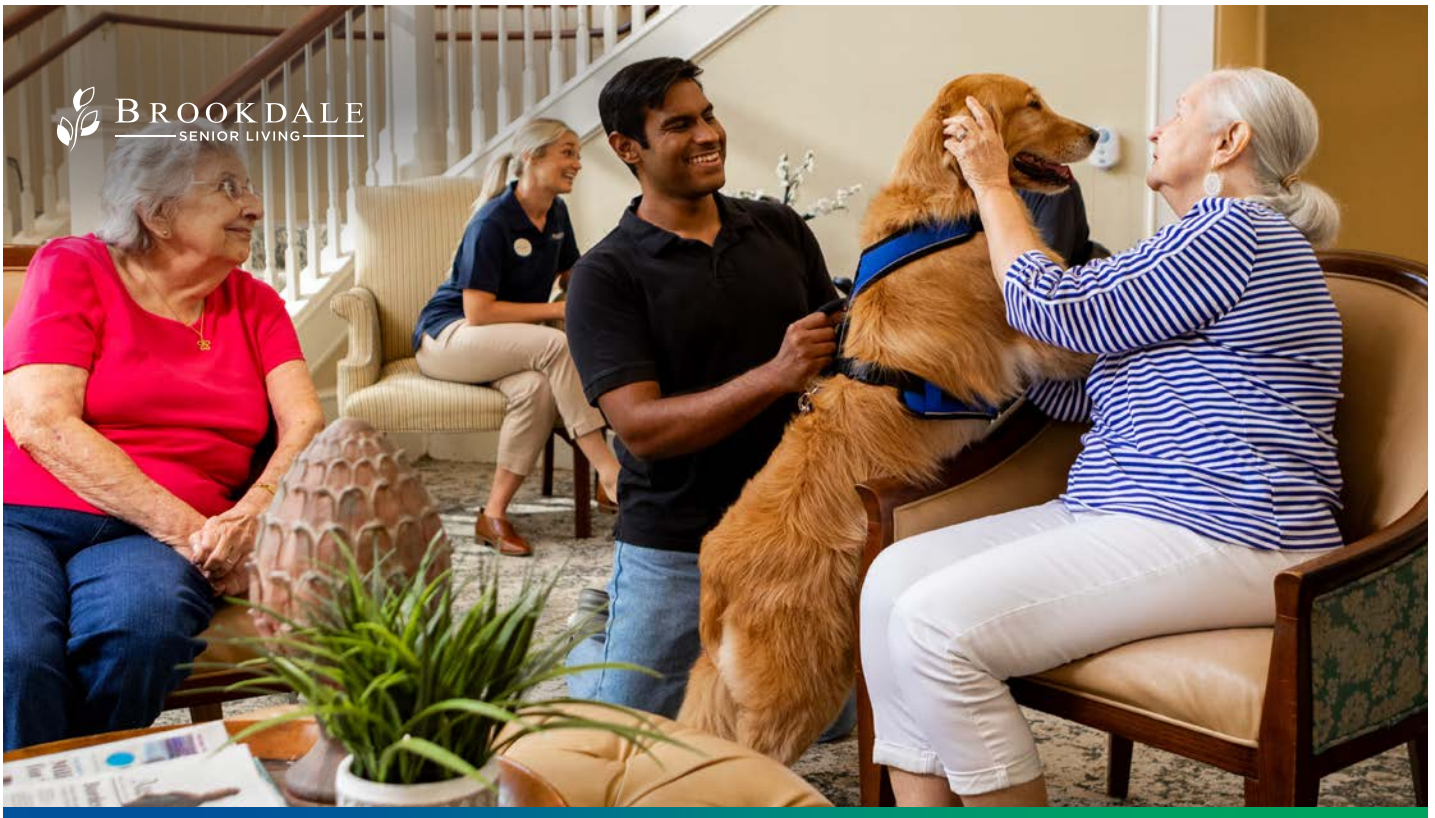
NATIONAL FRATERNAL ORDER OF POLICE

67th Biennial Conference & EXPO



August 4-7, 2025

Miami Beach Convention Center | Miami, Florida



Membership Has Its Benefits

Did you know that you and qualifying family members have opportunities to save on senior living? As a Fraternal Order of Police member, you may be eligible for exclusive discounts that can help you and your family get the lifestyle and care you deserve.



SENIOR LIVING:
7.5% OFF
monthly fee/basic service rate*



IN-HOME SERVICES:
10% OFF
services rates for in-home services**



SHORT-TERM STAY:
% DISCOUNTED RATES VARY
by community***

THESE DISCOUNTS ARE AVAILABLE TO PRACTICALLY ANYONE IN YOUR FAMILY:

- Spouse
- Adult Children
- Adult Step-Children
- In-Laws
- Siblings
- Parents
- Step-Parents
- Grandparents
- Step-Grandparents

► For more information, call **(866) 202-3690** and mention FOP or visit **brookdale.com/FOP**.

Applicable to all discounts: Residents under a Life Care Agreement are not eligible for the discounts. These discounts do not apply to any room, board or services which are paid for all or in part by any state or federally funded program. Discounts are available to members and their family members, including spouse, adult children, siblings, parents, grandparents, and corresponding in-law or step adult children, siblings, parents, and grandparents through current spouse. Discounts cannot be combined with any other offer or discount. Further restrictions may apply.

* The Senior Living discount is only applicable to new residents of a Brookdale independent living, assisted living, or memory care community admitting under an executed residency agreement. Discount applies only to the monthly fee/basic service rate, excluding care costs and other fees and is calculated based on the initial monthly fee/basic service rate.

** The In-Home Services discount is only applicable to new clients of personal assistance services by a Brookdale agency under an executed service agreement.

*** A Short-Term Stay discount is only applicable to new residents of a Brookdale assisted living or memory care community admitting under an executed respite agreement. Discount applies to the daily rate.



**WELCOME TO
MIAMI BEACH
AND THE
67TH BIENNIAL
NATIONAL
CONFERENCE**



DEDICATED
to the
DEDICATED

Keeping you connected – on or off the job

As a first responder, your dedication to protecting and serving others is unmatched. That's why FirstNet® is here to support you with:



Prioritized connectivity

First to deliver always-on priority and preemption for voice and data across 5G and LTE spectrum, even on your own device



Reliable coverage

With 250,000+ square miles more coverage on average than commercial networks



FirstNet and Family

Get FirstNet for you and AT&T for your family on a single account – all at competitive prices that deliver value without sacrificing quality or reliability



Explore our **special offers** for first responders at [FirstNet.com](https://www.firstnet.com) or scan QR code.

TABLE OF CONTENTS

Message from the National President	pg. 7
Message from the National Secretary	pg. 9
Conference Notes and General Information	pg. 19
Conference Schedule	pg. 21
State Voting Order	pg. 23
 Section I: National Conference Agenda	
Rules and Instructions for Delegates	pg. 25
Opening Ceremonies Agenda	pg. 27
National Conference Agenda	pg. 28
Caucus Room Assignments	pg. 34
 Section II: National Officer and Committee Reports	
Executive Board	pg. 37
Past Presidents	pg. 121
Trustees	pg. 123
Legal Counsel	pg. 197
Legislative Office	pg. 212
Labor Services Division	pg. 221
Officer Wellness Services	pg. 224
Education & Outreach	pg. 227
Committees	pg. 230
 Section III: Proposed Amendments to the Constitution & By-Laws	
pg. 289	
 Section IV: Seminars	
Seminar Schedule & Locations	pg. 314
Seminar Descriptions	pg. 317
 Section V: EXPO 2025	
Exhibitor Listing – Booth Number	pg. 325
Exhibitor Listing – Alphabetical	pg. 328

NATIONAL EXECUTIVE BOARD

Patrick Yoes
President
Norco, LA

Joe Gamaldi
Vice President
Houston, TX

Jimmy Holderfield
Secretary
Jacksonville, FL

James Smallwood
Treasurer
Nashville, TN

John Hoyt
Second Vice President
Philadelphia, PA

Steve James
Sergeant-at-Arms
Westminster, CA

Rob Pride
National Trustees Chairman
Johnstown, CO

PAST PRESIDENTS

Kenneth "Chuck" Canterbury
Conway, SC

Dewey Stokes
Columbus, OH

John M. Dineen
Chicago, IL

NATIONAL TRUSTEES

Colorado	Rob Pride, Chairman
Alabama	Jay King
Arizona	Paul Sheldon
Arkansas	Allen Hamby
California	Matt Heady
Connecticut	Daniel DePinto
Delaware	Joe Fitzgerald
District of Columbia	Marinos Marinos
Florida	Michael Kelley
Georgia	Jamy Steinberg
Idaho	Gregory Austin
Illinois	Robert "Rocky" Nowaczyk
Indiana	Joe Hamer
Iowa	Donald Strong
Kansas	K.C. Blodgett
Kentucky	Dave Mutchler
Louisiana	Kelly Gibson
Maine	Mike Edes
Maryland	Sherrice Carpenter
Massachusetts	Richard Shailor
Michigan	Joe Adams
Minnesota	Ruben Marichalar
Mississippi	William Chandler
Missouri	Kevin Ahlbrand
Montana	Dan Ohl
Nebraska	John Francavilla
Nevada	David Moody
New Jersey	Kevin Vernon
New Mexico	Robert Radosevich
New York	Joseph Battaglia
North Carolina	Dennis McCrary
North Dakota	Joe Johnson
Ohio	Greg Toyecas
Oklahoma	Phil Wise
Oregon	Todd Hargrove
Pennsylvania	John Fiorill
Rhode Island	Louis Gianfrancesco
South Carolina	Terry Gaine
South Dakota	Tony Harrison
Tennessee	Johnny Crumby
Texas	Frank Plowick
Utah	Travis Brower
Vermont	Jimmy Baldea
Virginia	John Ohrnberger
Washington	Jack Simington
West Virginia	Stephen Walker
Wisconsin	Jerry Johnson
Wyoming	Ryan Cox



Mission Square

RETIREMENT

Proud supporter of the Fraternal Order of Police

MissionSquare Retirement is proud to serve those who serve their communities by helping you achieve a financially secure retirement. Thank you for your service and dedication to your community.

65167-0324



A MESSAGE FROM THE NATIONAL PRESIDENT

Dear Delegates, Members, Vendors, and Guests,

On behalf of the National Executive Board and the more than 380,000 members of the Fraternal Order of Police, it is my distinct honor to welcome you to the 67th Biennial National Conference and Exposition of the National Fraternal Order of Police, held this year in beautiful Miami Beach, Florida.

This conference stands as the highest legislative body of our great organization, where the collective voice of our membership guides the future of the FOP. Delegates from across the nation have gathered to chart our path forward, debate and adopt policy, elect national officers, and celebrate the progress we've made as the largest and most influential law enforcement labor organization in the United States.

Your presence here - whether as a delegate, vendor, or guest, is a testament to the unity, professionalism, and dedication that define the FOP. The strength of our organization lies in our diversity, our shared mission, and our commitment to those who serve. Together, we build on a proud legacy of advocacy, service, and progress.

To our exhibitors and corporate partners: thank you for your continued support and collaboration. Your innovations and services play a critical role in enhancing the safety, well-being, and professionalism of law enforcement officers nationwide.

To our delegates and members: thank you for representing your lodges and for your steadfast commitment to the democratic process that shapes our future.

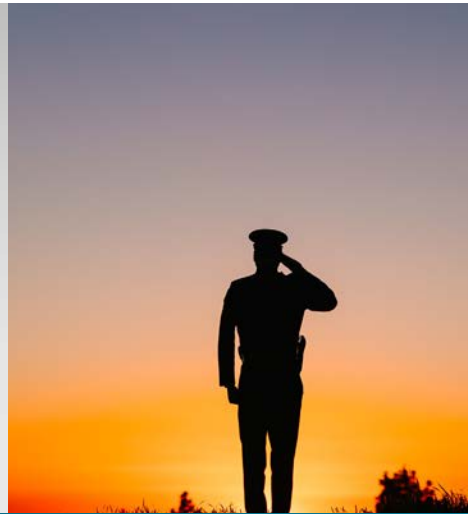
To our honored guests: we are grateful for your presence and for the support you show our profession, especially in these challenging times. As we gather here in Miami Beach, let us be inspired by the strength of our brotherhood and sisterhood, the unity of our purpose, and the momentum of our accomplishments. I encourage you to make the most of this week, participate in sessions, connect with colleagues, explore the expo floor, and reflect on how far we have come.

Fraternally,

Patrick Yoes
National President

FOP

HEROES' ACCIDENT PLAN



National FOP Approved

Line Of Duty Death Benefit Of \$200,000



24-hour coverage
on OR off the job

Secure your family's
financial future



\$400 Emergency
Room Benefit

Ambulance benefit
\$600 ground
\$3,000 air



\$3,000 Initial Day
Admission

2X Benefit for ICU



\$750 Per Day
Confinement
Benefit

2X Benefit for ICU

All Plans Guarantee Issue for the open enrollment. NO health questions.
Lifetime Benefits: Most policies are fully portable with no change in benefits or cost.



Why Choose Us?

- ✓ Up To 50% Off Tuition
- ✓ For Your ENTIRE Family
- ✓ Over 250 Programs
- ✓ Start Dates Every 8 Weeks
- ✓ Certificates
- ✓ Associates Degrees
- ✓ Bachelor's Degrees
- ✓ Master's Degrees
- ✓ Doctoral Degrees



**SCAN
ME!**

For More Info Contact: Gena Maytubby



661-448-9067



GMaytubby@ebsworksites.com

A MESSAGE FROM THE NATIONAL SECRETARY



Welcome to Miami! It is my high honor and privilege to welcome you and your family to the 67th Biennial National Conference of the National Fraternal Order of Police. I am especially excited to welcome you to Florida; the state my wife Pam and I call home! We hope you enjoy your time in this beautiful state as much as we do. As we all know, much planning and preparation went into the production of this great event, and we will all be the benefactors of a memorable meeting and class act fellowship. Please join me in thanking Brother Al Palacio, President of Florida Lodge #133 and the Florida District 6 Director and Miami Lodge 20 President Felix DelRosario, and all the members that assisted in making this conference a success.

We are stronger than ever in our history. At our 2023 conference, we boasted a membership of over 367,323 and today, we have 379,214 members and counting. California, Michigan, Pennsylvania, and Florida have played a major role in this increase. And, we have acquired two new state lodges, Montana and Vermont. Our Labor Services, Legal Services, and Recruitment Committee have laid the foundation for the expansion. Also contributing to our success is the newly created National FOP Health Trust, focused on providing health care benefits for our members. And of course, the FOP leads the way in providing educational services with an emphasis on our wellness programs. Save the dates and make plans to attend the inaugural Pathways to Excellence-Education and Empowerment Summit to be held March 29-April 3, 2026, at the South Point Hotel and Casino in Las Vegas, Nevada.

Please visit our EXPO 25 and experience the information, technology, services, and products our partner vendors have to offer. Sign up for the amazing educational opportunities offered at our seminars on Monday, Tuesday, and Wednesday. Take some time for yourself in the evenings and support the host lodge's events.

This is certainly an exciting week, and we are happy you are here. Take care of the business and have some fun. Know that I and my staff stand ready to assist you, any way we can, during the conference and beyond. Stay safe my Sisters and Brothers and I look forward to talking with you.

Fraternally,

A handwritten signature in black ink that reads "Jimmy Holderfield".

Jimmy Holderfield
National Secretary



Florida House of Representatives

Representative Fabián Basabe

District 106

www.myfloridahouse.gov

To the Men and Women of the National Fraternal Order of Police,

Thank you for your presence, your purpose and above all, your service.

As you gather at the Miami Beach Convention Center, in the heart of the District I represent, I want to recognize the calling you have answered - a calling rooted in duty, courage and sacrifice.

Law enforcement is far from a profession of convenience. It is a profession of conviction, shaped in moments the world often overlooks, forgets or takes for granted. You step into uncertainty so others may live in peace and the dangers you face allows others to go home safely.

You hold the line, so our country moves forward.

Today, your commitment demands even more strength as you are far more than guardians of law and order. You are mentors, problem solvers, crisis managers and now more than ever the last safety net for broken communities and forgotten families.

You carry the weight of our nation's promise not because it is easy, but because you believe in your hearts this still matters. Florida honors that belief and Miami Beach honors this belief.

We respect law enforcement, we stand with you and we work to give you the tools you need, the support you deserve, and the recognition too often denied in today's divided climate.

This convention is a time to share ideas, renew purpose and to remind each other that the work you do is not invisible. Your work is never unappreciated by those who understand what is truly at stake.

Your dedication inspires more than just gratitude. It inspires action. And it reminds us that freedom, safety and justice do not protect themselves.

With respect, gratitude and support on behalf of the residents of Florida District 106 and families across the state, including mine, we thank you.

Welcome to Miami Beach.

Most Sincerely, FB

A handwritten signature in blue ink, appearing to read "Fabián Basabe".

1101 Capitol 402 South Monroe Street Tallahassee, Florida 32399-1300 850.717.5106

City of Miami



ARTHUR NORIEGA, V
City Manager

Dear Members of the Fraternal Order of Police from around our great country,

On behalf of the City of Miami Police Department and the State of Florida, it is my distinct honor to welcome you to South Florida for the 67th Biennial National Conference of the National Fraternal Order of Police, taking place from August 3 to 6, 2025.

Every two years, the National Fraternal Order of Police gathers to celebrate camaraderie, fraternity, and the noble mission of law enforcement. It is during this time that officers from across the nation come together to elect leadership, strengthen professional networks, and recommit to the values that define this proud profession.

This year marks a historic milestone — for the first time, the National Conference is being held in South Florida. We are proud to host you in the vibrant city of Miami, where hospitality runs deep, and community stands strong. Thanks to the tireless efforts of the Florida State Fraternal Order of Police in District 6, we are confident this event will be one to remember.

While you're here, I encourage you to take full advantage of the wealth of knowledge and opportunity available throughout the conference. And just as importantly, take time to enjoy our world-class beaches, renowned restaurants, and unforgettable venues that make Miami a truly exceptional destination.

Best wishes for a successful and productive conference.

Sincerely,

Manuel A. Morales
Chief of Police
City of Miami Police Department



MIAMI POLICE DEPARTMENT/P.O. BOX 016777 / Miami, Florida 33101 / (305) 603-6100
E-Mail Address: chief@police@miami-police.org



FRANCIS SUAREZ
MAYOR



3500 PAN AMERICAN DRIVE
MIAMI, FLORIDA 33133
(305) 250-5300
FAX (305) 854-4001

Dear Members of the Fraternal Order of Police from around our great country,

On behalf of myself, Mayor Francis X. Suarez and the City of Miami, it is my distinct honor to welcome you to South Florida for the 67th Biennial National Conference of the National Fraternal Order of Police, taking place from August 3 to 6, 2025.

Every two years, the National Fraternal Order of Police gathers to celebrate camaraderie, fraternity, and the noble mission of law enforcement. During this time, officers from across the nation come together to elect leadership, strengthen professional networks, and recommit to the values that define this proud profession.

This year marks a historic milestone. For the first time, the National Conference is being held in South Florida. We are proud to host you in the vibrant city of Miami, where hospitality runs deep, and community stands strong. Thanks to the tireless efforts of the Florida State Fraternal Order of Police in District 6, we are confident this event will be one to remember.

While you're here, I encourage you to take full advantage of the wealth of knowledge and opportunity available throughout the conference. And just as importantly, take time to enjoy our world-class beaches, renowned restaurants, and unforgettable venues that make Miami a truly exceptional destination.

Best wishes for a successful and productive conference.

Respectfully,

A handwritten signature in blue ink, appearing to read "Francis X. Suarez", is written over a faint, larger version of the same signature.

Francis X. Suarez, Mayor
City of Miami



ADVANCE YOUR CAREER IN CRIMINAL JUSTICE OR PUBLIC SAFETY!

Through the personalized attention of our faculty, Lewis provides students with a focus on critical thinking skills, an in-depth knowledge of the **criminal justice** and **public safety systems**, and the issues they face today. Upon graduation, you'll be equipped with the leading-edge knowledge and skills to find your opportunity to soar and impact your world for the better.



NAMED THE #1 BEST FOR VETS PRIVATE SCHOOL IN ILLINOIS

Lewis University is proud to be a partner in the Yellow Ribbon GI Education Enhancement Program which allows qualified post-9/11 veterans to enroll in more than 100 approved education programs at Lewis University.

**EXPLORE ALL OF OUR
GRADUATE PROGRAMS AT**
lewisu.edu/graduate



Scan the code to make an appointment to speak with our program counselor.



One University Parkway
Romeoville, IL 60446

WHY MORE GRADUATE STUDENTS CHOOSE LEWIS

- Flexible start with 8-week sessions beginning in Fall, Spring and Summer
- 100 percent online option available
- Small, interactive classes so you can grow with your peers led by dedicated faculty who are experts in their field with real-world experience
- Employer tuition discount and deferral plans make Lewis one of the most affordable private universities in the Chicago area

**New! First Responders receive a
20% tuition discount and tuition is deferred
for 6 weeks after the end of each class**

Apply today at lewisu.edu/apply

(815) 836-5610

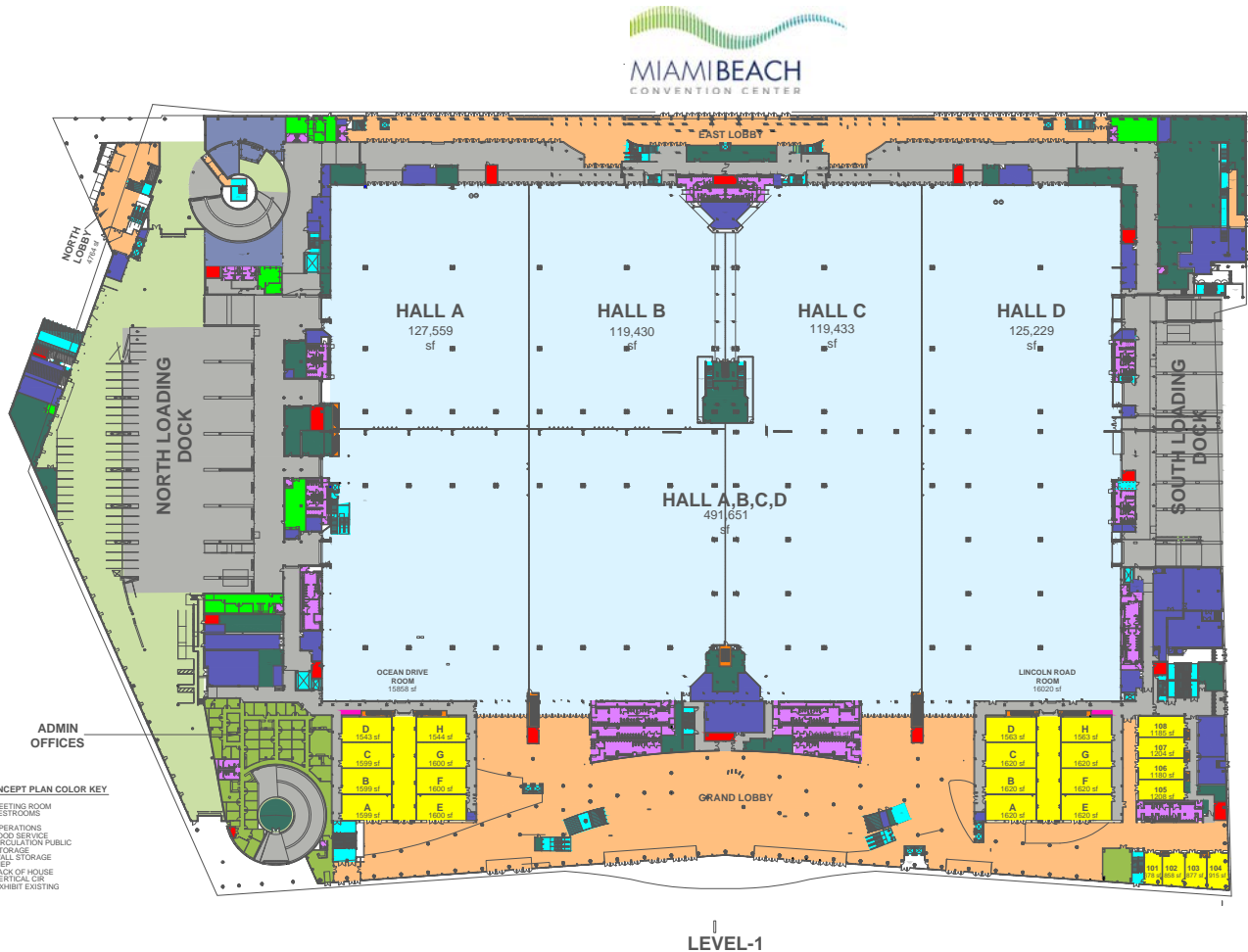
grad@lewisu.edu · lewisu.edu/jlpss



CONFERENCE NOTES & SCHEDULE

MIAMI BEACH CONVENTION CENTER

LEVEL 1



Room Guide

Caucus Room - IO5 & IO8

Church Service - IO7

Constitution & By-Laws - Room IO1

EXPO & Voting - Hall A

Financial Aid Committee - Room IO3

Grievance Committee - Room IO4

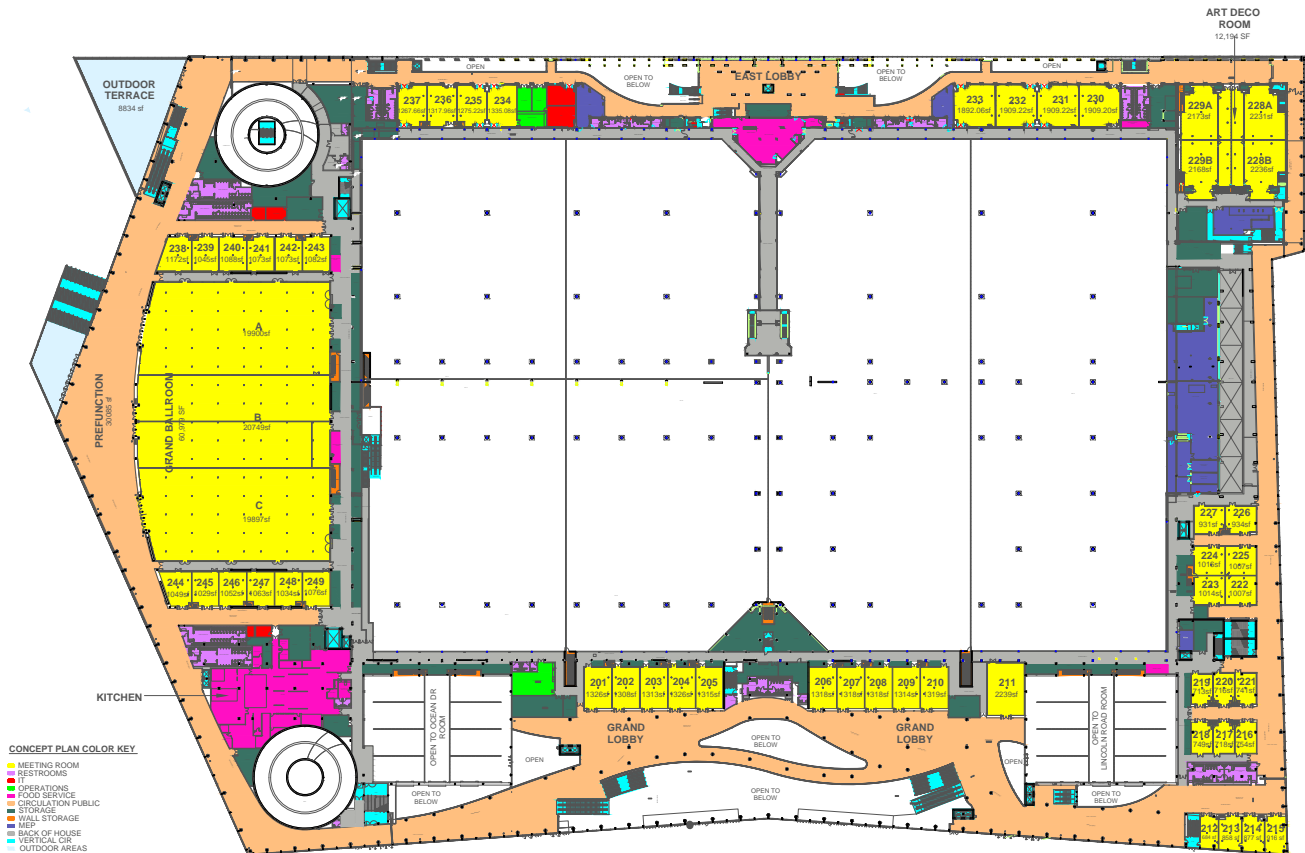
NFOP Merchandise - Ocean Drive Room

Resolutions - Room IO2

Trustees Meeting - Room IO6

MIAMI BEACH CONVENTION CENTER

LEVEL 2



Room Guide

Associate Meeting - 201

Auxiliary Meeting - Rooms 203-204-205

Auxiliary/Associate Merchandise - 243

Caucus Rooms - 223-249 | Art Deco 228 A&B | Art Deco 229 A&B

Delegate Registration - Grand Ballroom Pre-Function Area

General Sessions - Grand Ballroom

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

Host Lodge Merchandise - Room 242

Seminar Registration - Grand Ballroom Pre-Function Area

Seminars - Rooms 202-222

FRATERNAL ORDER OF POLICE



LEGAL
DEFENSE
PLAN

Protecting Those Who Serve – **Every Step of the Way**

The FOP Legal Defense Plan is your shield — providing trusted, comprehensive coverage for administrative, civil, and criminal claims.

Stay protected. Stay confident. Stand strong knowing the Fraternal Order of Police has your back.

- Administrative, civil, and criminal defense coverage
- Group and individual plans available for active officers and retirees
- Ability to choose your attorney
- Coverage available during the time you paid for the plan

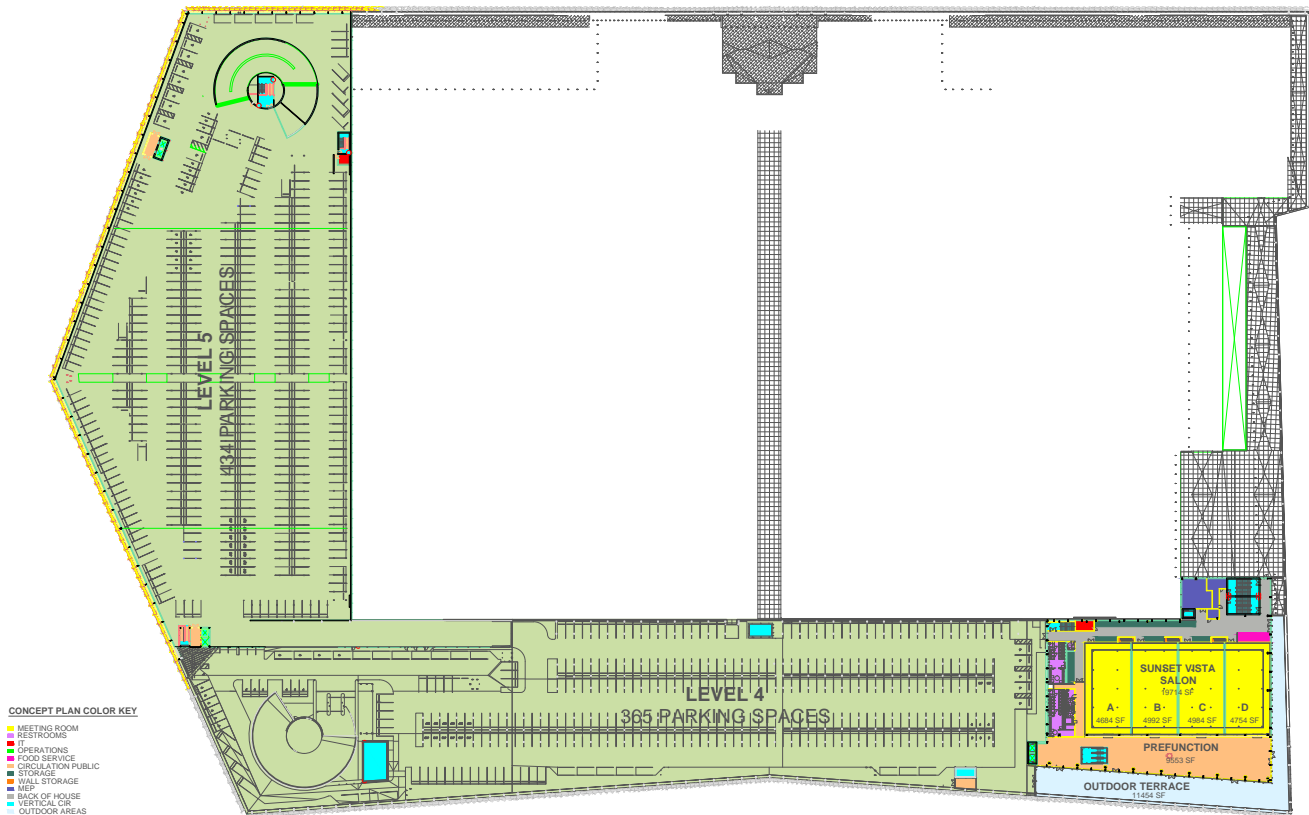
***Enroll today and safeguard your career,
your family, and your future.***

800-341-6038 | foplegal.com



MIAMI BEACH CONVENTION CENTER

LEVELS 4 & 5



LEVEL- 4,5

Room Guide

Caucus Rooms - Sunset Vista C&D

Pre-Conference Board Meeting - Sunset Vista A&B

Post-Conference Board Meeting - Sunset Vista A&B

CONFERENCE NOTES & GENERAL INFORMATION

Welcome to the Fraternal Order of Police 67th Biennial National Conference, hosted by Miami. In this book, you will find everything you need to know to make this a productive and fun conference, including: the conference agenda for delegates, seminar descriptions, Executive Board and Committee Reports, Proposed Amendments to the Constitution & By-Laws and General Resolutions and last, but certainly not least, a complete guide to EXPO 2025. Enjoy your stay. We're glad you're here.

PLEASE NOTE: Anyone distributing materials (flyers, giveaways, boxes, etc.) are subject to clean up fees due to strict requirements placed on the FOP by the Miami Beach Convention Center.

Conference Security

The safety of our members is our highest priority. We will continue with security measures to heighten awareness and enhance the safety of our members. Delegates, Alternates and Guests are asked to please ensure that you have the proper credentials at all times and be patient and understand the security measures have been put in place for your safety.

As per the rules and regulations of the Miami Beach Convention Center Security team, the following guidelines MUST be adhered to:

- No open carry, concealed carry, or possession of a firearm will be permitted on property unless by active, on-duty law enforcement, responding to an active law enforcement action.
- All firearms must be surrendered to property Security and will be stored in a secured location within the property Security Department. They may not be stored in room safe or personal safe.
- No live ammunition.

Thank you in advance for your cooperation in helping keep our members safe while in attendance at the conference.

Delegate/Alternate Registration

Registration for Delegates and Alternates will begin at 10:00 a.m. on Saturday, August 2nd and will be open every day through Thursday (see schedule on pages 20-21 for times.)

Registration will take place in the Grand Ballroom Pre-Function Area in the Miami Beach Convention Center. Conference badges are required to gain entrance to the various events at the conference. Delegate and Alternate badges are required for access to the business sessions and the seminars. Delegate badges, a photo ID and 2025 Active Membership Card are required for voting. All badges allow access to EXPO 2025. The badges are labeled to a specific type, be sure you receive the appropriate badge.

Host Lodge Events Registration

Registration for events sponsored by the Host Lodge is located in the Grand Ballroom Pre-Function Area.

Guest Registration

All attendees to the conference, including non-delegate members and families, must register in order to be admitted to EXPO 2025. Guest registration is next to delegate registration in the Grand Ballroom Pre-Function Area.

NFOP Merchandise Mall

While at the Conference, be sure to visit the NFOP Merchandise Mall, located in the Ocean Drive Room. A variety of FOP clothing and specialty items will be available for purchase. Please see the conference schedule for times.

Seminars

The FOP Education Committee is proud to present a variety of seminars to the delegates that will provide the latest information on important law enforcement and labor issues. The seminars will be presented Monday, Tuesday and Wednesday and are free of charge. They will begin approximately one hour after the close of the Business Sessions. All seminars will be conducted at the Miami Beach Convention Center; see pages 317-321 for more details on the seminars being offered. The complete day by day schedule is on pages 314-315.

PLEASE NOTE: You must register for the seminars you want to attend, as seating is limited. Seminar Registration is in the Grand Ballroom Pre-Function Area.

EXPO 2025

The National FOP is pleased to present EXPO 2025, featuring the latest in law enforcement technology and products, as well as educational opportunities for FOP members. We encourage you to visit every booth. Representatives from the many companies and organizations will be happy to answer any questions you may have. We are proud to have all the EXPO 2025 exhibitors with us this year. Be sure to stop in and check it out. Conference identification badges are required for admittance to the EXPO.

EXPO 2025 Booth Locations

EXPO 2025 is being held at the Miami Beach Convention Center in Hall A. Turn to pages 328-337 for a complete listing and description of companies on display at the EXPO and their booth numbers. For the EXPO floor plan, see page 322 and for a location guide by booth numbers, see page 325.

Lost and Found

If you find something that appears to have been lost by its owner (cell phone, conference id, etc.), please take it to the National Lodge Registration Administrative Desk. FOP staff will keep it secure until it is claimed. Likewise, if you lose something check at the registration desk to see if it has been turned in.

67TH BIENNIAL CONFERENCE SCHEDULE

Saturday, August 2

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 10:00 a.m. - 5:00 p.m.

Seminar Registration - Grand Ballroom Pre-Function Area - 10:00 a.m. - 5:00 p.m.

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

Host Lodge Merchandise - Room 242

Auxiliary/Associate Merchandise - Room 243

Sunday, August 3

National Trustees Meeting - Room 106 - 10:00 a.m.

Pre-Conference Board Meeting - Sunset Vista A & B - 1:00 p.m.

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 9:00 a.m. - 4:00 p.m.

Seminar Registration - Grand Ballroom Pre-Function Area - 9:00 a.m. - 4:00 p.m.

EXPO 2025 - Hall A - 12:00 p.m. - 5:00 p.m.

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

NFOP Merchandise - Ocean Drive Room - 10:00 a.m. - 4:30 p.m.

Host Lodge Merchandise - Room 242

Auxiliary/Associate Merchandise - Room 243

Monday, August 4

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 7:00 a.m. - 2:00 p.m.

Seminar Registration - Grand Ballroom Pre-Function Area - 7:00 a.m. - 2:00 p.m.

EXPO 2025 - Hall A - 8:00 a.m. - 3:00 p.m.

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

NFOP Merchandise - Ocean Drive Room - 8:00 a.m. - 4:30 p.m.

Host Lodge Merchandise - Room 242

Auxiliary/Associate Merchandise - Room 243

Opening Ceremonies - Grand Ballroom - 9:00 a.m.

1st Business Session - Grand Ballroom - Begins 30 minutes after the end of Opening Ceremonies

Seminars will begin one hour after the close of the Business Session in Rooms 202-222.

Church Service
Sunday, August 3
Room 107 | 9AM

Tuesday Host Event
Baseball Game

Miami Marlins v. Houston Astros
\$40 Ticket & Transportation
August 5th | 6PM

67TH BIENNIAL CONFERENCE SCHEDULE

Tuesday, August 5

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 8:00 a.m. - 2:00 p.m.

Seminar Registration - Grand Ballroom Pre-Function Area - 8:00 a.m. - 2:00 p.m.

EXPO 2025 - Hall A - 8:00 a.m. - 3:00 p.m.

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

NFOP Merchandise - Ocean Drive Room - 8:00 a.m. - 4:30 p.m.

Host Lodge Merchandise - Room 242

Auxiliary/Associate Merchandise - Room 243 - 8:00 a.m. - 2:00 p.m.

2nd Business Session - Grand Ballroom - 9:00 a.m.

Seminars will begin one hour after the close of the Business Session in Rooms 202-222.

Wednesday, August 6

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 8:00 a.m. - 2:00 p.m.

Seminar Registration - Grand Ballroom Pre-Function Area - 8:00 a.m. - 2:00 p.m.

EXPO 2025 - Hall A - 8:00 a.m. - 3:00 p.m.

Host Lodge Event Registration - Grand Ballroom Pre-Function Area

NFOP Merchandise - Ocean Drive Room - 8:00 a.m. - 4:30 p.m.

Host Lodge Merchandise - Room 242

Auxiliary/Associate Merchandise - Room 243

3rd Business Session - Grand Ballroom - 9:00 a.m.

Seminars will begin one hour after the close of the Business Session in Rooms 202-222.

Thursday, August 7

Delegate/Alternate Registration - Grand Ballroom Pre-Function Area - 9:00 a.m. - 1/2 hour after last delegate's name is called.

NFOP Merchandise - Ocean Drive Room - 8:00 a.m. - 1:00 p.m.

Auxiliary/Associate Merchandise - Room 243 - 8:00 a.m. - 1/2 hour after close of conference

4th Business Session - Grand Ballroom - 9:00 a.m.

Voting will take place in Hall A. Election Results & Installation - Grand Ballroom

Friday, August 8

Post-Conference Board Meeting in Sunset Vista A & B
at 9:00 a.m.

Wednesday Host Event Miami Dance Party

Wynwood Marketplace
\$45 Ticket & Transportation
August 6th | 6PM - 12AM

STATE VOTING ORDER FOR 2025 67TH BIENNIAL NATIONAL CONFERENCE

At the 2024 Fall Board of Trustees Meeting held in Charlotte, NC on September 6-7, a lottery drawing was held to determine the state voting order for the 2025 National Conference. The Election Committee has since accepted this voting order.

The order of voting will be as follows:

- | | | | |
|-----|-----------------|-----|---------------|
| 1) | Executive Board | 28) | Kentucky |
| 2) | PAOIF | 29) | Virginia |
| 3) | Maryland | 30) | Hawaii |
| 4) | Utah | 31) | Rhode Island |
| 5) | New York | 32) | D.C. |
| 6) | Nevada | 33) | Vermont |
| 7) | Pennsylvania | 34) | Wisconsin |
| 8) | Texas | 35) | Florida |
| 9) | South Carolina | 36) | Idaho |
| 10) | Arkansas | 37) | Alaska |
| 11) | Iowa | 38) | Kansas |
| 12) | Illinois | 39) | Maine |
| 13) | Louisiana | 40) | Missouri |
| 14) | New Hampshire | 41) | Georgia |
| 15) | West Virginia | 42) | Tennessee |
| 16) | Washington | 43) | Massachusetts |
| 17) | Colorado | 44) | Nebraska |
| 18) | Connecticut | 45) | Michigan |
| 19) | North Carolina | 46) | New Jersey |
| 20) | Ohio | 47) | Indiana |
| 21) | New Mexico | 48) | Alabama |
| 22) | Minnesota | 49) | Delaware |
| 23) | Oregon | 50) | Arizona |
| 24) | North Dakota | 51) | Wyoming |
| 25) | California | 52) | Oklahoma |
| 26) | Mississippi | 53) | South Dakota |
| 27) | Montana | | |



SECTION I:

NATIONAL CONFERENCE

AGENDA

Rules & Instructions for Delegates	pg. 25
National Conference Agenda	pg. 27
Caucus Room Assignments	pg. 34

67TH BIENNIAL NATIONAL CONFERENCE NATIONAL FRATERNAL ORDER OF POLICE

Miami Beach, Florida
Miami Beach Convention Center
Monday, August 4, 2025 thru Thursday, August 7, 2025

Rules and Instructions for Delegates

Dear Delegate:

We look forward to a productive and professional Conference. Delegates can contribute to the productivity of the Conference in a number of ways. First and foremost, you can contribute only if you are on the floor. Be there! Participate! Second, Conference decorum will be strictly enforced. We are brothers and sisters of this great Order and though discussion is encouraged, discourtesy or rudeness will not be tolerated. Third, meetings will start promptly. We have a planned agenda to work through. Business sessions must begin as scheduled, so they can conclude as scheduled, allowing delegates to attend seminars.

The following are specific rules that the Chair will enforce:

1. Speakers, once recognized, must identify themselves by name, lodge, and state.
2. Speakers will be allowed to speak only twice on the same motion on the same day. Further, speakers may not get to speak on issues a second time, as long as other members who have not spoken on the motion desire the floor.
3. There will be no caucuses on or off the Conference floor while the Conference is in session! If delegates need to meet, time should be scheduled before or after the business sessions.
4. Trading of pins or any other items must be done outside the meeting room.
5. There will be no lunch breaks. The Chair will try to conclude business by 1:00p.m. each day to accommodate those delegates who wish to attend seminars.
6. Only Conference delegates and their alternates, when wearing appropriate badges, will be allowed on the Conference floor. Other FOP members and approved guests will sit in the area designated by the Sergeant at Arms. Once again, delegates must wear their badges issued by the Secretary to gain admission to the Conference floor.
7. National Trustees and State Presidents have a number of important duties. Each is charged with the responsibility to assist in maintaining order and to ensure that their delegates are on time, and on the floor.
8. Robert's Rules of Order, 12th Edition, and the general rules of parliamentary procedure will be strictly enforced.
9. It is the Chair's intent to follow the agenda that you have been provided.

10. Quorum for National Conference:

In accordance with Roberts Rules of Order (cited as RONR) (12th ED.)

"A quorum is described as the majority of delegates who have been registered at the convention as in attendance, irrespective of whether some may have departed. The word majority for the purposes of determining a majority vote of a quorum means simply, more than half".

At the beginning of each day a report will be provided on the number of registered delegates who have been credentialed and a quorum will be the majority of that number.

In the event of a quorum call, the President will determine if a quorum is present in accordance with the RONR.

11. A reminder that the Memorial Service is to honor those who have made the ultimate sacrifice and that they should be honored accordingly with respect and dignity. Please refrain from any unnecessary talking and disturbance during this time.

12. Conference Rules on Nominations

1. All Nominations for National Executive Board members will be made at the appointed time in the meeting with a time certain published in the agenda.
2. All nominators will seek recognition from the Chair in order to make a nomination, which shall be done from the floor of the conference excluding the podium, which will not be used to make a nomination.
3. All nominations shall be accepted when the chair calls the respective office and the nomination speeches will be limited to three minutes.

13. Please be aware that there are several time certain on our agenda. If we approach a time certain while in the middle of a report or discussion, we will continue with the business at hand. Once that concludes, we will proceed to the scheduled time certain. Please note that a time certain will not begin before its designated time, but it may begin later depending on the flow of the meeting.

I expect that we will have a productive and business like Conference. We all look forward to the exchange of ideas, the re-establishment of old acquaintances, and the making of new friends. We are the largest and most respected Labor Organization of law enforcement professionals in the world. We join together to serve our communities, our countries, and the good of our Order.

Fraternally,

A handwritten signature in black ink, appearing to read "Patrick Yoes", with a stylized flourish extending from the end.

Patrick Yoes
President

67TH BIENNIAL NATIONAL CONFERENCE NATIONAL FRATERNAL ORDER OF POLICE



Opening Ceremonies Monday, August 4, 2025 - 9:00 AM

Call to Order: Patrick Yoes, National President

Invocation: Rick Snyder, National Chaplain

Presentation of Colors: State of Florida Multi Lodge Honor Guard

National Anthem: Sofia Rodriguez-Piña

Call for the Memorial Service: National FOP Auxiliary

Opening Remarks and Welcome: Patrick Yoes, National President

Military Service Recognition: Patrick Yoes, National President

Introduction of Guest Speaker: Patrick Yoes, National President
Todd Blanche, Deputy Attorney General

Introduction of Host Lodge President: Patrick Yoes, National President
Shawn Dunlap, Florida State President

Introduction of Conference Chair: Shawn Dunlap, Florida State President
Al Palacio, Conference Chair

Introduction of Guest Speakers: Al Palacio, Conference Chair
Felix Del Rosario, Miami Lodge President
Steven Meiner, Miami Beach Mayor
Wayne Jones, Miami Beach Chief
Alex Rizo, State Representative of Florida
Fabian Basabe, State Representative of Florida
David Witaker, Greater Miami Convention and Visitors Bureau Chairman

The Opening of the 67th Biennial National Conference of the National Fraternal Order of Police will commence in 15 minutes.

Business Sessions

Monday, August 4, 2025

Opening of the Lodge for Business: Joe Gamaldi, National Vice President

Pledge of Allegiance: Joe Gamaldi, National Vice President

Call of the Conference: Jimmy Holderfield, National Secretary

Dedication of the 67th Biennial Conference in Memory: Patrick Yoes, National President

Instructions to Delegates: Joe Gamaldi, National Vice President

Roll Call of National Officers: Jimmy Holderfield, National Secretary

Roll Call of Delegates: Jimmy Holderfield, National Secretary

Speaker: Tom Homan, U.S. Border Czar

Reading of Rough Minutes of Pre-Conference Board Meeting: Jimmy Holderfield, National Secretary

Appointment of Conference Committees with Motion: Patrick Yoes, National President

Resolution Committee

Conference Grievance Committee

Election Committee

Report of Conference Safety & Security Committee:

Steve James, National Sergeant at Arms

Carlton Stallings, Chair

First Report of Credentials Committee: Colette Smith, Chair

Instruction for Introduction of Resolutions: Jonathan Oakley, Chair, Resolutions Committee

Report of National Officers: Patrick Yoes, National President

Inaugural Armstrong Awards Presented to Representative Abigail Spanberger and
Representative Garret Graves

Report of National Officers:

Joe Gamaldi, National Vice President

Jimmy Holderfield, National Secretary

Speaker: Kristi Noem, Secretary of the Department of Homeland Security

Report of National Officers (Cont.):

James Smallwood, National Treasurer

John Hoyt, National Second Vice President

Steve James, National Sergeant at Arms

Rob Pride, Chairman of National Trustees

Report of National Past President:

Kenneth "Chuck" Canterbury, Immediate Past President

National Trustees: Any Trustee wishing to report

Report of Government and Media Affairs: James Pasco, Executive Director

Report of the Legislative Committee: Mark Nelson, Chair

Report of the Education Committee: Ron Bartmier, Chair

Report of the Expo Committee: Jimmy Holderfield, National Secretary

Announcements

Recess for the Day

Tuesday, August 5, 2025 - 9:00 A.M.

Call to Order: Patrick Yoes, National President

Opening Prayer: Rick Snyder, National Chaplain

Announcements

Speaker Video: Kash Patel, FBI Director

Speaker: Dan Bongino, FBI Deputy Director

Report of the National Auxiliary: Glenda Lehmann, President

Second Report of Credentials Committee: Colette Smith, Chair

Report of General Counsel: Larry James

Report of Wellness Committee: Sherri Martin, Director

Report of Labor Services Division: Roger Mayberry, Director

Report of Education and Outreach: Keith Turney, Director

Report of the Chaplain Committee: Rick Snyder, National Chaplain

Report of Legal Defense Plan: Steve James

Report of HealthTrust Board: Rob Pride, Chair

Report of Health Care Committee: Joe Wyka, Committee Member

Report of DART Committee: Jason Smith, Chair

Report of Awards Committee: Ed Brannigan, Chair

Presentation of Awards:

2025 Jack Dudek Member of the Year Award

2025 Kenneth Canterbury Excellence in Leadership Award

2025 Attorney of the Year Award

2025 Attorney Lifetime Achievement Award

Report of Easterseals Committee: Robert Nowaczyk, Chair

Guest Speaker: Betty Arboleda, Daniel Ruiz

Presentation of the Steve Young Humanitarian Award: Steve Stowe, Recipient

Report of Correctional Officers Committee: Ken Hawkins, Leslie Baxley Co-Chairs

Report of Safety & Technology Committee: John Ortolano, Chair

Howard Liebengood Foundation: Serena Liebengood

Amazon: Steve James

Corporate Sponsors:

Axon: Mike Wagers

First Net Built by AT&T: Scott Agnew

Cross Country Mortgage: Rich Tschernia

Mission Square: Mark Seidenburg

12:45 PM TIME CERTAIN

Announcement by the State Presidents of newly elected National Trustees

Nominations for National Officers:

National President
National Vice President
National Secretary
National Treasurer
National 2nd Vice President
National Sergeant at Arms

*At the completion of the nominations, each candidate will have three (3) minutes to make presentation to the delegates

Announcements**Recess for Day**

Wednesday, August 6, 2025 - 9:00 AM

Call to Order: Patrick Yoes, National President

Opening Prayer: Rick Snyder, National Chaplain

Announcements

Third Report of Credentials Committee: Colette Smith, Chair

Report of Memorial Committee: Matt Hagen, Chair

Introduction of Guest Speakers: Patrick Yoes, National President

Dianne Bernhard, Executive Director of COPS

Speaker from Queensland Police Union

Report of Program Development Committee: Jack Simington, Chair

Report of Resolutions Committee: Jonathan Oakley, Chair

Report of Recruitment Committee: Rich Shailor, Chair

Opening of the Foundation Meeting: James Smallwood National Treasurer

Opening of the Financial Corp Meeting: James Smallwood, National Treasurer

10:00 AM TIME CERTAIN

Report of Constitution and By-Laws Committee: Terry Mangum, Chair

Report of Elections Committee: Chris Erb, Chair

Report of Foundation Ways and Means Committee: Mike Essig, Chair

Presentation: Michael Israel, Artist and Entertainer

Nominations for 2029 Convention Site: Jimmy Holderfield, National Secretary

Report of Site Committee: Todd Bramwell, Chair

2029 Site Presentations:

Detroit, MI

Nashville, TN

Salt Lake City 2027 Conference Update

Announcements

Recess for Day

Thursday August 7, 2025 - 9:00 AM

Call to Order: President Yoes, National President

Opening Prayer: Rick Snyder, National Chaplain

Announcements

Recognition of Members with 50 + Years: Patrick Yoes, National President

Fourth Report of Credentials Committee: Colette Smith, Chair

Final Report of Resolution Committee: Jonathan Oakley, Chair

Bills & Communications: Jimmy Holderfield, National Secretary

Unfinished Business

New Business

Good of the Order

Employee Recognition

Instructions by Elections Committee to Delegates: Chris Erb, Chair

Roll Call of Delegates for Election: Credentials Committee

Recognition of Outgoing National Trustees

Final Report of Credentials Committee: Colette Smith, Chair

Final Report of Elections Committee: Chris Erb, Chair

Installation of Officers: Patrick Yoes, National President

Announcement of Post Conference Board Meeting

Convocation: Rick Snyder, National Chaplain

Adjournment

NOTE: The Post-Conference Board Meeting will convene on Friday, August 8, 2025, in Sunset Vista A&B at 9:00 AM

CAUCUS ROOMS

State	Location	Sunday	Monday	Tuesday	Wednesday	Thursday
Alabama	235		Afternoon	Afternoon	Afternoon	
Alaska	None					
Arizona	240-241		Morning	Morning	Morning	
Arkansas	223				Afternoon	
California	232-233			Afternoon	Afternoon	
Colorado	231		Morning	Morning	Morning	
Connecticut	None					
D.C.	242		Morning	Morning	Morning	
Delaware	245			Morning		
Florida	249	All Day	All Day	All Day	All Day	All Day
Georgia	247		Morning	Morning	Morning	All Day
Hawaii	None					
Idaho	None					
Illinois	Art Deco 229A & 229B		All Day	All Day	All Day	
Indiana	105		Afternoon	Afternoon	Afternoon	
Iowa	None					
Kansas	224		Morning	Morning	Morning	
Kentucky	108		Afternoon	Afternoon	Afternoon	
Louisiana	230	Evening				
Maine	None					
Maryland	Art Deco 228A & 228B		Afternoon	Afternoon	Afternoon	
Massachusetts	246				Afternoon	
Michigan	None					
Minnesota	246			Afternoon		
Mississippi	None					
Missouri	242		Afternoon	Afternoon	Afternoon	
Montana	None					
Nebraska	224		Afternoon		Afternoon	
Nevada	None					
New Hampshire	None					
New Jersey	230			Afternoon	Afternoon	
New Mexico	237		Morning	Morning	Morning	
New York	237		Afternoon	Afternoon	Afternoon	
North Carolina	245			Afternoon	Afternoon	
North Dakota	None					
Ohio	Sunset Vista C		Afternoon	Afternoon	Afternoon	
Oklahoma	236		All Day	All Day	All Day	
Oregon	None					
Pennsylvania	Sunset Vista D			Afternoon		
Rhode Island	None					
South Carolina	236	Evening				
South Dakota	None					
Tennessee	231			Afternoon		
Texas	225		Afternoon	Afternoon	Afternoon	
Utah				A 224	A 231	
Vermont	None					
Virginia	226		Afternoon	Afternoon		
Washington	223		All Day	All Day		
West Virginia	None					
Wisconsin	247		Afternoon	Afternoon	Afternoon	
Wyoming	None					
Western States	240-241		Afternoon	Afternoon	Afternoon	



SECTION II:

NATIONAL OFFICER AND COMMITTEE REPORTS

National Executive Board

Past Presidents

National Trustees

National Legal Counsel

National Legislative Office

National Labor Services Division

National Officer Wellness Division

Committees

SALUTING SERVICE ACCELERATING SUCCESS

SmarterDegree, founded by former NYPD officers, salutes the *National Fraternal Order of Police*, and is honored to provide its members with accelerated, fully online, asynchronous degrees to help officers achieve their career goals without missing a beat.



OUR COMMITMENT TO NFOP MEMBERS

- Complimentary transcript evaluations and custom degree planning
- Assist members in meeting their educational goals for law enforcement and post law enforcement careers
- Recognition for police academy credits
- Options include bachelors and masters degrees in Business, Criminal Justice, Public Administration, and more



YALE MARGOLIS

Director of Operations, Retired NYPD

yale@smarterdegree.com | 800-209-1122 ext. 2



EXECUTIVE BOARD REPORTS

National President	pg. 38
National Vice President	pg. 82
National Secretary	pg. 94
National Treasurer	pg. 109
National 2nd Vice President	pg. 112
National Sergeant-at-Arms	pg. 114
National Trustees Chairman	pg. 117



Report of the National President

Patrick Yoes

pyoes@nationalfop.org



Welcome

Welcome to the 67th Biennial National Fraternal Order of Police Conference & Expo in Miami Beach, Florida.

I want to begin by extending my heartfelt appreciation to President Shawn Dunlap, National Secretary Jimmy Holderfield, past and current National Trustees Alex Bello and Mike Kelly, District Trustee Al Palacio, Miami Lodge President Felix Del Rosario, and the Florida State Lodge for their dedication and hard work in bringing this important event to life.

Miami Beach, with its stunning backdrop, rich cultural heritage, and vibrant energy, provides an inspiring setting for our time together. I encourage each of you to take some time to explore the city's historic landmarks, diverse culture, and renowned cuisine during your stay.

As we gather this week, let us seize the opportunity to reaffirm our shared commitment to the mission and values of the Fraternal Order of Police. This conference is not only a time to engage in meaningful dialogue and chart the course for our future but also an occasion to strengthen the bonds of camaraderie, trust, and solidarity that unite us as members of this great organization.

Honoring the Passing of FOP Leaders

For over a century, the National Fraternal Order of Police has stood as the unwavering voice of law enforcement professionals across this nation. Our journey is a story of resilience, purpose, and progress—shaped by dedicated, selfless leaders whose commitment has kept our organization strong, united, and effective.

Each generation of FOP leaders has played a profound role in building the foundation we stand upon today. Their vision, sacrifice, and determination have safeguarded the rights and well-being of countless officers and their families. Their impact will echo far into the future.

As we begin this conference, it is fitting that we pause to honor and remember four remarkable leaders who have passed away since our last gathering. Their legacy of service and contributions to our Order will never be forgotten.



Georgia State President Jeff Wiggs

Jeff was a dedicated leader, a passionate advocate for law enforcement, and a cherished member of our FOP family. His commitment to serving his community and supporting his fellow officers was unwavering. He brought integrity, compassion, and tireless energy to all he did, leaving a lasting impact on everyone privileged to know him.

During his tenure as Georgia State President, Jeff demonstrated exceptional leadership and championed the rights and well-being of law enforcement professionals across the state. His advocacy, vision, and steadfast dedication left an indelible mark on the policing community in Georgia and beyond.

Past National Auxiliary President Karen Lippe

The Fraternal Order of Police Auxiliary is the only national support organization of its kind, created to unite the families of our members, promote their welfare, and encourage them in all pursuits of the good.

Karen's involvement in the Auxiliary spanned over five decades, during which she held numerous leadership positions, including National President. She received countless accolades, including the Oklahoma State FOP Auxiliary Lifetime Achievement Award and her induction into the Oklahoma Law Enforcement Hall of Fame.

Karen never viewed her work as an obligation; she saw it as a calling of the heart.

National Auxiliary Secretary Linda Martinez

Linda was a shining example of dedication to the Fraternal Order of Police Auxiliary. Her sudden passing left us in shock and sadness. Just weeks before, many of us shared time and laughter with her in Washington, D.C., during Police Week at the National Memorial Service—never imagining it would be among our last moments together.

For over 20 years, Linda's service to the Albuquerque Lodge #1 Auxiliary was remarkable. From her time as trustee, through 14 years as President, and most recently as Vice President, she led countless initiatives.

Her contributions also extended to the national level as National Recording Secretary, where her attention to detail and commitment strengthened the Auxiliary across the country.

Bob Krone, NFOP Staff

Bob Krone served the National Fraternal Order of Police with distinction for more than eight years as a valued member of our national staff. When he first proposed offering tax services to help our lodges navigate complex IRS requirements, none of us could have anticipated how indispensable his work would become. His commitment to the mission of the FOP was evident in every interaction, and he approached each challenge with professionalism, patience, and a sincere desire to help others succeed.

Bob earned the trust and respect of treasurers, secretaries, and presidents across the country, who knew they could rely on his steady guidance and expertise. He set a standard for service that will not soon be forgotten. Just three days after retiring, Bob passed away, leaving behind a legacy of dedication and friendship that has touched our entire organization.

Opening Reflections

As we gather for the 67th Biennial National Fraternal Order of Police Conference, I am honored to share this report reflecting on the past 24 months—a period marked by tremendous progress, unique challenges, and exciting opportunities for our organization and the members we proudly serve.

Much has happened since we last met in Las Vegas. Chief among our accomplishments is the monumental achievement of passing the Social Security Fairness Act, legislation that will have a generational impact on both retired and active members. This historic law ends a 40-year injustice imposed on public employees nationwide by addressing the inequities created by the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). It is a victory that underscores the power of persistence, solidarity, and collective advocacy – a testament to what is possible when we stand together behind a common cause.

Another highlight was our 2024 Fall Board Meeting in Charlotte, North Carolina, where we had the privilege of hosting former President Donald Trump as he accepted the National Fraternal Order of Police endorsement for President. This event demonstrated the FOP's commitment to ensuring our endorsements are both meaningful and impactful, while also respecting the diverse political perspectives held by our members. Balancing the significance of this endorsement with sensitivity to differing viewpoints exemplifies the thoughtful leadership and unity that define the FOP. Both events will be described in greater detail later in this report.

Over the past 24 months, we have navigated the complexities of working with an outgoing administration while simultaneously helping to shape law enforcement priorities with the incoming Trump administration. This transition has presented challenges but has also opened new avenues to advance the interests of law enforcement officers nationwide.

Throughout these efforts, we have remained steadfast in our mission to turn obstacles into opportunities. Whether advocating for job stability, supporting the health and well-being of our members and their families, or strengthening the foundation of the Fraternal Order of Police, we have focused our collective energy on improving our profession and uplifting those who serve.

Each section of this report provides a summary of the actions, initiatives, and progress made by your Executive Board and Board of Trustees over the past two years. I am incredibly proud of all we have accomplished together and look forward to continuing our shared work to secure a stronger, brighter future for our members, their families, and the entire law enforcement community.



Executive Board Leadership and Stewardship

We are truly fortunate to be guided by an exceptionally talented and motivated Executive Board whose collective leadership has positioned the Fraternal Order of Police as the nation's foremost voice for rank-and-file law enforcement. This team keeps the welfare of our members and the future of the policing profession at the forefront of every decision, initiative, and goal. Their dedication, vision, and diverse expertise have propelled our organization forward during some of the most challenging times in our history.

Vice President Joe Gamaldi has distinguished himself as a resolute advocate and a fearless communicator. His frequent engagement with national media has powerfully articulated the frustrations, challenges, and aspirations of our members during some of the most turbulent moments in modern policing. Joe's clarity, conviction, and unshakable commitment to defending this profession have elevated the FOP's message across the country.

Secretary Jimmy Holderfield has demonstrated extraordinary leadership in managing the complex administrative

functions of our organization. Beyond his meticulous stewardship of our records and processes, he has undertaken the significant responsibility of overseeing the development and implementation of the new membership system, which will debut at this conference. His attention to detail and unwavering commitment to operational excellence have made a profound impact on our ability to serve our lodges effectively.

Treasurer James Smallwood exemplifies fiscal responsibility and strategic vision. His prudent management of the Order's finances ensures we remain strong and secure for generations to come. Equally important, James brings a thoughtful perspective and deep understanding of police labor challenges, frequently representing the FOP with distinction in key national partnerships and working groups. His credibility and professionalism have strengthened our relationships and expanded our influence.

Second Vice President John Hoyt draws upon decades of experience as a labor leader and as a respected voice within the Philadelphia Lodge. His insight into the evolving landscape of collective bargaining and officer representation ensures our members' interests are protected and advanced. John's steady guidance and passion for this work are evident in every initiative he undertakes.

Sergeant at Arms Steve James contributes a keen business sense and a clear-eyed understanding of the complex organizational challenges we face. His ability to analyze issues, identify solutions, and champion initiatives has propelled many of our priorities forward. Steve's thoughtful perspective and sound judgment are assets to our Executive Board and to the broader membership.

Chairman of Trustees Rob Pride brings years of dedicated advocacy, unshakable integrity, and a talent for building consensus, even on the most delicate and consequential issues. His commitment to fostering unity, respect, and collaboration among our diverse trustees has strengthened the foundation of our governance and advanced the mission of this Order.

I am truly blessed to work alongside each of these exceptional leaders. Their diverse backgrounds, deep experience, and representation of lodges of every size bring unparalleled insight to our deliberations. Together, this Executive Board embodies the highest ideals of service, stewardship, and solidarity.

Their unwavering commitment to the Fraternal Order of Police has created a continuity of leadership that is both powerfully positive and resolutely forward-thinking. It is because of their efforts that the FOP remains not only the largest but also the most trusted and effective voice for law enforcement officers across this nation.



Enough is Enough: A Call to End Violence Against Law Enforcement Officers

As we closed out 2024, the alarming reality of increased violence against law enforcement officers continued to demand urgent attention and decisive action from every level of government and society. Although the number of officers shot in the line of duty decreased by 9% from last year's record high, the profession remains under siege.

Police officers are enduring levels of violence that nearly matched the second most dangerous period for law enforcement since the National Fraternal Order of Police began collecting this data. The numbers tell a stark and sobering story:

- In 2023, 378 officers were shot in the line of duty, making it the most violent year on record.
- Ambush-style attacks reached 115 incidents, resulting in 138 officers shot and 20 fatalities.
- Despite advancements in medical trauma care and anti-ballistic technology reducing fatalities, 46 officers were killed.

At the close of 2024, we regret to report that:

- 342 officers were shot in the line of duty (-9% from 2023 YTD and +3% from 2022 YTD).
- 50 officers were killed (+8% from 2023 YTD, -19% from 2022 YTD).
- There were 61 ambush-style attacks, resulting in 79 officers shot, 18 of whom were killed.

These are not just numbers on a page, they are fathers, mothers, sons, daughters, husbands, and wives who made the ultimate sacrifice to protect their communities. This violence is unacceptable. It threatens the safety and stability of every neighborhood in America and is a stain on our society that demands a unified response.

I call on communities across the country to join us in declaring, **"Enough is Enough."** Violence against those who protect and serve must never be tolerated or normalized. It is time for elected officials and community leaders to take a clear stand, to boldly support our heroes, to unequivocally condemn violence directed at law enforcement officers, and to foster environments where those who serve are respected, valued, and protected.

I also renew our call to Congress to act swiftly and pass the **Protect and Serve Act**. This legislation, designed to address the unprovoked violence that specifically targets law enforcement officers, has languished for years without substantial movement, despite the data and the urgency of the crisis. Lawmakers must recognize that every day they fail to act, the risk to officers grows, and the consequences become more profound.

Let us stand together, united as a nation, to reject this senseless violence. It is time to support the brave men and women who risk their lives every day to keep our communities safe.



We Did It! We Repealed the Steal

The Social Security Fairness Act is now law—a historic victory for public servants nationwide. The passage of this legislation marks a monumental achievement in our fight for justice and fairness for public employees. As your National President, I am deeply proud of the Fraternal Order of Police and every member who played a role in securing this victory.

Since our founding in 1915, the FOP has been at the forefront of every major legislative advancement for law enforcement and public employees. The repeal of the Windfall Elimination Provision and the Government Pension Offset stands among the most significant accomplishments in our 110-year history. This success underscores the power of FOP unity and leadership and solidifies our reputation as a determined advocate for those who dedicate their lives to public service.



Red and Blue Rallies – Advocating for Fairness in Retirement

The Fraternal Order of Police joined in a powerful partnership with the International Association of Fire Fighters (IAFF) to lead a united effort addressing the injustices of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). These provisions continue to penalize thousands of dedicated public servants by unfairly reducing their earned retirement benefits, despite a lifetime of honorable service to their communities.

Two major events were held at the United States Capitol to bring national attention to this issue, one in March ahead of the House vote and another in December ahead of the Senate vote. Each rally drew more than 1,000 participants, including rank-and-file law enforcement officers, firefighters, retirees, and supporters. Members of Congress from both parties took part in these gatherings, offering their voices and pledging their support for long-overdue reforms. The Red and Blue Rally stood as a testament to the strength and solidarity of our professions when we stand shoulder to shoulder to demand fairness and justice.

I am proud of the commitment demonstrated by our members, our leadership, and our partners at the IAFF.



The FOP Impact

The journey to victory spanned more than four decades, marked by numerous challenges, legislative setbacks, and the need to build bipartisan support in an increasingly polarized environment. Policymakers and the public often misunderstood the devastating impact these provisions had on public employees. Educating Congress required relentless engagement. Our state and local lodge leaders mobilized thousands of members to write letters, make phone calls, and meet with lawmakers. This sustained pressure created an undeniable force that kept the issue alive and visible.

TRUMP BACKS SOCIAL SECURITY FAIRNESS



NATIONAL FRATERNAL ORDER OF POLICE®

600 MASSACHUSETTS AVE., N.E.
WASHINGTON, DC 20002

PATRICK YODES
NATIONAL PRESIDENT

30 December 2024

The Honorable Donald J. Trump
President-elect of the United States
Trump for President Headquarters
725 5th Avenue
New York, NY 10022

Dear Mr. President-elect,

I am writing on behalf of the members of the Fraternal Order of Police to offer you our sincerest appreciation for your timely endorsement of the "Social Security Fairness Act."

Executive Director Jim Pasco and I met with you at your home in Mar-a-Lago on 16 December and asked for your support, which you readily gave. Your public support for this legislation helped win the support of a majority of Senate Republicans, which resulted in a lopsided 76-20 victory on the floor of the United States Senate. We do not believe this effort would have succeeded without your intervention in the days before this vote was held. A small number of Senators were determined to use every parliamentary procedure to stall this measure long enough to kill it. You provided the momentum we needed to get over the finish line, and we owe you a debt of gratitude.

Because of your support, nearly three million law enforcement officers, fire fighters, and other public employees who earned themselves a Social Security benefit, only to see those benefits reduced by the Windfall Elimination Provision, will finally begin to receive every penny that they earned. Because of your support, families impacted by the Government Pension Offset which reduced or, in most cases, eliminated the survivor's benefit received by surviving spouses, will finally be able to collect what they are owed.

On behalf of the more than 377,000 members of the Fraternal Order of Police, as well as every individual and family that will benefit from the passage of the "Social Security Fairness Act," thank you. We look forward to your inauguration and resuming our partnership with your new Administration. Should you need anything from us, please do not hesitate to contact me or Executive Director Jim Pasco in our Washington, D.C. office.

Sincerely,


Patrick Yodes
National President

Standing beside President Biden at the bill's signing in the White House, alongside representatives from other organizations, it was clear that this victory was certainly a collective effort, but make no mistake—the FOP's engagement and influence were not only a driving force behind the outcome, we were pivotal at the critical moments necessary for passage.

The only chance for success depended on our ability to keep the effort nonpartisan. Our strategy deliberately maintained Democratic engagement while focusing considerable effort on securing key Republican support. And influence, we did. Our national grassroots efforts made clear to every Senator that we were watching how they voted, and after years of hearing pledges of support, their words were about to be tested.

During the decisive weeks leading up to the Senate vote, NFOP Executive Director Jim Pasco and I traveled to Mar-a-Lago to secure the endorsement of President-elect Trump. His public pledge to the FOP proved decisive, unlocking the final Republican votes needed to bring the bill to the floor. With President Trump's endorsement, momentum shifted in our favor. We achieved a true bipartisan moment, with the House Speaker, House Minority Leader, and Senate Majority Leader all as cosponsors of the Social Security Fairness Act, and support from both President Biden and President-elect Trump. There is no question: while success has many fathers, the FOP delivered the decisive leverage at precisely the right time to ensure victory.

SOCIAL SECURITY FAIRNESS ACT



YEAs	327
NAYs	75
Not Voting	29
Present	1



YEAs	76
NAYs	20
Not Voting	4

Despite paying into Social Security at the full rate, officers were penalized simply because they served their communities. This injustice also created serious recruitment challenges. Candidates from the private sector faced the reality that choosing public service could cost them earned benefits, making it harder for agencies to attract

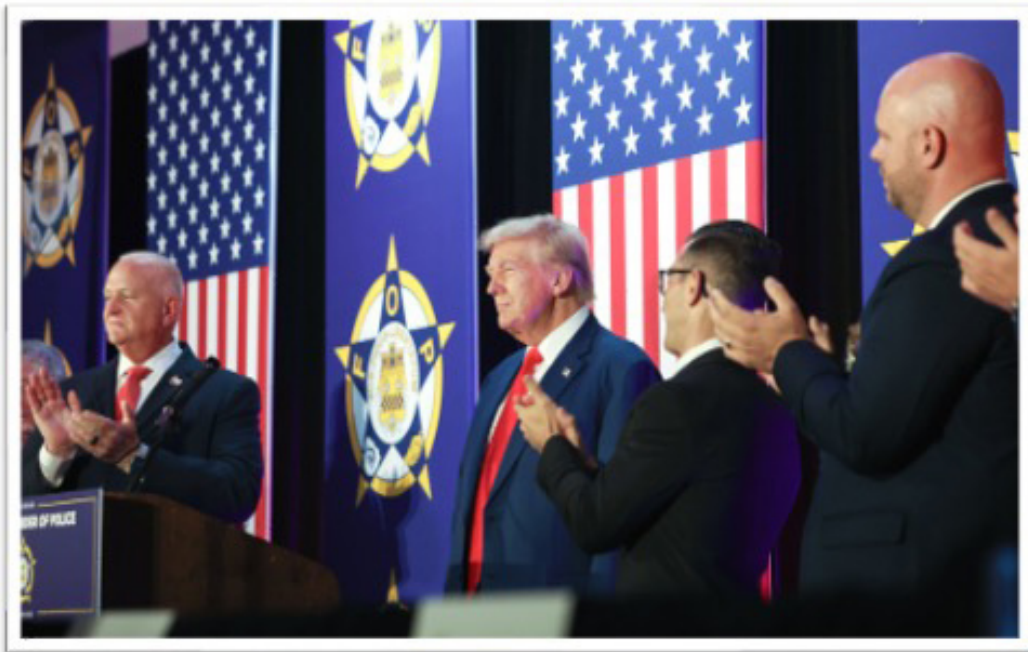
and retain qualified officers—especially during staffing crises.

Our members and retirees have expressed profound gratitude and relief. For many, this victory means the difference between financial security and uncertainty in retirement.

I want to personally thank President Biden for his unwavering support and President Trump, whose endorsement provided the final boost we needed. I am also grateful to Representatives Garret Graves and Abigail Spanberger, whose work in the House was instrumental; to Senator Chuck Schumer for his strategic leadership; and to Senators Sherrod Brown, Susan Collins, Bill Cassidy, Amy Klobuchar, and Kyrsten Sinema for their dedication and support.

I extend my deepest appreciation to the FOP's legislative team in Washington, D.C., led by Jim Pasco and Tim Richardson, whose relentless focus and skill made this victory possible.

This success shows what we can achieve when we are united, strategic, and committed. Let us build on this momentum as we take on the challenges ahead.



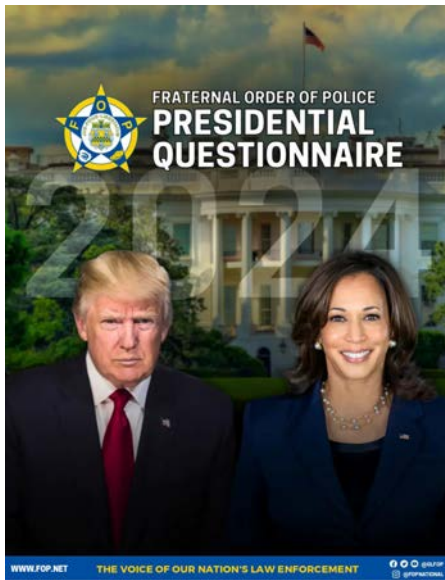
The Fraternal Order of Police Presidential Endorsement

The endorsement process of the Fraternal Order of Police is governed by our National Constitution and Bylaws. With over 377,000 members nationwide, it is a thorough, inclusive, and transparent process designed to give every state's membership a voice. Executive Board members do not vote outside of their own states, ensuring that the outcome reflects the concerns and priorities of rank-and-file law enforcement officers who grapple daily with the long-term impacts of the border and fentanyl crises, progressive prosecutors, and bail reform policies.

Prior to the endorsement vote, both campaigns were invited to complete detailed questionnaires on critical law enforcement and labor issues. President Trump responded to the questionnaire and participated in an interview. In the days leading up to President Biden's decision to withdraw from the race, we were in frequent contact with his campaign, and at that time, were very close to receiving his responses to both the questionnaire and the interview request. Despite multiple deadline extensions, the Harris campaign only submitted a letter and declined to grant an interview. All materials received were made available to our membership for review in advance of the vote.

On September 6, 2024, at the NFOP Fall Board Meeting in Charlotte, North Carolina, each state's National Trustee cast their vote, representing the collective will of their members. At the conclusion of this process, former President Donald Trump received overwhelming support, with only two states voting for "no endorsement." Under our Constitution, an endorsement requires a two-thirds majority; former President Trump received 95.7% of the vote.

The FOP's endorsement is not just a symbol of our support, but a powerful statement about the values and priorities we hold dear as the largest law enforcement rank-and-file organization in the nation. Equally important, it is likely the only national group that allows its members to be part of the selection process.



On September 11, 2024, former President Trump attended the Fall Board of Trustees Meeting in Charlotte to personally accept the endorsement of the Fraternal Order of Police. The event was broadcast live by media outlets across the globe. During his remarks, he spoke for more than an hour, praising the men and women of law enforcement and pledging that the FOP would have direct access to his administration as we work together to make our communities safer and protect those who serve.

Presidential Questionnaire: <https://national.fop.net/questionnaire-2024>

The Following is the endorsement news release:

Nation's Oldest and Largest Police Labor Organization Will Support Trump on Election Day

Washington, DC – Patrick Yoes, National President of the Fraternal Order of Police, announced today that the members of the FOP voted to endorse Donald J. Trump for President of the United States.

"Public safety and border security will be important issues in the last months of this campaign," Yoes said. "Our members carefully considered the positions of the candidates on the issues and there was no doubt—zero doubt—as to who they want as our President for the next four years: Donald J. Trump."

The FOP's endorsement process is unique in that every member has the opportunity, through our 46 State Lodges, to make their choice known to the National Trustee. Once informed by the membership as to their choice, the National Trustee casts his or her vote at our National Board meeting. In order to secure our endorsement, the candidate needs the support of two-thirds of the State Lodges, a benchmark former President Trump easily cleared.

"During his first term, President Trump made it clear he supported law enforcement and border security," Yoes said. "In the summer of 2020, he stood with us when very few would. With his help, we defeated the 'defund the police' movement and, finally, we are seeing crime rates decrease. If we want to maintain these lower crime rates, we must re-elect Donald Trump."

Though this election was highly unusual, the FOP considered the two 2024 presidential candidates' records—including President Trump's responses to the FOP's questionnaire, as well as a letter from the Harris-Walz campaign describing some of their positions on criminal justice and police labor issues. An FOP committee met personally with former President Trump, but no similar meeting was granted by the Harris-Walz campaign. This information was provided to the more than 377,000 members of the FOP so they could make their own decision in this election.

"As the nation's oldest and largest law enforcement labor organization, the FOP's presidential endorsement is one of the most sought-after endorsements by candidates running for the presidency," Yoes said. "The FOP is the number one voice of America's law enforcement. We have a responsibility to our members, to the 700,000 sworn law enforcement officers in the United States, and to the communities they serve to do our part in determining the direction in which our country will head."

In every election cycle, the FOP pays close attention to which presidential campaign highlights the issues most vital to the men and women of the FOP, including the challenges faced by the rank-and-file law enforcement officers, the real issues in public safety, and the problems in our criminal justice system. The FOP has endorsed candidates—from both parties—that our members believe have made the men and women of law enforcement a priority: George H. W. Bush (1992); William J. Clinton (1996); George W. Bush (2000, 2004); John S. McCain III (2008); Donald J. Trump (2016, 2020). In 2012, the FOP voted not to endorse a candidate.

"The National FOP endorsed Donald Trump in 2016 and 2020. He led our nation through some very tough times," Yoes said. "He provided our nation with strong, effective leadership during his first term, and now that he is seeking election to a second term, we intend to help him win it."



Realigning Top Legislative Priorities

For nearly two decades, the passage of the Social Security Fairness Act stood as the top priority of the National Fraternal Order of Police's legislative agenda. With this historic victory now secured, we are turning our focus to new objectives that will define the next era of our advocacy.

At the forefront is the Protect and Serve Act, the most critical pending legislation to address the escalation of targeted violence against law enforcement officers. This bill would create federal penalties for individuals who deliberately assault or attempt to kill officers simply because they wear the badge. Our members deserve the same federal protections already afforded to other professions facing similar threats. In the 118th Congress, we worked diligently to advance this bill through the Judiciary Committee. As we prepare for the 119th Congress, we will leverage the same proven grassroots strategy—mobilizing state and local lodges to engage their elected officials—that was essential to repealing WEP and GPO.

Another enduring priority is the Law Enforcement Equity Act (H.R. 1322). This legislation would provide federal law enforcement officers, including those at the Department of Defense and Department of Veterans Affairs, with the same retirement benefits available to other 6(c) law enforcement positions. For years, our members in these agencies have faced inequities that undermine basic fairness, morale, recruitment, and retention.

In addition to the focused work of our legislative staff in Washington, I have personally hosted multiple meetings with the Department of Defense union leadership and other stakeholders to explore viable pathways to build support for this legislation. As many of you know, significant institutional resistance and political skepticism persists regarding its prospects. I reject the notion that this legislation can "never pass." However, I recognize that our previous approaches have not generated the traction needed to advance the bill.

To address this, we are actively pursuing a renewed strategy that includes:

- Engaging key federal agencies in substantive dialogue to identify actionable solutions to longstanding objections.

- Developing a comprehensive quantitative analysis documenting the impact of current policy on recruitment and, importantly, retention across affected agencies.
- Framing the legislation as a workforce sustainability and cost-savings measure, rather than solely as an equity initiative, to broaden bipartisan appeal.

At present, much of the debate has been driven by anecdotal evidence and unquantified concerns. Our objective is to change the conversation by presenting a compelling, data-driven case that underscores the long-term risks of inaction and the fiscal and operational benefits of reform.

Other priorities include:

- The Collective Bargaining Rights Act and The LEOsA Reform Act

These initiatives reflect our continued commitment to improving working conditions, protecting the rights of officers, and ensuring the profession remains sustainable and respected.

As we embark on these efforts, we remain focused on building upon our successes, engaging with lawmakers, and ensuring our members' voices are heard and their interests protected. The credibility and momentum we built through our success with the Social Security Fairness Act have positioned the FOP to lead on these and other critical issues. Together, we will continue to demonstrate that when we are united, strategic, and relentless, there is no challenge we cannot overcome.

Navigating New Challenges and Opportunities

With the start of a new administration and a new Congress, the legislative and policy landscape has presented both significant challenges and unique opportunities for the Fraternal Order of Police. As the nation's oldest and largest law enforcement labor organization, representing more than 378,000 members, the FOP remains at the forefront of national discussions on policing, labor rights, officer safety, and the long-term stability of our profession.

The contrasts between the Biden and Trump administrations are stark. Over four years, the Biden administration implemented policies that many of our members felt undermined stability and morale. In contrast, the Trump administration has moved rapidly to enact policies viewed by many as supportive and restorative of law enforcement's role and image in the community.

While these changes have created optimism among large segments of our membership, they have also brought new challenges, including the need to recalibrate our relationships with federal agencies and key congressional committees. The FOP has remained engaged with administration officials, congressional leaders, and policymakers to ensure our members' voices and concerns remain central to all policy discussions.

As Congress began filing and re-filing legislation—bills affecting qualified immunity, collective bargaining rights, funding for officer safety initiatives, and police reform proposals—we have been proactive in educating lawmakers, offering technical expertise, and advocating for balanced approaches that support public safety while protecting the rights of our members.

Navigating these dynamics has required constant vigilance, adaptability, and collaboration. As the legislative and regulatory environment continues to evolve, the FOP remains steadfast in protecting the interests of frontline officers and reinforcing our role as the nation's preeminent voice for law enforcement.



Urban Policing Committee Meeting and Law Enforcement Roundtable

In early June 2025, the FOP created an opportunity to participate in two significant engagements focused on the future of policing in America's urban centers and the broader national dialogue around public safety.



The National FOP's Urban Policing Committee convened for a full-day session to examine the unique challenges and opportunities facing our major city agencies. The meeting brought together leaders from some of the nation's largest urban FOP lodges to share operational perspectives and develop coordinated strategies to improve officer safety, staffing, and community trust.

We concluded this meeting with a law enforcement roundtable hosted by President Trump and Attorney General Pam Bondi at the White House to discuss the evolving landscape of violent crime, federal enforcement priorities, and support for law enforcement professionals.

President Trump expressed his continued commitment to ensuring that officers have the tools, resources, and political support necessary to confront rising violent crime and keep communities safe. Attorney General Bondi underscored the Department of Justice's intention to prioritize prosecutions targeting violent criminal enterprises, illegal firearms trafficking, and fentanyl distribution networks that are devastating urban communities.

This roundtable served as a powerful reminder that the challenges we face are national in scope, and our advocacy must be equally determined and collaborative. I emphasized to both President Trump and Attorney General Bondi that the Fraternal Order of Police stands ready to partner in any initiative that reinforces officer safety and defends the integrity of our profession.

These engagements are essential to ensuring that the voices of our members—especially those serving in America's most demanding urban environments—remain central to the national conversation about public safety. As always, I am committed to making sure those voices are heard clearly and persistently at the highest levels of government.

Congressional Testimony on Policing, Public Safety and Employment Protections

When it comes to public safety, no one knows more about policing in America than police officers—and no one understands police officers better than the Fraternal Order of Police. The FOP is constantly engaged at the federal level to ensure that your voice is heard and that congressional actions reflect the perspectives of rank-and-file officers.

Over the past two years, I was privileged to share your insights and priorities in the halls of Congress, providing testimony on critical issues including policing practices, public safety policy, and employment protections for law enforcement professionals.

This report outlines those efforts and the impact they have had on shaping legislation and influencing public discourse.



Social Security Fairness Act

Testified at House of Representatives Committee on Ways and Means Field Hearing "Social Security's Disservice to Public Servants: How the Windfall Elimination Provision and Government Pension Offset Mistreat Government Workers."

The following is my oral testimony before the US House of Representatives Ways and Means Committee hearing on the Social Security Fairness Act held in Louisiana November 2024. Of the four-person panel offering testimony, the FOP was the only law Enforcement group. This hearing was the first hearing on this topic in more than 17 years and paved the way for advancing the bill for a floor vote.

"Good afternoon, Chairman Smith, Chairman Ferguson, Ranking Member Neal, and distinguished Members of the House Committee on Ways and Means. My name is Patrick Yoes, National President of the Fraternal Order of Police, and I represent more than 373,000 rank-and-file police officers. The FOP is the oldest and largest law enforcement labor organization in the United States.

Mr. Chairman, I am grateful that you are holding this hearing to examine the impact of THE Windfall Elimination Provision and Government Pension Offset on hard-working Americans who chose a career in public service. Approximately 1.9 million beneficiaries, or 4% of the eligible population, are impacted by the W.E.P. It is estimated that 60% of law enforcement officers in our country are affected by this provision.

Between 2000 and 2008, the House and Senate held a combined seven hearings on the W.E.P. and G.P.O. Apart from this Committee's mark-up last year, which was done to block a floor vote after we had reached 305 co-sponsors, there has been no action or consideration of the bill since that time.

So, while I welcome the opportunity to be here with you today to talk about how the W.E.P. and G.P.O. hurt our nation's retired law enforcement officers, I am also here to express the deep frustration of my members.

Simply put, law enforcement officers who served in an agency outside the Social Security system may lose up to sixty percent (60%) of the Social Security benefit to which we are entitled by virtue of secondary or post-retirement employment. We were required to pay the same amount into the Social Security system as every other American and yet we are not guaranteed the same benefit... all because we answered the calling of public service.

The FOP contends that this provision has a disproportionate impact on law enforcement officers. An earlier study

suggests 75% of those impacted were law enforcement or other public safety workers. Law enforcement officers are likely to retire earlier than other public employees because of the extreme physical and mental demands of the job.

