

THE JOURNAL



Official Publication of the Grand Lodge, Fraternal Order of Police®

SHOWDOWN IN THE SENATE!

With Growing Momentum, Vote on Collective Bargaining Within Reach!

report from the Legislative Services Office

The FOP waged an intense, week-long battle in the U.S. Senate to win consideration of an amendment that would have incorporated the language of S. 2123, the "Public Safety Employer-Employee Cooperation Act," into H.R. 2419, the "Farm, Nutrition, and Bioenergy Act." In a dramatic, yet unsatisfying conclusion, the amendment was ultimately pulled from consideration simply because several Senators who supported the legislation were unable to be present for the vote.

The FOP, working hand-in-hand with the International Association of Fire Fighters (IAFF), began laying the groundwork for the floor vote just before the Thanksgiving recess by working with Senator Judd Gregg (R-NH), the sponsor of S. 2123, and the bill's lead Democratic cosponsor, Senator Edward M. Kennedy (D-MA), the Chairman of the Committee on Health, Education, Labor and Pensions (HELP). Senators Gregg and Kennedy offered S. 2123 as an amendment to S. Amdt. 3500 – the substitute, or manager's amendment – to H.R. 2419, known as the "farm bill."

The farm bill was scheduled for consideration by the Senate the week before Thanksgiving, with the Democratic leadership imposing a "germaneness rule" on amendments – meaning that no amendment to the farm bill could be brought up and considered without unanimous consent or unless it was deemed germane to the underlying legislation. This tactic was the focus of strenuous objections from both sides of the aisle and, as a result, the entire farm bill had to be pulled from the floor after the Senate failed to invoke cloture.

During the Thanksgiving recess, the FOP and the IAFF met with our allies and with Senate leadership on both sides of the aisle in an effort to create an opportunity for the collective bargaining bill to be considered as an amendment to the farm bill – one of the few pieces of legislation that would be acted on prior to the end of the First Session. It is important to recognize that this work was being done by the FOP and IAFF alone – none of the other rank-and-file organizations or groups that style themselves as "stakeholders" were a part or even aware of these activities.

Ultimately, Senate leadership reached an agreement to reconsider the farm bill, with amendments limited to twenty (20) for both the majority and minority. Because Senators Gregg and Kennedy had previously filed S. 2123 as an amendment, we were eligible to offer an amendment during the reconsideration process. Our contact with Senate leadership from both sides of the aisle resulted in our collective bargaining bill being part of the agreement that would govern the floor debate on the underlying bill. The FOP and IAFF joined Senators Gregg and Kennedy in approaching Senator Tom Harkin (D-IA), the Chairman of the Committee on Agriculture, Nutrition, and Forestry, to

offer the amendment. Senator Harkin, as the author of the farm bill, would be managing the debate on the legislation on the floor and readily agreed to offer S. Amdt. 3830, the Harkin-Kennedy-Gregg Amendment, to his own bill.

The unanimous consent agreement which governed debate on the farm bill required that all amendments considered must receive sixty (60) affirmative votes to pass. The FOP launched an intense lobbying campaign here in Washington and called on our the Grassroots Action Network in the home States of our Senators.

The debate on the farm bill and all of its amendments lasted a full week and, regrettably, our amendment (along with several others) came into a direct scheduling conflict with the campaign commitments of five (5) Senators running for President, including a debate involving four (4) Senate Democrats that took place in the middle of the day on Thursday. We immediately began working with these Senate offices and with Senate leadership in an effort to reach an agreement on holding the vote on the amendment at a time when these Senators would be present. We were very pleased that Senators Joseph R. Biden, Jr. (D-DE), Hillary R. Clinton (D-NY), Christopher J. Dodd (D-CT), and John McCain (R-AZ) all committed to returning to Washington for the vote. Only Senator Barack H. Obama (D-IL) refused to commit to returning to Washington for the vote, choosing instead to remain in Iowa to campaign.



Photo by John Carpenter

Showdown – more on page 8



President's Message

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Communication: Who Is Responsible?

Many times our elected lodge leaders are working shift work, raising families, and working side jobs, making it very difficult to make sure you communicate the actions of the Lodge to the general membership.

On occasions I have heard Lodge Presidents and others say, "If they want to know they should be at the meetings." That statement is not practical nor is it ever going to be a reality. Members should go to meetings when they can and I always urge members who complain to go to the meetings and utilize our open democratic process to voice their concerns. But we all know that many would prefer to pay dues and let someone else do the work. Well, elected lodge officers, guess what? It is our duty! We swore an oath and obligation to the members and we are responsible for open and full communication.

I am aware that you can print newsletters, send email blasts, and go to roll calls and some will still say that they did not know about something the Lodge was doing or planning. The fact that we hear from those who just refuse to read our material does not relieve us from the responsibility to get the information to the members.

Good leaders must always remember that in most organizations ten percent (10%) member participation is outstanding. In larger groups this number goes down. The members who do participate get frustrated as well but keeping a positive attitude about why we ran for office and remembering that we do this because we chose to do so is essential.

I urge you all to make sure that you are keeping the lines of communication open with your members, that you publish newsletters, that you set up web pages that keep your members updated on Lodge matters, and that you establish email blast systems that will allow you to communicate in a quick and efficient manner when speed is important.

President Harry Truman was famous for his desk placard that read:

"THE BUCK STOPS HERE"

As elected leaders it is our responsibility and our duty to make communication a number one priority. The buck does stop with us.

If I may be of assistance please feel free to contact me at 843-283-4888 or at FOPCHUCK@aol.com.



Secretary's Message

The Virtual Edge in an Ever-Changing World

As I walk down the hall of my home and glance at the collections of old family photographs hanging on the wall, one intrigues me in particular. A slightly out of focus sepia-toned photo of my grandparents in their early 20s, proudly standing next to their newly purchased Model T Ford. Looking at it, I cannot help thinking of the many advances they each witnessed in their lifetime.

Riding a horse-drawn wagon to school each morning where they were punished if overheard speaking French, they were likely told stories about two bicycle-building brothers who crafted a winged contraption of wood and canvas and took flight along the shores of North Carolina just a few short years earlier. In later years, they married and started a family near where one of the Ryan boys crashed his open cockpit bi-plane into a nearby neighbor's barn and sparked a debate as the town leaders contemplated passing laws intended to ban the flying contraptions over their little Louisiana town. A couple of decades later, jetliners from a world away flew in a landing pattern over their home for a touchdown at that big airport near where that Ryan boy crashed years earlier.

I can imagine their excitement going into town to see those new talking picture shows at the theater. I remember their stories of visiting their rich neighbors down the street who bought themselves one of them new-fangled black & white television sets with a seven inch screen. I remember them watching images on their own television set of a man walking on the moon.

Born in the early 1900s, my grandparents and the Fraternal Order of Police have much in common – they came of age together. Each witnessed an evolution that has reshaped our world, time and time again. While I am awed with such progress occurring in a relatively short time span, it could be argued that today's advances are just as significant and actually developing at a far greater pace than that of my grandparents' generation.

If you have been on the job for less than a decade, you are likely unaware of the technological advances made in the field of law enforcement alone, but they are astounding nonetheless. It was not that long ago that officers went to call boxes to get their assignments. When I started on the job 25 years ago, unpredictable low band radios bolted to the dash and wired to a large box in the trunk was my only form of communication. Officers today pull away from roll call meetings in a police cruiser seamlessly linked to a virtual world of endless information – real-time information.

At dispatch, a large screen displays a map that pinpoints the exact location of every cruiser in the city. Computer screens at the 911 call center immediately provides a history of criminal activity and previous calls for service at the location of all incoming calls – valuable background information of the potential challenges officers may face upon arrival. Their trunks are loaded with law enforcement investigative tools that use lasers to make precise measurements and equipment that helps locate and properly collect even the slightest particles of evidence.

The virtual evolution of the FOP is quite impressive as well. I know many of you will find it hard to believe, but just ten years ago, we launched our first web page. At that time, many argued that we were wasting energy and money, simply responding to a fad that eventually would go the way of the 8-track tape decks and CB radios. Embracing technology has been a frustrating lesson in pride and humility, failures and advances that would have seemed impossible just a few short years earlier.

In the FOP, we have revolutionized the way we do business. Technology is seamlessly integrated in virtually every aspect of our operations. From maintaining the membership database to conducting salary and benefit comparisons of cities with similar demographics, members have access to a wealth of information at their fingertips, 24/7, from any computer terminal in the world. In fact, less than three short years after we threw the switch and unveiled the online FOP membership system, lodge secretaries are maintaining nearly 70% of all membership data instantly and paperlessly.

For the other 30% of you out there not using the FOP Information system, what are you waiting for? There is a whole new world out there begging for you to explore it. Even if you are electronically challenged and fighting the technowave, the reality of a new way of life should have sunk in by now.

Set the clock on your VCR so it will stop flashing 12:00 AM and embrace your future, for it clearly lies in the computer age. I know, many of you are asking, what is a VCR?

The FOP has embraced the electronic age and is developing a virtual edge that provides insight in addressing the challenges of our unprecedented growth and success. The future will place even greater demands on us as we move forward and we will be prepared. Sure, just as the Ryan boy who crashed his plane into a barn years ago, the FOP technological revolution will have its share of challenges and setbacks, but each has provided, and will continue to provide, an opportunity to improve and forge forward.