After a full career in law enforcement, many officers who retire will begin second careers and pay into the Social Security system. This creates an unjust situation for many of our members—we are entitled to a pension because we paid into it for a full career, but we also worked jobs in which we fully paid into Social Security, which should entitle us to the same benefits paid to every other American.

While the G.P.O. impacts fewer people, its effect can sometimes be more profound. According to the Social Security Administration, of those directly affected by the G.P.O., 52% were spouses and 48% were widows or widowers. An astounding 70% of all those affected by the G.P.O. had their benefits fully eliminated. The money we paid into the system won't go to our eligible survivor as is the case with every other American but will remain in the Trust Fund to pay for someone else's benefit. Do you not see how outrageously unfair this is to public employees and their spouses?

Additionally, the profession of law enforcement is facing an existential crisis in recruiting the next generation of law enforcement officers, and the very existence of the W.E.P. and G.P.O. discourages anyone from choosing a career in public service. When a prospective candidate learns that any Social Security credits and benefits, they have or will earn in the private sector will be reduced, it makes a career in policing far less attractive.

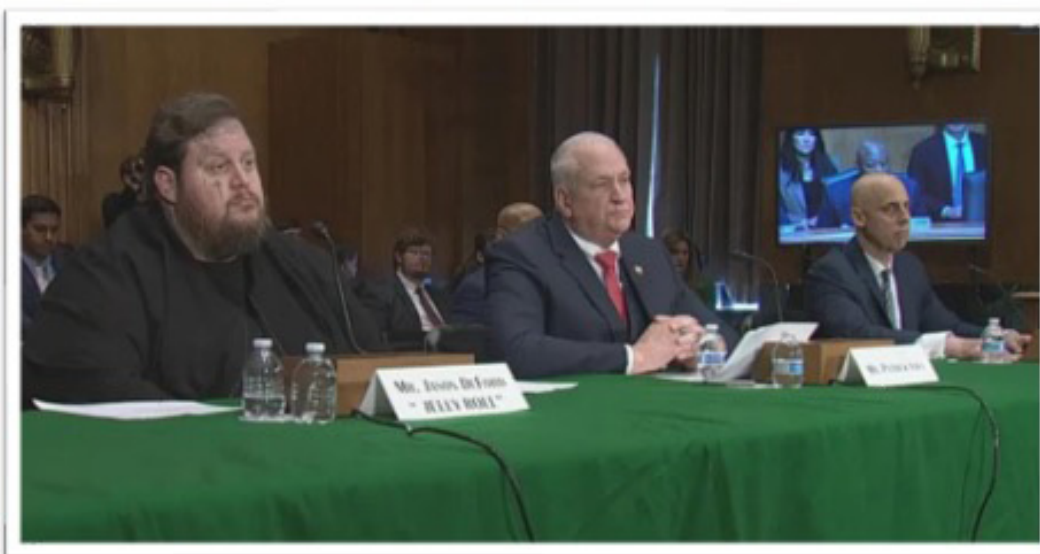
For 40 years, Congress has avoided addressing the long-term viability of Social Security and used that as justification to NOT repeal W.E.P. and G.P.O. Instead, Congress has knowingly embraced these unfair provisions while ignoring the victimization of the very people in our society that work so hard for fairness. Public employees did not create the destabilization of the social security system, yet we are the only class of employees that Congress is forcing to give up our earned benefits. How is it fair to make public employees pay the same rate into social security as every other American, and then legislate away the same benefits afforded to others? We are not asking for special treatment, or anything more than we have fairly earned. We are simply asking for equal treatment!

The Windfall Elimination Provision and Government Pension Offset is wrong, unfair, and frankly dishonest. If this scheme was being run by a pension board or private money management group instead of the Social Security Administration, we would not call it an "elimination of a windfall" or an "offset"—it would be called embezzlement.

One entity enriching itself by denying a benefit earned by an individual is criminal and that is exactly what Congress is doing through W.E.P./G.P.O. Ultimately, this is about fairness to the men and women who have sworn to serve and protect America's communities.

Instead, we are treated as 2nd class citizens and are subject to arbitrary formulas that reduce benefits for which we have been fully taxed and to which we are entitled to. Both provisions should be repealed immediately, and I urge the Committee to get back to Washington and pass H.R. 82, the "Social Security Fairness Act."

Mr. Chairman, I want to thank you and the other Members of this distinguished Committee for the chance to appear before you today. I would be happy to answer any questions you have."



US Senate Committee on Banking, Housing, and Urban Affairs "Stopping the Flow of Fentanyl: Public Awareness and Legislative Solutions."

On January 11, 2024, I had the honor of testifying before the United States Senate Committee on Banking, Housing, and Urban Affairs during a hearing titled "Stopping the Flow of Fentanyl: Public Awareness and Legislative Solutions." Joining me were Jason "Jelly Roll" DeFord, whose personal story of addiction and recovery is a testament to resilience and hope, and Christopher J. Urben, a respected voice in counter-narcotics efforts.

Engaging with Jason and hearing his powerful account of overcoming addiction was a highlight of this experience. His journey illustrates the critical importance of compassion, public education, and sound policy solutions in confronting this epidemic.

I want to extend my sincere thanks to Senator Sherrod Brown for his leadership in convening this hearing and for his commitment to addressing the fentanyl crisis through legislation and public awareness. His dedication to saving lives and supporting law enforcement resonates far beyond Capitol Hill.

Below is an excerpt from my oral testimony:

"In 2021 alone, more than 100,000 Americans died from drug overdoses, with fentanyl accounting for 65% of these deaths. The National Institute on Drug Abuse has reported that overdose death rates surged by nearly 750% between 2015 and 2021, driven primarily by fentanyl and its analogs. In 2022, the toll rose to almost 110,000, making synthetic opioids the leading cause of death for Americans aged 18–49.

Drug cartels exploit precursor chemicals sourced from China to manufacture counterfeit pills designed to look like prescription medications, deceiving countless Americans into unwittingly consuming lethal substances. The DEA estimates that 40–60% of these counterfeit pills contain a deadly dose of fentanyl. Taking even one can be fatal.

Despite unprecedented seizures—more than 379 million potentially deadly doses in one year alone—the death toll continues to rise. Our officers are on the front lines of this crisis every day. We are the first to respond to overdoses, to save lives with Narcan, and, far too often, to deliver the tragic news to grieving families.

The Fraternal Order of Police believes addressing this epidemic requires a comprehensive national strategy—one that disrupts trafficking networks, imposes sanctions on criminal organizations, prioritizes anti-money laundering enforcement, and expands resources to save lives.

The FOP was proud to work closely with Chairman Brown and Ranking Member Scott in developing S.1271, the FEND Off Fentanyl Act. This bipartisan legislation targets the fentanyl supply chain—from Chinese chemical suppliers to Mexican cartels—and directs critical resources to law enforcement to interdict shipments and prosecute traffickers.

We strongly support the bill's provisions to impose sanctions, increase accountability, and authorize the use of forfeited assets to strengthen enforcement. All these tools will help reduce the number of Americans who suffer and die from fentanyl and similar opioids—a goal that should unite us all.

We can and must act with urgency—through vigorous interdiction of the supply chain, relentless pursuit of traffickers, expanded Narcan availability, and swift passage of the FEND Off Fentanyl Act.

Finally, Mr. Chairman, I would be remiss if I did not thank you for your leadership on S.1514, the HELPER Act. This legislation, modeled after the VA's successful home loan program, would create homeownership opportunities for first responders and educators and help address the recruitment and retention challenges facing our profession."

My full testimony and a recording of the hearing can be viewed online: [C-SPAN Senate Hearing: Stopping the Flow of Fentanyl](#)

The fentanyl crisis continues to devastate communities in every part of the country. The Fraternal Order of Police remains committed to working with our federal partners and lawmakers to ensure that law enforcement officers have every resource and tool necessary to combat this epidemic and save lives.



House of Representatives Committee on Homeland Security Hearing: Assassination Attempt on Former President Donald J. Trump

In the aftermath of the attempted assassination of former President Donald J. Trump in Butler, Pennsylvania, I had the honor of testifying before the House Committee on Homeland Security on behalf of the more than 377,000 members of the Fraternal Order of Police.

My testimony underscored the extraordinary courage and professionalism demonstrated that day by the United States Secret Service and the state and local law enforcement officers who acted decisively to protect lives under fire.

I began by expressing deep admiration for the Secret Service agents whose selfless actions placed them between incoming gunfire and the former President. Their bravery, along with the commitment of state and local officers, exemplified the very best of our profession. I also offered condolences to the family of Corey Comperatore, who was tragically killed, and to all those injured during this horrific attack.

In my remarks, I emphasized the critical importance of the shared mission of law enforcement in this country. With more than 90% of public safety services delivered by over 18,000 state and local agencies, our decentralized system requires continuous cooperation, trust, and clarity of roles among all partners.

I highlighted that while the Secret Service bears full operational responsibility for protective missions—including site selection, security planning, and perimeter designation—state and local agencies provide indispensable support, personnel, and community insight that federal resources alone cannot replicate. To suggest otherwise is a fundamental misunderstanding of the collaborative model that has long safeguarded our leaders and the public.

Despite the extraordinary heroism displayed in Butler, there were undeniable failures in security planning and execution. It is essential that we learn from these failures to strengthen protective operations—especially as we approach an election season that will place unprecedented demands on all levels of law enforcement. I expressed confidence in the readiness of state and local agencies to continue supporting the Secret Service in meeting this challenge.

I also took the opportunity to address a persistent obstacle to effective joint operations: interoperable communications. Since 9/11, Congress has invested significantly through FirstNet to close critical gaps in voice and data communication. I urged both Congress and the FCC to prioritize continued development of FirstNet and promote its full adoption across all public safety agencies.

In the days following the hearing, public discourse shifted toward accountability. The Secret Service issued statements implying that local law enforcement bore responsibility for the attack. Then-Director Kimberly Cheatle repeated this claim in a televised interview—an assertion I publicly challenged. The Fraternal Order of Police released statements clarifying that the Secret Service held sole authority over planning, site designation, and operational decisions, and that attempts to deflect blame were both inaccurate and damaging to interagency trust.

After further dialogue, Director Cheatle personally called to acknowledge the critical contributions of state and local law enforcement and to accept that ultimate responsibility lies with the Secret Service. She subsequently made this acknowledgment public, followed by several senior resignations within the agency.

When Ronald Rowe was appointed Acting Director, he initially repeated the same inaccurate claims during congressional testimony. The FOP responded firmly to correct the record and reiterate the facts. This led to a productive meeting between our Executive Director and Acting Director Rowe. The following day, Mr. Rowe held a press conference in which he accepted full responsibility for the failures in Butler and praised the professionalism and heroism of Pennsylvania's state and local officers. He also emphasized the importance of partnership and clear communication at every level of law enforcement.

This series of events is a powerful reminder that transparency, accountability, and mutual respect are essential to maintaining public confidence and fulfilling our shared mission. The courage demonstrated in Butler must be matched by an equal commitment to learn from mistakes and strengthen the trust that underpins effective interagency cooperation.

We owe our deepest gratitude to all who responded that day and to every officer who continues to protect our communities and our democracy under the most challenging circumstances.



Invest in Our Future: Support the NFOP PAC Today

The historic passage of the Social Security Fairness Act demonstrated the power of collective action and sustained advocacy. After four decades of effort, our victory proved that when law enforcement professionals stand united behind a common cause, nothing is impossible.

But our work does not end there. Building on this momentum requires continued engagement, resources, and commitment. That is why I am asking every FOP member to help strengthen our voice by supporting the **National Fraternal Order of Police Political Action Committee (PAC)**.

The PAC is an essential instrument of our advocacy. It enables us to:

- Educate lawmakers about the real-world impact of their decisions on law enforcement officers.
- Support candidates who share our commitment to protecting public safety and the rights of working men and women.
- Push for legislation that advances our profession, improves working conditions, and enhances the well-being of officers and their families.

To sustain and grow this capacity, we are asking every member to commit **just \$5.00 per month**. This small contribution, pooled together from across our membership, fuels the efforts that protect your rights, secure your benefits, and ensure that the FOP remains a force for progress in Washington and in every state capitol. Every dollar you contribute goes directly toward advancing our legislative priorities and strengthening our influence nationwide.

Visit: [National Fraternal Order of Police PAC - Donate Now!](#)

Your support is not just a donation; it is an investment in the future of law enforcement. Together, we can build on our successes, meet every challenge ahead, and continue to lead the way for our profession. Let's keep this momentum going. Join us today.

The Undisputed Voice of America's Law Enforcement

Our efforts to improve community and media relations over the past two years have firmly positioned the FOP as the leading and most respected voice of the law enforcement profession.

We have prioritized transparency and proactive communication to build credibility with the public and policymakers. By ensuring our organization is accurately represented and our members' concerns are shared directly, we have strengthened both our influence and our advocacy.

This commitment has been evident in several strategic initiatives:

- Engaging in open dialogue with major news outlets to correct misinformation and provide fact-based context about law enforcement policies and incidents.
- Issuing timely, consistent statements following high-profile events to ensure the law enforcement perspective is presented fairly.
- Increasing direct communication with lawmakers and community stakeholders to build mutual understanding and trust.

Our approach has yielded significant results. By focusing on transparency and responsiveness, we have improved public understanding of the challenges facing law enforcement and reinforced our position as a trusted partner in shaping public safety policy.

This strategy will remain central to our work going forward. We will continue to engage openly, share accurate information, and advocate for policies that protect our members and the communities they serve.

NUMBER OF MEDIA MENTIONS - PRINT MEDIA							
TOP 11 LAW ENFORCEMENT ORGANIZATIONS	TOTAL <small>(2019-2025)</small>	2025 <small>(As of 23 June)</small>	2024 <small>Full Year</small>	2023 <small>Full Year</small>	2022 <small>Full Year</small>	2021 <small>Full Year</small>	2020 <small>Full Year</small>
FOP	202,408	8,137	20,508	27,839	38,746	43,265	37,897
IACP	50,859	2,780	6,697	11,647	8,293	6,660	6,039
PERF	40,690	1,225	4,935	5,961	9,193	8,052	6,466
MCCA	16,998	1,007	2,160	2,160	2,165	4,138	2,534
NOBLE	17,126	499	4,602	4,602	4,491	3,249	2,537
FLEOA	9,532	1,232	623	932	678	4,234	1,349
NAPO	8,367	471	1,380	1,195	583	1,228	3,197
NSA	6,214	698	537	654	227	558	1,859
IBPO	2,886	72	111	54	156	227	2,207
IUPA	2,533	87	566	426	92	143	923
MCSA	4,127	308	850	706	1,163	315	398

This report was produced using Meltwater's media monitoring service, which is the largest database that scans over 200,000 news sources. It is not used nor available to our law enforcement members. To ensure the accuracy of media mentions and engagement, the source of each mention is not reported within this report.

Leading the Way in Print Media Engagement

From 2019 through 2025, the Fraternal Order of Police maintained its position as the most frequently mentioned law enforcement organization among the nation's 11 major police groups.

Our media mentions exceeded the combined coverage of the other ten organizations by more than 40%, demonstrating our capacity to set the narrative and elevate the profession's voice.

This achievement is no accident. It is the result of:

- Deliberate engagement with print media on critical issues affecting law enforcement.
- Targeted outreach to national publications to ensure our perspectives on legislation, policing policies, and officer safety are heard.
- Consistent messaging from national leadership to reinforce our mission and priorities.

In today's fast-paced media landscape, ensuring that our message is visible and impactful is more important than ever. We remain committed to fostering strong, constructive relationships with journalists and publications, so our members' interests are represented prominently and accurately.

NUMBER OF MEDIA MENTIONS - TELEVISION & RADIO					2025 METRICS		2024 METRICS	
LAW ENFORCEMENT ORGANIZATIONS	TOTAL <small>(As of 23 June)</small>	2025 <small>(As of 23 June)</small>	2024 <small>Full Year</small>	2023 <small>Full Year</small>	TOTAL MENTIONS ON CABLE TELEVISION		TOTAL MENTIONS ON CABLE TELEVISION	
FOP	65,869	5,995	24,311	23,490	5,995	\$5.3 Million	25,740	\$31.2 Million
IACP	3,640	991	726	1,666	NATIONAL PRIORITY VALUE: \$2.2 Billion		NATIONAL PRIORITY VALUE: \$2.2 Billion	
PERF	5,622	555	2,069	2,098	LOCAL PRIORITY VALUE: \$1.1 Million		LOCAL PRIORITY VALUE: \$1.1 Million	
MCCA	1,198	253	401	146	IMPACT OF POLICE: 95 Million		IMPACT OF POLICE: 507 Million	
NOBLE	927	47	251	496	NATIONAL CABLE MEMBERSHIP: 44 M. Secs		NATIONAL CABLE MEMBERSHIP: 124 M. Secs	
FLEOA	245	32	15	107	LOCAL CABLE MEMBERSHIP: \$1 M. Secs		LOCAL CABLE MEMBERSHIP: \$12.4 M. Secs	
NAPO	734	101	228	297	2023 METRICS		2022 METRICS	
NSA	4,901	841	3,111	552	TOTAL MENTIONS ON CABLE TELEVISION	23,490	TOTAL MENTIONS ON CABLE TELEVISION	12,073
IBPO	191	9	58	85	PRIORITY VALUE	\$29.8 Million	PRIORITY VALUE	\$31.2 Million
IUPA	80	4	39	17	NATIONAL PRIORITY VALUE	\$2.2 Billion	NATIONAL PRIORITY VALUE	\$2.2 Billion
MCSA	346	81	119	117	LOCAL PRIORITY VALUE	\$1.1 Million	LOCAL PRIORITY VALUE	\$1.1 Million
					IMPACT OF POLICE	452 Million	IMPACT OF POLICE	463 Million
					NATIONAL CABLE MEMBERSHIP	110 M. Secs	NATIONAL CABLE MEMBERSHIP	124 M. Secs
					LOCAL CABLE MEMBERSHIP	\$1 M. Secs	LOCAL CABLE MEMBERSHIP	\$12.4 M. Secs

These metrics were calculated using TVEye, a search engine expressly designed for tracking television and radio coverage in the domestic media market - local, regional, national.

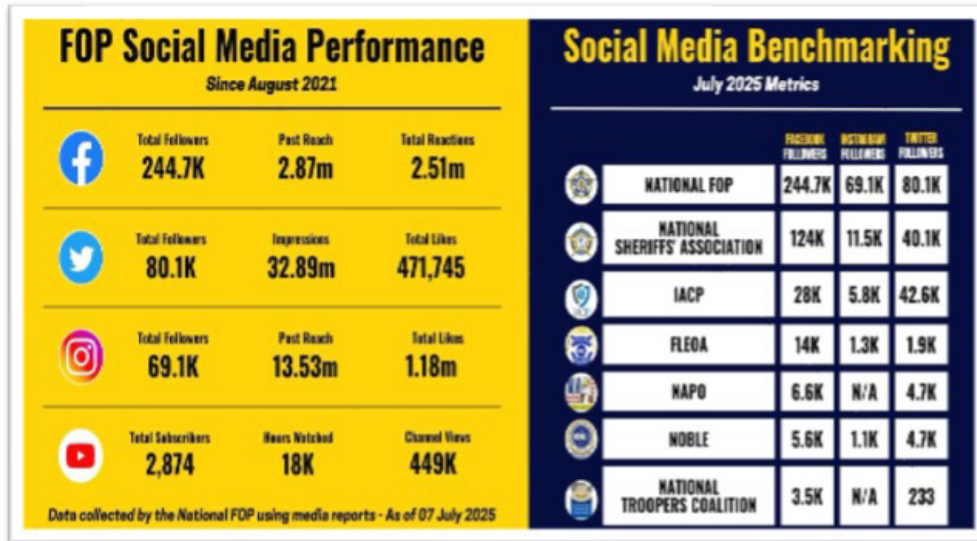
Expanding Our Voice Through Television and Radio Coverage

In 2024 alone, the National Fraternal Order of Police was featured in 24,740 television and radio segments.

These appearances generated an estimated publicity value of \$31.2 million—an extraordinary reach that reflects our sustained effort to advocate for law enforcement professionals on every platform available.

This success is a testament to the collective efforts of our members and our media team. Special thanks are due to Vice President Joe Gamaldi for his steadfast advocacy and leadership in focusing our media engagement on union rights, officer safety, and the critical issues confronting our profession.

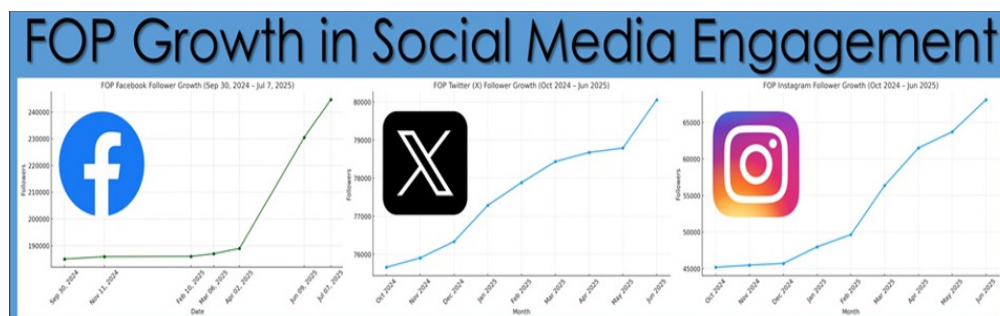
With your continued support, we will build on this momentum to ensure that the voice of America's law enforcement remains clear, respected, and powerful.



Changing Channels of Communication: Social Media Growth and Impact

Over the past six years, the Fraternal Order of Police has fundamentally reshaped the way we engage with our members, the media, and the communities we serve. During this period, the FOP has established and maintained an unrivaled presence across every major social media platform, setting the standard for law enforcement organizations nationwide. This success did not happen by accident. It is the direct result of the tireless work of an extraordinary team led by Vice President Joe Gamaldi, Treasurer James Smallwood, Louisiana State President Darrell Basco, and many others who devoted countless hours to ensuring the FOP's message remained clear, consistent, and compelling.

While we were proud to lead the field in social media engagement, no one on this team was satisfied resting on past achievements. They recognized that even greater potential was within our reach, and that with the right investments, we could build an even more dynamic and influential digital presence. One of the organizational goals identified in our strategic planning was the creation of a dedicated staff position to ease the burden on our volunteer social media team and to infuse new energy and professional resources into this mission.



Since the establishment of the Social Media Coordinator position in late 2024, the National FOP has experienced unprecedented growth in our digital footprint and online engagement. In just ten months, we have gained more than 88,000 new followers across Facebook, Instagram, and X, an increase of nearly 30%. This remarkable expansion underscores not only the power of a focused, strategic approach to digital communications but also the importance of meeting our members and supporters where they are.

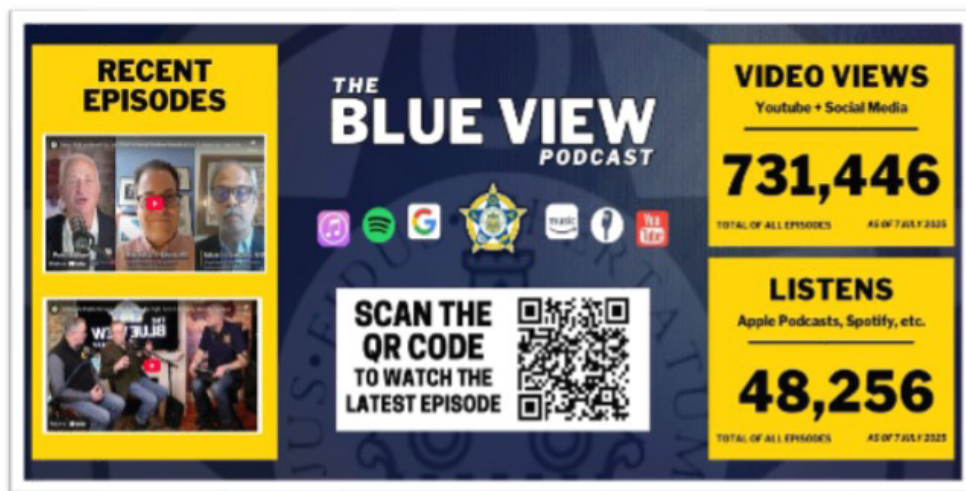
Our already successful presence has been transformed into an even more visible and trusted brand voice for law enforcement nationwide. This transformation is the direct result of the outstanding work of Savannah Nelson, who joined the National Headquarters staff in September 2024 as our first Social Media Coordinator. From her first day, Savannah built upon the strong foundation created by our social media team and elevated our platforms to new heights.

She has established a consistent and compelling brand identity across all channels, introduced daily video content and timely, relevant graphics, and developed robust real-time news coverage that ensures our voice is heard in moments that matter most. Her efforts have dramatically increased the visibility of the FOP, particularly among younger officers and prospective members, ensuring that our message remains both relevant and influential in a rapidly evolving digital landscape. Under her leadership, our Facebook audience alone has expanded by nearly 60,000 followers, and our engagement metrics are outperforming industry benchmarks across the board.

Savannah has demonstrated extraordinary commitment to this mission. Her dedication to excellence, her creativity, and her passion for serving law enforcement are evident in every post, video, and response she delivers. This role has quickly proven to be one of the most impactful communications investments the National FOP has made in recent years.

With continued support and resources, we are well-positioned to build upon this momentum, strengthen our voice and influence, and deepen our connection to the next generation of law enforcement professionals who will carry this organization forward.

I would also like to extend my deepest gratitude to our social media team, Vice President Gamaldi, Treasurer Smallwood, President Basco, and all those who have contributed to this initiative over the years. The success we have achieved belongs in part to each of you. Thank you for your dedication and your vision.



The Blue View Podcast has reached an incredible milestone, produced more than 100 episodes and generated over 720,000 views and listens across platforms including YouTube, Apple Podcasts, Spotify, Amazon Music, and social media. This remarkable growth underscores the value and relevance of the conversations we are fostering within the law enforcement community.

Blue View has become a trusted platform for insightful discussions with guests ranging from Members of Congress and FOP leaders to law enforcement experts and practitioners from across the country. Each episode explores the critical issues facing our profession, offering fresh perspectives, practical insights, and timely information to support our members.

I encourage all of you to explore the Blue View Podcast on your preferred platform and join the conversation.

My heartfelt thanks go to the many distinguished guests who have generously shared their knowledge and experiences, as well as to the dedicated team working behind the scenes whose commitment and hard work bring this content to life.

Expanding Our Voice: Strengthening Our Impact Locally, Nationally, and Internationally

As the largest and most influential law enforcement organization in the nation, the FOP has long served as the voice of policing. Yet as the world evolves, we must ensure that our voice resonates even louder—on Capitol Hill, in statehouses, in communities, and on the international stage.

The strength of our voice is shaped not only by the size of our membership but also by the relationships we cultivate with strategic partners and advocacy groups that share our values. By working together, we amplify our collective impact and open new channels to educate the public and policymakers about the challenges facing law enforcement.

For the past two decades, the FOP has proudly served as an active member of the International Council of Police Representative Associations (ICPRA), one of only two U.S. organizations in the group (alongside the Federal Law Enforcement Officers Association). Through this membership, we have collaborated on critical issues impacting officers worldwide.

While the FOP has no desire to expand our membership structure beyond the borders of the United States, our participation in ICPRA strengthens our credibility and adds value to our voice here at home. By learning from international partners and sharing our successes, we further reinforce our leadership among rank-and-file police organizations globally.

This initiative is another example of why the FOP continues to stand as the true voice of American law enforcement. No other organization possesses the same proven leadership, reach, and dedication to serving the men and women who uphold our communities every day.



National FOP Executive Staff and Team Members

It takes a team of dedicated individuals to carry out the mission of the National Fraternal Order of Police. With nearly fifty employees, our work is as diverse as it is impactful, requiring a wide range of skills, experience, and commitment. Each member of our staff is not only recognized as a leader within the Fraternal Order of Police but also as a respected professional in the field of law enforcement representation. Their contributions ensure that our organization remains strong, responsive, and true to our purpose.

Since our last National Conference, two valued members of our team have retired. I want to extend my sincere thanks to both for their decades of dedication and service to this Order.

Leigh Ann Pemberton served at our National Headquarters for more than thirty years. She began her career as a membership representative and, through her hard work and determination, advanced to the role of Office Manager while simultaneously serving as the President's Executive Assistant. Her strong work ethic, professionalism, and drive kept our operations running at the highest level, and she has earned the respect and appreciation of everyone who has had the privilege to work alongside her.



Andrew Bittner devoted twenty-eight years of service to our National Headquarters. He started in our research section and quickly assumed responsibility for managing the IT needs of the organization. As the FOP's operations and capabilities expanded, Andrew's role grew as well. Since 2019, he has served as the Director of Information Technology, guiding us through significant advancements in our systems and supporting our members with dedication and expertise.



On behalf of the National Fraternal Order of Police, I thank Leigh Ann and Andrew for their many contributions and the example they set through their professionalism and commitment. We wish them all the best in the next chapters of their lives. They will always be part of the FOP family.

Formation of the Division of Education and Outreach

I am delighted to report that the long-envisioned Division of Education and Outreach within the National Fraternal Order of Police has been formally established and is now fully operational. This milestone reflects our shared commitment to advancing the professional development of our members and expanding the FOP's influence as a leader in contemporary law enforcement training and community engagement. Following careful planning and resource allocation, the Division became effective on September 1, 2023.

I am pleased to announce that Keith Turney, our immediate past National Sergeant at Arms, has been appointed as the inaugural Director of Education and Outreach. Keith's appointment was both natural and unanimous. His tenure as the FOP's representative to the Collaborative Reform Initiative - Technical Assistance Center (CRI-TAC) showcased not only his technical expertise but also his exceptional ability to build relationships with national organizations dedicated to training, policy development, and technical assistance.

In addition to his work with CRI-TAC, Keith played an instrumental role in developing the framework for the FOP Apprenticeship Program in partnership with the U.S. Department of Labor and the Department of Justice. His distinguished 45-year career in law enforcement and labor advocacy—including 31 years with the Joliet, Illinois, Police Department, and service as a field representative with the Illinois FOP Labor Council—reflects a lifelong dedication to leadership and excellence. Keith's credentials include a master's degree in organizational leadership and graduation from the FBI National Academy, SMIP, and Northwestern's School of Police Staff and Command.

Under Keith's leadership, the Division has already begun laying the foundation for a robust portfolio of initiatives, including curated professional development offerings, support for apprenticeship and mentoring models, and resources for state and local lodges to strengthen their training capabilities. This new Division embodies our collective vision for an FOP that not only advocates for our members but also shapes the future of law enforcement through knowledge, collaboration, and innovation. I am confident that the Division of Education and Outreach will deliver measurable results that strengthen our organization and the communities we serve.



Pathways to Excellence – A New Era in FOP Training

I am proud to share with you one of the most innovative and ambitious training efforts the Fraternal Order of Police has ever undertaken: Pathways to Excellence. This event represents a bold new direction for our organization, a single, dynamic, comprehensive training experience designed to meet the needs of today's law enforcement professionals. After listening to your feedback about the challenges of attending multiple training events each year, we committed ourselves to finding a smarter, more efficient way to deliver the quality of education our members expect.

From March 29 to April 3, 2026, we will gather at the South Point Hotel, Casino, Spa, and Convention Center in Las Vegas, off the Strip, for an experience unlike any other. Pathways to Excellence will bring together six unique training paths under one roof, allowing members to connect, learn, and grow while reducing the strain of time and travel. Whether your focus is leadership, labor relations, chaplaincy, legal issues, wellness, or mental health, you will find high-value programming tailored to your role and interests. This new model ensures you can attend more sessions, access more resources, and return home better prepared to lead and serve your community.

This event reflects the shared vision your National Executive Board holds for the future of professional development in the FOP. I want to express my deepest appreciation to those whose dedication and hard work made this possible. Our Journal Editor and Seminar Coordinator Stephanie Simpson, Director of Labor Services Roger Mayberry, Wellness Director Sherri Martin, General Counsel Larry James, National Chaplain Rick Snyder, and Director of Education and Outreach Keith Turney have each invested countless hours into the planning, coordination, and innovation behind Pathways to Excellence. Because of their leadership, this event is positioned to be not only a success, but a milestone in how the FOP delivers training across our great nation. I encourage every member to mark your calendars and make plans to be part of this extraordinary gathering.

Description of Six Conference Tracks:

Leadership Matters

Tailored for new and aspiring leaders, this track offers a comprehensive look at the FOP from a national and global perspective. Whether you're a new lodge officer or looking to step into a leadership role, you can choose focused tracks for key positions like lodge secretary or treasurer. You'll also learn practical skills like conducting effective meetings, applying Robert's Rules of Order, and navigating the labor and legal landscapes that impact your members.

Labor Leadership Training

This exclusive two-day course is designed to keep you ahead of the curve in today's evolving law enforcement environment. Gain fresh insights, sharpen your skills, and connect with leaders from around the country. You'll walk away better equipped to advocate for your members and lead your lodge with strength and clarity.

Excellency in Chaplaincy

This unique opportunity blends a “Back to Basics” approach for new chaplains with advanced development for seasoned leaders. Led by National Chaplain Rick Snyder, this conference offers professional growth, spiritual reflection, and meaningful networking. Learn from the best, grow in your ministry, and be blessed.

Legal Counselors Seminar

Our Legal Counselors Seminar offers two days of focused legal training for attorneys representing law enforcement officers nationwide. Topics include Brady/Giglio, interest arbitration, nationwide workers’ compensation, PTSD, officer wellness, duty to intervene, correctional facility issues, social media, key legal cases, and expert witness use. This essential training delivers practical legal knowledge and insight for those who defend and support our profession.

Wellness Professionals’ Forum

This one-day event brings together professionals in the mental health and wellness fields for a focused day of education, networking, and collaboration. Attendees will receive an introduction to FOP wellness initiatives, gain tools for working with law enforcement clients, and build connections to better serve our community.

Wellness Summit

This high-impact, multi-day event includes over 20 breakout sessions, expert panel discussions, and hands-on wellness activities designed for law enforcement officers, families, and wellness providers. Attendees will engage with FOP-approved programs and learn practical strategies to support long-term health and well-being.

Goals for 2024 and Beyond

During the Spring Meeting in San Diego, the National Fraternal Order of Police formalized a strategic plan designed to guide our organization into the future. This plan and its objectives were developed collaboratively at an Executive and Operational Directors Retreat held in December 2023, which served as a pivotal forum for in-depth discussion and analysis.

At the retreat, we undertook a candid evaluation of the strengths, weaknesses, opportunities, and threats facing the FOP in both the near term and over the long horizon. This assessment shaped a comprehensive set of goals and initiatives adopted by the Board of Trustees to advance our mission in 2024 and beyond.

The collective commitment of our Executive Board, Operational Directors, and staff is already driving meaningful progress. Many of the goals we established—such as member growth, enhanced services, expanded educational offerings, changes to conference formats, stronger strategic partnerships, and greater communication—are on full display at this conference.

Together, we are building a stronger Fraternal Order of Police, prepared to meet the challenges of today and embrace the opportunities of tomorrow.

Developing and Fostering Strategic Partnerships

Over the past two years, the National Fraternal Order of Police has remained steadfast in our commitment to developing and fostering strategic partnerships that strengthen our voice, expand our reach, and enhance the resources available to our members. Through deliberate engagement with federal agencies, national law enforcement organizations, private sector allies, and community stakeholders, we have built meaningful collaborations that advance our shared priorities.

This report highlights several of these key initiatives and events, demonstrating how strategic partnerships have become a cornerstone of our efforts to support the law enforcement profession and the communities we serve.



FOP Leadership Technology Summits

The FOP Leadership Technology Summit, hosted at AXON's Global Headquarters, was a resounding success and a clear demonstration of the strong, collaborative relationship between the National Fraternal Order of Police and AXON, a premier innovator in public safety technology.

These two events brought together 37 FOP members in the first session and 26 for the second sessions, from across the country for in-depth engagement with AXON's leadership and development teams. The cost was covered by Axon.

Throughout the summit, participants had the opportunity to:

- Offer direct input and feedback on AXON's current and future technologies, ensuring the needs and perspectives of front-line officers are reflected in the design and improvement of core products.
- Engage in meaningful discussions on critical issues such as officer safety, crime-fighting strategies, and emerging innovations shaping the future of policing.
- Preview and experience AXON's latest technological solutions, including tools designed to increase transparency, improve situational awareness, and strengthen community trust.

One of the most compelling aspects of the summit was AXON's presentation of their ambitious Moonshot Goal—a commitment to reduce gun-related deaths between police and the public by 50% over the next decade. This vision aligns closely with the FOP's mission to promote the safety of our members and the communities we serve.

Our partnership with AXON ensures the FOP has a seat at the table as technology evolves and provides our members with access to cutting-edge resources, training opportunities, and solutions that improve outcomes in the field.

We extend our sincere appreciation to AXON for their hospitality, transparency, and commitment to engaging with our membership in such a meaningful way. Events like this underscore the value of strong, strategic alliances that benefit the entire law enforcement profession.

Law Enforcement Roundtable Sponsored by AT&T FirstNet

In March 2024, the National Fraternal Order of Police hosted a landmark Law Enforcement Leadership Roundtable in Key West, Florida, bringing together some of the most respected thought leaders in American policing. This event was convened to examine the evolving challenges facing our profession, including recruitment and retention, workforce wellness, the drug and fentanyl epidemic, firearms crime, active shooter response, and the urgent need to strengthen trust between law enforcement and the communities we serve. Over the course of two days, participants engaged in candid discussions, shared their experiences, and offered innovative perspectives to help chart a path forward.

The roundtable assembled an extraordinary group of leaders, including Ray Kelly, Gil Kerlikowske, Eddie Garcia, Dave Mitchell, John Violanti, Jim Pasco, Terry Cunningham, James Smallwood, Darrel Stephens, and many others. In my opening remarks, I reminded attendees that we have more collective law enforcement experience in one room than anywhere else in the country, and that our profession has always risen to meet each era's defining challenges. From the crack wars of the 1990s to the post-9/11 era and the nationwide unrest of 2020, law enforcement leaders have adapted and delivered for the communities we protect. The discussions in Key West reflected that same spirit of resolve and collaboration as we addressed today's most pressing issues.

This important initiative was generously underwritten by FirstNet Built by AT&T. I want to express my appreciation to Jim Bugel, Ryan Burchnell, and the entire FirstNet team for their steadfast partnership and their respect for our autonomy; they provided critical support for this event with no influence over the agenda or outcomes. As a result of these conversations, we emerged with a stronger shared understanding and a renewed commitment to advancing policies and practices that safeguard officers and the public alike. I am grateful to every participant for contributing their time, experience, and insight to this meaningful dialogue.

Welcome



Montana State Lodge
Chartered December 28, 2024



Vermont State Lodge
Chartered January 2, 2025

Continued Growth and Creation of Two New State Lodges

The Fraternal Order of Police continues to grow and strengthen its national footprint, expanding our representation and unifying our advocacy across every region. While we have maintained a local presence in all 50 states for decades, the establishment of new State Lodges marks a pivotal milestone in enhancing our structure and impact.

This year, I am proud to report that we formally welcomed two new State Lodges into the FOP family: the Montana State Lodge and the Vermont State Lodge.

Montana State Lodge

Please congratulate the eight local lodges in Montana for coming together to charter the newest State Lodge.

I had the distinct honor of installing the Montana State Lodge Executive Board in Bozeman, Montana—both in person and virtually—so that every member, regardless of location, could participate in this historic occasion.

With the formation of the Montana State Lodge, our members now have the organizational structure and resources to better advocate for their interests and address the unique challenges faced by law enforcement in their communities.

I want to extend special thanks to Brent Jex, whose tireless efforts to coordinate the chartering process were instrumental in bringing this vision to life. I am also grateful to former Montana Attorney General Timothy Fox for his steadfast advocacy and support of the FOP in Montana. Their combined leadership and dedication made this milestone possible.

Vermont State Lodge

Similarly, I am pleased to congratulate the nine local lodges in Vermont for coming together to form their new State Lodge, further strengthening our presence in the Northeast.

I had the privilege of installing the Vermont State Lodge Executive Board in Essex, Vermont, surrounded by members, supporters, and local leaders who have long worked to see this day arrive.

Like Montana, the Vermont State Lodge now provides our members with a cohesive, unified structure to:

- Advocate for legislation and policies specific to Vermont's law enforcement community
- Coordinate training and wellness initiatives
- Support officers and their families
- Promote professional excellence across the state
-

A special thank you goes to Massachusetts National Trustee Rich Shailor, whose leadership and guidance were critical in supporting the establishment of the Vermont State Lodge.

The addition of these two new State Lodges is a testament to the strength of our organization, the dedication of our members, and our commitment to expanding our ability to advocate effectively for law enforcement professionals across the nation.

Changes to the National Conference Starting in Miami Beach

In recent years, the Fraternal Order of Police has experienced exponential growth, both in membership and in the scope of our operations. However, the format and structure of our national conferences remained largely unchanged, creating mounting challenges in managing workload and ensuring that every priority could be addressed effectively within the limited timeframe.

To proactively address these concerns, the Executive Board established a National Committee to review and evaluate every aspect of the conference format, including:

- Agenda structure
- Session scheduling
- Event flow
- Costs and funding mechanisms
- Member experience

Following this comprehensive assessment, the Committee—working in collaboration with the Executive Board—recommended several significant changes designed to modernize and strengthen our conferences.

Beginning here in Miami Beach, these updates include:

- A redesigned stage setup to improve visibility and create a more engaging environment for presentations and ceremonies.
- Increased use of electronic elements, such as enhanced audio-visual systems, digital voting capabilities, and dynamic displays to support content delivery and voting accuracy.
- Substantial adjustments to the agenda, rotating the order of days and start times to better accommodate critical functions, create more time for training, and increase opportunities for engagement with the Expo.
- Reconfigured Tuesday and Wednesday schedules, moving away from traditional early start times to allow members more time to attend training sessions and interact with exhibitors.

These changes are not cosmetic—they are part of a deliberate strategy to revitalize our conferences and ensure they remain relevant, efficient, and valuable for every attendee.

Finally, we are considering a constitutional provision change that would allow the National FOP itself to host future conferences, beginning as early as 2031. This potential shift could unlock opportunities for:

- Centralized planning and logistics
- Cost savings through a competitive Request for Proposal process
- Relieving State Lodges of the financial burden of hosting

These adjustments reflect our commitment to strengthening the conference experience and ensuring it remains a cornerstone of the Fraternal Order of Police's mission for years to come.

Financial Sustainability: A Proposal for Per Capita Adjustment

For 110 years, the Fraternal Order of Police has stood as the clear, undisputed voice of rank-and-file law enforcement officers. From early battles over fair pay and decent schedules to today's advocacy for officer wellness, legislative protections, and safer streets, the FOP has delivered results.

But delivering on this mission costs money—and the cost of running a modern, nationwide labor organization is rising at a pace not seen in more than 40 years.

Every state lodge understands this reality. Many of you have already taken steps to raise per-capita dues to keep pace with higher expenses—from insurance premiums to travel, technology upgrades, and compliance mandates.

At the national level, we delayed this conversation for over a decade. We did so by:

- **Aggressive cost controls and reorganization**, trimming expenses wherever possible
- **Expanding royalty programs** to bring in alternative revenue streams
- **Redirecting millions of dollars** into legislative advocacy, wellness initiatives, training, and media outreach

These strategies allowed us to grow from 325,000 members when I took office to nearly 379,000 today. They also helped us defeat hostile federal legislation, repeal the WEP/GPO penalties, and establish the FOP as the leading voice on officer wellness.

But no amount of cost-cutting can outrun economic reality forever. Inflation is eroding purchasing power. Cyber-insurance premiums have doubled. Health coverage for our staff is 28% more expensive. And roughly 12% of our budget comes from volatile royalties and grants that could vanish without notice.

In short: If we are serious about sustaining our momentum and planning for the next decade, we must strengthen the stable, dues-driven foundation that underpins everything we do.

The Proposal

After months of study and deliberation, the National Board of Trustees voted unanimously to recommend a phased national per-capita increase, to be presented to the delegates at this conference.

In plain terms, this proposal amounts to pennies per member—less than the price of a cup of coffee—phased in gradually over several years.

Even after full implementation by 2029, the FOP would remain one of the least expensive national labor organizations in the United States, moving from 57th to only 54th in per-capita costs among 63 unions surveyed by Calibre CPA.

Why It Matters

- **Financial Stability:** Predictable dues revenue protects critical services if royalties decline, grants expire, or litigation arises.
- **Stronger Advocacy:** Growing past 400,000 members will require additional analysts, communications staff, and field resources to keep winning on Capitol Hill and in statehouses.
- **Member Programs:** Dues fund the National Peace Officers' Memorial Service, peer-support and wellness training, internal and external communications, and emergency responses during crises.
- **Future-Proofing:** With costs up 30% since our last increase in 2015, failing to adjust now would guarantee painful cuts later.

Ask yourself: How many times has your local or state lodge raised dues in the last two decades? Most will answer two, three, or more times—because it was the fiscally responsible choice. The National FOP is no different.

When delegates vote on this proposal, you will be deciding whether the FOP remains the dominant, unbreakable voice for America's police officers—or risks being out-spent and out-maneuvered by groups that do not share our mission.

Brothers and sisters, we have never been stronger. But strength must be maintained. I ask for your trust and your vote to invest a few cents per month so that, together, we can continue to shape the future of our profession.

National Fraternal Order of Police Foundation

The National Fraternal Order of Police Foundation stands as the charitable arm of our organization, reflecting compassion, generosity, and shared purpose that define the FOP. Through the combined support of membership dues, federal grants, and the contributions of corporate partners and civic-minded individuals, the Foundation advances a mission rooted in service to law enforcement officers, their families, and the communities they protect.

The Foundation's work is broad and impactful. It exists to honor our fallen heroes and ensure their sacrifices are never forgotten. It is dedicated to protecting the wellbeing of police officers through critical wellness initiatives and support programs. It empowers officers with training and resources that strengthen their ability to serve with professionalism and confidence. And when disaster strikes, the Foundation responds quickly to provide relief and assistance to first responders in need.

The following sections provide an update on the Foundation's efforts and highlight the ways this work continues to make a difference for our members and the public we are sworn to serve. Together, we remain committed to upholding the values of the Fraternal Order of Police and fulfilling our shared responsibility to care for those who stand watch over others.



43rd and 44th Annual National Peace Officers Memorial Service

On May 15, 2024, the Fraternal Order of Police and the FOP Auxiliary hosted the 43rd Annual National Peace Officers Memorial Service on the West Front of the United States Capitol. As the oldest annual national police memorial observance, this solemn tribute had become the cornerstone of National Police Week and the most powerful expression of our collective commitment to honor those who gave their lives protecting our communities. The 2024 service was marked by the presence of President Joe Biden, who delivered the keynote address. His remarks reflected the nation's gratitude and reminded all in attendance of the sacrifice and courage that define our profession.

The following year, on May 15, 2025, we gathered again on the Capitol grounds for the 44th Annual National Peace Officers Memorial Service. Vice President JD Vance served as the keynote speaker and shared a message of national appreciation and steadfast resolve. A video message from President Donald Trump, who was overseas at the time, was also presented. Together, these ceremonies drew more than 20,000 uniformed officers, survivors, and supporters from across the country to stand in solemn remembrance of our fallen heroes.

Each year's service honored officers whose names had been newly engraved on the National Law Enforcement Officers Memorial in Washington, D.C., including those who were lost in the prior year and others whose sacrifices were only recently recognized. The words shared from the podium served as a poignant reminder that law enforcement professionals embodied the highest ideals of public service and that our nation must never waver in its support for them.

I expressed my deepest gratitude to the dedicated army of volunteers, the soldiers of honor within the National Memorial Committee, our FOP staff, and the FOP Auxiliary, who devoted countless hours to ensure both ceremonies reflected the dignity and respect our fallen brothers and sisters deserved. As we moved forward, we renewed our solemn promise that their sacrifices would never be forgotten and that their legacy would live on in the service of those who continue to wear the badge with pride.

Officer Wellness Division

We are ordinary people who respond to a higher calling of public service, and at times, we are called upon to do extraordinary things. Police officers run toward danger when most people run away. Our agencies and our profession must be equally committed to running toward us with support, understanding, and care. We know that the work of policing takes a profound toll on our health, our relationships, and our lives. It is our obligation to look after one another and to ensure that no officer is left to struggle alone.

Since its inception, the National FOP Officer Wellness Division has become one of the foremost leaders in advancing officer wellness across the country. Under the outstanding leadership of Director Sherri Martin, the division has made tremendous strides in raising awareness, reducing stigma, and developing innovative programs to support our members. Director Martin's commitment and passion for this work have set a national example and earned widespread respect in the law enforcement community.

The FOP's Wellness Surveys are now widely recognized as the most comprehensive and credible reflection of the pulse of working officers' wellbeing and the challenges they face in today's environment. These surveys provide critical insight into the issues impacting our profession and help guide meaningful policy and practice.

Through a grant from the Bureau of Justice Assistance, the FOP has developed Power in Peers, a national wellness training program that is quickly becoming the standard for agencies seeking to establish or enhance their peer support initiatives. This program reinforces the principle that those who serve are often in the best position to help each other through shared understanding and trust.

Additionally, the FOP's Approved Service Provider Bulletin, supported by funding from the Office of Community Oriented Policing Services, offers clear standards and a nationwide directory of culturally competent resources for officers and their families. This tool helps agencies and individuals identify qualified providers who understand the unique demands of our profession.

I encourage all members to pay particular attention to Director Martin's report. The progress we have made—and the work still ahead—demands our collective commitment to ensuring that every officer has access to the support and care they deserve.



FOP Disaster Area Response Team (DART)

When disaster strikes, the true measure of an organization's character is revealed. This year, the Fraternal Order of Police Disaster Area Response Team (DART) once again demonstrated the unwavering commitment, compassion, and professionalism that define our mission of Cops Helping Cops. In the aftermath of Hurricane Helene, which brought devastating destruction to communities across Tennessee, North Carolina, and South Carolina, our DART volunteers mobilized without hesitation to deliver relief and hope to those most affected.

From the earliest hours of the response, DART teams established operations in Elizabethton, Tennessee, and Aiken, South Carolina, ensuring frontline law enforcement professionals could focus on their duties without worrying about their homes or families. Volunteers delivered hot meals and essential supplies, cleared debris from officers' properties, provided peer support and critical incident stress debriefings, and worked closely with local lodges and state leaders to identify urgent needs. In North Carolina, the State Lodge and Asheville Lodge created a comprehensive supply network that served first responders and residents alike. Special recognition goes to the National Chaplain Rick Snyder, whose compassionate leadership and spiritual guidance brought comfort to those struggling with loss and uncertainty.

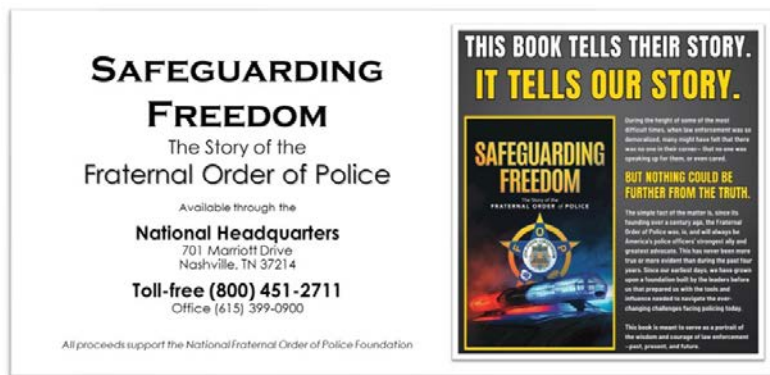
I want to express my deepest appreciation to DART Chairman Jason Smith and every volunteer who deployed to assist. Their tireless dedication exemplifies the very best of our brotherhood and reinforces the truth that our support for one another is not just a slogan, it is a way of life.

I also want to extend high praise to our many corporate sponsors whose generous contributions make this initiative possible. Because of their support, the DART program remains fully self-funded, allowing us to respond swiftly and effectively whenever disaster strikes. To every individual, sponsor, and partner who answered the call, thank you. Your actions reflect the true heart of the Fraternal Order of Police and the extraordinary power of unity in times of crisis.

At the time of this report's submission, the Fraternal Order of Police Disaster Area Response Team (DART) is actively deploying to Kerrville, Texas, in response to catastrophic flash flooding following record-breaking rainfall over July 4th. Over 15 inches of rain fell across the Texas Hill Country, the Guadalupe River surged more than 30 feet in under four hours, and more than 100 lives have been lost, including dozens of children at Camp Mystic. The region experienced some of the deadliest flood conditions in decades, overwhelming responders and displacement hundreds of families.

In the wake of this tragedy, our DART Team is providing vital support to first responders in their time of greatest need. Beyond immediate physical aid—such as delivering hot meals, clearing debris, and restoring safe access to homes—we also offer peer support and critical incident debriefings to help officers manage trauma and burnout. Our volunteers are coordinating closely with state and local lodges to ensure efficient resource distribution and rapid assistance.

The DART Team stands ready to serve with professionalism, compassion, and unity. In the darkest hours, we remind officers and their communities they are not alone—and that when disaster strikes, the brotherhood and sisterhood of the FOP stands firmly beside them.



Safeguarding Freedom – The Story of the Fraternal Order of Police

Preserving and sharing the legacy of our organization with the publication of Safeguarding Freedom: The Story of the Fraternal Order of Police. 100% of the proceeds from the sale of this book go directly to the National Fraternal Order of Police Foundation, supporting programs that honor our fallen, strengthen our profession, and care for our members and their families.

Safeguarding Freedom offers a comprehensive and compelling account of the FOP's remarkable journey, tracing our evolution from a small group of Pittsburgh patrolmen determined to address the injustices faced by early 20th-century officers to the oldest, largest, and most influential rank-and-file police organization in America. The book chronicles defining moments in our history—from landmark legislation and critical court cases to the creation of groundbreaking wellness initiatives. It also brings to life the personal stories of the men and women whose sacrifices, struggles, and dedication built the Order into the force it is today.

In a time when our profession is too often misunderstood or misrepresented, this book stands as a powerful testament to who we are, what we have accomplished, and why the FOP remains the nation's undisputed voice for rank-and-file law enforcement. Copies are available at www.fop.net, and I encourage every member to explore this extraordinary tribute to our shared history and enduring mission.

Tackling the High Cost of Healthcare

Affordable healthcare remains one of the most pressing concerns for law enforcement professionals, particularly as many officers retire earlier than those in other professions and face unique financial and medical challenges.

The National Fraternal Order of Police has undertaken multiple initiatives to address this critical need:

- Creation of the NFOP Healthcare Trust, which pools resources and leverages collective bargaining power to help FOP lodges negotiate cost-effective, comprehensive coverage.
- Partnerships with Aetna Medicare and Thin Blue Line Benefits to offer enhanced healthcare solutions for retired members—both pre-65 and post-65.

However, as you may be aware, in June I issued a memorandum to the National Board of Trustees concerning significant legal action filed against Thin Blue Line Benefits by the Ohio Attorney General. This lawsuit alleges failures to pay medical claims and other issues that directly impact members' coverage and peace of mind.

I have received numerous messages from members affected by delayed payments during Thin Blue Line's transition to a new third-party administrator, as well as messages of continued support for the product and appreciation for the services it has provided.

Our National General Counsel, Larry James, is in direct communication with the Ohio Attorney General's Office. He is actively evaluating the litigation's potential impact and advising the Executive Board on our next steps.

We have also met with Thin Blue Line leadership and are closely monitoring developments with the shared goal of addressing every member's concern thoroughly and transparently.

We understand how critical healthcare is to our members and their families. That is why the Executive Board, and I remain fully committed to addressing this matter with urgency, clarity, and a steadfast focus on protecting those who have placed their trust in these programs.

As more information becomes available, we will provide timely updates and guidance. The health and well-being of our members are—and will always remain—a top priority.

Closing Reflections: Moving Forward Together

As I conclude this report, I reflect on the remarkable journey we have undertaken together as guardians of justice. These past two years have been defining for the Fraternal Order of Police, marked by extraordinary triumphs, formidable challenges, and countless examples of resilience and unity.

Every obstacle we faced—every legislative battle, crisis, and moment of uncertainty—has served as a steppingstone for growth and a testament to the power of our shared purpose.

This year, our organization achieved a record-setting expansion, with membership surpassing 378,000 strong. That number is more than a milestone; it reflects the trust and confidence that law enforcement professionals across the country place in the FOP. It affirms our position as the dominant voice for law enforcement labor, a role we must continue to embrace with pride and responsibility.

We have made history, most notably through the repeal of the Windfall Elimination Provision and Government Pension Offset. This victory ended a four-decade injustice and demonstrated what is possible when we stand together with unwavering determination.

Yet our work is far from over. The profession continues to face unprecedented challenges:

- Rising violence targeting officers in the line of duty
- Evolving demands on policing
- The need to advocate forcefully for fair treatment, adequate resources, and community trust

These realities require constant vigilance, adaptability, and collaboration.

It is an honor to serve alongside each of you as we navigate the challenges and opportunities ahead. Together, with open hearts and resolute minds, we possess the power to shape a brighter tomorrow for law enforcement and the communities we have sworn to protect.

Your confidence in my leadership and your unwavering support have humbled me beyond words. Serving as your National President is the greatest honor of my career, and I am profoundly grateful for the opportunity to lead this organization alongside so many dedicated, passionate individuals.

But there is still much to do. We must remain steadfast in our mission—protecting our members, advocating for their rights, and standing up for fairness and justice at every level.

I am excited about the path ahead and ask for your continued support as we push forward together. This is not just the continuation of our work; it is a commitment to the vision we share—a vision of unity, strength, and unwavering dedication to those we represent.

Let us remain focused, determined, and united as we move forward, shaping the future of law enforcement and strengthening the Fraternal Order of Police for generations to come.

Thank you for your service, your dedication, and your trust in me as we continue this incredible journey together.

Respectfully submitted,



Patrick Yoes
National President



Partial list of Activities August 2023 – June 2025 as outlined in the weekly NFOP Washington Watch newsletters. This is a partial list of activities that are mainly focused on legislative activities and state FOP events.

August 2023

- National President Patrick Yoes participated in a teleconference with the conference's host committee in preparation for the 66th Biennial National Conference and Expo.
- National President Patrick Yoes delivered the welcome address at the National Organization for Victims Assistance in New Orleans, Louisiana. National President Patrick Yoes worked out of the National Headquarters in Nashville, TN this week and helped oversee preparations for the 66th Biennial National Conference and Expo.
- National President Patrick Yoes delivered the welcome address at the National Organization for Victims Assistance in New Orleans, Louisiana
- National President Patrick Yoes traveled to Las Vegas, Nevada to oversee the planning and preparations for the 66th Biennial National Conference and Expo.
- National President Patrick Yoes traveled to Las Vegas, Nevada to preside over the National FOP's 66th Biennial National Conference and Expo
- National President Patrick Yoes participated in numerous meetings with the conference's host committee in preparation for the 66th Biennial National Conference and Expo.

September 2023

- National President Patrick Yoes participated in a law enforcement and community call regarding the recent shooting in Jacksonville, Florida, hosted by the U.S. Department of Justice (DOJ), the Federal Bureau of Investigation (FBI) and the U.S. Department of Homeland Security (DHS).
- National President Patrick Yoes participated in a DHS Advisory Council Meeting Teleconference
- National President Patrick Yoes, Executive Director Jim Pasco, and Senior Legislative Liaison Tim Richardson met with Ken Spencer, Chairman of the U.S. Park Police Labor Committee (USPPLC), and Gary Gallant, USPPLC Government Affairs Counsel.
- National President Patrick Yoes participated in multiple rounds of interviews with potential candidates for the CEO position of the National Law Enforcement Officers Memorial Fund
- National President Patrick Yoes traveled to New York for a fundraising event for the New York State FOP Foundation Disaster Area Response Team (D.A.R.T).
- National President Patrick Yoes participated in an Executive Committee meeting of the National Law Enforcement Officers Memorial Fund.
- National President Patrick Yoes participated in a press conference with Representatives Garret N. Graves (R-LA), Abigail D. Spanberger (D-VA), and other Members of the U.S. House of Representatives to rally support for H.R. 82/S. 597, the "Social Security Fairness Act." Representatives Graves and Spanberger Announced that the bill had garnered 290 cosponsors, enabling them to use a House rule to expedite the bill's consideration. Senior Legislative Liaison Tim Richardson and Legislative Liaison David Taboh also attended.
- National President Patrick Yoes recorded numerous podcasts this week, including one with Dr. Serena Liebengood, the wife of Capitol Police Officer Howie Liebengood who died by suicide days after responding to the January 6th attack on the U.S. Capitol. Dr. Liebengood has been at the forefront of the efforts to ensure that law enforcement suicides are treated as service-connected and should be seen for what they are—line of duty deaths. Keep an eye out for this episode to be released in the coming weeks!
- National President Patrick Yoes and Executive Director Jim Pasco met with Edward A. Kelly, General President of the International Association of Fire Fighters (IAFF), to discuss collaboration on issues like Social Security Fairness and collective bargaining for public safety employees in the remainder of this Congressional Session and into next year.
- National President Patrick Yoes traveled to Albuquerque, New Mexico to attend the Gil Gallegos Scholarship Dinner.
- National President Patrick Yoes attended a meeting of the U.S. Department of Homeland Security Advisory Council in Washington, D.C.
- National President Patrick Yoes participated in a monthly meeting of the National Board of Trustees.
- National President Patrick Yoes traveled to Rapid City, South Dakota, for the National FOP Legal Plan board meeting.

- National President Patrick Yoes and Senior Legislative Liaison Tim Richardson joined the U.S. Attorney General Merrick B. Garland and Drug Enforcement Administration (DEA) Administrator Anne Milgram at an event celebrating the 50th Anniversary of the Drug Enforcement Administration.
- National President Patrick Yoes participated in an International Council of Police Representative Associations (ICPRA) Executive Committee virtual meeting.
- National President Patrick Yoes attended a Federal Salary Council Working Group Meeting in Washington, D.C. Last year, President Biden announced the appointment of National President Yoes to the Federal Salary Council. The FOP has had a seat on the Federal Salary Council (FSC) over the course of four Administrations—beginning in 2002. National President Yoes is our most recent representative.
- National President Patrick Yoes participated in a Board of Directors meeting of the National Law Enforcement Officers Memorial Fund.

October 2023

- National President Patrick Yoes traveled to Miami, Florida to attend the Florida State FOP Lodge board meeting.
- National President Patrick Yoes traveled to Charlotte, North Carolina, to attend the National FOP's Diversity summit.
- National President Patrick Yoes traveled to Louisville, Kentucky, to attend the Kentucky State FOP Wellness Conference.
- National President Patrick Yoes traveled to San Diego, California to attend the 2023 International Association of Chiefs of Police (IACP) Conference.
- National President Patrick Yoes and Executive Director Jim Pasco met with Vincent Talucci, the Chief Executive Officer for the IACP, and Terrence M. Cunningham, Deputy Executive Director of the IACP, to discuss areas of mutual interest and the ongoing challenges to the profession of law enforcement.
- National President Patrick Yoes traveled to Indianapolis, Indiana to participate in a FOP Great Lakes Area Coalition Training Event.

November 2023

- National President Patrick Yoes and Executive Director Jim Pasco joined U.S. Attorney General Merrick B. Garland, Deputy U.S. Attorney General Lisa O. Monaco, Associate U.S. Attorney General Vanita Gupta, and other stakeholder groups at the Attorney General's quarterly meeting at the U.S. Department of Justice.
- National President Patrick Yoes attended the National Law Enforcement Officers Memorial Fund's board of directors meeting in Washington, D.C.
- National President Patrick Yoes, Executive Director Jim Pasco, and more than 30 other FOP leaders attended a law enforcement technology summit in Scottsdale, AZ hosted by Axon.
- National President Patrick Yoes and Senior Legislative Liaison Tim Richardson spoke with senior staff members on the House Committee on Ways and Means to discuss H.R. 82, the "Social Security Fairness Act." This week, Representative Stephen J. Scalise (R-LA), the House Majority Leader, cosponsored H.R. 82, bringing the total number of cosponsors to 300.
- National President Patrick Yoes attended a meeting of the Federal Salary Council in Washington, D.C.
- National President Patrick Yoes hosted a reception at the AT&T corporate headquarters in Dallas to recognize the hard work and contributions of the members of the Public Safety Advisory Committee to the First Responder Network Authority (FirstNet).
- National President Patrick Yoes met with Representatives Garret N. Graves (R-LA) and Abigail A. Spanberger (D-VA) to discuss H.R. 82, the "Social Security Fairness Act," as well as next week's field hearing in Baton Rouge before the House Committee on Ways and Means.
- National President Patrick Yoes testified at a House Committee on Ways and Means field hearing in Baton Rouge, Louisiana, entitled, "Social Security's Disservice to Public Servants: How the Windfall Elimination Provision and Government Pension Offset Mistreat Government Workers." You can read his written testimony here and watch the full hearing here.

December 2023

- National President Patrick Yoes attended an Executive Board and Director's retreat in Maryland
- National President Patrick Yoes and Executive Director Jim Pasco attended a holiday reception hosted by U.S. Attorney General Merrick B. Garland at the U.S. Department of Justice in Washington D.C.
- National President Patrick Yoes attended a National Law Enforcement Officers Memorial Fund board meeting in Washington D.C.
- National President Patrick Yoes attended the National FOP Healthcare Trust Meeting
- National President Patrick Yoes and Executive Director Jim Pasco attended a holiday reception at the White House.

January 2024

- National President Patrick Yoes attended the FOP Labor Coalition Conference in Deerfield Beach, FL.
- National President Patrick Yoes testified before the Senate Committee on Banking, Housing, and Urban Affairs in a hearing entitled, "Stopping the Flow of Fentanyl: Public Awareness and Legislative Solutions." He testified alongside artist and philanthropist, Jason DeFord, aka "Jelly Roll," in support of S. 1271, the "Fentanyl Eradication and Narcotics Deterrence (FEND) Off Fentanyl Act."
- National President Patrick Yoes met with the Riverside Sheriffs Association FOP Lodge Board of Directors in Riverside, California, to recognize new members and acknowledge current efforts.
- National President Patrick Yoes met with board members of the DC Police Union in Washington, D.C. to recognize new members and acknowledge current efforts
- National President Patrick Yoes attended the Broken Arrow FOP Lodge #170 awards banquet in Broken Arrow, Oklahoma.
- National President Patrick Yoes attended a retirement reception for Immediate Past National Sergeant-At-Arms Keith Turney in Bloomington, IL.
- National President Patrick Yoes and Senior Legislative Liaison Tim Richardson met with Senator William M. Cassidy, MD (R-LA) to discuss S. 597, the "Social Security Fairness Act."
- National President Patrick Yoes and Executive Director Jim Pasco met with representatives from FirstNet, a nationwide broadband service for first responders to discuss priorities of mutual interest.
- National President Patrick Yoes and Executive Director Jim Pasco attended the launch of the Howard C. Libengood Foundation in Washington, D.C.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty
- National President Patrick Yoes recorded numerous podcasts highlighting the challenges that law enforcement faces and advocacy efforts aimed at fulfilling FOR priorities.

February 2024

- National President Patrick Yoes attended the FOP's Law Enforcement Labor Summit in Las Vegas, Nevada.
- National President Patrick Yoes attended the FOP's Legal Counselors Seminar in Las Vegas, Nevada.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes attended the winter board meeting of the Florida State FOP Lodge in Daytona Beach, Florida.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes attended a virtual meeting of the National Law Enforcement Memorial Fund's Board of Directors.

- National President Patrick Yoes gave various media interviews regarding H.R. 82/S. 597, the "Social Security Fairness Act." The bill, a top priority of the FOP, would repeal the Windfall Elimination Provision and Government Pension Offset in current Social Security law.
- National President Patrick Yoes traveled to Kansas City, Missouri to attend the "Night in Blue" police ball.
- National President Patrick Yoes attended the National FOP Wellness Summit in Nashville, TN.
- National President Patrick Yoes attended the National FOP Leadership Matters Seminar in Nashville, TN.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.

March 2024

- National President Patrick Yoes met with Dallas FOP Lodge #716 President Jaime Castro, and members of his board in Dallas, TX.
- National President Patrick Yoes met with Rick Smith and Mike Wagers, the Chief Executive Officer and Vice President of Axon, in Dallas to discuss legislation pending in the Texas legislature and emerging law enforcement technologies. President Castro and Phil Elliott, member of the Lodge's Board of Directors, also participated in the meeting.
- National President Patrick Yoes conducted a site review for the 2025 National Conference with National FOP Secretary Jimmy Holderfield, Site Chairman Todd Bramwell, and Florida State Lodge leadership in Miami, FL.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes, Executive Director Jim Pasco, and their counterparts from the IAFF met with Hakeem S. Jeffries (D-NY), House Minority Leader, to discuss H.R. 82, the "Social Security Fairness Act," and other FOP priorities.
- National President Patrick Yoes attended the Oregon State FOP Conference in Redmond, Oregon.
- National President Patrick Yoes and Senior Legislative Liaison Tim Richardson spoke to members of the Federal Officers' Coalition to discuss FOP priorities such as H.R. 1322, the "Law Enforcement Officers Equity Act."
- National President Patrick Yoes, Executive Director Jim Pasco, and Senior Legislative Liaison Tim Richardson spoke at the Day on the Hill briefing at DC Lodge #1. Legislative Liaisons David Taboh, Asa Render, and Benjamin Stokes were also in attendance.
- National President Patrick Yoes attended the Alabama State FOP Conference in Birmingham, AL.
- National President Patrick Yoes attended the National FOP Spring Board of Trustees Meeting and the State Lodge Presidents Meeting in San Diego, CA.
- National President Patrick Yoes led a team of Executive Board members, that included National Secretary Jimmy Holderfield, Treasurer James Smallwood, Sergeant-at-Arms Steve James, and Border Safety Committee Chairman Paul Sheldon on a tour of the San Ysidro Point of Entry. The tour was hosted by the U.S. Border Patrol and the U.S. Customs and Border Protection in San Diego, CA, and was coordinated by Executive Director Jim Pasco in Washington, D.C.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes met with JC Cogdell, Government Engagement and Intelligence Manager at UPS, regarding the logistics of the FOP's Disaster Area Response Team (DART), which UPS sponsors.
- National President Patrick Yoes attended a Celina Police Association Lodge #123 event in Celina, TX.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes hosted a law enforcement leaders roundtable in Key West, Florida to discuss some of the most pressing issues facing the law enforcement profession
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.

April 2024

- National President Patrick Yoes worked out of the National Legislative Office in Washington D.C. and recorded numerous podcasts.
- National President Patrick Yoes and Executive Director Jim Pasco met with Edward A. Kelly, General President of the International Association of Fire Fighters, to discuss various issues of mutual interest.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes participated virtually in a meeting with Representative Garret N. Graves (R-LA) and other stakeholders to discuss and strategize the "next steps" to push for House passage of H.R. 82, the "Social Security Fairness Act."
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes attended the Louisiana State Lodge Spring Meeting in Gonzales, LA.
- National President Patrick Yoes attended the Southern States Conference in Atlantic Beach, FL
- National President Patrick Yoes attended the Western States Conference in St. Louis, MO.
- National President Patrick Yoes attended the NFOP-Axon Technology Summit in Scottsdale, AZ.
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes, Sergeant-at-Arms Steve James, and the Chairman of the Board of Trustees Rob Pride, attended the Minnesota State FOP Conference in Nisswa, MN.
- National President Patrick Yoes represented the FOP at a virtual meeting of the Executive Board of the International Council of Police Representative Associations (ICPRA).
- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.

May 2024

- National President Patrick Yoes gave various media interviews regarding law enforcement challenges on the horizon, the recruitment and retention crisis, and the National FOP's data showing a rise in the number of officers shot in the line of duty.
- National President Patrick Yoes engaged in multiple meetings regarding planning for National Police Week events.
- National President Patrick Yoes gave various media interviews regarding FOP priorities.
- National President Patrick Yoes, as well as Members of the Executive Boards of the National FOP and the National FOP Auxiliary, participated in the 43rd Annual Peace Officers' Memorial Service. Thousands of officers, as well as the surviving family members and friends of slain officers, traveled from across the country to the nation's capital to attend the National FOP's 43rd Annual National Peace Officers' Memorial Service, at which President Joseph R. Biden, Jr., delivered the Keynote Address. At this year's Memorial Service, we honored 222 law enforcement officers who lost their lives in the line of duty. Executive Director Jim Pasco and staff from the National Legislative Office also attended the Memorial Service.
- National President Patrick Yoes held a meeting with Speaker J. Michael Johnson and Representative Steven J. Scalise on police week priorities.
- National President Patrick Yoes attended events marking National Police Week.
- National President Patrick Yoes attended a prayer vigil hosted by Speaker J. Michael Johnson honoring fallen law enforcement officers.
- Guest Speaker at the New South Wales Police Association – Wollongong, NSW
- Guest Speaker at the Queensland Police Union Conference – Brisbane, QL

June 2024

- National President Patrick Yoes, National Vice President Joe Gamaldi, National 2nd Vice President John Hoyt, and National Sergeant-at-Arms Steve James attended the International Council of Police Representative Associations' (ICPRA) 14th Biennial Conference in Oeiras, Portugal. FOP General Counsel Larry James also attended the legal counsel track of the conference. President Yoes was reelected as the association's treasurer.
- National President Patrick Yoes, Oklahoma State FOP President Mark Nelson, Tulsa Lodge President Jeff Downs, and Tulsa Board Member Patrick Stevens met with Representative Kevin R. Hern (R-OK) in Tulsa, Oklahoma to discuss H.R. 82, the "Social Security Fairness Act."
- National President Patrick Yoes and Executive Director Jim Pasco participated in a virtual meeting with the Texas State Lodge Executive Board about the Social Security Fairness Act.
- National President Patrick Yoes attended an AI training session and a AI retreat with AXON in Scottsdale, Arizona regarding the expansion of this growing technology into the law enforcement profession.

July 2024

- National President Patrick Yoes gave various media interviews regarding FOP priorities
- National President Patrick Yoes participated in the setup of the Disaster Area Response Team in Milwaukee, WI, which will be used to feed the law enforcement officers who will be working at the Republican National Convention next week.
- National President Patrick Yoes, Senior Legislative Liaison Tim Richardson, and Legislative Liaisons David Taboh and Benjamin Stokes participated in a virtual stakeholder meeting hosted by Representative Garrett N. Graves (R-LA) to discuss strategies to advance H.R. 82, the "Social Security Fairness Act," to the House floor. Please see the Alert on page 5 for additional information.
- National President Patrick Yoes participated in the setup of the Disaster Area Response Team in Milwaukee, WI, which was used to feed the law enforcement officers who worked the Republican National Convention this week.
- National President Patrick Yoes attended the Pennsylvania State FOP Conference in Bethlehem, PA.
- National President Patrick Yoes testified at a House Committee on Homeland Security hearing entitled "Examining the Assassination Attempt of July 13." Executive Director Jim Pasco and Senior Legislative Liaison Tim Richardson also attended the hearing.
- National President Patrick Yoes attended a virtual security briefing held by the Homeland Security Advisory Council.
- National President Patrick Yoes attended the Arizona State FOP Conference in Prescott, AZ.
- National President Patrick Yoes attended the Texas State FOP Conference in Dallas, TX.

August 2024

- Attended the Louisiana State FOP Conference in Thibodaux, LA.
- Attended the Virginia FOP State Conference in Richmond, VA.
- With Senior Legislative Liaison Tim Richardson, and Legislative Liaison David Taboh participated in a conference call hosted by Representatives Garret N. Graves (R-LA) and Abigail D. Spanberger (D-VA) as well as public employee stakeholders to organize our efforts to support a discharge petition that will bring H.R. 82, the "Social Security Fairness Act," to the House floor for a vote.
- Attended the Idaho State FOP Conference in Boise, ID.
- Joined by the National Legislative Office staff participated in a conference call with Leslie Baxter, the co-chairman of the FOP's Correctional Officers Committee, to discuss data collection efforts for assaults on correctional officers.
- Attended the New Jersey FOP State Conference in Wilmington, NC.

September 2024

- Presided over the National Board of Trustees meeting in Charlotte, NC.
- Joined Senior Legislative Liaison Tim Richardson participated in a virtual conference call with stakeholder groups on Monday night, hosted by Representatives Garret N. Graves (R-LA) and Abigail D. Spanberger (D-VA), to discuss the Congressional Budget Office's (CBO) release of a score for H.R. 82, the "Social Security Fairness Act."

- Joined Senior Legislative Liaison Tim Richardson, and Legislative Liaison David Taboh participated in a second virtual conference call with stakeholder groups, hosted by Representative Graves and Spanberger, to discuss progress on accumulating signatures for Discharge Petition #16.
- Gave numerous television and radio interviews regarding the FOP's endorsement of Donald J. Trump for President.
- Attended the Florida State Lodge Board Meeting in St. Petersburg, FL
- Joined by National Secretary Jimmy Holderfield, Executive Director Jim Pasco, and Senior Legislative Liaison Tim Richardson represented the FOP at the induction of the National FOP into the "Century of Service Honor Roll of American Labor Organizations."
- Joined by Executive Director Jim Pasco had their quarterly meeting with U.S. Attorney General Merrick B. Garland.
- Attended the North Carolina State FOP Conference in Cherokee, NC.
- Spoke with various media outlets.
- Joined by Senior Legislative Liaison Tim Richardson, and Legislative Liaison David Taboh represented the FOP on a stakeholders call hosted by Representatives Garret N. Graves (R-LA) and Abigail D. Spanberger (D-VA) to discuss next steps and a strategy moving forward with respect to Discharge Petition #16 and H.R. 82, the "Social Security Fairness Act."
- Attended the Maryland State FOP Conference in Ocean City, MD.
- Attended the South Carolina State FOP Conference in Myrtle Beach, SC.

October 2024

- Represented the United States at the 47th Annual Canadian Police and Peace Officers' Memorial Service in Ottawa, Canada.
- Joined the National FOP's Disaster Area Response Team (DART) in Elizabethton, TN to provide assistance to first responders and their families. You can support the DART efforts with a donation to the FOP Foundation.
- Attended the Washington State FOP Conference in Suquamish, WA.
- Attended a rally for former President Donald J. Trump, in Prescott Valley, AZ.
- Attended the Connecticut State FOP Conference in Montville, CT.
- Joined by Executive Director Jim Pasco, and Senior Legislative Liaison Tim Richardson attended the National Partners Meeting for the Collaborative Reform Initiative Technical Assistance Center held at the International Association of Chiefs of Police (IACP) Annual Conference in Boston, Massachusetts.
- Joined by Executive Director Jim Pasco attended the IACP Annual Conference and met with numerous law enforcement leaders.

November 2024

- Attended the Trump-Vance election night watch party at the West Palm Beach County Convention Center, in West Palm Beach, FL.
- Joined by Senior Legislative Liaison Tim Richardson, and Legislative Liaison David Taboh represented the FOP on a stakeholder's call hosted by Representative Garrett N. Graves (R-LA) and the staff of Representative Abigail D. Spanberger (D-VA) to discuss the ongoing efforts to pass H.R. 82, the "Social Security Fairness Act."
- Attended numerous meetings with Representative Garret N. Graves (LA-O6), Representative Abigail D. Spanberger (VA-O7), House and Senate congressional legislative staff, and key stakeholders to coordinate efforts leading to the successful passage of the "Social Security Fairness Act" in the House of Representatives. Following the House vote, discussions continued in order to develop a comprehensive and coordinated strategy for Senate approval.
- Met with Joe Ratcliffe, Senior Compensation Analyst with the U.S. Office of Personal Management, to discuss the upcoming Federal Salary Council Meeting.
- Joined by the Executive Director Jim Pasco participated in the November meeting of the National Board of Trustees via teleconference.
- Attended the NFOP Healthcare Trust Board Meeting via teleconference.
- Joined by Executive Director Jim Pasco met with Senator Charles E. Schumer (D-NY), Majority Leader, to discuss a path to put H.R. 82, the "Social Security Fairness Act," on the Senate floor and also discussed ways to "unstuck" S. 1306, the "COPS Reauthorization Act," from the Committee on the Judiciary.
- Joined by Executive Director Jim Pasco participated in a conference call with Edward A. Kelly, General President of the International Association of Fire Fighters, as well as Kevin O'Connor, Assistant to the General President, about getting H.R. 82, the "Social Security Fairness Act," to a Senate floor vote.

- Attended a meeting of the Federal Salary Council in Washington, D.C.
- Attended a meeting with the U.S. Government Accountability Office (GAO) regarding the Federal Salary Council.
- Spoke with numerous Senators regarding H.R. 82.
- Had numerous calls with Senate staff and State Lodge Leaders to coordinate advocacy for H.R. 82.
- Numerous calls and discussions regarding incoming cabinet positions and federal appointments.

December 2024

- Attended the NFOP Labor Staff and Labor Committee Meeting in Las Vegas, NV.
- Attended the Executive Board Retreat in Las Vegas, NV.
- Virtually attended the National Law Enforcement Memorial Fund (NLEOMF) Board of Directors Meeting.
- Joined by Executive Director Jim Pasco, and Kentucky National Trustee Dave Mutchler met with the staff in the office of Senate Minority Leader Mitch McConnell (R-KY) regarding H.R. 82, the "Social Security Fairness Act."
- Spoke with numerous stakeholders, Senate staff, and National Trustees regarding H.R. 82.
- Spoke at the Social Security Fairness Rally in Upper Senate Park alongside fellow labor unions in support of H.R. 82, the "Social Security Fairness Act." Also in attendance were Executive Director Jim Pasco, Senior Legislative Liaison Tim Richardson, and Legislative Liaison David Taboh.
- Attended the Axon AI Retreat in Park City, Utah.
- Joined by National Second Vice President John Hoyt, and Senior Legislative Liaison Tim Richardson met with Senator Ronald L. Wyden (D-OR), Chairman of the Senate Committee on Finance, to discuss upcoming legislative action on H.R. 82, the "Social Security Fairness Act."
- Virtually attended the International Council of Police Representative Associations (ICPRA) Quarterly Board Meeting.
- Held numerous meetings with FOP State Leaders regarding outreach to their Senators on H.R. 82.
- Joined by Executive Director Jim Pasco met with President-elect Donald J. Trump at Mar-A-Lago about H.R. 82 and other FOP priorities. During the meeting, President-elect Trump expressed his support for the passage of H.R. 82.
- Joined by Executive Director Jim Pasco spoke with members of the Senate and their staff about H.R. 82.
- National President Patrick Yoes and Executive Director Jim Pasco spoke with Ed Kelly, President of the International Association of Firefighters, and other union leaders about H.R. 82.
- Had numerous calls with stakeholders regarding H.R. 82, the "Social Security Fairness Act."
- Spoke with numerous FOP State Leaders regarding the Senate passage of H.R. 82.

January 2025

- Officially swore in the newly established Montana State Lodge in Bozeman, Montana.
- Officially swore in the newly established Vermont State Lodge in Essex, Vermont.
- Joined by Director Jim Pasco, and Senior Legislative Liaison Tim Richardson made plans to attend the signing of H.R. 82, the "Social Security Fairness Act." The signing ceremony is expected to take place on Sunday, 5 January.
- Joined by Executive Director Jim Pasco, National Secretary Jimmy Holderfield, National Trustee Joe Johnson, and Senior Legislative Liaison Tim Richardson attended the signing of H.R. 82, the "Social Security Fairness Act," into law at the White House.
- Attended the FOP Labor Coalition Conference in Deerfield Beach, FL.
- Spoke with Edward A. Kelly, General President of the International Association of Fire Fighters (IAFF), about the implementation of the Social Security Fairness Act.
- Attended the inauguration of President Donald J. Trump, as well as related events.
- Joined by Executive Director Jim Pasco attended the signing ceremony for H.R. 29, the "Laken Riley Act," at the White House. Gus Papathanasiou, Labor Chairman for the United States Capitol Police, Ken Spencer, Labor Chairman for the United States Park Police, and Marinos M. Marinos, National Trustee for the District of Columbia, were also in attendance to watch President Donald J. Trump sign the bill into law.

February 2025

- With Executive Director Jim Pasco presented the National President's Legislative Advocacy Award to Senators Charles E. Schumer (D-NY), Susan E. Collins (R-ME), William M. Cassidy (R-LA), and Amy J. Klobuchar (D-MN). They were instrumental in passing the Social Security Fairness Act through the U.S. Senate—a historic victory for public safety professionals that is now law—at multiple locations over the week.
- With Executive Director Jim Pasco, and Senior Legislative Liaison Tim Richardson spoke at the legislative briefing for the 2025 Day on the Hill at the National Law Enforcement Museum. Also in attendance were Legislative Liaisons Benjamin Stokes and Laura Gormally.
- Met with Executive Director Claire Selib of the National Organization for Victim Assistance (NOVA) to discuss federal grant concerns.
- Attended the Florida State Lodge Board Meeting in Atlantic Beach, FL.
- With Executive Director Jim Pasco participated in a roundtable discussion with police chiefs and other law enforcement executives to discuss policing and criminal justice issues in Washington, D.C. with the goal of identifying areas of common interest and greater collaboration. Among the issues discussed was the need to reauthorize FirstNet and to preserve the 4.9 GHz band for the exclusive use of public safety.
- Joined by Executive Director Jim Pasco met with Kashyap P.V. Patel, who has been nominated by President Donald J. Trump to serve as the next Director of the Federal Bureau of Investigation. Mr. Patel's nomination will be considered on the Senate floor next week.
- Attended the California State Lodge Winter Board Meeting in Las Vegas, NV.
- Attended the National FOP Legal Counsel Seminar in Las Vegas, NV.
- Attended the National FOP Labor Leadership Summit in Las Vegas, NV.
- Joined by FOP Executive Director Jim Pasco and Edward A. Kelly, General President of the International Association of Fire Fighters (IAFF) to discuss the historic passage the "Social Security Fairness Act," which was signed into law earlier this year.
- Attended the 18th Annual Night in Blue Policeman's Ball in Kansas City, MO.
- Attended the FOP's Officer Wellness Summit in Nashville, TN.
- Attended the FOP's Leadership Matters in Nashville, TN.
- Attended the FOP Peace Officers' Memorial Service Planning Meeting in Nashville, TN.
- Senior Legislative Liaison Tim Richardson and I participated in a conference call hosted by the Social Security Administration regarding the implementation of the Social Security Fairness Act.
- Visited a potential site for the 2029 Biennial Conference in Houston, TX.
- Visited a potential site for the 2029 Biennial Conference in Detroit, MI.

March 2025

- Received numerous calls from FOP Members and other retired public employees expressing gratitude for the FOP's advocacy of the Social Security Fairness Act. Each relayed the life-changing impact of finally receiving their full Social Security benefits deposited into their accounts over the past week.
- Virtually attended a meeting hosted by the International Council of Police Representative Associations.
- Attended the FOP 2025 Southern States Meeting in Gulf Shores, AL.
- Visited a potential site for the 2029 Biennial Conference in Nashville, TN.
- Executive Director Jim Pasco and I attended the Spring State Presidents Meeting in Salt Lake City, UT.
- Executive Director Jim Pasco and I attended the Spring National Board Meeting in Salt Lake City, UT.
- Attended the Alabama State FOP Conference in Gulf Shores, AL.
- Attended the 2025 Black and Blue Gala in Salt Lake City, UT.
- Attended the New Jersey State Lodge Training Conference in Atlantic City, NJ.

April 2025

- Executive Director Jim Pasco and myself met with Kash P. Patel, Director of the Federal Bureau of Investigation and Acting Director of the Bureau of Alcohol, Tobacco, Firearms and Explosives, to discuss FOP priorities and ways in which the FOP can closely collaborate with all of the enforcement agencies within the U.S. Department of Justice going forward.
- Executive Director Jim Pasco and I met with James D. Jordan (R-OH), Chairman of the House Committee on the Judiciary, to discuss H.R. 1551, the "Protect and Serve Act," S. 237, the "Honoring Our Fallen Heroes Act," and other pending FOP priorities. Edward A. Kelly, General President of the International Association of Firefighters, as well as Kevin O'Connor, Assistant to the General President, were also in attendance.

- Executive Director Jim Pasco and I, and Senior Legislative Liaison Tim Richardson met with FOP members from NJ FOP Lodge #168 to discuss strategies for building support for the "Law Enforcement Officers' Equity Act."
- Attended the Western States Conference in Des Moines, IA.
- Joined Sherry Martin, NFOP Director of Officer Wellness, Dr. Jaqueline Drew, Police Psychologist at Griffin University, and President Shane Prior of the Queensland Police Union on a call centered around creating an officer wellness partnership.
- Met with Kevin Krueger and DART Chairman Jason Smith regarding the DART Trailer transport by UPS.
- Participated in multiple FOP marketing meetings with Life MD and Amazon Business.

May 2025

- With members of the Executive Boards of the National FOP and the National FOP Auxiliary, participated in the 44th Annual National Peace Officers' Memorial Service. Thousands of officers, as well as the surviving family members and friends of slain officers, traveled from across the country to the nation's capital to attend this National Memorial Service, at which Vice President J.D. Vance., delivered the Keynote Address. At this year's Memorial Service, we honored 232 law enforcement officers who lost their lives in the line of duty. Executive Director Jim Pasco and staff from the National Legislative Office also attended the Memorial Service.
- Executive Director Jim Pasco and I participated in multiple planning meetings with the NFOP Memorial Committee, National Auxiliary, and volunteers.
- Attended the Jewish Officers' Memorial Service.
- Attended the National Law Enforcement Officers Memorial Fund reception and their Candlelight Vigil.
- Executive Director Jim Pasco and I participated in a Law Enforcement Roundtable with U.S. Attorney General Pamela J. Bondi.
- Participated in a Law Enforcement Roundtable with Secretary of the U.S. Department of Homeland Security, Kristi L. Noem.
- Executive Director Jim Pasco and I attended a reception at the U.S. Department of Justice. Also in attendance were National Secretary Jimmy Holderfield, National 2nd Vice President John Hoyt, and President of the Riverside County Sheriff's Lodge 951 Bill Young.
- Joined by Executive Director Jim Pasco, and Vice President Joe Gamaldi had breakfast with Vice President J.D. Vance at his residence at Number One Observatory Circle.
- Attended the COPS Gala.
- Attended the signing ceremony for S.146, the "TAKE IT DOWN Act." The bill, which was endorsed by the FOP, was signed by President Donald J. Trump on May 19, 2025. The bill enacts stricter penalties for the distribution of non-consensual intimate imagery, including those made with Artificial Intelligence.
- Attended a membership meeting with Philadelphia Lodge #5 to discuss the implementation of H.R. 82, the "Social Security Fairness Act," as well as H.R. 1551, the "Protect and Serve Act."