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The FOP Virtual Edge

- Summer 2005 - National FOP switches from AS400 to current Membership/Information System
- September 2006 - New National FOP web site and Information System launched

Available to members today:

- Free FOP e-mail accounts available to all FOP members
- Members can update their own personal information, retrieve passwords, sign up for e-newsletters, etc. all online
- Lodges can manage lodge and member data 24/7
- FOP merchandise available online
- Online voucher systems
- Calendar of events and News keeps members informed about upcoming events, important Labor and Legislative news, etc.
- Discussion Forum allows members to communicate with one another and the FOP leadership – asking questions, expressing concerns and opinions about law enforcement and related issues
- PAC donations can be made online—automatic payroll deduction for recurring donation also available
- Video integrated into the website and email newsletters

On the horizon:

- Membership data interface to allow lodge membership programs to interface seamlessly with the national database
- Documents – models and actual documents, forms such as National C&BL, Articles of Incorporation, tax status forms, National Meeting minutes, membership forms, etc.
- E-newsletters
- Fair Labor Standards Act and compliance test
- Member access to Labor research



National PhotoAlert Launched to General Public

On January 23, 2008, the Fraternal Order of Police and US ComCorp launched a national campaign to encourage parents and others to sign up their loved ones into the National PhotoAlert™ network. This campaign included a press release being issued jointly from the FOP and US Communications Corporation (US ComCorp), which was to be distributed to every major media outlet in the country. The joint press release outlined the benefits of signing up loved ones into the PhotoAlert network and encouraged everyone to sign up as alert recipients.

Over the past several months, the Fraternal Order of Police and US ComCorp have been working diligently to build and test the National PhotoAlert network. All of you should have received a letter from National President Chuck Canterbury as well as from your state and local presidents asking you to sign up as both alert recipients and customers. If you have not already signed up, please do so by going to www.nationalphotoalert.com. To date, the response that we have seen from our members has been slow. As of the writing of this article, we have had only 188 FOP members sign up as recipients and 12 sign up as customers. The participation of the FOP is critical to the success of this very important child protection service. You are encouraged to sign up today.

To help build momentum for the project, US ComCorp has developed an incentive program that allows organizations, clubs or individuals to earn money by utilizing referral codes. When an individual signs up as a customer they are issued a referral code. This referral code may be used to sign up other individuals or organizations. To learn more about this program, please visit the National PhotoAlert website.

Once again, the success of this program rests with the FOP. If you have any questions or if you would like additional information, please go to www.nationalphotoalert.com or call 1-(877)-3PHOTO3. You may also email your questions to cs@nationalphotoalert.com. Together, we can make a difference!



Did you know...

797,500 children are reported missing each year?

That means over 2,100 children go missing each day.

from the Department of Justice, June 2007

Frequently Asked Questions About...



Q: Why should I register a child or loved one in the PhotoAlert™ network?

A: PhotoAlert™ is designed to be a proactive step in the race to recover missing persons. Time and accurate information are the most important factors when trying to locate a missing person. PhotoAlert™ helps law enforcement save valuable time in the effort to locate a missing person by having credible information that you have provided in advance.

Q: What is a PhotoAlert™ recipient?

A: A PhotoAlert™ recipient is someone who has registered to receive alerts specific to his/her area.

Q: What is a PhotoAlert™ customer?

A: A PhotoAlert™ customer is someone who has submitted a photograph and demographic information that is stored in the PhotoAlert™ network, in the event that person needs to be located.

Q: What happens to the photographs?

A: Once a customer has enrolled in the PhotoAlert™ network, a photo will be uploaded into our secure database. Along with the photograph, a profile of each customer is created including a description – height, weight, age, hair and eye color, sex, medical conditions, a list of medications currently taken, and any distinguishing scars or marks.

Q: What happens when a photograph needs to be distributed?

A: In the event a photo needs to be disseminated, local law enforcement will contact US ComCorp. Once the appropriate security information is confirmed, the officer will provide the missing person's name and last known address, as well as other relevant details. This information, along with the photograph, will be transmitted instantly to locations throughout the targeted geographic area.

Q: What is the cost?

A: PhotoAlert™ costs just \$10 for each customer for 12 months of service.



Treasurer's Message

Treasurers' Responsibilities

I am frequently asked by Lodge Presidents and Lodge Treasurers about proper procedures for Lodge finances. Recently I was asked to put together a short list of bullet points on the most important topics for a Lodge Treasurer. The following list is certainly not a complete list of a Treasurer's responsibilities, but it is a list of important points that all Lodge officers should be aware of. You can get additional information on each topic at our Leadership Matters Seminar which is held each year in Nashville, TN and also from our publication, "Corporate and Tax Affairs of a Lodge," available from our Nashville Headquarters.

The following list contains topics you should be aware of and procedures that should be used by all FOP Lodges. If you need additional information you can contact me at tomfop@aol.com.

- **Lodge Constitution and By-Laws:** Review your Lodge's Constitution and By-Laws. It will probably contain procedures for the Treasurer and other elected officers to follow when handling the Lodge's funds. Most will require regular financial reports to the Lodge membership.
- **Bank Statements:** The monthly bank statement with the canceled checks should be sent to whoever is going to balance the account. It is recommended that you also have a copy of the statement sent to your accountant.
- **Expense Vouchers:** A voucher is simply a form authorizing the Treasurer to pay an expense. Your lodge should have expense vouchers printed and require that a voucher be filled out on all expenses before payment is made.
- **Voucher Authorization:** Normally the President has to authorize all expenses. The Treasurer should not release funds without proper authorization.

- **Receipts:** You should require that receipts be submitted with all vouchers.

- **Maintaining Your Records:** It is extremely important that you maintain good record-keeping procedures. Your lodge members, your lodge accountant, your lodge attorney or the IRS may need to review some of these records.

- **Ledger:** The ledger should show dates, transaction numbers and a description of each transaction, an income column, an expense column and a balance. Ledgers can be handwritten or computerized.

- **Budget:** At the beginning of each fiscal year you should draw up a proposed budget for your Executive Board or Board of Trustees. A budget is a guide to follow in regards to projected income and projected expenses for the next fiscal year.

- **Financial Reports:** Financial reports will help keep your Board of Trustees and the membership aware of the financial status of the lodge. You should distribute a financial report at each meeting of your lodge.

- **Computerized Record Keeping:** The Grand Lodge highly recommends the computerization of financial records.

- **Lodge Employer Identification Number:** This number is issued by the IRS after you submit an IRS form SS-4. At no time should you use the State Lodge, Grand Lodge or any other lodge's employer ID number.

- **Taxes:** Make sure that proper tax forms are filed every year.



Tom Penozza
National Treasurer
tomfop@aol.com

NFOPU Update:

- The first NFOPU graduate will receive his diploma from President Canterbury at the Leadership Matters Seminar in Nashville in February.
- Liberty University, located in Lynchburg, VA, has been added to the consortium of schools that make up NFOPU, making a total of 11 schools participating in this member-benefit program.
- Applications for the tuition reimbursement scholarship offered by the FOP will be on the FOP website soon. For questions about the scholarship program or other NFOPU information, contact Joyce Jackson at 1-800-451-2711 or jjackson@fop.net.



Jim Pasco
Executive Director
jpasco@fop.net

THE WASHINGTON REPORT

The First Session of the 110th Congress came to an end the Friday before Christmas with the passage of a \$555 billion spending bill that was signed by the President a few days before the New Year.

The Second Session will begin on 15 January in the House and 22 January in the Senate. We intend to mount a strong campaign in support of Senate action on the collective bargaining bill (H.R. 980/S. 2123 – see page 1) and a concerted effort to bring the “Social Security Fairness Act” to a vote. We hope to have a huge turnout for this year’s Day on the Hill event to help us reach these goals.

TOP PRIORITY UPDATE:

“Social Security Fairness Act”

For some reason, the National Legislative Office received several e-mails and telephone calls from FOP members who claimed that the last issue of the Journal provided no update on this issue. Some even went so far as to say we had abandoned all efforts to repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) provision in current law.

Nothing could be further from the truth.

To begin with, we urge all members to take a second look at the December 2007 issue of the Journal, specifically the second section entitled Senate Subcommittee Holds Hearing on S. 206!, which immediately follows the first section on the introduction of the collective bargaining bill in the Senate. This section of the Washington Report provided information on the hearing entitled, “GPO and WEP: Policies Affecting Pensions from Work Not Covered by Social Security,” that was held by the Senate Subcommittee on Social Security, Pensions, and Family Policy in early November. In addition, the article recommends that members visit the Grand Lodge website to read the FOP’s testimony on the issue as well as a letter we sent to the Subcommittee Chairman, Senator John F. Kerry (D-MA).

At the close of the First Session of Congress, the House measure, H.R. 82, had (at this writing) three hundred and twenty-seven (327) cosponsors, and the Senate bill, S. 206, had thirty-four (34) cosponsors. Please note that the House total does not include four (4) non-voting Members of the House, nor five (5) Representatives who died in office this year. This is significant support.

While we are certainly happy that the Senate subcommittee held a hearing on this issue, Congress has held five (5) hearings in just the past four (4) years on the inherent unfairness of the WEP and GPO. Given this, as well as the large number of cosponsors and the broad bipartisan support the bill commands, Congress should hold a vote on the legislation.

To bring this about, the FOP is launching a targeted lobbying campaign to urge Representative Michael R. McNulty (D-NY), the

Chairman of the Social Security Subcommittee, to bring this measure to a vote. Chairman McNulty has been a cosponsor of the “Social Security Fairness Act” since it was first introduced in 2001. For the past three Congresses – the 107th, 108th, and 109th – Representative McNulty has cosponsored the bill. In the 108th and 109th Congress, Representative McNulty signed a “discharge petition” – a motion that would have forced the legislation to be “discharged” from the subcommittee and committee and brought to the House floor for immediate action. This maneuver is very rarely used and is measure of the frustration that the supporters of the bill have had with it always being “stuck in committee.”