June 2025

- Joined by Executive Director Jim Pasco, as well as members of the National FOP's Executive Board and the Urban Policing Committee, which represents the rank-and-file officers in the nation's major metropolitan areas, met with President Donald J. Trump for a law enforcement roundtable. The meeting, which was also attended by United States Attorney General Pamela J. Bondi, focused on the challenges faced by police in urban areas in terms of public safety, officer safety, and the crisis our profession faces with respect to recruitment and retention.
- Presided over a meeting of the FOP's Urban Policing Committee in Washington, D.C.
- Attended the FOP Indiana State Conference in Carmel, Indiana.
- Attended the FOP Florida State Conference in Orlando, Florida.
- Executive Director Jim Pasco and I meet with Alex Flemister, Director of Strategic Initiatives in the Office of Public Liaison at the White House, who is a key member of President Trump's staff.
- Attended the Oklahoma State Lodge Board of Trustees meeting in Tulsa, Oklahoma.



Report of the National Vice-President

Joe Gamaldi

jgamaldi@hpou.org



Brothers and Sisters,

Let me start by thanking the Florida State Lodge and every local lodge in the Miami Beach area for pulling off what will no doubt be an amazing conference for anyone attending. Your hard work, determination, and ability to overcome every challenge is appreciated by all. I would also like to thank the National Office Staff as they too put in a tremendous amount of work to make this conference a success. To everyone who had a hand, no matter how large or small, in making our conference a reality, a sincere thank you. Now make sure you all get some fun in the sun in Miami Beach!

Brothers and sisters, it has been an incredible honor representing every single member of this organization, and our noble profession, over the last 6 years. In that time, we have changed the way politicians, the media, and the general public react to law enforcement. For far too long our profession was silent while we became everyone's punching bag. Through our incredible work, everyone has been on notice that we punch back now! We will not remain silent as people attack police officers on streets, in the media, on social media and in the comments. The FOP is going to be right there fighting, standing up, and fulfilling our rightful place as the #1 voice for law enforcement and frankly... the only voice!

If you had any doubts, we have absolutely crushed every other law enforcement group in this country in media mentions. Last year through our incredible work, we created over \$31.2 million dollars in free advertising for the FOP, all while pushing our message and defending our members. There wasn't another group in the same universe as us. We accomplished this through a relentless campaign of embracing every form of media, continuing our news appearances, growing our social media exponentially (more on that later), and destroying the false narratives through passionate, fact-based arguments.

When I stood before you in Vegas, I told you the goal was to continue to grow our organization and that long term, to unite everyone under one banner, the FOP banner. Happy to report we continue to grow by leaps and bounds. At the time of writing this report, we have over 380,000 members! We have never had anything close to this many members before! But it doesn't stop there, our legal services numbers have never been higher, our labor services have never been higher, and we just added two new state lodges in Vermont and Montana. That places a state lodge in 47 out of 50 states. By every metric you would measure the success of the Fraternal Order of Police, membership numbers, legal services numbers, labor numbers, chartering new lodges, we are absolutely killing it!

At this time, we spend next to nothing on recruitment, I am hopeful with increased funding we could take an even more robust recruiting posture, truly being aggressive in our efforts in areas that may not be FOP strong holds. We could assist local lodges with resources, to challenge other units who are not representing their members, even offering grant opportunities to them. Imagine conducting a national FOP recruiting campaign to bring in more members. The possibilities are endless and can fast track the goal of uniting every single law enforcement officer in this country under the FOP banner.

I would like to thank our legislative office for their tremendous work, so that we have the capability to track the media mentions and airtime of all national law enforcement groups. Thus, we can see where everyone stacks up and provide us the hard data of our success. I would also like to thank the FOP recruitment committee headed up by Rich Shailor, for their work in establishing new lodges across the country.

Social Media/National Media Coverage/Legislation

One of the most powerful levers we have to stay on top of the mountain and continue to show our dominance, is our social media presence. Over the past 6 years we have grown exponentially across a number of platforms, but

we have really taken off like a rocket in the last 9 months, after brining on our Social Media Administrator, and resident dynamo Savannah Nelson. Savannah has done an exceptional job mining content, creating original graphics and truly turning our platforms into essentially our own news/entertainment platforms for all things impacting law enforcement. Her work has been phenomenal and greatly appreciated by us all (I have included a report from her at the conclusion of mine).

As a result of the incredible work of our social media Director and the Social Media Committee, we have seen our Facebook page balloon to over 220,000 followers, with post engagements up 449%. Our Instagram page now boasts over 63,000 followers with our impressions up a staggering 305%. Our X page has nearly 79,000 followers now with retweets up 131% and likes 141%. What does all that mean, it means we are kicking ass and taking names on our social media platforms. Overall, our engagements rates across social media have increased by 400%.

It is not uncommon to have posts reaching millions of people and our Instagram routinely reaches in excess of 6 millions people a month. Our voice over the last 2 years has only grown stronger and louder than before. So how do we use this larger, more powerful voice? Well of course we use it to defend our profession, punch politicians in the mouth who bad mouth us, support politicians who support us, talk about the War on Cops raging in this country, and highlighting the violence against law enforcement. But we have also pivoted to becoming the #1 source of positive stories and content about our profession.

We all know the national media rarely, if ever, cover positive police stories. So we decided that we would fill that role. We have spammed the social media world with all the positive law enforcement stories we can find. From fundraising and work in the community, to the incredible heroism exhibited on a daily basis by our members. We are pulling amazing body cam videos to show the public first hand, what we do. We are showing them how we save children, families, how we save each other, how we are willing to risk our very lives to protect the communities we love and serve. The best part is, the message is resonating. Don't take my word for it, just look at the incredible numbers above. Now the national media seed our posts about our members and they actually pick some of these stories and run them nationally, only increasing our reach.

A massive success of our social media strategy was also on display during the historic endorsement of President Trump. Of course, our endorsement reached millions on social media, two X (tweets) posts reached approx. 50 million people alone. But since we have positioned ourselves as the voice for law enforcement the attention paid to our endorsement was nothing like we have ever seen. President Trump traveled to our Fall Board Meeting to accept the endorsement. The entire endorsement became an event, must watch TV. We had every single national news outlet and some international outlets attend our meeting. They were live streaming it nationally on Fox, and other national networks. The follow up of the story lasted days, with them constantly running it, all with the FOP brand proudly displayed. I am not sure I have ever done as many interviews as I did that week. It was an incredible, historic moment for the FOP, but we were only in a position to be so prominent because we had laid the foundation prior, of being the ONLY real voice for law enforcement.

Another beneficial result of our huge following is the ability to not only mobilize our members, but the general public who supports us. None more successful than HR 82. Through President Yoes and Executive Director Jim Pasco's incredible, historic work, they were able to keep HR 82 alive and center stage at the close of the last legislative session. We were then able to mobilize thousands of people in the 11th hour to contact their Representatives/Senators to push them to vote for this historic legislation. We had police officers, firefighters, teachers, friends, family, random supporters all rallying around the passage of the bill, simply because we were able to reach them with our social media platforms. We became so good at pushing out information that people who belonged to our organizations and other professions, were contacting the FOP to get the latest breaking news throughout all the twists and turns. I can think of no greater compliment than people coming to us as their trusted source of information, even over the very organizations they belong to! The passage of HR 82 will go down as one of the greatest legislative achievements in the history of the FOP and it was truly a life-changing event for so many of our members. Thank you to everyone who made a call, sent an email, and encouraged others to do the same. It is incredible what we can accomplish when we all row in the same direction and work towards a common goal.

We will continue to use our platforms to tackle the next legislative priority, the "Protect and Serve Act". It is no secret to anyone that there is a War on Cops in this country that has been raging for years. The last three years we have seen over 1100 police officers shot, and we average an abhorrent, one police officer shot every 24 hours in America. It is disgusting, it is a stain on our society and an embarrassment to our great nation. Thankfully, we have

seen a slight downward trend and as we have pointed out in the past, leadership in this country counts for something. We see President Trump and VP Vance, constantly talking about the violence, how it is not acceptable in America and how the dirtbags who perpetrate it should be held accountable to the fullest extent of the law. Leadership matters, and their strong support for law enforcement, is making a difference. But now the rest of the politicians need to step up and do their job.

We all know deterrence only works if the punishment is swift and severe. Right now these dirtbags who assault/target police officers get neither. They are getting the velvet glove treatment from rogue prosecutors and activist judges, and their cases are sometimes delayed for years. So what happens when there are no consequences, these monsters run wild. We will continue to use our social media platforms to educate the people on why this violence is happening, while in conjunction with the Washington office, push for the passage of the "Protect and Serve Act". This bill would give federal prosecutors the ability to take the cases out of the local DA's hands and take them to federal court. Where instead we will see these dirtbags get their asses thrown in federal prison, exactly where they belong. When people start getting federal time for assaulting cops, the punishment will certainly be swift and severe.

As a result of our efforts to spread the FOP's message about law enforcement, whether it be the War on Cops, the heroism we show in the field, or the positive work in the community, I have appeared in hundreds of national interviews. I have made regular appearances on Fox and Friends, Fox and Friends First, America Reports, America's Newsroom, Laura Ingraham, Fox Nation (online platform), Dan Bongino Show (since retired), Lawrence Jones Coast to Coast, Sunday Night with Trey Gowdy, Your World with Neil Cavuto, Jesse Waters Primetime, Fox News at Night, Fox Live and several other fox news programs. In addition, I must thank Fox Business who has been gracious enough to have me on the Evening Edit, hosted by my good friend Elizabeth McDonald, on a regular basis. I also appear on Mornings with Maria and various other Fox Business programs.

I continue to accept interviews from outlets that may not be as law enforcement friendly. I participated in a 30 minute interview for MSNBC on recruitment and retention and of course they never even ran the interview. But I won't stop taking opportunities to talk about the issues impacting us. In addition, I make regular appearances (almost every week) on Newsmax across a wide array of their shows talking all issues impacting law enforcement.

Always with an eye in growing our reach and influence, Treasurer Smallwood and I continue to refine and change our Leadership Matters class. In our last class we taught FOP leaders how to prepare, conduct, and then spread interviews. The ability to share this knowledge ensures that every lodge leader has the tools to spread their message and give a great interview. We have also been able to refer national news outlets to local lodge leaders to increase the exposure of lodges and their issues on the national stage. This has developed into a very deep bench for the FOP when national news appearances are requested. We have developed a cast of strong, intelligent, charismatic leaders that can carry the message of the Fraternal Order of Police.

Thank you for reading this far!

Remaining the #1 trusted voice (and only) for law enforcement is not easy. It is a daily grind, against blood thirsty politicians, some in the media and the general denigration and demonization of our profession. But this is the job, if we don't stand up for the hard-working men and women of law enforcement, then who will! As the voice of law enforcement, we have a responsibility to this generation of police officers and the next, to make sure we have their back, and the public knows the heroism we display every day.

It has been an honor serving as your Vice President over the last 6 years. This position, and all the responsibility you have trusted me with, is sacred to me. Knowing that when I speak, I speak for over 380,000 heroes has been the honor of my life. I would be remiss if I didn't thank each and every one of you for the support. Without that incredible support and trust, I would not be here! I am so excited to see what the future holds for the Fraternal Order of Police as we continue to grow to historic numbers that most would have thought of as a dream. I want to thank President Yoes for his incredible leadership and the entire Executive Board for their outstanding work and emphasis on working together as a team.

Let me assure each and every one of you, for as long as I am your National Vice President, as long as I am breathing, I will continue to fight, for the FOP, for our profession, for our members, for every officer who dons the uniform. It is my distinct honor to serve you all...

Be safe out there and if you need anything, I am only a phone call, text, email, messenger on Facebook, DM on twitter (@JoeGamaldi) or message on our FREE National FOP mobile app, away.

National Fraternal Order of Police

Digital Media Growth & Engagement Report

Reporting Period: October 1, 2024 – May 20, 2025

Author: Savannah Nelson

Executive Summary

Before the Social Media Coordinator role was established in late 2024, the National Fraternal Order of Police (NFOP) did not have a dedicated person managing social media. Since stepping into this role, I have driven significant growth that clearly demonstrates the value of this investment.

By applying a consistent, data-driven approach focused on targeted content, emotional storytelling, and timely engagement, we have gained 54,428 new followers across Facebook, Instagram, and X (formerly Twitter). This represents an overall growth of about 22%, with follower numbers continuing to rise steadily—fueled by more frequent posting and ongoing improvements based on performance data.

These results are the product of deliberate effort, real-time responses to major events, continuous analysis, and a strong commitment to excellence. This role has been my pride and joy, and I hope that dedication shows in every aspect of my work. Social media isn't something you can set and forget; meaningful growth requires constant monitoring and adjustment. Social media isn't something you can set and forget — it requires constant attention, strategy, and dedication to keep our message strong and our community engaged.

As the voice of the nation's law enforcement, the NFOP is embracing a new era of communication and advocacy through digital media—strengthening our reach, connection, and impact. Looking ahead, we plan to expand video content on Instagram Reels, increase production of original content, and explore emerging platforms to continue growing our reach and engagement among younger officers.

Follower Growth Summary:

The following reflects the total new followers gained across our primary platforms during this reporting period:

- Facebook: +33,499
- X (Twitter): +3,013
- Instagram: +17,916
- Total: +54,428 new followers

This follower expansion not only reflects increased content volume but also content quality—strategically written and designed for our audience's voice, values, and interests.

Audience Demographics & Targeting

The NFOP's primary audience consists largely of male law enforcement officers between the ages of 25 and 44, with the highest concentration being between the ages of 25-34. Geographic concentration is strongest in major urban centers with sizable law enforcement communities, including:

- Philadelphia
- New York City
- Chicago
- Los Angeles
- Houston

All our content is curated and developed with this demographic in mind—balancing visual appeal, emotional resonance, and cultural relevance. I routinely use insights tools, including Buffer's analytics and manual data analysis, to assess trends and audience preferences. This ensures our messaging consistently resonates with our base while staying aligned with broader national sentiment.

Facebook

Platform Growth & Performance Overview

Followers: 218,449

- **New Followers Since September 30, 2024:** 33,499 (from 185,000 to 218,499)*
- **Follower Growth:** +18.1%

Page and Post Engagements: 2.7 million

- **Percent Increase:** +557%

Reactions: 1.23 million

- **Percent Increase:** +676%

New Fans: 4,535

- **Percent Increase:** +236%

Posts Published: 1641

- **Percent Increase:** +1,926%

Daily Average Engagements: 11,595

- **Percent Increase:** +557%

Summary:

Facebook saw explosive growth across every measurable category, especially between April and May. The most dramatic gains stemmed from nearly 20 times more content being published — from relatively low output before October to over 1,600 posts by May 20, 2025. This spike in content volume directly contributed to a 557% increase in engagements and a 676% increase in reactions — evidence that the audience isn't just growing but actively interacting with the content.

Despite Facebook's historically slower growth, it is now a high-performing channel thanks to a consistent publishing strategy and engaging, mission-relevant content.

***As of May 26, 2025, our Facebook following has reached 222,239 — with 3,740 new followers gained in just the past six days. That's an average of over 600 new followers per day.** Industry benchmarks from Buffer suggest a healthy monthly follower growth rate falls between 2–5%. At our current pace, we're tracking toward an 8.55% monthly growth rate — well above the standard. This positions our Facebook growth firmly in the exceptional range.

Top Facebook Posts Ranked by Reach

1. Welcome to the Pack, K9 Gary!

- **Date:** April 11, 2025
- **Time:** 10:00 AM
- **Type:** Post
- **Reach:** 1.07 million
- **Impressions:** 1.07 million
- **Engagement Rate:** 4.93%
- **Reactions:** 17,980
- **Post Clicks:** 32,690

Key Takeaway: Lighthearted, upbeat K9 introductions perform exceptionally well — especially when paired with compelling imagery and community warmth.

2. K9 Aksel: In the Fight of His Life

- **Date:** May 17, 2025
- **Time:** 10:02 AM
- **Type:** Post
- **Reach:** 910,182
- **Impressions:** 918,760
- **Engagement Rate:** 7.95%
- **Reactions:** 24,014
- **Post Clicks:** 43,988

Key Takeaway: Emotional storytelling involving injured K9s draws intense support and engagement across the law enforcement community.

3. Compassion in Action

- **Date:** May 5, 2025
- **Time:** 7:01 PM
- **Type:** Video
- **Reach:** 518,124
- **Impressions:** 522,318
- **Engagement Rate:** 8.14%
- **Reactions:** 33,300
- **Post Clicks:** 8,082

Key Takeaway: Videos highlighting quiet moments of kindness — especially toward children — earn high emotional engagement and build goodwill.

4. Courage in a Split Second

- **Date:** April 30, 2025
- **Time:** 7:01 PM
- **Type:** Video
- **Reach:** 511,327
- **Impressions:** 515,427
- **Engagement Rate:** 6.39%
- **Reactions:** 14,989
- **Post Clicks:** 17,216

Key Takeaway: Heroic, real-time rescues show the lifesaving nature of law enforcement, helping humanize the badge while driving reach.

5. Remembering a Heroic Rescue in Surprise, Arizona

- **Date:** May 17, 2025
- **Time:** 3:01 PM
- **Type:** Post
- **Reach:** 494,541
- **Impressions:** 507,307
- **Engagement Rate:** 9.77%
- **Reactions:** 11,517
- **Post Clicks:** 37,177

Key Takeaway: Hero tributes — especially those tied to anniversary moments or extraordinary bravery — garner strong emotional traction.

6. A Heartbreaking Loss in Chicago

- **Date:** April 10, 2025
- **Time:** 4:00 PM
- **Type:** Tweet-style Text Post
- **Reach:** 377,937
- **Impressions:** 388,524
- **Engagement Rate:** 20.05%
- **Reactions:** 9,073
- **Post Clicks:** 67,372

Key Takeaway: Brief, emotionally direct messages about officer loss resonate deeply and yield the highest engagement of all post types.

Twitter/X

Platform Growth & Performance Overview

Followers: 78,724

- **New Followers Since September 30, 2024:** 3,013
- **Growth Rate:** +4.0%

Tweets: 1,649

- **Percent Increase:** +1,887%

Retweets: 65,452

- **Percent Increase:** +137%

Clicks: 808

- **Percent Increase:** +62

Likes: 280,690

- **Percent Increase:** +147%

Engagements: 397,192

- **Percent Increase:** +49%

Impressions: 6.35 million

- **Average per Month:** ~793,750

Summary:

Twitter/X saw a **massive increase in posting output** — up nearly 1,900% — which fueled substantial gains in both reach and engagement. While **follower growth** has been more modest at **+4.0%**, the platform is seeing deeper interaction from its audience. **Likes** and **retweets** are both up significantly, and **total impressions surpassed 6.35 million**, proving the content is consistently seen and shared.

This sharp increase in posting frequency has directly contributed to greater visibility and reach, especially through retweet-driven content.

Top Twitter Posts Ranked by Impressions

1. Joint IACP-FOP Statement on Presidential Pardons

- **Date:** January 21, 2025
- **Type:** Press Release
- **Impressions:** 843,984
- **Engagement Rate:** 1.90%
- **Likes:** 4,997
- **Retweets:** 1,681
- **Link Clicks:** 0

Key Takeaway: High reach driven by timely relevance and strong national interest; demonstrates the platform's ability to distribute major statements widely.

2. Tesla Dealership Attacks Investigation

- **Date:** April 1, 2025
- **Type:** Post
- **Impressions:** 95,491
- **Engagement Rate:** 3.30%
- **Likes:** 2,235
- **Retweets:** 468
- **Link Clicks:** 0

Key Takeaway: Public interest in policing high-profile incidents led to substantial traction.

3. Police Week Tribute

- **Date:** May 11, 2025
- **Type:** Post
- **Impressions:** 73,477
- **Engagement Rate:** 2.10%
- **Likes:** 1,231
- **Retweets:** 199
- **Link Clicks:** 0

Key Takeaway: Emotional, tribute-style content performs well, especially during culturally relevant weeks.

4. Tribute to Sgt. Rick Finley

- **Date:** December 26, 2024
- **Type:** Video
- **Impressions:** 49,216
- **Engagement Rate:** 6.50%
- **Likes:** 2,553
- **Retweets:** 461
- **Link Clicks:** 0

Key Takeaway: Human-interest videos have extremely strong engagement even with lower reach.

5. Police Pursuit Action

- **Date:** March 18, 2025
- **Type:** Video
- **Impressions:** 49,044
- **Engagement Rate:** 5.90%
- **Likes:** 2,221
- **Retweets:** 452
- **Link Clicks:** 0

Key Takeaway: Action content consistently engages audiences and encourages retweets.

Instagram

Platform Growth & Performance Overview

Followers: 63,011

- **New Followers Since September 30, 2024:** 17,916 (from 45,095 to 63,011)
- **Follower Growth:** +39.7%

Total Impressions: 22.13 million

- **Average per Month:** ~2.87 million
- **Average Daily Impressions:** 70,320
 - September 30, 2024: 14,998
 - May 20 2025: 70,320
 - +368.8%** increase

Total Post Reach: 15.99 million

- **Average per Month:** ~2.08 million
- **Post Reach, Then vs. Now:**
 - September 30, 2024: 17,679
 - May 20 2025: 74,407
 - +320.7%** increase

It's worth noting that back in September, about 39.2% of our followers were reached by our posts. As of May 20, 2025, our posts reached approximately 118.0% of our followers, indicating that our content extended beyond our follower base — likely through shares, hashtags, and the Explore page.

Total Likes: 925,949

- **Average Likes Per Post**

- September 30, 2024: 141

- May 20 2025: 161

- +14.2% increase

- While this increase in average likes per post is modest, the significant increase in content volume has led to substantially higher overall engagement, with nearly 1 million likes accumulated over the reporting period.

Total Comments: 23,928

- **Average Comments Per Post:** 3 (steady)

- 0% change

- While the per-post average remained constant, the total number of comments rose significantly, reflecting deeper audience interaction due to increased content volume.

Total Posts: 1,621

- Posting Volume: Increased substantially compared to prior months

Summary:

Instagram was our fastest-growing platform, with follower growth up nearly 40% and reach surging over 320%. In May 2025, our posts reached 118% of our audience—evidence of strong sharing and discovery beyond our follower base.

Our top-performing post, a tribute to Chris Kyle, reached over 916,000 accounts and earned more than 124,000 likes, showing the power of emotionally resonant, patriotic content. Total impressions hit 22.13 million, with nearly 1 million likes overall.

Instagram has become a key driver of reach and influence – especially for engaging younger officers through high-impact, visual storytelling.

Top Instagram Posts Ranked by Reach

1. Honoring Chris Kyle

- **Date:** February 14, 2025

- **Type:** Post

- **Impressions:** 975,945

- **Reach:** 916,878

- **Engagement Rate:** 13.89%

- **Likes:** 124,475

- **Comments:** 1,097

- Key Takeaway:** Emotionally resonant patriotic content honoring military heroes drives exceptional reach and engagement, appealing to both officers and the broader American public.

2. Trump Endorsement Announcement

- **Date:** September 6, 2024

- **Type:** Post

- **Impressions:** 566,894

- **Reach:** 545,970

- **Engagement Rate:** 3.27%

- **Likes:** 13,056

- **Comments:** 3,009

- Key Takeaway:** The announcement of a major political endorsement mobilized wide attention and conversation, demonstrating the strong impact of FOP's national voice on civic issues.

3. K9 Roxi Memorial

- **Date:** February 18, 2025
- **Type:** Post
- **Impressions:** 93,097
- **Reach:** 89,500
- **Engagement Rate:** 12.46%
- **Likes:** 10,071
- **Comments:** 552

Key Takeaway: Line-of-duty death tributes, especially for K9s, deeply resonate with audiences and foster high emotional engagement and organic reach.

4. K9 Preacher Memorial

- **Date:** February 15, 2025
- **Type:** Post
- **Impressions:** 51,203
- **Reach:** 50,307
- **Engagement Rate:** 35.95%
- **Likes:** 16,463
- **Comments:** 1,702

Key Takeaway: Posts honoring K9s generate extremely high engagement relative to reach, showing a strong emotional connection with followers.

5. Officer Head-Shaving for Cancer Support

- **Date:** February 14, 2025
- **Type:** Post
- **Impressions:** 45,100
- **Reach:** 42,837
- **Engagement Rate:** 3.92%
- **Likes:** 1,727
- **Comments:** 18

Key Takeaway: Community-focused stories that highlight compassion and humanity among officers inspire solidarity and goodwill, building trust and connection.

Top Instagram Reels Ranked by Views

1. Law and Crime: Officer Puts Teddy Bear with Young Girl in Body Bag

- **Date:** March 5, 2025
- **Type:** Reel
- **Views:** 3.7 million
- **Likes:** 52,800
- **Comments:** 827
- **Shares:** 320

Key Takeaway: Emotional, raw storytelling around tragic moments resonated powerfully with audiences and drove major engagement.

2. Actor Terry Crews Talks About Police Officers After Completing a Simulated Scenario

- **Date:** March 13, 2025
- **Type:** Reel
- **Views:** 56,900
- **Likes:** 3,928
- **Comments:** 45
- **Shares:** 1,217

Key Takeaway: Celebrity participation with a message of empathy and support for law enforcement generated widespread shares and reach.

3. Officer's Jaw-Dropping Rescue After Truck Plows Through Crowd

- **Date:** April 22, 2025
- **Type:** Reel
- **Views:** 44,000
- **Likes:** 2,068
- **Comments:** 61
- **Shares:** 378

Key Takeaway: High-adrenaline heroism clips with dramatic captions drive viral interest and strong viewer retention.

4. When Duty Calls – They Run Toward It

- **Date:** March 18, 2025
- **Type:** Reel
- **Views:** 33,600
- **Likes:** 2,471
- **Comments:** 42
- **Shares:** 668

Key Takeaway: Action-packed pursuit videos tap into viewers' appreciation for bravery and urgency in policing.

5. Lonely Autistic Man Calls 911 for a Birthday Wish

- **Date:** March 21, 2025
- **Type:** Reel
- **Views:** 33,000
- **Likes:** 2,239
- **Comments:** 51
- **Shares:** 424

Key Takeaway: Heartwarming, community-focused moments drive deep emotional connection and strong shareability.

Popular Hashtag Analysis

Our hashtag performance data highlights several key hashtags that consistently drive reach and engagement, proving valuable for strategic content placement.

- **#FOPstrong** is the most frequently used hashtag with strong engagement between 6.85% and 9.80%, making it a reliable choice for Fraternal Order of Police-related content.
- Safety-related hashtags like **#SaferCommunities**, **#PublicSafetyMatters**, and **#CourageToServe** each appear multiple times with consistent engagement around 8.3%, supporting posts focused on public safety and community.
- Veteran and military hashtags such as **#ChrisKyle** and **#AmericanSniper** show the highest reach (up to 917,000) and engagement (~13.9%), indicating their strong impact despite less frequent use.
- Wellness-related tags like **#TherapyCat** and **#WellnessOfficer** also achieve high engagement (11-13.5%) with substantial reach, ideal for mental health and officer wellness content.
- Political and memorial hashtags (e.g., **#Trump2024**, **#NeverForget**) demonstrate moderate but steady engagement, suitable for targeted messaging.
- Niche tags such as **#InTheLineOfDuty** have lower reach and engagement, best used for localized or specific posts.
- Specialized hashtags like **#InTheLineOfDuty** and **#PoliceDog** have lower engagement (around 2.25%) and reach, suggesting they are best reserved for targeted or local content.

Summary:

Prioritizing high-performing and consistently used hashtags—especially **#FOPstrong** and safety-focused tags—combined with high-impact veteran and wellness hashtags, will enhance both reach and engagement across our social media platforms.

Overall Observations & Strategic Insights

Content Volume Drives Engagement

The dramatic increase in post frequency—particularly on Facebook and Twitter/X—has resulted in exponential engagement growth. This confirms that a robust, consistent posting schedule is essential to maintaining audience interest and performing well within platform algorithms. This growth has been strategic, not accidental — and it shows.

Emotional Storytelling Resonates

Posts that highlight personal stories, heroic acts, tributes, and K9s consistently generate the highest reach and engagement. Whether it's a father in uniform comforting his daughter or an officer carrying a child to safety, emotionally charged content has proven to be one of our most powerful connection tools. These moments humanize the badge — and our followers respond to that.

Video Content is Key

Reels and short-form videos yield some of the strongest engagement rates across platforms. Content that combines cinematic footage with officer voiceovers, dispatch audio, or stirring music dramatically outperforms traditional posts. Continued investment in video—especially content with captions and subtitles to improve accessibility—will be key to sustaining momentum and growing viewership.

Audience Expansion Beyond Followers

On Instagram, many posts are reaching more accounts than the total follower count—an indication that content is being shared widely and discovered by new users. This presents a significant opportunity to grow our audience organically through shareable, discoverable content. Video and tribute content are especially effective at reaching outside our immediate follower base.

Platform Nuances Matter

Each platform plays a unique role in our communications strategy. Facebook remains our strongest tool for reach and engagement within our target demographic. Twitter/X supports our real-time advocacy and policy efforts, while Instagram thrives on emotional, visual storytelling that builds connection. Knowing what each platform does best allows us to tailor content for maximum impact.

In Summary

The growth of our social media presence over the past several months reflects the strength of a focused, intentional strategy. Increased content volume, emotionally resonant storytelling, and platform-specific targeting have driven significant gains in reach, engagement, and audience expansion.

Looking ahead, there are clear opportunities to build on this momentum: creating original, on-the-ground content, leveraging premium editing tools to enhance efficiency and quality, and embracing a hybrid work model to support the evolving demands of this role.

With continued investment and flexibility, we can deepen our connection with officers, increase brand visibility, and further position the National FOP as a leading voice for law enforcement across digital platforms.



Report of the National Secretary

Jimmy Holderfield

jholderfield@nationalfop.org



Introduction

Brothers and Sisters, welcome to the 67th Biennial Conference here in Miami Beach. I, along with the members of the Florida State Lodge stand ready to assist you in any way we can while you and your family are with us here in the "Sunshine State". A special thanks goes to the Florida District 6 Director and Conference Chairman, Al Palacio and Miami Lodge 20 President, Felix DelRosario, Co-Chairman. These Brothers and their TEAM of volunteers have planned everything for us to have a great conference. Please give them a hearty FOP handshake and a kind word for their hard work and dedication.

There have been some changes to the conference that we hope you like. Our goal is to make it more engaging, informative, and streamlined. We were able to extend our EXPO hours by an additional day giving you and your families an extra day to visit our vendors and sponsors. Please take the opportunity to thank each one for their support.

Since our last conference, Las Vegas 2023, there have been numerous major personnel changes in the National Office. Mrs. Leigh Ann Pemperton Kruggel retired as our Office Manager after 30 years of service at the National FOP. We wish Leigh Ann well. We promoted my Executive Assistant, Mrs. Angie Hoover, to Office Manager. Mrs. Teri Crone was promoted to the National Secretary's Executive Assistant and Mrs. Lori Harris was promoted to Accounts Receivables. Miss Abigail Muncy, who was hired shortly after the last conference for Membership, was transferred to Receptionist. Due to turnover in Membership, we are fortunate to have on our team Mr. Elijah Brewer and Mr. Gavin Boler. We also have a new EXPO/EVENTS Coordinator on board, Ms. Caprice Campbell and a newly created position of Social Media/Graphics Design Coordinator, Ms. Savannah Nelson. Please introduce yourself to our staff and join me in letting them know how much we appreciate them.

During the past 2 years, my focus has been on the development of our new membership database system. Many resources and manpower have been devoted to accomplishing this. Every department, division, and section of the National FOP has been a part of this process since our new system, when fully implemented, will be an ultra-modern program that will allow the local and state lodges to gather and use information they have not been able to do in the past. ACGI "Association Anywhere" built the system. Mr. Andrew Bittner started the project off for the National FOP with the assistance of Mr. Matthew Phillips. Most recently we engaged, as consulting engineers, Mr. Steve Kim and Mr. Mark Hong. Both men have extensive IT engineering backgrounds with Google and Amazon. Mr. Hong will attend the conference to assist me in training on the new system. The new system will roll out in two initial phases. Phase one is now with basic membership management. Phase two will include more advanced features and is scheduled to "go live" by the end of the year. A special thanks goes to all these men for their tireless dedication to us all.

In addition to the membership project, the operations of the National Office, and my duties as your National Secretary I have been extremely busy assisting our National President and our Executive Board. I had the honor of working on the advocacy of the repeal of the Windfall Elimination Provision (Social Security Fairness). We did it and each of you should be proud of what you did, collectively, in making it happen. I was further honored to be invited to the White House when President Biden signed the legislation into law. I was equally honored to have attended President Trump's inauguration and to have been a part of the Urban Cities Committee meeting with President Trump and Attorney General Pam Bondi. The meeting was greatly successful as we addressed pending issues such as the rise in assaults on law enforcement officers, unlawful immigration, no income tax on overtime, retention and recruitment issues, and the restoration of surplus military equipment to our agencies.

We continue to find ways to improve services for our members and cut costs. We are currently reviewing the various maintenance and service agreements we have with numerous vendors. As an example, the National Headquarters was approved to have a new roof installed at a cost of around \$150,000.00. The current roof is at the end of life since it is over 20 years old and leaks have begun to develop. After further investigation, we believe we can get a better roof installed at approximately \$60,000.00 less than the original requests for proposals. Staff also monitor mailing costs and convenience charges for debit and credit card fees. My point is that our staff are continuously looking for savings that benefit our membership. They are truly family.

In closing, I will be adding an addendum to this report since it's being put together 60 days prior to the conference. I will include any actions as close as I can for your review and approval. As I previously mentioned about being honored to participate in several projects and events, the highest honor is to serve as your National Secretary. If I can be of service to you, answer a question, give advice, or help you with an issue, I stand ready. Please make your way to my desk at the conference to say hi. Let's take care of business, see our friends, and have a good time.

Seminars

Leadership Matters

Leadership Matters 2025 was held February 20-22, 2025, at the Sheraton Music City in Nashville, TN. This seminar continues to be one of the most popular seminars the National Fraternal Order of Police conducts, focusing on teaching State and Local lodge leaders how to efficiently run their lodge. This year we had 330 attendees, 20 vendors, and HALO on site selling FOP merchandise to help make this year's Leadership Matters a success.

Wellness Summit and Professionals' Forum

The 2025 Professionals' Forum was held February 17, 2025, at the Sheraton Music City in Nashville, TN. This was the fifth year the Professionals' Forum has been held, with 30 clinicians/professionals in attendance. This was the largest attendance to date and continues to grow every year.

The 2025 Wellness Summit was held February 18-19, 2025, following the Professionals' Forum, at the Sheraton Music City. This was the sixth year for the Wellness Summit with its largest attendance of 238 attendees and 23 vendors. This seminar continues to grow every year and offers such valuable and needed information to members and leaders alike.

Pathways to Excellence - Coming in 2026!



Save the date! The inaugural Pathways to Excellence - Education and Empowerment Summit will be held March 29 – April 3, 2026. This weeklong training event will encompass several of our existing trainings – the Professionals' Forum, Wellness Summit, Labor Leadership Summit, Legal Counselors Seminar, and Leadership Matters – along with the new Excellency in Chaplaincy, to create an event where members can attend multiple training sessions during one event, at one location.

This event will take place at South Point Hotel and Casino in Las Vegas, Nevada. This venue has so much to offer attendees once training is finished each day. There is a 16-screen movie theater, bowling alley, full-service spa, 11 restaurants, a 400-seat showroom for live entertainment/music, and of course, a casino. The hotel's location, six

miles from the Las Vegas Strip, ensures you're never far from the excitement while offering a retreat from its non-stop atmosphere.

Conference Seminars

Various classes are being offered on Monday, Tuesday, and Wednesday during this 67th Biennial Conference. Classes will begin one hour after the close of business each day. You must register for the classes you want to take, so make sure and sign up to take advantage of these educational opportunities. Descriptions of each class being offered are available on the conference page of our website, www.fop.net, and in the conference book, which can be found in the app.

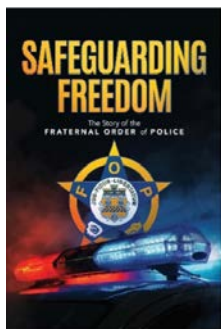
Publications

FOP Journal

The Journal continues to be delivered to members digitally, via email each month. We are always looking for State and Local lodge news stories and events to include in the issue. Please send any write ups and photos, to Stephanie Simpson at ssimspon@fop.net. Let members know what your State or Local lodge has been doing!



Safeguarding Freedom: The Story of the Fraternal Order of Police



The National Fraternal Order of Police History Committee and the National Board of Trustees are excited to present this book to the many members and family members of this great order. This literary work is the result of reviewing historical documents, combing through thousands of photographs and conducting interviews to give the reader a comprehensive history of how the Fraternal Order of Police has impacted policing in America.

This fantastic book is available at the Foundation Table in the EXPO hall. Stop by and pick up your copy today.

\$25 donation supporting your Foundation - take a copy with you!

National Fraternal Order of Police, NFOP Foundation and NFOP Financial Corp. Revenue:

As outlined in Article 12 Section 5 of the NFOP Constitution & By-Laws, the National Secretary is responsible for recording all revenues of the National Fraternal Order of Police. Below are the amounts deposited in the current fiscal year from July 1, 2024, through June 30, 2025 (FY25)

National Fraternal Order of Police Account (NFOP)		NFOP Foundation Account (F)	
Merchandise	\$ 3,780.15	Memorial-POMS	\$ 650.00
History Book Sales		General Fund	\$ 288,511.00
Shipping Fees Collected	\$ 258.89	Disaster Relief	\$ 50.00
Per Capita	\$ 4,530,829.99	Mini DART Truck Sales	\$ -
Admin Fee	\$ 54,000.00	DART	\$ -
Returned Check Fee Collected	\$ 127.00	BLUE Alert Grant Funding	\$ -
Labor Services Contract Buyout	\$ -	NFOPU Consortium Fees Collected	\$ -
Labor Services Unit Invoices	\$ 3,301,536.60	NFOP Partnership Program 2023	\$ -
Labor Services Reimbursements/Refunds	\$ 6,887.38	Reimbursements Wellness Summit Sales	\$ 260.00
Credit Card Bank Fees Collected and Deposited	\$ 42.54	PC \$ to Foundation	\$ 169,314.15
Donations to NFOP	\$ 798.60	Easterseals	\$ -
Donations via NEP	\$ 37,933.14	Special Olympics	\$ -
Miscellaneous	\$ 181,008.27	Wellness Spouse Registrations	\$ 650.00
Royalties	\$ 584,806.86	Officer Wellness Summit	\$ 4,250.00
DC Rent	\$ 39,000.00	Officer Wellness Professional Forum	\$ -
Reimbursements	\$ 170,729.82	Wellness Vetting – Billed Expenses & Flat Fee	\$ 3,243.48
CRI-TAC	\$ 48,977.29	Officer Wellness Tables	\$ -
Refunds	\$ 2,889.03	Wellness Grants and Donations	\$ 36,522.29
Licensing Fee	\$ 1,600.00	Wellness Summit Student Rate	\$ -
Legal Defense Plan Salary & Reimbursements	\$ 77,123.25	Donations Via NEP	\$ 16,526.13
EXPO 2025	\$ 90,600.00	Challenge Coin Sales	\$ 320.00
Diversity Summit	\$ -	Shipping Collected	\$ -
Diversity Summit Vendor Tables	\$ -	Safeguarding Freedom Books Sold	\$ -
Diversity Sponsorship	\$ -	NFOP Account for Misc. Transfers	\$ -
Leadership Matters Vendor Tables	\$ 17,000.00	History Books Sold from Foundation	\$ 1,275.00
Leadership Matters Seminar	\$ 169,000.00	NFOP Bank Transfer for History Books Sold on NFOP	\$ -
Labor Summit	\$ 52,175.00	Professionals Forum Vendors Table	\$ 475.00
Collective Bargaining Seminar	\$ 32,550.00	Reimbursements Officer Wellness – Travel	\$ 25.66
Legal Counselors Seminar	\$ 45,725.00	Refund Credit Card Fees	\$ 52.74
Chaplain's Fund	\$ 5,550.00	NFOPU (will transfer to NFOP)	\$ 6,500.00
Sponsorships	\$ -	Total for NFOP Foundation Account	\$ 528,605.45
NFOPU Consortium Fees Collected	\$ 97,500.00		
Total for NFOP Account	\$ 9,552,428.81		
		Financial Corporation Account (F Corp)	
		Aetna Co-Marketing/Admin. Fees	\$ -
		Total for Financial Corp. Account	\$ -

Royalties and Licensing Fees Received and Deposited in Fiscal Year 2025 (July 2024 – June 2025) as of May 21, 2025	
NFOP Account	
Active&Fit	\$ 2,688.54
Amplifon	\$ 408.46
Amazon Business Store	\$ 11,337.79
Brodin Studios	\$ 25.00
Brookdale Senior Living	\$ 7,000.00
BMG Money	*see note
Chicago Patrolmen's FCU	\$ 2,245.00
Cipolla	\$ 2,000.00
Commerce Bank CC Program	\$ 22,056.61
CrossCountry Mortgage	\$ 110,000.00
Embroider Me	\$ -
911 Media	\$ 69,382.92
Financial Cop	\$ 5,000.00
HALO	\$ 46,806.53
Heritage Health	\$ -
G Man Emblem	\$ 25.00
Hylant	\$ 4,500.00
Liberty Art Works	\$ -
Liberty Mutual	\$ 73,371.86
Minuteman Press	\$ 3,315.91
Resort Condominium International	\$ 2,096.58
Silveria Consulting DBA Custom Covers	\$ 25.00
Solar Advertising Specialists	\$ -
SF&C Insurance	\$ 3,480.21
Trust & Will	\$ 520.36
Thin Blue Line Benefits	\$ 92,100.00
Unions of America.Com INC	\$ 334.71
Union Lifestyle Benefits	\$ 65,286.53
Total	\$ 524,007.01
Note: BMG received 5/27/25 in office \$38,153.00	
Co-Marketing/Administrative Fees Received July 2024 – May 21, 2025 to the Financial Corp.	
Aetna for 2025 (Per Enrollment)	\$ -
Aetna 2025 Flat Fee Per Agreement	\$ -
Total	\$ -

Vendor Donations Received July 2024 – May 21, 2025	
NFOP Foundation Account	
APB Media/911 to Foundation	\$ 5,000.00
Peraclete Technologies to Foundation	\$ -
Grunt Style to Foundation	\$ -
	\$ 5,000.00
*Join the NFOP's Amazon Business Store and save money on purchases while Helping increase the rebate amount for 2025.	

FOP Merchandise Sales Royalties received from HALO, based on quarterly sales, are listed for 2022, 2023, 2024 and the 1 st quarter of 2025.					
	2022	2023	2024	2025	
Q1	\$ 11,889.36	\$ 24,763.48	\$ 10,224.63	\$ 10,610.66	
Q2	\$ 10,243.56	\$ 16,488.70	\$ 13,841.88	\$ -	
Q3	\$ 10,625.12	\$ 6,978.21	\$ 12,009.45	\$ -	
Q4	\$ 10,566.14	\$ 33,223.10	\$ 10,344.54	\$ -	
	\$ 43,324.18	\$ 81,453.49	\$ 46,420.50	\$ 10,610.66	

Accounts Receivable

The daily amount of Accounts Receivable fluctuates as incoming mail is processed by all departments (Administrative, Merchandise, Membership, Seminars, Labor Services, Conference, EXPO, Conference Book Ads, Sponsorships, etc.). As of May 23rd, 2025, the total due for invoiced assets is \$380,593.57. Of that amount, \$251,901.90 is current (billed for the month of June 2025). Outstanding balances for invoiced receivables are:

	Seminars	Merchandise	NFOPU	Labor Services	Rent	Total
Current	\$ -	\$ -	\$ 6,500.00	\$ 242,401.90	\$ 3,000.00	\$ 251,901.90
1-30 Days	\$ -	\$ -	\$ 6,500.00	\$ 1,887.50	\$ 3,000.00	\$ 11,387.50
31-60 Days	\$ -	\$ 25.00	\$ 6,500.00	\$ 66,954.61	\$ -	\$ 73,479.61
61 Days and Over	\$ -	\$ -	\$ -	\$ 43,824.56	\$ -	\$ 43,824.56
Total Due	\$ -	\$ 25.00	\$ 19,500.00	\$ 355,068.57	\$ 6,000.00	\$ 380,593.57

ATNIP-ORMS BUILDING AND NATIONAL STAFF (in Nashville)

Administrative Staff

Gavin Boler (2025)	Membership Representative	gboler@fop.net
Elijah Brewer (2024)	Membership Representative	ebrewer@fop.net
Caprice Campbell (2025)	Expo Coordinator	ccampbell@fop.net
Noah Cornett (2022)	Membership Representative	ncornett@fop.net
Teri Crone (2012)	Executive Assistant	tcrone@fop.net
Lori Harris (2015)	Accounts Receivable	lharris@fop.net
Roxanne Hollis (2001)	Lead Membership	rhollis@fop.net
Angie Hoover (2001)	Office Manager	ahover@fop.net
Abigail Muncy (2023)	Receptionist	amuncy@fop.net
Savannah Nelson (2024)	Graphic Design/Social Media	snelson@fop.net
Stephanie Simpson (2013)	Editor/Seminar Coordinator	ssimpson@fop.net

IT Staff

Matthew Phillips (2017)	IT Assistant	mphillips@fop.net
-------------------------	--------------	--

Treasurer's Office

Christina Karn (2018)	Executive Assistant	ckarn@fop.net
James Robbs, CPA (2025)	Lodge Tax Coordinator	jrobbs@nationalfop.org

Labor Services Staff

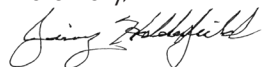
Emma Binkley (2020)	Clerical	ebinkley@fop.net
Toni Dixon (2015)	Executive Secretary	tdixon@fop.net
Jim Gray (2013)	Data Entry	jgray@fop.net
Robyn Lane (2016)	Data Entry	rlane@fop.net

Conclusion

Brothers and Sisters, know that my philosophy and that of my staff is to: "Make your job easier." It is my honor to serve you as your National Secretary. The National Staff and I are here to ensure that you have the resources and assistance you need to carry out the work of this great order.

I ask for your support as I seek to continue serving you as your National Secretary. I am honored to work on your behalf along with my staff. We work cohesively to ensure we meet the needs of our membership. You, the members, are our most important consideration in everything we do, day in and day out, at National Headquarters. I do not take that responsibility lightly. Have a great conference!

Fraternally,



Jimmy Holderfield
National Secretary

ADENDUM TO THE NATIONAL SECRETARY'S REPORT - JULY 30, 2025

Brothers and Sisters, again, I welcome you to Miami Beach for the 67th Biennial National Fraternal Order of Police Conference. Here is an update on several important bits of information.

MEMBERSHIP

As of today, we have 382,239 members of which 1,532 are suspended for non-payment of per capita. There are 2219 local lodges.

NEW MEMBERSHIP DATABASE SYSTEM

ACGI, commonly known as Association Anywhere, is our new membership database partner. As I have previously reported, this has been a three plus year project. Our goal was to roll out and go live on June 30th, 2025, however, due to data conversion issues and the need to make sure that the credentialling process runs smoothly for this conference, I decided to delay implementation until after the conference.

Lodges **MUST NOT** enter any changes into VUE on and after August 12th, 2025. If there is an absolute need to enter member information on or after this date, please contact Roxie at rhollis@fop.net, any membership depart representative, or myself. We will be doing a final "data dump" of information from VUE to the new system. If everything goes according to our plan, the ACGI will "go live" on August 19, 2025.

We will be conducting training on the new system during the conference and will be conducting a series of training sessions afterwards. These training sessions will be either by zoom, recorded PowerPoints, or a few in person.

The initial "roll out" is the basic membership tracking system which we refer to as Phase 1. Between now and the end of the year, we will be implementing Phase 2 which will be enhancements to the basic system. My aspirational goal is to have a Phase 3 in 2026 which will include electronic membership cards with individual member QR codes.

We are excited about our new system and do thank you for your help with its development.

ACTION ITEMS BY THE NATIONAL EXECUTIVE BOARD SINCE THE SPRING 2025 BOARD OF TRUSTEES'S MEETING IN SALT LAKE CITY

On March 27th, 2025, at 6:30 PM (CST) VP Gamaldi moved that the NFOP enter into an agreement with the Gratitude Program. This program is in place for children of military veterans to receive scholarships for higher education and is being offered to expand into children of law enforcement officers. 2nd by Treasurer Smallwood. Motion passed.

On April 9th, 2025, at 11:00AM (EST), by consensus the E-Board followed the recommendations of President Yoes on the appointment of representatives of the Congressional Memorial Medal Board. 2nd Vice President Hoyt currently serves.

A motion was made by Secretary Holderfield, second by Sgt at Arms James to approve the newly revised employee handbook. Motion unanimously passed.

On April 10th, 2025 at 5:45PM (CST) President Yoes presented a recommendation from Director of Wellness Martin for the National FOP to participate in the "GUIDE APP" which is developed for first responders to review the various clinicians, facilities and programs available. Motion By VP Gamaldi to approve. 2nd by 2nd VP Hoyt. Motion passed.

On May 21st, 2025 at 11:00AM (EST) President Yoes made a request to grant an Honorary Membership to Michael Rayner for his major contribution to the National Memorial Service. Motion by Secretary Holderfield. 2nd by Chairman Pride. Motion passed.

On June 22nd, 2025 at 7:15PM (CST) Treasurer Smallwood moved that we approve the presented general operating budget and the Foundation Budget for the 2025-2026 budget cycle. Second by Secretary Holderfield. Motion passed.

On July 8th, 2025 at 11:00AM (CST) VP Gamaldi made a request to allow Membership Chairman Shailor obtain a booth at the 2025 National Interdiction Conference, to be held in Charleston, South Carolina, from September 7-12 for \$1,200.00 plus his transportation, meals and lodging for the purpose of recruiting membership into the FOP. 2nd by Chairman Pride. Motion passed.

National Fraternal Order of Police
Membership Report
New Lodges Since 66th Biennial Conference
Las Vegas, NV August 2023

State	Lodge#	Lodge Name	Member Count
AR	92	Myron Kelly Chapter Ldg 92	23
AZ	83	Apache Junction FOP Lodge 83	82
CA	194	USBP Operator Assoc.Ldg #194	23
CA	26	Anaheim PA FOP #26	406
CA	34	Tustin POA Lodge #34	88
CA	25	Placentia Lodge #25	34
CA	43	Glendale POA Lodge #43	233
CA	200	Burbank POA Lodge #200	141
CO	74	Mesa Verde FOP Lodge #74	19
CO	75	Mesa Dep Sheriff's Assoc. Ldg #75	34
CT	47	Bethel Police Union Fop #47	36
CT	124	Seymour Police Officers Ldg #124	30
CT	158	Trumbull Police Assn FOP #158	72
DC	2	DC Police Union Ldg #2	2665
DC	4	DC Metro Officials Lodge #4	38
FL	196	Hallandale Beach FOP #196	62
FL	198	FL Hwy Patrol FOP #198	66
FL	197	Pembroke Pines Lodge #197	226
FL	199	Bartow FOP Lodge #199	30
FL	200	FOP Broward SO Lodge #200	16
GA	65	Joe Burson FOP Lodge #65	39
GA	117	Southwest GA Lodge #117	31
GA	118	Social Circle Lodge #118	16
IA	15	Central Iowa Lodge #15	21
IA	16	Jackson County Lodge #16	11
IA	17	Winneshiek Co. Leo Ldg #17	12
ID	45	Warbonnet Lodge O45	14
ID	46	Shoshone County Lodge #46	21
IL	600	Crestwood PD Ldg 600	13
IL	959	Freeport FOP #959	19
IL	303	Beyond The Badge FOP #303	27
IL	312	Desplaines FOP 312	53
IL	400	Riverbend FOP Lodge #400	36
IL	700	Shorewood FOP Lodge #700	25
IL	611	McHenry Regiona: FOP #611	16
IL	187	Taylorville IL FOP #187	20
KS	71	Kansas City KS PS FOP #71	18
LA	64	St. Bernard FOP #64	11
LA	65	Bogue Chitto Lodge #65	11
MA	76	Sons of Liberty Ldg #76	25
MA	918	Northbridge MA FOP #918	16
MD	152	Perryville Police FOP #152	12
ME	84	State of ME Exec Lodge #84	23
ME	2	Dirigo Lodge #2	11
ME	867	Saco Police Assoc Ldg #867	15
MO	108	Randolph Co FOP #108	15
MS	47	Shoemake/Walker Mem Ldg #17	24
MT	51	Jeff Co Dep United FOP #51	12
MT	11	Whitefish FOP #11	17

National Fraternal Order of Police
Membership Report
New Lodges Since 66th Biennial Conference (continued)
Las Vegas, NV August 2023

State	Lodge#	Lodge Name	Member Count
NC	100	The Old North State #100	13
NE	96	Seward County NE Lodge #96	19
NJ	225	Bergen Sheriff Lodge #225	10
OH	215	Buckeye Lodge #215	19
OK	235	Shawnee Lodge #235	65
OK	236	Checotah FOP Lodge#236	13
OK	237	Okemah Lodge #237	17
SD	5	Madison Lodge #5	35
TN	1	Ice Lodge #1	10
TX	435	GMPA TX FOP #435	89
TX	700	North Texas Retirees FOP #700	44
UT	54	San Juan FOP Lodge #54	10
VT	410	Rutland City Pol. Union #410	36
VT	67	Colchester Pol. FOP Ldg. #67	17
WI	33	Vernon County PPA Fop #33	22
WI	31	Fort McCoy FOP#31	24
WI	34	WI St Patrol Supv Ldg#34	10
WI	36	Nicolet Lodge #36	26
WI	37	Racine County Lodge #37	124
WI	38	WI Special Agents FOP #38	55

70 new lodges totaling 5566 members

National Fraternal Order of Police
Membership Report
Dropped Lodges Since 66th Biennial Conference
Las Vegas, NV August 2023

State	Lodge#	Lodge Name	Member Count
AR	46	Harrison Fop Lodge #46	13
AR	91	East AR Regional FOP #91	12
AZ	6	Gila Lodge #6	20
CO	14	Colorado FOP Lodge #14	26
CT	51	Woodbridge Police Lodge #51	20
FL	3	Warren Jones Memorial Ldg #3	82
FL	85	Jacksonville Airport Pol #85	4
FL	165	Flagler Fallen Heroes #165	12
FL	177	Wingter Garden Police Ldg #177	50
FL	190	Clay Cty Schools Lodge #190	25
GA	6	Middle Georgia Lodge #6	13
GA	80	St Mary's FOP #80	12
HI	2	Honuamalu Maui Fop #2	10
ID	41	Camas Prairie FOP Lodge #41	9
ID	44	St Joe River Lodge #44	10
IL	38	Brookfield Lodge #38	9
IL	43	Richard Speno Memorial #43	22
IL	44	Lyons Lodge #44	17
IL	126	East St Louis Pol Lodge #126	27
IL	238	CCH Police Dept #238	23
IL	253	Champaign CityLodge #253	54
IL	264	Oakbrook Terrace Lodge #264	18
IL	898	Blackhawk Lodge #898	8
IL	13F	Fed FOP #13F	27
IN	174	Steven B Adams #174	16
KS	69	Haysville Fop Lodge #69	6
KY	49	5TH Judicial Dist Lodge #49	22
KY	66	Green River Lodge #66	12
LA	13	Sgt Earl Alfrede Lodge #13	15
LA	18	Baker Lodge #18	10
MA	1	Southbridge Lodge #1	62
MA	9	Carlisle Police FOP Lodge #9	25
MA	13	Robert G O'Connor Ldg #13	13
MA	15	Hudson Police Assoc Inc #15	31
MA	50	Greenfield Mass FOP #50	17
MA	93	MA State Colleges Police FOP #93	16
MD	48	Allegany Lodge #48	12
MI	127	River Rouge Lodge #127	19
MI	141	Capitol City Lodge #141	25
MI	194	Livingston Co FOP #194	35
MN	13	Minnesota Central Ldg #13	173
MN	25	Iron Range Ladge #25	21
MO	45	Mick Deaver Memorial Lodge #45	16
MO	104	Midwest MO Regional #104	13
MS	228	Gulf Coast Federal Fop #228	15
MT	9	Libby Fop #9	12
NE	93	BCSO FOP #93	21
NH	4	The Pemi Valley Lodge #4	27

National Fraternal Order of Police
Membership Report
Dropped Lodges Since 66th Biennial Conference (continued)
Las Vegas, NV August 2023

State	Lodge#	Lodge Name	Member Count
NJ	16	Hackensack Lodge #16	12
NJ	51	S Brunswick Sup Ofcr #51	33
NJ	58	Passaic Co Probation Lodge #58	16
NJ	114	Allentown-N. Hanover Ldg #114	33
NJ	118	Hudson Co Prosecutors #118	14
NJ	138	Essex Sheriff's Superiors #138	11
NJ	172	US Marshals Lodge #172	40
NJ	181	Passaic Valley Lodge #181	51
NJ	223	Atlantic City Police Ldg #223	18
NV	443	Nevada FOP Lodge #443	12
NY	10	Blue Knights #10	2
NY	57	Suffolk Co Court Off #57	90
NY	123	Kowski Memorial #123	30
NY	170	Freeport Police Dept #170	199
OH	93	Urbana Lodge #93	15
OH	115	Trumbull South #115	48
OH	130	Lowell Thomas Lodge #130	12
OH	162	Lucas County Lodge #162	14
OH	175	Northern Ohio VA Police #175	23
OH	187	Scioto Of Southern Ohio #187	43
OH	197	Univ of Akron Police #197	11
OK	153	Eastern Oklahoma Co Lodge #153	5
OK	225	FOP Lodge #225	6
OK	234	Broken Bow Lodge #234	13
RI	35	RI State Fire Marshals #35	28
RI	38	RI Deputy Sheriff Lodge #38	80
TN	60	State Trooper Lodge #60	62
TX	23	Hill Country Lodge #23	80
TX	79	N Richland Hills FOP #79	55
TX	89	Dallas Police Exec Ldg #89	18
TX	99	Montgomery Co Reg #99	79
TX	121	Lubbock PPA Lodge #121	338
TX	124	Katy Law Enforcement Assn #124	13
TX	911	Laredo FOP Lodge #911	40
UT	41	UT St Park Officer Assn FOP #41	53
UT	45	Nebo FOP Lodge #45	12
UT	48	Uintah Basin Lodge #48	46
VA	24	Central Shenandoah Lodge #24	28
VA	36	Danville Lodge #36	23
VA	45	Blue Ridge Lodge #45	55
VA	65	Page Valley Lodge #65	28
VA	73	Patrick Henry Lodge #73	36
VA	76	Patriot Lodge #76	23
VA	80	DLA Federal Police Lodge #80	16
WA	9	Blue MT Lodge #9	62
WA	24	Matt Herzog Mem Lodge #24	98
WA	33	Columbia Basin FOP #33	49
WA	37	King County Lodge #37	135

National Fraternal Order of Police
Membership Report
Dropped Lodges Since 66th Biennial Conference (continued)
Las Vegas, NV August 2023

State	Lodge#	Lodge Name	Member Count
WI	33	Vernon County PPA FOP #33	22
WV	39	McDowell Lodge #39	6
WV	116	Memorial Lodge #116	9
WY	8	Central Wyoming Lodge #8	10
WY	11	Platte River Lodge #11	26

101 lodges totaling 3438 members

National Fraternal Order of Police
Membership Report
Merged Lodges Since 66th Biennial Conference
Las Vegas, NV August 202

State	Lodge#	Lodge Name	MERGED INTO:	State	Lodge#	Lodge Name
PA	26	James W Naim Memorial Ldg #26	>	PA	4	Beaver Valley Ldg #4
CA	2	Empire Lodge #2	>	CA	8	Riverside Lodge #8
MD	13F	US Customs Inspectors #13F	>	MD	6F	Federal Lodge #6F

National Fraternal Order of Police

Membership Report

Lodge Name Changes Since 66th Biennial Conference Las Vegas, NV August 2023

State	Lodge#	Former Lodge Name	New Lodge Name
CO	9	Colorado Lodge #9	Pikes Peak FOP Ldg #9
FL	29	Pasco Co Sheriff Lodge #29	FOP John Nelson Meml Ldg 29
FL	95	Florida State Police Officers Ldg#95	Marco Island FOP lodge 95
GA	7	Mobley/Giles Lodge #7	Mobley/Giles/Willis Ldg #7
IL	7	Chicago Lodge #007	Chicago John Dineen Lodge #007
LA	55	CPD NEWMAN MEMORIAL #55	Newman Memorial Ldg #55
OH	6	Belmont-Monroe #6	Belmont Lodge #6
PA	46	John Hancock Memorial Ldg #46	Paul Bickelman Mem Ldg #46
TN	83	Lodge 83 Lebanon PD #83	Cedar City Lodge #83
WI	24	Isthmus Lodge #24	Badger State FOP #24
WV	83	Morgan-Berkeley-Jefferson #83	Panhandle Lodge #83 FOP

2025 Membership Card



FOP ACTIVE MEMBER
The Voice of Our Nation's Law Enforcement Officers®



2025



This is to certify that the Lodge named above hereof has legally formed for the purpose of constituting a branch of the Fraternal Order of Police, under a charter granted by the National Fraternal Order of Police.

James J. Hoffmann
National Secretary
www.fop.net

National Fraternal Order of Police

Membership Report

Number of Members and Lodges by State

State	Lodge Count	Member Count
Alabama	65	7623
Arkansas	38	3199
Arizona	35	9444
California	36	21896
Canada	1	111
Colorado	60	9463
Connecticut	33	2456
District of Columbia	4	8587
Delaware	14	2796
Florida	108	24587
Georgia	36	7488
Hawaii	1	40
Iowa	16	1239
Idaho	30	2788
Illinois	221	34417
Indiana	108	13081
Ireland	2	169
Kansas	36	4168
Kentucky	64	10335
Louisiana	39	5526
Massachusetts	21	2705
Maryland	74	20890
Maine	32	918
Michigan	50	8085
Minnesota	17	1818
Missouri	30	7629
Mississippi	6	197
Montana	8	268
North Carolina	49	5377
North Dakota	9	1481
Nebraska	57	5381
New Hampshire	2	109
New Jersey	132	12270
New Mexico	13	1897
Nevada	9	2007
New York	58	14212
Ohio	164	22918
Oklahoma	87	6602
Oregon	4	1655
Pennsylvania	102	38981
Rhode Island	27	2838
South Carolina	18	4242
South Dakota	14	1515
Tennessee	59	7292
Texas	42	18157
Utah	41	5236
Virginia	39	5298
Vermont	9	346
Washington	23	3245
Wisconsin	33	3560
West Virginia	24	2220
Wyoming	6	452
TOTALS	2206	379214



Report of the National Treasurer James Smallwood fopsmallwood@gmail.com



Brothers & Sisters, welcome to Miami!

Before I begin, I want to take this opportunity to thank the Florida and Miami beach lodges for their efforts in bringing us all to this city and making this a great conference! I look forward to spending time conducting the business of the order with all of you this week and enjoying a little down time as well.

Since we last met, your National FOP has been hard at work, and I am proud of what we have seen from that hard work. From presidential elections to DART deployments, the passage of the monumental WEP/GPO legislation at congress, and everything in-between, the FOP has delivered results to its members far and wide! For decades, we have been working to reverse the government theft that is WEP/GPO and, finally, we have crossed the finish line on that legislation due to the relentless efforts of President Yoes, our legislative team in Washington D.C, the executive board, and the greatest thing about the FOP, all of you!

When we put out our call to action, you mobilized. The strength of our power in numbers was immediately evident when you began calling and emailing your representative members of congress and demanding action. I saw it change votes first-hand and it refreshed my belief that when we act together on anything, there is nothing we cannot accomplish!

Now, on to the work of the treasurer's office. As you will note in the included reports, the balance of the FOP maintains at a steady number year after year. This is in large part to our affinity sponsorship revenue; something I will delve into a bit more later in this report. We are continuing to monitor our investment funds and our management strategy thereof. So far, we have been resilient to much of the market volatility because of these sound strategies.

I am continuing to work on the revision of our corporate affairs and user policies and hope to have them completed soon. I have also been working diligently with members of the executive board and legislative committee in trying to enhance PAC participation. As it relates to that, and as discussed earlier, the FOP is actively engaged in legislative advocacy that supports you in our profession and beyond. The sphere of that advocacy requires funding to get things done. Currently, our PAC, while growing, is at an abysmal number. If you are not contributing, I ask you to consider a simple \$5,\$10,\$15, or more, monthly contribution. Your participation will go a long way towards supporting the legislative priorities of the NFOP. You can scan the QR code included here to contribute.



Moving on, something I'm sure you all have either heard about or have had discussions about is the upcoming per capita increase proposal. As a dues paying member, I can assure you, this is not a topic I, or anyone on the executive board for that matter, takes lightly. The harsh reality is that we have not experienced an increase in per capita to support the NFOP operation for ten years. While we would love to be able to control the costs of things, over the course of the last ten years, we have seen a significant rise in the cost of doing business.

To compensate for that rising cost, the NFOP has continually worked to find alternative revenue sources, like the aforementioned affinity sponsorships. As your treasurer, it is important that I bring my concerns to you regarding our over reliance on these revenue sources, as they are now supporting approximately 12% of the core services the FOP provides in our overall budget. As a dues driven organization, we should not be utilizing affinity dollars to support our core functions. We should be using them to explore new horizons and expand into new ideas or markets.

In conjunction with the NFOP executive board, and a long discussion with the national board of trustees, the NFOP has unanimously approved amending the original per capita proposal to the following: The NFOP per capita will increase two times, at the rate of \$3.00 each time. The first \$3.00 increase will occur in FY 26-27 and the second \$3.00 increase will occur in FY 29-30. Essentially, this will be a \$6.00 increase over the course of almost 20 years when accounting for the last time per capita was increased.

I know this topic is not the most appealing to everyone, and I am certain there will be lively debate on the business floor. While that is expected, I encourage everyone to remember that the FOP is an organization comprised of brothers and sisters who are working tirelessly to serve their communities and each other. Lively debate is great, but let us all leave the hall, however this is decided, with our heads held high knowing that we conducted an objective and professional review of the issue, and cast our vote, absent our political alignments, ensuring the strength of the order for generations to come is at the core of our decision.

In closing, it continues to be the greatest honor of my lifetime to serve this organization and each of you as your national treasurer. I am humbled daily by your trust in me to lead and cannot thank you enough for affording me this opportunity. As a point of personal privilege, I am seeking re-election to the office of treasurer, and I would be grateful if you would consider lending me your support once again. As always, if there is ever anything myself, or my office, can do for you, please don't hesitate to reach out.



NATIONAL FRATERNAL ORDER OF POLICE®

800-451-2711 • 615-399-0900 • FAX 615-399-0400
701 Marriott Drive • Nashville TN 37214
www.fop.net

PATRICK J. YOES
NATIONAL PRESIDENT

JAMES SMALLWOOD
NATIONAL TREASURER

Fiscal Year Report July 1, 2024- May 21, 2025

National FOP:

US Bank:	\$ 3,408,437.43
Chicago Patrolmen's FCU:	\$ 61860.95
Total Bank Balances:	\$ 3,470,298.38

Market Value of Investments:	\$ 8769071.99
Total:	\$ 12,239,370.37

NFOP Foundation:	\$ 2,014,278.15
------------------	-----------------

FOP Financial Corp, Inc:	\$ 421,274.47
--------------------------	---------------

National PAC Balance:	\$ 69,171.88
-----------------------	--------------

National Lodge:

Income:	7/1/2024-5/21/2025	\$ 8,511,613.35
Expenses:	7/1/2024-5/21/2025	\$ 8,049,002.84
Difference:		\$ 462,610.51

Foundation:

Income:	7/1/2024-5/21/2025	\$ 1,020,437.30
Expenses:	7/1/2024-5/21/2025	\$ 750,890.64
Difference:		\$ 269,546.66

Outstanding Loans:

Chicago Patrolmen's FCU:	\$ 1,083,697.70	(Mortgage 328 Mass Ave DC Office)
US Bank:	\$ 874,027.01	(Mortgage 326 Mass Ave DC Office)

The Voice of Our Nation's Law Enforcement Officers®



Report of the National 2nd Vice-President

John Hoyt

jhoyt@fop5.org



My Brothers and Sisters,

Over the past two years, I've had the privilege of traveling across our great nation to attend National, State, and local conferences and board meetings. I remain deeply grateful for the warm hospitality extended to me at every stop. Your support and camaraderie have made me feel not only welcomed—but truly valued. I do not take that for granted.

As I reflect on this first term serving as your Second Vice President, I'm proud of what we've accomplished together. But I'm even more energized by the work that remains. My commitment for this next term is clear: to maintain this momentum, continue engaging with members across the country, and make sure your voices guide the direction of our organization. If we haven't met yet—we will.

Addressing Officer Wellness

From the outset of my first term, one of my top priorities was helping address the mental health challenges our members face. Tragically, our profession continues to experience a rise in officer suicides. Many of us have lost a friend, a colleague, or a partner to this silent crisis. We cannot and will not ignore it.

To confront this challenge head-on, I partnered with several courageous members to create a wellness initiative focused on practical, accessible stress management tools. This new program is not a replacement for existing services, it's a supplemental, officer-driven resource tailored to the realities of our job.

We know that asking for help isn't easy. We are the helpers. That cultural barrier is one of the reasons officers often suffer in silence. Our program aims to break that cycle by offering simple, anonymous, and effective resources that can be used privately—anytime, anywhere.

Included in this report is a barcode linking directly to the platform. By scanning it, you'll find instructional videos demonstrating proven mental wellness techniques. These are quick, scientifically supported tools designed specifically for law enforcement. Most importantly—they work.

In the summer of 2024, I was honored to serve on the National Presidential Screening Committee. I'm grateful for the trust the National FOP placed in me to represent our members during this critical process.

We met face-to-face with then-candidate and now President Donald Trump. During that meeting, we underscored the urgent need to repeal the Social Security Windfall Elimination Provision (WEP), a policy that unjustly penalized our members. We also advocated for the Protect and Serve Act—legislation that remains critical in light of the alarming increase in assaults and ambushes against law enforcement officers.

Our endorsement of a presidential candidate is never taken lightly—it carries weight. It amplifies our legislative priorities and brings national attention to the issues impacting our members most. This process was about more than politics—it was about action.



Scan for the Habits for Mental Health, some quick tips for wellness and resilience.

The Importance of Our PAC Fund

As we continue to advocate for our members, I must once again highlight the essential role of the National FOP PAC Fund. In today's political landscape, influence is driven not just by the strength of our message, but by our ability to support candidates who support us. A strong PAC empowers us to push for meaningful legislative progress—like our success in repealing the WEP—and to keep advocating for bills such as the Protect and Serve Act. These are not abstract issues; they directly affect your paychecks, your protections, and your professional future.

We often look to the IAFF PAC, which has amassed over \$3 million. While we are a larger organization, our PAC remains underfunded. If every member contributed just \$5 a month, we would far surpass that benchmark and become the most formidable voice in Washington for law enforcement.

You'll find a bar code included in this report that makes enrolling quick and easy—it takes less than 90 seconds. I urge you to join us. A small monthly contribution makes a significant impact on our strength as an organization.



Scan to donate to the PAC fund.

Legislative Victories and What's Ahead

The start of 2025 has already delivered historic wins for law enforcement. On January 4, President Biden signed the Social Security Fairness Act into law, finally repealing the WEP and Government Pension Offset. On January 20, I was honored to attend the Presidential Inauguration alongside the full Executive Board, representing the men and women of the FOP.

These victories are the result of tireless advocacy, unity, and a coordinated strategy powered by our PAC and member engagement. Our next major priority is securing passage of the Protect and Serve Act, which has strong bipartisan support. But we need you; your voices, your letters, your calls—to help push it across the finish line.

A Shared Ethos

I'm deeply proud to be a member of this organization, to be part of law enforcement, and to be your Brother. What makes me proudest is knowing that, even if we've never met, we share the same values and live by the same code—the one that led us to this profession and to the Fraternal Order of Police.

It reminds me of a motto from the Travis Manion Foundation, an organization I'm also proud to support. Travis Manion, a Marine Corps 1st Lieutenant killed in action in 2007, once said before returning to war:

"If not me, then who?"

That's the law enforcement mindset. That's our mindset. And I'm proud to know it lives in all of us.

Thank you for the trust you've placed in me to serve as your Second Vice President. I look forward to continuing our work together, to building on our momentum, and to achieving even greater success in the years ahead.

Thank you for your commitment. Thank you for your service. And thank you for supporting the National Fraternal Order of Police.

I'm always just a phone call away. Let's continue working together to protect, support, and empower each other.

Fraternally,
John Hoyt
Second Vice President
National Fraternal Order of Police



Report of the National Sergeant-at-Arms

Steve James

sjamespoa@gmail.com



Brothers and Sisters,

Thank You for Your Continued Support

Thank you for your continued support of my role as the National Sergeant at Arms for the National Fraternal Order of Police. I am truly humbled and honored to serve in this capacity, and I remain deeply committed to upholding the values and mission of our organization. It is a privilege to stand alongside so many dedicated professionals who work tirelessly to support and protect our members across the country.

Gratitude to Our National Staff

I ask each of you to join me in extending our heartfelt thanks to the entire national staff for their outstanding dedication and hard work in making the national conference a success. Their commitment, attention to detail, and tireless efforts behind the scenes ensure a seamless and impactful experience for all attendees. From planning and coordination to execution and support, their professionalism and passion are evident every step of the way. This event would not be possible without their unwavering support, and we are truly grateful for all that they do.

Recognition of the National Conference Safety and Security Committee/Door Guards

I also want to thank the National Conference Safety and Security Committee – and especially Committee Chair Carlton Stallings – for their unwavering commitment to keeping us safe throughout the event. Carlton's leadership, along with the committee's countless hours of preparation, including thorough site visits and detailed coordination with numerous law enforcement agencies, ensures a secure environment for all of us. Their vigilance, professionalism, and proactive planning allows everyone to focus on the conference with confidence and peace of mind. We deeply appreciate the critical role you play behind the scenes and your dedication to our collective well-being.

Each State Lodge is asked to provide door guards to assist during the conference. This is a vital function that helps ensure our safety as we conduct the important business of the order. Don Teagarden will once again oversee the door guards, and we appreciate his continued leadership. If every state provides just a couple names, the time commitment for each individual will be minimal – just a few hours – but their presence plays a significant role in maintaining a secure and professional environment.

Appreciation for Our Legislative Team

We extend our heartfelt thanks to President Pat Yoes, Executive Director Jim Pasco, and our entire legislative team for their outstanding work and unwavering commitment in addressing the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). Your leadership, tireless advocacy, and steadfast dedication to protecting the rights and benefits of our members have made a significant impact. This progress would not have been possible without your strategic efforts and deep understanding of the issues that matter most to our law enforcement community. Thank you for continuing to champion the interests of those who serve and protect.

The Importance of Supporting the FOP PAC

Supporting the National FOP Political Action Committee (PAC) is critical to strengthening our voice on Capitol Hill and advancing the interests of law enforcement professionals across the country. Your contributions empower the FOP to support candidates who champion our priorities, protect our benefits, and stand with us on key issues like public safety, collective bargaining rights, and retirement security. In today's rapidly shifting political landscape, a strong and well-funded PAC ensures that our concerns are heard and respected at the highest levels of government. Every donation – no matter the size – helps us make a difference where it counts most.

Members are also encouraged to consider supporting the mission of the National FOP through a modest recurring donation to the National FOP PAC. By using the QR code below, you will be directed to a secure site where you can quickly and easily set up your contribution. Even a small monthly donation helps amplify our collective voice and strengthen our advocacy efforts on behalf of law enforcement professionals nationwide.

National FOP PAC Donation QR code



Why I Support the National FOP Per Capita Increase

I am supporting the National FOP per capita increase because it is essential to ensuring our organization remains strong, effective, and positioned to meet the growing demands placed on us at the national level. As the landscape of law enforcement continues to evolve, so too must our resources and capabilities. This modest increase will allow us to maintain our legislative advocacy, expand critical member services, invest in cutting-edge technology, and provide the support our lodges and members deserve. Just as important, it reinforces our commitment to being a dues-driven organization – funded by and accountable to our members – not reliant on outside sources that may or may not be there in the future. This financial independence is vital to preserving our integrity, our voice, and our ability to advocate without compromise.

Amazon Business

I'd like to take a moment to highlight an **under utilized program** that already exists within the National FOP—one that offers real value to our members and meaningful support to our organization. This program was brought to the National FOP by the **Product Development Committee** and their Chairperson, **Jack Simington**.

FOP members who sign up for a free Amazon Business account unlock a range of exclusive benefits designed to support their professional needs and give back to the organization. All members receive free Business Prime, which includes fast, free shipping and other premium services. They also gain access to the First Responder Storefront, featuring tactical gear, uniforms, and other mission-critical items. Through the Amazon Business Marketplace, members can shop from millions of business-only products at competitive prices. Importantly, members can keep their personal Amazon Prime accounts separate, ensuring a clear distinction between personal and professional purchases.

Unlike a personal Amazon Prime account, however, Amazon Business does not include access to Prime Video or Amazon Music. If you use those entertainment features, you'll want to keep your existing Amazon Prime account in addition to adding the free Amazon Business account. Managing both accounts is simple – you can easily toggle between them on your computer or use separate mobile apps for each: one for Amazon Business and one for Amazon Prime.

To create an Amazon Business account, you will need to use an **email address that is not already tied to your personal Amazon Prime account**. If you don't have a second email address, you can easily obtain one for free through services like Gmail. For example, you might create a new email such as sjamesfopamazon@gmail.com specifically for your Amazon Business use. This ensures a clean separation between your personal and business accounts and helps avoid any login or setup issues.

One of the most powerful aspects of the Amazon Business program is that the **National FOP can receive up to 3% of your purchases** – without costing you anything extra. You will never pay more on Amazon Business than you would on a personal Amazon Prime account, and in many cases, you may even pay less thanks to exclusive business pricing. Despite these savings, the National FOP still receives 3% of your total spend. Last year, this program

generated less than \$12,000 in rebates. This year, we're on track to exceed \$50,000 - with just 1,344 active spending users. Amazon will pay up to \$1 million annually, a goal that is achievable if just 5% of our 380,000 members participate. This is a unique opportunity to generate significant funding for our organization simply by shifting where you already shop.

<https://fop.net/benefit/amazon-business/>

Amazon Business QR Code



Fraternally yours,

Steve James
National Sergeant at Arms



Report of the National Trustees Chairman

Rob Pride

lodge52pride@gmail.com



Greetings Brothers and Sisters!

Welcome to Miami Beach and the sunny state of Florida! Please join me in thanking our Florida FOP brothers and sisters for hosting us and putting together what I know will be a great conference and fun time for all delegates. The amount of planning and work that goes into hosting a National FOP conference is unimaginable, so please thank them when you see them this week! I look forward to seeing all of you at the events and I hope you will get some time to explore the sights and activities the area has to offer while we are here doing the important business of our Order.

Not only am I excited to see my brothers and sisters from all over the country, but ready to do the important business of the Order to further our organization. I know President Yoes and Secretary Holderfield have put a tremendous amount of work and thought into a new format for our conference and I think we will all find it a welcome change.

Since we last met in Las Vegas, your FOP has been hard at work on legislative and labor fronts! Finally, after 40 years of our social security benefits being wrongfully taken from us, we've won them back with the passing of HR-82. I hope you share the pride of being a part of an organization who played a major role in getting this done. This was a collective and collaborative effort that took every state working together to accomplish it. It is yet another example of the positive power of the Fraternal Order of Police when we are unified. You will hear multiple reports about this during our time together, but just know the FOP played a critical role of changing the lives of millions of Americans, not just our members! That's an accomplishment and legacy we should hold high.

The NFOP Health and Welfare Trust Board will report to you at this conference as to our progress in that endeavor. I encourage your lodge to engage Steve Gervasio or any board member of the trust if you are interested in learning more about how the FOP can provide affordable healthcare to your bargaining groups.

Thank you for continuing to bless myself and fellow E-board members with invitations to your conference. I sincerely wish I had the capacity to come to each and every one, but still being on the job adds hurdles to my schedule that often stands in the way of attending. But we as an E-board do our best to have one of us at your events and we very much enjoy attending, so please continue to let us know when you want us to be there. Here is a list of events, conferences and meetings I've attended on behalf of you and NFOP since we were last together in Las Vegas (August 2023):

2023

Gil Gallegos Scholarship Dinner	September 9-10	Albuquerque, NM
Charter Mesa Verde Lodge	September 23	Cortez, CO
Health & Welfare Trust Meeting	September 28	Via Zoom
NFOP Diversity Summit	October 8-10	Charlotte, NC
Kentucky State FOP Conference	October 13-15	Louisville, KY
Utah State FOP Conference	November 3-5	Salt Lake City, UT
Colorado FOP BOT Meeting	November 11	Westminster, CO
NFOP E-Board Retreat	Nov. 30-Dec. 2	Maryland
No. Co FOP Christmas Party	December 9	Loveland, CO
Health & Welfare Trust Meeting	December 14	Via Zoom
Lodge 52 Membership Meeting	December 28	Loveland, CO

2024

NFOP Labor Coalition Meetings	January 4-7	Deerfield Beach, FL
Colorado FOP BOT Meeting	February 17	Westminster, CO
NFOP Wellness Summit	February 18-20	Nashville, TN
NFOP Leadership Matters	February 22-24	Nashville, TN
Oregon State FOP Conference	March 8-9	Bend, OR
Alabama State FOP Conference	March 10-12	Birmingham, AL
NFOP Healthcare Trustee Meeting	March 21	Via Zoom
North Dakota FOP Conference	April 11-13	Fargo, ND
Monthly BOT Meeting	April 15	Via Zoom
Western States FOP Meeting	April 18-20	St. Louis, MO
Minnesota FOP Conference	April 21-23	Nisswa, MN
NFOP Fallen Officer Memorial	May 12-16	Washington, DC
Colorado State FOP Conference	May 22-26	Vail, CO
Nebraska State FOP Conference	May 30-31	Lincoln, NE
Kansas State FOP Conference	June 1-2	Wichita, KS
New Mexico FOP Conference	June 13-16	Albuquerque, NM
Arkansas State FOP Conference	June 28-30	Jonesboro, AR
Pennsylvania State FOP Conference	July 15-18	Bethlehem, PA
Arizona State FOP Conference	July 21-23	Prescott, AZ
Texas State FOP Conference	July 26-28	Dallas, TX
Monthly BOT Meeting	August 15	Via Zoom
A Night in Blue Gala	September 21	Nashville, TN
Montrose Info & Charter Meeting	September 25	Montrose, CO
Mesa County Charter Meeting	September 26	Grand Junction, CO
Washington FOP Conference	October 3-5	Bainbridge, WA
Delaware FOP Conference	October 9-11	Rehoboth Beach, DE
Colorado FOP BOT Meeting	November 9	Westminster, CO
Leigh Ann Krugel Retirement	November 23	Nashville, TN
Labor Services & Committee Mtgs	December 2-3	Las Vegas, NV
NFOP E-Board Retreat	December 4	Las Vegas, NV

2025

NFOP Labor Coalition Meetings	January 8-11	Deerfield Beach, FL
Colorado FOP BOT Meeting	February 1	Westminster, CO
Denver DA Inv. Charter Meeting	February 10	Denver, CO
NFOP Officer Wellness Summit	February 17-18	Nashville, TN
NFOP Leadership Matters	February 20-22	Nashville, TN
Alabama FOP Meeting	March 8-9	Gulf Shores, AL
NFOP Spring Board Meeting	March 12-15	Salt Lake City, UT
New Jersey FOP Conference	March 23-25	Atlantic City, NJ
Western States FOP Conference	April 4-5	Des Moines, IA
Euro Cop Labor Summit	April 13-16	Rhodes, GR
Colorado FOP BOT Meeting	May 3	Westminster, CO
National Fallen Officer Memorial	May 14-16	Washington, DC

We have many special guests coming to address here in Miami Beach and a lot of work to do. But at the end of each day, don't forget about the training break-out classes we have for you. In that spirit, I will give a shameless plug here in my report for a 25-year brother of mine, Detective Dan Bontz from the Loveland, CO FOP Lodge 52. You may have seen my article in the July FOP Journal highlighting an organization he does work for and is passionate about, Facing Fentanyl. Brother Bontz will have a breakout session on Monday and Wednesday this week and I'd encourage you to drop in and see the presentation. I assure you it will be worthy of your time.

It continues to be my highest honor to serve this membership and my fellow Trustees as your Chairman. I could not be prouder of the work we have done and the accomplishments I know are still to come. I believe once you hear the reports and absorb all we have accomplished in the past two years, you will share my belief that TOGETHER, there is nothing the FOP can't accomplish!

Thank you for making the trip to do the important work of our Order! I look forward to fellowshiping with as many of you as I can. Your dedication and heart for this order as delegates is not lost on us and each of you are appreciated! FOP STRONG!

Fraternally,

Rob Pride
Chairman of Trustees
National FOP

CBIZ is Proud to Support the Fraternal Order of Police

Thank you for all you do to protect our citizens and community.

Michael B. Glackin, CFP®, AIF® | Bradley Warner, CPFA
Richard Ritzer, AIF®, CFP®
115 West State Street, Suite 300, Media, PA | 610.891.1677

Investment advisory services provided through CBIZ Investment Advisory Services, LLC, a registered investment adviser and a wholly owned subsidiary of CBIZ, Inc.
© Copyright 2023. CBIZ, Inc. NYSE Listed: CBIZ. All rights reserved.

CBIZ
cbiz.com/retirement

UNIVERSITY OF THE
CUMBERLANDS



MASTER'S IN JUSTICE ADMINISTRATION

Developed by Law Enforcement Professionals for Law Enforcement Professionals

Focus Areas: Homeland Security, Law Enforcement, Cybersecurity, Criminal Psychology, Juvenile Justice, & Corrections

6178 College Station Dr.
Williamsburg, KY 40769

100%Online

Main Campus: 800.343.1609
ucumberlands.edu/admission-aid/apply



PAST PRESIDENTS REPORTS



Note: Any report given will be done on the conference floor.



Immediate Past President
Kenneth "Chuck" Canterbury
fopchuck@outlook.com



Past President
Dewey Stokes
fmstokes1@wowway.com



Past President
John Dineen
jonmard7@aol.com



NATIONAL TRUSTEE REPORTS



FAMILY MATTERS. NO MATTER WHAT.®

Boston Mutual Life is a proud sponsor of the

Fraternal Order of Police 2025 Biennial National Conference & Expo



**Visit us in the exhibit hall to learn more
about our voluntary benefit offerings**

335-5298 5/25

120 Royall Street • Canton, MA 02021 | 800.669.2668 | www.bostonmutual.com



Jay King
National Trustee, Alabama

jking.fop@gmail.com

Hello Brothers and sisters welcome to Miami Beach and to our 67th National Biennial Conference as we come together to do the business of our organization. We are here to discuss the future of our organization and to celebrate our recent accomplishments. I know our members stand hand and hand with me as I want to acknowledge the excellent work by our National Executive Board who worked day and night to get the Social Security Reform Act passed. This legislation helped over 3 million people (per Yahoo Finance) and has changed the quality of life for many of our fellow recipients. We also need to discuss our financial future as an organization. The cost of living has continued to climb and we cannot keep providing premium benefits for our members unless we make some necessary changes. There will be some financial bylaws that we will be discussing and I would really like you all to consider the submitted suggestions by the board of Trustees and vote "YES" to these changes.

In the great state of Alabama, things have been going very well for our law enforcement on the legislative side. Recently "Back the Blue" law HB202 passed and was signed into law by Gov. Kay Ivey. This law was massive for the law enforcement community and is possibly one of the best legislative bills for Law enforcement in the country. This Legislation expands legal protections for law enforcement officers, shielding them from criminal prosecution and civil lawsuits under certain conditions. The Alabama state FOP recently went under some leadership changes as our long- term President Everette Johnson stepped down after doing an excellent job as he moved our organization from pre-digital age to the modern technology age. I refer to it as going from MAYBERRY to MONTGOMERY! Our New President Ron Leak is now in control and I expect continued growth as he implements his vision for Alabama State FOP I look forward to our continued growth as he leads us into the future.

I look forward to seeing you all. Just look for the big bald headed Bama boy and stop by and say hello when you see me. Stay strong, make a difference, lead from the front and safe travels! I LOVE YOU ALL!!

Jay King
Alabama National Trustee
256-975-7711
Jkingfop@gmail.com



Paul Sheldon
National Trustee, Arizona
paulazfop@gmail.com

Brothers and Sisters,

Greetings from sunny and HOT Arizona!

I'm even more excited to say that to all of you after HR-82, the Social Security Fairness Act, passed the U.S. Senate and was ceremonially signed into law by President Biden!

The amount of work, up to and including the final hours of the Senate vote, cannot be overstated. On December 11th, FOP and IAFF joined forces again to host a rally at Senate Park in Washington D.C. It was truly my honor to represent all of Arizona at that rally.