And yet now that he has the authority to schedule a vote on the measure in his own Subcommittee, he has not done so. In fact, he has not – for the first time in seven years – cosponsored the legislation. This is despite the fact that twenty-three (23) members of the forty-one (41) which serve on the full Committee are cosponsors of the bill, as well as four (4) additional Representatives, including Chairman McNulty, who cosponsored the bill in previous Congresses.

Of the thirteen (13) members of the Subcommittee on Social Security, five (5) are cosponsors and two (2), including the Chairman, were cosponsors in a previous Congress – giving us a potential majority vote at the Subcommittee level as well.

So why has Chairman McNulty not scheduled a vote he is likely to win on a bill he has strongly supported for seven years? So strongly supported, in fact, that he signed a petition that would have discharged the bill from a committee on which he served? During the Congressional recess, National President Canterbury sent a letter to Chairman McNulty posing this question and asked that he schedule H.R. 82 for action in this Session of the Congress. A copy of this letter is now posted on the Grand Lodge website.

We urge FOP members, especially those who are negatively affected by the current law, to write or call him with the same request. Letters can be addressed to:

*The Honorable Michael R. McNulty
Chairman
Subcommittee on Social Security
Committee on Ways and Means
U.S. House of Representatives
1129 Longworth House Office Building
Washington, D.C. 20515
FAX: 202-225-5286*

It is our hope that by focusing on the Chairman of the Subcommittee that has jurisdiction over the bill, we can “get it moving” in the upcoming session of this Congress.



Update on CJS and DHS Appropriations

Just before it adjourned sine die the House considered and passed H.R. 2764/ PL 110-161, the Consolidated Appropriations Act. The Senate followed suit before going into recess and the President signed the bill several days after Christmas. The bill provides funding for the Federal government for the next fiscal year.

The following programs of interest to the FOP are listed below. A more complete report is available by request from the National Legislative Office:

Justice Department State and Local Law Enforcement Programs	FY2007 As enacted PL 110-05	FY2008 As reported by the House	FY2008 As reported by the Senate	FY2008 As enacted PL 110-161
Byrne JAG Formula Grants	\$520	\$565	\$570	\$164.4
Byrne Discretionary Grants	\$192	\$124.5	\$190	\$187.5
<i>Byrne Competitive Grants</i>	—	—	—	\$16
State Criminal Alien Assistance Program (SCAAP)	\$405	\$405	\$307	\$410
Regional Information Sharing Systems (RISS)	\$40	\$50	\$60	\$40
Weed and Seed Program Fund	\$50	\$49.7	\$50	\$32.1

Italics indicate a new program.

Explanation of Programs

Edward J. Byrne Memorial Justice Assistance Grant Program (Byrne JAG): This program funds law enforcement programs; prosecution and court programs; prevention and education programs; corrections and community corrections programs; drug treatment and enforcement programs; planning, evaluation, and technology improvement programs; and crime victim and witness programs other than compensation. The formula used for distributing funds under this program allocates 50 percent of funding based on population, and 50 percent based on violent crime rates. The formula allocates 60 percent of funding to States and 40 percent to units of local government.

Byrne Discretionary Grant Program: This program provides funding to help improve the functioning of the criminal justice system with an emphasis on violent crime, drugs, and serious offenders.

Byrne Competitive Grants: A new program for FY2008, the Byrne Competitive Grants will fund programs of national significance to prevent crime, improve the administration of justice, or assist victims of crime. It is expected that national programs that have received funding under the Byrne discretionary program will be eligible for funding under this competitive grant program.

State Criminal Alien Assistance Program (SCAAP): This program provides funds to reimburse States and localities for costs related to the incarceration of criminal aliens.

Regional Information Sharing System (RISS): This program provides funds to enhance the ability of the State and local criminal justice agencies to identify, target, and remove criminal conspiracies and activities that span jurisdictional boundaries. Additionally, the RISS Program may provide technical and financial resources to member agencies, such as specialized equipment, training, and investigative funds, to augment existing multi-jurisdictional enforcement resources and operations.

Weed and Seed: This program provides funding for intergovernmental agreements, including grants, cooperative agreements, and contracts, with State and local law enforcement agencies engaged in the investigation and prosecution of violent crimes and drug offenses in “Weed and Seed” designated communities.

Justice Department Office of Community Oriented Policing Services (COPS)	FY2007 As enacted PL 110-05	FY2008 As reported by the House	FY2008 As reported by the Senate	FY2008 As enacted PL 110-161
Hiring Grants	\$0	\$100	\$110	\$20
Violent Gang and Gun Reduction	\$40	\$80	\$0	\$20
Bulletproof Vests	\$30	\$30	\$25	\$25.9

Explanation of Programs

Hiring Grants: Provides grants to State and local governments for the hiring of additional law enforcement officers for deployment in community-oriented policing. This program is being funded for the first time since 2005.

Violent Gang and Gun Crime Reduction: Provides grants to State and local law enforcement agencies to combat violent crime, with special emphasis on areas plagued by violent and drug trafficking crime involving firearms.

Bulletproof Vests: Funding goes to the Bulletproof Vest Partnership (BVP), which assists State, local, and tribal law enforcement agencies by providing a fifty percent (50%) matching grant for the purchase of soft body armor.

Dept. of Homeland Security State and Local Law Enforcement Programs	FY2007 As enacted PL 109-295	FY2008 As reported by the House	FY2008 As reported by the Senate	FY2008 As enacted PL 110-161
State Homeland Security Grant Program (SHSGP)	\$525	\$550	\$525	\$950
Urban Area Security Initiative (UASI)	\$770	\$850	\$820	\$820
Law Enforcement Terrorism Prevention Program (LETPP)	\$375	\$385	\$375	25% of SHGP and UASI

Explanation of Programs

State Homeland Security Grant Programs (SHSGP): This is a formula grant program provided to States to enhance the capability of State and local units of government to prevent, deter, respond to, and recover from incidents of terrorism involving the use of CBRNE weapons and cyberattacks administered by the respective State Administrative Agency (SAA). From this amount, \$60 million in competitive grant money is available under “Operation Stonegarden” to units of local government in counties along land borders of the U.S., to enhance the coordination between local and Federal law enforcement agencies. Of this amount, not less than twenty-five percent (25%) is to be used for the purpose areas of the Law Enforcement Terrorism Prevention Programs.

Urban Area Security Initiative (UASI): The objective of the program is to enhance local governments’ ability to prepare for and respond to threats or incidents of terrorism. Funds provided under this grant are designed to address the unique needs of large urban areas and can be used for equipment, training, exercises and planning. Selected cities will be chosen by the Secretary

Legislative – more on page 10



Showdown – continued from front page...

If your Senator is a cosponsor or commits to supporting this legislation, make sure you let them know how much you appreciate it! This will keep the Senator in our column when the vote is scheduled.

Unfortunately, two of the bill's chief opponents, Senators Michael B. Enzi (R-WY), Ranking Member of the Committee on Health, Education, Labor and Pensions (HELP), and Jim DeMint (R-SC), took advantage of the absence of these Senators and blocked any agreement to hold the vote at a time certain by offering hostile "second degree" amendments. This obstacle, combined with bad weather in the middle of the country which could have negatively affected travel, frustrated the efforts of Senate leadership to schedule the vote on our amendment at a time certain.

Our members should be assured that we are very confident that we have sixty (60) votes or more in favor of our collective bargaining bill. We have in excess of sixty (60) votes if the Senate must invoke cloture. However, the absence of the Senators campaigning for President imposed a five (5) vote handicap that we did not feel we could overcome. In addition, we learned that Senator Mary L. Landrieu (D-LA) had succumbed to pressure from the National Sheriffs Association (NSA) and announced her intention to vote against the amendment. Further, Senator Dianne Feinstein (D-CA) also announced she was returning to California, depriving of us of another vote in favor of the amendment. Without these votes we would have had to "flip" several Republican Senators and get them to vote against a majority of their caucus. We did not feel this was a sound strategy and, in consultation with the staff of Senators Gregg and Kennedy, agreed with the decision to withdraw the amendment.

The amendment was withdrawn on Thursday night and, within hours of this decision, the Senate invoked cloture on the farm bill and passed it the following day.

It is important to remember that we do have the votes to pass this bill and to defeat a filibuster, BUT we also need to understand and to appreciate that there are a number of organizations out there – the NSA and International Association of Chiefs of Police (IACP), along with the National Right-to-Work Committee, the National League of Cities (NLC) and U.S. Conference of Mayors – to name a few who are VERY committed to defeating this bill. These groups unleashed a very strong lobbying effort during the debate on the farm bill and, if we are to succeed on this legislation, we need to work even harder. Unlike our opposition, only the FOP and IAFF can really bring any significant influence to bear on this issue. Other groups that would certainly benefit from this legislation simply to not have the staff, stature, or know-how to have any meaningful impact at this level.

At this writing, we have twenty-seven (27) cosponsors on S. 2123:

DEMOCRATS

Evan Bayh (IN)
Joseph R. Biden, Jr. (DE)
Sherrod Brown (OH)
Hillary R. Clinton (NY)
Christopher Dodd (CT)
Richard J. Durbin (IL)
Tom Harkin (IA)
Edward M. Kennedy (MA)
Blanche L. Lincoln (AR)
Robert Menendez (NJ)
Barbara A. Mikulski (MD)
Patty Murray (WA)
Barack H. Obama (IL)
Mark L. Pryor (AR)
Deborah A. Stabenow (MI)

REPUBLICANS

Judd Gregg (NH), sponsor
Norm Coleman (MN)
Susan M. Collins (ME)
Pete V. Domenici (NM)
Mel Martinez (FL)
Lisa Murkowski (AK)
Gordon H. Smith (OR)
Olympia J. Snowe (ME)
Arlen Specter (PA)
Ted Stevens (AK)
John E. Sununu (NH)

INDEPENDENTS

Joseph L. Lieberman (CT)
Bernard Sanders (VT)

In addition, Senators Elizabeth Dole (R-NC), Chuck Hagel (R-NE), and John McCain (R-AZ) have given their word that, while they may be unable to vote in support of the collective bargaining bill, they would vote in favor of cloture or a similar procedural motion to ensure that the bill gets a vote on the Senate floor. Former Senator Trent Lott (R-MS) had given a similar commitment, but he resigned his Senate seat over the holidays.