Second Vice President Goitia and I were invited to and attended an election event for now Congressman Hamadeh. This started with a round table where Speaker of the House, Mike Johnson attended to discuss the future. Also in attendance was Kari Lake. We were subsequently invited to Congressman Hamadeh's election night party and we were joined at that event by Vice President Watts.

As for Kari Lake, I notified her that AZFOP was indeed endorsing her. She subsequently invited me to speak at her public safety rally. Again, Second VP Goitia attended, and we were joined by Lodge 32 President, John Simon. I gave a brief speech and announced our endorsement to the crowd.

In September, I attended the funeral for Officer Zane Coolidge who was murdered in the line of duty. It was a solemn reminder of the continued danger our profession faces after years of mistreatment by those in power. It is my solemn prayer that this new administration helps restore the respect law enforcement deserves.

I continued working with our PSPRS coalition on fixing Tiers 2 and 3. This year we are going to attempt to cap the employee contribution for Tier 3 at 9.5%. This is the first step of several that we have planned to fix the problems.

We are also introducing three bills in the state legislature. First, we are seeking a pay raise for our state troopers and correctional officers. We have locked in at 15% and just passed out of committee. We are seeing a trend back towards the support of law enforcement, started by the governor who admitted that the State departments need raises.

Our next bill targets internal administrative investigations. We are proud to announce that the law in Arizona has officially been signed by the governor after we were successful in both houses! This bill changes the requirement for departments wanting to do an internal interview. Now, they are required to turn over all evidence to the officer and allow them 24 hours to review it prior to the interview. This was a massive victory for us, and we are thrilled to deliver this massive change to all police officers in Arizona.

Our last bill is the one I reached out to all of you about. Thank you all for your responses and we certainly used it in the creation of our bill. In Arizona the current law states that the killing of a police dog is a Class 6 (lowest) felony. In most jurisdictions, this is automatically waived to a misdemeanor. We are seeking to change this to a Class 4 felony for killing a dog and a class 5 for serious injury. We have received a huge amount of support from other legislators, animal rights groups and K-9 units across the state and the nation.

Lastly, I want to let you all know about my personal experience with one of our FOP benefits! After 30 years of firearms instructing, listening to heavy metal music and quite simply not being as conscious of my hearing as I should have been, my hearing went from bad to worse. Not to get too detailed but it was simply this, I was in Disneyland in a room with a couple hundred people. My wife, who was 2 feet from me began talking to me. I could see her mouth moving but I did not hear a single word she said. I contacted my doctor who told me I would need to see an audiologist. Unfortunately, Cigna does not cover these appointments. Cigna also does not cover hearing aids. Thankfully, because of my membership with FOP, Amplifon provided me with a FREE audiologist appointment and subsequently, half price hearing aids.

Fraternally,

Paul



Allen Hamby
National Trustee, Arkansas
allenronaeehamby@aol.com

Dear Brothers and Sisters,

I hope my report finds you safe and well. I would like to start by thanking the Florida State Lodge and the Miami Beach Lodge for hosting the 2025 Biennial National FOP Conference here in beautiful Miami Beach, FL. I cannot imagine how difficult it must have been to put together such a large conference in a city that has had many challenges during the process. The challenge now will be to keep members present and engaged in meetings/conference to conduct the business of the Order. Our Sgt. At Arms may have to conduct daily beach checks to make sure all are in the business hall and not on the beach.

Looking back over the last two years since Las Vegas, Nevada, I am amazed at the growth of our membership and lodges. I know that President Yoes set a goal of 400k in total membership by our 2025 conference. I do not know how close we are to that number, but I anticipate we exceeded everyone's expectations. I am very anxious to hear the final number from our National Secretary Jimmy Holderfield during his membership report.

In 2023, I was honored to be appointed by President Pat Yoes and Vice President Joe Gamaldi as the Chairman of the newly formed National Conference Evaluation Committee. I hope that each of you will enjoy and appreciate the many changes in the works for the upcoming years. You will see a snippet of those changes during this conference, but we are hoping to continue to improve year after year to provide the best experience for our conference attendees.

I have also been honored to serve on the Program Development Committee, Membership Recruitment Committee and the Awards & Recognition Committee for the past two years. When you ask President Yoes to keep you busy in the organizations, he really takes it to heart. I enjoy being a part of these committees and hope to continue to serve as the Board sees fit.

At this 2025 National Conference it will be the duty of every elected delegate to be attentive and to carry out the wishes of your local lodge membership. They have elected you to be a part of the process and give the national board its direction for the next two years. Please take the time to review the material that will be discussed and voted on at this year's conference. If there is subject matter, amendments, or anything you don't fully understand, please reach out to a committee member, board member, trustee or anyone that can help provide you with knowledge and information to ensure your understanding and your vote is aligned with your memberships best interest at heart, the betterment of the Order, and the continued growth of the world's greatest law enforcement organization...The Fraternal Order of Police!

As many of you know, I did not seek re-election for the position of Arkansas National Trustee at our 2024 Arkansas State Conference for the 2025-2027 term. I will fulfill my elected duties at this conference. On Thursday August 7th, 2025, Kevin "Bart" Simpson (Arkansas' Immediate Past President and National Trustee Elect) will be sworn in as Arkansas National Trustee. I will continue to serve on my State Board as Immediate Past President as well as the Secretary/Treasurer of the Southern States Association and any committees appointed by the National Executive Board. It has been an amazing honor to serve on the National Board for the past 6 years and I truly cherish the friendships made and the vast amount of knowledge I have gained. I think sometimes I feel smarter just sitting in the same room as some of you! Deciding to not seek re-election was a very difficult decision to make, however I felt it was the right thing to do since I am fully retired from law enforcement in Arkansas, but live full time in Florida. Just know that whether I am in Arkansas, Florida, somewhere on a beach or a boat, I will be but a call away and will continue to assist in any way I can.

GOD BLESS AMERICA! GOD BLESS OUR BROTHERS AND SISTERS IN LAW ENFORCEMENT AND GOD BLESS THE FRATERNAL ORDER OF POLICE!

Fraternally,
Allen Hamby, Jr.
Arkansas National FOP Trustee



Matt Heady
National Trustee, California
maheady24@gmail.com

We are honored to be here in Miami for the 2025 Biennial National Conference & Expo. Our sincere thanks go to the Florida State Lodge and Miami FOP Lodge 20 for their outstanding efforts in hosting this year's event.

Earlier this year, Southern California faced devastating wildfires that brought significant loss and hardship. Tragically, eight of our own members lost their homes. Through the incredible generosity of FOP members across the country, we were able to provide financial assistance to these members during their time of need. Your support and compassion are deeply appreciated.

CAFOP FOUNDATION

Established in 2010, the CAFOP Foundation has continually supported officers and their families across the nation in times of crisis. The Foundation operates solely through donations from our community and Lodges throughout California.

We are thrilled to announce our inaugural Whiskey & Cigar Night, taking place this September. This special evening will celebrate camaraderie while raising funds for the Foundation. All proceeds will directly benefit the CAFOP Foundation. If you are interested in attending or sponsoring the event, please contact me or any California delegate for more information.

The CAFOP Foundation is a registered 501(c)(3) nonprofit, charitable organization. To make a donation, please scan the QR code provided.

SCAN THIS QR CODE



<https://universityofcalifornia.org/cafopfoundation>

MEMBERSHIP / RECRUITMENT

We are proud to report that we now have 35 Lodges and 21,300 members—and we continue to grow. Our recruitment efforts remain strong, and with the creation of the National Health Care Trust, we believe this initiative could be a game-changer for California.

Since 2024 we have formed the following six Lodges:

Placentia Lodge #25 – formed in 2024
Anaheim PA Lodge #26 – formed in 2024
Tustin POA Lodge #34 – formed in 2024
Glendale POA Lodge #43 – formed in 2025
Burbank FOP Lodge #200 – formed in 2025
Pomona POA FOP Lodge #909 – formed in 2025

Several Lodges have seen significant growth. Lodge 194 – United States Border Patrol Operators Association, chartered in September 2023, has expanded from 31 members to 71. Another Lodge experiencing continued growth is Lodge 702 – Southern California Probation, which now stands at 508 members and is steadily increasing.

CALIFORNIA PEACE OFFICER MEMORIAL SERVICE

The California Peace Officers' Memorial Service was held on the State Capital grounds in Sacramento. This year's ceremony honored three officers who gave the ultimate sacrifice, as well as an one Officer from the Recent Past and one Officer from the Distant Past.

Deputy Alfredo "Freddy" Flores
Los Angeles County Sheriff's Department
EOW: April 20, 2024

Officer Matthew Bowen
Vacaville Police Department
EOW: July 11, 2024

Officer Austin Machitar
San Diego Police Department
EOW: August 26, 2024

Officer Chad E. Swanson
Manhattan Beach Police Department
EOW: October 4, 2023

Officer Terry D. Long
El Monte Police Department
August 22, 2004

DAY ON THE HILL

Several of our leaders traveled to Washington, D.C. for the Fraternal Order of Police Annual Day on the Hill. It was a highly productive trip, during which we met with 29 members of Congress to discuss key legislative priorities.

With the historic passage of H.R. 82 – Social Security Fairness Act, we witnessed firsthand the impact of engaging with our Representatives and the power of our collective voice in shaping policy.

SACRAMENTO LEGISLATION

Last year, the California Fraternal Order of Police (CAFOP) successfully passed three bills, reinforcing their commitment to legislative advocacy. Building on this momentum, CAFOP is sponsoring two key bills this year. The first addresses settlements involving workers' compensation and personal injury claims, aiming to ensure fair and efficient resolutions. The second focuses on improvements to the retirement system, enhancing benefits and security for law enforcement personnel.

Additionally, CAFOP is actively working on a Public Employees' Pension Reform Act (PEPRA) bill designed to improve recruitment and retention efforts within the law enforcement community. This legislation aims to make public safety careers more attractive and sustainable in the long run.

Furthermore, bills aimed at defunding law enforcement and decriminalizing crimes have slowed down, reflecting a shift in legislative priorities.

OFFICE STAFF

I want to extend my heartfelt thanks to our dedicated office staff, Michelle Merrill, for her hard work. Her tireless commitment to CAFOP is truly appreciated, and I look forward to continuing our work together.

Faternally,

Matthew Heady
California National Trustee



Daniel DePinto
National Trustee, Connecticut
Ddepintoctfop3O@outlook.com

Greetings Brothers and Sisters,

It's been a very memorable two years since our Las Vegas Convention. Shortly after leaving Las Vegas my lodge, Hartford Lodge 30, tragically lost Officer Robert "Bobby" Garten in a line of duty death. Bobby was our Lodge VP and was a delegate at our last 3 National Biennial Conventions. I also worked with his father, Det. Robert Garten for almost 20 years. I was humbled and honored to participate in last years National Memorial Service in Washington, DC, presenting The Medal of Supreme Sacrifice to some of the families of Fallen Officers, Bobby's family being one of them.

It was also an honor to be present in Charlotte to vote to endorse Donald Trump for President. As President Yoes has said his support even before he took office was extremely helpful in passing the Social Security Fairness Act. The passage of this legislation was a long shot and the FOP's drive to get this passed was stupendous.

The FOP in Connecticut continues to grow and with victories on the national level recruitment becomes easier.

I want to thank all my brothers and sisters for all our hard work over the past two years.

Fraternally Yours,
Daniel DePinto



Joe Fitzgerald
National Trustee, Delaware
swat24@comcast.net

The Delaware state lodge has spent the better part of this quarter transitioning.

Legislative:

The 2025 legislative session was not as challenging as the recent years past, nonetheless we did have to defend policing and public safety for some legislation presented at the end of session. Most of the legislation that was opposed, were bills that the legislators did not attempt to involve police unions and other stakeholders within the criminal justice profession.

Delaware continues to see the "cookie cutter trends" of smart justice reform groups attempting to be proactive or in response to Presidential Executive Orders. The unintended consequences these extreme bills cause is detrimental to both the safety of the community and our officers. It is also overreaching in the sense that we are noticing a push to overstep into our agencies' policies and procedures, without involving the experts in the field. Some examples of this are bills that would stop any involvement or interaction from police agencies and our federal partners with I.C.E. We used this as an opportunity to educate the legislators and the public on our specific agency roles and the narrative portrayed in the media is far from the reality. However, the vague/cryptic language contained in the proposed bills would have prevented us from interviewing individuals that were in our country illegally. Regardless of someone's immigration status we needed to preserve our ability to protect the public and proceed with our response to investigations. More importantly, we had to defend the fact that there are policies and federal/local laws that prohibit policing profiling. The unfortunate message from some legislators towards law enforcement was the assumption that everyone is a "bad actor" and no other profession is judged according to the actions of a few. You rarely see attacks on other industries like we do in policing. Delaware will continue to carry the message of our National Fraternal Order of Police leaders in an attempt to protect while educating the communities we serve.

Membership:

Membership continues to grow as academy classes graduate. However, there is still a small number of groups represented by Teamsters that we would like to join the FOP. We have subordinate lodges within the FOP that have presented struggles in contract negotiations and other labor issues with the leadership in local municipalities. The state lodge executive board continues to provide support and educate these groups on the benefits of using NFOP Labor Services. The common challenge seems to be that some union leaders were being retaliated against because of their role in the union and the felt that this effected their ability to promote. These are opportunities to allow your national brothers and sisters to come in and take some of that pressure and stress off of your local board. National Labor Services have some of the country's most experienced contract negotiators and labor experts. Most subordinate lodges do not know this benefit exists and the different areas of forensic audit, legal and other services that are available. We continue to see good contracts awarded to our officers and median police salaries continue to increase across the state.

As reported last quarter, the statewide membership audit has produced some areas that required special attention. Specifically in the area of eligibility. We have removed a couple of individuals due to not meeting eligibility requirements. They weren't properly vetted, and one was moved from an associate membership to an active membership. One of those individuals was a correctional officer at one time and believed that he should remain. This issue caused the state to order them to vacate those positions, causing vacancies in their executive leadership. The state lodge recently discovered they held another lodge meeting despite being removed. We believe that this issue will be appealed with to the National FOP. Delaware understands that there are states that accept correctional officers in the FOP, but Delaware does not. The main reason being the obvious differences in their roles and responsibilities. Delaware correctional officers do not work in dual roles like other states who have

sheriff's departments or county jails. Delaware is a unified system and correctional officers work inside facilities and not in the community unless in a work release or violation of probation centers or community work projects, supervising the inmates on work crews etc.

II DE Code § 840I

"Police officer" means as defined in § 840I of Title II and includes probation and parole officers of the Department of Correction.

"Police officer" does not include any of the following:

A. The Department of Correction's Director of Probation and Parole, correctional officers and similar correctional occupations.

B. Correctional supervisors and non uniformed correctional employees who are employed in a secure facility operated by the Department of Correction or the Department of Services for Children, Youth and their Families, or who have inmate contact which is composed of correctional lieutenants, staff lieutenants, correctional captains, non uniformed correctional employees who are employed in a secure Department of Correction facility who have inmate contact and similar occupations.

There are other sections of Delaware Code that excludes correctional officers and other similar professions from the protections that are afforded to our members. As a union, this makes it difficult to provide equal representation if granted membership into the Fraternal Order of Police. See Title II Delaware Code Chapter 9200 Section (b) (4).

Delaware's position on correctional officers not being members is due to the fact that correctional officer's roles and duties being so very different than police officers and other officers that work primarily in the community. Correctional officers have their own union that is focused on working conditions and roles/responsibilities inside of the prisons – it would not be beneficial for our members to vote or control their rights and protections and vice versa. Delaware Code in the Police and Fire Act, as well as the law formerly referred to as "Law Enforcement Officer Bill of Rights" – has never and still doesn't cover correctional officers. We have historically used Delaware law to guide this decision. We believe that the Correctional Officers Association of Delaware will continue to defend their rights according to their industry and professional standards of which they are the experts! We have never intended to recruit members away from their fraternal union.

Police Week Events

Delaware honors our fallen officers and their families the week prior to National Police Week. Our ceremony was held on May 7, 2025, in the Capitol city of Dover, on legislative mall. The ceremony was well attended and very beautiful as always. President Kemp would like to thank everyone for their dedication in planning and execution of such an important event. Special thanks to our local C.O.P.S President Ms. Eleanor Allione, State Lodge 3rd VP Jeff Gott, State DRBA Trustee Alexis Walther, Chaplain Micheal Fossett, Lodge IO Chaplain Dennis Desilet, NCCPD Officer Shears or the important attention to detail and planning that goes into such a special event!

We wanted to thank everyone who made National Police week in Washington DC a success. Delaware had riders in the UNITY Tour as well as others who participated in events throughout the week, and many are excited to become more involved next year. The National Memorial ceremony was absolutely perfect. It was great to see Vice President Vance' participation. For those who have never been – it is highly recommended. It has to be one of the most attended police events across the nation. The energy and experience are like nothing you've ever witnessed. You can clearly see the love and attention that was put into that week – all the hard work definitely showed!

Our social media continues to grow followers and engagement with sharing NFOP and local posts.



Marinos Marinos
National Trustee, District of Columbia
mmarinos@dcpoliceunion.com

Dear Brothers and Sisters,

I hope this message finds you well as we enter the final month of summer.

I would like to begin by extending my sincere gratitude to the Florida State FOP Lodge, the Miami FOP Lodge, and all the supporting Lodges and Organizations that made this year's National Conference such a tremendous success. Your hard work and dedication are deeply appreciated.

Reflecting on the past two years, I am proud to say that the DC FOP Lodge has experienced a remarkable resurgence. As some of you may recall, our Lodge faced significant challenges following the last National Conference. However, thanks to the unwavering commitment of our leadership, particularly President Ron Burgeson we have emerged stronger and more focused on our mission: supporting our members and advancing the science of policing.

One pivotal step in our comeback was the approval of our updated Bylaws by the National Board of Trustees. Most notably, these changes formally affirmed the DC FOP's identity as the State Lodge of the District of Columbia. For too long, we lacked a clear role within the broader FOP structure. With this clarification, we've begun chartering local lodges and now provide meaningful support to them as the State Lodge.

This progress has not gone unnoticed. Several of our leaders have been recognized at the national level:

- President Gregory Pemberton of the DC Police Union Lodge 2 received the 2024 National President's Award.
- Immediate Past President Andy Maybo was honored with the Jack Dudek Member of the Year Award at the 2025 Fall Board Meeting for his outstanding contributions to the District and the FOP.

Our Local Lodges and Labor Committees have also been active on the legislative front, advocating both in the DC City Council and in Congress for legislation to enhance public safety:

- The United States Park Police Committee, led by Chairman Kenneth Spencer, has championed H.R. 1260 – The US Park Police Modernization Act, addressing critical staffing and retention issues.
- Lodge 2, under President Pemberton, continues to push for H.R. 2096 – Protecting Our Nation's Capital Emergency Act, which addresses similar challenges facing the DC Police Department.
- Additionally, Lodge 2 has partnered with the DC Fire Union to advocate for a Deferred Retirement Option Program (DROP) to improve retirement benefits for both unions.
- On a federal level, the DC FOP has supported H.R. 3226 – the Law Enforcement Officers' Equity Act, to ensure 6(c) retirement coverage for all federal law enforcement officers.

Beyond legislation, we took a fresh approach to Tent City during Police Week by partnering with local bars and restaurants in the Navy Yard. This vision, led by President Burgeson, reduced liability for the Lodge while still providing a welcoming space for visitors. Although the final numbers are pending, it appears this is the first Tent City in recent memory that did not incur a financial loss. Many thanks to the volunteers and attendees who made it a success.

In our ongoing efforts to modernize, we sold our long-held property on 4th Street, NW. While the building held many memories, it no longer served our operational needs. We have since moved to a more functional space that better supports our mission, including meetings and training sessions for our lodges and labor committees.

Another highlight was hosting the National FOP's Urban Policing Conference at the DCPU Lodge 2 building. It was a meaningful opportunity for large Lodge Presidents to network and share strategies.

Lastly, I am proud to announce the chartering of the DC Metro Transit Officials Lodge 4, composed of active sergeants from the Metro Transit Police Department. This new organization is actively pursuing bargaining rights, and we are committed to supporting their journey toward achieving that goal.

In closing, the DC FOP is thriving. We have made a true comeback, and that success is thanks to the dedication of our members and the unwavering support from FOP brothers and sisters across the country. We are grateful to everyone who stood by us during our rebuilding phase.

Fraternally,

Marinos Marinos
National Trustee
DC FOP Lodge



Michael Kelley
National Trustee, Florida
M.Kelley@FloridaFOP.com

Brothers and Sisters, Welcome to the 67th Biennial Conference in Miami Beach,

Thank you to District Director Palacio and Miami President Del Rosario for hosting us.

I want to take this opportunity to introduce myself to you. I am the newly elected Florida National Trustee (June 2025). Over the last decade I have been Florida FOP's District IV Director and the Vice President of Gold Coast Lodge 49 (Boynton Beach). I am also FL FOP's Legislative Chairman.

Over the last decade the Legislative team has fought and won victories, passing some of the most impactful legislation benefiting Law Enforcement Officers in Florida.

Florida FOP has made it a priority to work with our Legislative partners, getting the right people elected and supporting our friends in Tallahassee. I would be remiss if I didn't acknowledge our Legislative Director Lisa Henning, and the entire legislative team. Some of the achievements of the team: One of the first in the nation PTSD bill, Peer Support Bill, Florida's HALO Bill (giving LEO's a 25ft barrier to get our job done), multiple Bills enhancing the LEO Bill of Rights 112 Statute, Elimination of Civilian Review Boards (Yes, they are illegal in Florida!), LEOSA Bill to allow Corrections officers to carry off duty, worked with House leadership to fight off anti-law enforcement bills, a Bill granting larger raises for our represented FDLE, Brady Bill, and all hands on deck to swing Senator Rick Scott to support and co-sponsor WEP/GPO! The list could go on and on. A testament to the dedication of the team and our commitment to the members.

I recently retired from the Boynton Beach Police Department where I spent the last 27 years. My final assignment was the Commander of Criminal Investigations (Major).

District IV includes the Town of Palm Beach where I grew up and is also the home of President Trump. I would be happy to share a few Mar a Lago stories over a beer.

Since my election I have attended each of the BOT meetings, continued my duties as Legislative Chair and Lodge VP.

I look forward to meeting each of you and working collaboratively in furtherance of FOP goals. If there is anything that I can do to assist you legislatively or otherwise, give me a call or text.

Mike



Jamy Steinberg
National Trustee, Georgia

jamys@fop.net

Greetings from Georgia, hope you all had safe travels arriving in Miami! We appreciate the Miami and Florida State Lodge for hosting the Conference and look forward to doing the work of the Order this week while fellowshipping and enjoying the sights of South Florida!

Georgia continues to grow our membership and add new lodges with several attempting to gather the required members to start new lodges in areas where we currently do not have them. We had another productive year in our legislative session with several FOP-backed bills passing and becoming law including a universal oath bill with the help of Attorney Lance LoRusso which creates a standard oath (that can be added to) that includes pertinent language, a bill that identifies federal peace officers as a peace officer under Georgia law so as to be able to help, and collaborate in enforcement functions on a state and local level. We also had a Giglio/Brady Bill this session that guarantees due process if an officer is put on the list, they have recourse to challenge it. Georgia Sheriff's now must be a Peace Officer going forward to be qualified to be elected. We came up short on a POAB increase that would have helped many members, but as before, we will remain steadfast and try again!!

Tragically, Georgia lost six heroes in the line of duty in 2024. While our goal is always zero, we must continually advocate to reduce this number every year. Through training, continued support and community engagement coupled with stiff criminal penalties for those who harm our officers, maybe we will achieve zero one day. I look forward to being with you in Miami where we can share ideas, collaborate and focus on improving our profession together! Hope everyone has a great 2025!! Be safe, call me if you need me.

Fraternally,
Jamy Steinberg



Gregory Austin
National Trustee, Idaho

idfoptrustee@gmail.com

As I type this report, I'm still glowing from the privilege of attending the Inauguration and Inaugural Ball in Washington, DC! To say this was a bucket list item would be an understatement! It is more like being asked to the Prom by the Head cheerleader! (Never thought it would happen)

Idaho is currently in Legislative Session and just when I think the circus has left town, somebody brings a zoo! We have an extreme right group that tries to dominate the legislation and is not willing to talk to ANYONE that doesn't think like them. So, trying to get some work done outside of the off-the-wall legislation is pretty hard. We have more legislation on "Profiling Motorcycle Groups", we already have policies, training, and our code of ethics. They just added the "Motorcycle Profiling" law last year (which is already ridiculous) but this year they want to add on mandatory "Motorcycle Profiling" policy for each department along with mandated training for officers on a yearly basis. This extreme right group pulls a lot of "Just in Case" laws to do with mask mandates, cannibalism, removing same-sex marriage from the state, etc. It just makes it extremely difficult to work on legislation that the state needs while working with a daycare full of legislators!

I'm excited to work with the new Montana State FOP Board. I've reached out Dan Ohl and I've got some great ideas that we can collaborate on.

On a side note, the Bingham County Deputy that was involved in the serious crash last year was recently sentenced in court for Misdemeanor Vehicular Manslaughter and received the 180 days in jail as result. Although I agree that she should have not been texting while driving, and someone died as a result. Judge Randall said something that rubbed me the wrong way. He said that he wanted to make an example of the Deputy, and he gave her 180 days detention. I agree to a point, however, just a week before another lady who hit and killed another driver, while drunk, then fled the scene only received 40 days detention. Moreover, the incarceration was ordered immediately from the courtroom. Most are given a day or two to get their personal effects in order. Let's hold them to a higher standard, not throw the desk, the chair, and the book at them.

#FOPSTRONG

Fraternally,

Gregory Austin, National Trustee
Idaho Fraternal Order of Police



Robert "Rocky" Nowaczyk
National Trustee, Illinois
robertnowaczyk@sbcglobal.net

This is my National Trustees report since the last NFOP Board meeting in Salt Lake City, Utah, March 2025. I have attended or zoomed all the Illinois State Lodge Board of Trustees meetings and Executive Committee meetings. I have also visited and attended local lodge meetings and FOP legislative fund raisers.

I have attended my local lodge, Troopers Lodge 41, Board meetings, serving as a Trustee and have kept the Illinois State Lodge and local lodges informed of the news from the NFOP, reference legislative issues and the NFOP benefits programs.

The past two years have been filled with challenges, changes, legislative losses and gains. New contracts have been completed with Chicago Police and the Illinois State Police. The drive to recruit and retain Police Officers from all over the State is still a daunting task, but it seems to be gaining traction and becoming a positive action.

The Illinois State Lodge continues its quest to recruit and secure new members and lodges. The goal is to make Illinois the largest State in the NFOP. The growth in Illinois is very substantial and successful.

Illinois continues to utilize and fund its disaster Relief Trailer. It is fully equipped and ready to assist in a moment's notice, whether a disaster, public relations exhibition or a parade. In addition to the Illinois State Lodge trailer, Illinois is fortunate to have the large Chicago John Dineen FOP Lodge 7 trailer and Illinois Corrections Lodge 263 trailer. These units are food serving units and have served thousands of meals to officers, civilians and others throughout the years.

Illinois has continued to lobby legislatively for its members. Illinois local lodges have lobbyists in Springfield also all fighting for the same cause to represent the men and women of law enforcement. We are opposing a proposed Police Officer Decertification bill that will make being a police officer another hurdle to overcome. Illinois will continue to monitor legislative bills which are a deterrent to Police Officers and oppose them at all costs. We will continue to represent members in Illinois and fight for equality, police rights and pension benefits.

A point of personal privilege; I would like to congratulate my local lodge Troopers Lodge 41, President Joe Moon, who will be retiring from the Illinois State Police and stepping down as President of our lodge at the end of July 2025. Joe has been Troopers Lodge President for many years, he has been a friend, a good leader and respected FOP member. He has negotiated many outstanding contracts for Troopers Lodge 41 and has helped many officers and families. We wish you well in your next chapter of life.

I have been honored, blessed and privileged to serve the men and women FOP members in Illinois. My passion, energy and dedication to serve the order has never waned. I plan to seek re-election as the Illinois National Trustee. I look forward to your continued support and friendship. Thank you for your confidence in me. As always, if you need any assistance or advice call me. Stay safe and God bless you and the FOP.



Joe Hamer
National Trustee, Indiana
j_hamer1420@sbcglobal.net

No report given.



Donald Strong
National Trustee, Iowa
dmstrong2001@yahoo.com

Brothers and Sisters:

The Iowa FOP has been doing great things in our state, building our numbers and lobbying our state legislators for protections for Iowa law enforcement. Our legislative committee has been hard at work setting the standard, building a safer state for our communities and our officers. As we moved forward in this last legislative session, we successfully passed some of our oldest bills.

- Civil Service Bill- We were able to do away with citizen review boards, keeping untrained and uninformed citizens from recommending discipline after being cleared from the state.
- Officer Involved Shootings- We pushed and passed a bill that required County Attorney's to provide a ruling on Officer Involved Shootings within 180 days. This prevents County Attorneys from holding a ruling for an indefinite period and placing officers at risk for civil action.
- County Attorney Conflict of Interest- This bill prevents a County Attorney to act when there is a conflict of interest between the parties.
- Help for K9 Dogs- This bill allows K9 dogs to receive emergency veterinary treatment while on duty.

While we have been successful in passing several bills, we are still hard at work to get further protection.

- Peer Support Protections
- Improving the Iowa Law Enforcement Academy (ILEA), increased funding for training and regional training facilities. Additionally, address gaps and flaws in existing law regarding officers' certifications, reports to ILEA, statutory grounds for ILEA action, certification investigations, penalizing abusers of the process and provide for accountability of violators, rules of evidence including verification of authenticity of documents, cleanup code & definitions, clarify ILEA's authority, statute of limitations, provide due process, providing the Council with the ability to issue public and private reprimands to officer in disciplinary matter and other updates to ILEA and processes, as well as composition of ILEA council's citizen seats.
- Further clarification provisions, and Brady/Giglio including providing for retroactivity of process to officers on list, penalize abuse of process and retribution or retaliation for political or other improper reasons, and prohibit conflicts of interest with prosecutor who placed officer on list from representing officer and agency while allowing for Sheriff to retain independent counsel to represent department in any matter related to the Brady/Giglio case.
- Property tax abatement if killed in the line of duty. A bill for an act authorizing the abatement of property taxes owed on property owned by the surviving spouse of an emergency services member killed in the line of duty, and including effective date and retroactive applicability provisions.
- Brady Giglio, A bill for an act relating to administrative investigations under the peace officer, public safety, and emergency personnel bill of rights, civil service disciplinary hearings and appeals, and communications in professional confidence, and including effective date provisions.
- Officer Certification Revocation, A bill for an act relating to the revocation or suspension of law enforcement officer certification.
- Iowa Public Employees Retirement System, A bill for an act relating to benefits for members of the Iowa public employees' retirement system who are employed in a protection occupation. Changes in the employer/employee contribution split (employer down from 60% to 50%; employee up from 40% to 50%). Benefits: Increases the percentage for IPERS protection occupation members used to calculate additional benefits beyond 22 years of service and (from 0.375% and 12% to 0.675% and 20%). Allows early retirement at age 50. Establishes a COLA and eligibility requirements. This bill passed with full support from the House but unfortunately did not pass the Senate.

- Mandatory sentencing for felons with weapons – Reichman Act relating to the mandatory minimum sentencing relating to the control, possession, receipt, or transportation of a firearm or offensive weapon by a felon and providing penalties.

The amount of support we have received from state representatives and members of our communities has been amazing. As we keep pushing the bar, our state becomes a place where law enforcement can do their jobs without unnecessary fear, receive the training, equipment and support we need to protect the citizens of this great state.

We have increased our recruitment and expanded to sixteen subordinate lodges with roughly thirteen hundred members statewide. We are working to expand our membership with corrections officers statewide. The Iowa FOP has become a force within our state, and this has been recognized by other law enforcement associations, together we have made this state a place to be for law enforcement.

Be safe, stay FOP Strong!!

Respectively,
Donald Strong



K.C. Blodgett
National Trustee, Kansas

kcblodgett@yahoo.com

Kansas Law Enforcement has been saddened by the lose of two members in Law Enforcement "killed in the line of duty;" during the month of July 2025. Phillips County Deputy Brandon Gaede, age 30 was killed responding to an "illegal fireworks" call, during the call, Deputy Gaede went to arrest an individual who pulled a gun on the Deputy and shot and killed the Deputy. Wyandotte Sheriff's Department also lost a member responding to a "domestic violence call," in which a female reported a man threatening her with a gun. Deputy Ming responded and during the course of his investigation was shot and killed. Deputy Mink was 34 and leaves behind his wife and children. Prayers and thoughts go out to Deputy Gaede's and Deputy Ming's family, friends, the communities they served and ALL Law Enforcement Men and Women in Blue, God Bless them All.

KC Blodgett
National Trustee Kansas



Dave Mutchler
National Trustee, Kentucky
davemutchlerfop614@gmail.com

Brothers and Sisters,

Greetings from Kentucky. I hope all of you are doing well and are ready for a great time here in Miami!

I will start my report with an important update on the KY case involving Officer Brett Hankison. Brett is a member of River City FOP Lodge 614 and a retired officer of the Louisville Metro Police Department.

Officer Hankison was part of the team that attempted to serve a search warrant at the apartment of Breonna Taylor on that tragic night in March of 2020. During the attempted service, Kenneth Walker (Breonna's boyfriend) fired at police officers and struck Sergeant Jonathan Mattingly in the femoral artery. Officer Hankison and two other officers returned fire in defense of themselves and their fellow officers. **Not a single person was struck by the rounds Officer Hankison fired.**

For the past five years Brett Hankison has been investigated, prosecuted and tried in state and federal court. We firmly believe that these prosecutions were politically motivated and occurred so that he could be served up to the public as a scapegoat for the tragedy.

Officer Hankison was acquitted in state court. His first federal trial ended in a hung jury. He was tried a second time in federal court and eventually found guilty on one of the counts for which he had been federally indicted. **He faced up to life in prison for this conviction.**

On December 27, 2024, a Motion for New Trial filed by Officer Hankison was taken under submission by the Court. The underlying basis argued in support of the Motion being flagrant misconduct by the prosecution throughout trial. That Motion was denied 3 days before sentencing in a 58-page opinion by the Court. In the sentencing memorandum submitted by the Department of Justice Civil Rights Division, the prosecution recommended a sentence of 1 day in prison (with credit for time served) and 3 years of supervised release/probation.

On July 21, 2025, after a 5 1/2 hour sentencing hearing, **the judge sentenced Officer Hankison to 33 months in federal prison** despite the defense and the DOJ recommending a sentence consisting of only supervised release was appropriate under the circumstances. The prosecutors' (newly appointed) sentencing memorandum noted that after extensively researching 18 U.S.C. § 242 cases, **this is the only case in United States history in which a police officer has been charged with depriving the rights of another under the Fourth Amendment for returning fire in defense of his fellow officers, and not injuring anyone.**

The DOJ prosecutors acknowledged there being a legitimate dispute as to whether Officer Hankison's conduct amounted to a seizure under the Fourth Amendment. Furthermore, the DOJ sentencing memorandum emphasized that regardless of that substantive issue, there is a legitimate question as to whether a prosecution under this statute should have been brought under these circumstances at all. In total, Brett Hankison has been tried three times—once in state court and twice federally—based on the same underlying facts and been under criminal investigation for more than five years. He now faces the prospect of being detained in federal prison for nearly 3 years.

Officer Brett Hankison returned fire in an attempt to protect his life and the lives of his fellow officers – the rest is all politics and that should not be lost on any of us.

He is a long-time member of the NFOP Legal Defense Plan, which has allowed him to mount the best defense possible over the last five years. Brett and his team are obviously planning to appeal. This could happen to any of us during any shift. Please keep Brett and his family in your thoughts and prayers.

Our KY legislative delegation has put forth a tremendous effort over the past several years and I am very proud of their work. We had some important progress in the 2025 Kentucky General Assembly. Most notably were the following:

Senate Bill 10 – Retiree Health Insurance Benefit Increase–signed by the governor on 3/19/25

Amend KRS 78.5536, relating to the County Employees Retirement System, to increase the nonhazardous and hazardous duty under age 65 retiree health subsidy to \$40 and \$50 per month for each year of service, respectively, for those members who meet the "career threshold" who began participating in the system on or after July 1, 2003, and who are eligible for a fixed-dollar retiree health subsidy not tied to the premium; extend the employee contribution used to fund retiree health benefits to include members who began participating in the system on or after July 1, 2003. This is nearly double the health insurance stipend provided before this bill was signed into law.

House Bill 520 – Law Enforcement Records - became law 3/27/25

Amends KRS 61.878, relating to open records, to require records of law enforcement agencies compiled in the process of detecting and investigating statutory or regulatory violations to be exempt from public inspection if the disclosure of information could pose an articulable risk of harm to the agency or its investigation by revealing the identity of informants or witnesses not otherwise known.

House Bill 30 – Pension Spiking Bill- signed by the governor on 3/24/25

Amend KRS 61.598 to exempt from the pension spiking provisions any increases in rates of pay authorized or funded by the legislative or administrative body of an employer or mandated in a collective bargaining agreement approved by the legislative body of the employer that are provided to members of the Kentucky Employees Retirement System, County Employees Retirement System, or State Police Retirement System.

House Bill 10-Rights of Real Property Owners- signed by the governor on 3/24/25

Create a new section of KRS Chapter 383 to allow a property owner or his or her authorized agent to request a law enforcement officer immediately remove a person unlawfully occupying real property under certain circumstances; provide criminal and civil immunity to law enforcement officers and property owners acting in good faith; create a civil cause of action for wrongful removal; require the Department of Kentucky State Police to create a form for the petition to remove unlawful occupants; amend KRS 512.010 to define "squatter"; amend KRS 512.020 and 512.030 to specifically include damage to real property caused by squatters in the offense of criminal mischief.

While there is much progress to be made, these changes are a step forward for law enforcement officers and citizens alike in KY.

I continue to serve on the NFOP Legal Defense Plan Board of Directors, as I have since 2014. If you should ever have any questions or concerns about the Plan or coverage, please reach out to me and I will do my best to assist you.

I have greatly enjoyed my time serving as the KY National Trustee (both times). However, I will not be seeking re-election this year. Instead, I will be a candidate for KY State FOP President at our state conference in November. I hope to continue serving with all of you as we strive to improve the representation of our members and better the Order!

We will hold our 2025 KY State FOP Fall Conference in Lexington, KY from November 7-9.

I look forward to seeing all of you soon.

If I can ever be of assistance to you or your members please don't hesitate to contact me.

Fraternally,
Dave Mutchler

Davemutchlerfop614@gmail.com
502-558-0098



Kelly Gibson
National Trustee, Louisiana
kellygibson@att.net

No report given.



Mike Edes
National Trustee, Maine
michael.edes@yahoo.com

Maine continues to grow its FOP membership at a steady rate. In 2016, Maine had just 15 units/departments and under 200 members. Today, I am proud to announce that we have 58 units/departments and 1,000 members. While Maine's membership numbers are small in comparison to other states with large police departments, we now represent over 60% of all the police officers in Maine.

Two years ago, the State Lodge started an outreach to the unrepresented police officers in Maine – police chiefs and their supervisory staff. We are proud to announce that we have signed up as FOP members, over 100 police chiefs, sheriffs, staff officers and reserve officers. Most, if not all of these previously unrepresented officers, have also enrolled in the FOP Legal Plan. In 2024, we helped these new FOP members by representing a police chief in a critical incident and we also represented several more on administrative matters.

During the same time, while we were growing our Labor Services membership and starting our outreach to the unrepresented officers, we started a "catch all" lodge. We established Dirigo Lodge #2 to help coordinate enrollment as FOP members, officers from smaller departments, individuals wishing to join the FOP for fraternal reason and officers from non-unionized departments. This new lodge has helped sharply decrease the workload on State Lodge executive board members and our 3 FOP labor representatives, while at the same time helping to increase our overall membership.

Starting on January 1st of this year, the State Lodge sharply increased its state dues to help meet its legislative and membership needs. We went from \$10 a year to \$25 a year per member. Surprisingly, we had little push back from our members, especially since we were able to explain our success at the legislature and the numerous requests we get for financial assistance for our members. We are now finally able to build up solid financial support in the need case of LODD assistance for one of members.

Last year, Maine had 16 officer involved shootings. With a population of only 1.3 million people, critical incidents involving Maine police officers, rank towards the top per capita in the country. All the OIS incidents were determined to be justified by the Maine Attorney General's Office and all the police officers have returned to full duty.

With the help of our Labor Representatives and our lobbying firm, we are continuing to monitor the increased number of anti-cop legislative bills that are being introduced at the state house. The Maine FOP is a member of the Maine Law Enforcement Coalition, a group which is comprised of all of Maine's police unions. As a united group, the Maine LE Coalition has been highly successful in defeating these proposed anti-police bills and we will continue to do so as long as the liberal, defund the police legislators continue to push their far-left agendas. The Maine LE Coalition is in the process of proposing legislation to standardize the Brady/Giglio issues and to allow officers some due process.

Finally, we are excited to announce that in early 2026, the Maine State Lodge will be hosting its first ever awards and membership banquet. We will forward more information as we start to confirm the details of the banquet.

Fraternally,
Matt Nadeau
President, Maine State Lodge



Sherrice Carpenter
National Trustee, Maryland
sherricecarpenter@fop89.org

Brothers and Sisters,

Greetings from the great state of Maryland!

Throughout the year, I remained actively engaged in all National Board of Directors Meetings and Maryland State Lodge Meetings. I also had the privilege of participating in the 44th Annual National Peace Officers Memorial Service. These engagements ensure that our concerns and perspectives are represented at both the state and national levels. Our continued participation underscores our dedication to advocacy and the policy influence that benefits our membership.

2025 Maryland Legislative Session Overview

Session Duration: January – April 2025

This year's legislative session was notably challenging, but it also presented key opportunities. I'm pleased to report that we were able to advance several critical legislative initiatives that had previously stalled in past sessions. These measures are particularly important as we continue to address the impact of the 2021 repeal of the Law Enforcement Officers' Bill of Rights (LEOBR).

Key Legislative Wins

- **SB 533 – Time Limits for Filing Administrative Charges**
Establishes clear guidelines and limits for the filing of administrative charges, helping ensure due process.
- **HB 309 / SB 326 – Peer Support Confidentiality**
Protects the confidentiality of peer support conversations, promoting officer mental health and wellness.
- **SB 767 – Collective Bargaining for Calvert County Sheriff's Office**
Grants collective bargaining rights to deputies in Calvert County, enhancing labor protections and representation.

Addressing Gun Reform Consequences

One of the most urgent concerns we tackled this session involved the unintended consequences stemming from last year's comprehensive gun reform bill. A significant focus was placed on ensuring that retirees retain their right to carry—a right previously jeopardized by the new legislation. Despite strong advocacy efforts and initial optimism, the corrective bill was special ordered and ultimately not passed before the close of the session. This outcome was disappointing, but it has reinforced our resolve to continue the fight in future sessions.

Looking Ahead

These legislative efforts are a testament to our unwavering commitment to the rights, safety, and dignity of our members. I remain fully committed to this work and am ready to continue collaborating with all of you to achieve our shared goals. I look forward to seeing many of you in sunny Miami Beach as we continue this important work together.

Fraternally,
Sherrice M. Carpenter



Richard Shailor
National Trustee, Massachusetts

rshailor@gmail.com

First and foremost, I would like to express my heartfelt gratitude to the members of the Fraternal Order of Police in Massachusetts for reelecting me as your National Trustee. I truly love this organization, and I am honored every day to represent our great state on the national level. It is a privilege I do not take lightly.

I also want to extend my sincere thanks to our brothers and sisters from Miami Beach and the Florida FOP for their outstanding work in putting this conference together. Your dedication and hospitality remind us all of the strength of our organization.

Over the past year, the Massachusetts State Executive Board worked together to make some necessary budget adjustments. These discussions were not easy, but I was proud to play a role in shaping a plan that delivered meaningful cost savings while minimizing the impact on our members.

Financial responsibility may not be glamorous, but it is essential to the long-term health of our organization. By demonstrating that we are thoughtful stewards of our members' dues, we earned the trust needed to pass an increase to the annual state dues. This adjustment will significantly strengthen our ability to continue serving our membership effectively and sustainably.

We've seen exciting growth across the state. I was proud to welcome new members, including the Norwood Superiors, who voted unanimously to join our ranks. Presentations in Hampden County and Uxbridge were met with enthusiasm, leading to immediate growth and strong interest in full labor affiliation. I'd like to thank Attorney Dunlap for being a constant partner and wing man during these outreach efforts—his support has been instrumental.

As part of our national recruitment plan, we have asked our members to help identify large on affiliated groups who would benefit from joining the Fraternal Order of Police. To that end, I've opened conversations with two large unaffiliated groups here in Massachusetts. One is a coalition of 21 police organizations that could benefit from our national advocacy, and the other is a large agency considering the FOP as a cost-saving legal defense option. As we grow, we're not only gaining numbers—we're strengthening our collective voice.

While we've seen an uptick in overall membership, we've also faced the challenge of smaller lodges dissolving and consolidating into larger ones. Many of these smaller lodges simply lack the leadership or operational support to keep moving forward. To help address this, we organized an in-state training modeled after Leadership Matters, which we held in conjunction with our annual conference. The event welcomed attendees from Massachusetts, Vermont, Rhode Island, and Connecticut, and proved to be a success—especially given the short planning window. A heartfelt thank you goes to Secretary Jimmy Holderfield, who not only attended but taught a valuable section on lodge administration. We intend to grow this into an annual program, open to all law enforcement, as both an educational and recruitment tool.

Our presence at the State House continues to grow, thanks to the tireless work of our Director of Government Affairs, Frank Frederickson. During the last election cycle, we endorsed 18 candidates—15 of whom won their races. These results are a clear sign that our political influence is stronger than ever. Among our proudest legislative accomplishments was the passage of HB4746, which provides essential pension protections for officers forced into retirement due to violent injury. This legislation was a hard-fought win, and I strongly encourage lodges across the country to push for similar protections in their states. Standing with our injured brothers and sisters is not only right—it's our responsibility. We stand ready to help in any way we can.

Looking ahead to the 2025–2026 legislative session, we remain focused on advancing key initiatives: ensuring POST Commission representation for officers below the rank of Captain; creating a 25-foot HERO Act safety zone

to protect officers on duty; establishing confidentiality for participants in peer support programs; eliminating the cap on post-retirement earnings; and authorizing Blue Star license plates for the families of fallen officers and firefighters. These are practical, mission-driven priorities that reflect our ongoing commitment to the safety, dignity, and wellbeing of our members and their families.

I've also had the honor of representing the Massachusetts FOP at events that hold deep meaning for our community. From the Massachusetts Law Enforcement Memorial and the Hanna Awards for Bravery to response trailer deployments and the National Law Enforcement Memorial in Washington, D.C., each of these occasions reminded me of the courage and sacrifice that define our profession. Last year, I had the profound privilege of performing at the national memorial service as well as presenting medals to the families of our fallen officers. No words can truly capture those moments—but I will never forget them, and I am deeply grateful to have stood in service to those families.

Our commitment to wellness and mutual support continues to grow in Massachusetts. We've expanded the Struggle Well training program across the state, and the response has been overwhelmingly positive. We've also stepped up for FOP members from across the country, including a South Carolina family whose child was undergoing treatment at Boston Children's Hospital. With the help of our members, we were able to organize meals, gifts, and support to bring them comfort during an incredibly difficult time. That is the heart of our organization—supporting one another at all times.

I once again had the privilege of teaching at Leadership Matters, where I updated the curriculum to reflect current leadership challenges in our profession. The training was well received, and I remain committed to keeping it fresh, relevant, and responsive to the needs of today's law enforcement leaders.

This past fall, we were also honored to host Vice President Joe Gamaldi at the Brotherhood for the Fallen Boston Inaugural Gala. His keynote address was a powerful moment that elevated our presence in Massachusetts and left a lasting impression on everyone in the room. Joe, thank you for your passion and unwavering leadership.

At the national level, the FOP's endorsement of President Trump—based on the will of our voting membership—brought both opportunities and challenges. Regardless of individual political beliefs, the fact remains that we maintain direct access to the President of the United States and are viewed by the administration as the leading voice on law enforcement issues. That level of access is no small achievement—it is a testament to the strength and credibility of our organization.

In Massachusetts, we continue to face significant challenges stemming from recent police reform legislation. Recruitment and retention have become increasingly difficult, and the profession itself feels more vulnerable than ever. Now more than ever, we must stand together, support one another, and push forward with boldness and integrity. Our legislative agenda is strong, our wellness initiatives are expanding, and our commitment to leadership development remains rock solid.

On a personal note, I would like to acknowledge the heartbreaking loss of my lodge's Vice President, and good friend, Retired Trooper Brian Dunn. On Christmas Eve, Brian was admitted to the hospital after experiencing unusual symptoms. Doctors discovered an untreatable brain tumor, and just a few weeks later, he passed away while in hospice care. Brian was more than a colleague—he was a friend, a leader, and a brother. His loss is deeply felt, and his legacy will never be forgotten. Rest in peace, Brian.

As I reflect on the past two years, I am filled with pride and gratitude. Every new recruit, every bill passed, every training delivered, every family comforted—it all comes back to one mission: protecting and empowering the men and women who serve with courage, compassion, and honor. The road ahead is never easy, but I have never been more confident in the strength of this organization or in the resilience of our members. Thank you for allowing me the privilege of serving alongside you.

Faternally,

Rich Shailor
National Trustee – Massachusetts



Joe Adams
National Trustee, Michigan
psoadams@gmail.com

I want to thank the State of Florida and especially Miami Beach lodge for their hospitality over the next 7 days. The Michigan Fraternal Order of Police has been active in a variety of initiatives since we last met in Las Vegas, reflecting broader trends and needs in law enforcement, public safety, and community relations. Here's a general overview of what we have been involved in:

Advocacy and Legislative Efforts

- **Police Reform Legislation:** We have been actively engaged in shaping police reform legislation. The FOP has worked to balance the need for reform with protecting the rights and interests of law enforcement officers. For example, the FOP has voiced concerns over certain proposals for police reform that could limit officers' ability to perform their jobs effectively or subject them to unnecessary scrutiny.
- **Opposition to Statewide Police Oversight Measures:** We have continued to push back against some statewide proposals for greater oversight of police conduct, particularly proposals for independent review boards or stricter civilian oversight measures. The union argues that these measures could undermine the authority and autonomy of law enforcement agencies.
- **Support for Increased Funding and Resources for Law Enforcement:** In response to rising crime rates and the challenges posed by the COVID-19 pandemic, the FOP has advocated for more funding and resources for police departments. They have highlighted the need for better training, mental health support for officers, and increased hiring to address staffing shortages.

Addressing Police Mental Health and Wellness

- The Michigan FOP has been active in promoting mental health resources for law enforcement officers. The organization has recognized the toll that police work can take on officers' mental health and has worked to ensure that there are better resources and support systems in place.
- In addition to advocating for access to mental health care, we continue to support peer support programs and critical incident stress management training to help officers cope with the emotional and psychological challenges of the job.

Support for Officer Safety and Equipment

- The FOP has continued to advocate for better equipment and training to ensure officer safety, especially in light of increased risks in certain areas. This includes pushing for access to modern equipment, including non-lethal options for law enforcement, body cameras, and better protective gear.

Community Engagement and Relations

- We have and will continue to be involved in efforts to improve community relations and foster trust between law enforcement and local communities. This has included outreach programs, public safety events, and partnerships with local organizations.
- We have also been involved in supporting community policing efforts, where officers engage directly with local communities to build stronger relationships and prevent crime.
- The FOP has occasionally been in the spotlight for balancing the need for effective policing with concerns around systemic racism and police violence. While many in the FOP support reforms that improve policing, they have also emphasized that police officers often face unfair scrutiny.

5. Challenges and Backlash

- **Reputation and Public Perception:** Like police unions nationwide, the Michigan FOP has faced challenges around public perception, especially in the aftermath of high-profile incidents of police violence and calls for defunding the police. The FOP has had to navigate difficult conversations around accountability, police use of force, and racial justice. We continue to be the voice of Law Enforcement here in Michigan and many of our supporters have come out to support us on this initiative.
- **Contract Negotiations and Pay Raises:** Over the past couple of years, we have also been involved in negotiating pay raises and benefits for Michigan officers, particularly as departments have struggled with staffing shortages and morale issues.

Training and Recruitment

- Given the difficulties in recruiting new officers, Michigan FOP has supported initiatives aimed at increasing recruitment and retention. This includes working with state and local governments to offer more competitive salaries, benefits, and professional development opportunities.

Detroit 2029

- We come to Miami with one thing in mind, to make each delegate know the Why Michigan is putting a bid in for Detroit 2029
- In Michigan, four major law enforcement groups represent officers through collective bargaining. Ten years ago, we were the smallest and widely considered the weakest. But through the dedication of a hardworking team, we've earned our place and continued to grow. Today, we're second—and knocking on the door of our top competitor.
- We know that there are 10,000 active police officers in Michigan who are not FOP members, and we are working tirelessly to change that. Our bid to host this conference is not just about one week in August—it's about the four years leading up to it. It's about the partnerships we've already formed and those we will continue to build, the strategic marketing and advertising, and the legislative outreach that we believe will make us the number one law enforcement organization in Michigan.
- In 2029, the Michigan State Lodge will also celebrate its 90th anniversary as a State Lodge, so what better way to celebrate, than to host thousands of our friends from around the world.
- Delegates can learn more about our bid by visiting www.fopdetroit.com.
- We sincerely ask for the opportunity to showcase all that Detroit has to offer. Myself and President Sauger will be at each state to speak with you about Michigan

On behalf of the State of Michigan we look forward to a great conference and do the work for the order

Faternally,

Joseph Adams
National Trustee Michigan



Ruben Marichalar
National Trustee, Minnesota
rubenmarichalar@gmail.com

Greetings Brothers and Sisters! First, I want to start by thanking Florida for hosting the 2025 Biannual Conference here in Miami Beach. To your Committee, State President, National Trustee, and the volunteers, I truly appreciate your many hours of hard work in front and behind the scenes. We understand that there were many unforeseen issues that came up and that at times it was very difficult to see the light at the end of the tunnel. With that, you're always positive attitude in making sure we are all taken care of and your determination to make this happen is greatly appreciated. Thank you for making this happen despite these obstacles and thank you for making us all feel welcome, safe and at home.

National Board, State Trustees, State Presidents and all those attending. I hope that 2025 has treated you well and has been a good year. I also hope your travel here was pleasant. Thank you for attending.

Since our meeting in 2025 in Utah, we have been busy with several things. Locally we have been busy with recruitment. Nationally we have been working on Police Week 2025.

Locally I look forward to catching up with lots of you and picking your brains on recruitment ideas and tactics. I think the momentum is turning around in the LE world and that it is getting better for us to recruit. State President David Miller and I have been busy with recruitment. We have been traveling to as many Lodge meetings as we can and even attending some of their fundraisers. I cannot tell you how important it is to stay visible and keep these open relationships with your local lodges. Our Board has been busy as well. Our Vice Presidents have been busy with working out our Legal Defense plan strategies and By Law as our Legal Counsel is retiring. They too have been attending some local lodge meetings and fundraisers as part of our Statewide recruitment.

Nationally, I would like to say; on behalf of the great state of Minnesota and the National Memorial Committee, THANK YOU to those who assisted us during Police Week 2025. Without your help, many of the things that we provide at the service would not have been possible. To the National Fraternal Order of Police Board, THANK YOU for your support. To the States, THANK YOU for supporting and assisting your local members to come and help with setting up, tearing down and everything in between. The assistance, camaraderie, and support from our Brothers and Sisters across the country is priceless. Brothers and Sisters, THANK YOU for your support and volunteering. Thank you for your sacrifice away from your family, work, and other obligations in your home states to come and spend a week or so making sure the Surviving Families get the Service they deserve. To the Members of the National Memorial Committee and Auxiliary Memorial Committee, thank you for always putting the "White Chairs" first. Thank you for not losing your focus and always "knowing your why". It is an Honor and Privilege to work alongside such a great group of individuals and to be a part of such a great team. We are truly FOP STRONG!!!

I would like to also thank the Trustees assisting with Medal distribution in 2025, thank you for your commitment, dedication and for being you. Your compassion to the fallen families, your dedication to your position as Trustee and your loyalties to the Fraternal Order of Police is nothing less than Honorable.

As always, I am looking forward to spending time with you all during the meetings and outside of the Conference meetings. I am looking forward to the many discussions and debates we will all have these next few days as well as the stories we will share about our experiences, since we last met. I look forward to enjoying your company and the hospitality here Florida, if you don't forget to keep the air on. LOL

Here is the list of our State Board for you to have on hand should you ever need anything from us. Our State Board is as follows:

- President; David Miller
- Vice President; Austin O'hern
- 2nd Vice President; Bryan Klassen
- 3rd Vice President; Ryan Franz
- Secretary; Nicholas Lienen
- Treasurer; Chris Matthison
- Sgt.-At-Arms; Karol Strey
- National Trustee; Ruben Marichalar

As you can see, our Board has one change. Secretary Kate Peterson has stepped down due to some Health and Family issues. She did not feel she could provide the time and effort needed to the FOP and does not like to do things halfway. She will be tending to her family and health issues for now. Nicholas Leinen from Local Lodge #8 has been assigned as Secretary until our State Conference when we will have our elections. Please visit our website at mnfop.com for more information on our conference, to contact anyone of us or to see what is new in Minnesota.

I want to thank the Recruitment Committee and the National Office for all their hard work on the Recruitment side of things. Thank you for passing along all the referrals. We received several referrals from our National Recruitment Committee/National Office and for that, I am grateful. Keep up the hard work and keep them coming. With your help and our in-State efforts, we can and will make a difference.

This year has been a little hectic with planning for the Biannual Conference in Miami Beach, but we are working through it. We continue to investigate new things to offer our members as well as making it easier to disseminate information. Our website helps with some of it, but we are traveling a bit more and going to more and more of the Lodges we have not been able to visit these last few years as well.

Before I go, I would like to remind everyone to please remain vigilant. Please remember to not become complacent. The workplace is not the place and not the time for complacency. We lose too many Officers every year. Let's be smart about what we do and leave that "it will not happen to me" attitude somewhere other than in our lives. Let's keep everyone of our brothers and sisters and their families in our prayers.

In closing, I would like to take the time to thank the members of my home State, Minnesota. Thank you for the honor and privilege of serving you as the Minnesota National Trustee. Thank you for your trust, your confidence, and your Friendship. I also want to thank our National Board and the National Office Staff for all they do. Thank you for your guidance, your support and for taking our calls. For those of you on the Board I have spoken with, thank you for your time. For those of you at the National Office I have spoken with, thank you for your help. For those of you I have not had the chance to speak with yet, I look forward to catching up with you in Miami Beach.

I will leave you with this, as I always do; let's enjoy our stay, our guests and let's partake in all the fun. Remember this though, we are all in the Public and Media eye and as innocent as it may seem to us, it may not to others.

As always Brothers and Sisters, my friends, take care and be safe. Remember too that my phone is always on and your calls are always welcome. As always, please let me know if there is anything that the MN FOP can do for you or your members.

Again, I hope everyone had a safe trip and is rested. We have many things to discuss and lots of places to visit. I am looking forward to a great meeting.

Ruben Marichalar
National Trustee
Minnesota Fraternal Order of Police
ruben.marichalar@fop.net
Cell (218) 839-6457



William E. Chandler
National Trustee, Mississippi
ChandlerBB@hotmail.com

The Mississippi Lodge of the Fraternal Order of Police is proud to be represented at this year's National Conference in Miami, Florida. Since our last National Conference there have been some changes to our State executive board to include a new State President, Jake Driskell. We also have one new lodge open and that is the Waynesboro Lodge. We look forward to seeing everyone in Miami. Have a great conference all.

Fraternally,

Billy Chandler



Kevin Ahlbrand
National Trustee, Missouri
kafop@charter.net

Greetings brothers and sisters,

Thanks to Florida and Miami Beach for hosting this meeting.

Missouri ended our legislative session in May. Our top priority was returning control of the St. Louis Police Department to the state. It was also a priority of our new governor and great friend Mike Kehoe. We passed that along with several of our other priorities which include:

- LEO retention bill that provides free state college tuition for LEOs and their dependents
- HALO
- 2 million dollars appropriated for defense of Law Enforcement Bill of Rights (MO FOP controls)
- State line of duty death benefit increased from 25k to 100k

Quite probably our best legislative year ever. Thanks to our lobbyist Mark Bruns, State President Jay Schroeder and legislative director Brad Lemon for your tireless work.

We are extremely grateful for the hard work of President Yoes and the rest of the executive board in the passage of the Social Security Fairness Act. A HUGE accomplishment.

Missouri stands at approximately 7,500 members and we continue to grow. Our at-large lodge numbers 260. It is a vital benefit to provide legal protection to our LEOs in our state who do not have the benefit of joining a lodge near them.

Fraternally,
Kevin Ahlbrand



Dan Ohl
National Trustee, Montana
danohl3777@gmail.com

No report given.



John Francavilla
National Trustee, Nebraska
omahafop@cox.net

Brothers and Sisters,

I look forward to a productive week in Miami Beach during our National Conference.

I would like to update you on the recent event in Nebraska as well as a legislative update.

I wanted to start off by recognizing two of our Past State Officers, Jeremy Kinsey and Brian Waugh. Jeremy served as our State Vice President and Brian as our State 2nd Vice President.

Brian was recently hired by the Governor to become the Colonel of the Nebraska State Patrol and Jeremy accepted the Chief of Police position for the City of Blair, Nebraska.

Prior to becoming the Chief of Police in Blair, Jeremy served as a Captain with the La Vista Police Department where he was their Lodge Trustee. Brian was the Chief of Police with the Kearney Police Department before his appointment as the Colonel of the Nebraska State Patrol.

We wish them both good luck in their new positions.

Legislative Updates:

The State of Nebraska and our many law enforcement organizations are facing similar issues with recruitment and retention. The State FOP in our legislative efforts have been working on enhancements to our Statewide Retirement system that affects approximately 32 Police Departments. Currently employees and employers each pay 7% into the pensions system. Under LB 179 and effective October 1st, 2025, that rate will go up to 9% for both the employee and employer contribution.

Under our Recruitment and Retention Act Nebraska Police Officers who work and reside in the state can attend the Nebraska University system tuition free. We enhanced the act to allow children of Police Officers to attend to obtain their degree. Recently we introduced LB608 which would include correctional officers, youth detention officers, certain disabled persons, and their children in the First Responder Recruitment and Retention Act. LB608 adds corrections and youth detention officers to become eligible for tuition waivers in a relevant career education for themselves. It also allows free University of Nebraska tuition for dependents of corrections and youth detention officers. Law enforcement officers are already afforded this benefit in law and applies to all public colleges and universities. The corrections addition becomes effective on July 1, 2027.

Labor Update:

The City of Omaha and the Omaha Police Officers Association FOP Lodge #1 have come to an agreement and the Omaha City Council approved Mayor Jean Stothert's proposal to increase salaries for Omaha police officers, guaranteeing the Omaha Police Department salaries will always be 5% higher than any other law enforcement agency in the State of Nebraska.

65 Year Anniversary:

The Omaha Police Officers Association FOP Lodge #1 will be celebrating 65 years as a lodge in September of 2025.

FOP Lodge #1 was chartered on September 17, 1960. The interim lodge President was Walter Hines, and they had 62 members, today Lodge #1 has 1072 members and continues to grow and represent the men and women of the Omaha Police Department.

Fraternally,
John J. Francavilla
Nebraska National Trustee
OmahaFOP@cox.net



David Moody
National Trustee, Nevada
moodydavidjan@msn.com

Welcome to the Conference in Miami!

Here in Nevada, we are over 2000 members and growing. We need to support our first responders now more than ever and try to counter the lies in the media that has given a bad impression out in our community. There are a large portion of our community that supports law enforcement, but it still needs a lot of work to make it better.

The Social Security Act has helped our retired people here in Nevada to get the money that they put into the system and to understand that it is not an entitlement.

Here in Nevada, we have a new Vice President, Paul Lundquist, who has helped to grow the largest lodge in our state representing DOC officers and bargaining for good contracts for their members. They have set an example on what we can accomplish for our members. Please reach out to him here at the Conference and thank him.

On another note, we had a local politician who was charged for fraud for taking charity money from being used for fallen officers here in Nevada and used it for her own personal use and she was found guilty and was awaiting sentencing and out of the blue she got a pardon from the US President with no explanation as to why. I have reached out to try and find out, but no one seems to be able to give a reason. This has upset a lot of our members and other law enforcement here in Nevada. Politics can be very upsetting, and it is a shame that it has hurt the image of our first responders.

Anyway, I am looking forward to seeing everyone at the Conference and until then stay safe and stay strong.

David R. Moody
NV National Trustee and State President





Kevin Vernon
National Trustee, New Jersey
kvernon136@yahoo.com

11/07/23 Axon Technologies CEO Summit, Scottsdale, AZ. NFOP is going to partner with Axon on legislation addressing Taser TIO & Facial Recognition Technology.

11/15/23 NFOP Board of Trustees Teleconference. President Yoes: Vote on Healthcare insurance options for a Pre 65 Medicare Supplement Plan to solve Pre 65 issues for our members by entering into a partnership with Blue Line Benefits (Vote was Unanimously approved). Vote on the location for the Fall NFOP Board of Trustees & State President's Meeting, which was proposed by the NCFOP for Charlotte, NC (Vote was Unanimously approved) and will be at the end of August or early September. SS Fairness Act now has 300 Co-sponsors in the House & 49 in the Senate, which is the 3rd highest bill sponsored in the House. We have never been to this point and the goal is for a floor vote in the 1st quarter of the year instead of a forced vote in the House.

11/21/23 NJFOP Executive Board Meeting, Trenton, NJ.

11/29/23 Willingboro Lodge 38 Meeting, Willingboro, NJ. Meeting with President Walt Kruk MDL Lodge 168, Hainesport, NJ.

12/05/23 NJ State Lodge Board of Director's Meeting, Roebling, NJ.

12/06/23 Garden State Lodge #3 Meeting & swearing in of the new Board, Pennsauken, NJ.

12/12/23 Garden State Lodge #3 Holiday Party, Merchantville, NJ.

12/13/23 Willingboro Lodge #38 Meeting, Willingboro, NJ.

12/14/23 NFOP Board of Trustees Teleconference. President Pat Yoes: Reach out to our Senators to thank them for their support for the Social Security Fairness Bill. Day on the Hill will be March 4-6, 2024 beginning with the briefing at DC Lodge 1, and a public employees Rally on the Capitol lawn along with meetings with members of Congress. Committee appointments are being finalized and will be presented to the NFOP Board at the meeting, which will be in San Diego, CA March 4-8, 2024. Presidential endorsement process will be addressed at the Fall NFOP Board Meeting, which will be held in Charlotte, NC in September, 2024 and all states need to be prepared to present the State's endorsement.

12/14/23 NJFOP Recruitment/Expansion presentation to the Bergen County Sheriff's Officers, Bogota, NJ. They have 150 officers in the PBA Local who are looking to separate to become an FOP Lodge and have their own collective bargaining. They are currently in the same bargaining along with approximately 350 corrections officers and don't believe they are being represented to their needs.

12/14/23 Newark Lodge #12 Holiday Party, Newark, NJ.

12/15/23 Burlington County Lodge #2 Holiday Party, Cinnaminson, NJ.

12/21/23 MDL Lodge #168 Toys for Tots delivery, Virtua Memorial Hospital, Mt. Holly, NJ.

01/03-07/24 NFOP Labor Coalition Meeting, Deerfield Beach, FL.

01/12-14/24 NJ Special Olympics Polar Bear Plunge, Wildwood, NJ. NJFOP was well represented at the Beef n Beer Fundraiser for NJ Special Olympics hosted by Cape May Lodge 7, and the NJFOP provided coffee, tea, donuts & bagels to participants the morning of the plunge.

01/16/24 NFOP Board of Trustees Teleconference.

01/26/24 Old Oak Lodge #6 Shrimp Fest Fundraiser, Salem County, NJ.

01/29/24 SJ Lodge #56 Expansion Meeting, brought in 19 members, Waterford, NJ.

01/30/24 Union County Lodge #213 Expansion/PERC Representation Meeting, Elizabeth, NJ.

02/06/24 MDL Lodge #168 Meeting & swearing in of the Executive Board, Ft. Dix, NJ.

02/06/24 Scheduling DOH appointments, Home office.

02/07/24 Scheduling DOH appointments, Home office.

02/08/24 Scheduling DOH appointments, worked on matters with L59 & L168, Home office.

02/09/24 Scheduling DOH appointments, Home office.

02/12/24 NJ State Lodge Executive Board Meeting, Trenton, NJ.

02/13/24 NJFOP Expansion Conference call, Solicitation P/W, DOH appointments, Home office.

02/14/24 Scheduling DOH appointments, Home office.

02/15/24 NFOP Board of Trustees Teleconference.

02/16/24 Scheduling DOH appointments, Home office.

02/20/24 Scheduling DOH appointments, Home office.

02/21/24 Union County Lodge #213 PERC election, Trenton, NJ.

02/22/23 Scheduling DOH appointments, Home office.

02/23/24 Scheduling DOH appointments, Home office. Meeting with Pres. Fox & Sean Lavin regarding expansion/retention, Hamilton, NJ.

02/26/24 Scheduling DOH appointments, Home office.

02/28/24 Willingboro Lodge #38 meeting, Willingboro, NJ.

02/29/24 Scheduling DOH appointments, Home office.

03/01/24 Scheduling DOH appointments, Home office. Retirement celebration for John Williamson, Maple Shade, NJ.

03/02/24 Finalizing DOH schedule, Home office.

03/03-07/24 Day on Hill (DOH), Washington, DC. Meeting with NFOP President Yoes, NJ Lodge #168 President Kruk & Secretary Newkirk to discuss recruitment of Federal LE Officers on US Military Bases and Federal Legislation. Attended a reception hosted by the IAFF in preparation for the Social Security Fairness Public Employees Rally on the Capital Lawn. Attended the National FOP Federal Officers Coalition Meeting & the NFOP Day on the Hill briefing at DC Lodge #1. Attended the Rally on the Hill and met with numerous Members of Congress (NJ) to discuss the Top Legislative Priorities of the National Fraternal Order of Police: Social Security Fairness, Law Enforcement Officers Equity, Collective Bargaining, LEOsA Reform, and Protect and Serve Acts. NJFOP was also represented by: Treasurer Kline, John Williamson, Scott Cox, Jack Smith & Tim Young.

03/10/24 Preparing for the State President's & National Board Meetings in San Diego, CA as well as the NJFOP Board of Director's Meeting & Mini Conference, Home office.

03/12/24 MDL Lodge #168 Meeting, Ft. Dix, NJ.

03/13-16/24 State President's & National FOP Board of Trustees Meeting, San Diego, CA. Presidential Election Endorsement process coming at the fall National board meeting in North Carolina so please be prepared to vote on behalf of your lodge at the upcoming BOD's meeting in either June or at the State Conference, Healthcare Benefit program with Thin Blue Line Benefits Pre 65 for retirees that don't have healthcare prior to Medicare at 65, please go to the National FOP Website to look at all the programs provided to our members. NFOP Legal Defense Plan announced there is no increase in the rates.

03/17-21/24 NJ State Lodge Board of Director's Meeting & Mini Labor Conf., Atlantic City, NJ.

4/15/24 NFOP Zoom Board of Trustees Board Meeting, Home Office.

4/17-19/24 NFOP Leadership & AXON Technology CEO Leadership Summit, Scottsdale, AZ.

4/20/24 NJFOP/COPS Black & Blue Ball to Honor our Fallen, Neptune, NJ.

4/29/24 NJFOP Bergen County FOP L-225 processing paperwork for Charter, Home office.

4/30/24 NJFOP DART F250 vehicle service, and NCFOP Shooting of officers, Home office.

5/1/24 NFOP Recruitment - South Carolina and Missouri Federal Officers into FOP, Home office.

5/2/24 NFOP Recruitment - New York Federal Officers into FOP, Home office.

5/7/24 NJFOP Executive Board Meeting, Trenton, NJ. MDL L-168 Meeting, Ft. Dix, NJ.

5/12-16/24 NFOP National Peace Officer's Memorial Service, Washington, DC. I assisted with dozens of volunteers in preparation of the memorial service along with Tim Young Jr., NJ FOP L-38. I Attended a press conference and memorial service hosted by US Speaker of the House Johnson to honor our fallen along with National President Pat Yoes, and NJFOP members Amy Frenzel, Sean Lavin, Tristen Lavin (son of Sean) Gabe Addonizio, and Tim Young Jr., which was covered on multinational media outlets to include CNN, Fox & Friends, etc.

5/24/24 NFOP Legal Defense Plan issue with Brother Fucci, Salem L-6, Home office.

5/29/24 NJFOP paperwork issues with Bergen County L-225, Home office.

5/29/24 Willingboro L-38 Meeting, Willingboro, NJ.

5/31/24 NFOP Legal Defense Plan appeal for Mt. Olive L-122-member, Home office.

6/3/24 NFOP & NJFOP issues with Bergen County L-225 & Mt. Olive L-122, Home office.

6/4/24 NFOP & NJFOP issues with Bergen County L-225 & Mt. Olive L-122, Home office.

6/5/24 NJFOP issues with Bergen County L-225, Home office.

6/6/24 NFOP Legal Defense Plan appeal for Mt. Olive L-122-member, Home office.

6/10/24 NJFOP National Trustee report preparation for the Board of Director's Meeting, Home office.

6/11/24 NJFOP Board of Trustees Meeting, Roebling, NJ. NJFOP Board of Director's will vote today upon behalf of each local lodges position on the U.S. Presidential Election. Each lodge Trustee will cast a vote for the Democrat or Republican nominee or a no vote to decide how I will cast the NJFOP vote at the September Fall National Board of Trustees Meeting in Charlotte, NC.

9/19/24 NFOP we learned that Social Security Fairness Discharge Petition on the floor of the US House of Representatives was standing at 205 signatures, which was short of the 218 needed. A call for a final push from NFOP President Yoes was distributed to the State Lodges. NJ State Lodge learned that Representatives Kean & Smith hadn't signed the Discharge Petition. Executive VP Gries contacted his Sheriff to put pressure on Representative Smith to sign the petition. Legislative Chair Sean Lavin & Pete Guzzo were also actively putting pressure on both Kean & Smith. I drafted an email to Representative Kean's office: "Please convey to Congressman Kean that we are waiting for his signature on the discharge petition for Social Security Fairness that is on the floor. He committed to us as a Co-Sponsor for many years. We expect him to stand by his commitment and sign the discharge petition. This is our highest priority and our future endorsement depends on his commitment to our priorities." NFOP President Yoes announced we received the necessary 218 votes and we learned that Representative Smith signed as the 218th vote.

09/24/24 NJ State Lodge Board of Director's Meeting, Roebling, NJ.

09/25/24 Willingboro Lodge #38 meeting, Willingboro, NJ.

10/15/24 NFOP Board of Trustees Teleconference.

10/22/24 Camden County Lodge #218 Golf Outing Fundraiser, Mays Landing, NJ.

10/26/24 South Jersey Lodge #56 Cigar Fundraiser, West Berlin, NJ.

10/30/24 Willingboro Lodge #38 meeting, Willingboro, NJ.

11/05/24 NFOP Legal Defense Plan issues: Lodges 3, 6, 189.

11/12/24 NJFOP Executive Board meeting, Trenton, NJ.

11/14/24 NFOP Board of Trustees Teleconference, NFOP Legal Defense Plan issue L19.

11/19/24 PERC Representation Election Somerset Lodge #39, Trenton, NJ.

11/20/24 Willingboro Lodge #38 meeting, Willingboro, NJ.

11/22/24 NFOP Legal Defense Plan issue Lodge 189.

11/25/24 NJFOP recruitment Somerset L59 with Sean Lavin – PERC Cards.

12/06/24 Willingboro Lodge #38 meeting & election, Willingboro, NJ. I want to recognize the outgoing Lodge President Paul Canales and congratulate the newly elected President Tim Young Jr.

12/10/24 NJ State Lodge Board of Director's Meeting, Roebling, NJ.

12/12/24 Florence Lodge #210 Holiday Party, Bordentown, NJ.

12/16/24 NFOP Board of Trustees Teleconference, Home office.

12/19/24 Garden State Lodge #3 Holiday Party, Merchantville, NJ.

01/01/25 Willingboro Lodge #38 swearing of new Executive Board, Willingboro, NJ.

01/02/25 Chief John Harris (Burlington County FOP L#2) swearing in for Edgewater Park Police, Edgewater Park, NJ.

01/08-12/25 NFOP Labor Coalition Meetings, Deerfield Beach, FL.

01/14/25 DOH scheduling, and assisted Lodges 63 & 168, Home office.

01/15/25 NFOP Board of Trustees Teleconference, and assisted Lodge 75, Home office.

01/16/25 DOH scheduling, Home Office.

01/17-19/25 New Jersey Special Olympics Polar Bear Plunge, Team NJFOP, Wildwood, NJ. Numerous local FOP lodges participated in the plunge with more than 1K plunging to help raise \$355,000.

01/23/25 NJFOP Executive Board Meeting, Trenton, NJ.

01/24/25 DOH scheduling & NFOP Committee zoom meeting, Home office. Old Oak Lodge #6 fundraiser, Salem County, NJ.

01/28/25 DOH scheduling, Home office.

01/29/25 DOH scheduling, Home office. Willingboro Lodge #38 meeting, Willingboro, NJ.

01/30/25 DOH scheduling, Home office.

02/03-05/25 NFOP Day on the Hill, Washington, DC. NJFOP President Fox, National Trustee Vernon, President Smith Old Oak Lodge #6, Past NJFOP VP Williamson, President Young Willingboro Lodge #38, President Kruk MDL Lodge #168, Treasurer Newkirk MDL Lodge #168, and Secretary Will Carmody MDL Lodge #168 were in attendance at the NFOP Day on the Hill briefing at the National Law Enforcement Officers Memorial Building. Our first order of discussion was to thank our NJ Members of Congress for their 100% support in the passing of the Social Security Fairness Act. The NJFOP met with IO offices of NJ Congressional Delegation to discuss the Top 5 Legislative Priorities of the NFOP; Protect and Serve Act, Law Enforcement Officer's Equity Act, Public Safety Employer-Employee Cooperation Act, LEOA Reform Act, and the HELPER Act. We received overwhelming support for our legislative priorities and commitments to Co-sponsor the bills.

02/06/25 Attended the Funeral Service for Thomas Lavin Jr., father of Sean Lavin, President Mercer County Lodge #140, Hamilton, NJ.

02/08/25 Attended the Funeral Service for Lauren Serra, wife of Mike Serra, NJFOP Director of Member Services, Hamilton, NJ.

02/13/25 Reports for NFOP & NJFOP meetings, Home office.

02/17/25 NFOP Board of Trustees Teleconference.

02/18/25 NJFOP Executive Board Meeting, 2 Candidates for Governor, Trenton, NJ. Memorial Service - Celebration of Life for Police Officer Robert Burgess, Willingboro FOP Lodge #38, Gloucester City, NJ.

02/19-23/25 NFOP Leadership Matters, Nashville, TN.

02/26/25 Willingboro Lodge #38 meeting, Willingboro, NJ.

03/04/25 NJFOP Executive Board Meeting, 2 Candidates for Governor, Trenton, NJ.

03/12-16/24 NFOP Spring Board & State President's Meetings, Salt Lake City, UT.

03/24-27/25 NJFOP Board of Director's Meeting & Labor Conference, Atlantic City, NJ.

03/23-27/25 NJ State Lodge Board of Director's Meeting & Mini Labor Conf., Atlantic City, NJ.

04/01/25 Trenton Blue Mass, Freehold, NJ. NJFOP Support Services trailer served attendees.

04/02/25 NFOP recruitment of Federal Base Police Officers in NYFOP.

04/03/25 Worked on the hotel agreement with President Fox for the National Conference.

04/04/25 Worked on the hotel agreement for the National Conference and NFOP LDP issues with Lodges 82 & 160.

04/08/25 NJFOP Executive Board meeting, Trenton, NJ.

04/11/25 Conference call with the Ritz Carlton Hotel in Miami Beach, FL.

04/13/25 Conference call with the Ritz Carlton Hotel in Miami Beach, FL.

04/29/25 Conference call with President Fox, Secretary Ford and Amy DiCola to review/finalize the Letter of Intent agreement with the Ritz Carlton Hotel. Conference call with the Ritz Carlton Hotel and finalized agreement with the hotel to sign.

04/30/25 We received the finalized Letter of Intent from the Ritz Carlton Hotel, which was reviewed again by President Fox, Secretary Ford, Amy DiCola and I.

05/03/25 The Ritz Carlton Hotel received the Letter of Intent agreement, which was signed by Secretary Ford.

05/13/25 The Ritz Carlton Hotel provided the NJFOP the hotel link for distribution to our members. Ritz Carlton Hotel & Resort, South Beach located at 1 Lincoln Road, Miami Beach, Florida, 33139. The rate is \$289 per night and a \$35 per day resort fee which is reduced from \$65 per day. Every hotel in Miami Beach charges a resort fee and of course the local and state taxes. Please be advised that the restaurants charge a 20% service charge, which includes the gratuity. There is also a request from the Florida State Lodge to offset the expense of hosting the conference, which is \$20 per night per room. The language in the agreement signed with the hotel states if the member refuses to pay the \$20 fee they can do so upon checkout.

05/11-16/25 National Peace Officer's Memorial Services, Washington, DC. FOP members/volunteers from across the county assisted with preparations for the service. President Tim Young Jr., Willingboro Lodge #38 and I were part of the team working at the West Lawn of the U.S. Capital setting up for the service. We also were part of the Memorial Service assisting with the Medal Presentations.

05/20/25 Preparing reports for the National Conference and NJ FOP Board of Director's Meeting.



Robert Radosevich
National Trustee, New Mexico

robertjradosevich@msn.com

Brothers and Sisters of the Fraternal Order of Police, Greetings from New Mexico the Land of Enchantment. Since our last National Conference, our State Lodge has been working on recruitment and retention. By the time of this conference, we should have our newest lodge up and running in Alamogordo, NM. We have been working with several of our lodges helping them to update their outdated By-Laws and cleaning up and updating their membership rosters. Our State Board continues to meet regularly via zoom meeting.

I want to thank all the FOP Members from New Mexico who in November and December Answered National President Yoes call-to-action and contacted their Congressional Delegation and asked them to support and vote in favor of H.R. 82 Social Security Fairness Act passed and was signed into law on January 5th by President Biden.

I'm proud to announce that on May 9th the Justice Department and the City of Albuquerque filed a joint motion seeking U.S. District Court approval to terminate the federal consent decree covering the Albuquerque Police Department (APD) since 2015.

New Mexico continues to suffer a serious crime problem. This year's Legislative (60 day) session the Governor, District Attorney Association and Law Enforcement Leaders took a tough on crime approach and pushed Nemours paces of legislation. Unfortunately, most of them never made it out of committee, the ones that did were so watered down by amendments, they will be of little to no help. Unfortunately, they passed a bill changing the requirements to be a Law Enforcement Officer to allow non-US citizens to become Law Enforcement Officers. Our Governor has indicated She will call a special session to address our crime situation.

Our Local Lodges have been very active either putting on events or partnering with others in their communities, such Shop with A Cop, Back to School Back Packs, Officer Appreciation BBQ's, Trunk for Treats, and many activities. Several of our Lodges, including the State Lodge, continue to offer scholarships to their members and family members.

Our Auxiliary has a very strong presence in New Mexico and are very active putting on fundraisers and social events, in May, Albuquerque Lodge # 1 Auxiliary hosted a Kentucky Derby Party. This was an annual event that the late Linda Martinez hosted at her home for many years for family and friends. The money raised will go to the Linda Martinez Memorial Scholarship Fund.

Take care, be safe, stay well, and God Bless,

Fraternally,
Robert (RADAR) Radosevich
New Mexico National Trustee



Joseph Battaglia
National Trustee, New York
nysnationaltrustee4@gmail.com

Brothers and Sisters,

Thank you to all our hard-working members in Florida who have worked diligently to put this conference together. We look forward to seeing everyone conducting necessary business for the good of order, and the camaraderie that follows.

I'd like to offer congratulations as this is the New York State Lodge's 45th year in incorporation. We could not do this without the dedication and support of all our membership and praise them for their efforts over the years. Our current membership is over 18,000 strong and we are increasing on a regular basis. This past year we have renovated our headquarters in Hicksville, Long Island, and we look forward to providing more services and support to our subordinate lodges and members. A few years back we started a cigar night to operate as a fund raiser for our survivor's aid. We look forward to conducting this again this year on Wednesday October 22nd, 2025, and welcome attendance of any/all members for their support.

I have taken leadership of our Disaster Assistance Response Team and look forward to building it back up to a strong unit for which it was originally intended. We have increased our committee membership, are currently completing some housekeeping, policy and procedures, and are shopping for a new setup to better provide for operations. We have no doubt that we will be able to aid our members during an emergency, safer and more efficient than we ever had in the past. Thank you to our committee for all their hard work and dedication.

As you know, I am running as an incumbent for the National Trustee of New York at this National Conference in Miami. I am very proud of my tenure on the National Board and am grateful for the opportunity you have provided me during my first term. During my first term I have built relationships with our fellow states nationwide, worked diligently on the national and state committees I have been assigned to, and worked on numerous projects to modernize our state lodge and better provide for our members. I would appreciate your support for another term and look forward to working hard for you and your families.

As always, stay safe, and if there is anything I can do, please don't hesitate to reach out.

Joseph Battaglia
National Trustee New York



Dennis McCrary
National Trustee, North Carolina
dmccraryfop@aol.com

The Salt Lake City Board meeting seems a long time ago and was a great opportunity for board members to network and socialize. We are finally here at our National Conference in Miami Beach. This one has seemed like a long time coming and has survived significant changes since it was first selected. It will be great to see each of you and catch up on activities.

North Carolina FOP enjoyed the hospitality of the Southern States FOP members at our conference in Alabama March 6-9. It is always so helpful to meet with members that are facing similar problems that many of us in the south and other areas of the country are having to address in these difficult times. This networking helps to develop solutions that others have discovered through actual experience.

On April 8 the North Carolina State FOP and North Carolina COPS held a celebration of life event for those officers killed in the line of duty last year. I had mentioned in a previous report that the NC FOP and COPS had decided to not participate in the NC Memorial Service sponsored by our attorney general's office for many years. NCFOP and NCCOPS had been the primary sponsors of this event but it had become too political. Some survivors even said it seemed almost like another funeral for their fallen family member. We have since been holding our own event which is truly a celebration of life and much more upbeat. This year's event was a great success and we are proud of the work of COPS and our FOP committee.

NCFOP held its state board meeting April 10-12 at Carolina Beach. We had a great time and very much appreciate National Chaplain Rick Snyder attending. Our new NC State FOP Disaster Food trailer was present and used for the first time to feed our members in attendance. The trailer is a great addition to our benefits for state and other FOP members across the country and is ready to respond to assist in serving our members in their time of need.

NCFOP now has a statewide lodge that is opened and gaining members. State law enforcement officers and others that do not have a lodge near them are joining this lodge. Potential members can join on our state website and get approved very quickly. Members can decide at a later time to transfer to a local lodge or stay in the state lodge. This has proven to be very popular.

Some of you may know Attorney George Laughrun as he has taught in National FOP courses and is a fantastic FOP attorney. He has represented many officers in North Carolina and is one of the best in the country. George has now agreed to be the NCFOP state attorney and we are thrilled to have him on board.

At the National Fall Board meeting in Charlotte, I had included in my trustee report information on an issue the Charlotte Mecklenburg FOP was having about a battle for outer carrier vests for officers. The CMPD chief refused to allow officers to wear these vests saying they were too militaristic. A great friend and advocate for the FOP, City Republican Councilman Tariq Bokhari, went to battle with the chief and eventually the chief was forced to allow the vests. FOP members from across the nation were asked and did sign a petition presented by Bokhari to support our position. The saga continues as the chief apparently threatened to sue the City of Charlotte for comments made to him by Bokhari. No suit was filed but our Democratic controlled City Council voted to give the chief apparently \$300,000 to keep him from suing. Experts are saying the chief had absolutely no case and it appears the Council gave the chief (they like very much) this money because his feelings were hurt and he was embarrassed by the negative attention from the public and media. The media is attacking this action by the Council and it continues to be a hot issue. Members of the chief's immediate staff even helped the NAACP to file a complaint against Bokhari and the FOP. The complaint was dismissed by the City Attorney. The NC State Auditor is now investigating the Charlotte City Council actions behind closed doors as they will not release the details or actual amount of the payment. Also, during this time, the chief's spokesperson sued Charlotte Mecklenburg FOP and its president for defamation on some comments made on lodge media posts. On April 4 the superior court

judge dismissed the lawsuit saying "This isn't England where we criminalize mean thoughts"! The chief's spokesperson also filed a complaint against Charlotte Mecklenburg Lodge 9 president and it was sustained by the Chief and his staff. He was given 40 hours suspension! We of course are appealing this to our Civil Service Board and this travesty is not over yet. Of course, they waited till Bakhari resigned from the Council to be appointed as Deputy Administrator for the Federal Transit Administration by President Trump. This fiasco has resulted in Charlotte Mecklenburg FOP voting to hold a department wide vote of no confidence on the chief. The final vote will not be available until after this report was due. As I was finishing this report the CMPD chief just announced that he was retiring at the end of this year. I will update everyone on what takes place between now and August at the Conference.

NCFOP continues to help those members and others that were so devastated by Hurricane Helene in western North Carolina. This area continues to struggle and will for years to come. Our lodges and members stepped up for months to do what they could to address this disaster. Thanks again for the help that came from members across the country and the National FOP Foundation Disaster Fund.