If your Senator is not listed above, contact his State or Washington, D.C. office and ask that he cosponsor S. 2123. If your Senator is unwilling to cosponsor the bill, get a commitment that he will vote for the bill if considered on the floor or offered as an amendment to another piece of legislation. If your Senator cannot support the bill, at the very least get from him a commitment that he will vote for cloture if the bill is subject to a filibuster.

The Grand Lodge website has a great deal of information about the bill, including a recently updated FAQ (Frequently Asked Questions). We urge you to review this material before contacting your Senator.

We need all FOP members to be actively engaged on this issue if we are to pass the Senate. Contact your Senators by fax and phone and ask them to support this bill!!!

If your Senator is a cosponsor or commits to supporting the legislation, make sure you let them know how much you appreciate it! This will keep the Senator in our column when the vote is scheduled. In particular, FOP members should take some time and thank Senators Gregg and Kennedy, both of whom worked extremely hard (as did their staff) to get the bill considered as an amendment to the farm bill. Similarly, Senators Biden, Clinton, Dodd, and McCain who did commit to coming back to the Senate from Iowa if a vote was held. They should know that we are grateful for that commitment.

If you have any questions about the bill, or about where your Senator stands, please contact the National Legislative Office.



Critical Incident Stress Management (C.I.S.M.)

A Standard of Care for Law Enforcement

Providing emergency service personnel with the chance to debrief from a critical incident has been found to be beneficial.

The kind of work performed by emergency service workers, including law enforcement officers, risks exposure to situations and events that would be considered “extraordinary” by many people’s standards.

It is possible to become accustomed to many of these events. There is a natural “desensitization process” that takes place, which allows an officer to continue working in the field. There will, however, be events that occur which are overwhelming for even experienced emergency service personnel. Such events have been called “critical incidents.”

A **critical incident** is an event during which the sights, sounds, and smells are so intense that they cause one to feel a significant increase in stress and stress reaction. Events that include any of the following usually result in being identified as critical incidents:



- Suicide of a co-worker
- Line of duty death
- Serious line of duty injury
- Multiple casualty incident
- Police shooting, that ends with injury or death
- Death or violence to a child
- A prolonged event, with negative results
- Incident with extensive media attention
- Knowing the victim of the event
- Incident charged with profound emotion

Some events are so significant that most people exposed to the situation will have strong reactions to the event. In other cases, a work-related event might be “ordinary” for one emergency service person, but for another it may be a critical incident. In both situations, providing

the involved emergency service personnel with the chance to debrief from the incident has been found to be beneficial.

Three Ways to Handle a Critical Incident Stress Reaction

PRE-INCIDENT EDUCATION: An analogy for receiving this type of education is like receiving an immunization against disease. “Pre-Incident Preparation” may well be thought of as a form of psychological immunization. The goal is to strengthen potential vulnerabilities and enhance psychological readiness in individuals who may be at risk for traumatization. One important aspect

of pre-incident preparation is the provision of knowledge. Information about CISM is power. Many traumas result from a violation of expectancy, thus setting realistic expectations serves to protect against violated assumptions.

A **DEFUSING** is conducted within a few hours of a critical incident and is primarily informational. It allows for initial ventilation regarding the incident. It is shorter – less formal. If only one or two people have been affected by an event, a defusing is more appropriate.

DEBRIEFINGS are most effective when conducted 24-72 hours after the incident has occurred. Debriefing sessions are confidential, non-evaluative discussions of involvement, thoughts and feelings resulting from the incident. They usually last two to three hours and everyone who was involved in the incident is invited to attend. When a whole work group is affected, a debriefing involving a CISM Team would be utilized.

The FOP CISM Program

The Fraternal Order of Police offers an educational program to help lodges form CISM teams that can aid members when they are involved in a critical incident. The objective of this program is “to establish a Critical Incident Stress Management (CISM) program for law enforcement officers and their families across the United States. The CISM model is well known in many states and countries for EMS, hospital, and disasters responders; however, little attention has been devoted to the law enforcement profession.” The ultimate goal is “to provide the effected Emergency Service Worker with services that will mitigate or lessen the impact of the effects of critical incident stress, and accelerate the recovery following a traumatic event.”