The National Police Memorial Service just conclude in DC and was again a great tribute to those officers and families that paid the ultimate sacrifice. NCFOP is proud to have some very hard-working members that help to make this event such a success each year. I have not missed one of these services for many years but had to cancel at the last minute this year due to a medical issue my wife Debbie has now developed. A special thank you to President Yoes, Chaplain Rick Snyder and others that have reached out to me with concern and prayers for Debbie.

I am so looking forward to the National Conference this year in Miami Beach. This should be a great time as we make decisions that will guide our great order for the next two years. NCFOP plans on having many delegates there to do our part in continuing the tradition that keeps the FOP the greatest police organization in the world.

I am so proud to be a member of this Board of Directors for our organization. Please let me know if I can be of any service to you or your lodge.



Joe Johnson
National Trustee, North Dakota
jpjohnson172@gmail.com

Greetings, Brothers and Sisters,

I hope this finds you all healthy and happy and your travels to Miami are smooth and uneventful. Closing out 2024 and entering 2025, I have been busy, much like most of you. Most of 2024 I spent expanding our legal defense team in ND. Most of our attorneys are based in the eastern part of the state, so if an OIS occurred, the logistics of getting an attorney on the scene quickly impeded us from protecting our members. In 2024, ND had one OIS each month; most months, we had two, and one month three. These numbers are unheard of in our state. Thankfully, every shooting was ruled justified, and the investigation was expedited to return the officers to duty when ready.

Since our last board meeting, ND has been preparing for our bi-annual legislative session. FOP teamed up with the ND Sheriff's and Chief's Association on several bills for law enforcement in ND. Number one was an increase in the statewide pension system. A bill was written by the Chief's Association and co-sponsored by the Sheriff's Association and FOP. Unfortunately, this bill appears to have died a slow and painful death. Several other bills are still being processed as we speak. However, one of the bills naming ND State Highway 200 for fallen heroes in ND passed and was signed into law.

ND was also very busy assisting our national legislative office with the Social Security Fairness Act. We are happy to announce that both Senator Hoeven and Cramer voted favorably. I attended the bill signing ceremony at the White House in January with several of our executive board members.

February 20th-23rd, 2025, I was in Nashville to attend the police week planning meeting. This is the last chance we have as a committee to sit in a room with our auxiliary counterparts and walk through the events for May 15th.

Due to scheduling issues with the ND congressional delegation, I rescheduled our day on the hill until March 4th and 5th, 2025. These dates were the only dates on which both Senators and Representatives were going to be available. Unknown to me, this was also when President Trump was scheduled to give the State of the Union address. I had a personal meeting with Representative Fedorchak. Unfortunately, due to the chaos on Capitol Hill that day, my meeting with her was a quick hello and handshake. I met for over an hour with her judicial staffer, and we have begun exchanging emails about house legislation.

I was then scheduled to meet with Senators Hoeven and Cramer. However, due to the reaction to the State of the Union, Capitol Hill erupted into chaos again. My initial meeting was switched to staffers, and they needed to schedule the meeting with staffers simultaneously. The meeting needed to be rescheduled multiple times until a decision was made to hold a conference call the following week rather than spending an extra night in DC and attempting to have the staffing meeting the following day.

March 12th-16th, I was with the great folks in Salt Lake City for the National Board meeting. Several items were discussed during the meeting. Highlights were the passage of HR 82, an increase in the legal defense fund, which has been discussed earlier, and an amendment to national per capita in 2027, adding \$3.00 per member per year and an additional \$3.00 per member per year in 2030. Houston, Nashville, and Detroit have all submitted bids for the 2029 biannual conference. Each location meets the requirements to host and will be voted on this August in Miami.

At the last minute, I was asked to represent the memorial committee in Washington, DC, on April 1st to meet with everyone involved in planning police week. Members from C.O.P.S., Police Memorial, FOP, Auxiliary, and many others will attend the meeting.

I will be in Washington, DC, from May 7th to 18th, 2025, as a memorial committee member. This year, we are increasing the available chairs from 7,500 to 10,000, anticipating the largest memorial ceremony to date. I am honored to be a committee member. This year, we will recognize 232 brothers and sisters who gave the ultimate sacrifice. If you or your agency are interested in sending folks to DC, please reach out to me, and I can assist you.

One last project I have been working on is to assist the Sheriff's Association with CRI-TAC funds to bring training into our state at their request. ND has an increase in Posse Comitatus groups, First Amendment auditors, and other factions. I will report more on this later.

Lastly, I would like to take a moment to personally thank President Mitch Wardzinski for his passion, leadership, and professionalism, which he has brought to the NDFOP over the last 5 years. Mitch, I know you never once considered ever being the NDFOP President, but you, Sir, have knocked it out of the park. Your dedication and excellence in leadership have placed the NDFOP as the leader of line officers in this state. I have thoroughly enjoyed working and traveling with you. Thank you for your selfless service to our great state.

Stay safe, and see you all soon!

Joseph Johnson
North Dakota National Trustee



Greg Toyecas
National Trustee, Ohio

gtoyeas@fop.ohio.org

Greetings brothers and sisters, friends and guests,

Since being elected national trustee in Las Vegas in 2023, Ohio has had 7 officers killed in the line of duty and 2 canines.

Deputy Joshua Hamilton, Preble Co. S.O. EOW 12/18/2023. Died in a crash.

Lt. Rodney Osborne, Ohio Dept. of Corrections EOW 04/09/2024. Died from gunfire.

P.O. Jacob Derbin, Euclid P.O. EOW 05/11/2024. Died from gunfire.

P.O. Jamieson Ritter, Cleveland Division of Police. EOW 07/04/2024. Died from gunfire.

C.O. Andrew Lansing, Ohio Dept. of Corrections EOW 12/25/2024. Died from an assault. Deputy Larry

Henderson, Hamilton Co. S.O. EOW 05/02/2025. Died from vehicular assault. Deputy Daniel Sherrer, Morrow Co. S.O. EOW 05/26/2025. Died from gunfire.

K-9 Fury, Franklin Co. P.O. EOW 11/11/2023. Died from vehicular assault. K-9 Kaya, Streetsboro P.O. EOW 01/07/2025. Struck by vehicle.

I have been busy learning the position. Shaun Laird, my predecessor, has been phenomenal in assisting me. I also want to thank everyone else that has reached out to offer advice! I have attended the in-person board meetings in San Diego, Charlotte and Salt Lake City, along with the monthly call-in tele-conferences, (Zoom calls.) I send out key points about the meeting, along with the Power Point to the Ohio membership. I am also attending my local lodge, Queen City 69, regular and executive board meetings. I retired from Cincinnati Police after 33 years of service in October of 2023, so I am now also attending our retired officers' meetings too.

Our state lodge had an election, and our new President is Jay McDonald, Vice President T. J. Assion and Secretary Travis Parker. I stayed on as treasurer along with 2nd Vice President Bill Saringer and Sergeant at Arms Shari Robertson. Our new past President is Gary Wolske.

In Ohio, we are trying to get our pension rates, equal with fire. Currently, the cities are contributing 24% for fire and only 19% for police. This has been off for many years. It is now on the front burner since we were finally able to get the Social Security Fairness Act passed. This took a lot of work by so many of our members, but it is now helping a lot of our retired members.

FOP of Ohio ended our marketing agreement with Thin Blue Line Insurance after our spring board meeting. Too many of our members were not having their bills paid or paid in a timely matter.

I attended the AXON Summit in November of 2023, and they are busy trying to make our job easier. If you have a chance to visit one of their road shows, I would highly recommend it to see some of their amazing new products they are developing. You can look on their website to see where they will be.

I want to thank all our members who help in their local lodges and on the state and national committees that you volunteer for. I was able to be in Washington D.C. for Police Week, and both the candlelight vigil and the memorial were well done! The NFOP and the Police Week Committee does a great job in overseeing this monumental job!

My local lodge hosted our state convention this year. If you ever need any information or are thinking about a visit to Cincinnati, please don't hesitate to reach out to me. I look forward to seeing old and new friends at the meetings and hospitality in Miami!

Again, thank you to everyone for assisting me in this position! We belong to a great organization!

Fraternally,

Greg Toyas
Ohio National Trustee and Ohio FOP State Treasurer
513 484 2459
gtoyas@fopohio.org



Phil Wise
National Trustee, Oklahoma
bpdsgt213@yahoo.com

No report given.



Todd Hargrove
National Trustee, Oregon
TCH757@gmail.com

Hello brothers and sisters!

Thank you to our brothers and sisters from Florida for all their hard work hosting the 2025 National Conference. It is always nice to be with you all.

Oregon membership stands at about 2000 members statewide. Our state labor council has been growing steadily and is at about 60 units. State law changed in 2024 allowing police sergeants and dispatch supervisors to form collective bargaining units, to the dismay of many agency administrators. This change has helped our numbers grow. Due to the growth, we are exploring the possibility of adding a paid position to assist servicing all the groups.

Our state government continues to be run by a democrat super majority and passing legislation favorable to law enforcement is incredibly difficult. So, we just continue trying to take care of our members as best we can.

On a personal note, I decided to retire after 28 years in law enforcement at the end of March. It was just the right thing for me to do at the time. The Oregon State Lodge and Labor Council was gracious and trusting enough to hire me as the executive director for the Oregon FOP. This is a position I am extremely excited and honored to undertake.

Stay safe,
Todd Hargrove
Oregon National Trustee



John Fiorill
National Trustee, Pennsylvania
j_fiorill@msn.com

The Pennsylvania State FOP continuously holds training seminars throughout the State to inform, educate and prepare our members in Labor Negotiations and Collective Bargaining techniques for PA Act III law enforcement officers, to bargain collectively and proceed to binding arbitration with their employer if no agreement is met. Act III members cannot strike.

The State provides training for officers covered under the PA Act 195 who are law enforcement officers who were not included in the original 1968 legislation of Act III. Act 195 members can meet and discuss salaries and benefits but if they cannot reach an agreement they may go to mediation. If no agreement is made through mediation, the members can strike.

Peer to Peer Support has been initiated throughout the State and is being taught by 20 of our members who attended the Power in Peers presented by the National FOP (Sherri Martin). The training is presented upon request. Currently Erie PD, Harrisburg PD, PA Attorney Generals Office and Philadelphia Lodge 5 have had the training. The training is gaining momentum and new sessions are being planned in other parts of the State.

State funding grants applied for by President Joseph Regan have been made available through Force Science. "Body Worn Camera" training is being presented in four locations across the state. The training educates our members about the benefits, issues, limitations and laws of digital videos. It emphasizes the differences between video and eyewitnesses, factoring in essential elements of eyewitnesses who may deviate from video data. The training aids and provides the knowledge to assist in promoting thorough investigations and court presentations.

The second funded State grant is presented by Force Science titled "Force Encounters Course". The course is designed to understand critical human performance factors in use of Force Incidents. The presentation introduces the psychological and physiological factors that affect threat assessment, sensory perception, decision, performance and memory and applies these evidence-based concepts to high stress and life-threatening encounters in law enforcement context.

The State FOP also provides a 4-hour presentation by the Pennsylvania State Lodge in conjunction with the Pennsylvania State Troopers Association on the proper response members need to do after an officer involved shooting. The training instructs what the officer needs to do after the shooting, what the officer's union representatives need to do on behalf of the officer, as well as providing legal representation to ensure the officer is given proper time to defuse before a formal review of the incident. The above training is followed by the importance of CISM training and forming local teams.

Pennsylvania takes pride in the training afforded to our members. It recognizes the importance of providing educational opportunities to our members. We also are concerned about the emotional toll and well being of all Law Enforcements Officer due to the stress from the job, the impact it has on their emotional and physical well being, as well as the impact this stress carries over to their personal lives.

Fraternally,
John A Fiorill
National Trustee



Louis Gianfrancesco
National Trustee, Rhode Island
lgianfrancesco@provivenseri.gov

Brothers and sisters,

I want to thank Florida State FOP President Shawn Dunlap and Florida National Trustee Alex Bello for hosting the 2025 National FOP Conference. I look forward to a productive conference as well as some fun in the sun.

Not much new to report from RI since the last time we met in Utah. The RI State Senate president had passed which was a great ally to the FOP. After a fight on the floor the new senate president was elected and has made promises to the FOP too support us.

From April 30 – May 1 several members from the RI FOP and myself attended the Massachusetts Labor Relations and Organizational Training held in Cape Cod, MA. I want to thank the MA State FOP for the invite and the informative training. I also want to thank National Secretary Holderfield for attending and instructing.

From May 12 – May 16 I traveled to Washington, DC and attended the National Peace Officers Memorial Service. I assisted the Memorial Committee with set up and volunteered for the Memorial Service where I presented the medals of honor to the fallen families. This is my second-year volunteering and it was just as heart wrenching as the first. Being face to face with the families and presenting them with their loved one's ultimate sacrifice medal is the most humbling experience of my life. I want to applaud Shawn Helbig, Matt Hagan, Ruben Marichalar, the memorial committee, the auxiliary, and all those that assisted for their hard work and dedication year after year.

As always, I want to thank the NFOP board, their staff, and trustees for their continued hard work throughout the country for our members. As of now I have not heard of any contested elections at the upcoming conference. If that were to change the current board has the full support from RI. I also am running for another term for RI National Trustee which will be chosen at the conference.

Thank you and have a safe and productive conference.

Fraternally,
Louis Gianfrancesco
Rhode Island National Trustee



Terry Gainey
National Trustee, South Carolina
terry.gainey@scfop.org

Brothers and Sisters:

The **Fraternal Order of Police – South Carolina Lodge** continued its active engagement in professional development and inter-state collaboration through participation in key conferences during 2025. The **Southern States FOP Conference** held March 6–9, 2025, at The Lodge at Gulf State Park in Gulf Shores, Alabama, brought together FOP leaders from across the southern region. Attendees engaged in strategic discussions, attended training sessions on legal updates and officer wellness, and shared best practices for non-union operations. Legislative priorities and strategies were addressed during meetings on March 8, followed by hospitality networking and fellowship among members. I also participated in the **North Carolina FOP State Conference** in Wilmington, NC. This gathering provided a platform for organizational updates, policy reviews, and offered an opportunity for South Carolina and North Carolina lodges to strengthen their alliance through the exchange of advocacy strategies and operational insights.

In **May 2025**, two SCFOP members received high honors during the **Governor's Law Enforcement Officer of the Year Awards** for their roles in a high-risk manhunt involving the attempted murder of a McBee, SC police officer during a traffic stop. Two officers located the suspect in this shooting. A chase and gunfight ensued from that contact. **Lance Corporal Gene Michael "Mike" Norris II** of the South Carolina Department of Natural Resources was named **State Officer of the Year**, and **Chief Deputy Jonathan Chase Iseman** of the Lee County Sheriff's Office was awarded the **County Officer of the Year** for their effective leadership and coordination of law enforcement efforts during the same incident. These awards underscore the professionalism and dedication of South Carolina officers in protecting their communities.

On **May 22, 2025**, the SCFOP took part in the **19th Annual South Carolina Law Enforcement Memorial Service**, held at the Statehouse Fallen Officer Memorial in Columbia. This ceremony honored officers who made the ultimate sacrifice, including those who died in the line of duty in 2024 and historical inductees dating back to 1809. With remarks from state leaders, family members, and FOP officials, the service reaffirmed the organization's enduring commitment to honoring the fallen and supporting their families.

As part of its ongoing membership expansion efforts, SCFOP reached a milestone in its **"Road to 5000" campaign** with the successful chartering of a new lodge in **Dillon, South Carolina**. This achievement reflects the organization's commitment to statewide growth and its focus on increasing representation, resources, and advocacy services across the state.

SCFOP also remained highly active on the legislative front, tracking and supporting several key bills during the **2024–2025 legislative session**. **§ 74**, now enrolled, modernizes South Carolina's legal framework by expanding the use of electronic records in official proceedings. **§ 126**, the **Law Enforcement and Judicial Personal Privacy Protection Act**, was signed into law and will take effect on **January 26, 2026**, shielding officers, judges, and their families from public disclosure of personal information to combat harassment and threats. **§ 127**, also enrolled, addresses jurisdictional matters involving the **Catawba Indian Nation**, and likely supports intergovernmental cooperation or tribal sovereignty.

§ 136 mandates the dismissal of certain pending gun possession charges, potentially aligning with new firearm legislation such as constitutional carry provisions. **§ 156**, with its free conference report adopted, allows for homicide charges in cases where fentanyl distribution results in a fatal overdose—part of the state's larger effort to combat the opioid crisis. **H 3127**, ratified as **R 57**, increases penalties for failing to stop for law enforcement, addressing public safety concerns associated with vehicle pursuits. **H 3276**, the **South Carolina Hands-Free Act**, now ratified as **R 59**, prohibits handheld device use while driving to reduce distracted driving incidents.

Finally, **H 3437** – currently in progress—may amend post-retirement earnings limitations for public employees, an important issue in addressing law enforcement staffing shortages by enabling the return of experienced retirees to the workforce.

In conclusion, the South Carolina Fraternal Order of Police continues to advance its mission across multiple fronts. With key legislation enacted, membership growing, and officers being recognized for their heroism, the organization remains focused on several priorities for the remainder of 2025. These include supporting the implementation of newly passed laws – especially those addressing officer privacy and fentanyl-related prosecutions – continuing expansion into underrepresented areas through the “Road to 5000” campaign, advocating for reform on post-retirement earnings policies, and building upon inter-state collaboration through conferences and joint training opportunities.

Fraternally,
Terry Gainey



Tony Harrison
National Trustee, South Dakota

foptony@rap.midco.net

Greetings from South Dakota!

We're thrilled to be here in beautiful Miami Beach. That said, if anyone's interested, South Dakota would gladly host this conference in the middle of January - just say the word!

Things continue to go well at the state level. With Governor Kristi Noem joining President Trump's Cabinet, Lt. Governor Larry Rhoden has stepped up to lead. Larry is a man of integrity and common sense, and it's especially meaningful that he has a personal connection to law enforcement - his son serves with the Pennington County Sheriff's Office, where I proudly retired. It's encouraging to have someone in leadership who truly understands and respects the law enforcement community from the inside.

Our state board remains the same as it was during the Spring Board Meeting, so no major updates there. However, like many, we continue to face challenges in keeping members actively engaged. The Legal Defense Plan remains a strong incentive for membership, but we'd love to see more involvement from our line-level officers. It's a reflection of today's environment, and we're working to adapt.

We're looking forward to the new layout of the National Conference, the camaraderie, and reconnecting with friends and colleagues. I pray this conference is productive and that we stay focused on the mission that drives this great Order.

A big thank you to Florida for hosting — now let's get to work!

Tony Harrison
National Trustee – South Dakota



Johnny Crumby
National Trustee, Tennessee
Crumby13@comcast.net

I would like to thank the Miami Beach FOP for all the hard work they have done to ensure our meeting and visit are a success.

The Tennessee State FOP lodge has worked on several bills at the State House over the last two years. We were successful in killing bills that would make policy more difficult doing our jobs. We were able to limit what the Community Oversight Boards power to review and not investigate police officers. We were able to add 117 new state troopers and support staff in 2025 budget.

My local lodge, Andrew Jackson Lodge #5, has decided to bid on the 2029 FOP National Conference. If we are successful, we will host this conference in downtown Nashville where everyone will experience Broadway and events that have put Nashville on the National stage. For those that attended the conference in 2017 at Opryland, we hope to live up to that, and more. Thank you in advance for your vote.

On a personal note, I have decided not to run for re-election as the Tennessee National Trustee. I have enjoyed the honor of representing Tennessee on the National level. I have met many great people that I now call my friends.

Fraternally,
Johnny Crumby
Tennessee National Trustee



Frank Plowick
National Trustee, Texas
frank.plowick@texasfop.org

Welcome to Florida and our 2025 National Conference! Thank you to our hosts for the excellent hospitality and all the hard work that goes into welcoming thousands of friends over to enjoy fellowship together. The FOP has been a crucial part of the evolution of the law enforcement profession since our last Conference and have faced many legislative challenges across the Nation. The strength of the Fraternal Order of Police has been more visible than ever before with our ever-expanding presence to represent our members and profession in the face of sizable false narratives. Our National Board has worked diligently to stay ahead of the false messages and help to educate the public with fact-based discussion.

Since our last National Conference in Las Vegas, Texas has continued to be a busy place. With the introduction of the NFOP Healthcare Trust and group health plan availability, we are proud to have several locals working on joining the plan and providing this new benefit to our members. At the time I am writing this report Pasadena Lodge 125 is close to becoming the first Lodge in the Nation to have FOP provided healthcare for its members! We hope that by the time we arrive in Miami to be able to report that the process has been completed with them, and to also make more progress in several other Lodge's working on adopting the plan as well.

The National Legislative Program of the FOP continues to lead the way for all offers across the Nation. I am pleased to have been a part of each year's Day on the Hill event, helping to lobby for the legislative needs of our members. The past few years have seen many changes across Congress, with exciting movement on some of the FOP's top priorities. I was honored to represent Texas at the final rally held in support of the repeal of the WEP and GPO to equalize Social Security benefits for members across the Nation. The passage of that key legislation speaks volumes to the legislative efforts and effectiveness of the FOP in Washington, and I encourage all our local lodges to join in the efforts. Our combined strength continues to be the most powerful influence of National legislation affecting law enforcement.

I have been blessed with the opportunity to volunteer to assist the National Memorial Committee with preparations for both National Peace Officer Memorial Service's since our last conference. A small team comprised of members from across the Nation travel to Washington in the beginning of May and spend about a week on the ground at the Capitol preparing the site for the services. It is a labor of respect and love for those that have given their all, and their families left behind. I encourage all members to attend the National Memorial at least once in their career, as it is an amazing and rewarding experience to honor our fallen and their families.

Our Legislative Committee was on the ground in Austin daily as a part of the Texas Law Enforcement Collation, for our biennial legislative session again this year. Our team worked daily on monitoring progress of ongoing police related proposed legislation and worked constantly on behalf of all law enforcement in the Great State of Texas. With the short legislative session length in Texas our committee led by Lodge 716 (Dallas) James Parnell (Second Vice President of the State Lodge), along with Lodge 110 (Houston) Ray Hunt (Past President), Lodge 39 (Harris County) David Cuevas (State Vice President) and Lodge 112 (TMPA Statewide) John Wilkerson, they continue to work diligently every day to ensure the needs of Texas law enforcement were met. As I write this, our session is in full swing, and the big challenges are yet to come within Texas. With our team tracking legislation, working the Capitol and educating our members, this promises to be another good session for Texas Law Enforcement.

I am honored to serve as a member of the NFOP Recruiting Committee, covering Texas and the surrounding states. We are continuing our work with the Texas Municipal Police Association and our growing list of new local lodges for our future in the Great State of Texas. When I became the National Trustee, we had about 4,500 active members in Texas. As I am writing this, we currently have 17,865 active members, in 42 active local lodges. We do have a couple of local lodges currently suspended (for per capita) and are working to help them update their status. I am also working with a couple of Federal groups on forming new Lodges, where we have previously not had a strong

presence with our Federal Officers working within Texas.

We continue to evaluate and update the processes and procedures in use at the State Lodge. This is necessary to help define the role of a more modern State Lodge, serving members across the state with vastly different needs. With lodges ranging in size from 12 to over 5,000 members the service needs are quite different. We continue to work on refining our strategies to address our top priorities of legislative, educational services, member support services and better branding/marketing.

We will continue to work with our existing local lodges to merge with both competing and complementary groups and bring those new members into the FOP, along with meeting with new groups across the State as we are able too. These steps are critical in establishing "One United Voice for Texas Law Enforcement Officers"

Fraternally,

Frank Plowick
Texas National Trustee



Travis Brower
National Trustee, Utah
travisbrower@gmail.com

Greetings, Brothers & Sisters,

It is my continued honor to serve as your Utah State Trustee. I appreciate the opportunity to represent our state and contribute to the vital mission of the Fraternal Order of Police. Since our last meeting, we've faced both challenges and opportunities, and I'm proud to report on the progress we've made together.

As many of you know, Utah's legislative landscape has been significantly shaped by the passage of House Bill 267, an anti-union measure that, for the first time, eliminated collective bargaining rights for law enforcement in Utah. While this marks a major shift, the Utah FOP has remained fully engaged and proactive in response.

In our previous efforts, we worked closely with the bill's sponsors to amend its harshest provisions. At one point, we believed we had reached a compromise supported by all major labor organizations. Unfortunately, after the introduction of a substitute bill, both AFSCME and the Firefighters' Association withdrew their support, prompting Senate leadership to revert to the original version of the bill. HB 267 was ultimately signed into law by Governor Cox.

Key Impacts of HB 267:

- **Elimination of Collective Bargaining:** This primarily affects Salt Lake City's 400 officers, who were covered under the state's only formal bargaining agreement.
- **Meet-and-Confer Practices Continue:** Most agencies in Utah will maintain meet-and-confer models for discussing wages and benefits.
- **New Reporting Requirements:** Labor organizations must submit annual political and membership disclosures to the Lieutenant Governor's office.
- **Union Access to Public Buildings Restricted:** Agencies now have greater discretion to deny union use of department spaces.

Despite these setbacks, Utah FOP has maintained open and productive communication with legislators, some of whom have since expressed regret for the bill's broader implications. Encouragingly, they've committed to introducing new legislation to establish due process protections for all Utah law enforcement officers, which is currently being drafted. We are actively participating in its development to ensure it reflects the needs of our members.

New Coalition & Referendum Effort

In a historic show of solidarity, **Utah FOP has joined forces with the Professional Fire Fighters of Utah and the Utah Education Association** to launch a **statewide referendum against HB 267**. This marks a powerful and unified stand against policies that undermine the rights of public sector workers across Utah.

Through this coalition, we have successfully returned over **320,000 signatures** — well above the legal threshold — to place HB 267 on the ballot for public challenge. This collective effort demonstrates our strength when we stand together, and we are proud to be leading this movement alongside our allies in education and fire service.

Leadership Update

I am also pleased to announce that **Scott Stephenson has returned as Executive Director** of the Utah State FOP. Scott previously held this position and brings deep institutional knowledge and legislative expertise. We welcome him back with enthusiasm and look forward to working alongside him as we advance our legislative goals and protect the rights of our members.

While HB 267 presents new and significant hurdles, **Utah FOP remains steadfast in our advocacy, unity, and mission.** I thank you all for your continued support and commitment as we move forward, stronger together.

I look forward to our discussions during the meeting and to building on our shared commitment to protecting the men and women who serve this great organization and our communities every day.

Fraternally,

Travis Brower
Utah State Trustee



Jimmy Baldea
National Trustee, Vermont

jimmy@baldea.com

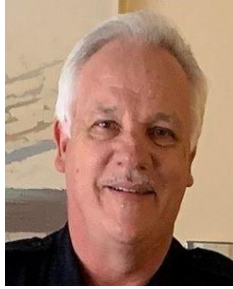
On January 2, 2025, the National Fraternal Order of Police, through the vote of Board leaders of all local FOP lodges statewide, instituted the formation of the Vermont State Lodge. Elections were held for leaders who would promote education, legislation, information, community involvement, and employee representation. The Inaugural State Board thereafter incorporated, and began to serve the needs of law enforcement officers throughout the state. This lodge serves as the governing body of all local Vermont lodges. We are their voices at the State Capitol, and also in Washington, D.C.

The following charter members were sworn in by National FOP President Patrick Yoes, in the presence of National Trustee Richard Shailor: Joe Corrow as President, Timothy Rice as Vice President, Zachary Beal as Secretary, Jaime Bressler as Treasurer, Craig Winkler as Sergeant at Arms, and Jimmy Baldea as National Trustee. The following co-charter members were present and participated in the election: Oren Byrne, Jacob Frey, Stephen Gregg, Padric Hartnett, David Nease, and Michael West. The celebration was witnessed by Vermont State Representative Matt Birong of Addison / Ferrisburgh / Panton / Vergennes / Waltham.

At the moment of consecration, this lodge represented the Barre Police Lodge, the Burlington Police Lodge, the Chittenden County Lodge, the Colchester Police Lodge, the Essex Police Lodge, the Montpelier Lodge, the Rutland City Police Lodge, the St. Albans City Police Lodge, and the Winooski Police Lodge. We'll support the conception of subordinate lodges throughout Vermont. We are honored to be part of the world's largest organization of sworn law enforcement officers. From birth through present day, we remain committed to improving working conditions and safety for law enforcement.

Regards,

National Trustee Jimmy Baldea
Vermont State Lodge



John Ohrnberger
National Trustee, Virginia

johmb@aol.com

Virginia state lodge held its annual Rally Day meeting on January 21-22, 2025, in Glen Allen VA. The meeting was held just outside Richmond our state capital. The meeting was well attended in person and via zoom. Several issues were addressed dealing with changes in state law, and what the FOP will and will not support. Discussion regarding upcoming contract with our fund raiser took place. I was asked with our state attorney Steve Erie to develop a new three-year contract. President Clemons and I attended the Spring 2025 board meeting for Presidents/Trustees in Salt Lake City Utah. President Clemons also attended the Police week memorial in Washington DC. I attended the Concerns of Police Survivors C.O.P.S. kids luncheon and fun day at the Fairfax County Criminal Justice Academy on May 16th. My home lodge Loudoun Dulles Lodge #69 has supported the event since its inception. Many of the state lodges held memorial services during police week. I attended my own lodges memorial service on May 16th held in Sterling VA.

Be Safe

John H. Ohrnberger
National Trustee
Fraternal Order of Police of Virginia
P.O. Box 38519
Henrico, VA 23231 USA
571-334-2810



Jack Simington
National Trustee, Washington
proud2bfop@aol.com

Greetings to my FOP Brothers and Sisters from across our great Nation! A special thanks to our Brothers and Sisters from the Florida State Lodge and their commitment to holding this 67th Biennial National Conference. Looking forward to a terrific experience.

We have some changes in our State Lodge leadership as of our State Conference in October 2024. President Marco Montebianco did not seek re-election. Fortunately for us he agreed to take on the position of Executive Director. New State Lodge E-Board of Officers elected:

President	Jeff Anaya - replacing Marco Montebianco
Vice President – East	Bill Splawn
Vice President – West	Theresa Schrimpsheer -replacing James Schrimpsheer
Secretary	Steve Dills
Treasurer	Holt Wildham - replacing Jeff Anaya
Sgt-at-Arms	Charles Porsche
Chaplain	Chad Peterchick
State Trustee	Brian Banner
National Trustee	Jack Simington
Immediate Past President	Ken Roske - replacing Marco Montebianco due to ED hiring

The Washington State FOP continues to grow with now over 3700 members in 24 Lodges. The attraction of membership continues with the WAFOP Labor Coalition and its expansion. We now represent 58 different Guilds/Associations in the labor arena. As our growth has been steady, we anticipate more rapid growth with adding an active health care coverage program to our members and their employers with the Pacific Northwest Public Safety Benefits (NWPSB) health care program.

Finally, after over 30 years of trying to find active members health care coverage, we have met that goal. Washington State and Oregon FOP have united and secured an affordable health care plan with competitive benefits through our won insurance program. This is a "composite" premium rated health care program. This plan also allows us to compete with Teamsters and other unions in the labor market.

Now that we have competitive health coverage and a Medical Trust savings program to offer, we anticipate more growth of the FOP across both states. Our health care plans will then be what I like to describe "cradle to grave"! This means health care for all FOP members and their families while employed with the NWPSB program; health care insurance with a Pre 65 Health Care program sponsored by the National Fraternal Order of Police through Thin Blue Line upon separation from service; and finishing up with the National FOP Aetna Medicare Supplement program for our senior retired LEO's .

We continue to promote the WAFOP Medical Trust nationwide as a National FOP sponsored as "Member Benefits Trust". This is a program that has been approved by the National Lodge for FOP members who would be interested in short & long term disability for both on and off the job injury. In addition, and most importantly is the Medical Savings Trust. This program works similar to a VEBA and allows members to direct deposit from their payroll and amount into a 100% TAX DEFERRED account. Funds deposited in the member account is tax free. **It also affords tax free on all earnings and tax free on any IRS qualified medical distributions or payouts.**

For those who want to retire early this is a surefire way to prepare yourself to have funds available to apply toward your medical costs after you retire. You do not need to retire to take advantage of the tax-free savings on health care expenses. For the younger families they can also access these tax-free funds for any medical expenses that they or their children have like braces, eye glasses or any other need for healthcare.

The FOP Legal Defense Plan continues to be a big benefit for LEO's. As you may know the recent trial of one of the Auburn Police Officers, Jeffrey Nelson, was convicted of 2nd Degree Murder and 1st Degree Assault. This case resulted in a bill to the LDP in excess of \$4M and that doesn't include any appeals. It is unfortunate for all those involved but Due Process was provided and the funds to pay for it. Like your American Express Card – "don't leave home without it!" For retirees there is a LDP for \$75 per year that gives you full coverage with civil and criminal claims for qualified HR-218 qualified.

Hoping you all are enjoying the dog days of summer and making the most of this conference. The FOP is a member driven organization and would not be possible without each and every one of you helping promote and encourage members from across the state.

Jack L. Simington

National Trustee
Washington State Lodge



Stephen Walker
National Trustee, West Virginia
Hwalker71@aol.com

No report given.



Jerry Johnson
National Trustee, Wisconsin
bluelineingb@gmail.com

Greetings once again from the great State of Wisconsin! On behalf of the members from Wisconsin, I would like to thank the Florida State Lodge, and the brothers and sisters from Miami Beach for hosting the 2025 67th Biennial National Conference. I look forward to an aggressive business session as well as some relaxation in "Shtetl by the Sea".

I am fresh off the events of Police Week as I write this report. This year Wisconsin recognized three line of duty deaths from our state at the 44th annual National Peace Officers Memorial Service on May 15th. Wisconsin FOP had a strong presence at this year's activities assisting with many of the logistics that go on behind the scenes. State President Windorff, State Vice President Sette, State 2nd Vice President Vickney and State Secretary Miller assisted with the survivor busses. A contingency of motors from various Wisconsin agencies helped escort the survivor buses and I had the honor of distributing the Supreme Sacrifice Medals to the survivors. As always, it was a very emotional but rewarding task. I am pleased to report that Wisconsin has not sustained any line of duty deaths thus far in 2025, an encouraging trend that I pray continues.

On May 3, 2025, Fox Valley Lodge #14 hosted the Wisconsin State conference in Appleton Wisconsin. Unfortunately, I was unable to attend due to a family emergency. Following a robust business session, our annual awards ceremony was held formally recognizing members that have been nominated by their peers for outstanding work performed in their communities. This year's award recipients are as follows:

Brother Jordan Jones – Central Wisconsin Lodge # 3
Wisconsin FOP Medal of Honor

Brother Dean Pankratz – Fox Valley Area Lodge # 14
Wisconsin FOP Medal of Honor

Sister Kayleigh Edley and Brother Kevin Gillis – Northwoods Lodge # 28
Wisconsin FOP Lifesaving Award

Brother Martez Ball – Milwaukee Police Supervisors Lodge # 16
Wisconsin FOP Lifesaving Award

Brother Tyler Wuestenhagen – Lakeshore Area Lodge # 12
Wisconsin FOP Community Service Award.

Sister Lepianka – Wisconsin Special Agents Association Lodge # 38

Racine County Sheriff's Office Criminal Investigation Bureau – Racine County Lodge # 37
Wisconsin FOP Meritorious Conduct Award

We also take the opportunity to recognize the winners of our annual scholarships program at this event. Those recipients were.

Wyatt Weise
Wisconsin FOP Family Member Scholarship

Jacob Reckner
Wisconsin FOP General Public Scholarship

Congratulations to all our awards and scholarship recipients. I encourage everyone to visit the Wisconsin State FOP website at wifop.org to review the detailed accounts that lead to our recipients' nominations for recognition.

2025 was also an election year for the National Trustee position for our state. I am humbled to announce that I have been reelected to my 9th term as Wisconsin National Trustee. It has truly been an honor to represent Wisconsin on the National Board for the past 16 years. I do not take this responsibility lightly. I want to thank each member from the state of Wisconsin for instilling your faith in me to be your voice on the National Board. I look forward to the challenges that lie ahead.

At the conclusion of the business portion of our conference, our members gathered for an afternoon at the ballpark to watch Milwaukee Brewers farm team, the Wisconsin Timber Rattlers take on the West Michigan Whitecaps.

The FOP remains to be the lead voice for Law Enforcement in Wisconsin as we continue to introduce legislation and provide testimony in support of measures aimed at improving the quality of life for our members and Wisconsin Law Enforcement as a whole. Over the past few months members of our Legislative Committee have been fixtures at the State Capitol providing testimony to advance our legislative priorities. These measures include.

Senate Bill 105 / Senate Bill 170

SB 105 Was introduced in March and pertains to Wisconsin Retirement System annuit re-hires. This legislation amends existing statutes to allow retired protective service employees to re-enter state government-related work without suspending existing annuities. Also introduced in March was SB 170. This is a separate bill that focuses on all WRS annuitants and serves to levy substantial restrictions on all re-hires. Fortunately, our lobbyist convinced the authors of this bill to amend it to exclude state employees designated as protective class. This will ensure our members will not be bound by the restrictions spelled out in SB 170 as we move forward.

Assembly Bill 34

This bill is designed to protect Officers who are forced to use privileged self-defense that results in the death of their assailant from continued litigation without the introduction of significant new evidence that could substantiate criminal charges. This piece of legislation was crafted by the FOP and originally introduced in 2024. Last year it successfully passed through the State Assembly and Senate but was ultimately vetoed by our Governor.

Assembly Bill 53

This bill extends Class H Felony penalties to individuals who intentionally harm or threaten Community Police Officers operating in an official capacity.

Assembly Bill 124

Assembly Bill 124 would prohibit individuals convicted of violent crimes from changing their names. This legislation is aimed at preventing offenders' efforts to conceal their past.

Assembly Bill 191

This bill stands to alter the way subpoenas are served on Law Enforcement Officers in our state. This bill would require subpoenas to be served on Officers at work rather than at their private residence and shelter them from disclosure of their home addresses. This is a grassroots effort led by the Wisconsin State Lodge after an Ashland County Circuit Court ruling that mandated the disclosure of home addresses for all the witnesses, including Law Enforcement and Crime Lab personnel posing significant safety concerns for these employees.

On April 25th, 2025, every Public Safety Union in our state inadvertently received a win when the Wisconsin Employment Relations Commission came back with a favorable ruling for Racine Fire Local 321 that ultimately strengthened the bargaining rights for all public safety unions in our state.

In short, the City of Racine filed a petition for declaratory ruling with the commission that was focused on removing significant health insurance provisions from the Firefighters collective bargaining agreement. The ruling returned by the WERC designated that health insurance provisions are mandatory subjects of bargaining for active members in the bargaining unit and protects the public safety union's ability to negotiate health insurance terms with their employers. This hard-fought victory was earned by MacGillis Law Group who represents Racine Fire Local 321. Founding member Chris MacGillis is a member of our Legal Defense team and corporate council for our state lodge. Congratulations to Chris and his associates on this landmark victory.

Wisconsin continues to experience steady growth in both group and individual membership. We are waiting on a date for one lodge chartering and anticipate several new lodge chartering's in the upcoming months.

On April 24th the NFL Draft descended upon Green Bay drawing 600,000 fans to Wisconsin. As you might guess, this presented a significant challenge for area Law Enforcement as the population of Green Bay virtually tripled over the 3-day event. Green Bay Lodge 2 got on board with this early and in conjunction with the State Lodge helped coordinate efforts to provide meals and beverages for ALL first responders working during the three-day event. All in all, the event was well planned and went off without any significant issues. This was a fantastic opportunity for us to support our members and show them who truly has their back.

In closing I want to wish all the candidate elects and those venues vying for national conferences good luck. To all those who are still out there doing the job, we appreciate the selfless sacrifice you make every day on our behalf. May God watch over you and guide you in your continued effort to fight the righteous fight.

Remain Vigilant.... Stay Safe

Jerry Johnson
Wisconsin National Trustee



Ryan Cox
National Trustee, Wyoming
wyoingfop@gmail.com

Brothers and Sisters,

It remains an honor to serve as your National Trustee for the Fraternal Order of Police. Each term brings new challenges and opportunities, and I continue to learn a great amount in this role, striving to be a true asset to this vital board and advocate effectively for our Wyoming members.

Overall, Wyoming continues to see consistent numbers in membership over the last several years, a testament to the dedication of our local lodges and the value members find in belonging to the FOP. We are, however, still navigating dynamics within smaller communities that impact membership numbers, and we remain focused on supporting all lodges across the state in recruiting and retention efforts.

Many Wyoming FOP members are rightly drawn to the FOP for the crucial legal defense benefit. This remains a key component of membership value. However, as noted in previous reports, Wyoming continues to struggle to find attorneys willing to become Legal Defense Plan attorneys and provide representation within the state. The prevailing challenge appears to be the low reimbursement rate offered by the Legal Defense Plan, which many potential attorneys feel does not adequately cover their costs. This perception has unfortunately become widespread within our relatively small legal community. Consequently, we have had to refer our members in need to attorneys in neighboring states to ensure they receive necessary representation. This remains a significant challenge we are actively working to mitigate.

Legislatively, the 2025 Wyoming State Legislature session presented a complex landscape for law enforcement. While some positive proposals were considered, such as potential increases in funding for critical areas like Child Sexual Abuse Material investigations, a particularly concerning piece of legislation emerged: Senate File 196, "Second Amendment Protection Act amendments." This bill, as drafted, contained provisions that would have subjected governmental entities to liability and created potential criminal penalties for law enforcement officers who, in the course of their duties, enforced federal firearms laws that were deemed to conflict with Wyoming statute. This proposal was viewed as a serious and direct attack upon Wyoming law enforcement, placing our dedicated officers in an untenable position and creating potential legal jeopardy simply for upholding laws.

We are grateful that Governor Mark Gordon recognized the inherent dangers and unacceptable nature of this aspect of SF 196. In his message vetoing the bill on March 18, 2025, Governor Gordon rightly stated that the legislation "potentially could vilify Wyoming law enforcement" and emphasized that "Wyoming can do better." He strongly affirmed, "In Wyoming, we back the Blue and we support Second Amendment rights. We shouldn't need to pass boilerplate bills pushed by out-of-state lobbyists simply to fill out a legislative scorecard." The Governor's clear stance that he did not want to be part of any attack on police, and his commitment to working with the law enforcement community on a path forward, was a critical intervention and a welcome show of support for the men and women who serve and protect our communities. While legislative sessions often bring challenging bills, the nature of SF 196 highlighted the ongoing need for vigilant advocacy to protect the ability of law enforcement to do their jobs safely and effectively.

Conversely, the Wyoming State Legislature has demonstrated active engagement in legislating on issues related to illegal immigration during recent sessions, particularly in 2025, proposing several bills aimed at addressing the matter at the state level. Legislative efforts have focused on areas such as creating state offenses for transporting or hiring individuals unlawfully present in the U.S., requiring state and local law enforcement to cooperate with federal immigration authorities by inquiring about immigration status and reporting unauthorized individuals, prohibiting "sanctuary" designations for cities, counties, or the state, and regulating the validity of driver's licenses held by unauthorized aliens.

Moving on from legislation, Wyoming law enforcement has been tasked to better track Transnational Criminal Organizations, of which the Sinaloa, CJNG, and Juarez Cartels, have been tracked in 40% of Wyoming's counties. Concurrently, Wyoming faces a rapidly evolving drug threat landscape marked by the emergence of highly potent and dangerous synthetics such as Xylazine, Carfentanil, and Nitazenes, alongside concerning trends like reduced cocaine prices linked to overdose increases. Fortunately, Wyoming has experienced the decline in Fentanyl seizures and decline in Fentanyl overdoses.

In closing, the Wyoming FOP remains committed to supporting our members through legal defense, legislative advocacy, and fostering camaraderie. While we face ongoing challenges, particularly with the LDP and navigating complex legislative issues, we continue to work diligently to protect the rights and interests of Wyoming's law enforcement professionals.

Sincerely,

Ryan Cox
National Trustee
Wyoming



National Legal Counsel	pg. 197
National Legislative Office	pg. 212
National Labor Services Division	pg. 221
National Officer Wellness Division	pg. 224
National Education & Outreach	pg. 227



Report of the National Legal Counsel

Larry James

ljames@cbjlawyers.com



I. NFOP LEGAL COUNSELOR SEMINAR: 2024, 2025 and 2026

A. 2026 Legal Counselor Seminar

The 2026 Legal Counselor Seminar is scheduled for **March 30–31, 2026**, at the South Point Hotel, Casino & Spa, located at 9777 S. Las Vegas Blvd. The agenda is as follows:

Day One

<u>Larry James</u>	Welcome and Seminar Overview
<u>President Yoes</u>	Legislative and Administrative Update – A comprehensive update on recent legislation, administrative developments, and key successes affecting the National FOP.
<u>Phil Abdoo & Marc Curtis</u>	Case Study: In-Custody Death and Legal Defense – A detailed review of a major case involving corrections officers charged with involuntary manslaughter in an in-custody death. The presentation will cover union response, media involvement, defense strategies, and the nuances of representing corrections officers compared to patrol officers.
<u>Skylar Limkemann</u>	Brady/Giglio: Legal Developments and Model Policies – An overview of leading cases, DOJ policies, state laws and legislation, and local departmental guidelines related to Brady and Giglio. Discussions will also include prosecutorial ethics and potential Rule II implications.
<u>Pat Fioretto</u>	Overview of the FOP Legal Defense Plan – An inside look at the FOP Legal Defense Plan—an ERISA self-funded employee welfare benefit plan. This presentation will provide insights into plan structure, coverage, strengths, and claim trends. Several high-profile cases will be discussed highlighting the continued need to provide officers with adequate protections.
<u>Michael Coviello</u>	Interest Arbitration: Preparation and Strategy. Insights into preparing for interest arbitration, including identifying key issues, selecting arbitrators, and engaging in arbitration and mediation processes. May include discussion of the Federal Mediation and Conciliation Service.
<u>Marissa Borschke</u>	Social Media Misconduct and First Amendment Protections – A discussion of social media use and misconduct investigations, with emphasis on protecting officers' First Amendment rights. Includes analysis of key court cases, legislation, departmental policies, and leading articles.
<u>Sherri Martin</u>	Officer Wellness and Disciplinary Proceedings – A look at officer wellness in the context of disciplinary actions. This session will explore legislation, departmental policies on mental health, and strategies attorneys can use to protect officers' privacy and rights during disciplinary processes.

Day Two

<u>Chris Green</u>	Overview of Leading Cases – An in-depth review of leading decisions from the U.S. Supreme Court and both federal and state courts that impact the law enforcement community. Topics will include qualified immunity and motion practice – analyzing the strategic use of Rule 12(b)(6) motions versus motions for summary judgment, along with their respective advantages and disadvantages.
<u>Michael Coviello</u>	Officer-Created Danger: Legal and Policy Implications – A review of key cases involving officer-created danger, along with a discussion on relevant training standards and departmental policies aimed at mitigating liability.
<u>John Kautzman & Lance LoRusso</u>	Expert Witnesses in Use of Force Cases – Strategies for selecting, preparing, and presenting expert testimony in use-of-force cases across civil, criminal, and disciplinary proceedings. Topics include departmental policy considerations, cross-examination of opposing experts, Daubert challenges, and discovery issues.
<u>Richard Hodsdon</u>	Legal Duties of Corrections Officers – An overview of the constitutional and legal duties of corrections officers, including obligations to intervene, respond to inmate assaults, provide medical care, and prevent inmate suicides. Emphasis will be placed on deliberate indifference standards and officer training practices.
<u>Matt Hill</u>	Workers' Compensation, PTSD, and Fitness for Duty – An overview of workers' compensation laws across all 50 states, with a focus on PTSD claims, officer fitness-for-duty evaluations, accommodations, and the legal framework surrounding forced retirement.

B. 2025 Legal Counselor Seminar

The 2025 Legal Counselor Seminar took place on February 13-14, 2025, at the Planet Hollywood Resort & Casino in Las Vegas, NV.

From the General Counsel's Office, Christopher Green and Marissa Borschke presented on the status of Civilian Review Boards. This presentation offered a timely update and comprehensive overview of Civilian Review Boards across the nation, examining their evolving roles, authority, and challenges. Discussion of key topics included subpoena power and budgetary constraints, and the consequential issues these elements present. Through specific examples and case studies, the presentation showed the complexities surrounding these boards, including the tensions between accountability, transparency, and resource limitations.

Christopher Green and Marissa Borschke also presented on Artificial Intelligence in Policing. This presentation discussed the intersection between artificial intelligence (AI) and its utilization in law enforcement. It explored the current landscape of AI's implementation, drawing upon real-world examples, and its potential usage. It discussed how AI is being used in the legal industry and at trial. It used case studies to examine AI's evolving role, admissibility issues, and emerging trends within legal proceedings.

Michael Coviello, presented on the "Just Cause" Standard. This presentation offered an in-depth explanation of the concept of "just cause" within the realm of disciplinary actions, providing clarity on its meaning, standard, and practical application. The discussion delved into the fundamental questions: What constitutes "just cause" and how is it assessed in disciplinary proceedings? Additionally, the session provided insights into the requisite notice required in disciplinary actions, understanding the procedural safeguards necessary to ensure fairness and due process. Moreover, the presentation analyzed the types of evidence deemed sufficient to establish just cause, as well as what mitigating factors are considered in order to ensure that disciplinary measures align proportionally with the severity of the misconduct.

Larry James, and Lance LoRusso gave a presentation on Contemporary Issues in Policing. They provided a comprehensive update on *Graham v. Connor*. It also provided an overview of qualified immunity, updates of state legislation regarding officers' accountability and the various standards, including the use of force, as well as

Other presenters for the 2025 Legal Counselor Seminar included Wes Phillips and Zach Klein, who provided Insights from the City Attorney's Perspective. Zach Klein explored the duty to defend officers and the considerations involved in such decisions as the Columbus City Attorney. Mark Collins and Kaitlyn Stephens presented on Defending Law Enforcement Officers. This presentation offered a detailed exploration through case studies on representing officers from the inception of an incident to its resolution. It delved into the intricacies of navigating interviews with internal affairs and other law enforcement agencies, departmental charges, civil lawsuits, and criminal investigations, including grand jury proceedings, jury instructions, and voir dire questions.

Former Chief Judge Algenon Marbley of the Southern District of Ohio, John Kautzman, and Andrew Duncan discussed Section 1983 Litigation. The presentation was a comprehensive examination of the legal process of Section 1983 lawsuits from the initial filing of the complaint to the trial. They reviewed some of the more controversial and difficult cases involving riots and police conduct.

C. 2024 Legal Counselor Seminar

The 2024 Legal Counselor Seminar took place on February 1-2, 2024, at Planet Hollywood Resort & Casino in Las Vegas, NV.

The seminar focused on navigating the complex legal landscape confronting law enforcement today. As with prior seminars, the National FOP assembled experienced and distinguished practitioners from across the country to provide not only informative legal updates, but also practical tips and information for handling the unique issues that challenge lawyers representing law enforcement.

The 2024 Legal Counselor Seminar explored the unique legal issues faced by police officers and the legal professionals that work alongside them. Topics included privacy rights for police officers, representing an officer in a use-of-force case, combating placement on Brady and Giglio lists, an overview of recent changes to certification and decertification processes, and cases addressing an officer's duty to intervene, report, and/or render aid. The seminar also included a roundtable discussion moderated by General Counsel Larry H. James, for a deeper dive into some of the most recent hot button issues impacting police officers.

President Patrick Yoes opened the seminar with a general update on the National Fraternal Order of Police. He addressed the benefits that our ListServ is providing to practitioners representing law enforcement. Present Yoes also provided a comprehensive overview on matters affecting law enforcement throughout the country, including key legislative initiatives taking place across cities and states.

When the Akron Beacon Journal sought to compel The City of Akron, Ohio and its police department to provide personnel records with the unredacted names of Akron police officers involved in use of lethal force incidents, the lawyers for the officers sprang into action. Before any investigation into the shooting had occurred, the officers and their families faced threats of violence and harm. Gwen Callendar and Susannah Muskovitz discussed strategies that worked—and did not work—to protect the identities of the officers.

Use-of-force cases often bring law enforcement officers into the legal (and public) spotlight. The principles of reasonableness, as established in the landmark case of *Graham v. Connor*, still guide the evaluation of an officer's use of force. Lance LoRusso, a former law enforcement officer himself, and current General Counsel to the Georgia State Lodge, has represented over 100 officers in on-duty shootings or in-custody deaths. He brought his plethora of knowledge and experience to discuss effective tools to use when representing an officer in a use of force case before an administrative body, trial court, or grand jury proceeding.

Designation on a Brady/Giglio list means that an officer has credibility concerns as a witness and will not be called to testify at trial. If an officer is unable to testify regarding their involvement in a case, i.e., making arrests, investigations, or handling evidence, the officer is functionally unable to perform a critical part of their job. As a result, officers are placed on restricted duty, stripped of their police authority, or deemed no longer employable. With little court direction or laws expressly outlining Brady/Giglio lists obligations, these lists have developed sporadically and inconsistently. Leo Blackwell and John Kautzman equipped attendees with negotiation, litigation, and legislative strategies to combat the weaponization of Brady/Giglio.

Practically all states have established a formal mechanism for certifying police officers, akin to the licensure procedures for various other professions. Nevertheless, a few states have opted for administrative or regulatory methods instead. Similarly, state laws can encompass provisions for decertification, or states can address this issue through administrative channels or regulatory processes. States that possess preexisting statutory guidelines for certification and decertification are more prone to proposing and implementing amendments compared to states that have not initiated such systems from the ground up. Depending on the specific state and the framework already in place, revisions made in the past three years have spanned a spectrum from comprehensive and far-reaching to precise and technical in nature. Chris Green and Marissa Borschke from the Office of the General Counsel presented an overview of recent trends in certification and decertification. Additionally, Tamara Cummings, who has been at the center of many battles with the Illinois State Legislature over the past several years regarding wide-ranging police reform proposals, provided a case study specifically on Illinois' certification and decertification processes.

Garrity and Loudermill rights are designed to protect public employees, including police officers, during administrative investigations. Officers must be informed of their rights when subject to questioning, as statements made under compulsion can have serious legal implications. John V. Berry represents federal employees, government contractors, employers, state employees, federal intelligence agency employees, law enforcement officers, firefighters, and private sector employees, in various employment, labor, and national security law matters. John provided strategies for when lawyers find themselves in a case with Garrity implications.

The Department of Justice can respond to allegations of police misconduct by initiating formal investigations. The result of those investigations is sometimes settled through executing a consent decree between the local police department and the federal government. While this is not a new concept, the country saw an increase in consent decrees and other measures taken after George Floyd case. As part of the second day of the seminar, Marissa Borschke presented on the status of the recent consent decrees, the benefits and complaints of these agreements, and other attempted reforms in the post-George Floyd policing environment.

Michael Coviello presented on medical and mental health issues for officers in fitness for duty matters. His presentation included key considerations for protecting an officer's job and privacy rights.

Law enforcement officers have legal duties to intervene imposed upon them by state laws, federal constitutional law, and agency policies. Since May 2020, state legislatures across the country have enacted laws aimed at law enforcement accountability and oversight. These laws include affirmative statutory duties for officers to intervene in, and report on, instances of excessive force or other violations of an individual's rights. For example, Colorado, Connecticut, Minnesota, Nevada, Oregon, and Vermont have created affirmative statutory duties to intervene. As a matter of federal constitutional law, an officer's duty to intervene has existed for decades. Chris Green gave an in-depth discussion on the legal duties and liabilities of officers including the duty to intervene, duty to report, and duty to render medical aid covered by state law, case law, and department policy.

Larry H. James, joined by Lance LoRusso, Tamara Cummings, and John Kautzman, led a roundtable discussion on topics impacting the various jurisdictions that our lawyers represent. This session opened the floor for attendees to seek insight on specific topics or to provide ideas and solutions to any of the unique issues impacting law enforcement officers. The collaboration was invaluable.

II. AMICUS BRIEF UPDATE

A. What is an "amicus brief" and why do we file them?

Since 2001, the Office of the General Counsel has supported the NFOP and its membership, in part, through the filing of legal briefs at all levels of the judicial system—including the United States Supreme Court. These submissions, known as an "amicus curiae" or "friend of the court" briefs, are helpful to the judges tasked with deciding complicated legal issues. The briefs provide important policy implications and offer the unique perspective of those individuals and organizations potentially impacted by the court's ruling. In that regard, the National FOP's briefs supply the vital viewpoint of the boots-on-the-ground officer.

In support of law enforcement officers and to address nationwide public safety concerns, the National FOP has filed forty-three amicus briefs since 2001. In 2022 alone, there have been seven briefs filed—three to the United States Supreme Court. Each brief examined different consequences of the court's action — or lack thereof — on law

enforcement officers and the public they are sworn to protect. The issues in these cases range from protecting the qualified immunity defense to demanding due process in Brady/Giglio matters. While not every case is decided in favor of the police, the voice of law enforcement remains a respected and valued contributor.

B. Amicus History

Notable highlights from the General Counsel's amicus brief filings include:

- 43 amicus briefs filed in support of law enforcement since 2001!
- 19 amicus briefs filed to the United States Supreme Court!
- 7 amicus briefs filed since 2022!
- 23 cases decided in favor of law enforcement!

C. Barnes v Felix, U.S. Supreme Court

On May 15, 2025, the U.S. Supreme Court delivered a unanimous opinion in *Barnes v. Felix*, a case followed closely by law enforcement. The following is a summary of the decision and its impact on law enforcement:

Case Background

Officer Roberto Felix pulled over Ashtian Barnes along a busy Texas highway for suspected toll violations. During the traffic stop, Barnes attempted to drive away. Felix jumped onto the car's doorsill as it began moving and fired two shots inside the vehicle. Barnes was fatally hit but managed to stop the car. The entire incident from when the car started moving until it stopped lasted about five seconds. Two seconds passed between Felix stepping on the doorsill and firing his first shot. Barnes's mother sued Felix, alleging excessive force in violation of the Fourth Amendment.

Lower Court Decisions

The District Court and Fifth Circuit Court of Appeals granted summary judgment to Felix. Both courts applied the Fifth Circuit's "moment-of-threat" rule. This rule limited their analysis to only the circumstances existing at the precise moment the officer perceived the threat (i.e., the two seconds when Felix was on the doorsill). Under this narrow time frame, they concluded Felix reasonably believed his life was in danger when he fired.

Supreme Court's Ruling

The Court unanimously rejected the "moment-of-threat" rule as inconsistent with Fourth Amendment jurisprudence. Justice Kagan delivered the opinion, holding that excessive force claims must be analyzed under the "totality of the circumstances" standard established in *Graham v. Connor*. The Court ruled that a proper Fourth Amendment analysis:

- Cannot be limited to only the exact moment when force was used.
- Must consider all relevant facts and circumstances, including events leading up to the use-of-force.
- Has no arbitrary time limit on what contextual information is relevant.

Outcome

The Court vacated the judgment of the Court of Appeals. The case was remanded for further proceedings using the appropriate "totality of the circumstances" standard. The Court did not address whether an officer's own "creation of a dangerous situation" factors into the reasonableness analysis.

Concurring Opinion

Justice Kavanaugh (joined by Justices Thomas, Alito, and Barrett) wrote separately to emphasize:

- The inherent dangers of traffic stops for police officers. Justice Kavanaugh did so by citing to the amicus brief filed by the National Fraternal Order of Police.

- o Even for routine traffic violations, traffic stops are “fraught with danger to police officers.” *Michigan v. Long*, 463 U. S. 1032, 1047 (1983). An “inordinate risk confront[s] an officer as he approaches a person seated in an automobile.” *Pennsylvania v. Mimms*, 434 U. S. 106, 110 (1977) (per curiam). That is in part because officers operate at a “tactical disadvantage” when “approaching .an unknown vehicle, with limited visibility and unpredictable threats.” Brief for the National Fraternal Order of Police as Amicus Curiae 4. As this Court noted nearly 50 years ago, “a significant percentage of murders of police officers occurs when the officers are making traffic stops.” *Mimms*, 434 U. S., at 110 (quoting *United States v. Robinson*, 414 U. S. 218, 234, n. 5 (1973)).

- The particular risks when drivers flee during traffic stops.
- The difficult split-second decisions officers must make in such situations.
- That none of the available options for officers facing fleeing drivers are without risk.

Key Legal Principles from the Decision

- Force must be “objectively reasonable” from the perspective of a reasonable officer at the scene.
- Prior events may inform how a reasonable officer would understand and respond to later circumstances.
- Courts cannot apply “chronological blinders” that prevent consideration of relevant context. Meaning, courts are still instructed to judge an officer’s actions without the benefit of 20/20 hindsight and with appropriate deference to tense, uncertain, and rapidly evolving situations officers face.
- The Court specifically did not address whether an officer’s own actions that might have “created a dangerous situation” should factor into the reasonableness analysis. This leaves open a significant question that courts will continue to grapple with. To what extent should an officer’s own role in escalating a situation be considered when evaluating the reasonableness of their use of force?
- With respect to *Graham v. Connor* and jury instructions, we are tracking cases where an officer is facing criminal charges for a use of force.

- o For example, in *Darby v. Alabama*, Officer William Darby was convicted by a jury for murder. On appeal, Officer Darby contended in part that the trial court erred by refusing to give the jury instructions regarding the *Graham v. Connor* reasonable officer standard. The trial court effectively placed Officer Darby in the position of a civilian – rather than a law enforcement officer – when it refused to instruct the jury on *Graham v. Connor*. The NFOP filed an amicus brief in support of Officer Darby’s appeal. The NFOP argued that it is reversible error for a trial court not to instruct the jury on the proper use of force standard as set forth in *Graham v. Connor* and *Tennessee v. Garner* in a criminal trial for a police officer’s use of force in the line of duty.

- 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 has since pleaded to a lesser offense and was given time served.

- o In *Davis v. Arkansas*, Officer Michael Davis was convicted of negligent homicide for the shooting death of Hunter Brittain. Officer Davis appealed his conviction. He argued that the trial court erred in rejecting his proffered non-model jury instruction with regard to the use of deadly force by law enforcement officers, i.e., the “justification defense.” His argument was similar to Officer Darby’s contention.

- Unfortunately, in Officer Davis’s case, the trial court found that he only sought the justification instruction on the charge of manslaughter which he was acquitted, but not the negligent homicide charge. Thus, the issue was not preserved for appeal. However, Judge Hixson provided a helpful concurrence.

- Judge Hixson noted that: "If an officer's conduct is judge from the perspective of a reasonable officer in a civil case where only money damages are involved, should this standard not apply equally in a criminal case when an officer's liberty is at stake?" Judge Hixson discussed the "strikingly different" standards between what a "reasonable person would have observed" versus what a "reasonable officer would have observed."
- He continued: There can be no doubt that a police officer is in a markedly different position of heightened awareness than that of the normal citizen when the officer is carrying out his or her duties to investigate suspicious activity and confront those who may pose an immediate danger.

III. NFOP JOURNAL ARTICLES

We submit monthly articles to the FOP Journal regarding timely legal issues, Our topics submitted in 2024 and 2025 include:

- January 2025: Supreme Court to Review Graham v. Connor and the "Moment of Threat" Doctrine
- February 2025: Transparency vs. Privacy: Navigating Public Record Requests in Law Enforcement
- March 2025: Brady, Giglio, and Legislative Efforts to Protect Law Enforcement Officers
- April 2025: Should Officers Be Classified as "Victims" under Marsy's Law?
- May 2025: What Lawyers Need to Know About Using Artificial Intelligence (AI)
- June 2025: Policing Social Media: The First Amendment's Balancing Test
- January 2024: Evolving Certification and Decertification Standards and Location Victims
- February 2024: Marsy's Law: The Difference Between "Identifying" and "Locating" Victims
- March 2024: Huffman v. City of Boston: Compelling Officer Testimony on Communications During Critical Incident Stress Debriefings
- April 2024: Martin v. Goldsmith, et al. and the Fight for Brady/Giglio Protections
- May 2024: Thomas v. City of Harrisburg: The "So Obvious" Standard
- June 2024: Alexa, You Are Under Arrest: Artificial Intelligence (AI) and Policing
- July 2024: Updates on Navigating Consent Decrees

IV. TRADEMARK AND AGREEMENTS

A. Trademark License Agreements

General Counsel monitors the following agreements, among others, for the NFOP: (i) Trademark License Agreements with Royalty Fee and (ii) Trademark License Agreements with no Royalty Fee. We work proactively with Angie Hoover to determine which vendors require the payment of the annual fee including compliance with submission of quarterly reports to determine appropriate royalty payments due and payable.

B. Promotion and License Agreements

General Counsel continues to manage existing Promotion and License Agreements with various universities. We work proactively with Stephanie Simpson to determine which colleges and universities require the payment of the annual fee. We also assist in the admission of new consortium members.

C. Trademark Registrations Compliance

We continue to monitor and file renewal registrations with the United States Patent and Trademark Office for all trademarks and service marks owned by the National Fraternal Order of Police. We regularly update master summary of all current trademarks owned by the NFOP. We constantly monitor eBay, Amazon and the internet, in general, to determine if third-party vendors are selling unauthorized NFOP items.

D. Contract Preparation, Review, and Negotiation

To ensure that the NFOP enters into contracts that align with the best interests of its members and organizational objectives—and engages only with reputable and established entities—the Office of the General Counsel conducts a comprehensive review. This review encompasses an analysis of legal terms and provisions, as well as a thorough assessment of the practical, economic, and tax-related implications of the contract. Specifically, we evaluate each

agreement for compliance with the federal requirements governing 501(c)(8) fraternal beneficiary organizations, including limitations on income use, lobbying activities, and unrelated business income. The following are examples of contracts we reviewed and negotiated, as needed:

- Licensing Agreement with Employee Benefit Systems, Inc.
- MOU with Sierra Tucson
- MOU with American Heart Association
- Licensing Agreement with FinancialCop
- Licensing Agreement with Luraco Health & Beauty LLC, d/b/a/ Luraco Technologies
- MOU with FitBod
- Master Marketing Services Agreement with Liberty Home Guard

V. INTERNAL AFFAIRS

The Office of the General Counsel finalized the draft of the NFOP's Employee Handbook for review and approval by the Board. This updated version incorporates revisions to ensure compliance with current legal standards and regulations, while also reflecting the organization's practices. The goal was to provide a comprehensive, user-friendly resource that offers clear guidance to employees regarding their rights, responsibilities, and workplace expectations.

VI. RESEARCH

A. Best Practices for Protecting Psychotherapist Patient Privilege

Communication and records related to critical incident debriefing meetings may enjoy protection under the psychotherapist-patient privilege, safeguarding them from disclosure in a criminal, civil, or administrative proceedings and not subject to subpoenas, discovery, or produced as evidence.

The following best practices align with the federal standard created by the United States Supreme Court in *Jaffee v. Redmond*, 518 U.S. 1 (1996). However, it is important to refer to state-specific legislation to ensure compliance with any variations from the federal standard. Officers are encouraged to consult with local counsel to confirm adherence to applicable regulations regarding their state privilege.

Best Practices

1. Engage with Licensed Professionals.

To establish the privilege, all communications should occur between a licensed therapist or licensed social worker, or a trained member/professional specifically permitted by state legislation. Verify that the professional has the necessary certifications and/or accreditations.

2. Limit the Meetings to Those Involved in the Incident.

To protect the privilege, the critical incident debriefings and response services should be closed to the general public and closed to anyone who was not directly involved in the critical incident that is the subject of the meeting.

3. Limit the Scope of the Conversations & Evaluation to Treatment Purposes.

Not every conversation with a therapist is privileged. To maintain the privilege, communications to the therapist should be made within the context of seeking treatment. Focus discussions on expressing emotional well-being, psychological experiences, and addressing personal trauma. Refrain from discussing fact-specific details related to the critical incident that may lead to unintentional corroboration or aligning narratives. This privilege is likely to be waived in situations where statements are made or examinations are conducted for purposes other than treatment, such as fitness-for-duty evaluations and examinations for workers' compensation.

4. Understand Confidentiality Terms for Meetings & Evaluations.

To establish the psychotherapist-patient privilege, a determinative factor is whether the officer had a reasonable expectation of confidentiality. The privilege will likely not apply to situations where the meetings or evaluations explicitly state or make it clear that statements and records will be shared to others (i.e., the department) or not kept confidential.

5. Waiver of Privilege — Do Not Disclose Information to Third-Parties.

In order to maintain the privilege, any information divulged in the debriefing meeting must be kept confidential and may not be disclosed to a third party. The privilege may be waived if information or records are disclosed.

Adhering to the best practices outlined above will help establish the federal psychotherapist-patient privilege and protect sensitive information shared during critical incident stress debriefing sessions.

B. Duty to Intervene

How is the duty to intervene established?

1. State law.

- a. Since 2020, at least 12 states have created a duty for law enforcement officers to intervene in cases of excessive force or misconduct.
- b. Officers that fail to intervene may face penalties ranging from decertification to criminal liability.
- c. Examples include: California, Colorado, Connecticut, Illinois, Kentucky, Massachusetts, Maryland, Minnesota, New Mexico, Nevada, Oregon, Virginia, Vermont, and Washington.
 - i. The new Virginia law reads: "Any law-enforcement officer who, while in the performance of his official duties, witnesses another law-enforcement officer engaging or attempting to engage in the use of excessive force against another person shall intervene, when such intervention is feasible, to end the use of excessive force or attempted use of excessive force, or to prevent the further use of excessive force." (§B 5030).

2. Case law.

- a. Civil lawsuits for failure to intervene are brought under 42 U.S.C. § 1983. Liability under § 1983 requires proof of two essential elements: that the conduct complained of (1) was committed by a person acting under color of state law and (2) deprived a person of rights, privileges, or immunities secured by the Constitution or laws of the United States. *Yang v. Hardin*, 37 F.3d 282, 284 (7th Cir. 1994).
- b. The leading case in this area is *Byrd v. Brishke*, 466 F.2d 6 (7th Cir. 1972). The plaintiff in that case sued several Chicago police officers for deprivation of his civil rights under 42 U.S.C. § 1983, alleging that they had assaulted and beaten him in a bar using nightsticks and fists. He further contended that the officers "call[ed] him . . . obscene[] and uncivil names and epithets," which seems rather mild compared to being hit with a nightstick. The plaintiff could not identify which officers he contended hit him and which were bystanders, so he alleged that the defendant officers were liable either for assaulting him or for failing to intervene and protect him from the officers who did. The district court directed a verdict for the defendants, but the Seventh Circuit reversed. It found that section 1983 allows for "liability . . . both for misfeasance and for nonfeasance.

c. Recent case example:

i. Timpa v. Dillard, 20 F.4th 1020 (5th Cir. 2021) – A federal civil jury awarded the teenage son of a man who died in 2016 while in Dallas Police custody \$1 million in damages for violating his father's constitutional rights.

1. Within the Fifth Circuit, "[a]n officer is liable for failure to intervene when that officer: (1) knew a fellow officer was violating an individual's constitutional rights, (2) was present at the scene of the constitutional violation, (3) had a reasonable opportunity to prevent the harm but nevertheless, (4) chose not to act." Bartlett, 981 F.3d at 343.

2. The court considered the liability of four officers for failure to intervene. Two of the officers stood feet away from the Plaintiff throughout the fourteen-minute duration of the restraint. Each officer was trained to "ensure that[,] as soon as subjects are brought under control, they are placed in an upright position ... or on their side." Both testified that they were aware of the risks of holding an arrestee in the prone restraint position. The officers do not contend that they lacked reasonable opportunity to intervene. Indeed, both officers stood by, observed Timpa suddenly lose consciousness, expressed surprise, and then made jesting comments. Both officers "stood by and laughed" while the fellow officer continued to kneel on an incapacitated arrestee supports an inference of "acquiescence in the alleged use of force."

3. Next, the supervising officer left the scene 2.5 minutes prior to Timpa losing consciousness. Thus, he lacked a reasonable opportunity to intervene and was entitled to qualified immunity.

4. The second supervising officer, however, sat in the patrol car "a few feet away" with the car door open while he ran a check on Timpa's license. He testified that he did not hear the other officers mocked Timpa for losing consciousness, but he was observing Timpa for the critical half-minute when Timpa suddenly lost consciousness. Moreover, the record supports an inference that he was aware Timpa had become incapacitated. The court found that a jury could find that the supervising officer remained present on the scene and acquiesced in the constitutional violation.

3. Department policy.

a. 21 of the country's 100 largest police departments have adopted duty to intervene policies since 2020. At least 72 agencies have an affirmative duty to intervene.

b. Example Policy: Baltimore Police Department. See attached.

c. DOJ Policy. Effective on July 19, 2022, the DOJ implemented an affirmative duty to intervene for federal officers. It provides: "Officers will be trained in, and must recognize and act upon, the affirmative duty to intervene to prevent or stop, as appropriate, any officer from engaging in excessive force or any other use of force that violates the Constitution, other federal laws, or Department policies on the reasonable use of force."

What sort of intervention is required?

Answer: It depends. Each state, jurisdiction, department is slightly different. Know your state law, know the case law in your jurisdiction, and know your department policy.

- Make sure the department policy complies with the state law and the case law in that jurisdiction.

- Most state statutes and agency policies are silent.
 - Minneapolis updated their policy post-George Floyd to require intervention by verbal and physical means.
 - The prosecutors handling the federal criminal litigation arising from George Floyd's death seem to have concluded that verbal intervention is enough, at least for purposes of criminal liability. One of the officers present at the scene apparently asked Officer Derek Chauvin, as Chauvin knelt on Floyd's neck, "should we roll him on his side?" Although Chauvin said no, the officer who asked the question is the only officer on scene not charged with a crime based on a failure to intervene in Chauvin's unlawful use of force.
- There are a few civil section 1983 cases suggesting that physical intervention may be required under at least some circumstances.
 - For example, in *Gonzalez v. Waterbury Police Dept.*, 199 F.Supp.3d 616 (D. Conn. 2016), the plaintiff led officers on a high-speed chase, then fled on foot, ultimately hiding in a drainage ditch. He alleged that he was surrounded by multiple officers who began throwing rocks at him, and that they continued to do so even after he surrendered to them. He sued, claiming that several officers were liable either for throwing the rocks or for failing to intervene. The district court denied in part the officers' motion for judgment as a matter of law, ruling that two officers "were in a position from which they were able to intervene" in that they "could have communicated to [another officer] that [the rock throwing] needed to stop" and that the officers "could have physically gone to the other side of the ditch and prevented additional rocks from being thrown."

What if the officers are from different agencies?

Answer: It depends. Know the rule in your jurisdiction.

- For example, the Fifth Circuit ruled in *Hale v. Townley*, 45 F.3d 914, 919 (5th Cir. 1995), that "[t]he fact that [the officer using force] and [another officer on the scene] were from different law enforcement agencies does not as a matter of law relieve [the latter] from liability for a failure to intervene."

Does the duty exist beyond use of force cases?

Answer: Officers can be liable for failing to intervene in matters that do not involve a use of force.

- False confession case. *Peterson v. Heyines*, 931 F.3d 546 (6th Cir. 2019) —affirming denial of qualified immunity in a case where the plaintiff contended that officers had extracted a false confession from him and withheld evidence from his criminal defense attorney, or failed to intervene when other officers did so; these allegations concerned "constitutional violation[s] with respect to malicious prosecution, procedural due process rights, and failure to intervene."
- First Amendment case. *Cooper v. Garman*, 2021 WL 4033113 (M.D. Pa. Sept. 3, 2021) (unpublished) — denying summary judgment in a section 1983 case filed by an inmate who alleged that officers violated his First Amendment rights or failed to intervene when others did so; "a reasonable juror could conclude that [one officer] violated Plaintiff's First Amendment rights by failing to intervene to stop [another officer]."

C. Duty to Report.

Many of the states that have enacted duty to intervene requirements have included language requiring officers to report misconduct by fellow officers.

- Example: North Carolina.

In North Carolina, when an officer in the line of duty, observes another officer use force, and reasonably believes that force used exceeds the amount of force authorized under state law, (and regardless of whether the observing officer had an opportunity to intervene), the observing officer must report what he or she believes to be an unauthorized use-of-force. The report must be made within a reasonable period of time not to exceed 72 hours after the observation. The observing officer must make the report to a superior law enforcement officer within the observing officer's agency.

If the head of the law enforcement agency of the observing officer was involved or present during the alleged unauthorized use of force, the observing officer must make the report to the highest ranking officer in the agency who was not involved in or present during the use of force.

D. Duty to Render Medical Aid.

How is the duty to render medical aid established?

Answer: Like the duty to intervene, by state law, case law, and department policy.

1. State law.

- a. In addition to the duty to intervene, many states have codified a duty to render medical aid.
- b. Examples: Colorado, Illinois, Maryland, Nevada, New York, Virginia, Washington, D.C.
 - i. For example, after the duty to intervene requirement, Virginia's law states: "A law-enforcement officer shall also render aid, as circumstances reasonably permit, to any person injured as the result of the use of excessive force."

2. Case law.

- a. Rule: The Due Process Clause of the Fourteenth Amendment generally does not provide an affirmative right to governmental aid, but in certain limited circumstances, it does impose upon the State affirmative duties of care and protection with respect to particular individuals. An individual may be constitutionally entitled to police assistance under the Fourteenth Amendment in custodial and other settings in which the state has limited the individual's ability to care for themselves.
- b. Qualified immunity is a defense to a failure to render medical aid claim depending on the facts and circumstances.
- c. Most courts analyze a failure to render medical aid under a "deliberate indifference" standard. To show deliberate indifference, a plaintiff must show an objectively serious medical need and that the defendant knew of and yet deliberately disregarded that medical need.

3. Department policy.

- a. Within many department's use-of-force policy, includes language about rendering medical aid. Where officers are required to render medical aid pursuant to policy, it is a good idea to make sure their duty to do so is qualified with language like "pursuant to their training" or "within the limits of their training."

b. See, e.g., New Orleans Police Department: "Immediately following a use of force, officers and supervisors shall inspect and observe subjects for injury or complaints of pain. Officers shall obtain medical assistance for any person who exhibits signs of physical distress, has sustained visible injury, expresses a complaint of injury or continuing pain, or who was rendered unconscious. This may require officers to render emergency first aid within the limits of their individual skills, training and available equipment until professional medical are providers arrive on the scene. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored by the officer involved in the incident or an on-scene assisting officer until medical personnel can assess the individual. NOPD officers shall request medical assistance without delay when a subject has visible injuries or the subject complains of injury."

What is required? Do officers need to actually provide medical assistance or just make a request for (i.e. call ambulance)?

Answer: The circuits are split on this issue.

- Some courts have categorically held that when officers promptly request medical assistance...the Constitution requires them to do no more. See, e.g., *Stevens-Rucker v. Frenz*, 739 Fed. Appx. 834 (6th Cir. 2018) and *Maddox v. City of Los Angeles*, 792 F.2d 1408 (9th Cir. 1986).
- In contrast, other courts have held that "summon[ing] rescue" is insufficient by itself to defeat a deliberate indifference claim and that there are times when the Fourteenth Amendment obligates an officer to intervene personally. See, e.g., *Walton v. Gomez*, 745 F.3d 405 (10th Cir. 2014) and, *McRaven v. Sanders*, 577 F.3d 974 (8th Cir. 2009).

E. Technology Issues

Recent legislative measures across the United States have sparked critical discussions about balancing police accountability, citizens' rights, and the influence of technology on law enforcement. These issues raise important questions about how to protect police officers in a world shaped by smartphones. Below are examples.

I. Florida, SB 184: The Halo Bill

On April 12, 2024, Florida Governor Ron DeSantis signed the Impeding, Threatening, or Harassing First Responders bill (the "Bill") which went into effect as of January 1, 2025. The Bill makes it punishable, "after receiving a verbal warning not to approach from a person he or she knows or reasonably should know is a first responder, who is engaged in the lawful performance of a legal duty, to knowingly and willfully violate such warning and approach or remain within 25 feet of the first responder."

To violate the Bill, there must be intent to impede or interfere with the first responder's ability to perform their duty; to threaten the first responder with physical harm; or to harass the first responder. "Harass" is defined as an action directed at a first responder that "intentionally causes substantial emotional distress in that first responder and serves no legitimate purpose." Violation of the Bill can lead to a misdemeanor in the second degree which can carry either a \$500 fine under SB 775.083(1)(e), or 60 days imprisonment under SB 775.082(4)(b).

Who is Covered? The Bill covers most all emergency personnel. Specifically, it covers:

- **Law Enforcement Officers:** any person who is elected, appointed, or employed full time by any municipality or the state or any political subdivision thereof; who is vested with authority to bear arms and make arrests; and whose primary responsibility is the prevention and detection of crime or the enforcement of the penal, criminal, traffic, or highway laws of the state. The term includes all certified supervisory and command personnel whose duties include, in whole or in part, the supervision, training, guidance, and management responsibilities of full-time law enforcement officers, part-time law enforcement officers, or auxiliary law enforcement officers but does not include support personnel employed by the employing agency.

- **Correctional Probation Officer:** a person who is employed full time by the state whose primary responsibility is the supervised custody, surveillance, and control of assigned inmates, probationers, parolees, or community controllees within institutions of the Department of Corrections or within the community. The term includes supervisory personnel whose duties include, in whole or in part, the supervision, training, and guidance of correctional probation officers, but excludes management and administrative personnel above, but not including, the probation and parole regional administrator level.
- **Emergency Medical Provider:** a person who is authorized to provide care such as ambulance drivers, hospital physicians, employees, agents, and volunteers.

2. Louisiana, HB 173

Louisiana HB 173 was signed on May 24, 2024 and went into effect on August 1, 2024. It is similar to Florida's Halo Bill. HB 173 provides that any person who fails to stay at least 25 feet away from a law enforcement officer after being told to stay away could face up to 60 days in prison, or a \$500 fine. HB 173 does provide an affirmative defense within its language which allows for a defendant to claim they failed to understand the command, the command was not capable of being received under the circumstances, and that conditions at the time of issuance by the officer restricted the person's ability to abide by the order.

3. Arizona, HB 2319

The "8 foot law" was a proposed Arizona law that would have made it illegal to record police activity within eight feet of an officer. A U.S. District Court judge granted a preliminary injunction enjoining the enforcement of HB 2319. Approximately a year later, the District Court Judge ruled that the law was unconstitutional and imposed a permanent injunction pursuant to a settlement. The federal judge stated that it chills protected First Amendment activity and is unnecessary given existing laws.

4. Indiana's "Buffer Zone"

The Indiana law, that went into effect last July, prohibits knowingly approaching within 25 feet of an officer after being ordered to stop.

A federal judge ruled in favor of a 25-foot "buffer zone." On January 9, 2024, U.S. District Court Judge Damon Leichty of the Northern District of Indiana ruled against the American Civil Liberties Union (ACLU) of Indiana, who argued that the state's law violated the constitutional rights of citizen-journalists to observe and record police activity. He wrote, "Indiana's buffer law has many constitutional applications within its plainly legitimate sweep. It never once permits an officer to tell a reporter or citizen-journalist to leave altogether or to cease recording police activity." The judge further noted, "And at 25 feet, in measure small steps from an officer's work, this law has only an incidental effect on the public's First Amendment right to capture audio and video and otherwise scrutinize police."

5. Nebraska, Legislative Bill 1185

This proposed bill introduced in March 2024 faced significant backlash. Legislative Bill 1185 would make it a misdemeanor, punishable by up to a year in jail, to record an officer within 10 feet while they are actively engaged in their duties. This was introduced as a product of conversations with law enforcement officers across the state who are saying that they are being constantly harassed during encounters. However, critics argue that courts have been clear: people have a right to observe and record police while they are on duty. Thus, they argue that such legislation infringes on their constitutional rights.

VII. CONTACT INFORMATION

The following is contact information for the current active National FOP counsel in our office:

Larry H. James, Esq.

FOP General Counsel

Amundsen Davis LLC

500 South Front Street, Suite 1200

Columbus, Ohio 43215

Tel: (614) 229-4567 Cell: (614) 581-1125

Fax: (614) 229-4559

Email: ljames@amundsendavislaw.com

Assistant: Robert Lewis

Tel: (614) 229-4519

Email: rlewis@amundsendavislaw.com

IRS, DOL, Tax, Trademark, Contract Review & Employment

Marissa R. Borschke, Esq.

FOP Associate Counsel

Amundsen Davis LLC

500 South Front Street, Suite 1200

Columbus, Ohio 43215

Tel: (614) 229-4539 Cell: (973) 732-8805

Email: mborschke@amundsendavislaw.com

Assistant: Robert Lewis

Tel: (614) 229-4519

Email: rlewis@amundsendavislaw.com

Amicus Filings & Employment

Christopher R. Green, Esq.

FOP Associate Counsel

Amundsen Davis LLC

500 South Front Street, Suite 1200

Columbus, Ohio 43215

Tel: (614) 229-4563

Fax: (614) 229-4559

Email: cgreen@amundsendavislaw.com

Assistant: Deborah Wyche

Tel (614) 229-4578

Email: dwych@amundsendavislaw.com

Contract & Trademark Renewals and Monitoring

Dustin Zink

FOP Paralegal

Amundsen Davis LLC

500 South Front Street, Suite 1200

Columbus, Ohio 43215

Tel: (614) 229-4482

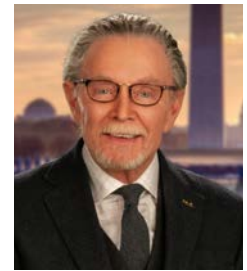
Fax: (614) 229-4559

Email: dzink@amundsendavislaw.com



Report of Government and Media Affairs

James O. Pasco, Jr.
Executive Director
jpasco@fop.net



We are nearly five months into the First Session of the 119th Congress. While there are still some key vacancies to be filled, most of President Trump's Cabinet and Subcabinet nominees have been confirmed by the Senate.

Congress, for the most part, has been focused on adopting a unified budget resolution which will allow both the House and Senate to draft and adopt a reconciliation bill—the "One Big Beautiful Bill Act"—which passed on a 215-214 vote just before the Memorial Day recess.

The FOP and our counterparts at the International Association of Fire Fighters (IAFF) sent a [joint letter](#) to the House Committee on Ways and Means urging them to address the following issues:

- Law enforcement officers and fire fighters are often denied full overtime wages for their hours due to the mandates of Section 7(k) of the Fair Labor Standards Act (FLSA), which require fire fighters to work 54 hours per week and law enforcement officers to work 43 hours per week before being eligible for overtime wages. We support the President's call for income taxes to be waived on overtime earnings and urged the provision be included in the final bill without any limitations tied to any artificial cap on these earnings.
- The FOP and IAFF also urged the Committee on Ways and Means to eliminate or significantly increase the income tax deductions on State and local taxes (SALT).
- We also urged the Committee to include the President's proposal to waive income taxes on Social Security earnings for public safety officers.

The FOP similarly engaged with the Committee on Oversight and Government Reform to exempt all Federal law enforcement officers from any and all pension cuts that will be under consideration as part of the reconciliation process. We raised our strong concerns that any pension cuts would lead to mass retirements at a time when law enforcement agencies across the country are struggling to recruit, hire, and retain officers. These include Federal agencies in the U.S. Departments of Justice and Homeland Security. Many agencies, like the U.S. Capitol Police and U.S. Secret Service, are requiring officers to work excessive amounts of forced overtime, which negatively impacts officer morale, officer mental health, and mission readiness.

One of the proposals considered would result in a pay cut of 3.6% by requiring more senior officers to make higher contributions from their wages to the Federal Employee Retirement System (FERS). In addition, their retirement calculations would change, costing some officers tens of thousands in retirement income. The National FOP has called on the committee and the House to exempt Federal law enforcement officers from these pension cuts. Of the 2.4 million non-postal Federal employees affected, only 137,000 are Federal law enforcement officers. Many law enforcement officers have a mandatory retirement age of 57. Unlike other Federal employees who could offset these retirement losses by working longer, Federal law enforcement officers who deserve the retirement benefits they earned will not have this option.

The version of the bill that was favorably reported by the House Budget Committee did not include any changes to FERS for Federal law enforcement officers, which includes the FERS annuity supplement. A newer draft expands the exemption for Federal employees who are required to retire early, such as Federal law enforcement officers, to cover all such employees, regardless of whether they are forced out because they hit the mandatory retirement age. The implementation date, previously set on the date of the bill's enactment, has been shifted to 1 January 2028, and language now exists clarifying that Federal employees may maintain eligibility for the supplement provided they are "entitled" to it prior to 2028. The latest draft also delays the change in Federal retirees' annuity calculations from the high-3 to high-5 average salary model by one year, to 1 January 2028.

With respect to budgets, the FOP is also urging the House to act on S. 1077, the "District of Columbia Local Funds Act," which passed the Senate by unanimous consent in March. When the President signed H.R. 1968, the "Full-Year Continuing Appropriations and Extension Act" into law, Senate lawmakers recognized that the language exempting the District of Columbia's budget was inadvertently left out of the bill. The "District of Columbia Local Funds Act" corrects the error. Without swift action by the House on this bill, the District of Columbia will be forced to make steep cuts across the board—including to the budget for the Washington, D.C. Metropolitan Police Department (MPD). This forced the Mayor of the District of Columbia, Muriel E. Bowser, to issue an [order](#) immediately freezing spending and hiring. The mayor's order also instructs the city administrator to begin planning for furloughs of D.C. government workers and the closures of some D.C. government facilities. Agencies including police, fire, and the District's 911 call center could face staffing cuts and facility closures. This bill is critical to preserving the ability of MPD to protect the residents and visitors of the District of Columbia.

President Trump has called on House leaders to bring S. 1077 to the House floor and pass it immediately, but so far the House has failed to act. The National FOP is working with the Labor Committee for the Washington, D.C. Metropolitan Police Department (MPD) on this issue.

The remainder of our report is organized into five Sections, beginning with a status update on our top legislative priorities. **Section II** provides the status of President Trump's most recent Executive Orders and **Section III** provides a status update on FOP-supported legislation, as well as bills we oppose, which are under active consideration or pending in Congress. **Section IV** provides a list of legislation on which the FOP has already taken a position as of 21 May. **Section V** provides information on the importance of the National FOP Political Action Committee as well as our grassroots and social media outreach.

As always, for additional information, please contact the Steve Young Law Enforcement Legislative Advocacy Center.

SECTION I: UPDATE ON TOP LEGISLATIVE PRIORITIES IN THE 119TH CONGRESS

COLLECTIVE BARGAINING LEGISLATION

119th Congress: H.R. 1505/S. 636, the "Public Safety Employer-Employee Cooperation Act"

118th Congress: H.R. 3539, the "Public Safety Employer-Employee Cooperation Act"

The FOP worked with Representatives Peter A. Stauber (R-MN) and Nicole J. Budzinski (D-IL) to re-introduce H.R. 1505, the "Public Safety Employer-Employee Cooperation Act." We did not have a Senate companion for this legislation in the previous Congress, but this year Senator John W. Hickenlooper, Jr. (D-CO) introduced the Senate companion bill as S. 636.

The bill is a top legislative priority for the FOP and our partners at the International Association of Fire Fighters (IAFF) and would recognize the right of public safety officers to collectively bargain over hours, wages, and working conditions.

In the upcoming months, the FOP will reach out to all previous cosponsors of the bill from the 118th Congress.

Legislative Summary for the Public Employer-Employee Cooperation Act

119th Congress: 29 cosponsors in the House
(H.R. 1505/S. 636) 1 cosponsor in the Senate

118th Congress: 68 cosponsors in the House
(H.R. 3539)

LEGISLATION EXPANDING FEDERAL LAW ENFORCEMENT RETIREMENT BENEFITS

119th Congress: H.R. 3226, the "Law Enforcement Officers Equity Act"

118th Congress: H.R. 1322/S. 1658, the "Law Enforcement Officers Equity Act"

This legislation would expand the definition of "law enforcement officer" with respect to retirement benefits to include all GS-0083 officers—which will benefit the nearly 30,000 Federal law enforcement officers who are not currently eligible for this benefit. This would provide these officers with 6(c) retirement benefits and the ability to retire after 20 years of service at the age of 50, or after 25 years of service at any age.

We worked with Representatives Andrew R. Garbarino (R-NY), Gerald E. Connolly (D-VA), and Brian K. Fitzpatrick (R-PA) to re-introduce the bill.

We are working with Senator Cory A. Booker (D-NJ) to find a Republican lead for Senate companion bill, as Senator J.D. Vance (R-OH) left the Senate after being elected Vice President of the United States.

Legislative Summary for the Law Enforcement Officers Equity Act

119th Congress: 5 cosponsors in the House
(H.R. 3226)

118th Congress: 88 cosponsors in the House
(H.R. 1322/S. 1658) 3 cosponsors in the Senate

SECTION II: UPDATE ON EXECUTIVE ORDERS

In March, President Trump issued an Executive Order (EO) entitled "Exclusions From Federal Labor-Management Relations Programs." The bill ends collective bargaining rights for most Federal employees involved in "intelligence, counterintelligence, investigative, or national security work." The EO does preserve collective bargaining rights for "agency police officers, security guards, and firefighters."

Also in March, President Trump issued an Executive Order entitled "Continuing the Reduction of the Federal Bureaucracy." Section 2(a)(i) of the EO has effectively dismantled the Federal Mediation and Conciliation Service (FMCS), which has provided vital services to labor relations and has been especially valuable to law enforcement labor organizations like the Fraternal Order of Police. The FOP [has written](#) President Trump asking that he reconsider the EO's implementation with respect to the FMCS, and the FOP is engaged with the Administration on this issue.

The FOP is also in a dialogue with White House officials about our concerns with the recent reductions in force at the U.S. Department of Health and Human Services, specifically within the National Institute for Occupational Safety and Health (NIOSH), which, among other responsibilities, certifies first responders eligible for health care through the World Trade Center Health Program. The White House staff assured the FOP that they will work with us to ameliorate the impact of the reduction in force and to ensure that 9/11 responders receive the highest quality of care.

Deputy U.S. Attorney General Todd W. Blanche issued a memo entitled "Soliciting Feedback for Agency Reorganization Plan and RIF" which solicited feedback from Departmental components about concerns and proposals with respect to Section 3(c) and 3(e) of the Executive Order 14210, "Implementing The President's 'Department of Government Efficiency' Workforce Optimization Initiative."

The FOP [wrote](#) to the Deputy Attorney General about our concerns that the proposal could result in the termination of the independence of the Office of Community Oriented Policing Services (COPS), making this vital component of our national policing strategy into just another grant making program under the Bureau of Justice Assistance (BJA).

We urged the Justice Department to maintain the independence of the COPS program and to consult with the FOP before embarking on any major changes to the structure, agencies, or programs to the Department.

In early May, the U.S. District Court for the Northern District of California placed a [temporary restraining order](#) on Executive Order 14210, which prohibits the Administration from broad Federal workforce reductions.

More recently, President Trump signed an Executive Order entitled "Strengthening and Unleashing America's Law Enforcement to Pursue Criminals and Protect Innocent Citizens" which includes a provision in Section 3(a)(v) that reads: "seek enhanced sentences for crimes against law enforcement officers." The FOP shares the President's strong views on this issue. We condemn violence targeting law enforcement officers and call on Congress to enact the "Protect and Serve Act."

President Trump also signed an Executive Order entitled "Protecting American Communities from Criminal Aliens" which includes a provision to cut Federal funding from sanctuary cities that do not comply with new immigration

policies.

The FOP continues to work collaboratively with the President and all components of his Administration on these issues.

SECTION III: UPDATE ON ACTIVE OR PENDING LEGISLATION

The "LEOSA Reform Act"

In mid-May, **H.R. 2243**, the "LEOSA Reform Act," was considered and passed by the U.S. House of Representatives last month on a 229-193 vote. The bill, which was introduced by Representatives Donald J. Bacon (R-NE) and Henry Cuellar (D-TX), will now go to the Senate for further consideration. Our Washington D.C. staff has been engaged with the Senate Committee on the Judiciary about moving forward on this legislation.

Currently, the Law Enforcement Officers Safety Act (LEOSA) exempts qualified active and retired law enforcement officers from local and State prohibitions on the carriage of concealed firearms. This legislation amends existing law to ensure that officers can carry in the same venues as civilian concealed carry permit holders. The bill also extends the exemption to magazine capacity and would allow active and retired law enforcement officers to access services in U.S. Post Offices, Social Security Administration offices, Veterans Affairs offices, and other Federal facilities without disarming or securing their firearms elsewhere. It would also allow the States to decide to extend the period between training certifications for qualified retired law enforcement officers from 12 months to 36 months.

The "LEOSA Reform Act" would not increase the number of officers who carry firearms under the current LEOSA statute. It does, however, remove conflict and confusion from current State and Federal laws while closing existing loopholes to prevent any officer from inadvertently putting themselves in legal jeopardy.

The Senate companion bill, S. 679, was introduced by Senator John N. Kennedy (R-LA) and has eight cosponsors.

The "Protect and Serve Act"

The National Legislative staff continues our advocacy campaign. We've had numerous in-person meetings with key House Judiciary Committee staff to build support for this bill. We have also reached out to Representatives who cosponsored the bill in the previous Congress. Our cosponsorship total in the House is currently at 61.

The FOP worked with Representative John H. Rutherford's staff to revise the bill language which we believe has improved the bill and will help us grow support for it. The legislation creates a new Federal offense for anyone who "willingly" assaults a law enforcement officer and would sentence such an offender to a term of imprisonment of 10 years or for life in the case of murder or attempted murder. In order for Federal charges to be brought, the State must ask the Federal government to assume jurisdiction, or the U.S. Attorney General must certify that a Federal prosecution is "in the public interest and necessary to secure substantial justice." To make this certification, the U.S. Attorney General must consider the extent of planning and premeditation, the intended outcome, and a disregard for human life. These are very specific and narrow circumstances that were designed to respond to incidents like the assassination of two officers in New York City in 2014 and the mass murders of officers in Dallas and Baton Rouge in 2016.

In the Senate, our D.C. staff met jointly with staff in the offices of Representative Rutherford and Senator Thomas R. Tillis (R-NC), the sponsor of S. 167, the companion bill, and agreed that the revised language will be incorporated into the Senate bill as it moves through the legislative process.

As of the end of April, there have been 21 ambush-style attacks on law enforcement officers in which 21 officers were shot and five of whom were killed.

We urge all FOP members to contact their Representative and Senators and ask them to support this legislation!

The "Honoring Our Fallen Heroes Act"

Representatives Mary Gay Scanlon (D-PA) and Carlos A. Giménez (R-FL) re-introduced H.R. 1269, the "Honoring Our Fallen Heroes Act." The Senate companion bill was introduced by Senators Amy J. Klobuchar (D-MN) Kevin J. Cramer (R-ND) as S. 237.

The legislation would categorize duty-related cancer fatalities as a line of duty death under the Public Safety Officers' Benefits (PSOB) program. Law enforcement and other public safety officers are routinely required to enter or operate in potentially hazardous environments. Those who are exposed to known carcinogens and who are subsequently diagnosed with cancers related to that exposure will be considered to have sustained a personal injury in the line of duty for the PSOB program if the cancer causes their death or disability under this bill.

The Senate Judiciary Committee considered and favorably reported this legislation by voice vote in May.

The "Protecting Taxpayers' Wallets Act and the "Paycheck Protection Act"

The House Committee on Oversight and Government Reform considered, amended, and favorably reported H.R. 1210, the "Protecting Taxpayers' Wallets Act," to the House floor on a 23-21 vote.

The legislation is blatantly anti-union and the FOP [strongly opposes](#) it. The legislation takes the extraordinary step of requiring Executive branch agencies to charge labor unions representing agency employees a quarterly fee for their use of agency resources. It would make that fee based on the value of the time a union representative spends on official union business and the value of agency resources provided to the union while employed by the agency and on duty. The determination of such a fee could not be considered as an unfair labor practice or be subject to collective bargaining. The FOP will continue to oppose this legislation on the House floor.

The committee also considered and favorably reported H.R. 2249, the "Preserving Presidential Management Authority Act," on a 23-21 vote. The bill would allow an incoming president, but not incumbents, to terminate any collective bargaining agreement provision entered into by employees of a Federal agency that is in force and effect on the date such president is sworn into office. It also provides that any language in such an agreement that conflicts with a rule, Executive Order, presidential memorandum or any other presidential order, as determined by the president or the head of an agency, would not be enforceable. The FOP strongly opposes this legislation.

Finally, the committee considered and favorably reported H.R. 2174, the "Paycheck Protection Act," on a 23-21 vote. This is another anti-union bill that would prohibit union members from paying their dues automatically from their paychecks—a standard practice at every level of public employment. This would place an unnecessary burden on union members who receive services based on their payment of dues. The FOP [strongly opposes](#) the bill and will continue to fight against its passage on the House floor.

SECTION IV: LEGISLATION SUPPORTED IN THE 119TH CONGRESS

LEGISLATION IN THE HOUSE

- **PASSED HOUSE – H.R. 27** (Griffith, R-VA) the "Halt All Lethal Trafficking of Fentanyl Act," which would permanently place fentanyl-related substances as a class into schedule I of the Controlled Substances Act;
- **H.R. 309**, (Nehls, R-TX) the "National Law Enforcement Officers Remembrance, Support and Community Outreach Act," which would direct the U.S. Department of the Interior to award a grant of \$6 million over the next seven fiscal years to the National Law Enforcement Officers Memorial Fund;
- **H.R. 378** (Buchanan, R-FL) the "Thin Blue Line Act," which would expand the list of aggravating factors in death penalty determinations for those who target, kill, or attempt to kill a law enforcement or other public safety officer;
- **H.R. 405** (Fulcher, R-ID) the "Keep Every Extra Penny (KEEP) Act," which would eliminate income tax on a public servant's overtime pay;
- **H.R. 621** (Joyce, R-OH), the "Protecting First Responders from Secondary Exposure Act," which would allow State and local governments to purchase containment devices through the existing Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP);
- **SIGNED INTO LAW – PL 119-12/H.R. 633** (Salazar, R-FL) the "Tools to Address Known Exploitation by Immobilizing Technological Deepfakes on Websites and Network (TAKE IT DOWN) Act," which would clarify and expand agency authority to combat the distribution of exploitative "deepfake" technology;
- **H.R. 911** (Fitzpatrick, R-FL) the "Patriot Day Act," which would establish September 11th as a permanent Federal holiday;
- **H.R. 993** (Correa, D-CA) the "Directing Resources for Officers Navigating Emergencies (DRONE) Act," which would allow law enforcement agencies to use Edward R. Byrne Memorial Justice Assistance Grant (Byrne-JAG) funds to help purchase and operate unmanned aircraft systems;

- **H.R. 1046** (Bacon, R-NE) the "Marc Fischer Memorial Interdiction of Fentanyl in Postal Mail at Federal Prisons Act," which would require the Director of the Bureau of Prisons to develop and implement a strategy to interdict fentanyl and other synthetic drugs in the mail at Federal correctional facilities;
- **H.R. 1236** (Barr, R-KY) the "Chief Herbert D. Proffitt Act," which would amend the Public Safety Officers' Benefits program and allow survivors to file for death or disability benefits for officers no in active service, provided their death or disability was connected to their service as a law enforcement officer;
- **H.R. 1260** (Malliotakis, R-NY) the "U.S. Park Police Modernization Act," which would address the growing crisis that faces the USPP and its ability to protect and serve the public;
- **H.R. 1266** (Panetta, D-CA), the "Combating Illicit Xylazine Act," which would appropriate steps to add xylazine to the Controlled Substances Act;
- **H.R. 1269** (Scanlon, D-PA) the "Honoring Our Fallen Heroes Act," which would categorize duty-related cancer fatalities as a line of duty death under the Public Safety Officers' Benefits (PSOB) program;
- **H.R. 1410** (Garbarino, R-NY) the "9/11 Responder and Survivor Health Funding Correction Act," which addresses the impending funding shortfall facing the World Trade Center Health Program (WTCHP);
- **H.R. 1443** (Van Drew, R-NJ) the "Public Safety Free Speech Act," which would clarify and protect the speech of a public safety employee by allowing them to take legal action against an employer who violates this right;
- **TOP PRIORITY – H.R. 1505** (Stauber, D-MN) the "Public Safety Employer-Employee Cooperation Act," which would guarantee public safety officers the right to form and join unions and bargain collectively with their employers over wages, hours, and working conditions;
- **PRIORITY – H.R. 1551** (Rutherford, R-FL) the "Protect and Serve Act," which would impose Federal penalties on individuals who deliberately target local, State or Federal law enforcement officers with violence;
- **H.R. 1556** (Bresnahan, R-PA) "Eric's Law," which would amend current law to allow Federal prosecutors to impanel a second jury for the sentencing phase of a Federal capital case if the first jury does not reach a unanimous decision on the sentence;
- **H.R. 1726** (Neguse, D-CO) 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;
- **H.R. 1773** (Rutherford, R-FL) the "Federal Firearms Licensee Protection Act," which would make firearm thefts a Federal offense punishable by up to 20 years in prison;
- **PRIORITY – H.R. 2094** (Rutherford, R-FL) the "Homes for Every Local Protector, Educator, and Responder (HELPER) Act," which would give law enforcement more opportunities to find homes they can afford on a public servant's salary based on the VA home loan program;
- **H.R. 2096** (Garbarino, R-NY) the "Protecting Our Nation's Capital Emergency Act," which would restore the collective bargaining rights, non-disclosure protections, and disciplinary protocols of MPD officers that were lost in the implementation of the CPJRAA;
- **H.R. 2194** (Harder, D-CA) the "HIDTA Enhancement Act," which would increase the HIDTA program's budget by over \$28 million to provide for the creation of new grant programs in order to enhance fentanyl seizure operations and improve coordination between law enforcement agencies;
- **PASSED HOUSE – PRIORITY – H.R. 2243** (Bacon, R-NE) the "LEOSA Reform Act," which would amend the Law Enforcement Officers Safety Act (LEOSA) exempting qualified active and retired law enforcement officers from local and State prohibitions on the carriage of concealed firearms;
- **PASSED HOUSE – H.R. 2255** (Fry, R-SC) the "Federal Law Enforcement Service Weapon Purchase Act," which would allow Federal law enforcement officers to purchase retired service weapons;
- **PASSED HOUSE – H.R. 2240** (Moore, R-NC) the "Improving Law Enforcement Officer Safety and Wellness Through Data Act," which would expand the data collected by the Federal government on attacks and aggressions against law enforcement officers in a comprehensive way;
- **H.R. 2502** (Kaptur, D-OH) the "Law Enforcement Training for Mental Health Crisis Response Act," which would provide grants to law enforcement departments at the State, local, territorial, and tribal level to obtain vital behavioral health crisis response training to resolve behavioral health crisis situations more safely and effectively;
- **H.R. 2654** (Stauber, D-MN), the "Lifesaving Gear for Police Act," which would protect the important surplus equipment programs for State and local law enforcement, like the IO33 program, from politically-driven interference and competing Executive Orders;
- **H.R. 2711** (Gottheimer, D-NJ,) the "Invest to Protect Act," which would establish a grant program, administered by the Community Oriented Policing Services (COPS) Office within the U.S. Department of Justice (DOJ), that would be used for the training of officers from police departments and municipalities that employ fewer than 175 law enforcement officers;

- **H.R. 2735** (Nehls, R-TX) the "Strengthening Child Exploitation Enforcement Act," which would close loopholes in Federal child abuse criminal statutes;
- **H.R. 2964** (Taylor, R-OH) the "Fight Fentanyl Act," which would provide over \$333 million annually for the HIDTA program and allow for and support programs that would enhance fentanyl seizure operations and improve coordination between law enforcement agencies;
- **TOP PRIORITY – H.R. 3226** (Garbarino, R-NY) the "Law Enforcement Officers Equity 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;
- **H.R. 3267** (Houlahan, D-PA) the "Public Service Loan Forgiveness (PSLF) Payment Completion Fairness Act," which would eliminate a technicality in the law that requires an applicant to be employed in a public service job to qualify for public loan forgiveness;
- **H.R. 3304** (Peters, D-CA) the "Providing Child Care for Police Officers Act," would authorize the Secretary of the U.S. Department of Health and Human Services to create a competitive grant program to establish child care programs for law enforcement families;
- **H.R. 3366** (Pappas, D-NH) the "Establishing Accreditation Grants for Law Enforcement (EAGLE) Act," which would establish a grant program that would pay the certification or re-certification fees for small and mid-sized law enforcement agencies; and
- **H.R. 3372** (Sykes, D-OH), the "Law Enforcement Scenario-Based Training for Safety and De-Escalation Act," which would direct the Office of Community Oriented Policing Services (COPS) to authorize grants to State and local law enforcement agencies to provide law enforcement personnel access to an immersive, real-life, scenario-based training curriculum.

LEGISLATION IN THE SENATE

- **S. 83** (Cruz, R-TX), the "Thin Blue Line Act," which would provide that the murder of local or State prosecutors, law enforcement officers, or other public safety officers also be considered an "aggravating" factor in a Federal case;
- **S. 122** (Banks, R-IN) the "Qualified Immunity Act," which would codify the existing qualified immunity doctrine as established and upheld by the U.S. Supreme Court for decades;
- **SIGNED INTO LAW – PL 119-12/S. 146** (Cruz, R-TX) the "Tools to Address Known Exploitation by Immobilizing Technological Deepfakes on Websites and Network (TAKE IT DOWN) Act," which would clarify and expand agency authority to combat the distribution of exploitative "deepfake" technology;
- **PRIORITY – S. 167** (Tillis, R-NC) the "Protect and Serve Act," which would make it a Federal crime to target a law enforcement officer with an assault that results in serious bodily harm or death;
- **CLEARED COMMITTEE – S. 180** (Grassley R-IA) the "Protecting First Responders from Secondary Exposure Act," which would allow State and local governments to purchase containment devices through the existing Comprehensive Opioid, Stimulant, and Substance Abuse Program (COSSAP);
- **CLEARED COMMITTEE – S. 237** (Klobuchar, D-MN) the "Honoring Our Fallen Heroes Act," which would categorize duty-related cancer fatalities as a line of duty death under the Public Safety Officers' Benefits (PSOB) program;
- **PASSED SENATE – S. 331** (Cassidy, R-LA) the "Halt All Lethal Trafficking of Fentanyl Act," which would permanently place fentanyl-related substances as a class into schedule I of the Controlled Substances Act;
- **CLEARED COMMITTEE – S. 419** (Hawley, R-MO) the "Reauthorizing Support and Treatment for Officers in Crisis (STOIC) Act," which would reauthorize programs for law enforcement family support services, suicide prevention programs, and mental health services for law enforcement officers;
- **S. 516** (Klobuchar, D-MN) the "Stopping Harmful Image Exploitation and Limiting Distribution (SHIELD) Act", which would prohibit the distribution of Non-Consensually Distributed Intimate Images (NDII) that loopholes in select States have thus far prevented;
- **CLEARED COMMITTEE – S. 539** (Cornyn, R-TX) the "PROTECT Our Children Reauthorization Act," which would update and reauthorize the Internet Crimes Against Children (ICAC) Task Force Program that helps State and local law enforcement agencies combat online child exploitation and abuse;
- **TOP PRIORITY – S. 636** (Hickenlooper, D-CO) the "Public Safety Employer-Employee Cooperation Act," which would guarantee public safety officers the right to form and join unions and bargain collectively with their employers over wages, hours, and working conditions;
- **S. 666** (Gillibrand, D-NY) the "First Responders Wellness Act," which would establish a national hotline for first responders through the U.S. Department of Health and Human Services (HHS);
- **TOP PRIORITY – S. 679** (Kennedy, R-LA) the "LEOSA Reform Act," which would amend the Law Enforcement Officers Safety Act (LEOSA) exempting qualified active and retired law enforcement officers from local and State prohibitions on the carriage of concealed firearms;

- **S. 739** (Gillibrand, D-NY) the "9/11 Responder and Survivor Health Funding Correction Act," which addresses the impending funding shortfall facing the World Trade Center Health Program (WTCHP);
- **S. 767** (Kelly, D-AZ) the "High Intensity Drug Trafficking Areas (HIDTA) Act," which would increase the HIDTA program's budget by over \$28 million to provide for the creation of new grant programs that would enhance fentanyl seizure operations and improve coordination between law enforcement agencies;
- **S. 768** (Cortez Masto, D-NV) the "Invest to Protect Act," which would establish a grant program, administered by the Community Oriented Policing Services Office within the U.S. Department of Justice, that would be used for the training of officers from police departments and municipalities that employ fewer than 200 law enforcement officers;
- **CLEARED COMMITTEE – S. 911** (Masto, D-NV) the "Chief Herbert D. Proffitt Act," which would amend the Public Officers' Benefits (PSOB) program to include retired public safety officers who are injured or killed in a targeted attack;
- **PRIORITY – S. 978** (Moody, R-FL) the "Homes for Every Local Protector, Educator, and Responder (HELPER) Act," which would give law enforcement more opportunities to find homes they can afford on a public servant's salary based on the VA home loan program;
- **PASSED SENATE – S. 1077** (Collins, R-ME) the "District of Columbia Local Funds Act," which would restore the District of Columbia's ability to implement its Fiscal Year 2025 budget;
- **S. 1247** (Schmitt, R-MO) the "Public Safety Officer Free Speech Act," which would clarify and protect the speech of a public safety employee by allowing them to take legal action against an employer who violates this right;
- **S. 1295** (Justice, R-WV) the "Bureau of Prisons Security Check and Action against Narcotics (BOP SCAN) in Mail Act," which would require the Director of the Bureau of Prisons to develop and implement a strategy to interdict fentanyl and other synthetic drugs in the mail at Federal correctional facilities;
- **S. 1300** (Cornyn, R-TX) the "Project Safe Neighborhoods 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;
- **CLEARED COMMITTEE – S. 1316** (Peters, D-MI) the "Strong Communities Act," which would establish a grant program for local law enforcement agencies to assist in recruiting officers from their own community;
- **S. 1333** (Cornyn, R-TX) the "Strengthening Child Exploitation Enforcement Act," which would close loopholes in Federal child abuse criminal statutes;
- **S. 1401** (Kennedy, R-LA) the "Targeting Child Predators Act," which would extend the time law enforcement can seek a court order to delay a subpoena notification from 90 to 180 days;
- **S. 1409** (Cornyn, R-TX) the "Public Safety Officer Concussions and Traumatic Brain Injury Health Act," which would establish concussion protocols for law enforcement agencies;
- **CLEARED COMMITTEE – S. 1563** (Klobuchar, D-MN) "Retired Law Enforcement Officers Continuing Service Act," which would establish a grant program to support State and local agencies in leveraging the expertise of retired officers for tasks like assisting with investigations, forensic analysis, and reviewing camera footage; and
- **CLEARED COMMITTEE – S. 1595** (Cornyn, R-TX) the "Improving Police Critical Aid for Responding to Emergencies (CARE) Act," which would expand the existing U.S. Department of Justice's Edward Byrne Memorial Justice Assistance Grant (Byrne-JAG) program to allow for the purchase of trauma kits.

SECTION V: STAY CONNECTED AND SUPPORT THE NFOP PAC

The FOP is the premier voice for law enforcement in Congress, in the press, and on social media. We have been very successful in spreading our message, especially on social media, and have been able to have direct, personal conversations with our members, candidates, supporters, and opponents across our social media platforms. No other law enforcement organization can match the FOP's social media presence and reach. We are the undisputed voice of the law enforcement community.

We encourage all FOP members to regularly check out our social media pages, as the daily posts inform not only our members, but the general public as well. With our social media outreach, we hope to better educate them on the current state of affairs for the brave men and women who suit up and show up every day to serve and protect. We ask every Lodge, every member, and every citizen who supports law enforcement officers to follow the National FOP on:

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

Do Your Part! We need your help—please **Share, Comment, and Like** the content that we are posting.

And Don't Forget to Subscribe to the FOP's Weekly Legislative Update

If you aren't receiving the Weekly Update from Capitol Hill in your inbox every week, [click here to sign up](#). It helps to keep you and your members up to date with the latest news from Washington, D.C.

Check out the FOP's YouTube Channel and The Blue View Podcast!

The FOP's [YouTube channel](#) hosts every episode of the FOP's podcast, entitled The Blue View as well as news clips and interviews and our FOP Facts videos.

National President Patrick Yoes hosts The Blue View which has featured guests from Capitol Hill, from 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.

The "Blue View" podcast can also be found on [Apple Podcasts](#), [Spotify](#), [Amazon Music](#), and [YouTube](#).

This report is hereby respectfully submitted.

Faternally,

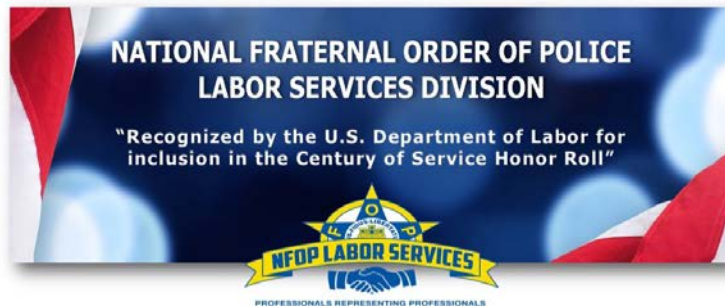
Jim Pasco

Executive Director



Report of the Labor Services Division Roger Mayberry, Director

bear1233@aol.com



NFOP LABOR SERVICES

24 Years of Dedication

For the past 24 years, NFOP Labor Services has been a pillar of support for State and Local Lodges across the country. Established in 2001, the Labor Services Division expanded in 2006 to offer a comprehensive, full-service labor program for our members. Since then, we've been committed to providing high-quality labor assistance nationwide.

Innovative Training & Development

The Labor Services Division is excited to introduce labor-focused podcasts and seminars to enhance professional development. We launched our first two-part podcast, Critical Incidents, in May 2025, and upcoming topics include:

- **Collective Bargaining Series:** Understanding Bargaining Units, Preparing for Negotiations, Financial Considerations, Drafting Proposals, and Managing Grievances.
- Additional training for both newcomers and experienced professionals in law enforcement labor.

Each podcast is approximately one hour long, designed to be informative and accessible across all experience levels. Let us know what topics you'd like to see, and we'll work to bring you content that supports your members' needs.

Upcoming Events & Exciting New Programs

Keep an eye out for announcements regarding specific training dates and sessions. Plus, don't miss our **Annual Collective Bargaining Seminar**, happening **November 4-6, 2025**.

Looking ahead, we're thrilled about the launch of our **Pathways to Excellence** training program, **March 29 - April 3, 2026** and can't wait to see you there!

Meet the Labor Services Team

Our division is led by experienced professionals dedicated to supporting our members:

- Leadership: Roger Mayberry (Director) and Michael Coviello (Associate General Counsel).
- Nashville Office: Toni Dixon (Office Manager), Emma Binkley, Jim Gray, Robyn Lane
- Labor Specialists: Tim Mullaney, Sam Christiansen, Jack Parlon, A.W. McGehee, Michael Edes, Joel Wilkinson, Craig McGowan, Mark Fester, Doug Luse, Christopher Cloutier, and Steve Egan.

Expanding Nationwide

Since its inception, the Labor Division has steadily expanded its reach, currently supporting **182 bargaining units** across **20 states**, with **five additional units** expected to join soon. Our continued growth reflects our unwavering commitment to providing top-tier labor services.

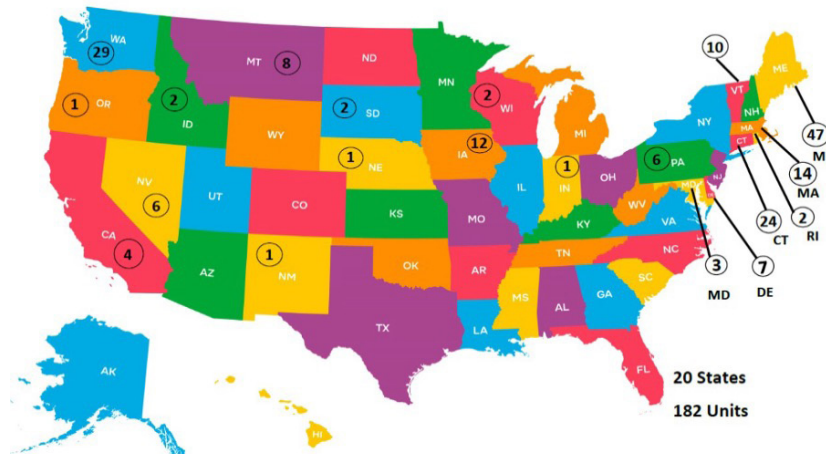
The breakdown by state is as follows:

- | | |
|----------------------|--------------------|
| • California – 4 | • Nebraska – 1 |
| • Connecticut – 24 | • Nevada – 6 |
| • Delaware – 7 | • New Mexico – 1 |
| • Idaho – 2 | • Oregon – 1 |
| • Indiana – 1 | • Pennsylvania – 6 |
| • Iowa – 12 | • Rhode Island – 2 |
| • Maine – 47 | • South Dakota – 2 |
| • Maryland – 3 | • Vermont – 10 |
| • Massachusetts – 14 | • Washington – 29 |
| • Montana – 8 | • Wisconsin – 2 |

Service Fee Update

To maintain the quality and expansion of our services, we've implemented modest service fee adjustment. The last fee increase was in **2015**, raising costs to **\$48.50**. Due to rising operational expenses, the new service fee is **\$51.00**, effective **July 2025**. This adjustment ensures we can continue delivering valuable labor support for our members.

NATIONAL FRATERNAL ORDER OF POLICE LABOR SERVICES DIVISION



LABOR PODCAST

CRITICAL INCIDENTS
A COLLECTIVE BARGAINING SERIES:

Becoming the Bargaining Agent
Preparing for Bargaining
Show Me the Money
Drafting Proposals
To Grieve or Not to Grieve



<https://youtu.be/PIQsNDKXf-Q>



SAVE THE DATE



NATIONAL FRATERNAL ORDER OF POLICE

PATHWAYS TO EXCELLENCE EDUCATION & EMPOWERMENT SUMMIT

One Conference, Six paths: Your Training – The FOP Way
March 29 - April 3, 2026 - Las Vegas, NV

Wellness Professionals' Forum - March 29

Excellency in Chaplaincy - March 31-April 1

Wellness Summit - March 30-31

Leadership Matters - April 1-3

Labor Leadership Summit - March 30-31

Legal Counselors Seminar - March 30-31



SAVE -THE- DATE

2025 Collective Bargaining Seminar

November 4-6, 2025



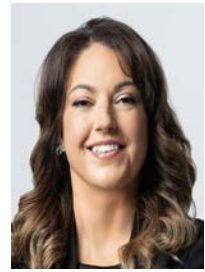
SOUTH POINT
Las Vegas





Report of the Officer Wellness Division Sherri Martin, Director

sherrimartin@nationalfop.org



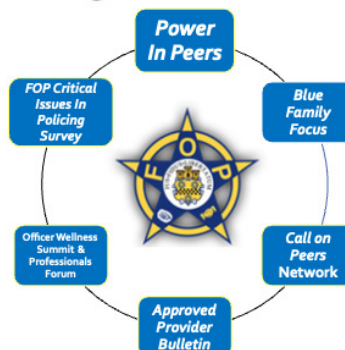
It's great to be together again with all the delegates in Miami Beach attending the National Conference! It is my pleasure to report the work and achievements of the National Officer Wellness Committee and the FOP Division of Wellness Services. We have made tremendous strides since we were last all together in Las Vegas two years ago. Last year was an especially rewarding one for our committee as we saw several of our projects grow and flourish, and we have started 2025 off running full speed ahead, always expanding and adding new programming and fresh ideas!

Power In Peers, our curriculum in law enforcement peer support, created by the FOP in cooperation with the COPS Office of the US Department of Justice, was finalized in early 2024 and we have been teaching all over the United States, training trainers in this brand-new curriculum! Three plus years of work went into the careful crafting of this 5-day course, suitable for both active and retired members, law enforcement civilian support staff, chaplains, and mental health professionals. The course was piloted in late 2023 and early 2024, and the COPS Office was so pleased with the course that the third pilot normally required was waived. With the benefit of grant funding provided by the COPS Office, the FOP has been able to carry the course to eight states so far (as of this writing), and we have a goal to hold at least one Train-the-Trainer session in each state, giving us the ability to spread this training throughout the law enforcement profession. Each session has students representing various agencies who are trained in the curriculum and will be able to carry it back to their agencies or regions as trainers. In fact, we have already had several trainers leading classes at the basic level, providing officers with their very first training in peer support. As we know that the demand for peer support is higher than ever, as we know that it is a resource that officers trust, we aim to ensure that every corner of the US has trained law enforcement peer support available for officers.

As students pass the Power In Peers course and become certified Supporting Peer Mentors, they join a network of other trained SPMs. With this course, we are building a nationwide network of trained peer supporters that will spread the reach of this training. Our goal is to build the Call on Peers network, which we hope will become a tangible resource where officers in need of support can connect with a trained peer in the next agency or clear across the country. The nationwide reach of the FOP will propel the development of this project. The Power In Peers course not only bears the FOP name but will also provide a nationally certified and standardized training program approved by IADLEST and POST. We look forward to training Supporting Peer Mentors around the country and building a network of support that will save careers and lives!

In conversations about officer wellness, the importance of including law enforcement families continues to be an increasing focus. We recognize that families are officers' biggest concern as well as officers' strongest source of support, and we, along with other leading organizations in the profession,

NFOP Wellness Program



are making moves to do more to include law enforcement families in our wellness efforts and initiatives. As we previously reported, the National Fraternal of Police has been awarded federal grant funding to do just that. With our Blue Family Focus program, we are creating a wellness training course for law enforcement family members. Designed as a companion to Power In Peers, the Blue Family Focus curriculum will provide family members with the tools to support their officer and to manage stress that may impact the law enforcement family. In addition, another aim of the course will be to teach law enforcement families to provide peer support to other law enforcement families, further strengthening the web of support around our larger law enforcement family. We have assembled an advisory panel of subject matter experts, including representatives from our National Auxiliary, and have begun development of this course, which we hope to deliver toward the end of 2025.

We continue to add providers and programs to the FOP Approved Provider Bulletin, our nationwide directory of vetted wellness services. Within the first year of the site's launch, our committee interviewed dozens of clinicians and programs, and this process continues with new providers and programs constantly coming our way to be vetted. We receive new applications each week and will not rest until we fill the map. The APB allows members to search for competent resources and connect on their own, without anyone else being involved. Our FOP Wellness Provider Vetting Guide has been shared with police agencies working to build their own wellness programs, and we have directed various wellness providers to it as they work to build their programs to meet our needs and expectations. Our vetting process remains the most stringent and thorough that we have seen. Being identified as an FOP Vetted & Approved Wellness Provider has become a mark of excellence, and we are proud to have created a dynamic in which practitioners are striving to provide the best services to the men and women of law enforcement. The site, our vetting process, and our Wellness Provider Vetting Guide have been highlighted by other police groups as we lead the way in this effort. This program has truly become a flagship program, an effort not replicated by any other organization, and we are the profession leader in vetting wellness services and programs for law enforcement.

In February, we hosted the sixth annual FOP Wellness Summit and fifth annual Wellness Professionals' Forum in Nashville, Tennessee. The National Officer Wellness Committee work hard to put together an interesting program each year and we are excited about response to the events from attendees. These training events focus on various aspects of officer wellness and present the most current information and research in the field. Since our first Summit in 2020, attendance has continuously grown each year, and this year was no exception! The number of attendees has nearly tripled since we began the program, which is a testament to the hard work put in by the committee to create a quality training event! We provide a robust agenda filled with presenters known internationally in the field of officer wellness, and attendees are able to choose from a range of seminars providing current information on various aspects of wellness. We add unique events that provide extra opportunities to discuss, learn, and experience new topics. We have included families too, as we implemented a spouse rate for the events this year. Interest in our FOP Wellness Professionals' Forum continues to grow with the expansion of our network of Vetted & Approved providers as well. My heartfelt thanks to the members of the National Officer Wellness Committee who work diligently each year to make these events a success.

Our FOP Biennial Critical Issues in Policing Survey series has become another cornerstone of our efforts in officer wellness and has drawn much attention both within and from outside of the profession. Our ability to draw over six thousand responses from our brothers and sisters around the country with each survey is simply unmatched and is the envy of researchers in academia. Many thanks to those of you who participated and encouraged your members to have their voice heard! These surveys allow us to compile vital information about the current state of law enforcement, and to report factual data about the experiences and views of police officers. Alongside our research partner, Dr. Jacqueline Drew of Griffith University, we have continuously over the past two years reported the findings of the 2023 survey at various conferences, as well as through written publications. We have recently completed the full report of the 2023 survey, which provides an overview of the most significant findings. The 2023 iteration of the Biennial Critical Issues in Policing Survey Series provided us with vital information about the state of law enforcement mental health, but also about issues affecting recruitment and retention in our agencies. Here in Miami, we are launching the 2025 Biennial Critical Issues in Policing Survey. We encourage and humbly ask every member to participate and to have your voice be heard! The survey can be completed anonymously and is open to active and retired members of law enforcement. It is vital that we hear every voice!

Based on the findings of our surveys, which we began in 2019 and then established through practice beginning in 2021, we have published academic papers, journal and magazine articles, a book chapter, as well as podcasts and webinars, all aimed at making sure that the truth is told about the experiences of our officers. The full reports of the findings of the surveys can be found at www.fop.net. Since 2019, we have shared our findings with the field, appearing at conferences of police officers and police scholars to share the voices of the men and women doing

the work. We have also been able to provide statistics and data to support efforts to improve wellness programs around the country. Our goals have been not only to identify sources of stress for law enforcement, but to demonstrate the connections between recent social climates and the wellbeing of officers, their motivation, and their morale. We continue to identify the resources that work best for our officers to ensure that we provide effective support, always looking for areas where we can do even better. With this survey research, we are the leading voice in officer wellness and the only organization that can speak for rank-and-file officers about what is affecting us and which resources we need to stay well.

As always, the members of the National Officer Wellness Committee and I express heartfelt gratitude to the National Board for continued support of our efforts, and we also thank all the members of the FOP for allowing us to care for you! Our committee takes immense pride in our work, as we constantly aim to expand and improve the suite of wellness products and programs we have built for our members. We look forward to achieving new goals in the coming years and to continuing to ensure that wellness remains part of our national dialogue. There is still so much to do, and we remain enthusiastic and committed!

We continue to receive daily inquiries from around the country seeking services for members. We are happy to be able to provide resources for our brothers and sisters, and we welcome these calls. Please do not hesitate to reach out to us at any time at officerwellness@fop.net or at (615)878-2620 with inquiries, recommendations of trusted service providers, or suggestions for program development. You have all been a tremendous source of feedback about our work, and we appreciate you!

Honored to be at your service,

Sherri Martin
National Director of Wellness Services





Report of Education & Outreach

Keith Turney

kturney@fop.org



Introducing Pathways to Excellence!

Two years in the making, Pathways to Excellence is shaping up to be the FOP's premier training event for 2026. One Conference, Six Paths, Your Training – The FOP Way!

Save the dates now!

Wellness Professionals' Forum - March 29, 2026.

Wellness Summit - March 30 - 31, 2026

Labor Leadership Summit - March 30 - 31, 2026

Legal Counselors Seminar - March 30 - 31, 2026

Excellency in Chaplaincy - March 31 - April 1, 2026

Leadership Matters - April 1-3, 2026



South Point Hotel, Casino, Spa and Convention Center in Las Vegas Nevada.

Come for the day or come for the week. There will be training opportunities to fit the needs of every member. We have condensed all of our most popular training events into one concise week and added some additional events to meet the emerging needs of our organization. All to take place in a venue that is guaranteed to offer a relaxed atmosphere away from the hectic action of the Las Vegas Strip, yet close enough if you desire some of that energy. With a tournament bowling plaza on site, along with a 16-screen Movie Theater Complex and eleven on-site restaurants, the South Point is clearly a family-oriented venue.

Apprenticeship Program

We still have the basic outline of an Apprenticeship Program in our arsenal of resources. Most recently we were approached by the Law and Public Safety Education Network, a not-for-profit 501(c)(3) that is basically a consortium of state career and technical agencies that operate under the State Departments of Education. They have networked with many of the same organizations that we have in our quest to address our recruitment and retention dilemma. Our goal is to form a partnership where we can enhance each other's youth educational initiatives. We are still in the exploratory stages of this partnership and hope to have something tangible in early 2026. LAPSEN has a booth in the expo, pay them a visit to see all they have to offer.



Next Generation 911 (NG9-1-1)

We continue to work with other professional public safety organizations to implement next Generation 9-1-1 interoperability. Most of our emergency communications centers are severely susceptible to cyber-attacks. Interfaces to advanced technologies that we all enjoy on our mobile devices are practically non-existent in our 911 centers. Delivery of critical information to officers working the field is nowhere where it should be. We have estimated that we will need in excess of fifteen billion dollars to address the current needs of our 911 centers.



Our partners in this endeavor are the International Association of Chief of Police, Major Cities Chiefs, National Sheriffs Association, International Association of Fire Chiefs, National Association of State EMS Officials, Metropolitan Fire Chiefs Association, National Organization of Black Law Enforcement Executives and the International Association of Public-Safety Communications Officials (APCO).

4.9 GHz

The FOP was successful in gaining support from the Federal Communications Commission (FCC) to allocate this bandwidth (4940-4990 MHz) to FirstNet. In October 2024, the Federal Communications Commission (FCC) adopted a new framework establishing a nationwide Band Manager for the 4.9 GHz band. This Band Manager will coordinate spectrum usage, optimize public safety operations, and facilitate the integration of advanced technologies, including 5G. The Band Manager is authorized to enter into a sharing agreement with the First Responder Network Authority (FirstNet), allowing FirstNet to access unassigned portions of the 4.9 GHz band for its nationwide public safety broadband network, provided incumbent operations are protected.

Notice:

Public Safety Licenses using the 4.9 GHz band



FirstNet

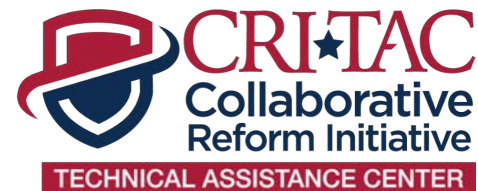
The FirstNet Authority was established in light of September 11, 2001, to create a single, nationwide broadband network specifically for first responders. The tragedies of September 11 revealed fundamental problems with communication systems used by our nation's first responders. The FirstNet Authority's mission, as mandated by Congress, is to oversee the buildout, deployment, and operation of the nationwide public safety broadband network called FirstNet. There is a potential sunset of funding for First Net in 2027 and therefore we are monitoring developments in this area.



FirstNet®

CRI-TAC

For the last eight years the FOP has been an active participant in the Collaborative Reform Initiative – Technical Assistance Center (CRI-TAC). Based on a "By the field – for the field" concept we have been able to serve over two thousand law enforcement agencies nationwide. CRI-TAC offers customized training and consultation for just about any challenge a law enforcement organization may face. From best practices on data collection and analysis to active shooter training, CRI-TAC has a solution. This program is a COPS Office initiative funded through the Department of Justice. Application for assistance is simple, and all services delivered are free. Visit <https://cops.usdoj.gov/cri-tac> for more information or personally contact Keith Turney for assistance.



Our partners on CRI-TAC are:

International Association of Chiefs of Police (IACP)

Community Oriented Policing Services (COPS) Office

International Association of Campus Law Enforcement Administrators (IACLEA)

FBI National Academy Associates (FBINAA)

International Association of Directors of Law Enforcement Training and Standards (IADLEST)

National Association of Women in Law Enforcement Executives (NAWLEE)

National Organization of Black Law Enforcement Executives (NOBLE)

"Take Action: Make the R.I.G.H.T. Choice and Intervene"

A very popular training class is CRI-TAC's Duty to Intervene training, titled "Take Action: Make the R.I.G.H.T. Choice and Intervene". This important course of instruction provides guidance to rank and file, and supervisors alike on the proper tactics to intervene in an enforcement action that is deteriorating. By intervening before a tragic event occurs, a career is saved, and costly representation expenses are avoided.

We are always seeking trainers for this course and currently have many across the country. If this is something you or someone you know may be interested in, please reach out to Keith Turney and he will put you in touch with the appropriate parties.

"Take Action: Make the R.I.G.H.T. Choice and Intervene"

A very popular training class is CRI-TAC's Duty to Intervene training, titled "Take Action: Make the R.I.G.H.T. Choice and Intervene". This important course of instruction provides guidance to rank and file, and supervisors alike on the proper tactics to intervene in an enforcement action that is deteriorating. By intervening before a tragic event occurs, a career is saved, and costly representation expenses are avoided.

We are always seeking trainers for this course and currently have many across the country. If this is something you or someone you know may be interested in, please reach out to Keith Turney and he will put you in touch with the appropriate parties.

Are you a Subject Matter Expert?

We are always seeking subject matter experts (SMEs) to recommend to the CRI-TAC. If you have an expertise in a field of study that you feel would lend to the overall mission of CRI-TAC contact Director Of Education and Outreach, Keith Turney.

Gratitude Initiative (GI)

GI is a 501(c)(3) tax-exempt non-profit organization whose mission is to honor the service and sacrifice of our military and law-enforcement families by providing essential education programs and scholarships to help their children succeed in college, career, and life. Most recently we partnered with "Gratitude Initiative (GI)" to expand their reach across the country. In the process we hope that their energy will grow resources to our members and their families.



Training Events Blueprint

Recently completed is our FOP Training Events Blueprint. This comprehensive document is intended to assist anyone in the Fraternal Order of Police who is involved in creating, planning, or implementing a training event. It is not intended to lay out hard and fast rules related to putting on an event. Rather as titled, it is a blueprint of recommendations to guide an organizer towards best practices in the establishment of a training event, whether it be a one-time stand-alone event, or a repetitive training occurrence. This document is not all encompassing as there are nuances to every event that cannot be planned for or anticipated. Members at all levels of the organization are encouraged to utilize this document to ensure that everyone from creator to organizer to staff member has a common understanding of terms, expectations, and time lines as they relate to a successful event.



FOP Outreach

The Division of Education and Outreach acts as a catalyst in identifying partnerships and organizations that can provide services or be of benefit to our membership. Many of the programs and partnerships that the FOP is currently participating in originated as an inquiry directed to the division. If you are aware of a group or organization that you feel would be of a benefit to the FOP, direct them to the Division of Education and Outreach.





NATIONAL COMMITTEE REPORTS



Report of the Awards & Recognition Committee

Ed Brannigan, Chair

Members: Mike Burns (KS), Allen Hamby (AR), David McClure (SC), Dan Mitchell (OH), Marcello Muzzatti (PA), Mike Slawianowski (PA)

President Patrick Yoes, National Trustee, Board Members, Brothers and Sisters:

The Awards Committees' mission is to create recognition programs that identify and honor those members whose service have been so distinguished that they merit recognition on a national level. This committee will solicit nominations for the annual Jack Dudek Award Member of the Year. It is an honor that is given each year, either at the midterm Board Meeting or at the National Conference.

The Jack Dudek Member of the Year Award was established as a means of rewarding an individual member for his or her service and dedication to the community, his or her department and the Fraternal Order of Police on the local, state and national levels.

Nominations are to be submitted in resume form by a subordinate lodge stating the qualifications of the member being nominated for this award.

- All applications must be submitted in legible typewritten form on FOP letterhead (five copies, please) giving all pertinent information as to why the members of your lodge feel the applicant should be considered for this prestigious award.
- All applications must be submitted by the subordinate lodge in good standing. No individual member shall submit his or her name as a nominee for this award.
- Nominees should be considered on the basis of his or her career in the law enforcement profession, his or her FOP involvement, and service to the community.
- Only active FOP members currently working in law enforcement or retired from law enforcement shall be considered for this award. Retired law enforcement officers are to be considered as active members.
- All applications must be received by the committee chairperson no later than six weeks prior to the first day of the Board Meeting of National Conference.

The Kenneth Canterbury Excellence in Leadership Award will be awarded to the nominee who most displays the characteristics of an FOP Leader. This award will be presented at the Biennial Conference every odd year.

- The nominees must be submitted in legible typewritten form on FOP letterhead, giving all pertinent information as to why the members of your lodge feel the applicant should be considered for this prestigious award.
- All nominees must be submitted by a subordinate lodge in good standing. No individual member shall submit his or her name as a nominee for this award.
- Nominees should be considered on the basis of who most displays the characteristics of an FOP Leader.
- Only active FOP members currently working in law enforcement or retired from law enforcement service shall be considered for this award. Retired law enforcement officers are considered as active members.
- All nominees must be received by the committee chairperson no later than six weeks prior to the National Biennial Conference.

All nominations must be received by the committee chairperson no later than six weeks prior to the first day of the Board Meeting or National Conference. The deadline for the 2025 nominations is June 23, 2025.

Congratulations to the 2024 Member of the Year, Andy Maybo, DC Lodge.

This concludes my report and I would like to thank the members of the Awards and Recognition Committee for their dedication and commitment to the FOP and this Committee.

Respectfully Submitted,
Edward R. Brannigan, Chairman Awards & Recognition Committee



Report of the Border Safety Committee

Paul Sheldon, Chair

Members: Robert Parra (NM), Karla Pruneda (TX), Joe Perez (CA), Michael Settles (AZ)

Brothers and Sisters,

What a difference an administration makes.

Last year I went with one of my committee members and active Border Patrol Agent, Brother Settles, to visit the border in Sasabe, Arizona. As we drove along the border fence it was obvious that construction had been halted, tons of materials were just sitting on the side of the road. As we got about 2 miles from the legal check point, we came to a spot where the border fence simply stopped. Imagine the difficulty to cross the border by simply walking an extra two miles where the fence no longer is in the way.



Pretending the border was not issue clearly did not work. U.S. Border Patrol had to close almost all checkpoints and stop nearly all patrol simply to handle the influx of people crossing the border. The stats for 2024 are shocking.

The House Committee on Homeland Security did a report that covers the insane difference between the two administrations. Instead of typing out the same report, follow this link here to see for yourself.

<https://homeland.house.gov/wp-content/uploads/2024/10/September-24-Startling-Stats.pdf>

I can also share my own recent experiences with the border. Over the last month, I had to travel south. Once to Sierra Vista and then to Tubac. Both areas have checkpoints that have been closed for most of the last 4 years. In my recent travels, BOTH checkpoints were open and operating.

During Day on the Hill I met with Congressman Ciscomani. He has introduced 3 bills in Congress that address some glaring holes in border security. I discussed these bills with him and forwarded my report to National.

H.R. 35 - Agent Raul Gonzalez Safety Act

* This is his bill that we backed last session. It establishes crime levels for vehicles fleeing from Border Patrol or any law enforcement at the border. *

H.R. 263 - Transnational Criminal Organization Illicit Spotter Prevention and Elimination Act

This bill makes it a crime to interfere with any Border Patrol enforcement efforts to include destroying surveillance equipment.

H.R. 488 - To require the Secretary of Homeland Security and the Secretary of State to implement a strategy to combat the efforts of transnational criminal organizations to recruit individuals in the United States via social media platforms and other online services and assess their use of such platforms and services for illicit activities.

This bill makes the use of social media to recruit people for illegal border crimes and trafficking efforts.

It is my solemn hope that now that the proof of everything that we said exists, we can actually learn from it and continue the efforts to secure our border.

Fraternally,
Paul Sheldon



Report of the Chaplaincy Committee

Rick Snyder, Chair

Members: Robert "Keith" Fallis (OK), Bryan Flatt (TX), Dr. Chris Holland (IN), Dr. Bennie Jones (LA), Rick Kassel (IN), Donald McGuire (GA), Fr. Jim McNew (PA), Jack Munday (NC), Chad Peterschick (WA), Rabbi Chesky Tenenbaum (DC), Phil Wiggins (NC)

Please Save the Date - March 31-April 1, 2026 Inaugural FOP Chaplain Gathering: "Excellency in Chaplaincy"

Sisters and Brothers:

This has been a busy time for our Nationwide FOP Chaplains Network.

I want to thank our National FOP Chaplains Committee for their hard work, input, and support during the past two years - 2023 through 2025.

Rick Snyder, IN (Chair)
Phil Wiggins, NC (Immediate Past National Chaplain)
Rick Kassel, IN
Keith Fallis, OK
Donald McDuffie, GA
Father Jim McNew, PA
Rabbi Cheski Tenenbaum, MD
Dr. Chris Holland, IN
Dr. Benny Jones, LA
Jack Munday, NC
Chad Peterschick, WA
Bryan Flatt, TX

Collectively we addressed the following as a Committee:

- Established Regional Reps
- Strengthened relationships with International Conference of Police Chaplains ICPC (7) Regions
- Evaluated Existing Training Model(s)
- Considered Basic to Advanced Credentialing
- DART Analysis/Deployment Preps
- Established and now Planning for the (first ever) National FOP Chaplains Retreat in 2026

Due to our intentional efforts to connect from National to State to Local and back again, we have dramatically improved our quick contact outreach when tragedy, known/unknown events, natural disasters, and mass casualty incidents occur.

Our National FOP has been blessed to work with most states and their local lodges for any needs they faced throughout the past 2 years.

We have also completed multiple presentations and meetings with powerful outcomes including the following:

- Walk alongside many FOP members across America during times of need, family funerals, retirements, and injuries
- Opening Prayers for Board of Trustees throughout the year
- Wellness Summit
- Leadership Matters
- Wisconsin Chiefs Association
- Opening Prayer at the Social Security Rally on Capitol Hill
- Chicago Billy Graham Law Enforcement Appreciation Events

- Local, State and National Memorials
 - National Jewish Officer Memorial
 - Catholic Legatus Speaker Series – Keynote Presentation
 - Blue View Podcast
 - Tennessee and Indiana State Conferences
 - Minister to Law Enforcement Families in Alaska (BGEA)
-
- Deployment to North Carolina post Hurricane and Landslides
 - Follow on Semi Load Delivery of Food and Emergency Relief Supplies to Asheville (NC) FOP
 - Deployment to DC Plane Crash Site and Recovery Operations in Support of DC FOP
 - Support for Philly FOP Chaplaincy after Plane Crash
-
- Illinois FOP First Responder and Family Resiliency Keynote Presentation
 - Southern States – Keynote Presentation
 - Great Lakes Coalition – Checking the Source Presentation
 - Wellness Summit – Finding Hope Presentation
 - Leadership Matters – Breaking Burnout and Local Lodge Leadership Presentations
 - Omaha Inaugural Wellness Conference – Keynote Presentation
-
- Actively prayed over and walked alongside our FOP Leadership during the Social Security Votes and Passage
 - Bless the Badge Retreat – Keynote Presentation
 - Local and State Memorials
 - Jewish Officer Outreach
 - Rabbinical Support post Attacks on Israel (here and abroad)
-
- Multiple Podcast Appearances
 - Spoke on Police and Faith matters on Multiple Local/National TV, Radio, and Streaming Media Outlets
 - Continued Ministry to Law Enforcement Families from the Billy Graham Law Enforcement Resiliency Retreat in Alaska
 - Return Visit and Support on Thanksgiving for Asheville, NC FOP Families
 - Ongoing Chaplains Advisory Committee Meetings (via Zoom)

As a result, we have witnessed the power and need for “faith now more than ever.”

It is the greatest privilege of my ministerial journey to walk alongside each of you and your families.

I thank you for your trust and confidence, may God continue to richly bless you and this organization.

Please contact me with any new State Chaplains you may now have so we can keep our network up to date.

As we keep moving forward with the opportunities that are over the horizon, one thing is for certain: we will continue to draw upon our source of strength.

As always: Keep Looking Up!

To God be the Glory,

Rick Snyder
National Chaplain



Report of the Conference Evaluation Committee

Allen Hamby, Chair

Members: Todd Bramwell (MA), Danny Overley (IN), Bill Owensby (IN),
James Smallwood (TN)

With this being a brand-new committee for the 2023-2025 years, we had a list of duties to try and accomplish: 1) To review the current procedures for conference locations (possibly allowing actual major cities to bid on the conference site with less work and responsibilities on local and state lodges). 2) To review and make recommendations that will offer greater financial and logistical bargaining options to the FOP prior to the selection/voting of the location. 3) To review and evaluate our current conference schedule and make recommendations on maximizing the sharing of information and enhancing the conference experience for all FOP members. 4) To review and evaluate the actual number of days for the conference as well as time management. 5) To do a deep dive into the actual criteria for hosting a national conference location which should also include working with the appointed site committee and making recommendations. 6) To come up with new and fresh ideas for the conference experience for all members yet continue to allow the members to have the final vote of the location.

I will also tell you that the National Executive Board was completely committed to this new committee and worked just as hard as we did to try to revamp the look, feel and overall experience in our Biennial Conference. In not giving away any secrets or possible surprises, I hope each of you see that each one of your National Executive Board members as well as the committee members have tried to make a difference and want to make the National Fraternal Order of Police Conferences, second to none from this point forward.

After several months of working with the committee, conducting several zoom meetings and taking advice from our national executive board members, three major changes were presented to the board of directors in Salt Lake City, Utah. One change in the first section of the Constitution and By-Laws and two in another. These changes were asked to be presented to our membership as Constitution and By-Law changes this coming August at our National Conference in Miami Beach, FL. Although we wanted all three presented as one change, your National Trustees requested they be separated out and voted on each one individually. Once we completed that task in Salt Lake City, only two passed unanimously to move to the membership and the third failed by a narrow vote. Below are the changes that we hope you will approve and make the changes in our Constitution and By-Laws:

(PROPOSED CHANGE APPROVED BY TRUSTEES TO BE PRESENTED TO MEMBERSHIP)

Change #1

Amendment to the BY-LAWS of the Fraternal Order of Police

Amendment #7

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

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

CURRENTLY READS:

Section 4. Biennial Conference Site Review Committee

B. Locations bidding for the Biennial Conference site shall submit in writing to the National Secretary their intention no later than October 1 of the even year prior to the site selection. The committee shall review such proposed sites and shall report to the National Board of Trustees no later than the third required National Board Meeting. The National Board of Trustees may vote to remove a site from consideration should it fail to meet the established criteria.

TO READ:

Section 4. Biennial Conference Site Review Committee

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

(THIS WAS THE SECOND AMENDMENT THAT WAS PRESENTED HOWEVER, IT WAS SPLIT AND ONLY ONE SECTION WAS APPROVED TO BE SUBMITTED TO THE MEMBERSHIP)

Change #2

Amendment to the Constitution of the Fraternal Order of Police

The purpose of this National Constitution change is to allow the National Board of Trustees and National Office to host our National Conferences. This will take the burden from bidding states and allow them to focus on the conference events package.

Additionally, this amendment would allow the National Board of Trustees to implement a registration fee for all attendees to assist in offsetting the rising cost of hosting our national conferences.

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

CURRENTLY READS:

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

- A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

TO READ:

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

- A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October, unless a different date is approved by the National Board of Trustees, of each odd numbered year.
- I. States/Cities desiring to be considered for selection shall follow the requirements as outlined in the By-laws, Article 5, Section 4.

(PROPOSED CHANGE APPROVED BY TRUSTEES TO BE PRESENTED TO MEMBERSHIP)

2. The National Board of Trustees may host the Biennial Conference under the direction of the National Executive Board and the National Office, beginning with the 2031 Biennial Conference of the National Fraternal Order of Police.

(THIS RECOMMENDED CHANGE WAS NOT APPROVED BY THE TRUSTEES AND WILL NOT BE VOTED ON AT THIS CONFERENCE)

The National Board shall have the authority to implement a registration fee for all members/delegates attending the Biennial Conference of the National Fraternal Order of Police.

In closing, I want to touch briefly on the last item that we wanted to present to the membership for the Constitution and By-Law change was the ability for the National Board to be allowed to charge a registration fee for future National Conferences. In the history of the Fraternal Order of Police we have NEVER charged a registration fee and the cost to put on these conferences has gone up so much in the past few years that it's hard to keep up with the cost and put on such a great event. I know the National Board and National Office try their best to continue to present such a professional and informed conference, however the funds are running out. I hope that each of you go back to your respective lodges and begin the conversation of allowing the National Board to present a change to the Constitution and By-Laws to allow a fee in the future. At the bottom of this report and a few other locations at this year's conference will be a QR code. This QR code is there to ask each member to log onto the code and give us your thoughts as far as the registration fee as well as any other comments or suggestions for the improvements or improvements for the best National Police organization in the world. #FOPSTRONG.

Fraternally,

Allen Hamby, Chairman
National Conference Evaluation Committee



Scan the QR code for the Conference Evaluation Survey.
Use code FOP2025.



Report of the Conference Safety & Security Committee

Carlton Stallings, Chair

Members: Mike Callahan (GA), Dennis Peters (IN), Eric Pew (NJ),
Jamy Steinberg (GA), Don Teagarden (CA)

On June 18, 2025, members of the FOP Conference Safety and Security Committee traveled to Miami Beach and toured the Miami Beach Conference center (MBCC). We met with the staff of the conference center, a Miami Beach PD liaison officer and a member of the local FOP Lodge.

Part of the process was to review the printed copy of the floor plan along with inspecting the doors that will be available to determine the number of door guards needed for efficient access and security.

We located and discussed areas of concern and received a commitment from all parties involved to supply all the resources necessary to secure these areas and provide a reasonable amount safety for our members.

Members of this committee will be on site every morning by 0700 to ensure that the safety procedures are in place. We will also be available to transition our speakers to the proper location to await their time on stage. We will work with the door guards to assist in any issues that may arise.

It should be noted that the MBCC is a designated government facility. No individual may be eligible to carry a weapon into the Miami Beach Convention Center (MBCC), with the exception of sworn law enforcement officers possessing full-time, active-duty status with a law enforcement agency that has jurisdiction within the City of Miami Beach, and who possesses the requisite certifications. The lessee, event contractors, exhibitors, and attendees must abide by Florida Statute 790. Lessees of the space within MBCC reserve the right to inspect persons and property entering their leased space.



Report of the Constitution & By-Laws Committee

Terry Mangum, Chair

Members: Mike Brunson (FL), David Burks (KY), Mark Della Vecchio (DE), Marlin Humphrey (GA), Lynn Ideus (AZ), Kevin "Bart" Simpson (AR), Phil Tenerelli (IL), Ron Ultz (AL)

Welcome to the 67th Biennial National Conference of the Fraternal Order of Police. I would like to thank my Brothers and Sisters from the State of Florida for their hard work and efforts in hosting our National Conference.

The Committee members and I would especially like to express our sincere appreciation and thanks to Secretary Jimmy Holderfield and the National Lodge staff in Nashville for their continued support and assistance. We also extend a very special thank you to Angie Hoover for her assistance to our Committee during the past two years. And most recently, we welcome and offer our thanks to Teri Crone who has become our new National Office contact person.

Since the 2023 Biennial Conference in Las Vegas, the National Constitution and By-laws Committee members have worked hard to fulfill our duties and responsibilities to the National Lodge, the Committee, and the members of the Fraternal Order of Police. I would like to recognize and extend my personal thanks to the members of your Constitution and By-laws Committee for their conscientious and exemplary service. The Committee members are Mike Brunson of Florida, David Burks of Kentucky, Mark DellaVecchio of Pennsylvania, Marlin Humphrey of Georgia, Lynn Ideus of Arizona, Kevin (Bart) Simpson of Arkansas, Phil Tenerelli of Illinois, and Ron Ultz of Alabama.

During the past two years your committee members have responded to numerous inquiries and proposed amendments received from the National Office which were submitted by State Lodges. These inquiries and proposed amendments to individual State Lodge Constitutions and By-laws were reviewed and researched by the Committee, with recommendations being sent back either to the individual State Lodge or presented to the National Board of Directors during National Board of Directors meetings for their action.

The National Lodge Constitution and By-laws Committee takes the responsibility of safeguarding our most sacred National Lodge Constitution and By-laws very seriously. Amending our Constitution and By-laws is an extremely important exercise and should be approached with great care and thoughtful consideration. The Committee understands this and continues to strive to protect the sanctity of our longstanding Constitution and By-laws.

The Constitution and By-laws Committee received, from National Secretary Jimmy Holderfield, ten (10) proposed amendments to the National Lodge Constitution and By-laws for consideration, review, and recommendation. During this 67th National Biennial Conference, each of these proposed amendments will be individually presented to the delegates for consideration and a vote will be taken to either Adopt or Reject each of the proposed amendments.

These ten (10) proposed amendments are located within this Biennial Conference booklet. Seven (7) of these proposed amendments were submitted by the National Board of Trustees, and three (3) by the Chicago Lodge 7 (Chicago, Illinois). The National Lodge Constitution and By-laws Committee received and reviewed these proposed amendments for form, grammar, placement within the National Lodge Constitution and By-laws, substance, and conflicts.

After our meticulous and thorough review of the proposed amendments, it is the recommendation of the National Lodge Constitution and By-laws Committee to Adopt Amendments 1 thru 8, and to Reject Amendments 9 and 10.

The Committee's recommendation to Adopt signifies that the proposed amendment has satisfied the Constitution's requirements of form, grammar, placement within the National Lodge Constitution and By-laws, substance, and the lack of conflicts. Conversely, when the Committee's recommendation is to Reject, this signifies that one or more of these requirements has not been satisfied.

Respectfully submitted,
Terry Mangum



Report of the Correctional Officers Committee

Ken Hawkins, Co-Chair, Leslie Baxley, Co-Chair

Members: Giovanni Concepcion (FL), David Cuevas (TX), eddie Hogan (NM), Daniel Johnson (KY), Randall Lowe (AZ), John Rosser (MD), Scott Ward (IL)

Since our last National Conference in August 2023, the Correctional Officer Committee has continued to meet regularly via social media platforms. Our focus on correctional-related issues remains an essential part of our broader commitment to supporting all law enforcement officers, particularly those working within correctional facilities. Over the past two years, the Committee has been actively engaged in several critical areas affecting the correctional workforce.

One of our primary concerns has been officer wellness and safety. The Committee consistently advocates for the health, safety, and overall well-being of our correctional officers. In line with this commitment, the FOP supported S. 1295, the Bureau of Prisons Security Check and Action against Narcotics (BOP SCAN) in Mail Act, around April 2025. This legislation aims to limit the influx of illicit substances, including synthetic drugs and opioids, into correctional facilities and mandates the Bureau of Prisons to implement protective measures to safeguard staff. We have also supported broader mental health initiatives such as H.R. 2502, the Law Enforcement Training for Mental Health Crisis Response Act. Although not correction-specific, this legislation addresses mental health training that benefits all officers, including those in correctional settings who frequently encounter individuals experiencing mental health crises.

Staffing and retention continue to be a major concern across all sectors of law enforcement. The Correctional Officer Committee strongly advocates for adequate staffing and improved recruitment and retention. While not always detailed in a corrections-specific manner, legislation such as H.R. 3376, the Enhancing COPS Hiring Program Grants for Local Law Enforcement Act, directly supports these goals and could have a significant impact on correctional agencies.

The Committee has also highlighted the ongoing problem of assaults on Correctional Officers in jails and prisons across the country. These incidents continue to illustrate the dangerous conditions faced by those working behind the wall. We remain committed to identifying and addressing the gaps in resources, personnel, and safety measures that plague our nation's correctional institutions.

In addition to legislative and safety advocacy, the Correctional Officer Committee has taken an active role in providing professional development opportunities for our members. We were proud to offer educational breakout sessions at both the 2024 and 2025 Leadership Matters Seminars. These sessions were designed to share relevant updates, best practices, and support strategies for those in the correctional field. Furthermore, we are excited to announce a significant breakout session at this year's National Conference. Dr. Dominique Roe-Sepowitz of Arizona State University will present critical findings from her study on sex trafficking cases that have been built and solved from behind bars in the Las Vegas and Phoenix areas since 2018. This important presentation will shed light on the vital role corrections can play in broader investigative efforts and law enforcement collaboration.

We would like to express our deep gratitude to the dedicated members of the Correctional Officer Committee for their hard work and continued service. Our committee includes Co-Chair Leslie Baxley of Arizona, Scot Ward of Illinois, Daniel Johnson of Kentucky, Randall Lowe of Arizona, David Cuevas of Texas, Giovanni Concepcion of Florida, and Eddie Hogan of New Mexico.

Respectfully submitted,

Ken Hawkins, Co-Chair
Leslie Baxley, Co-Chair
Correctional Officers Committee
njfophawk@aol.com
lbaxley@azfop44.net



Report of the Disaster Assistance Committee

Dennis McCrary, Chair

Members: Pete Alfinito (NJ), Kelly Gibson (LA), John Krupinsky (CT),
John Krupinsky (CT), Matt O'Connell (PA), Robert Radosevich (NM)

Our thoughts and prayers continue to go out to our members that suffered a disaster since our last National Conference in Las Vegas. 48 members have lost or had homes damaged by fire, flood or wind. Members in the following states suffered losses:

Alabama	North Carolina
Arkansas	New England
Arizona	Ohio
California	Oklahoma
Florida	Pennsylvania
Georgia	South Carolina
Illinois	South Dakota
Indiana	Tennessee
Louisiana	Wisconsin
Maine	

In some cases, like the heavy damage in North Carolina and California, local lodges and members from across the nation donated directly to the state FOPs and they distributed grants to members directly. Some of these members chose not to file for disaster relief from the National Foundation.

National Trustees, local leaders, and state leaders are reminded that the disaster applications must be first approved by the local lodge, then the state lodge and then sent to me or the National Office. The most up-to-date **Disaster Assistance Application has a date of March 2021 at the bottom of the pages so PLEASE USE THE NEW FORM.** This new form has some changes and is available on the Grand Lodge website under Foundation information. You may also email me directly. Please read the requirements at the top of the application as you are signing saying the member meets these requirements. Just a reminder that one requirement is that the member be **displaced** from their home. Displacement may be for a very brief period or an extended time. Another requirement is that there is severe damage to the home. Please contact me if you have any questions.

A special thank you to the Disaster Relief Committee members for their service. The committee members are:

Pete Alfinito	New Jersey
Kelly Gibson	Louisiana
John Krupinsky	Connecticut
Robert Radosevich	New Mexico
Matt O'Connell	Pennsylvania

Treasurer James Smallwood will give an up-to-date figure of monies in the Foundation's Disaster Relief Fund at this meeting.

Please do not hesitate to contact myself or any member of the committee with any questions. Also, please continue to contribute to the Disaster Relief fund and help our members that are going through one of the most difficult periods in their life.



Report of the Disaster Area Response Team

Jason Smith, Chair

Members: Kevin Ahlbrand (MO), Emil Braun (NY), Chris Eiserman (PA), Al Finley (AL), Juvien Galzote (CA), Scott Gerson (NC), Bobby Jenkins (FL), Brent Jex (UT), Jay King (AL), Ron Labarriere (LA), Mark Secrist (OK), Jody Stimmell (VA), Kevin Vernon (NJ), Phil Wise (OK)

Greetings Brothers and Sisters, I am excited to report to you in Miami Beach as to the great work your DART team has completed since its beginnings over six years ago.

Over the past six years, and with nine full disaster deployments to disaster areas throughout this nation, it is clear that disaster response is a great value and asset to our members and non-members alike throughout this country. From Tornado Alley to Hurricane Central, and major wildfires, we have discovered the critical need for our members to have assistance from the National FOP, a hot meal, fellowship, or help taking care of their homes while they are taking care of others is a need that is well defined as our mission after a disaster strikes. Many DART teams from around the country have performed amazing work as we have deployed in our areas. It has been and is our intent to work with the already established DART teams around the nation and help other states join the cause to help provide a great response in the event disaster strikes as one strong Fraternal Order.

Not too long after the August 2019 Conference in New Orleans, President Yoes contacted us with the news that he was forming a new committee for a National FOP Disaster Area Response Team or "DART", and he shared with us his vision of what this committee could accomplish. We spent some time talking about the sheer magnitude of the project and the need from our members across the country.

As the search began, we started looking for donors to help us finance this program. The New York Surgeons Lodge Member Emil Braun, who was placed on the committee, pledged the first \$10,000 to go toward a purchase and to maintain a DART program. President Yoes then started having conversations and contacted James Franzoni, an Associate Member in New York that is the CEO of U.S. Employee Benefits Services Group. James pledged \$75,000 and then hooked us up with AETNA that pledged another \$75,000. Soon the donors lined up and AT&T First Net gave us another \$75,000. With pledges of \$235,000 we started combing the country for the perfect trailer that we could find for cheap enough to have an operating budget but nice enough to meet our needs. The search had us looking at dozens and dozens of potential trailers, but none fit both those needs of cost/vs. function. The search continued until we found what we felt was the balance of a trailer that was functional but a blank slate for us to build on our plan of a large mobile command center and kitchen. The trailer is a 53' NASCAR style hauler with a large working area in the trailer and plenty of great storage up top for our various working supplies and dry storage. The trailer was retrofitted by Superior Trailer Solutions located near Charlotte North Carolina and it is a site to be seen. Please visit our area at the expo and tour this amazing vision that has become reality. The trailer was purchased for the price of \$65,000 out of New York. The retrofit of the trailer bringing it to ready status was roughly another 120,000. One of our major donors is UPS who has pledged an in-kind donation to transport the trailer to disasters anywhere in the country. This is a great donation because it takes the cost of having to purchase and maintain a tractor to pull the trailer where we need it. We recently partnered with Mission Square with a very generous donation that is keeping the FOP DART team up and running strong.

We have what I would argue is the hardest working committee in the Order and I would like to share who that consists of with the following graphics. I cannot express enough gratitude for the hard work and dedication each of these members apply to this mission.

DART - Disaster Area Response Team

EXECUTIVE
BOARD LIAISON

**Patrick
Yoes**

MISSION

To maintain and operate a fully equipped disaster response unit that will enable a team of volunteers to quickly and efficiently deploy anywhere in the continental United States to offer immediate support to first responders dealing with a disaster. This committee, through corporate sponsorship, will provide meals, remediation of personal property, and general support to law enforcement members as they work to stabilize their communities following a disaster.

Jason Smith - Chair

15834 W. Rifle Barrell Rd.
Park Hill, OK 74451
C (918) 398-3629
jenkscsi@gmail.com

Kevin Ahlbrand

315 Wembley Ln.
Manchester, MO 63021
C (314) 452-3752
kafop@charter.net

Emil Braun

1188 Scuttle Hole Rd.
Water Mill, NY 11976
C (718) 545-0000
emilbraun@gmail.com

Chris Eiserman

220 Worrell Dr.
Springfield, PA 19064
C (610) 637-2423
fpd6353@gmail.com

Al Finley

6743 Country Vale Dr.
Pinson, AL 35126
C (205) 368-0529
Alfinley@fop.net

Juvien Galzote

38225 Augusta
Murietta, CA 92663
C (619) 571-9333
juvien@rcdsa.org

Scott Gerson

17111 Cambridge Woods Ct.
Charlotte, NC 28277
C (704) 560-4120
sgerson@fop.net

Bobby Jenkins

9472 SW 52nd Pl.
Cooper City, FL 33328
C (954) 257-5229
rjaiu@aol.com

Brent Jex

10153 S 4000 W
South Jordan, UT 84009
C (801) 330-8168
bjex@fop.net

Jay King

4904 Plainview Cir.
Huntsville, AL 35811
C (256) 975-7711
jayking@fop.net

Ronald Labarriere

1202 Minor St.
Kenner, LA 70062
C (504) 577-0408
ronaldlabarriere@gmail.com

Mark Secrist

8609 S. 90 E Ave.
Tulsa, OK 74133
C (918) 527-2702
Marksl62@gmail.com

Jody Stimmell

8395 Fern Leaf Ct.
Springfield, VA 22153
C (571) 276-3785
jstimmell@dc-fop.org

Kevin Vernon

#8 Pennsylvania Ave.
Hainsport, NJ 08036
C (609) 346-4589
kvernon136@yahoo.com

Phil Wise

5121 SW 123rd St.
Oklahoma City, OK 73173
C (405) 203-5205
bpdsgt213@yahoo.com

FOR OFFICIAL USE ONLY

47

DART Sub-Committee Food Preparation

MISSION

To provide onsite meal preparation and distribution to meet the nutritional needs of first responders working in disaster areas. This subcommittee will coordinate mealtimes, menus, food supply and preparation.

Michael Walsh

328 Mule Deer Trail
Box Elder, SD 57719
C (605) 941-2297
walshfop@gmail.com

Ronald Labarriere

1202 Minor St.
Kenner, LA 70062
C (504) 577-0408
ronaldlabarriere@gmail.com

Dan Rosenthal

301 Griffin Rd.
South Windsor, CT 06074
C (860) 402-5056
Danieljayr@aol.com

Todd Bramwell

97 North Worchester St.
Norton, MA 02766
C (508) 326-4737
bramwell@nortonpolice.com

Terry Lierman

16710 E. Deffey
Independence, MO 64065
C (816) 716-8903
liermanterry@gmail.com

Chris Schenk

207 S. Rowan Ave.
Spencer, NC 28159
C (704) 267-1681
armadillo32000@yahoo.com

Zach Farley

32 Needs Creek Dr.
Greenbrier, AR 72058
C (501) 993-7277
presidentlrifop@fop.net

David Light

19320 Baker Rd.
Gambier, OH 43022
C (740) 504-1535
Knox4224@yahoo.com

Mark Secrist

8609 S. 90 E Ave.
Tulsa, OK 74133
C (918) 527-2702
Marks162@gmail.com

Brent Jex

10153 S 4000 W
South Jordan, UT 84009
C (801) 330-8168
bjex@fop.net

Ronnie Morgan

P O Box 684
Bryant, AR 72089
C (501) 517-1561
ron16355@gmail.com

Jody Stimmell

8395 Fern Leaf Ct.
Springfield, VA 22153
C (571) 276-3785
jstimmell@dc-fop.org

Everette Johnson

181 Bozeman Trail
Wetumpka, AL 36093
C (334) 580-7096
[president@alabamastat
efop.org](mailto:president@alabamastat
efop.org)

Marcello Muzzatti

278 Mae View Ln.
Manns Choice, PA 15550
C (202) 251-0350
mmuzzatti@fop.net

Graham Tinius

1104 E. Spring Ridge Dr.
Sandy, UT 84094
C (480) 296-4542
539graham@gmail.com

FOR OFFICIAL USE ONLY

48

DART Sub-Committee Remediation Team

MISSION

to identify first responders whose homes are affected by disaster and assist in stabilizing their homes to allow them to focus on serving their community. This subcommittee will maintain all equipment needed for remediation and organize crews to provide tree and debris removal, flood remediation, and general cleanup of first responder's property.

Jay King- Chair

4904 Plainview Cir.
Huntsville, AL 35811
C (256) 975-7711
jayking@fop.net

Joe Busso

11007 Ridge Forest Ct.
St. Louis, MO 63126
C (314) 341-9961
jbusso@slmpd.org

Alan Trisler

2900 W 200 S
Columbus, IN 47201
C (812) 343-2742
audiomagic@sbcglobal.net

Marcus Alston

256 Bradington Dr.
Columbia, IL 62236
C (618) 406-0018
marcusalston92@gmail.com

Glenn Doughten

426 Atlantic Ave.
Oceanside, NY 11572
C (516) 647-7968
corowdy@optonline.net

Don Van

1 Titan Ct.
St. Peters, MO 63376
C (636) 262-9799
dvan@mofop15.com

Joe Battaglia

205 N. Hawthorne St.
Massapequa, NY 11758
C (516) 343-8852
nvsnationaltrustee4@gmail.com

Brian Eisele

3940 Walsh
St. Louis, MO 63116
C (314) 775-8925
brianmeisele@gmail.com

Kevin Vernon

#8 Pennsylvania Ave.
Hainsport, NJ 08036
C (609) 346-4589
kvernon136@yahoo.com

Doug Blodgett

804 Horseshoe Dr.
Pleasant Hill, MO 64080
C (816) 935-4062
dblodgett61@gmail.com

Chris Lovelady- Armstrong

300 N. 4th St., Apt 1007
St. Louis, MO 63102
C (417) 234-2060
loveladyarm7983@gmail.com

Mike Young

2912 Westborough Dr.
St. Charles, MO 63301
C (636) 734-1325
my283@rocketmail.com

Emil Braun

1188 Scuttle Hole Rd.
Water Mill, NY 11976
C (718) 545-0000
emilbraun@gmail.com

Ron Moreno

2 Drake Ter.
Sewell, NJ 08080
C (856) 491-0290
ronmoreno@gmail.com

FOR OFFICIAL USE ONLY

49

DART Sub-Committee Advance Site Team

MISSION

To identify and secure the most suitable placement of resources prior to deployment. This subcommittee will contact and coordinate with the affected area agencies to evaluate site location and logistics to ensure efficient placement of equipment, food delivery and remediation services, staff, and supplies.

D. Michael Kruggel

330 Franklin Rd., Ste 135A-296
Brentwood, TN 37027
C (661) 674-9834
dmkruggel@aol.com

DART Sub-Committee Maintenance, Inventory & Supplies

MISSION

To ensure all DART equipment is kept in a constant state of readiness in preparation for potential deployments. This subcommittee will maintain an updated list of equipment, inventory, and supplies. They will assess and make recommendations for repairs and purchases of equipment and be responsible for restocking needed assets after major deployments.

Scott Gerson

17111 Cambridge Woods Ct.
Charlotte, NC 28277
C (704) 560-4120
sgerson@fop.net

Jay King

4904 Plainview Cir.
Huntsville, AL 35811
C (256) 975-7711
jayking@fop.net

Brian Eisele

3940 Walsh
St. Louis, MO 63116
C (314) 775-8925
brianmeisele@gmail.com

Ronald Labarriere

1202 Minor St.
Kenner, LA 70062
C (504) 577-0408
ronaldlabarriere@gmail.com

FOR OFFICIAL USE ONLY

50

DART Sub-Committee Communications & Marketing

MISSION

To seek out marketing and development opportunities and disseminate critical information prior to deployment. This subcommittee will organize and provide volunteers with conditions, potential length, location, and needs of a deployment. The primary focus of this subcommittee will be to use social media platforms to promote awareness of the DART program and

James Smallwood

701 Marriott Dr.
Nashville, TN 37214
C (615) 474-8898
fopsmallwood@gmail.com

DART Sub-Committee Safety Officer

Emil Braun

1188 Scuttle Hole Rd.
Water Mill, NY 11976
C (718) 545-0000
emilbraun@gmail.com

MISSION

To oversee the safety of volunteers on deployments. This subcommittee will identify and address concerns in safety or practices during deployments.

DART Sub-Committee Comptroller/Records Keeping

MISSION

establish and oversee procedures to minimize expenditures and maintain accurate records and documents for each deployment. This subcommittee will document number of meals served, homes remediated, volunteers, food costs and other relevant information for each deployment with the purpose of being fiscally responsible and helping the team better prepare for future deployments.

Jennifer Yoes

18214 E 49th Place
Tulsa, OK 74134
C (918) 277-1086
jyoes@fop.net

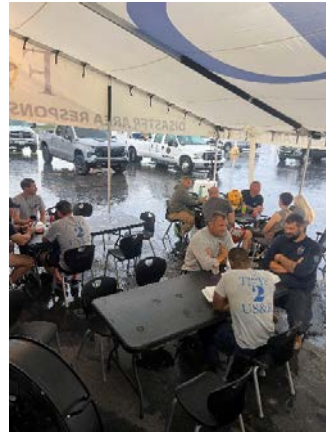
FOR OFFICIAL USE ONLY

51

Here are some great pictures of the trailers in action at numerous deployment events in the past two years.







In our efforts to build this program we have received great support and suggestions from all over the country. One of the key functions of our mission is to also provide logistical remediation support to members who are stuck on shifts while their own homes may need debris removal and general reclamation. We continue to be supported with our partnership with Lowes Home Improvement out of North Carolina and they have agreed to donate three trailers that will be stored on the east coast, west coast, and southern coast. We have utilized these trailers on deployments and have a great crew of hard-working volunteers led by Jay King of Alabama. These guys and gals go out every day in the extreme heat and help put stability and hope into the officers who are working unbearable shifts stitching their communities back together. I cannot emphasize enough the great impact this service has on our brothers and sisters around the country.

Each of these trailers are equipped and ready for helping our members who are in need around the country. We will staff the trailers with FOP Volunteers around the areas affected or who will be able to come help out. We are working on putting a list together of volunteers and we will be getting a flip book out that describes what is expected from our volunteers and what they can expect from us. An exciting new feature that the National FOP is providing is an insurance policy for member volunteers in the event that an injury occurs. We found out the hard way that accidents can happen and medical bills can be very expensive. President Yoes and the National Board went to work and made sure that each member volunteer at our deployments is covered under a medical insurance policy to help cover any costs to the member if an accident occurs.

We continue to also be grateful for the trailers that we received from states wanting to help with this project. Utah donated a 26' enclosed trailer that is set up perfect to turn into a bunk house or for hauling supplies to the sights. Also, the Missouri FOP donated a large military quality diesel generator that will help us at our deployment sights so that power will never be an issue as well as a blow-up air-conditioned bunk house so members can sleep in comfort. Many states are joining the mission with trailers being maintained and developed in North Carolina, Indiana, Florida, New York, New Jersey, Oklahoma, California and others across the nation. This mission is literally catching fire and making a real difference in the lives of our members affected by natural or manmade disaster in our country.



We continue to build on our vision to see this Disaster Area Response Team as a continued reality and many corporations and state lodges have assisted us in building our inventory at zero cost to the foundation or our fraternal order. 100% of the money that has been spent was donated by the contributors I mentioned earlier.

One thing we can all agree on in this room is that the FOP is the greatest rank and file Police organization in the world. Now we can add to this mission and our members will know, that when disaster strikes, whether man made or by nature, **HELP IS ON THE WAY.**

The overwhelming response by you, the members across this great nation, has

been inspiring and humbling. There has been no shortage of hard-working volunteers on each and every one of our deployments. Hundreds upon hundreds of you have answered the call and have volunteered your time and resources to serve our members and I cannot tell you the pride I feel of being a part of this mission. When disaster strikes, I spend a lot of time on the phones with affected areas and key volunteers assessing the need for deployment and the needs of the communities affected.

Since the conception of the DART team and the development of our assets we have deployed numerous times across our country. Below are some graphics identifying our major deployments and the work we have performed for our members.



Deployments are exhausting, personally costly, and a lot of hard work. But every minute you are there you have the feeling of the great importance you are making in the lives of our brothers and sisters who are not only standing the line but are victims their selves.

This year in the education portion of this conference there will be a class on how to become a member of the National FOP DART quick response team. I encourage those of you wanting to become volunteers to attend this class or reach out to any of the Committee or Board members for info. There is a sign-up sheet on the website that will allow you to register your contact information so that when disaster strikes, we can make the call and get volunteers headed our way.

Enjoy the rest of your conference and please come by and see us in the National Disaster Response Team Kitchen Trailer in the Expo.

THE MISSION & VISION OF THE NATIONAL FOP DISASTER AREA RESPONSE TEAM OR "DART"

DART MISSION STATEMENT

Provide a national disaster response providing equipment and resources for major natural and man-made disasters, where local first responders do not have adequate resources to provide basic life needs, including but not limited to food, water, peer support, and basic hygiene needs of first responders working within the affected disaster areas. To offer core services to those who are protecting and serving by offering support to their families and homes while they are forced to work long shifts.

THE MISSION OF DART

To deploy DART resources to the areas of major natural and man-made disasters to build partnerships with those communities to assist in preparing meals, providing services and to act in conjunction with the area incident command to make sure the basic needs of the first responders are met.

THE GOALS AND OBJECTIVES OF DART

Preparation for DART to be deployed to a particular disaster area.

To purchase and maintain an adequate space for operations in any situation.

Equipment and staff must be 100% self-sufficient and require no outside assistance for housing from the disaster torn area.

Equipment should be sufficient to house and maintain the members running the operation.

Enough Committee or volunteer staff need to be named and be adequately trained to operate and maintain the readiness of the DART equipment so that disaster response can be immediate when called upon by the National FOP President.

To develop a core group of members to deploy with the DART trailer and set up members that can deploy locally to help run the operations of the equipment.

It is the intent to have this core group manage the actual deployment of the trailer while local and other volunteers come to help with tasks set forth by the onsite managers of the deployment.

COORDINATING EMERGENCY RESPONSE AND RECOVERY

Emergency Operations Center (EOC): During major events the EOC is the focal point for information coordination, resource requests, and decision making.

FOP DART will coordinate with the EOC for location and list of resources we are providing to help with the overall effort of the Disaster Response.

DART would train member volunteers in basic response skills including fire safety, equipment operation and maintenance, chain of command, and basic skills required to the tasks they are asked to help with.

To provide services to the homes and families of those affected by the disaster who are charged with working long shifts with their respective agencies. In short, to serve, those who are protecting and serving.

NATIONAL FOP DART FUNCTIONS AND ACTIVITIES

Work with national partners to properly fund and equip the DART team for a national response to natural or man-made disasters.

Respond to emergencies/disasters in the United States.

Develop, maintain, and coordinate Emergency Management plans.

Conduct/attend all-hazards training and exercises.

Coordinate all operations with the chain of command within the committee.

Develop teams of member volunteers who can help with affected homes and families of those who are victims of the devastation with remediation or clean-up crews to help in the rebuilding process.

Fraternally,

A handwritten signature in black ink, appearing to read "Jason Smith". The signature is fluid and cursive, with a large initial "J" and "S".

Jason Smith
National Disaster Area Response Team Chair



Report of the Diversity Committee

Robert Gaddy, Chair

Members: Matt Candelaria (NM), Matt Candelaria (NM), Stephen Farjardo (CA), Ray Flores (UT), Kenyatta Gaines (IL), Michael Hall (AR), Marlon Harvey (IL), Lonnie Miller (FL), Bernard Roe (NC), Shaniece Singh (MD), Mike Walsh (SD), Roy Wilkins (MD), Brinda Williams (TN), John Williamson (NJ)

Greetings Brothers and Sisters,

I am pleased to continue serving each of you as the diversity committee chair for 2024-2026. I currently serve as Captain with the North Carolina Central University Police Department and President of my local Lodge, Durham County #2. I hope that as a committee, we will serve the Order in a manner that will affect sustainable change for years to come.

In an era of unprecedented challenges and transformation within law enforcement, the National Diversity Committee of the Fraternal Order of Police stands as a beacon of progress and positive change. As we continue our mission to foster inclusive representation across all levels of the Order, we recognize that diversity is not merely an aspiration but an operational imperative that strengthens our profession and enhances our ability to serve communities effectively.

The law enforcement profession finds itself at a critical juncture where public trust, community relationships, and organizational effectiveness depend significantly on our commitment to embracing diversity in all its forms. Our committee remains steadfast in advancing initiatives that increase diverse participation and representation within FOP membership and ensure that every officer's voice is heard and valued. This commitment extends beyond recruitment to encompass leadership development, cultural competence, and creating inclusive environments where all members can thrive.

As we progress in this pivotal period for law enforcement, the National Diversity Committee continues championing sustainable changes that will resonate for generations. Our work is a foundation for building stronger police-community relationships, improving organizational culture, and positioning the FOP as a progressive leader in law enforcement reform. Through collaborative efforts with lodges nationwide and partnerships with community stakeholders, we are actively shaping a future where diversity and inclusion are integral to the fabric of American policing.

This report details our ongoing activities, achievements, and strategic initiatives that advance our core mission of protecting all members' rights while strengthening law enforcement, which stands in the diverse communities we proudly serve.

Please see my activities since the most recent Executive Board Meeting:

SEPTEMBER

September 15-19, 2024

I attended the North Carolina State Conference in Cherokee, NC.

September 24, 2024

I attended a monthly committee meeting as a member of N.C. gubernatorial candidate Josh Stein's Leadership Committee.

September 26, 2024

I attended Durham Lodge 2's monthly meeting, which was held virtually.

September 30, 2024

I spoke with President Hagler several times throughout the month regarding multiple topics related to the NCFOP.

NOVEMBER

November 14, 2024

Attended the Lodge 2 monthly meeting.

DECEMBER

December 7, 2024

Attended and participated in the Durham County FOP Lodge 2, annual FOP COPs and Kids program at Target.

December 12, 2024

Attended and participated in the Durham County FOP Lodge 2 annual Retirees Luncheon.

December 23, 2024

Attended the Funeral Services for NC FOP Auxiliary member Mrs. Jackie Stinson.

December 26, 2024

Attended the Lodge 2 monthly meeting.

JANUARY 2025

January 30, 2025

Attended the Lodge 2 monthly meeting.

FEBRUARY

February 13-15, 2025

Attended the NC Minorities in Public Safety Conference held in Greensboro, NC.

February 18, 2025

Attended a recruitment event for Durham Lodge 2 at the Durham Police Department.

February 26, 2025

Attended the Lodge 2 monthly meeting.

MARCH

March 26, 2025

Attended the Lodge 2 monthly meeting.

APRIL

April 30, 2025

Attended the Lodge 2 monthly meeting.

MAY

May 14, 2025

Responded to an officer-involved shooting incident at the Durham Police Department involving three Lodge 2 members. None of the members were injured, and the suspect was pronounced deceased.

May 29, 2025

Attended the Lodge 2 monthly meeting.

JUNE

June 26, 2025

Attended the Lodge 2 monthly meeting.

Committee Members' Activities and Local Impact:

The strength of our National Diversity Committee lies not only in our collective vision but in the dedicated efforts of our fifteen committee members, who serve as catalysts for change within their respective jurisdictions. From New Mexico to New Jersey, from California to Florida, our committee members—**Matt Candelaria, Steven Farjardo, Ray Flores, Kenyatta Gaines, Michael Hall, Marlon Harvey, Lonnie Miller, Ricky Moore, Bernard Roe, Shaniece Singh, Brandon Walker, Mike Walsh, Roy Wilkins, Brinda Williamson, and John Williamson**—represent a diverse cross-section of law enforcement professionals who bring unique perspectives and innovative approaches to our shared mission.

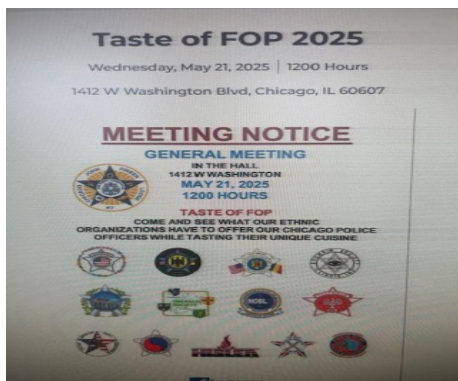
Each member serves as a local leader and a national advocate, implementing diversity initiatives tailored to their communities' specific needs while contributing to our broader organizational goals. Their reports demonstrate the grassroots impact of our committee's work, showcasing how national diversity objectives translate into meaningful action at the lodge level. Through community outreach programs, recruitment initiatives, cultural awareness training, and mentorship opportunities, these dedicated members are actively breaking down barriers and building bridges between law enforcement and the communities we serve.

The following reports from our committee members illustrate the comprehensive scope of diversity work happening nationwide and highlight the innovative strategies employed to create lasting, positive change within the FOP and the broader law enforcement community.

John Williamson (NJ) highlights the importance of education and foundational understanding in diversity work. The **New Jersey Diversity Committee**, in partnership with their education committee, brought Dr. Kareem Puranda (Salisbury, NC) to present at their mini convention in March, demonstrating their commitment to providing members with substantive learning opportunities. Williamson emphasizes that their committee is following the lead of the national committee to ensure that members have a basic understanding of what diversity means and why it's essential within the FOP organization.

This educational approach represents a crucial foundation for all diversity efforts, ensuring members understand the "what" and the "why" behind diversity initiatives. By partnering with their education committee and bringing in expert presenters, the New Jersey committee is building the knowledge base necessary for meaningful, lasting change. Their focus on fundamental understanding reflects that sustainable diversity progress requires informed participation from all members, making education a cornerstone of practical diversity work.

Steven Farjardo (CA): Dear Members of the Diversity Committee, I hope this letter finds you well. I am writing to discuss an opportunity for the Fraternal Order of Police (FOP) to strengthen its mission by fostering deeper collaborations with various affinity groups within our profession, such as the National Latino Peace Officers Association, Black officers' organizations, Asian officers' associations, and others. While the sentiment that "we are all blue" underscores our unity, acknowledging and embracing the unique perspectives and challenges of our diverse membership can further enhance our collective strength. Strength in Unity Through Diversity Affinity groups represent the lived experiences of officers who reflect the communities we serve. Collaborating with these groups demonstrates the FOP's commitment to inclusivity and proactive engagement in diversity and representation. Building Trust with Communities Our ability to serve effectively depends on trust. Officers who share cultural and linguistic ties with their communities are invaluable in building these relationships. Aligning with affinity groups underscores the FOP's dedication to strengthening these bonds, benefiting public safety and community relations, and addressing Unique Challenges. While all officers face the inherent challenges of law enforcement, some encounter additional obstacles based on their identities. Affinity groups provide focused understanding and advocacy for these issues. The FOP empowers all its members by supporting these groups, fostering a more equitable professional environment. Collaboration, Not Competition Partnering with affinity groups is about broadening our collective reach and effectiveness. These organizations are allies in advancing the interests of law enforcement officers. Through collaboration, we can create a united front that serves our profession. Enhancing Advocacy and Leadership, the FOP's influence as a national advocate for law enforcement is significant. Combining this influence with the voices of affinity groups allows us to present a unified message that encompasses the needs of all officers, strengthening our ability to advocate for critical reforms and resources—a Model for Inclusion. At a time when law enforcement is under intense public scrutiny, the FOP has an opportunity to lead by example. Aligning with affinity groups demonstrates a commitment to inclusion and equity, enhancing internal morale and improving public perception of our profession as progressive and just. ****Making "We Are All Blue" Truly Meaningful**** Acknowledging and embracing the diversity within our ranks enriches the meaning of "we are all blue." It symbolizes unity through inclusion, reflecting that we are stronger, not despite our differences, but because of them. In closing, I encourage the Diversity Committee to champion this call for collaboration. The FOP's alignment with affinity groups will strengthen our organization and elevate the law enforcement profession. Together, we can lead in creating a culture that celebrates diversity while upholding the shared values that unite us under the badge.



Kenyatta Gaines (IL) and Chicago Lodge OO7 have pioneered an innovative approach to diversity awareness through the "Taste of FOP 2025" event. Scheduled for May 21, 2025, in Chicago, this cultural celebration brings together various ethnic organizations represented within FOP membership to showcase their unique cuisines and traditions. Gaines explained, "This is our way of introducing and embracing diversity through cuisine. It lets our members see what groups are represented within the membership."

This creative approach demonstrates how diversity initiatives can be educational and enjoyable, breaking down cultural barriers through the universal language of food and fellowship.

By highlighting the rich cultural tapestry within FOP ranks, events like the Taste of FOP create opportunities for meaningful cross-cultural dialogue while fostering a deeper appreciation for the diverse backgrounds that strengthen our organization. Such initiatives exemplify the innovative thinking our committee members bring to diversity work, showing how traditional community-building activities can serve as powerful tools for inclusion and understanding.



Lonnie Miller (FL) and the Florida Diversity Committee

demonstrate how community engagement can create a lasting positive impact through sustained service initiatives. For the fifth consecutive year, their committee has collected prom dresses for young women, ensuring that financial barriers don't prevent students from participating in this important milestone. Their commitment extends beyond special events to ongoing support for vulnerable populations, including collecting paper products for

children with special needs and assisting Easter Seals programs.

The Florida committee's community partnerships showcase the breadth of their outreach, from collaborating with Chick-fil-A on community initiatives to adopting a first-grade class at Jacksonville Beach Elementary School, where they provide essential school supplies. These efforts demonstrate how FOP diversity committees can serve as pillars of support within their communities, building trust and positive relationships through consistent, meaningful action.

Additionally, Miller and his committee members have taken on the solemn responsibility of attending parole hearings for inmates who killed law enforcement officers. Their advocacy resulted in all ten offenders being denied parole and receiving extended review periods from 2065 to 2108. This dual approach—combining community service with steadfast advocacy for fallen officers—exemplifies diversity committees' comprehensive role in building community bridges and honoring the law enforcement profession.

Roy Wilkins (MD) has emerged as a voice in diversity education. He conducted two comprehensive training presentations across multiple venues to advance the understanding and implementation of diversity and inclusion principles. His recent presentations at the **FOP Leadership Matters Training** in Nashville, Tennessee, and the **Pennsylvania State FOP Conference** demonstrate the impact and challenges of delivering diversity education within law enforcement organizations.

At the Leadership Matters Training in February 2025, Wilkins successfully engaged approximately 60 attendees from various state and local lodges, overcoming initial technical difficulties to deliver a highly interactive session. The overwhelmingly positive feedback from participants, with many expressing plans to implement the training concepts in their respective lodges, demonstrates the tangible impact of well-executed diversity education. His adaptability in addressing technical challenges while maintaining engagement exemplifies the professionalism required for effective training delivery.

Wilkins' experience at the Pennsylvania State Conference presents valuable lessons about the strategic importance of scheduling and promotion in diversity training. While initial attendance was limited due to competing "hot button" topics, his persistence and the support of PA State Lodge President Joe Reagan led to a more successful follow-up session with meaningful engagement from attendees, including FOP National and State Board members. His thoughtful recommendations for enhanced promotion, strategic scheduling, and interactive elements reflect a commitment to continuous improvement in diversity education delivery.

Through these comprehensive training efforts, Wilkins is building the educational foundation necessary for sustainable diversity progress throughout the FOP, ensuring that all members understand inclusive leadership principles and practical applications.

Brandon E. Walker (MO), a KC FOP Lodge #99 member, has demonstrated exceptional leadership in addressing systemic barriers that disproportionately affect diverse employees within law enforcement agencies. Recognizing that high childcare costs represent a critical retention challenge, particularly for single mothers in civilian roles such as communications, Walker partnered with Missouri State Senator Maggie Nurrenbern to secure \$3 million in state funding for a groundbreaking childcare assistance program.

This innovative tri-party partnership model requires the City of Kansas City to match the state contribution, creating a sustainable \$6 million program that addresses one of the most significant workforce retention challenges facing urban police departments. The initiative explicitly targets employees who demonstrate strong dedication to their roles but are forced to leave due to financial barriers rather than performance issues. By implementing an income-based contribution system, the program ensures equitable access while maintaining shared responsibility among all stakeholders.

The strategic impact of this initiative extends far beyond financial assistance. Walker's approach recognizes that true diversity and inclusion require addressing the structural barriers that prevent dedicated employees from remaining in law enforcement careers. The program's focus on communications division employees—often lower-paid civilian roles filled by women and minorities—demonstrates a sophisticated understanding of how economic factors can perpetuate workplace inequality.

Complementing this major initiative, Lodge #99 has implemented monthly fraternal meet-and-greet luncheons before general membership meetings on the first Monday of each month. These gatherings serve two purposes: improving fraternal engagement among existing members while recruiting potential members who may be uncertain about joining the FOP. Walker emphasizes that these luncheons create a "diverse atmosphere" where the lodge demonstrates its commitment to advocating for ALL members, regardless of their role or background within the department.

This comprehensive approach—combining structural financial support with ongoing community-building efforts—exemplifies the multifaceted strategy required for effective diversity and inclusion work. Walker's initiatives show how local lodges can catalyze policy innovation and cultural change, creating environments where all members can thrive professionally while building stronger, more inclusive law enforcement organizations.

Sincerely,
Robert E. Gaddy, Jr.
National Diversity Committee Chairman
May 22, 2025



Report of the Easterseals Committee

Robert "Rocky" Nowaczyk, Chair

Members: Jerome Berrian Jr. (FL), Howard Billingslea (GA), Thomas Gersbach (PA), Brian Hallman (VA), Jarrid Harris (IN), Bill Westerman (CA)

The NFOP Easterseals Committee continues to work hard for its members and representing the NFOP "Charity of Choice", Easterseals. The FOP and Easterseals have had a relationship since 1977, becoming corporate sponsors and supporting our charity with our time, talents and treasures.

Our committee will be reporting to the delegates at our National Conference. It will be a great presentation, and the delegates will be very grateful that they stayed on the floor.

In addition to our Easterseals report, we will have a guest speaker, and we will be presenting the Steve Young Easterseals Humanitarian Award to a deserving individual and supporter of Easterseals.

The Easterseals Committee's mission is to stay in contact with their assigned States and promote a working and social partnership. The FOP gets a lot of Public Relations coverage with their relationship with Easterseals. It is a community-based relationship with the FOP, Easterseals and the public at large, participating in various events and programs.

While you are at the National conference, be sure to stop by the Easterseals booth located in the EXPO. We will have some great items as giveaways, such as sports jersey's, gift baskets, sports memorabilia and other interesting items. All donations and proceeds collected at the conference go directly to Easterseals on behalf of the FOP. Please support your "Charity of Choice".

Also, at the Conference, the Easterseals Education Services will be presenting two seminars. The seminars will take place after close of business on Monday, Tuesday and Wednesday. The seminar is titled First Response – Autism Awareness Training for First Responders and Emergency Personnel. Please check the list of seminars offered at the conference and the days they are taking place and sign up. Training is a key that can prepare you for any situation.

I would like to make a request for all State Presidents to assign a liaison for Easterseals in their States. This person would be a contact for our committee to ascertain their involvement in Easterseals. It would be a great help when we need information from a State, to go to one person and get the answer.

If anyone has a passion for working with kids who are less fortunate than us, please consider putting in for our NFOP Easterseals Committee. We will have an opening or two after this conference. It is a labor of love, and you will have a very rewarding experience. Please contact me or any member of the Easterseals committee for more information.

Finally, thanks to all those who support and believe in the Easterseals message. We are proud to be corporate sponsors of Easterseals and remember, we chose Easterseals as our "Charity of Choice" because it was the right thing to do.

When the Bucket Pass is going on, please help and be generous and give until it makes you feel good. This year especially, we will be splitting the Bucket collection with Special Olympics, so only one bucket collection will take place. Please be generous. Thank You.



Report of the Education Committee

Ron Bartmier, Chair

Members: Bruce Bialorucki (IL), Toby Deaton (IN), John DiPietro (OH), John Marasco (MI), Daren McNeil (WV), Casey Slaughter (KS), Bill Splawn (WA)

President Yoes, National E-Board, National Board of Directors

The Education Services Committee is charged with setting the agendas for the annual Leadership Matters and educational breakouts during our Biennial Conferences.

We oversee and maintain the relationships of colleges who are members of the NFOPU Consortium. We also work with local and state lodge leaders who are seeking state or regional training.

LEADERSHIP MATTERS

Leadership Matters 2025 was held at the Sheraton Music City in Nashville Feb 19-22. We had a great crowd of young leaders who attended and took advantage of the outstanding classes directed by leaders and chairmen of our national committees. The training was a huge success and was the final time it will be held in Nashville. For details concerning training for next year please view the report of the Director of Training and Outreach, Keith Turney.

CONFERENCE WORKSHOPS

We will be scheduling several classes a day, one hour after the close of business, or at the direction of our National President, at the Conference in Miami Beach. The sessions will be held on Monday, Tuesday, and Wednesday of the conference. The agenda has been set and placed in this document under Conference Training. You can schedule which classes you wish to attend at the registration desk.

NFOPU

Members of our University Consortium include American Military University, Ashland University, Lewis University, National University, Rosemont College, Southern New Hampshire University, Tiffin University, University of Cincinnati, University of the Cumberlands, University of Maryland Global Campus, University of Management & Technology, University of San Diego, Upper Iowa University, Walden University, and Wichita State University.

Each of them offers a great education at discounted costs for our members.

We have also partnered with Employee Benefit Solutions (EBS), who have an assortment of colleges that offer extremely good benefits for our members. One of the colleges, Franklin University, is offering unlimited instruction for \$5125 a year, which includes books. Go to the FOP University tab on the website and hit the link to Union College Benefit. It will direct you to Franklin University or one of the other colleges they work with that best fit your needs. Stop by their booth in the Expo and they can explain in full the benefit or answer any of your questions. The representatives from EBS have worked extremely hard to develop the best educational benefits possible for our members.

There is no excuse to keep you from furthering your education if you have that need. Online education has become highly accepted and is much easier to attain as a working officer. All the above-mentioned colleges offer a good discount, some of which include books. Many of them also will allow credit for the academy training you received to become an officer. Please go to our website and hit the FOP University tab to see what these colleges offer for you.

For the past two years there has been lengthy discussion concerning the expansion of training opportunities for our members. With the addition of a Director of Training and Outreach in Keith Turney, the Education Services Committee will become an advisory committee to the Director. We fully support the changes being made and look forward to working with Keith in all the opportunities before us.



Report of the Election Committee

Chris Erb, Chair

Members: Steve Bundy (IL), Larry Bush (KY), Wilbur Chamberlin (MS), Elliot Cohen (MD), John Francavilla (NE), Edward Holland (MD), Renee Kinler (LA), Ken Magoch (AZ), Dick Pfarrer (IA), Gary Wallace (AR), Amanda Wood (KS)

Brothers and Sisters,

Welcome to Miami Beach! As per contract, our vendor is with Governmental Business Systems, (GBS), for Election/Voting Services for our National Conference in Las Vegas. We will be working with Tim Walsh of GBS to plan out the area to be used for the election process. This conference is the final National F.O.P. Biennial Conference under the current contract with GBS. In the coming months, our vendor will be preparing a new contract for election services and an RFP will be submitted to the National Officers and Trustees for consideration.

Our committee will be in need of at least 50 volunteers to make the voting process run smoothly as we have in previous conferences. If you can assist our committee with this endeavor, please provide your name and cell phone to your respective State President. The State president can contact me via email at cmerb@lancastercountypa.gov or call/text my cell phone at 717-847-3192 to provide our committee with the information no later than the close of business on Tuesday, 8/05/2025.

Our committee will be meeting periodically over the coming days in preparation for the election process. During our conference, I will provide detailed instructions to the delegates regarding the election process and flow of the delegates from the floor of the conference hall to the pre-arranged election areas. For those delegates whose information I have received, our committee will be contacting you to schedule times and locations to meet with you. At these meetings our committee and GBS will provide instructions to you for the necessary tasks of the election process for Thursday's election. Thank you for your attention.

We are looking forward to having another successful, transparent, and accurate election process for our conference.

Respectfully Submitted,

Christopher M. Erb
Election Committee Chair / NFOP



Report of the Federal Officers Committee

Rachel Patnode, Chair

Members: Doug Chambers (FL), Richard Guy, Jr. (NC), Chad Jones (CA), Pete Shepard (AZ), Don Snow (DC)

Good afternoon, brothers and sisters,

My name is Jesse Van Orden. I've dedicated over 20 years to law enforcement, currently serving as a Police Captain in the Pocono Mountains of Pennsylvania and as President of Stroud Lodge #75 in Monroe County. It's an honor to address such a distinguished gathering of dedicated professionals.

I was drawn to the Federal Officers Committee nearly two years ago, recognizing the vital need to address the unique challenges facing our federal colleagues. Since then, I've had numerous meetings, calls, and emails with federal legislative officials from my area, advocating for solutions to the issues impacting law enforcement. I'm grateful to the national board for entrusting me with a role on this committee this past summer, and I plan to continue this path, working with the National FOP to resolve issues for my brothers and sisters. Our mission is clear: to amplify the voices of federal law enforcement, increase FOP membership within federal agencies, and advocate for policies that support and protect you.

In my short time on the committee, I've been consistently impressed by the dedication of federal officers, even in the face of significant hurdles. And that brings me to the core issue we must address: the fragmentation within federal law enforcement.

Each agency operates with its own set of rules, contracts, and benefits. This creates disparities – in union representation, pay scales, and, critically, retirement benefits – even within departments that fall under the same agency head, like the Department of Defense civilian police. This lack of standardization is unacceptable. It undermines morale and creates a two-tiered system where officers performing the same dangerous work receive vastly different compensation and protections.

The FOP is uniquely positioned to bridge these divides. We must identify the specific challenges within each agency – and we are doing so. Through this committee and the strength of the National FOP, we will work tirelessly to find solutions.

One of the most pressing issues is the outdated definition of "Law Enforcement Officer" used by the Office of Personnel Management. This definition, unchanged since 1988, unfairly disqualifies nearly 30,000 dedicated federal officers – officers at agencies like the Veterans Affairs Police, Department of Defense Police, FBI Police, U.S. Postal Police, and the Federal Protective Service – from receiving the 6c retirement benefits they rightfully deserve. These are men and women who face the same risks, shoulder the same responsibilities, and deserve the same protections as their counterparts.

This isn't just about retirement; it's about fairness, respect, and recognizing the value of their service. It's about acknowledging the sacrifices they and their families make.

That's why the National FOP has reintroduced H.R. 3226, "The Law Enforcement Officers Equity Act." This legislation will correct this injustice and extend 6c retirement benefits to all federal law enforcement officers.

And we cannot forget the escalating threats to officer safety. The National FOP is also advocating for H.R. 1551, "The Protect and Serve Act," which would impose federal penalties on those who intentionally target law enforcement officers with violence.

These bills are not simply legislative priorities; they are statements about our values. They are about protecting those who protect us.

But legislation doesn't pass itself. We need your help. I urge each of you, when you return home, to contact your U.S. Representatives and Senators. Tell them why these bills matter. Share your stories. Remind them of the risks you

face every day. Let them know that the FOP – and the law enforcement community – is watching.

To ease the burden of formulating these emails the National FOP has provided pre-typed letters in their action center (votervoice.net/FOP/Home) that can be emailed to your legislative officials.

The National FOP is the largest and most powerful law enforcement organization in the world, and we will continue to fight for you. We will advocate for increased compensation, improved working conditions, and the resources you need to do your jobs safely and effectively. We are committed to officer safety, but also to ensuring you are treated with the dignity and respect you deserve.

As a committee member, I pledge to continue working collaboratively across agencies and with our partners in the FOP to advance the interests of federal law enforcement.

Thank you for your unwavering dedication. Your commitment to duty and honor is an inspiration to us all.

Stay safe, enjoy the conference, and enjoy Miami!

Thank you!



Report of the Grievance Committee

Mark Donahue, Chair

Members: Jim Fitsko (OH), Joe Fitzgerald (DE), David Frazier (GA), William MacDonald (PA), Denis Spalding (KY), D.L. Ward (TX)

Greetings Brothers and Sisters,

Since the last Conference in Las Vegas in 2023, the National FOP has garnered many advances for the Membership, both Active and Retired for which we should all be proud.

The Grievance Committee is equally proud of the fact that there was only one appeal tendered to them since the last Conference, which we would like to believe is reflective of the assurance of due process rights and appropriate resolve of issues for all of the members who have filed an appeal in the past. That being said, it is obvious that there is still work to be done.

The only appeal filed with the National Lodge in the past 2 years came from a Sister in the Chicago John Dineen Lodge 7. That Sister appealed what she considered a denial of her request to view and inspect financial records of Lodge 7. The original appeal was handled by the Illinois State Lodge and their Grievance Committee who determined that the 2 counts appealed not be sustained due to a failure of the Appellant to meet the burden of proof in her presentation and testimony. The Illinois Committee also recommended that the Lodge 7 Board review their recently imposed restrictions for membership reviews of records and notes in the hopes of establishing reasonable procedures to review Lodge financial records, notes and any other materials a member should be accorded access to under procedures of the Fraternal Order of Police or State Law.

For several years now as a result of hearing numerous appeals relative to individual membership issues and rights this Committee has been advocating for expanded membership rights in addressing these appeals, in this case the National Committee found that the Sister failed to properly file an appeal with the National Lodge as she was in excess of the 30 day requirement to do so, which disallowed the Committee to hold a hearing on the appeal, but the Committee felt that the recommendation and efforts of the Illinois Grievance Committee were worthy of recognition.

I would like to recognize the Members of the Grievance Committee for their dedication to the issues covered on behalf of the Membership of this great Organization: Jim Fitsko from Ohio, Joe Fitzgerald from Delaware, Dave Frazier from Georgia, William McDonald from Pennsylvania, Denis Spaulding from Kentucky and D.L Ward from Texas. Many of these members have been with me for a large part of the 26 years that I have had the honor of chairing this committee and to them and those before them, you have my deepest gratitude in guaranteeing membership rights through the work we have dedicated ourselves to in each of the appeals addressed.

Fraternally submitted,
Mark P. Donahue



Report of the Healthcare Committee

Tom Lamb, Chair

Members: Jeff Wiggs (GA), Joe Wyka (DE)

Brothers and Sisters,

The National FOP Healthcare Committee is proud to provide this report outlining our efforts and achievements over the past two years. Our work continues to focus on enhancing the health, wellness, and long-term security of our members through proactive healthcare solutions, expert partnerships, and innovative program development.

Retirement Healthcare Planning

The Committee has explored a number of healthcare retirement benefit options to better support our members post-retirement. We have carefully reviewed several plans, including:

- **VEBA (Voluntary Employee Benefit Association):** We have worked with Financial Cop, a trusted and endorsed provider of the National FOP, to evaluate VEBA plans that offer tax-advantaged savings for future healthcare expenses.
- **MERP (Medical Employee Retirement Plan):** We have also spoken with CBIZ and reviewed the MERP model as an additional option to help members plan for their post-retirement medical needs.

Both models offer promising solutions, and the Committee will continue its due diligence in identifying the most beneficial and accessible programs for our members nationwide.

Advancements in Preventative Health

Recognizing the critical need for early detection of health risks, the Committee is moving forward with several healthcare providers that offer advanced **blood testing** for cardiovascular disease and cancer markers. These screenings aim to identify risks before symptoms occur and are part of a broader commitment to preventative care. More details will be shared as these partnerships are finalized, and pilot programs are developed.

A Landmark Partnership: NFOP and the American Heart Association

Perhaps the most exciting and transformative development over the past two years has been the establishment of **a partnership between the National Fraternal Order of Police and the American Heart Association (AHA).**

This collaboration addresses a pressing concern: law enforcement officers face significantly higher risks of cardiovascular disease and stroke due to occupational stress, irregular work hours, and the cumulative toll of traumatic exposure. Our partnership with the AHA seeks to:

- Raise awareness of these elevated health risks within our profession.
- Promote a comprehensive pre-detection and early screening plan to help identify at-risk officers before emergencies occur.
- Encourage lifestyle changes that support heart health through improved nutrition, physical activity, stress management, and tobacco cessation.
- Deliver customized education and outreach tools tailored to FOP members and their families.
- Leverage national AHA resources, including research, advocacy, and access to community-based programs.

This initiative is not just about treating illness – it's about **empowering our members** to take control of their health before issues arise. Together with the AHA, we are laying the groundwork for a stronger, healthier future for law enforcement nationwide.

Looking Ahead

The Healthcare Committee will continue developing new programs, exploring additional wellness partnerships, and pushing for policy reforms that prioritize preventative care. We are also working toward creating model standards for annual occupational physicals and cardiovascular screening protocols, which can be adopted by local lodges and departments.

Conclusion

We believe the health of our members is foundational to the strength of our organization. With the steps we've taken - and with partnerships like the one we now have with the American Heart Association - we are turning that belief into action.

Thank you for your continued trust and support as we move this mission forward. Together, we are building a future where our members are not only protected in the line of duty but also cared for long after their shift ends.

Faternally,

Tom Lamb
Joe Wyka
Jeff Downs

National FOP Healthcare Committee
2025 Biennial Conference



Report of the Labor Committee

Mike Powell, Chair

Members: Clyde Boatwright (MD), Fred Calhoun (MD), Danielle Dickinson (OH), Rick Inglis (MO), Glen Matonak (FL), Stephen Schulz (CO), Edward Silberstien (PA), David Willis (MI)

The Labor Committee has been active since the last National conference. On December 2nd, 2024, the Labor committee held a meeting in Las Vegas and discussed labor concerns and challenges facing public safety labor from across the nation. The committee discussed ideas on future labor training topics and the best avenues and approaches to provide them. Additionally, the committee touched on numerous other topics to include but not limited to how to help non bargaining rights states reach their goals, how to assist Labor Services on completing their core missions, future labor growth potential across the country and healthcare as a labor topic.

On December 3rd, the Labor committee had a joint meeting with Labor Services hosted by Roger Mayberry the Director of Labor Services. The joint meeting was very productive and helped identify the needs of the labor specialists, how the labor committee can help them, future growth of labor services, the labor services dues structure, and a multitude of other topics. The labor committee held a meeting via google meets in February of 2025 and made a recommendation to the board on the Labor Services future dues structure and will discuss with Keith Turney the Director of Training the future National training program.

The future growth of the FOP brand is a tied directly to the future growth of FOP labor and vice versa. The labor committee is committed to assisting in this growth and expansion of the FOP brand.

Fraternally,

Michael Powell

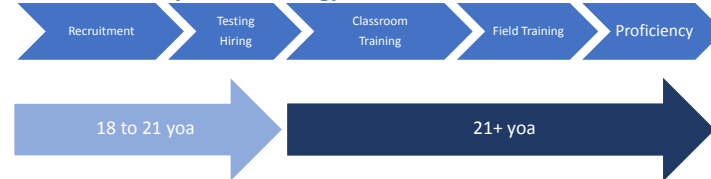


Report of the Law Enforcement Apprenticeship

Keith Turney, Chair

Members: David Cuevas (TX), Willie Jenkins (LA)

Traditional Entry Level Strategy



FOP Apprenticeship Program



Apprenticeship Program

We still have the basic outline of an Apprenticeship Program in our arsenal of resources. We have a plan, yet we require an avenue to implement it. Most recently we were contacted by the Law and Public Safety Education Network (LAPSEN), a not-for-profit 501(c)(3) that is basically a consortium of state career and technical agencies that operate under the State Departments of Education. They have networked with many of the same organizations that we have in our quest to address our recruitment and retention dilemma.

In their work they have identified what they call the "GAP YEARS". Those years from the time a student leaves high school to the time they are eligible to undertake a law enforcement career. These Gap Years is where LAPSEN along with Public Safety Cadets and Scouting's Explorer Program have identified as the time period where much of the investment in student education is lost. Young people leave high school and either plan for college or enter the workforce in a non law enforcement profession. By the time a young person is eligible for law enforcement employment, many of them are well invested in other opportunities.



LAPSEN believes that we can help address the issue of Gap Years with our apprenticeship initiative which fills the Gap Years issue. We have had some initial discussions, and our goal is to form a partnership where we can enhance each other's youth educational initiatives. We are still in the exploratory stages of this partnership and hope to have something tangible in early 2026. LAPSEN has a booth in the expo, pay them a visit to see all they have to offer.

News from Around the Country

The Apprenticeship Committee continues to monitor recruitment and retention issues from around the country. We have developed a library of events that can be accessed as we research various opportunities.

What trends are we seeing? As agencies continue to struggle with recruitment and retention, technology is filling in the gaps. Camera surveillance systems, license plate readers and drones as first responders are replacing the boots on the ground. Where we would normally see pushbacks from labor groups fearing job replacement, we are instead seeing the technology welcomed with open arms. This is occurring due to the sheer exhaustion of sworn personnel who are unable to maintain a stable family life and take time off when it is due them.

Additionally, we are seeing that organizational culture often eclipses pay and benefits when it comes to officer retention. There are huge bonuses available to entice new blood into an agency. That gets them in the door where they remain until their obligation is met. Then it's off to greener (money wise) pastures. Agencies that can afford to offer big signing bonuses are cannibalizing those who cannot. There are some outliers that are noticeably changing the landscape. Occasionally we will encounter an agency that is not struggling on retention or recruiting. When asked what their secret was, it always came down to the nurturing culture of their agency where everyone felt supported in their mission.

The Police Executive Research Forum (PERF) continues to report that their survey data shows that recruitment was improving amongst their members, mostly large cities. The FOP and the IACP continue to question their findings. We are not seeing what they are reporting.



Police Staffing Observatory
MICHIGAN STATE UNIVERSITY

Police Staffing Observatory

In early 2023 the FOP agreed to partner with Dr. Jeremy Wilson from the University of Michigan on a grant application that he submitted to NIJ which was awarded. The Police

Staffing Observatory produces reports and newsletters specific to our current crisis. We have been following their reporting.

The Law Enforcement Apprenticeship Committee consists of Willie Jenkins III (LA) David Cuevas (TX) and is chaired by me, Keith Turney (IL). I personally want to thank Brothers Jenkins III and Cuevas for their continued dedication and support to this project.



Report of the Law Enforcement Torch Run Committee

Larry Crosman, Chair

Members: Lisa Curry (AR), Sandra Hunt (TX), Mike Meyers (MO), Mike Peek (SC),
Shawn Waters (NJ), Brad Woolridge (KY)

The members of the FOP Law Enforcement Torch Run Committee look forward to you stopping by our Torch Run booth at the EXPO and find out how you could get more involved or just stop by and let us know how you are already involved with Special Olympics, either as a parent of a Special Olympic athlete, Coach, Unified Partner or a waiter or waitress at a local Tip-A-Cop! There will be members of Special Olympics Florida on hand that you can speak to, and we look forward to having another amazing Special Olympics Ambassador address the conference and tell his or her story of how Special Olympics changed and guided their life.

Fraternally,
Larry Crosman
Chairman
FOP Law Enforcement Torch Run Committee



Report of the Legal Defense Plan Committee

Steve James, Chair

Members: Bill Albertson (MO), Peter Fogarty (KS), Tony Harrison (SD),
Robert Martin (CT), Dave Mutchler (KY), Jerry Wright (SC)

The National FOP Legal Defense Plan does not meet in person during National Conferences. The information contained in this updated report will be more current than the report that was submitted for the printed book.

The FOP Legal Defense Plan Board will meet in **September 2025, Chicago IL.**

We urge you all to stop by the National FOP LDP booth (601-603) in the expo and say hello to our partners. If you have any questions or if you would like to sign up for any of our services, they will be able to assist you right there at the booth.

MEMBERSHIP DUES

The current rates are as follows:

- \$324 Full coverage **Admin, Civil/Criminal**
- \$72 **Civil and Criminal** only
- \$75 Concealed Carry Coverage (retirees only)

The new rates effective upon renewal in 2026 will be:

- **\$396** Full coverage **Admin, Civil/Criminal**
- **\$84 Civil and Criminal** only
- **\$75** Concealed Carry Coverage (retirees only)

ENROLLMENT

The plan continues to grow. The numbers below are as of **June 30, 2025.**

- Total Active Membership - **125,383**
- Group members - **109,236**
- Individuals - **11,105**
- CCC - **5,042**

We have grown by 50,000 members in the last 7 years.

FINANCIALS AS OF JUNE 30, 2025

The plan remains in excellent financial shape. These are unaudited numbers.

Total Assets	\$49,109,906
Claims Reserves	\$29,073,000
IBNR	\$2,425,000
Total Equity	\$13,202,651
Dues	\$20,420,236*
Claims Paid	\$16,304,474*
Net Revenue	\$3,815,495*

*for the 12 months ended June 30, 2025

One number that should be of interest to all of us is the total amount of money that has been paid and or allocated for the defense of our members. The number below is the total amount we have paid as well as the reserves for current cases since 2002.

Total Incurred since 2002 \$177,144,998

We will likely exceed \$200,000,000 by the end of 2026.

AVERAGE MONTHLY PAYMENTS

The plan is averaging \$1,400,000 a month in defense of our members.

CREDIT CARD PAYMENTS

Our fees for credit card processing have been growing as the plan has grown. In the past year we paid out approximately 150K in credit card fees. This is causing us to reevaluate our position on accepting credit cards for group payment. We will be looking into this issue over the next couple of months, but change is likely to occur.

CURRENT LARGE CASES (unfortunately this is not an exhaustive list)

Alabama	Officer dispatched to a repossession where the owner had threatened the repo person with a gun. When the officer arrives, the owner still has the gun. Verbal commands are given, not followed, and ultimately an officer involved shooting occurred. The officer was charged with murder. The current reserve is 350k, likely to go higher.
Kentucky	I am sure that you are all aware that the officers involved in the fatal shooting in Kentucky were cleared in state court. Unfortunately, three of the officers have been charged in federal court for various crimes. Recently, a judge dismissed the most serious of charges, but the case is moving forward. The current incurred is \$3,415,000.
Washington	This is a fatal shooting that has now gone through trial with a guilty verdict. We are now funding the potential appeal. To date we have spent \$4,341,571. The officer was sentenced to 16 years on one charge and 10 years concurrent on charge 2.
DC	An officer involved in a pursuit of suspect on a two wheeled vehicle who was not wearing a helmet, crashed, and ultimately died. The officer was charged with and convicted of 2nd degree murder. To date, the plan has paid over 1,322,900. This officer was pardoned by President Trump.
Illinois	This case is not yet a large case, but it appears to be heading rapidly in that direction. This case stems from an officer involved shooting where there was a threat of throwing hot or boiling water on the officers.
Colorado	Officers used force. Medics arrived and administered a sedative. Ultimately the subject died, and the officers were charged with criminally negligent homicide. The officer was convicted, and it is currently under appeal. To date we have paid nearly 1 million dollars.
Colorado	Officer accused of threatening a minor with arrest if she didn't perform sexual acts. Currently paid 203K with an additional 204K reserved.

ENROLLMENT OF NEW MEMBERS

New members who have filled out an application but who are still waiting for an FOP membership number may be enrolled prior to receiving their FOP number by placing the word "Pending" in the membership number field. If you utilize this feature, it is imperative that you go back and add the number as soon as possible, but not later than two months after enrollment. If the number has not been received within two months, please contact Hylant and they will work with you.

POST CERTIFICATION REVOCATION HEARINGS

It is very important to remember that revocation hearings are covered under the administrative coverage portion of the Legal Defense Plan. This means that those members who only have Civil and Criminal will not be covered for the revocation processes.

CONCEALED CARRY COVERAGE (CCC) FOR RETIREES

I want to take a minute to remind you all about our Concealed Carry Coverage for retirees. We have seen several states use this plan to increase their membership numbers by either bringing back former FOP members or getting new members to join for this coverage.

In response to member inquiries and needs, in January of 2021 we rolled out a plan offering for retired FOP members. The coverage is called "Retiree Concealed Carry Coverage". The Plan pays for a Participant's reasonable and necessary Legal Defense Costs for Civil or Criminal actions brought against the participant resulting from the legally authorized carrying and or use of a weapon pursuant to and in accordance with State Laws or LEOA in the protection of persons and/or property. The plan provides unlimited coverage and costs only \$75 per year.

To qualify for benefits the member must be legally carrying a concealed firearm or carrying such firearm in their vehicle or home. The members must also satisfy all State or LEOA requirements for qualified retired law enforcement officers to carry concealed. If you are qualified through LEOA this coverage will cover you nationally as you will be able to legally carry nationally. If you are only qualified in your State, then the coverage will be limited to the area that your state qualification allows you to legally carry. This coverage will not apply to incidents that arise if the member is open carrying.

The retired concealed carry coverage took the place of our old HR218 coverage. While this plan has grown considerably since its inception, we think the growth should be much greater. We urge all of you to let your members know about this incredibly inexpensive option for unlimited coverage. If you are interested, we have a booth in the expo where they will be happy to help you join.

BACKDATING

Backdating is an issue that we face far too often. Usually this happens when there is a change in lodge leadership and payment or enrollment in the LDP falls through the cracks. These are difficult decisions for the LDP Board as we are being asked to provide coverage even though the member wasn't properly enrolled. We do our best to protect the intention of the officers and the lodges but imagine calling your auto insurance carrier and telling them that you meant to send in your payment before the car accident.

In just the last **seven months**, we have had **27 backdating requests**. Processing those requests has taken over **75 hours** of staff time. Nothing is worse than having an officer involved in a critical incident who is then told they don't have coverage because the local or state lodge has not sent in the appropriate lists or payments.

Another issue we have been facing more, and this is much more difficult to positively resolve, has to do with when someone signs up for the lodge and possibly payroll deduction versus when they are signed up for the legal defense plan. In other words, if you sign up a new member and they sign payroll deduction forms on January 15th, that payroll deduction is taken out of the check and given to the lodge on January 30th, then the lodge signs the person up for legal defense on the 30th, that person does not have coverage between January 15th and January 30th. If members want coverage during that time, the lodge needs to enroll and pay for that member on January 15th. As a lodge, you can either collect the money needed for that time directly from the member or you can front it, but if we don't receive payment and the officer's information, we can't cover the member during that time. I cannot count the number of times an officer has had a significant event during this period between the date they filled out the documents with the lodge and the time the lodge processes them.

If you have questions or concerns about getting members signed up in a timely fashion, please reach out to Hylant, or feel free to call any of our legal plan trustees and we will gladly help you.

PLAN ATTORNEYS

The plan currently has 700 attorneys. While that is a large number, we are aware that in certain parts of the Country we are always in need of more attorneys. It is very difficult for the plan to add attorneys without assistance from local lodges and or local FOP leaders. To facilitate adding more attorneys, we have added a tab on our website, www.foplegal.com for attorneys to apply. Please forward attorneys who you would like to join the plan to that link on the website. If you have any problems or additional questions on adding attorneys, please do not hesitate to contact Sedgwick directly.

MEMBERSHIP GOALS

The LDP has met our goal of reaching 125,000 members before the conference in Miami. We have now established a goal of 10,000 CCC members and 150,000 total members by the 2027 conference in Salt Lake City. We will be evaluating options and rolling out programs to assist in achieving these goals.

HYLANT CONTRACT

At this meeting we came to agreement in principle with Hylant on a new 3-year contract that will run from May 1st of 24 thru April 30th of 2027. This contract will expand the marketing and recruitment efforts Hylant will be responsible for. We will keep you posted as we work with Hylant to continue the incredible growth the plan has seen over the last decade.

THANK YOU TO JIM ROBBS

Jim Robbs has retired from Sassetti. As one of his roles, he served as the accountant to National FOP Legal Defense Plan from 2004 through 2024. We cannot thank Jim enough for all of the work and dedication that he has given to the plan. Please join us in wishing Jim well as he embarks on a new chapter. Spoiler alert—Jim will be taking over the role that Bob Crone has filled for years in assisting lodges with tax exempt status and filing of IRS paperwork.

COMMITTEE

I want to thank my committee and our partners for the tremendous amount of work they put into dealing with plan issues. It is a very busy committee, but also very rewarding. I am honored to work with such dedicated people.

LEGAL DEFENSE PLAN BOARD

Steve James	California	1-562-243-7738
Pete Fogarty	Kansas	1-913-709-1773
Tony Harrison	South Dakota	1-605-390-2777
Rob Martin	Connecticut	1-860-836-9453
Jerry Wright	South Carolina	1-803-768-2020
Dave Mutchler	Kentucky	1-502-558-0098
Bill Albertson	Missouri	1-816-351-1533

PARTNERS

Hylant	Enrollment and Marketing Administrator	1-800-341-6038
Sedgwick	Claims and Attorney processing	1-866-857-3276
Pat Fioretto	Legal Counsel	
Izabela Poludniak	Accountant	

As always, if there is anything that any of us can do to assist you with the plan, please let us know.

Steve James



Report of the Memorial Committee

Matt Hagen, Chair

Members: James Ford (NJ), Joe Hamer (IN), Shawn Helbig (KY), Quentin Houck (OK), Joe Johnson (ND), Michael Kruggel (TN), Ruben Marichalar (MN), Carlos Ortiz (TX), Travis Parker (OH), Gretta Philbeck (NC), Ken Roske (WA)

Greetings Brothers and Sisters,

I am humbled to report to all of you on behalf of the Memorial Committee and Auxiliary Memorial Committee and the annual National Peace Officers Memorial Service (NPOMS). On May 15th of this year, we honored 232 of our brothers and sisters who made the ultimate sacrifice in 2024. The FOP Memorial Committee faced several challenges this year, the main one being mother nature and the unpredictable weather. We were fortunate that we were able to start setting up a day earlier this year which allowed us to get the majority of the West Front set up before the 2 days of saturating rain began to fall. I am happy to report that, as always, all the members of the committee stepped up and did an amazing job. They were able to work through all the obstacles that came up, all while navigating some new territory. We are fortunate that we have built great working relationships with the Architect of the Capitol and the United States Capitol Police. These relationships allowed us to problem solve and work through all the issues that came up.

Due to the large number of officers that we were honoring again this year, President Yoes again requested the assistance of several National Trustees at the NPOMS to assist with the presentation of the Supreme Sacrifice Medals to the surviving families. By having the National Trustees assist with the medal presentation, it allowed additional time with the families, making the service more personal for all of those involved. Thank you to those National Trustees that assisted with the presentation of medals. I know that this is no small task and can be physically and emotionally draining. Without your willingness to help, the service would not have gone as smoothly as it did. Because of the positive feedback we received from those participating in the service, going forward we will continue to incorporate the National Trustees with the presentation of the medals. I also want to extend a special thanks to Chaplain Snyder and Wellness Director Martin who were on hand throughout the NPOMS to offer support to the Executive Board and the National Trustees who assisted with the Supreme Sacrifice Medal distribution. This support is welcomed and appreciated on a very emotional day.

It has been the goal of the Memorial Committee each year to enhance and improve the service each year and we are continually looking at how to accomplish this. One of the major changes that you saw this year's NPOMS was the additional of video screens on the West Front. By having the video screens, those attendees that were in the back section were able to see more of the service and it allowed them to feel more involved. We were also able to livestream the service and will have a full video recording of the NPOMS. While this year was a test with the video screens, but we are hoping that this will be the new standard. We are hoping to continue to improve and capitalize on all the additional features that the video screens provide for us to promote the FOP and the NPOMS. Special thanks to Travis Brower and Savannah Nelson from the Grand Lodge who assisted with the livestream and the graphics that were displayed throughout the NPOMS.

We were fortunate again this year to contract with Aisha Malik of Aim Aro Logistics. We have worked with Ms. Malik in past years when she oversaw the NPOMS while working for her previous employer as a paid contractor. In 2022 she started her own company, Aim Aro Logistics. Given our prior experience collaborating with Ms. Malik for the NPOMS, and knowing her capabilities firsthand, we chose to continue our contract with her and her company to oversee the set-up of the West Front for the 2025 NPOMS. With her knowledge of the industry and the site, she was able to have several of the vendors that we have used in the past bid against one another. This resulted in cost savings and a much smoother set-up process. Additionally, the majority of the work was completed ahead of schedule, which was even more critical this year due to unforeseen weather-related delays. Aim Aro Logistics also helped us build on our working relationship with Capitol Concerts, who is responsible for the Memorial Day, 4th of July and Labor Day concerts at the US Capitol. We have been able to work with them to utilize some of their equipment, and they have allowed us to access the US Capitol grounds a day early. These are just a few of the examples of how contracting with Aim Aro Logistics has resulted in a reduction in the total cost for the service and more streamlined operations.

We would be remiss if we did not acknowledge the Fraternal Order of Police Auxiliary. The Auxiliary is the backbone of the NPOMS and deserves huge thanks for all their hard work and dedication. Without Committee Chair Julie Black, the entire Auxiliary Memorial Committee and their volunteers, the NPOMS would not be possible. Their work with the surviving families at the host hotel throughout the week is nothing short of incredible. On the morning of May 15th, they were able to work their magic to get all the buses loaded at the hotel on time, to the US Capitol and unloaded and have all the survivors seated with plenty of time to spare before the service was scheduled to start. This was a monumental task that they were able to execute flawlessly. We also want to recognize the countless agencies that assist with the NPOMS each year: the host agency the United States Capitol Police, DC Metropolitan Police and United States Border Patrol, the United States Park Police, United States Secret Service and the DC Metropolitan Fire Department. There are also countless volunteers that assist with the NPOMS year after year. We would like to specifically thank those members from North Carolina, Minnesota, Louisiana, New Jersey, Texas, North Dakota, Washington and Utah. Without the assistance of these agencies and the volunteers from these states, the NPOMS would not be possible. If you have members that would like to volunteer for the NPOMS in 2025 please have them email fopmemorial@gmail.com.

If you are planning on attending National Police Week in 2026, please visit www.policeweek.org after the start of the new year and click on the Hotels tab. We have been very fortunate to partner with Kevin Elder of Planit Meetings. Planit Meetings has secured discounted room rates for National Police Week at several Washington D.C. area hotels. Whenever possible, please encourage your members to make their room reservations through Planit Meetings because each year they donate a portion of their proceeds from all rooms booked during Police Week to the FOP Foundation to help offset the cost of the NPOMS.

In years past, we have always seen a mass exodus of attendees during the NPOMS, especially after POTUS has concluded his remarks. I am happy to report that the majority of those who attended this year's service stayed until the NPOMS concluded. I know this is greatly appreciated by the surviving family, friends and coworkers that are in attendance. We will continue to do our best to make the NPOMS a very personal experience for the survivors in attendance by allowing them to be an active participant in the service all while doing our best to complete the service in a timely matter.

In closing, please remember that this service is OURS, meaning the Fraternal Order of Police's. We still have many members who attend police week that do not know that it is an FOP event and do not stay for the NPOMS. Our goal is to continue to showcase the FOP at our event and show the world that we will honor our fallen like no other. We have come a long way from the humble beginnings of the first NPOMS in 1982. It began as a gathering in Senate Park of approximately 120 survivors and supporters of law enforcement. Decades later, the FOP NPOMS continues to remain the cornerstone of National Police Week. We, as a fraternal organization, must support our own event and encourage all those attending from our home states to stay and attend. If you have suggestions on how we can improve the NPOMS for future years, please let us know. We welcome any and all feedback that you may have from the 2024 NPOMS, whether it be positive and negative. As a committee, we always strive to improve the NPOMS and to find new and innovative ways to honor our fallen brothers and sisters. If your members have questions about the dates or times of any events, please direct them to www.policeweek.org. If there is anything that we can do to assist you, or your state, please don't hesitate to ask. We look forward to seeing everyone in Washington, D.C. in May for the 45th Annual National Peace Officers Memorial Service.

Matthew Hagen

Chairman
Memorial Committee



Report of the Memorial Committee - Honor Guard

Ken Roske, Chair

Members: Jose Gamez (TX), Chad Peterschick (WA), Jamie Raebel (WA),
Carson Roske (WA), Jack Simington (WA)

Brothers and Sisters,

Over the past two years, the National Honor Guard and Pipe Band Tribute during National Police Week has continued to grow and thrive. The event, held annually on May 14th at the U.S. Capitol Reflection Pool, has become a meaningful tradition that honors our profession and pays tribute to those who made the ultimate sacrifice.

The 19th and 20th Annual Steve Young Honor Guard and Pipe Band Tributes featured outstanding performances by Honor Guard teams and Pipe Bands from across the country. Each team brought pride, discipline, and professionalism to their presentations. Their presence at the Reflection Pool provided a powerful and visible tribute to the fallen.

Adding to the event was the introduction of the Vintage Police Car Display, which has since become an established part of the event. Over thirty restored and tribute police vehicles from various eras were on display, drawing strong interest from attendees and connecting generations of officers and supporters with the history of our profession.

Attendance has remained strong, with participants and spectators alike showing appreciation for the effort and significance of the tribute. The continued support from law enforcement agencies, families, and the public has been a clear sign of the value and impact of this event.

None of this would be possible without the support of our volunteers, sponsors, and partners.

We look forward to building on this success and welcome new participants who want to be a part of this special tradition. Follow us on Instagram and Facebook @PoliceWeekHG for updates and photos.

If you have any questions or are interested in participating in next year's tribute, please don't hesitate to reach out.

Fraternally,

Ken Roske
roskek@outlook.com



Report of the Pension Committee

Kathy Harrell, Chair

Members: John Dineen (IL), David Kilcrease (FL), Brad Lemon (MO),
James Thompson (WA)

Brothers and Sisters,

According to the National Conference of State Legislatures and Retirement State Legislation Database there are **28** states that have some type of pension or retirement bill pending and approximately **163** bills pending so far in 2025. For the year 2024 there were **45** states that had some type of pension or retirement bill with **221** bills total. These bills may cut some of your current benefits such as Contribution Rates, Cost-of-Living Adjustments, Early Retirement Incentives, Divestiture, Deferred Retirement Option Plans, Defined Contribution and Hybrid Plans, Defined Benefit Plan Changes and Retiree Health Benefits, Reemployment after Retirement, General Service Credit. I continue to encourage you to visit the [NCSL.org](http://www.ncsl.org) website and look at the existing bills in your state. These bills are not just related to Public Safety. They include all bills related to Public Pensions. I encourage members to visit www.ncsl.org and look at what bills are pending in your state.

Representatives of Alliance for Prosperity & a Secure Retirement (APSR) spoke at the 2024 Spring Board Meeting. If you are fighting any pension issues in your state, you need to reach out to this organization. You can become a member and there is no cost. You can reach out to them for assistance, and they will give you information on what can be done to help you in your fight. I would recommend visiting info@prosperityretirementalliance.com I will also have membership forms with me at the National FOP Conference. You can also reach out to the Pension Committee for help with any pension issues you are having.

Windfall Elimination Provision/Government Pension Offset

The National FOP has been fighting WEP for almost forty years. On January 5, 2025, President Biden signed into law H.R. 82, the repeal of the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). The amount of time and energy that President Yoes committed to this fight was unprecedented. Jim Pasco and Tim Richardson from our National Legislative Office also put in a tremendous amount of work for this historic event to occur. The National Executive Board made sure that information was put out to the membership so that this could be accomplished! It was a true grassroots endeavor. If you still have questions, download the MARCH 2025 issue of the FOP Journal. President Yoes in his President's Message outlined very important information that you need to know. I know that this is going to be hard for some members to believe but please spread the word about this historic win! I am still getting calls from members asking when this is going to take effect. We do have members that do not have email and do not use social media so it is important to reach out to as many people as we can as FOP leaders to make sure it gets out to our membership.

Early-Age Medicare

There has been very little movement on this since my last report. Senator Brown introduced S.3113 the Expanding Health Care Options for First Responders Act. It is co-sponsored by Senator Fetterman (D-PA) and Senator Blumenthal (D-CT). There is a companion bill in the House, H.R. 6030. Jay McDonald the Ohio FOP President did meet with Ohio representatives and requested that the bill be reintroduced. If there is any movement, I will notify the membership.

Fraternally,
Kathy Harrell
Pension Committee Chairman



Report of the Program Development Committee

Jack Simington, Chair

Members: Desmond Carter (TN), Chet Delong (OH), Allen Hamby (AR),
Matt Heady (CA), Ron Leek (AL), Bob Martinez (NM), Ryan Rhoades (ID), Dan Silva (RI),
Stephen Walker (WV)

FOP Benefits QR Codes



Active&Fit Direct

Access multiple gyms within the A&F network for one \$28 fee. Verified Members & their spouses eligible.



Aetna

Premier Medicare Advantage plans for FOP members and their spouses.



Amazon Business

Provided for free to all members of the FOP. Members get access to the exclusive First Responder Storefront, free shipping, and bulk quoting tool.



Amerilife Benefits

Premier dental | vision | accident | life insurance insurance coverage. Guaranteed Issue amounts available. Members and their families eligible.



Amplifon

Free hearing exams and deep discounts on hearing devices. Members and their friends and family eligible.



Brookdale Senior Living

Discounts on assisted living and home health care services available to members and their friends & family.



Cipolla Insurance

Lodge paid group life insurance. Exclusive rates for FOP lodges.



College Ave Student Loans

FOP premier partner for private student loan funding. Quick application process. Multiple re-payment options for new loans, refinancing, or co-signers.



CrossCountry Mortgage

Mortgages with no loan fees and line of duty death coverage which protects your loved ones and pays off your home if you are killed in the line of duty.

**Direct Mortgage Loans**

Mortgage loans with \$500 closing cost credit and \$100 donation to FOP for every closed loan.

**FOP Perks**

Significant discounts on dental | vision | chiro and more. Members and their friends and family eligible.

**FOP Visa Card** (Commerce Bank)

FOP branded Visa card with excellent rates and a robust rewards program.

**Go&Give**

Book hotels through the Go&Give mobile app and receive significant discounts. Go&Give makes a donation back to the FOP for every booking.

**Heroes Vacation Club**

Heroes Vacation Club provides exclusive travel savings for active and retired police officers, and their spouses.

**Liberty Mutual Insurance**

Best in class home and auto coverage. Choice program which allows Liberty Mutual agents to quote and bind coverage from other carriers if a better value for FOP members.

**Liberty Mutual Pet Insurance**

Affordable pet insurance for FOP members and their friends and family. Can be bundled with home & auto or purchased stand alone.

**LifeLock**

30% FOP discount for members and friends & family on identity theft protection, dark web protection, and more.

**National Police Federal Credit Union**

Free lodge checking, bill paying, dues collection. Best auto rates with line of duty death coverage.

**TravelPerks**

FOP TravelAgency specializing in cruises, tours, Disney, and resort stays.

**Trust&Will**

Affordable digital trusts, wills, and guardianships.



Report of the Recruitment Committee

Rich Shailor, Chair

Members: William Battenbusch (PA), Bob Gries (NJ), Randy Hagler (NC), Bryon Highlander (NC), Jay King (AL), David Miller (ND), Jason Pappas (OH), Frank Plowick (TX), Bill Young (CA)

Greetings Brothers and Sisters,

It is with sincere gratitude and pride that I submit this report on behalf of the National Recruitment and Retention Committee. Having been entrusted to lead this committee is both an honor and a responsibility I take very seriously. I want to thank President Yoes and Vice President Gamaldi for their confidence in me and for the consistent support they—along with the Executive Board—have provided.

President Yoes established an ambitious vision for the growth of our organization, and I'm proud to report that we have made meaningful progress toward those goals. Most notably, since our last conference, we successfully welcomed two new state lodges—Montana and Vermont—into the FOP family. These additions bring us to 48 state lodges, including the District of Columbia, leaving New Hampshire as the only state in the continental U.S. without a lodge—for now.

The addition of Montana was made possible by the tireless work of Brother Brent Jex from Utah, who acted as the point man on the ground and demonstrated the kind of tenacity and commitment that defines our organization. Vermont's inclusion was a project especially close to my heart. Recruited by Russ Winner from Connecticut, I had the privilege of swearing in new lodges across the state. I invested a great deal of time and effort traveling, engaging, and pursuing the individuals needed to form a strong foundation. I'm especially thankful to President Corrow, Trustee Baldea, and Vice President Rice for their dedication and partnership. Together, we achieved what once seemed like a distant goal.

President Yoes' presence at the swearing-in ceremonies for both new lodges sent a powerful message to their respective boards about the value and importance of their roles within the broader FOP. His personal involvement speaks volumes about the commitment our national leadership has to expanding and strengthening our membership.

At present, our total membership remains steady at approximately 377,000. While the momentum has slowed slightly compared to previous months, we believe the increased national visibility of the FOP—particularly our recent successes in Washington—can serve as a compelling incentive during future recruitment efforts. Nevertheless, we must remain vigilant. One trend worth noting is that smaller lodges, particularly in states like Massachusetts, are increasingly folding into larger, at-large lodges due to difficulties in managing administrative responsibilities. While this may offer short-term efficiency, it could have long-term implications for member retention, and we need to be proactive in addressing it.

As liaison to Labor Services, I've maintained a close working relationship with Director Mayberry. I had the opportunity to attend the joint labor service/labor committee training in December, where I emphasized the importance of a unified message across all branches of our organization. Often, lodges served by national labor services appear disconnected from the fraternal side of the FOP. In response, Director Mayberry has implemented new policies to ensure state lodges and trustees are actively involved in the formation of new labor lodges. This not only educates potential members on the full scope of what the FOP offers but also opens the door to fraternal membership even in departments that opt out of labor services.

One of the primary areas our committee sees as crucial to the growth of the organization is modernization, specifically how we onboard new members. We are in agreement that the current process must evolve. Today's prospective members, particularly those in their twenties and thirties, expect a seamless digital experience. Asking them to fill out paper forms and write checks is an outdated model that risks losing potential members before they've even joined. The digitalization of new lodge paperwork was a solid step forward, but we must go further. I've had encouraging conversations with President Yoes and Secretary Holderfield, and I'm pleased to report that the new membership system in development promises to address many of these concerns by integrating essential processes and streamlining the experience for new members.

Ease of access is a top priority. With Secretary Holderfield's assistance, we've replaced the outdated three-ring binder system for new lodge charters with fully digital forms. For those who still want traditional items like the charter poster, seals, or gavel, these can now be ordered through the national office. Looking forward, my long-term goal is full online integration that feeds directly into our membership system.

Another key initiative we're working on is the development of national talking points for use during recruitment presentations or in the creation of state-specific materials. We welcome contributions from across the organization on what should be included. Our current discussions involve highlighting major legal defense fund (LDF) cases, national and local legislative wins, member benefits, and more. I've also had the opportunity to work with the LDF Committee, and I'm thrilled that much of the content we requested has already been incorporated into their most recent report. I look forward to continuing this collaboration to create focused recruitment materials, especially those promoting LDF's popular concealed carry coverage for retired officers.

Looking ahead, I believe we must increase our presence at key national association meetings. These include—but are not limited to—the National Latino Peace Officers Association, the National Tactical Officers Association, the National Association of School Resource Officers, the National Black Police Association, and the International Association of Chiefs of Police (IACP). Having a recruitment table at these events is not only an opportunity to engage potential members, but also a way to ensure the FOP brand remains front and center among the most motivated and influential officers in the profession.

I was also particularly inspired by the outstanding work of the Memorial Committee and the National Auxiliary in this year's National Peace Officers Memorial Service. Their efforts in elevating our branding and presence during this solemn occasion were remarkable. I have always believed that the immense effort our organization puts into this ceremony should be more widely recognized. Law Enforcement Memorial Day is observed on May 15 for a reason—and we are that reason. We must continue to reinforce that message.

To that end, I've been in conversation with both the Memorial and Marketing Committees to explore how we can respectfully build on the visibility we have during Police Week. Our goal should be to maintain the dignity of the occasion while using the opportunity to raise awareness of the FOP's mission and expand our reach. At the very least, I believe we should have a greater presence at non-FOP events during Police Week and establish a branded information and recruitment table at Tent City. This is a chance to show who we are—not just in words, but in action—and to let others see the strength and unity of the FOP.

I'm excited to continue coordinating efforts between LDF, Labor Services, and other committees as we push for a nationwide recruitment campaign. Innovation is no longer optional—it's essential. While our current methods have served us well, we must be honest about their limitations and be willing to adapt and modernize. Every idea—especially those that are fresh and different—has the potential to transform the way we grow our organization.

Growth, however, is only part of the equation. Retention is equally critical. We must remain committed to serving our current members with the highest standards and keeping them actively engaged with the FOP. Everyone reading this report knows the value we provide—let's make sure our members and prospects know it too.

In response to previous feedback and suggestions from committee members, I've overhauled the Recruitment and Retention training program to be presented at Leadership Matters and at this conference. This training is specifically designed for the highly motivated and involved members of each state, and our goal is to provide them with the tools, knowledge, and support necessary to grow the FOP within their communities.

In closing, I want to thank all the committee members and subcommittee members who have worked so hard over the past two years. Your commitment is the backbone of our success, and I look forward to what we will accomplish together in the years ahead. Let's keep building. Let's keep innovating. And above all, let's keep growing the FOP—stronger, smarter, and more unified than ever.

Faternally,

Rich Shailor
Chair, National Recruitment and Retention Committee

Committee Members: Rich Shailor (MA), Bill Bittenbusch (PA), Bob Gries (NJ), Randy Hagler (NC), Byron Highland (NC), Jay King (AL), David Miller (MN), Jason Pappas (OH), Frank Plowick (TX), Bill Young (CA)

Sub-Committee Members: Carlton Stallings (GA), David Stone (GA), Allen Hamby (AK), Brad Landes (ID), Brent Jex (UT), Joe Gamaldi (TX), Steve James (CA), John Hoyt (PA)



Report of the Safety & Technology Committee

John Ortolano, Chair

Members: Kevin Carroll (VA), Terry Gainey (SC), Heather Redden (AZ),
Daniel Sheffield (MD), Jamy Steinberg (GA)

Officer Safety concerns with Fentanyl and other dangerous drugs are an extremely serious concern of the FOP. It was brought to this committee's attention that many law enforcement entities are providing personal protective gloves that don't meet an FDA standard of protection. Simply stated, many officers are being provided with disposable gloves (often purchased because they were the low bidder) that meet no level of safety standards. A company is supposed to be at the Conference Expo to allow members to take this survey in person.

The NIJ's updated Body Armor Standard has been in effect for approximately 2 years. The availability of armor that meets the old standard should no longer be sold. The new standard, known as the "OIOI.O7" is the current standard. With the roll out of the new standard, please do not think that armor which meets the old standard, OIOI.O6, is not any good. Those armors are built to a very good protection level.

Reminder that the nomenclatures associated with the armor have changed. Most users would often refer to the threat protection level as "3A" or "2" for pistol rounds. To alleviate confusion concerning what threats the armor would protect the wearer from, the armor will now have prefixes of "RF" for rifle protection and "HG" for handgun protection. The rounds used to test armors, particularly for rifle threats, have changed to meet the threats being faced by law enforcement. Some manufacturers' websites are still using outdated nomenclature for body armor.

Since the last biennial conference, the Board of Directors approved, and letters of support were authored by our worthy President Yoes have been sent out showing the FOP's support of emerging technologies which enhance officer safety and the equipment that is used by law enforcement. These have included treatment of vehicle brake parts to enhance service life and fade resistance; enhanced technology for the visibility of commercial vehicles that have broken down; support of Artificial Intelligence that supports public safety.

There are many chances for emerging technologies and artificial intelligence (AI) to become more prevalent in our everyday lives as well as in the performance of our duties in law enforcement. AI can assist with many items from mass casualty incidents, natural disasters (like the CA wildfires), coordination of assets (like in large scale transportation of people), and even daily items like getting tow trucks quickly to a scene. AI is often overlooked by public safety leaders in ways that it can assist us to make the public safer as well as aid in post incident recovery from natural disasters. I believe that the current administration will be looking to our great organization to be at the forefront of taking public safety into a more technologically modern world.

Recently an organization reached out to the FOP asking if we endorse minimum standards for law enforcement uniforms. This is something that the committee will entertain to see if it is a feasible item for this committee to participate in.

Concerns over some service weapon reliability issues has the attention of the National Board. In the near future FOP leaders will be meeting with this manufacturer to discuss the concerns of our members.

LINK TO TAKE DISPOSABLE GLOVE SURVEY:

<https://www.surveymonkey.com/r/GGFSV8V>

QR CODE TO TAKE DISPOSABLE GLOVE SURVEY:



Fraternally,
John Ortolano
Safety & Technology Committee Chairman



Report of the Site Committee

Todd Bramwell, Chair

Members: Bill Dougherty (IL), Tom Hayes (TX), Taylor Hobla (NJ), William "Bill" Owensby (IN), Jack Pike (OK), David Stevens (FL)

Brothers and Sisters,

This is the report of the National FOP Site Committee for the 2029 National Conference. The Site Committee members, Bill Dougherty (IL), Jack Pike (OK), David Stevens (FL), Taylor Holba (NJ), Bill Owensby (IN), Tom Hayes (TX), and Myself Todd Bramwell (MA), Chairman of this committee.

First, I want to thank my brothers who sit on this committee for their service to the committee and taking time to conduct these visits on short notice and in a short time period.

The Site committee conducted visits to three cities bidding for the 2029 National Conference, Detroit, Houston, and Nashville. All three cities have Convention centers which meet the requirements set forth by the National Standing rules. In April I was notified that Houston had removed their bid to host the National Conference.

Detroit: The Detroit visit was conducted on February 26th-28th 2025. The committee members attending this visit was myself, David Stevens, Bill Dougherty, Jack Pike, President Yoes, and Secretary Holderfield. As mentioned above the convention center meets the requirements. The Proposed dates for the convention are **August 12 -17, 2029**. Detroit has allocated hotel rooms throughout the city. The Hotels vary in distances to the Convention center, but Detroit was able to lessen the footprint of hotels to the convention center and able to secure a larger room block from hotels in the downtown area. The hotels are mostly within a 20-25-minute walk, with some 10-15-minute walk to the convention center. There is public transportation, but it's believed that buses will be needed. There are 1385 rooms allocated with the rate between \$189-\$250, 1780 rooms \$251-\$299, 400 rooms \$300-\$400, 25 rooms at \$489, and 410 rooms with rates still to be determined. Detroit has an International Airport approximately 30 minutes away.

Nashville: The Nashville site visit was conducted by Myself (Todd Bramwell), David Stevens (FL), Taylor Holba (NJ), Bill Dougherty (IL), President Yoes, and Secretary Holderfield. This visit was conducted on March 3-5th, 2025. As mentioned before a visit was done at the convention center and it meets all requirements to host the National Conference. The proposed dates are **July 8th-13th, 2029**. Nashville has agreed to block 3600 rooms for the peak dates of the proposed National Conference. Almost all hotels are within a .6 mile of the convention center All walkable. The other rooms more than .6 miles are 2 hotels just over 1 mile that consist of a total of 250 rooms. Nashville airport is 9 miles away (14minutes) drive to the convention center. The hotel price ranges in Nashville \$259-\$299 (1260 rooms), \$300-\$349 (1940 rooms), \$350-\$400 (500 rooms), 50 rooms at \$475.

The Site Committee is happy to report that both cities meet the requirements set forth in the standing rules of the Fraternal Order of Police.

I want to thank all our Brothers and Sisters at each city that we conducted site visits to for their hospitality and their efforts and the opportunity to see what each city offers. The site committee members really did appreciate it, and I thank you all.

Fraternally,
Todd Bramwell, Chairman
National Fraternal Order of Police Site Committee



Report of the Succession Planning/Mentoring Committee

Adam Crawford, Chair

Members: Tori Beauchemin (MD), Jimmy Holley (TX), Sean Mattson (AZ),
Kevin Vernon (NJ)

Greetings FOP Brothers and Sisters,

The mission of the Succession Planning and Mentoring Committee is to create an organizational development model whereby lodges ensure that younger members are recruited, coached, and mentored for future leadership roles. A key objective of our committee is to assist with helping all members understand our generational differences, and thereby current leaders may use newer members' identified strengths to the benefit of our lodges while developing them into future leaders.

We continue to present our material, and the PowerPoint is available for distribution. Members of our team taught at Leadership Matters in Nashville, TN on February 21, 2025. Also, I will be presenting at this 2025 FOP Biennial National Conference in Miami Beach, Florida.

Committee members are available to teach the class if you want us to come to your locations, or possibly even present the material virtually to your lodges. The presentation can be flexible enough to cater to large and small groups, including lodges and states of different sizes. Furthermore, another main goal while presenting the material is to interact with the members in attendance to attempt to mold the course instruction to best serve their needs.

Recently, we added a new member to the committee, Jeramie Jordan, from Maryland. Jeramie is an active young FOP member that attended one of our presentations and expressed interest in joining the committee after participating in the class. This is exactly what our committee strives for; engaging younger members and empowering them to take on leadership roles like Jeramie is doing!

The committee strongly believes we can be a catalyst for the future while hoping to help provide local and state lodges with tools to identify, recruit, and develop new leaders in their organization(s). The ultimate goal is to do our part to help the FOP move forward, and we are excited to assist in any way we can!

I may be reached by cell phone (304-546-0841, 304-543-1960) if you have any feedback or questions. The committee is comprised of some very well respected and experienced members, so please feel free to reach out to any of the other members listed below that you may be more familiar with. Thank you and stay safe!



VISIT US AT BOOTH 622



Jennifer Madsen
jmadsen@rescuemeds.com
561-880-4142



Keri Elliott
kelliott@rescuemeds.com
727-739-8785



**COME MEET THE TEAM
AND ENTER FOR YOUR
CHANCE TO WIN A
YETI SOFT COOLER
(18 PACK)**

RescueMeds is THE CHOICE for the FOP

- ☒ **LIFELINE** to the Injured Worker
- ☒ **NO** Out-Of-Pocket Costs
- ☒ **FIRST RESPONDER** Focused
- ☒ **FREE** Delivery within 24-Hours

ENROLL TODAY!

RescueMeds.com • 844-943-7637





FRATERNAL ORDER OF POLICE

JERRARD F. YOUNG

DISTRICT OF COLUMBIA STATE LODGE

400 Virginia Ave SW Suite #C-130
202-408-7767

Washington, DC 20024
DC-FOP.org

Dear Brothers and Sisters,

I hope this message finds you well as we enter the final stretch of summer.

First and foremost, I would like to express my heartfelt appreciation to the Florida State Lodge, the Miami Lodge, and all the supporting lodges and organizations that made this year's National Conference an overwhelming success. Your commitment, coordination, and hospitality showcased the very best of what the FOP stands for.

Over the past two years, the DC FOP has undergone a powerful resurgence; one marked by unity, purpose, and a renewed dedication to the members we serve. Following the challenges we faced after the last National Conference, it would have been easy for our lodge to falter. But instead, we moved forward with resolve. That comeback has been nothing short of extraordinary.

Much of that momentum can be credited to the tireless work of our Board of Directors. Their determination to rebuild and reestablish the rightful place of the DC FOP within the national structure has been unwavering. Whether it was navigating bylaw revisions, advocating on Capitol Hill, or hosting national events, they brought clarity, vision, and integrity to every effort. We are stronger today because of their leadership.

A key milestone in this journey was the approval of our updated bylaws by the National Board of Trustees. These revisions formally recognize the DC FOP as the State Lodge of the District of Columbia, a long-overdue designation that solidifies our role and responsibilities within the FOP framework. With this clarity, we've moved quickly to charter local lodges and provide the structure and support worthy of a true State Lodge.

That progress has resonated beyond our own lodge:

- President Gregory Pemberton of the DC Police Union Lodge 2 received the 2024 National President's Award.
- Immediate Past President Andy Maybo was honored with the Jack Dudek Member of the Year Award at the 2025 Fall Board Meeting for his steadfast dedication to the Order.

Our labor committees and local lodges continue to lead the charge in public safety advocacy:

- Chairman Kenneth Spencer of the US Park Police Committee has spearheaded support for H.R. 1260 – the US Park Police Modernization Act, addressing critical staffing needs.
- Lodge 2, under President Pemberton, has been actively championing H.R. 2096 – the Protecting Our Nation's Capital Emergency Act, and is working in coalition with the DC Firefighters to advance a Deferred Retirement Option Program (DROP).
- The DC FOP also strongly supports H.R. 3226 – the Law Enforcement Officers' Equity Act, which seeks to extend 6(c) retirement coverage to all federal law enforcement professionals.



FRATERNAL ORDER OF POLICE

JERRARD F. YOUNG

DISTRICT OF COLUMBIA STATE LODGE

400 Virginia Ave SW Suite #C-130
202-408-7767

Washington, DC 20024
DC-FOP.org

In May, we reimagined Tent City during Police Week by relocating it to the Navy Yard and partnering with local businesses. This new model not only reduced our liability, but—based on early numbers,. I believe this may be the first Tent City in recent memory to avoid operating at a financial loss. That success belongs to the dedicated volunteers and creative thinkers who refused to accept business as usual.

Another major milestone was the sale of our longtime 4th Street property. While its legacy is respected and remembered, it no longer met our operational needs. We've since relocated to a modern, purpose-built facility that better reflects our growth and supports meetings, training sessions, and engagement among our lodges and labor committees.

This spring, we had the privilege of hosting the National FOP Urban Policing Conference at Lodge 2's headquarters—a valuable opportunity for large lodge presidents to connect, strategize, and share ideas.

I am also proud to share that the Metro Transit Labor Committee successfully negotiated another contract for its members and has transitioned into Metro Transit Police Lodge 3, continuing its proud representation of the brave officers and detectives of the Metro Transit Police Department.

Finally, we have officially chartered DC Metro Transit Officials Lodge 4, composed of active sergeants from the Metro Transit Police Department. They are already moving forward in pursuit of bargaining rights, and we remain committed to standing with them every step of the way.

Brothers and Sisters, the DC FOP has truly made its comeback.

We are no longer rebuilding, we are leading!

That progress would not be possible without the trust and support of our members and the enduring strength of our FOP family nationwide.

Fraternally,

Ronald Burgeson
President
DC FOP State Lodge



SECTION III:

**PROPOSED AMENDMENTS
TO THE CONSTITUTION &
BY-LAWS**

AMENDMENT #1

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

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

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

CURRENTLY READS:

ARTICLE 19 State and Subordinate Lodges

Section 6. Constitutions

C. Each subordinate lodge in those states where there is a state lodge shall submit for approval two (2) copies of its Constitution and By-Laws, if any, and any revisions thereto to its respective state lodge and said state lodge shall, prior to approval thereof, determine that said Constitution and By-Laws, if any, are not in conflict with the Constitution and By-Laws of that state lodge or the National Fraternal Order of Police.

TO READ:

ARTICLE 19 State and Subordinate Lodges

Section 6. Constitutions

C. Each subordinate lodge in those states where there is a state lodge shall submit for approval two (2) copies of its Constitution and By-Laws or an electronic copy, if any, and any revisions thereto to its respective state lodge and said state lodge shall, prior to approval thereof, determine that said Constitution and By-Laws, if any, are not in conflict with the Constitution and By-Laws of that state lodge or the National Fraternal Order of Police.

F. Any amendments that have been adopted by the delegates at the National Biennial Conference which apply to each state and subordinate lodges and their membership thereof, shall automatically become part of the state and subordinate lodge's Constitution and/or By-laws, and are not subject to the provisions requiring notice and adoption as it pertains to proposed amendments. State and local lodges failing to make the necessary adjustments to their Constitution and / or By-Laws will default to the National Constitution and By-Laws. All state and subordinate lodges will be notified of any such changes from the National Secretary's Office.

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

Date: March 14, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #2

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

CURRENTLY READS:

ARTICLE 31 Dues, Assessments and Administrative Fees

Section I. Dues

B. Each state lodge, and, in states having no state lodge, each subordinate lodge, shall collect and transmit to the National Secretary per capita taxes and assessments as established herein together with all member roster changes electronically or in paper form. (Amended 8/15)

TO READ:

ARTICLE 31 Dues, Assessments and Administrative Fees

Section I. Dues

B. Each state lodge, and, in states having no state lodge, each subordinate lodge, shall collect and transmit to the National Secretary per capita taxes and assessments as established herein together with all member roster changes electronically or in paper form. (Amended 8/15)

Date: March 14, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #3

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

CURRENTLY READS:

ARTICLE 23 Discipline

Section 3. Individual Members

B. In the case of discipline imposed upon an individual member involving suspension, expulsion, or removal from office by a subordinate lodge, an appeal may be taken by the member to the state lodge and an appeal may be taken from the decision of the state lodge by the non-prevailing party to the National Board of Trustees and, ultimately, to the Biennial Conference.

I. An appeal to the state lodge may be brought by the filing of a written notice of appeal with the state president not more than thirty (30) days after the member's receipt of official notification of his suspension, expulsion, or removal from office. Unless continued or delayed for good cause, such appeal shall be heard by the state lodge at the next board meeting following the state lodge president's receipt of such notice of appeal and, unless waived in writing by both the appealing member and responding lodge, a written decision shall be rendered by the board within ten (10) days after such meeting. Both the appealing member and the lodge from whose action the appeal is brought shall have the right to a hearing at which both parties may be heard and may present witnesses and documents. Such hearing shall be conducted in conformity with Article 23 of the By-Laws. The parties to the appeal shall receive notice of the date of the hearing by certified mail not less than ten (10) days before such hearing. (Amended 8/19)

D. A party seeking to appeal from the decision of the state lodge shall give notice of appeal to the National Board of Trustees by submitting by certified mail within thirty (30) days of the party's receipt of notice thereof, a written submission consisting of the decision from which the appeal is taken and such other written materials as the appellant deems relevant to a fair consideration of the appeal by the National Board of Trustees. The appellant shall serve one (1) copy of the notice of appeal (including all written submissions) upon the opposing party (which shall be the state or subordinate lodge secretary where such opposing party is a lodge). Where the appealing party is a subordinate lodge, it shall submit fifty (50) copies thereof upon the National Secretary not less than sixty (60) days prior to the National Board of Trustees meeting at which the appellant seeks to have their appeal heard. The party opposing the appeal shall, within thirty (30) days of their receipt of the notice of appeal, submit a responsive written submission to the National Secretary and the opposing party, which responsive submission shall contain such materials as it deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees. In cases in which the responding party is a state or subordinate lodge, such lodge shall submit fifty (50) copies of its responsive submission to the National Secretary. In cases in which the party opposing the appeal is an individual member, they shall submit one (1) copy of their responsive submission to the National Secretary. (Amended 8/19)

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

A party seeking to appeal a decision of the National Board of Trustees to the Biennial Conference shall serve notice thereof upon the National Secretary and the opposing party. Such notice of

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

Section 4. Subordinate and State Lodges

A. Except as otherwise provided herein, a subordinate lodge shall only be disciplined by the state lodge of which it is a member. A state lodge shall only be disciplined by the National Fraternal Order of Police. Such discipline may be imposed only upon a showing of good and sufficient cause after a fair hearing by the state lodge's governing body (in respect to subordinate lodges) or the National Board of Trustees (in respect to state lodges) and may include suspension or revocation of a lodge's charter. Such hearing shall be conducted in conformity with Article 23 of the By-Laws.

B. A subordinate lodge may appeal from the imposition of discipline by its respective state lodge to the National Board of Trustees and, ultimately, the Biennial Conference.

1. Such appeal shall be commenced by serving upon the National Secretary and the secretary of the state lodge from whose action the appeal is brought, within thirty (30) days of notice of the action appealed from and by certified mail, a notice of appeal. Such notice of appeal shall consist of the decision or ruling appealed from and all relevant written materials believed by the subordinate lodge to be necessary for a fair consideration of the matter by the National Board of Trustees. Fifty (50) copies of said notice of appeal shall be served upon the National Secretary for distribution to the members of the National Board.

2. Not more than thirty (30) days after receipt of the subordinate lodge's notice of appeal, the state secretary shall serve fifty (50) copies upon the National Secretary and one (1) copy upon the opposing party, of its statement of position and/or response to the appeal of the subordinate lodge which submission shall, in any case, include a copy of the minutes reflecting the action from which the appeal is taken and such other materials as the state lodge deems appropriate.

TO READ:

ARTICLE 23 Discipline

Section 3. Individual Members

B. In the case of discipline imposed upon an individual member involving suspension, expulsion, or removal from office by a subordinate lodge, an appeal may be taken by the member to the state lodge and an appeal may be taken from the decision of the state lodge by the non-prevailing party to the National Board of Trustees and, ultimately, to the Biennial Conference.

1. An appeal to the state lodge may be brought by the filing of a written notice of appeal with the state president not more than thirty (30) days after the member's receipt of official notification of his the member's suspension, expulsion, or removal from office. Unless continued or delayed for good cause, such appeal shall be heard by the state lodge at the next board meeting following the state lodge president's receipt of such notice of appeal and, unless waived in writing by both the appealing member and responding lodge, a written decision shall be rendered by the board within ten (10) days after such meeting. Both the appealing member and the lodge from whose action the appeal is brought shall have the right to a hearing at which both parties may be heard and may present witnesses and documents. Such hearing shall be conducted in conformity with Article 23 of the By-Laws. The parties to the appeal shall receive notice of the date of the hearing by certified mail not less than ten (10) days before such hearing. (Amended 8/19)

D. A party seeking to appeal from the decision of the state lodge shall give notice of appeal to the National Board of Trustees by submitting by certified mail within thirty (30) days of the party's receipt of notice thereof, a written submission consisting of the decision from which the appeal is taken and such other written materials as the appellant deems relevant to a fair consideration of the appeal by the National Board of Trustees. The appellant shall serve one (1) copy (written or electronically) of the notice of appeal (including all written submissions) upon the opposing party (which shall be the state or subordinate lodge secretary where such opposing party is a lodge). Where the appealing party is a subordinate lodge, it shall submit ~~fifty (50) copies~~ one (1) copy electronically thereof upon the National Secretary not less than sixty (60) days prior to the National Board of Trustees meeting at which the appellant seeks to have their appeal heard. The party opposing the appeal shall, within thirty (30) days of their receipt of the notice of appeal, submit a responsive written submission (electronically) to the National Secretary and the opposing party, which responsive submission shall contain such materials as it deems appropriate and relevant to a fair consideration of the appeal by the National Board of Trustees. In cases in which the responding party is a state or subordinate lodge, such lodge shall submit ~~fifty (50) copies~~ one (1) copy electronically of its responsive submission to the National Secretary. In cases in which the party opposing the appeal is an individual member, they shall submit one (1) copy electronically of their responsive submission to the National Secretary. (Amended 8/19)

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

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

Section 4. Subordinate and State Lodges

A. Except as otherwise provided herein, a subordinate lodge shall only be disciplined by the state lodge of which it is a member. A state lodge shall only be disciplined by the National Fraternal Order of Police. Such discipline may be imposed only upon a showing of good and sufficient cause after a fair hearing by the state lodge's governing body (in respect to subordinate lodges) or the National Board of Trustees (in respect to state lodges) and may include suspension or revocation of a lodge's charter. Such hearing shall be conducted in conformity with Article 23 of the By-Laws.

B. A subordinate lodge may appeal from the imposition of discipline by its respective state lodge to the National Board of Trustees and, ultimately, the Biennial Conference.

I. Such appeal shall be commenced by serving upon the National Secretary and the secretary of the state lodge from whose action the appeal is brought, within thirty (30) days of notice of the action appealed from and by certified mail, a notice of appeal. Such notice of appeal shall consist of the decision or ruling appealed from and all relevant written materials (electronically) believed by the subordinate lodge to be necessary for a fair consideration of the matter by the National Board of Trustees. ~~Fifty (50) copies~~ one (1) copy electronically of said notice of appeal shall be served upon the National Secretary for distribution to the members of the National Board.

2. Not more than thirty (30) days after receipt of the subordinate lodge's notice of appeal, the state secretary shall serve ~~fifty (50) copies~~ one (1) copy electronically upon the National Secretary and one (1) copy electronically upon the opposing party, of its statement of position and/or response to the appeal of the subordinate lodge which submission shall, in any case, include a copy of the minutes reflecting the action from which the appeal is taken and such other materials as the state lodge deems appropriate.

Date: March 15, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #4

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

The purpose of this Constitutional amendment to Article 31 Section I. A is to increase the annual per capita tax by \$3.00 beginning with the 2027 per capita year and an additional \$3.00 in the 2030 per capita year.

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

CURRENTLY READS:

ARTICLE 31 Dues, Assessments and Administrative Fees

Section I. Dues

A. Each subordinate lodge shall pay through their respective state lodge and, where there is no state lodge directly to the National Fraternal Order of Police, an annual per capita tax of eleven dollars and fifty cents (\$11.50), beginning the first half of per capita for the year 2018 for each member thereof with \$1.00 of that amount going to the NFOP Foundation. (Amended 8/17)

TO READ:

ARTICLE 31 Dues, Assessments and Administrative Fees

Section I. Dues

A. Each subordinate lodge shall pay through their respective state lodge and, where there is no state lodge directly to the National Fraternal Order of Police, an annual per capita tax of ~~eleven dollars and fifty cents (\$11.50)~~ fourteen dollars and fifty cents (\$14.50) beginning the first half of per capita for the year 2018 2027 for each member thereof with \$1.00 of that amount going to the NFOP Foundation. ~~(Amended 8/17) The annual per capita tax for the year 2030 shall be seventeen dollars and fifty cents (\$17.50) for each member thereof with \$1.00 of that amount going to the NFOP Foundation.~~

Date: March 14, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #5

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

CURRENTLY READS:

ARTICLE 21 Auxiliaries

Section 1. The National Fraternal Order of Police recognizes, acknowledges, and validates Auxiliaries of the National Fraternal Order of Police, state lodges and subordinate lodges. Such Auxiliaries may function as National Fraternal Order of Police Auxiliary, State Lodge Auxiliaries and Subordinate Lodge Auxiliaries. Such Auxiliaries shall be subject to the control and supervision of the lodge or lodges with which they are affiliated. They shall conform to and be governed by a Constitution and such By-laws as they shall adopt and which shall, at all times, be subject to approval of the governing body of the lodge with which they are affiliated and, ultimately, the National Fraternal Order of Police.

TO READ:

ARTICLE 21 Auxiliaries

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

Date: March 14, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #6

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

CURRENTLY READS:

ARTICLE 5 Organization

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

A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

TO READ:

ARTICLE 5 Organization

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

A. The Conference shall be scheduled to commence no earlier than the first Sunday of July nor later than through the third week of October of each odd numbered year.

1. States/ Cities desiring to be considered for selection shall follow the requirements as outlined in the By-laws, Article 5, Section 4.

2. The National Board of Trustees may host the Biennial Conference under the direction of the National Executive Board and the National Office, beginning with the 2031 Biennial Conference of the National Fraternal Order of Police.

Date: March 15, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO

COMMITTEE: ☒ ADOPT ☐ REJECT

CONFERENCE: ☐ ADOPT ☐ REJECT

AMENDMENT #7

The following proposed amendment is submitted by the National Board of Trustees. It was voted on and approved at the Spring National Board of Trustees Meeting March 14-15, 2025, in Salt Lake City, Utah.

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

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

CURRENTLY READS:

ARTICLE 5 Organization

Section 4. Biennial Conference Site Review Committee

B. Locations bidding for the Biennial Conference site shall submit in writing to the National Secretary their intention no later than October 1 of the even year prior to the site selection. The committee shall review such proposed sites and shall report to the National Board of Trustees no later than the third required National Board Meeting. The National Board of Trustees may vote to remove a site from consideration should it fail to meet the established criteria.

TO READ:

ARTICLE 5 Organization

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

Date: March 15, 2025
/s/ Patrick Yoes
National President

Jimmy Holderfield
National Secretary

MEETS ALL CRITERIA:

☒ YES

☐ NO

COMMITTEE:

☒ ADOPT

☐ REJECT

CONFERENCE:

☐ ADOPT

☐ REJECT

AMENDMENT #8

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

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

EX-The proposed change to the National Constitution is under Article 19, State and Subordinate Lodges, Sections IO Receivership.

CURRENTLY READS:

ARTICLE 19 State and Subordinate Lodges

Section IO. Receivership

A. The president of any state or subordinate lodge that shall become insolvent shall provide written notice thereof to the National President. In such event, the National Fraternal Order of Police may, but shall not be required to, assume control of such insolvent state or subordinate lodge for a period of six (6) months, during which period the insolvent lodge shall be operated under the supervision of the National President or their designee. Extensions in increments of six (6) months may be granted at the request of the state or subordinate lodge president and with the approval of the National President.

B. Upon written request therefor made by two-thirds (2/3) of the governing board of a state or subordinate lodge to the National President, the National Fraternal Order of Police may, but shall not be required to, assume control of such lodge. In such case, the lodge shall be operated for a period not to exceed six (6) months under the supervision of the National President or their designee.

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

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

TO READ:

ARTICLE 19
State and Subordinate Lodges

Section IO. Receivership

A. The president of any state or subordinate lodge that shall become insolvent shall provide written notice thereof to the National President. In such event, the National Fraternal Order of Police may, but shall not be required to, assume control of such insolvent state or subordinate lodge for a period of six (6) months, during which period the insolvent lodge shall be operated under the supervision of the National President or their designee. Extensions in increments of six (6) months may be granted at the request of the state or subordinate lodge president and with the approval of the National President.

B. Upon written request therefor made by **three-fourths (3/4)** ~~two-thirds (2/3)~~ of the governing board of a state or subordinate lodge to the National President, the National Fraternal Order of Police may, but shall not be required to, assume control of such lodge. In such case, the lodge shall be operated for a period not to exceed six (6) months under the supervision of the National President or their designee.

C. In the event the National Fraternal Order of Police becomes aware of malfeasance and/or misfeasance in the operation of a State or Subordinate lodge, which is not being appropriately addressed, the National Secretary shall make notification to the National President, the Chairman of Trustees, and the National Executive Board. The National President shall authorize the General Counsel, along with an assigned committee, the duty of investigating this malfeasance and/or misfeasance and the General Counsel may freeze the assets and records in order to preserve evidence and protect membership property from loss, with a **three-fourths (3/4)** majority vote of the Board of Trustees. This action shall not extend more than 1 year or until the Lodge function can be made whole. If more time is needed the National Board of Trustees may extend this time limit by a **three-fourths (3/4)** ~~two-thirds (2/3)~~ majority vote. (Amended 8/21)

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

Submitted by the Chicago John Dineen Lodge #7
/s/ John Catanzara Jr.
President

Rob Noceda
Secretary

MEETS ALL CRITERIA: ☒ YES ☐ NO

COMMITTEE: ☒ ADOPT ☐ REJECT

CONFERENCE: ☐ ADOPT ☐ REJECT

AMENDMENT #9

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

This proposal crosses many paths within the Constitution so there are several redline edits. Its overall purpose is very simple. To give a voice to the ENTIRE membership when it comes to the National Executive Board members. Nothing would change regarding the in-person delegates at the conference. The separation of voting duties is intentional. The current language explains delegate duties at the conference and items they would vote on in person. They would still be the party who votes on conference locations, floor motions and Constitution & Bylaw changes at the conference. This simply expands Executive Board Officer elections to the entire dues paying membership. This proposal can easily be facilitated. Once nominations are closed on the floor, all qualified delegates who are not at the conference whose email addresses have been supplied and verified by the State lodge of membership will be sent an email ballot to vote on the morning before the in-person vote. A 3rd party vendor would facilitate that portion of the election. It would be secure and meet privacy guidelines set prior to the conference by the National Board of Directors. Once in-person voting commences then the electronic email vote will end. The total electronic votes cast by the two groups would be added at the close of in-person voting by the election committee. Only the vendor would maintain the vote totals of electronic voting until all voting has been concluded. This will allow every dues paying member to decide leadership and not just those in attendance. With manpower shortages everywhere, the cost of travel along with other considerations, these conferences are becoming more costly to send large delegations to attend. This proposal, I believe, covers all relevant voting sections. Its purpose is clear and if there is a section missing that needs to be addressed to be uniform, I will expect the committee to send that concern to be addressed by myself (John Catanzara Jr.) and our counsel who drafted the changes.

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

CURRENTLY READS:

ARTICLE 6 National Officers

Section 3. Nomination, Election, and Installation

D. **Election.** Each national officer, except National Trustees, shall be elected by a vote of the qualified delegates on the floor of the Conference.

1. Voting shall be by computer tabulated printed ballots and the expense thereof shall be borne by the National Fraternal Order of Police. In the event that printed ballots are not available or practical the National Board of Trustees, by a two-thirds vote, may select another form of voting. Such other form must provide for multi-factor authentication of vote totals. Ballots shall not be taken from the Biennial Conference site. All information that could be used to identify how the voter voted will be anonymized in all distributions of voting results to all individuals. (Amended 8/21)

2. The order by which the delegates of the several states shall vote shall be determined by lottery conducted by the National Secretary. The vote order will be drawn at the Fall Board Meeting prior to the Biennial Conference to assist lodges with travel arrangements. (Amended 8/15)

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

ARTICLE 17

Delegates

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

A. The Board of Trustees or the Executive Board of each state lodge shall be entitled to three (3) delegates to the National Biennial Conference, each of whom shall be chosen from among the membership of such Board of Trustees or State Executive Board, as shall be determined by the Constitution of the respective state.

B. Each subordinate lodge of a state lodge and each subordinate lodge in states having no state lodge shall be entitled to one (1) delegate for each fifty (50) active members or major portion thereof, provided, however, that every lodge shall be entitled to not less than one (1) delegate. Notwithstanding the foregoing, the number of delegates to the Biennial Conference to which each subordinate lodge shall be entitled shall be determined by reference to the number of active members on the first of April for whom all indebtedness then owing has been fully paid or postmarked to the National Fraternal Order of Police by the first day of July of the year in which the Biennial Conference is held. New Lodges forming after April 1st and before July 1st shall be entitled to delegates in number as stated above. Number of credentials issued to new lodge will be based on the total member count on date of charter. (Amended 8/15)

C. Under extenuating circumstances local lodges that are denied National Conference credentials can appeal, in writing, to the National Secretary, who will forward the appeal and recommendation to the Executive Board for a decision. The local lodge can appeal the decision of the Executive Board to the Board of Trustees at the Pre-Conference Board Meeting. The local lodge can appeal the Board of Trustees' decision to the floor of the National Conference in question. The decision of the delegates will be final. (Added 8/11)

Section 3. Nomination and Election

A. Nominations and elections of delegates to the Biennial Conference shall be held not later than June 30th. Qualified candidates receiving the highest number of votes shall be declared elected.

B. Delegates to the Biennial Conference shall be elected in the manner and method and subject to the provisions of this Constitution, the By-Laws, and the Ritual.

C. A subordinate lodge may designate members of their elected Board as delegates to the Biennial Conference, by virtue of election to their respective office, however the number of delegates a subordinate lodge is entitled is defined in Article 17, section 2 of this Constitution. (Amended 8/2023)

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

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

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

ARTICLE 25

Resolutions

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

ARTICLE 27

Official Order of Business

The Order of Business shall be:

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

TO READ:

ARTICLE 6

National Officers

Section 3. Nomination, Election, and Installation

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

I. Voting shall be by computer tabulated printed ballots for in-person delegates and by electronic vote for qualified delegates not in attendance. The expense thereof shall be borne by the National Fraternal Order of Police. In the event that printed in-person ballots are not available or practical the National Board of Trustees, by a two-thirds vote, may select another form of voting. Such other form must provide for multi-factor authentication of vote totals. In-person ballots shall not be taken from the Biennial Conference site. All information that could be used to identify how the voter voted will be anonymized in all distributions of voting results to all individuals. (Amended 8/21)

2. A. The order by which the in-person delegates of the several states shall vote shall be determined by lottery conducted by the National Secretary. The vote order will be drawn at the Fall Board Meeting prior to the Biennial Conference to assist lodges with travel arrangements. (Amended 8/15)

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

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

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

Article 17 Delegates

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

A. The Board of Trustees or the Executive Board of each state lodge shall be entitled to three (3) in-person delegates to the National Biennial Conference, each of whom shall be chosen from among the membership of such Board of Trustees or State Executive Board, as shall be determined by the Constitution of the respective state.

B. Each subordinate lodge of a state lodge and each subordinate lodge in states having no state lodge shall be entitled to one (1) in-person delegate for each fifty (50) active members or major portion thereof, provided, however, that every lodge shall be entitled to not less than one (1) in-person delegate. Notwithstanding the foregoing, the number of delegates to the Biennial Conference to which each subordinate lodge shall be entitled shall be determined by reference to the number of active members on the first of April for whom all indebtedness then owing has been fully paid or postmarked to the National Fraternal Order of Police by the first day of July of the year in which the Biennial Conference is held. New Lodges forming after April 1st and before July 1st shall be entitled to delegates in number as stated above. Number of credentials issued to new lodge will be based on the total member count on date of charter. (Amended 8/15)

C. Under extenuating circumstances local lodges that are denied National Conference credentials can appeal, in writing, to the National Secretary, who will forward the appeal and recommendation to the Executive Board for a decision. The local lodge can appeal the decision of the Executive Board to the Board of Trustees at the Pre Conference Board Meeting. The local lodge can appeal the Board of Trustees' decision to the floor of the National Conference in question. The decision of the delegates will be final. /Added 8/11/

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

Section 3. Nomination and Election

A. Nominations and elections of in-person delegates to the Biennial Conference shall be held not later than June 30th. Qualified candidates receiving the highest number of votes shall be declared elected.

B. In-person delegates to the Biennial Conference shall be elected in the manner and method and subject to the provisions of this Constitution, the By-Laws, and the Ritual.

C. A subordinate lodge may designate members of their elected Board as delegates to the Biennial Conference, by virtue of election to their respective office, however the number of delegates a subordinate lodge is entitled is defined in Article 17, section 2 of this Constitution. (Amended 8/2023)

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

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

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

ARTICLE 25

Resolutions

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

ARTICLE 27

Official Order of Business

The Order of Business shall be:

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

Submitted by the Chicago John Dineen Lodge #7
/s/ John Catanzara Jr.
President

Rob Noceda
Secretary

MEETS ALL CRITERIA:	_____ YES	_____ NO
COMMITTEE:	_____ ADOPT	__✓__ REJECT
CONFERENCE:	_____ ADOPT	_____ REJECT

AMENDMENT #10

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

This proposal crosses many paths within the Constitution so there are several redline edits. Its overall purpose is very simple. To give a voice to the ENTIRE membership when it comes to the National Executive Board members. Nothing would change regarding the in-person delegates at the conference. The separation of voting duties is intentional. The current language explains delegate duties at the conference and items they would vote on in person. They would still be the party who votes on conference locations, floor motions and Constitution & Bylaw changes at the conference. This simply expands Executive Board Officer elections to the entire dues paying membership. This proposal can easily be facilitated. Once nominations are closed on the floor, all qualified delegates who are not at the conference whose email addresses have been supplied and verified by the State lodge of membership will be sent an email ballot to vote on the morning before the in-person vote. A 3rd party vendor would facilitate that portion of the election. It would be secure and meet privacy guidelines set prior to the conference by the National Board of Directors. Once in-person voting commences then the electronic email vote will end. The total electronic votes cast by the two groups would be added at the close of in-person voting by the election committee. Only the vendor would maintain the vote totals of electronic voting until all voting has been concluded. This will allow every dues paying member to decide leadership and not just those in attendance. With manpower shortages everywhere, the cost of travel along with other considerations, these conferences are becoming more costly to send large delegations to attend. This proposal, I believe, covers all relevant voting sections. Its purpose is clear and if there is a section missing that needs to be addressed to be uniform, I will expect the committee to send that concern to be addressed by myself (John Catanzara Jr.) and our counsel who drafted the changes.

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

CURRENTLY READS:

ARTICLE 9 National President

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

ARTICLE 11 National Vice President

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

ARTICLE 12
National Secretary

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

ARTICLE 13
National Treasurer

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

ARTICLE 14
National Second Vice President

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

ARTICLE 15
National Sergeant at Arms

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

ARTICLE 16
National Trustee

Section 3. The Chairman of the National Trustees shall receive an annual base salary of \$42,000. The National Board of trustees may vote to give a cost-of-living adjustment (COLA) up to 5% once per year. Any COLA increase of more than 5% in a single year shall be voted on by the delegates at the National Conference. The National Chairman of the Trustees shall be reimbursed for ordinary and necessary expenses incident to their office and shall not receive a per diem. (Amended 8/23)

TO READ:

ARTICLE 9
National President

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

National President) costing the same as the family health plan then being paid by the home agency of the President. The National President is authorized to retain a secretary of their choosing who shall be paid an annual salary as determined by the National Board of Trustees. /Amended 8/23)

ARTICLE 11

National Vice President

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

ARTICLE 12

National Secretary

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

ARTICLE 13

National Treasurer

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

ARTICLE 14

National Second Vice President

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

ARTICLE 15

National Sergeant at Arms

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

ARTICLE 16

National Trustee

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

Submitted by the Chicago John Dineen Lodge #7
/s/ John Catanzara Jr.
President

Rob Noceda
Secretary

MEETS ALL CRITERIA:

_____ YES

_____ NO

COMMITTEE:

_____ ADOPT

☒ REJECT

CONFERENCE:

_____ ADOPT

_____ REJECT

COMING IN 2026

PATHWAYS TO EXCELLENCE EDUCATION & EMPOWERMENT SUMMIT

MARCH 29 - APRIL 3, 2026

South Point Hotel & Casino | Las Vegas, NV



In affiliation with the International Council of
Police Representative Associations

One Conference, Six Paths. You're Training - the FOP Way

Wellness Professionals' Forum - March 29

The Professionals' Forum brings together those working primarily in the mental health and wellness fields for a day of learning and networking. It will include an introduction to FOP wellness initiatives, seminar instruction in working with law enforcement in the wellness arena, and a networking event for attendees.

Officer Wellness Summit - March 30-31

This interactive event features over 20 breakout sessions, expert panel discussions, and hands-on wellness activities. Attendees will also explore FOP-approved programs—all designed to support the health and well-being of officers, their families, and the clinicians who serve them.

Labor Leadership Summit - March 30-31

Join us for an exclusive training course for new and current labor leaders designed to equip you with the latest insights and strategies in today's evolving law enforcement environment. Stay ahead of the trends, strengthen your leadership skills, and ensure your team is prepared for the challenges ahead. Don't miss this opportunity to grow and connect with fellow leaders.

Legal Counselors Seminar - March 30-31

The 2026 NFOP Legal Counselors Seminar offers two days of focused legal training for attorneys representing law enforcement. Topics include Brady/Giglio, arbitration, nationwide workers' comp, PTSD, officer wellness, duty to intervene, correctional facility issues, social media, key cases, and expert witness use.

Excellency in Chaplaincy - March 31 - April 1

Attend the first-ever gathering of FOP chaplains from across America! Enjoy a "Back to Basics" approach that joins new chaplains with advanced leaders for cutting edge development opportunities and networking. Learn from the best, grow, and be blessed!

Leadership Matters - April 1-3

Tailored for new and aspiring leaders seeking a comprehensive understanding of everything the FOP offers from a global perspective. Attendees can choose tracks focused on key roles such as lodge secretary or treasurer, or explore topics like conducting effective meetings, Robert's Rules of Order, and areas related to labor and legal defense.



SECTION IV: SEMINARS

Seminar Schedule & Locations	pg. 314
Seminar Descriptions	pg. 317

SEMINAR SCHEDULE & LOCATIONS

Monday, August 4, 2025

Room #

- Power In Peers - The FOP Program in Law Enforcement Peer Support	202
- True Crime Series: Lone Wolf Terrorists	206
- Responding to the Changing Dynamics of Line of Duty Death	207
- FOP Legal Defense Plan: What Every Member Needs to Know	208
- Representing FOP Members	209
- Breaking Burnout: Re-Igniting the Flame	210
- Introducing the FOP Member Management System	211
- Sex Trafficking Behind Bars: Identifying Victims and Case Data	213
- Building Financial Strength in First Responder Families	214
- Introduction to Roberts Rules of Order	215
- First Response: Autism Awareness Training for First Responders	216
- Overcoming Trauma and PTSD in Law Enforcement Today	217
- Better Sleep with iRest Meditation	218
- Accounting Best Practices & QuickBooks Basics	219
- Beyond the Traffic Stop: Proactive Policing While Complying with the Fourth Amendment	220
- Changing the Narrative	221
- Deadly Force: The Future of Policing Requires Our Heartbeat	222

Tuesday, August 5, 2025

- Mental Health from Start to Finish - Staying Well for the Whole Police Career	202
- Inside the Mind: Mass Shooters	206
- Responding to the Changing Dynamics of Line of Duty Death	207
- FOP Legal Defense Plan: What Every Member Needs to Know	208
- Fair Labor Standards Act	209
- Breaking Burnout: Re-Igniting the Flame	210
- Introducing the FOP Member Management System	211
- Sex Trafficking Behind Bars: Identifying Victims and Case Data	213
- Building Financial Strength in First Responder Families	214
- Introduction to Roberts Rules of Order	215
- First Response: Autism Awareness Training for First Responders	216
- Overcoming Trauma and PTSD in Law Enforcement Today	217
- Better Sleep with iRest Meditation	218
- Accounting Best Practices & QuickBooks Basics	219
- Duty to Intervene: Culture Beats Policy	220
- Lessons Learned from the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, TX	221
- Deadly Force: The Future of Policing Requires Our Heartbeat	222
- Combining the Power of the NFOP Health Trust with a Retiree Medical Trust	248

SEMINAR SCHEDULE & LOCATIONS

Wednesday, August 6, 2025

Room #

- Recruitment and Retention	202
- Disaster Area Response Team Training for When Disaster Strikes	206
- Pathway to Financial Wellness and Retirement for Law Enforcement	207
- FOP Legal Defense Plan: What Every Member Needs to Know	208
- Critical Incidents	209
- Local Lodge Leadership: Tactical Tools of the Trade	210
- Introducing the FOP Member Management System	211
- The Hidden Impact: How "Defund Police" Affects Correctional Officers and the Criminal Justice System	213
- Succession Planning and Mentoring	214
- Basic Roberts Rules of Order	215
- House of Worship Safety, Security & Risk Management	216
- Changing the Narrative	217
- Radiological Security Awareness	218
- Tax Presentation for FOP Lodges	219
- Building Trust Through Professional Excellence: NFOP Comprehensive Strategy	220
- Lessons Learned from the Critical Incident Review: Active Shooter Robb Elementary School in Uvalde, TX	221
- Grassroots Advocacy: Turning Members into Lobbyists	222

NFOPU CONSORTIUM

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 <https://fop.net/fop-university/>.



Participating Colleges and Universities:



ROSEMONT
COLLEGE



ASHLAND
UNIVERSITY



SEMINAR DESCRIPTIONS

Seminars will be held on August 4, 5 & 6 (M, T, W) one hour after the close of the Business Session. Registration is required for admittance into a seminar. Seating in the seminars will be limited and it is recommended that you register for the seminars as soon as you register for the conference.

Accounting Best Practices & QuickBooks Basics

Room: 219 | Monday & Tuesday

Instructor: Izabela Poludniak

Class Description: This class focuses on basic functions of QuickBooks Desktop and Online – including bank reconciliations, recording deposits, checks, creating budgets and running reports. Will also highlight best practices related to internal controls. Specific questions/issues will be addressed to the best of our abilities during the session but may require follow-up post-conference.

Basic Roberts Rules of Order

Room: 215 | Wednesday

Instructor: Rob Pride

Class Description: This class is designed for new or aspiring lodge leaders who are interested in learning the basics of Robert's Rules to assist them in running a lodge meeting. This is NOT an advanced class for parliamentarians or those already familiar with Robert's Rules. This will give attendees the basic knowledge, skills, and tools to use when chairing lodge or committee meetings.

Better Sleep with iRest Meditation

Room: 218 | Monday & Tuesday

Instructor: Jennifer Boileau

Class Description: In law enforcement, we are used to chronic stress, sleep disruption and continual exposure to the trauma of others. The iRest meditation session with Certified iRest Instructor, Jennifer Boileau, is an opportunity to turn inward and support your physical health & well-being, while finding an enhanced ability to sleep deeply & find calm. Jenn will share why the practice is effective & guide participants through an experiential practice, while offering follow up audio practices to use at home.

Beyond the Traffic Stop: Proactive Policing While Complying with the Fourth Amendment

Room: 220 | Monday

Instructor: Anthony Bandiero

Class Description: This high-energy course teaches officers how to pursue criminal hunches during traffic stops without violating constitutional rights. Topics include four lawful investigative techniques that don't extend traffic stops, proper K9 deployment, consent searches, and warrantless vehicle searches. Taught by Anthony Bandiero, a Harvard graduate, attorney, and former Nevada Highway Patrol sergeant, who has trained over 70,000 officers and is recognized as one of the nation's leading experts on Fourth Amendment law.

Breaking Burnout: Re-Igniting the Flame

Room: 210 | Monday & Tuesday

Instructor: Rick Snyder

Class Description: Given the unique times and challenges within our profession, many find something is still missing. Rightfully, we have placed a focus on physical health and now the FOP is leading the way on mental/emotional health and wellness, but what about Spiritual Health? Join us for a thought-provoking reflection on where we can find our source of strength to better lead in these challenging times. "See then that you walk carefully, not as fools but as wise, redeeming the time, because the days are evil." -Ephesians 5:15-16

Building Financial Strength in First Responder Families

Room: 214 | Monday & Tuesday

Instructor: Nick Daugherty

Class Description: This class is an in-depth financial wellness class taught by cops, for cops. Featured at FOP national conferences since 2022, this training teaches the financial topics of budgeting, will & estate planning, legacy go-bag preparation, debt reduction, pensions, investments, retirement planning, financial pitfalls of first responders, and the eight phases of financial training – building your financial plan. The training focuses on helping you alleviate stress related to LEO's unique financial situations to prepare you for financial success!

Building Trust Through Professional Excellence: NFOP Comprehensive Strategy

Room: 220 | Wednesday

Instructor: Robert Gaddy

Class Description: This program is focused on Diversity awareness at all levels of the Fraternal Order of Police. Attendees will gather valuable information to take back to their own states and lodges that will aid them in fostering a more diverse organization.

Changing the Narrative

Room: 221 Monday | 217 Wednesday

Instructor: Dan Bontz and Andrea Thomas (Wednesday)

Class Description: This presentation is centered around the opioid crisis and the devastating trail it continues to leave behind. Investigations, specifically involving fentanyl, present another aspect which includes the families and the loved ones of those who have lost their lives as a result of this devastating crisis. We will discuss the importance of having partnerships with the foundations and organizations, who can assist in the aftercare of the families and loved ones.

SEMINAR DESCRIPTIONS

Combining the Power of the NFOP Health Trust with a Retiree Medical Trust

Room: 248 | Tuesday

Instructor: Steve Gervasio, Mike Glackin, Joe Regan and Tim Regan

Class Description: This breakout session will discuss the benefits in combining the National FOP Health Trust with a Retiree Medical Trust to create the best-in-class pre-65 health insurance for FOP retirees.

Critical Incidents

Room: 209 | Wednesday

Instructor: Michael Coviello

Class Description: An overview of best practices during critical incident investigations.

Deadly Force: The Future of Policing Requires Our Heartbeat

Room: 222 | Monday & Tuesday

Instructor: Jason Lehman

Class Description: Deadly Force: The Future of Policing Requires Our Heartbeat brings together a former Nuestra Familia gang member and a retired Long Beach (CA) gang cop to explore trauma, leadership, and life-and-death decision-making in law enforcement. Through raw storytelling and scenario-based learning, attendees will engage with a 4-part system designed to protect America's protector, build resilience, and strengthen community trust. This training offers practical tools for navigating high-stress encounters, fostering empathy, and balancing necessary force with human connection while still best ensuring safety—redefining what it means to serve as protectors in today's evolving policing landscape.

Disaster Area Response Team Training for When Disaster Strikes

Room: 206 | Wednesday

Instructor: Jason Smith

Class Description: When disaster strikes, without hesitation our first responders spring into action. Without consideration of their own families and homes, that are often damaged or destroyed, they respond. It is the mission of DART to assist those officers and their communities by providing immediate assistance to officers standing on the thin blue line.

Duty to Intervene: Culture Beats Policy

Room: 220 | Tuesday

Instructor: Anthony Bandiero

Class Description: This course should be mandatory and explores why agency cultures not policies often determines whether officers intervene during misconduct. Officers will learn the five elements required for civil liability and five effective methods to step in when necessary. Taught by Anthony Bandiero, a nationally recognized legal instructor and former Nevada Highway Patrol sergeant, this course challenges attendees to build a culture of accountability and courage within their ranks.

Fair Labor Standards Act

Room: 209 | Tuesday

Instructor: Michael Coviello

Class Description: An overview of the Fair Labor Standards Act (FLSA) and what is compensable and how overtime is calculated.

First Response: Autism Awareness Training for First Responders

Room: 216 | Monday & Tuesday

Instructor: Shannon Wess

Class Description: This seminar will provide law enforcement with an overview of autism spectrum disorders, current research, and practical strategies for assisting individuals in the community during emergency or crisis situations. Following this session, all participants will be able to identify the common characteristics of autism, analyze common complicating factors of various emergency situations, and select strategies to meet the needs and support the safety of autistic individuals in their community. Hands on examples will also be shared.

FOP Legal Defense Plan: What Every Member Needs to Know

Room: 208 | Monday, Tuesday & Wednesday

Instructor: Michael Yon

Class Description: Join Michael Yon, Senior Vice President at Hylant, for an essential overview of the FOP Legal Defense Plan. Learn how the plan works, who's eligible, what it covers—and what it doesn't. Using real-life case examples and data, Michael will walk through the legal protections available to you, the claims process, and how to enroll. Whether you're new to the plan or need a refresher, this session will help you protect your career and your future.

SEMINAR DESCRIPTIONS

Grassroots Advocacy: Turning Members into Lobbyists

Room: 222 | Wednesday

Instructor: Tim Richardson

Class Description: Seminar on the basics of grassroots advocacy, the legislative process, and the National FOP's legislative agenda.

The Hidden Impact: How "Defund Police" Affects Correctional Officers and the Criminal Justice System

Room: 213 | Wednesday

Instructor: Leslie Baxley and Richard Mehner

Class Description: In this eye-opening presentation, Leslie Baxley and Richard Mehner will explore the far-reaching consequences of the "Defund Police" movement beyond the streets and into the correctional facilities. With statistical analysis on the dangers of working behind the walls and how to present this information to your state and local legislatures to utilize this information to change and enact laws.

House of Worship Safety, Security & Risk Management

Room: 216 | Wednesday

Instructor: John DiPietro

Class Description: This workshop will address the current issues of hate, single-issue extremists, and the rise of mental illness and addiction that houses of worship encounter daily.

The methodology for addressing risk and implementing crime prevention strategies will serve as a foundation for creating a safer environment for houses of worship and their communities. Additionally, specific benefits of these relationships—such as chaplaincy programs, disaster assistance, counseling services, and other opportunities—will enhance your engagement with the faith-based community. This collaboration will also help foster an ongoing, productive relationship between a law enforcement agency and the FOP Lodge.

Inside the Mind: Mass Shooters

Room: 206 | Tuesday

Instructor: Dr. Hector R. Garcia

Class Description: In 2024, the US experienced nearly 600 mass shootings, with 711 deaths, underscoring the urgent need for comprehensive prevention strategies. This interactive session delves into the psychological, social, and environmental factors driving mass shooters. Law enforcement professionals will engage with real-world case studies, critical thinking exercises, and interdisciplinary insights from psychology, sociology, and criminal justice, empowering attendees with tools to identify risks, intervene effectively, and potentially reduce this threat in their communities.

Introducing the FOP Member Management System

Room: 211 | Monday, Tuesday & Wednesday

Instructor: Mark Hong and National Secretary Jimmy Holderfield

Class Description: The new FOP Member Management System expands beyond national workflows to offer local & state lodge leaders their own secure user portal. In this session, you'll learn how to manage member records, track new member approvals, and send communications—all from a user-friendly interface. Built with scale in mind, the system is designed to support leaders at every level of the FOP.

Introduction to Roberts Rules of Order

Room: 215 | Monday & Tuesday

Instructor: Marcello Muzzatti

Class Description: This course will give you the basics for conducting a meeting using the guidelines of Roberts Rules of Order and your standing constitution and by-laws. This course is more visual so attendees will see how the motion flows through a meeting can make a meeting run better.

Lessons Learned from the Critical Incident Review:

Active Shooter Robb Elementary School in Uvalde, TX

Room: 221 | Tuesday & Wednesday

Instructor: Nazmia E. A. Comrie

Class Description: On May 24, 2022, an active shooter took the lives of 19 children and 2 staff members, and physically and mentally injured the survivors, the families, staff and teachers, and the community in Uvalde, Texas. At the request of Uvalde leadership, the U.S. Department of Justice established the Critical Incident Review (CIR) to conduct an independent, objective assessment of what happened that day and assess the systems in place in the weeks leading up to May 24. The goal of the CIR is to provide information to those most affected by the tragedy and to build knowledge regarding how to best respond to incidents of mass violence. This presentation will present an incident timeline, as well as discuss observations and recommendations from the CIR report in areas to include tactics, leadership, incident command, coordination, pre-incident processes, and trauma and support services.

SEMINAR DESCRIPTIONS

Local Lodge Leadership: Tactical Tools of the Trade

Room: 210 | Wednesday

Instructor: Rick Snyder

Class Description: Rated one of the top courses of 2025, check out this powerful discussion on leading in challenging times. Learn how to pass the Leadership Test by focusing on the 3 Ls for FOP Leaders. Whether you are a brand-new President, a seasoned Executive Board veteran, or an FOP member looking for an opportunity to serve, this Back-to-Basics model promises something for everyone. Others are saying: "exceeded my expectations" and "this class hit the nail on the head" plus "it exudes passion and is powerful." Don't miss this class!

Mental Health from Start to Finish - Staying Well for the Whole Police Career

Room: 202 | Tuesday

Instructor: Sherri Martin & Dr. Jacqueline Drew

Class Description: How are we really doing with our mental health and wellness? The FOP Biennial Critical Issues in Policing Survey has provided us with interesting data on the state of law enforcement health and wellness through the eyes of officers, both active and retired. In this seminar, we will review sources of stress for law enforcement and the range of services that are now available for officers and their families, but we will also explore how the current climate around law enforcement is tied to our wellbeing, how leadership has an impact, and how we can make the most effective steps to maintain our health and wellbeing. We will also explore important insights from our retired members, as we have much to learn about how we can best support our members from the start of their careers all the way through.

Overcoming Trauma and PTSD in Law Enforcement Today

Room: 217 | Monday, Tuesday & Wednesday

Instructor: Andy Maybo

Class Description: Law enforcement officers face high risks of exposure to trauma and developing PTSD. To overcome this, it's crucial to prioritize mental health and well-being through various strategies, including seeking professional help, connecting with peers, developing coping mechanisms and practicing self-care. This class will identify some of the signs and symptoms of traumas faced in real life scenarios and discuss some of the techniques officers used to get through the struggles they faced.

Pathway to Financial Wellness and Retirement Planning for Law Enforcement

Room: 207 | Wednesday

Instructor: Travis George

Class Description: This session empowers First Responders to close the financial fitness knowledge gap common in law enforcement, enhancing well-being and long-term security. Through real-world examples, participants learn retirement readiness, goal setting, risk and investment management, tax-sensitive income strategies, and estate planning. The session covers the seven steps of financial planning, transitions to retirement, and the importance of fiduciary based advice. Attendees leave equipped to make informed decisions and proactively manage their financial futures with clarity and confidence.

Power in Peers - The FOP Program in Law Enforcement Peer Support

Room: 202 | Monday

Instructor: Sherri Martin

Class Description: The National Fraternal Order of Police Division of Wellness Services, with support of the COPS Office arm of the US Department of Justice, has developed a national standard curriculum in law enforcement peer support. Designed by law enforcement for law enforcement, the Power in Peers course is unlike any other peer support training class and provides a new and updated focus on personal growth through trauma. Power In Peers is meant for supporting active and retired officers through both on the job critical incidents as well as off the job stressors. This seminar will provide an overview of the course, including how to participate, and will provide further information on how the course will build a nationwide web of support for officers and their families across the country.

Radiological Security Awareness

Room: 218 | Wednesday

Instructor: Artez Lester

Class Description: Radioactive material plays an important role in commercial, medical, and research applications. However, if a high-activity radioactive source falls into the wrong hands, it could be used for a radiological dispersal device ("dirty bomb") or in other acts of terrorism. This presentation will discuss the radioactive materials of concern, and where these materials exist in your community. It will review the response risks they present, and how officers can effectively protect themselves and their community.

SEMINAR DESCRIPTIONS

Recruitment and Retention

Room: 202 | Wednesday

Instructor: Rich Shailor

Class Description: This class will cover various methods and theories for the recruitment of new members and retention of existing members. You will receive an overview of the versatile and differing nature of the F.O.P. as well as the benefits and unique challenges this raises when recruiting. There will be an open discussion at the end of this seminar where we can share ideas, recruitment strategies, current trends and challenges and ways to keep our members engaged!

Representing FOP Members

Room: 209 | Monday

Instructor: Michael Coviello

Class Description: An overview of the responsibilities and duties of labor representatives in representing union members and bargaining units.

Responding to the Changing Dynamics of Line of Duty Death

Room: 207 | Monday & Tuesday

Instructor: Dianne Bernhard

Class Description: As new laws have changed and the number of medical deaths has increased, it is more important than ever that agencies understand the changes and the benefits available to families. Attendees will leave this class with information to take back to their agencies regarding response to an officer's death, whether determined to be in the line of duty or not.

Sex Trafficking Behind Bars: Identifying Victims and Case Data

Room: 213 | Monday & Tuesday

Instructor: Leslie Baxley, Dominique Roe-Sepowitz and Brandon Smith

Class Description: This presentation will describe how sex traffickers target vulnerable inmates through unsolicited communication, creating debts using the bail or 'books system', and make promises for release including housing, food, drugs, and in many cases, folks. Sex traffickers target specific inmates, some who have been sex trafficked in the past. Sex traffickers use jail tablets, phones, mail, and the 'books system' to recruit and maintain sex trafficking enterprises. Examples of intel to look for including videos and photos will be presented to demonstrate the contribution of this material to sex trafficking criminal cases.

Succession Planning and Mentoring

Room: 214 | Wednesday

Instructor: Adam Crawford

Class Description: The purpose of this course is to provide information to lodge leaders to aid them with recruiting, coaching, and mentoring younger members to become future leaders in the organization while using our generational differences to our advantage.

Tax Presentation for FOP Lodges

Room: 219 | Wednesday

Instructor: Jim Robbs

Class Description: Topics include: Issues/financial problems within lodges, what is tax exempt status and filing requirements, forms of compensation, form 1099, contributions and solicitations, unrelated business income and tax filing, incorporation, lodge controls.

True Crime Series: Lone Wolf Terrorists

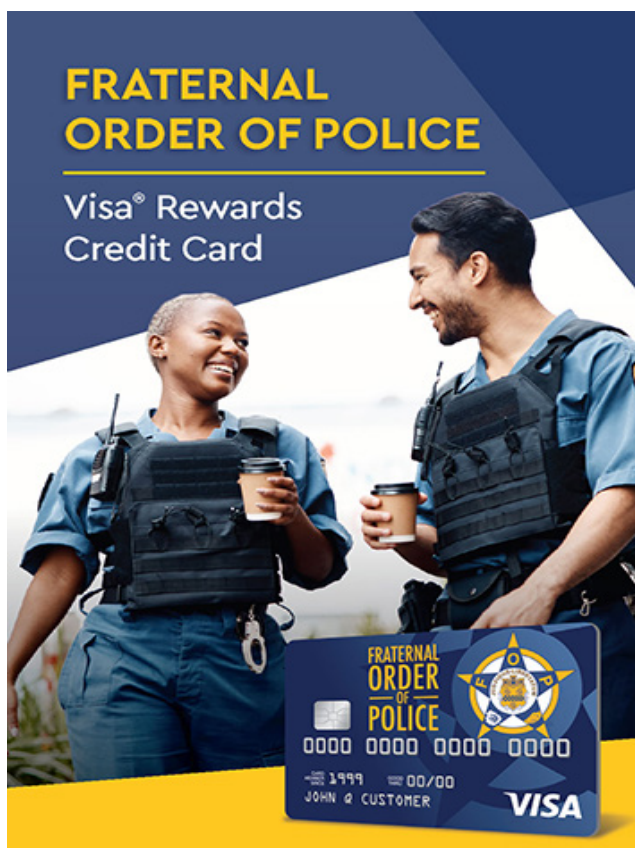
Room: 206 | Monday

Instructor: Dr. Hector R. Garcia

Class Description: Over 93% of recent terrorist attacks in Western countries were carried out by lone wolves. This Focused session equips law enforcement with psychological insights, real-world case studies, such as the Bourbon Street Attack, and actionable strategies to recognize early warning signs. Gain a deeper understanding of the drivers behind isolation, ideology, and recognition as you learn how to counter radicalization in your communities.



[Click here to purchase the Miami Party Card](#)

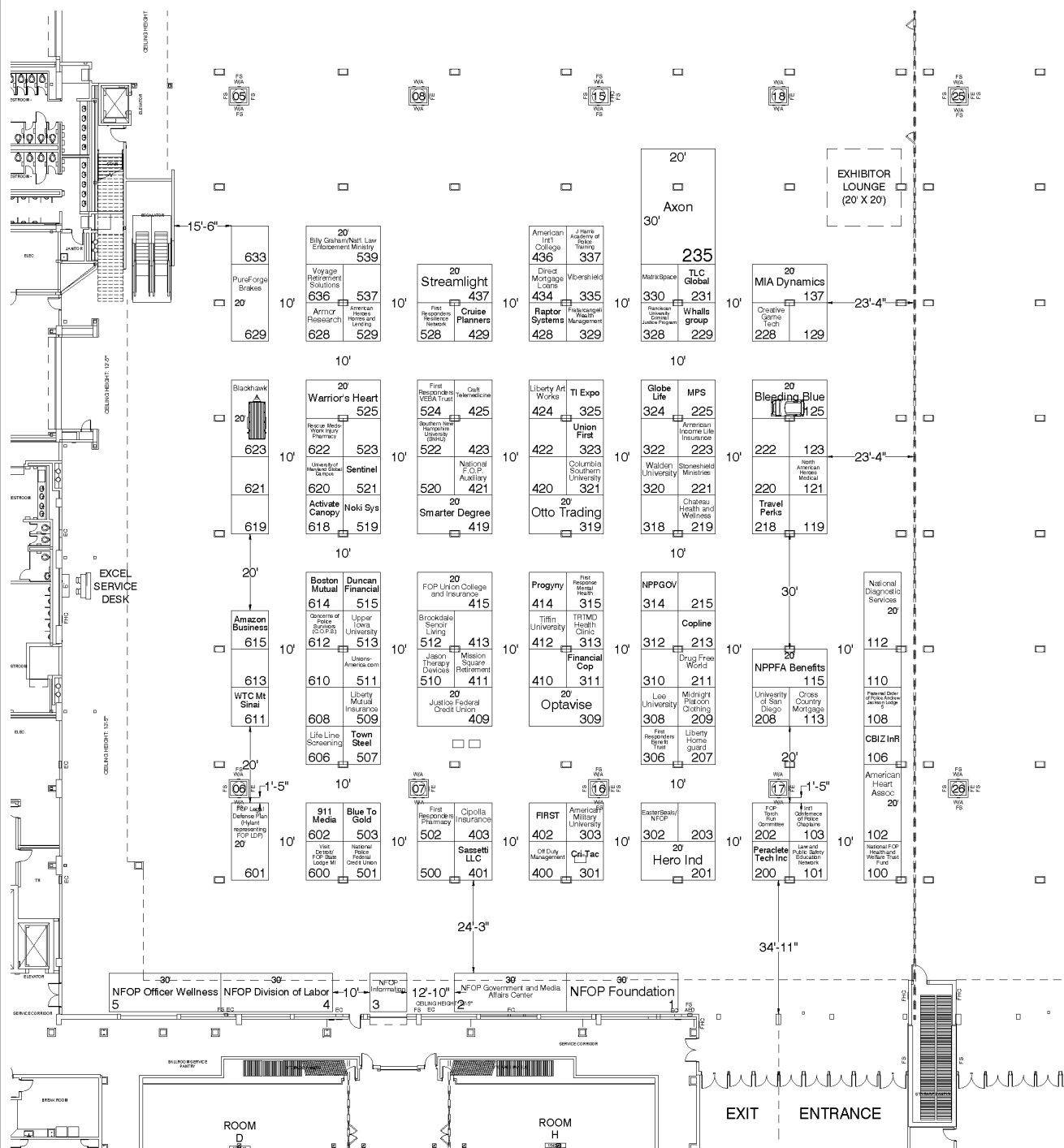




SECTION V: EXPO 2025

EXPO Floor Plan	pg. 324
Exhibitor Listing by Booth Number	pg. 325
Exhibitor Listing - Alphabetical	pg. 328

EXPO FLOOR PLAN



LOCATION OF EXHIBITOR BOOTHS

Booth #	Company	Booth #	Company
100	NFOP Health & Welfare Trust Fund	335	Vibershield
101	Law & Public Safety EducationNetwork	337	J. Harris Academy of Police Training
102/104	American Heart Association	400	Off Duty Management
103	Intern'l Conf. of Police Chaplains	401	Sassetti LLC
106	CBIZ	402	FIRST: Florida's Forensic Institute for Research, Security & Tactics
109	FOP Andrew Jackson Lodge 5	403	Cipolla Insurance
112/114	National Diagnostic Services	409/508	Justice Federal Credit Union
113	CrossCountry Mortgage	411	Mission Square Retirement
115/214	NPPFA Benefits	412	Tiffin University
119	TLS Global Group	414	Progyny
121	North American Heroes Medical	415/514	Employee Benefit Systems
129	MatrixSpace	419/518	SmarterDegree
137/236	MIA Dynamics USA	421	NFOP Auxiliary Lodge
200	Peraclete Technologies Inc.	424	Liberty Artworks
201/300	Hero Industries	425	Craft Telemedicine
202	Law Enforcement Torch Run	428	Raptor Systems
207	Liberty Home Guard	429	Cruise Planners
208	University of San Diego	434	Direct Mortgage Loans
209	Midnight Platoon Clothing	436	American International College
211	Drug Free World	437/536	Streamlight, Inc.
213	CopLine, Inc.	501	National Police Federal Credit Union
218	TravelPerks	502	First Responders Pharmacy
219	Chateau Health and Wellness	503	Blue to Gold Law Enforcement Training
221	Stoneshield Ministries	507	TownSteel, Inc.
223	American Income Life	509	Liberty Mutual Insurance
225	MPS	510	Jason Therapy Devices
228	Creative Game Technologies, LLC	511	Unions America
229	Whalls Group	512	Brookdale Senior Living
235/237	Axon	513	Upper Iowa University
239/334	Axon	515	Duncan Financial Group
336/338	Axon	519	Noki Systems Inc.
301	CRI-TAC	521	Sentinel
302	Easterseals	522	Southern New Hampshire Univ.
303	American Military University	524	First Responders VEBA Trust
306	First Responders Benefit Trust	525/624	Warriors Heart
308	Lee University	528	First Responders Resilience Network
309/408	Optavise, LLC	529	American Heroes Homes and Lending
311	Financial Cop	539/638	Billy Graham National Law Enforcement Ministry
313	TRTMD Health Clinic	600	Visit Detroit/Mi State Lodge
314	NPPGov	601/603	FOP Legal Defense Plan
315	PeerConnect	602	91IMEDIA
319/418	Tizlo		
320	Walden Univ. School of Criminal Justice		
321	Columbia Southern University		
323	Union First		
324	Globe Life		
325	TI Expo		
328	Franciscan University Criminal Justice Program		
329	Fratarcangeli Wealth Management		

FLORIDA STATE
PATRIMENTAL ORDER OF POLICE

DISTRICT 6

**BASEBALL
GAME**

TRANSPORTATION
& TICKET
\$40

TUESDAY
AUGUST 5TH
6PM

HOUSTON
ASTROS

VS

Miami

501 Marlins Way
Miami, FL 33125

CLICK
TO
PAY

TRANSPORTATION DETAIL AND BUS SCHEDULE TO BE
ANNOUNCED AT A LATER DATE

Scan to pay

[Click here to purchase
Marlins Baseball Tickets](#)

There are only 1600 baseball tickets available.

CITY OF MIAMI
INVITES YOU TO THE
**NATIONAL FOP
MIAMI DANCE PARTY**

WEDNESDAY
8/6/2025 | 6PM-12AM

TICKET
\$45

INCLUDES
• COMPLIMENTARY
DRINKS
• WYNWOOD WALLS
• 3 DJ's
• ON THE TURNTABLE
• TRANSPORTATION
FROM CONVENTION CENTER

WYNWOOD MARKETPLACE
2250 NW 2ND AVE, MIAMI, FL 33127

DJ GARRET

DJ CAMILO 305

DJ JIMBO SILE

Scan to pay

[Click here to purchase the
Taste of Miami Concert](#)

LOCATION OF EXHIBITOR BOOTHS

<u>Booth #</u>	<u>Company</u>	<u>Booth #</u>	<u>Company</u>
606	Life Line Screenings		
607/609/639	FirstNet Built with AT&T		
611	WTC Health Program		
612	Concerns of Police Survivors		
614	Boston Mutual		
615	Amazon Business		
618	Activate Canopy		
620	Univ. of Maryland Global Campus		
622	RescueMeds		
623/625	Blackhawk		
628	Armor Research Company		
629/631	PurgeForge Brakes		
636	Voyage Retirement Solutions		
Table	NFOP Foundation		
Table	NFOP Government and Media Affairs		
Table	NFOP Labor Services		
Table	NFOP Officer Wellness		

EXPO 2025

EXHIBITOR LISTING

Alphabetical Order

9IIMEDIA (#602)

4444 Riverside Drive, Suite 202, Burbank, CA 91505
Website: www.9IIMEDIA.com
Phone: 818-848-6397

Company Description: 9IIMEDIA, publishers of FOP Journal, is an award-winning communications firm with more than 40 years of experience in managing the unique messaging needs of a variety of organizations.

Activate Canopy (#618)

PO Box 28171, Chattanooga, TN 37421
Website: www.activatecanopy.com
Phone: 951-365-9316

Company Description: Industry leader in supplying Custom Printed Canopies and other outdoor marketing materials for Media events, community events, training days and recruiting events. Lifetime Warranty on all canopy hardware and free design services make Activate Canopy the best choice for your departments branding needs.

Amazon Business (#615)

440 Terry Avenue N, Seattle, WA 98109
Website: www.amazon.com/business
Phone: 512-364-6423

Company Description: Free Business Prime for FOP members! Access Amazon Business marketplace with millions of additional items including First Responders Storefront.

American Heart Association (#102/104)

7272 Greenville Avenue, Dallas, TX 75231
Website: www.heart.org
Phone: 800-AHA-USA-1

Company Description: The American Heart Association is a relentless force for a world of longer, healthier lives, uniting over 35 million volunteers and supporters and 2,900 employees to advance our mission. As the nation's oldest and largest voluntary organization dedicated to fighting heart disease and stroke, it funds innovative research, advocates for the public's health and shares lifesaving resources. Based in Dallas, it has been the leading source for health information for over a century.

Amazon Heroes Homes and Lending (#529)

532 Broad Hollow Road, Suite III, Melville, NY 11747
Website: www.ahhlusa.com
Phone: 888-298-2445

Company Description: American Heroes Homes and Lending was built especially for law enforcement and first responders. We offer unmatched benefits like cash back after closing, no bank fees, rate buy-downs, home warranty and insurance discounts and so much more—because heroes deserve more than just a thank you.

American Income Life (#223)

Website: www.aillife.com

American International College (#436)

1000 State Street, Springfield, MA 01109
Website: www.aic.edu
Phone: 413-668-7187

Company Description: Global University offering premiere online criminal justice degrees for law enforcement. We offer a specialized and innovative curriculum for working law enforcement professionals.

American Military University (#303)

303 W 3rd Avenue, Ranson, WV 25438
Website: www.amuonline.com
Phone: 877-497-5268

Company Description: American Military University (AMU) is ready to serve you. Earn your associate, bachelor's, or master's degree online at a university shaped by a strong military heritage. AMU proudly helps professionals in government, business, security, law enforcement and other public sectors, as well as military service members, advance their knowledge and skills.

Armor Research Company (#628)

6440 Schirlls Street, Las Vegas, NV 89118
Website: www.armorresearchco.com
Phone: 424-252-6760

Company Description: ARC manufactures the Compact Response Shield (CRS) which exceeds NIJ Level III Ballistic standards. The CRS shield is considered the lightest rifle-rated unit in the industry. Our clientele includes military personnel, federal and state agencies, SRO, K-9 officers and various local organizations

Axon (#235/237/239/334/336/338)

17800 N 58th Street, Scottsdale, AZ 85255

Website: www.axon.com

Phone: 310-341-6785

Company Description: Axon is a technology leader in global public safety.

Billy Graham National Law Enforcement Ministry (#539/638)

1 Billy Graham Parkway, Charlotte, NC 28217

Website: www.rtf.billygraham.org/nlem/

Phone: 704-401-2494

Company Description: The Billy Graham Rapid Response Team strives to give officers the opportunity to build their spiritual fitness and encourage Christ-centered growth in their careers, marriages and lives.

Blackhawk (#623/625)

8399 Golf View Drive, Citrus Springs, FL 34434

Website: www.blackhawk.com

Phone: 757-270-0559

Company Description: Blackhawk holsters and tactical gear.

Blue to Gold Law Enforcement Training (#503)

12402 N Division Street #119, Spokane, WA 99218

Website: www.bluetogold.com

Phone: 702-847-6504

Company Description: Blue to Gold specializes in Search & Seizure, Fourth Amendment training.

Boston Mutual (#614)

120 Royall Street, Canton, MA 02021

Website: www.bostonmutual.com

Phone: 401-636-2761

Company Description: 130+ year old insurance company working with groups to help members gain access to insurance products like life insurance, accident insurance and critical illness insurance.

Brookdale Senior Living (#512)

105 Westwood Place, Brentwood, TN 37027

Website: www.brookdale.com

Phone: 813-440-8415

Company Description: Brookdale Senior Living offers multiple care levels for seniors in more than 600 communities nationwide. Brookdale helps you find the right care plan for yourself or your loved one. With amenities such as transportation services, salons and private dining rooms and activities such as gardening, fitness classes and trivia nights, Brookdale caters to a wide range of interests and needs.

CBIZ (#106)

115 W State Street, Media, PA 19063

Website: www.cbiz.com/retirement

Phone: 610-891-1677

Company Description: We are a fiduciary investment advisory firm specializing in municipal pensions and 457 & 401a retirement plans.

Chateau Health & Wellness (#219)

375 Rainbow Lane, Midway, UT 84049

Website: www.chateauforecovery.com

Phone: 435-441-4401

Company Description: Chateau Health & Wellness is a residential treatment center that focuses on treating trauma, suicide, and substance abuse in first responders. Chateau has a knowledgeable, cultural competency and experienced team of staff. Taking comprehensive approach, Chateau addresses first responder's helping first responders achieve the personal and professional lives they seek.

Cipolla Insurance (#403)

6901 Shawnee Mission Parkway, Suite 100, Overland Park, KS 66202

Website: www.cipollainsurance.com

Phone: 913-677-1030

Company Description: Cipolla Insurance has been providing life insurance to FOP lodges for over 40 years.

Columbia Southern University (#321)

21982 University Lane, Orange Beach, AL 36535

Website: www.columbiasouthern.edu

Phone: 251-747-3045

Company Description: For more than 25 years, Columbia Southern University has set the standard for online education. The curriculum for our online degree programs addresses the latest trends, hot issues and best practices of the industry. CSU is a student-centered university that puts you first.

Concerns of Police Survivors (#612)

846 Old South 5, Camdenton, MO 65020

Website: www.concernsofpolicesurvivors.org

Phone: 573-346-4911

Company Description: Rebuilding the shattered lives of surviving family members and co-workers affected by a line-of-duty death.

Copline, Inc. (#213)

501 Iron Bridge Road #6, Freehold, NJ 07728

Website: www.copline.org

Phone: 732-577-8300 ext. 8

Company Description: A 501(c)3 dedicated to serving active and retired law enforcement officers and their loved ones. We provide 24/7 confidential services for callers who are dealing with various stressors both on/off the job. Our trained volunteers are here to listen and provide culturally competent resources.

Craft Telemedicine (#425)

5705 E 71st Street, Suite 100, Tulsa, OK 74136

Website: www.crafttelemed.com

Phone: 253-886-8531

Company Description: Craft Telemedicine bridges the gap between specialized care and real-world access. We connect patients with high-quality specialist consultations and affordable compounded medications.

Creative Game Technologies, LLC (#228)

750 Cross Pointe Road, Columbus, OH 43230

Website: www.cgtgames.com

Phone: 901-413-7415

Company Description: CGT is one of the fastest-growing technology companies in the United States, delivering games and services across all gaming markets. From our highly successful and profitable charitable gaming platforms to our engaging and entertaining for-profit gaming systems, we develop and support the solutions your customer's desire.

CRI-TAC (#301)

5603 Driftwood Lane, Sheboygan, WI 53081

Website: www.cops.usdoj.gov/cri-tac

Phone: 815-482-5620

Company Description: The Collaborative Reform Initiative - Technical Assistance Center is a DOJ/COPS Office Initiative that provides free training and consultation to State, Local, Tribal and Territorial Law Enforcement agencies in a "by the field, for the field" approach. FOP is one of eight partner organizations that participates in CRI-TAC.

CrossCountry Mortgage (#113)**Cruise Planners (#429)**

5280 SW 3rd Court, Plantation, FL 33317

Website: www.bluelineadventures.org

Phone: 954-594-7362

Company Description: We are a first responder owned full service travel agency. We specialize in planning custom vacations and itineraries to make your dreams a reality. Whether your perfect trip is a cruise, all inclusive resort, theme park, international travel, or staycation, we can make it happen! Police, Fire and Military Friendly.

Direct Mortgage Loans (#434)

11011 McCormick Road #400, Hunt Valley, MD 21031

Website: www.directmortgage loans.com

Phone: 888-604-2525

Company Description: Mortgage lender. Preferred vendor partner with the FOP since 2020.

Drug Free World (#211)

6331 Hollywood Blvd, Los Angeles, AC 90028

Website: www.drugfreeworld.org

Phone: 617-515-6619

Company Description: The Foundation for a Drug-Free World is a nonprofit public benefit corporation that empowers youth and adults with factual information about drugs so they can make informed decisions and live drug-free.

Duncan Financial Group (#515)

311 Main Street, Irwin, PA 15642

Website: www.duncangrp.com

Phone: 724-863-3287

Easterseals (#302)

1939 West 13th Street, Chicago, IL 60608

Website: www.eastersealschicago.org

Phone: 312-491-4110

Company Description: Easterseals is the NFOP "Charity of Choice". Easterseals transforms the lives of individuals of all abilities through access to expert educational, family, and community support.

Employee Benefit Systems (#415/515)

Houston, TX

Website: www.ebsworksite.com

Phone: 724-777-0150

Company Description: Employee Benefit Systems helps you find the right college and the right degree options that are most important to you. EBS offer over 30 years of combined experience in the union benefit space, in collaboration with your union, the FOP educational, family, and community support.

Financial Cop (#311)

8668 John Hickman Pkwy., Suite 403, Frisco, TX 75034

Website: www.financialcop.com

Phone: 214-694-2239

Company Description: Retired law enforcement independently owned financial firm focusing on full-service fiduciary investment management and financial planning, helping our brothers and sisters build strong financial futures with customized financial planning, agency/association-wide financial wellness training, and health retiree VEBA trust funding solutions. Official national FOP business partner/member benefit.

FirstNet Built with AT&T (#607/609/639)

208 S Akard Street, Dallas, TX 75202

Website: www.firstnet.com

Phone: 678-230-7100

Company Description: Find out how you can get the only nationwide wireless network built with and for first responders. Get the prioritized connectivity of FirstNet - never competing with commercial traffic - on your own device.

FIRST: Florida's Forensic Institute for Research, Security & Tactics (#402)

10370 Charles Bo Harrison Way, Land O Lakes, FL 34637
Website: www.floridasfirst.org

Phone: 813-706-3535

Company Description: FIRST is an innovative collaboration between academia, law enforcement practitioners, and the private sector, spearheaded by the Pasco Sheriff's Office. FIRST serves as a state-of-the-art research and training hub designed to advanced public safety through cutting-edge technology, tactics and forensic science.

First Responders Benefit Trust (#306)

1600 State Street, Houston, TX 77007

Website: www.frbt.us

Phone: 832-731-9359

Company Description: Approved disability provider.

First Responders Pharmacy (#502)

3211 Curry Ford Road, Orlando, FL 32806

Website: www.firstresponderspharmacy.com

Phone: 407-867-1577

Company Description: A boutique pharmacy serving the needs of injured workers and first responders. Our patient advocates are experts in the field of workers compensation, helping first responders navigate the legal complexities of the workers compensation system, and ensuring that our patients receive free and timely medication delivered to their doorstep.

First Responders Resilience Network (#528)

1608 Monmouth Lane, Key Largo, FL 33037

Website: www.FR-RN.com

Phone: 240-508-4574

Company Description: First Responders Resilience Network (FRRN) delivers practical, trauma-informed mental health training for firefighters, EMS, dispatch, and law enforcement. Built by responders, for responders, our program supports emotional survival from day one through retirement. We partner with agencies to build healthier, more resilient careers across public safety.

First Responders VEBA Trust (#524)

7941 Katy Freeway, Suite 410, Houston, TX 77024

Website: www.FirstRespondersUS.com

Phone: 713-446-3501

Company Description: Health insurance for the first responders community and their families.

FOP Andrew Jackson Lodge 5 (#109)

440 Welshwood Drive, Nashville, TN 37211

Website: www.nashvillefop.org

Phone: 615-624-0035

Company Description: Nashville's Fraternal Order of Police Lodge - Seeking to hold the 2029 FOP National Conference.

FOP Legal Defense Plan (#601/603)

811 Madison Avenue, Toledo, OH 43604

Website: www.foplegal.com

Phone: 800-341-6038

Company Description: The FOP Legal Defense Plan (LDP) provides affordable, comprehensive legal coverage for law enforcement officers facing administrative, civil, or criminal actions. Backed by the Fraternal Order of Police, the plan ensures trusted protection, expert legal support, and peace of mind for those who protect and serve.

Franciscan University Criminal Justice Program (#328)

1235 University Blvd. STJO#134, Steubenville, OH 43952

Website: www.franciscan.edu/mscrj.html

Phone: 740-284-5367

Company Description: Our comprehensive Undergraduate & Graduate programs, grounded in western Judeo-Christian philosophy & the discovery of best practices. Both the MS in Criminal Justice and the BS degree completion program are available fully online to respect your busy schedule. 15% Tuition discount available for all FOP members.

Fratarcangeli Wealth Management (#329)

39520 Woodward Ave, Suite 101,

Bloomfield Hills, MI 48304

Website: www.fratarcangelwealth.com

Phone: 248-385-5050

Company Description: Fratarcangeli Wealth Management is a multi-state, fiduciary advisory firm led by Jeff Fratarcangeli. They deliver tailored, long-term investment and estate planning for high-net-worth individuals, families, professional athletes, executives and institutions. Services include advisory programs, business services, and holistic liability planning grounded in enduring client relationships.

Globe Life (#324)

1000 G Street, Suite 250, Sacramento, CA 95814

Phone: 925-322-7354

Company Description: Globe Life provides affordable life insurance options that protect families with coverage that lasts a lifetime. Our mission is to help individuals gain peace of mind and build generational wealth through simple, reliable protection.

Hero Industries (#201/300)

400 S Ramona Avenue #102, Corona, CA 92879

Website: www.hero-industries.com

Phone: 714-879-3900

Company Description: Promotional products - coins, plush and custom bears and shirts.

International Conference of Police Chaplains (#103)

373 E Valvista Blvd., Casa Grande, AZ 85122

Website: icpcchaplains.org

Phone: 574-536-9756

Company Description: Our mission is developing professional law enforcement chaplains through dynamic education and support. We're a 501(c)3 chaplain training organization in our 52nd year.

J. Harris Academy of Police Training (#337)

40 Bey Lea Road #C204, Toms River, NJ 08753

Website: www.jharristraining.com

Phone: 844-685-7737

Jason Therapy Devices (#510)**Justice Federal Credit Union (#409/508)**

5175 Parkstone Drive, Suite 200, Chantilly, VA 20151

Website: www.jfcu.org

Phone: 800-550-5328

Company Description: Since 1935, Justice Federal has proudly served the justice and law enforcement community. We are people helping people. We change lives with financial products, and help you save for the future. Your financial wellness is important to us, so you and your family thrive.

Law Enforcement Torch Run (#202)

15 Fieldston Lane, North Attleboro, MA 02760

Phone: 508-844-1221

Company Description: The FOP Torch Run Committee will be working with Florida Special Olympics LETR and Florida Special Olympics to promote Special Olympics to the FOP membership.

Law & Public Safety Education Network (#101)

735 Stratforde Drive, Milton, GA 30004

Website: www.lapsen.org

Phone: 770-317-2230

Company Description: The Law and Public Safety Education Network (LAPSEN) is a national nonprofit supporting high school career programs in law enforcement and public safety. We provide curriculum, training, and certifications to prepare the next generation of officers. Visit us to learn how you can support or partner with future law enforcement professionals.

Lee University (#308)

1120 N. Ocoee Street, Cleveland, TN 37311

Website: www.leeuniversity.edu/online/

Phone: 423-614-8370

Company Description: Lee Online offers Christ-centered, flexible degree programs for working adults. Courses are 7-weeks and fully online. First responders receive discounted tuition, just \$250 per credit hour. Nationally recognized for quality and affordability, Lee Online delivers accessible education rooted in faith and academic excellence.

Liberty Artworks (#424)**Liberty Home Guard (#207)**

1202 Avenue U #1061, Brooklyn, NY 11229

Website: www.libertyhomeguard.com

Phone: 347-729-3781

Company Description: Liberty Home Guard provides comprehensive home warranty coverage for essential systems and appliances, with flexible add-ons to fit every home. Like the FOP, we're dedicated to protection - committed to service, transparency, and reliability. We ensure homeowners get the support they need, exactly when they need it most.

Liberty Mutual Insurance (#509)

175 Berkeley Street, Boston, MA 02116

Website: www.libertymutual.com/fop

Phone: 518-389-4972

Life Line Screenings (#606)

6111 Oak Tree Blvd., Suite 301, Independence, OH 44131

Website: www.lifelinescreening.com

Phone: 216-393-8724

Company Description: Life Line Screening's mission is to identify risks of chronic health conditions early, before they lead to serious health issues. Through our convenient, onsite screenings, we provide valuable insights into the health risks within your employee population, empowering you to take proactive steps to manage those conditions and reduce healthcare costs.

MatrixSpace (#129)

Website: www.matrixspace.com

MIA Dynamics USA (#137/236)

3030 Country Club Lane, Hallandale, FL 33009

Website: www.misdynamicsusa.com

Phone: 786-925-3195

Company Description: MIA Dynamics USA is proud to partner with law enforcement, delivering the MIA FOUR X4—an advanced, all-terrain, stand-up electric ATV. Built for rapid response and unmatched agility, it navigates any environment with ease. Durable, efficient, and eco-friendly, the MIA FOUR X4 is the future of tactical mobility and patrol operations.

Midnight Platoon Clothing (#209)

11233 Condor Ave., Fountain Valley, CA 92708

Website: www.midnightplatoon.com

Phone: 646-584-9770

Company Description: We are a law enforcement/patriotic inspired merchandise company that was founded and still managed by a retired NYPD Narcotics Detective, Andrew Liakos. We offer high quality prints, t-shirts, hoodies and lounge wear, as well as accessories - hats, challenge coins, stickers, and pvc patches.

Mission Square Retirement (#411)

777 North Capitol Street NE, Washington, DC 20002

Website: www.missionsq.org

Phone: 202-636-6852

Company Description: At Mission Square Retirement, we serve as your steadfast partners in financial wellness and retirement planning. With over five decades of experience, our enduring commitment remains simple yet unwavering: to be there for you, precisely when and where you need us.

MPS (#225)

3191 Grand Avenue #633, Miami, FL 33233

Website: www.mpsdefenders.us

Phone: 305-606-0387

Company Description: Folding convertible, ballistic shields for vehicular and personal use.

National Diagnostic Services (#112/114)

28700 Cabot Drive, Suite 500

Website: www.ndswellness.com

Phone: 810-434-4966

Company Description: Cancer and cardiac ultrasound screenings for first responders (fire and police).

National Police Federal Credit Union (#501)

1407 W Washington Blvd., Chicago, IL 60607

Website: www.nationalpolicefcu.com

Phone: 312-499-8810

Company Description: Full service financial institution that exclusively serves law enforcement and their immediate family members across the country.

NFOP Auxiliary (#421)

1207 Cuatro Cerros Trail SE, Albuquerque, NM 87123

Phone: 505-385-2117

Company Description: Fraternal organization for family members of the Fraternal Order of Police.

NFOP Foundation (Table)

701 Marriott Drive, Nashville, TN 37214

Website: www.fop.net

Phone: 615-399-0900

Company Description: The NFOP Foundation raises money for the memorial fund, disaster relief, etc.

NFOP Government and Media Affairs Center (Table)

328 Massachusetts Ave. NE, Washington, DC 20002

Website: www.fop.net

Phone: 202-547-8189

Company Description: National Legislative Office of the National Fraternal Order of Police.

NFOP Health & Welfare Trust Fund (#100)

701 Marriott Drive, Nashville, TN 37214

Phone: 484-904-5000

Company Description: The National FOP Health and Welfare Trust Fund was created to provide best-in-class health insurance options for actively employed, qualifying FOP members and lower cost early retirees pre-65 retiree health insurance premiums.

NFOP Labor Services (Table)

701 Marriott Drive, Nashville, TN 37214

Website: www.fop.net

Phone: 615-399-0900

Company Description: NFOP Division of Labor Services provides advice, guidance, and direct labor services to the state and local lodges of the FOP. These services include contract negotiations, grievance processing, financial analysis, research, legal defense, and arbitration services.

NFOP Officer Wellness (Table)

701 Marriott Drive, Nashville, TN 37214

Website: www.fop.net

Phone: 615-878-2620

North American Heroes Medical (#121)

404 Creek Crossing Blvd., Hainesport, NJ 08036

Website: www.naspac.com

Phone: 609-845-3988

Company Description: Spine and pain private practice. We help manage pain and also have a company within our organization called North American Heroes Medical. This is the booth that we will feature which caters to first responders, police, fire and teachers. We provide weight loss options and stress management as well.

Noki Systems Inc. (#519)

2424 Bayview Avenue, North York, ON M2L1A3

Website: www.nokisystems.com

Phone: 778-829-0005

Company Description: Noki delivers advanced key management and smart locker solutions for companies to manage assets. Our solutions provide top tier security, accountability, and real-time tracking.

NPPFA Benefits (#115/214)

1701 E. Lake Ave., Suite 400, Glenview, IL 60025

Website: www.nppfabenefits.org

Phone: 866-994-6312

Company Description: NPPFA Benefits is a financial co-op created for public sector employees for the benefit of public sector employees. NPPFA Benefits exclusively provides the Education, Sales, and Marketing for the NPPFA 457 (b) Wise Choice for Public Employees Plan, the Wise Choice for Public Employees 401 (a) Plan, the Retirement Healthcare Funding Plan (115 trust/VEBA), and the Wise Choice for Educators 403 (b)/457(b) Plan.

NPPGov (#314)

17930 International Blvd., Suite 900,
Seattle, WA 98188

Website: www.NPPGov.com

Phone: 253-653-3718

Company Description: NPPGov is a national cooperative procurement organization offering publicly solicited contracts to government entities nationwide. Our contracts are created through a public solicitation and award process by Lead Public Agencies.

Off Duty Management (#400)

1906 Avenue D, Katy, TX 77493

Website: www.offdutymanagement.com

Phone: 281-574-2895

Company Description: Off Duty Management is dedicated to supporting and protecting law enforcement agencies, their officers, and community businesses by offering a customizable, centrally administered no-cost solution.

Optavise (#309/408)

11825 N Pennsylvania Street, Carmel, IN 46032

Website: www.optavise.com

Phone: 702-335-3296

Company Description: Experts in increasing membership, communicating and educating union members on their union benefits; all while making available additional voluntary benefits designed to help protect their finances and what they've worked so hard for. Best part, they get their money back when the policies mature with our premium-return option.

PeerConnect (#315)

7900 International Drive, Suite 300-7075,
Bloomington, MN 55425

Website: www.firstresponsemh.com

Phone: 888-721-9611

Company Description: A peer support management system that automates, integrates and helps you manage your internal peer support program. PeerConnect makes it easier for members to request and receive peer support, ensuring no member walks alone.

Peraclete Technologies Inc. (#200)

10900 NE 4th Street #2300, Bellevue, WA 98004

Website: www.peraclete.com

Phone: 207-815-6060

Company Description: Digital risk protection for law enforcement.

Progyny (#414)

1359 Broadway 2nd Floor, New York, NY 10018

Website: www.progyny.com

Phone: 201-300-7610

Company Description: Progyny is the leading family building and women's health benefits solution currently serving 460 organizations, covering 6.5M lives, including labor unions and their members. Progyny supports members across every family building journey, from preconception through postpartum, including adoption and surrogacy.

PurgeForge Brakes (#629/631)

501 Stephenson Hwy, Troy, MI 48083

Website: www.purgeforge.com

Phone: 248-481-7096

Company Description: Atomic-Forging is an ultra-defense metal matrix that is forged directly into and onto the surface of the rotor. The multi-layer treatment penetrates the cast iron rotor and modifies the surface of the brake rotors at the molecular level. Our brakes are backed by a 100,000 mile guarantee.

Raptor Systems (#428)

710 N Lemon Ave Unit 408, Sarasota, FL 34236

Website: www.raptorsystemsusa.com

Phone: 480-490-9142

Company Description: Raptor Systems develops innovative, officer-driven tools designed to improve safety and tactical advantage during vehicle stops. Our flagship product, the Raptor Claw, is a compact, rapidly deployable vehicle immobilization device engineered to prevent pursuits before they begin. Designed for belt or patrol storage, it allows officers to safely disable a suspect's vehicle while maintaining a secure tactical position.

RescueMeds - Work Injury Pharmacy (#622)

1994 Moreland Pkwy, Suite 3B, Annapolis, MD 21401

Website: www.RescueMeds.com

Phone: 844-943-7637

Company Description: RescueMeds delivers free, fast medication to injured workers - even during litigation or before claim approval. We specialize in tough cases: delays, denials, and difficult adjusters. Trusted by first responders, we prioritize integrity, recovery, and service we prioritize integrity, recovery, and service at every step.

Sassetti LLC (#401)

2107 Swift Drive, Suite 210, Oak Brook, IL 60523

Website: www.sassetti.com

Phone: 708-386-1433

Company Description: A full-service public accounting firm serving the National Fraternal Order of Police and its affiliates, and various other lodges across the nation. Our services include audit, tax compliance, outsourced accounting and advisory, wealth management (including benefit plan management), HR advisory and benefits, and digital marketing.

Sentinel (#521)

6939 West 59 Street, Chicago, IL 60638

Website: www.saisentinel.com

Phone: 312-681-1145

Company Description: Sentinel is a tool specifically designed to facilitate union management. Our entirely web-based software requires no server installation.

SmarterDegree (#419/518)

1111 Park Centre Blvd., Miami Gardens, FL 33169

Website: www.SmarterDegree.com

Phone: 917-509-4079

Company Description: Smarterdegree is a revolutionary online platform that offers personalized accelerated degree plans for law enforcement officers. Founded and run by retired NYPD, Smarterdegree is faster and more affordable offering credits for academy work and free advisory services.

Southern New Hampshire University (#522)

2500 North River Road, Manchester, NH 03106

Website: www.snhu.edu/nfop

Phone: 240-481-1558

Company Description: Higher education institution.

Stoneshield Ministries (#221)

848 Macon Drive, Titusville, FL 32780

Website: www.stoneshieldministries.org

Phone: 321-848-2012

Company Description: We provide free pastoral care and counseling, marriage assessments to 1st responders and their families. We also provide a 16 page marriage assessment free. We operate outside the Employee Assistance Program (EAP) which insures confidentiality.

Streamlight, Inc. (#437/536)

30 Eagleville Road, Eagleville, PA 19403

Website: www.streamlight.com

Phone: 610-631-0600

Company Description: Streamlight has more than 50 years of experience making tough, durable, long-lasting flashlights designed to serve the specialized needs of professionals and consumers alike. The company designs, manufactures and markets high-performance flashlights. Streamlight offers a broad array of lights, lanterns, weapon light/laser sighting devices, and scene lighting solutions for professional law enforcement, military, firefighting, industrial, automotive, and outdoor applications.

TI Expo (#325)

7100 W Pirates Cove Road, Las Vegas, NV 89145

Website: www.supremeion.com

Phone: 702-505-5173

Company Description: Our company offers unique mineral therapy bracelets and therapeutic shoe insoles.

tiffin University (#412)

155 Miami Street, Tiffin, OH 44883

Website: www.tiffin.edu

Phone: 419-448-3447

Company Description: Founded in 1888, Tiffin University provides nationally accredited doctorate, graduate, and undergraduate degrees in Business, Criminal Justice, Social Sciences, as well as Arts and Sciences. The university fosters a student-centered environment, promoting a strong sense of community. TU is committed to delivering a high quality education.

Tizlo (#319/418)

9940 Sunriver Meadows Avenue, Las Vegas, NV 89148

Website: www.tizlo.com

Phone: 562-338-6995

Company Description: Health and wellness products that are designed to enhance effectiveness and safety of law enforcement professionals in their day to day operations.

TLS Global Group (#119)

1945 S Ocean Drive #34, Hallandale Beach, FL 33009

Website: www.tlsglobalgroup.com

Phone: 866-706-5206

Company Description: TLS Global Group delivers cutting-edge medical devices and equipment designed to meet the evolving needs of healthcare professionals. With industry expertise and a comprehensive product portfolio, we provide reliable, high-performance solutions that enhance patient care.

TownSteel, Inc. (#507)

17901 S Railroad Street, City of Industry, CA 91748

Website: www.townsteel.com

Phone: 626-965-8917

Company Description: TownSteel provides industry-leading security solutions with our innovative mechanical and electronic locking systems. Designed for durability and security, protect your space with a reliable solution that will last!

TravelPerks (#218)

1510 Jacobs Drive, Eugene, OR 97402

Website: www.TravelPerks.com

Phone: 541-855-3222

Company Description: TravelPerks is a full-service travel agency who has partnered with all the world's cruise lines, resorts, and tour producers to get FOP members the best deals and bonuses on your next vacation! Discover exclusive deals and contact their USA-based travel agents to start planning your next dream vacation today.

TRTMD Health Clinic (#313)

1 Park Place, Suite 325, Annapolis, MD 21401

Website: www.trtmd.com

Phone: 410-995-8550

Company Description: TRTMD Health Clinic is a concierge's wellness practice, emphasizing Testosterone Replacement Therapy, Peptide Therapy, and Weight Loss Therapy, including intravenous treatment, focusing on integrative medicine and whole health. At TRTMD Health Clinic, we address the symptoms of today to prevent the diseases of tomorrow.

Unions America (#511)

PO Box 3010, Clackamas, OR 97015

Website: www.unions-america.com

Phone: 888-248-5557

Company Description: Fully unionized web provider featuring union made websites, union made apps, and union web hosting services.

Union First (#323)

737 Main Street, Suite 4, Lumberton, NJ 07804

Website: www.unionfirst.net

Phone: 609-534-3919

Company Description: Union First is a union employee assistance program.

University of Maryland Global Campus (#620)

3501 University Blvd. E., Adelphi, MD 20783

Website: www.umgc.edu/fop

Phone: 803-549-6631

Company Description: If you're a FOP member, take advantage of several education benefits through the UMGC-FOP education alliance. Save up to 25% on out-of-state tuition for most programs, AND earn up to 60 credits toward your bachelor's degree from graduating a police academy. Visit our booth to learn more!

University of San Diego (#208)

5998 Alcala Park, San Diego, CA 92110

Website: www.criminaljustice.sandiego.edu

Phone: 619-260-4580

Company Description: The online MS in Law Enforcement & Public Safety Leadership offers a relevant, leadership-focused curriculum that will help you achieve your career goals. Ranked top in the country for 7 consecutive years, the MS-LEPSL program will help you develop your leadership skills and prepare for promotion. Highly rated by students and endorsed by law enforcement.

Upper Iowa University (#513)

605 Washington Street, Fayette, IA 52175

Website: www.uiu.edu

Phone: 563-425-5783

Company Description: Founded in 1857, Upper Iowa University is a private, not-for-profit university, offering accredited undergraduate and graduate programs through our online, self-paced programs, residential campus, and our center locations. Visit our booth and ask about our grant for FOP members. Visit our website at www.uiu.edu.

Vibershield (#335)

Website: www.vibershield.com

Phone: 775-224-5796

Company Description: Organic vibration technology to reinforce homeostasis. Vibershield is the original and exclusive pioneer in organic vibration technologies. Proprietary technology regulates the body and provides sense of wellness for both people and animals. Our products do not use magnets, copper or holograms.

Visit Detroit/MI State Lodge (#600)

1457 E 12 Mile Road, Madison Heights, MI 48071

Website: www.fopdetroit.com

Phone: 517-367-8000

Company Description: Visit Detroit & FOP State Lodge of Michigan bidding to host the 2029 National Conference & EXPO in the city of Detroit.

Voyage Retirement Solutions (#636)

1130 Business Center Drive, Suite 2000,
Lake Mary, FL 32746

Website: www.voyageretirement.com

Phone: 407-284-4911

Company Description: Retirement planning, investments, life insurance, supplemental benefits.

Walden University School of Criminal Justice (#320)

Washington Ave. S, Minneapolis, MN 55401

Website: www.waldenu.edu

Phone: 410-525-4418

Company Description: Select our course-based format or choose our flexible, tempo competency-based format designed to work around your busy schedule. Students benefit from curriculum developed and taught by scholar practitioners with real-life experience in the criminal justice field. You get the support you need to thrive, including Student Access Advising.

Warriors Heart (#525/624)

756 Purple Sage Road, Bandera, TX 78003

Website: www.WarriorsHeart.com

Phone: 702-274-1835

Company Description: Warriors Heart exclusively treats our nations active duty, veterans and responders from substance abuse, PTSD and other co-occurring disorders such as depression, moral injury, etc. We protect and serve those who protect and serve us.

Whalls Group (#229)

95 Argonaut Suite 270, Aliso Viejo, CA 92629

Website: www.whallsgroup.com

Phone: 949-395-8924

Company Description: We are the ONLY direct hire firm providing end-to-end recruitment dedicated to helping you hire Correction Officers, Detention Officers, Law Enforcement Officers and Emergency Operators. We help you hire FAST! Senior Searches: CEO, Director, Chief of Police, Deputy Director, Warden, Superintendent, Deputy Warden, Jail Administrator and Unit Manager. We ensure that your facility is staffed with the best candidates. GSA Advantage! Contract: 47QRAA24DOOIW

WTC Health Program (#611)

1 Gustave Levy Place, Box 1057, New York, NY 10029

Website: www.cdc.gov/wtc

Phone: 646-584-7797

Company Description: Assist with enrollment and education to responders of the WTC Health program. Assisting all eligible responders to the 9/11 attacks with enrollment in NYC, Pennsylvania and Washington DC with all benefits. Also assist with navigation of all benefits available to responders as well as any survivors who may have been in the area.

NATIONAL STAFF

NFOP Government and Media Affairs Center

James Pasco, Jr.	Executive Director	jpasco@nationalfop.org
Laura Gormally	Legislative Liaison	lgormally@nationalfop.org
Tim Richardson	Senior Legislative Liaison	legislative@nationalfop.org
Benjamin Stokes	Legislative Liaison	bstokes@nationalfop.org
David Taboh	Legislative Liaison	dtaboh@nationalfop.org

Administrative Staff

Angie Hoover	Executive Assistant/Office Manager	ahoover@nationalfop.org
Anaya Baptiste	Assistant to Wellness Director	abaptiste@nationalfop.org
Gavin Boler	Membership Representative	gboler@nationalfop.org
Elijah Brewer	Membership Representative	ebrewer@nationalfop.org
Caprice Campbell	EXPO Coordinator	ccampbell@nationalfop.org
Noah Cornett	Membership Representative	ncornett@nationalfop.org
Teri Crone	Executive Assistant to National Secretary	tcrone@nationalfop.org
Lori Harris	Accounts Receivable Representative	lharris@nationalfop.org
Roxanne Hollis	Lead Membership Representative	rhollis@nationalfop.org
Abigail Muncy	Front Desk Receptionist	amuncy@nationalfop.org
Savannah Nelson	Graphic Designer/Social Media Coordinator	snelson@nationalfop.org
Matthew Phillips	IT Assistant	mphillips@nationalfop.org
Stephanie Simpson	Editor/Seminar Coordinator	ssimpson@nationalfop.org
Jennifer Yoes	Executive Assistant to National President	jyoes@nationalfop.org

Labor Services Staff

Roger Mayberry	Director	bear1233@aol.com
Emma Binkley	Clerical	ebinkley@nationalfop.org
Sam Christiansen	Labor Specialist	schristiansen@nationalfop.org
Mike Coviello	Associate General Counsel	mecoviello@nationalfop.org
Toni Dixon	Executive Secretary	tdixon@nationalfop.org
Michael Edes	Labor Specialist	medes@nationalfop.org
Mark Fester	Labor Specialist	mfester@nationalfop.org
Jim Gray	Data Entry	jgray@nationalfop.org
Robyn Lane	Clerical	robyn.lane@nationalfop.org
Doug Luse	Labor Specialist	dluse@nationalfop.org
A.W. "Buster" McGehee	Labor Specialist	awmcgehee@nationalfop.org
Craig McGowan	Labor Specialist	cmcgowan@nationalfop.org
Tim Mullaney	Labor Specialist	fopdsl@nationalfop.org
Jack Parlon	Labor Specialist	jparlon@aol.com
Joel Wilkinson	Labor Specialist	jtwilkinson14@gmail.com

National Treasurer's Office

Jim Robbs	National FOP Lodge Tax Coordinator	jrobbs@fop.net
Christina Karn	Executive Assistant to National Treasurer	ckarn@nationalfop.org

SEE YOU IN AUGUST 2027!



A Better Student Loan *Experience.*

FOR FOP MEMBERS AND THEIR FAMILIES

- ✓ Fixed and Variable Rate Options
- ✓ No Application, Disbursement, or Prepayment Fees
- ✓ 3-Minute Application with an Instant Credit Decision



College AVE[®]



[Learn more about](#)

LOANS TO PAY FOR COLLEGE



[Learn more about](#)

REFINANCE LOANS FOR AFTER COLLEGE

College Ave's student loan products are made available through Firsttrust Bank, member FDIC, First Citizens Community Bank, member FDIC, or M.Y. Safra Bank, FSB, member FDIC. All loans are subject to individual approval and adherence to underwriting guidelines. Program restrictions, other terms, and conditions apply.

WE RESERVE THE RIGHT TO MODIFY OR DISCONTINUE (IN WHOLE OR IN PART) THIS LOAN PROGRAM AND ITS ASSOCIATED SERVICES AND BENEFITS AT ANY TIME WITHOUT NOTICE. CHECK WWW.COLLEGEAVE.COM FOR THE MOST UP-TO-DATE INFORMATION.

©2025 College Ave. All Rights Reserved.



CROSSCOUNTRY MORTGAGE™

THE EXCLUSIVE LINE OF DUTY DEATH BENEFITS!



THE FRATERNAL ORDER OF POLICE PREFERRED MORTGAGE LENDER

Line of Duty Death Benefits!

No Lender Fees*

- Canceling outstanding covered loan balances up to a combined \$525,000 in the event of Loss of Life
- This complimentary benefit is our way of saying thank you to all those currently serving in law enforcement, fire and rescue and EMS, whether a federal, state, county, or municipal agency employee
- Applicable for any work-related activities including heart attack or stroke occurring during strenuous training or activity

To learn more about this benefit, including reasons why a Member would not be covered, all members must call 1-833-724-8700 and speak to your CrossCountry Mortgage Union Mortgage Representative.



833.724.8700



ccmaffinity



union@ccm.com



ccmaffinity.com/fop

100 Motor Parkway, Suite 112 Hauppauge, NY 11788 | NMLS 1681501 | Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. All borrowers must meet minimum credit score, loan-to-value, debt-to-income, and other requirements to qualify for any mortgage program. CrossCountry Mortgage, LLC NMLS3029 (www.nmlsconsumeraccess.org). The LODDB is for 1st mortgages closed with CrossCountry Mortgage LLC only, and is not available on Home Equity Lines of Credit (HELOC). All Law Enforcement Members must be under 70 years of age and cannot currently be enrolled in an "End of Watch Benefit" Program. * Terms & Conditions: This is not a commitment to lend. All loans subject to program guidelines and underwriting approval. Loan program terms and conditions are subject to change without notice. Available for first lien mortgage purchase money loans or refinance loans only, subject to certain minimum loan amounts. Discounts will be applied at closing as a lender credit up to a maximum of \$2,000. Limitations may apply. Borrower cannot receive cash at closing. Only one offer per loan transaction will be accepted. No cash value. Available only on loans originated by CrossCountry Mortgage, LLC. Borrower must mention the program at the time of application. CrossCountry Mortgage, LLC has the right to accept, decline, or limit the use of any discount or offer.