Mike Haley is the chair of the Critical Incident Committee and stands ready to offer the CISM education program to lodges who request it. Mike is an International Critical Incident Stress Foundation trained instructor for “The Group Critical Incident Stress Management Course,” “Law Enforcement Perspectives for CISM Enhancement” and “CISM: Individual Crisis Intervention & Peer Support.” He is certified by the Association of Traumatic Stress Specialists as a “Certified Trauma Responder” (C.T.R.) and the International Critical Incident Stress Foundation as a specialist in Emergency Services and Mass Disaster and Terrorism. He has provided numerous articles and lectures on the topic of CISM.

The CISM training program that Mike can provide is funded through a grant from the Department of Justice. Therefore the class is offered for free even though it typically costs \$295 per person.

To get more information about the CISM program or to schedule a training, contact Mike by calling 614-224-5700 or email him at mhaley@fopohio.org.



Labor Services Working for You

from the Labor Services Division

The officers of the City of Elma, Washington Police Department recently elected to affiliate with the Fraternal Order of Police for our labor services. They had a long-standing relationship and contracts negotiated by the Teamsters but due to dissatisfaction with the poor representation they were receiving they chose the FOP.

The six officers of the department determined unanimously to join the Twin Harbors FOP Lodge #13. The Teamsters did not challenge the interest cards submitted on behalf of the police officers and the FOP. Instead they capitulated and filed a disclaimer with state labor authorities. While the department is small, the impact of their affiliation is large because many of the other agencies in the area are affiliated with other labor organizations and it is anticipated that they will want to come to the FOP to receive their representation once they see the services we provide in Elma.

The officers in Elma felt they were not receiving adequate service and their business agent was not responsive to their needs. Often, in discipline grievances, the attitude of the agent was to “make a deal” and there didn’t seem to be any real effective effort to fight for the officers’ rights. Perhaps the fact that the business agent did not have experience in law enforcement operations influenced decisions to strike deals concerning disciplinary matters.

The NFOP Labor Services Division staff will provide full services to the Elma officers including negotiating a new contract, representing them in grievance matters, providing attorneys through the FOP Legal Plan, critical incident representation and administration of the contract. In fact, Pat McFadden, who is their NFOP representative, has already reached an agreement with the City of Elma administration to provide the officers with health care services and benefits after the Teamsters cut off their health and welfare plan benefits. Additionally, the language of the previous contract has been extended until a new contract is negotiated. It is expected that contract negotiations will commence within the next two months.

The Labor Services Division staff provides these types of services on a daily basis. For example, the staff has negotiated federal contracts in California, provided research and analysis for numerous lodges, has developed data regarding contract language, assisted lodges in organizing their labor services and conducted several labor training seminars around the country. Our labor services are not carved in stone but are adaptable dependent on the needs and desires of the local FOP lodge.

We are hopeful that a national collective bargaining law will be passed in the next few months. Once this occurs the local lodges who currently don’t have collective bargaining will be challenged by their members to provide labor services. We at the Labor Services Division are confident that we can provide valuable member services. This will happen because we have provided – and will continue to provide – the important service that ensures that officers’ rights are upheld, wages increased and their working conditions and benefits are improved. Just ask the officers of the City of Elma Police Department.

Legislative – continued from page 7...

of the Department of Homeland Security, based on current funding and a formula that combines population, population density, critical infrastructure and a threat/vulnerability assessment. Of the appropriated amount, not less than twenty-five percent (25%) is to be used for the purpose areas of the Law Enforcement Terrorism Prevention Programs.

Law Enforcement Terrorism Prevention Program (LETPP): This program provides State and local law enforcement entities with funds to support the following prevention activities: information sharing to preempt terrorist attacks; target hardening to reduce vulnerability of selected high value targets; recognition and mapping of potential or developing threats; interoperable communications; and interdiction of terrorists before they can execute a threat or intervention activities that prevent terrorists from executing a threat. Under legislation authorizing the U.S. Department of Homeland Security (PL 110-53, the Implementing Recommendations of the 9/11 Commission Act), the Administrator of the Federal Emergency Management Agency (FEMA) must ensure that not less than twenty-five percent (25%) of the total amount appropriated to the SHSGP and UASI programs is used for law enforcement terrorism prevention purposes (as described above).

Other Legislation Enacted, Nominees Approved

The following measures were passed by Congress and signed into law by the President:

- H.R. 365/PL 110-143, the “Methamphetamine Remediation Research Act,” which would authorize a total of \$3.5 million through fiscal 2008 for the Environmental Protection Agency to create the cleanup guidelines for methamphetamine laboratory sites;
- H.R. 660/PL 110-177, the “Court Security Improvement Act,” which aims to provide better protection for judges, prosecutors, witnesses, victims, and their family members;
- H.R. 2640/PL 110-180, the “NICS Improvement Amendments Act,” which makes more electronic data available to States for checking the criminal and mental health records of people who want to purchase firearms;
- H.R. 3690/PL 110-178, the “U.S. Capitol Police and Library of Congress Police Merger Implementation Act,” which implements the merger of the U.S. Capitol Police and the Library of Congress Police into a single agency;

In addition, the Senate voted to confirm A. Ross Ashley III to be the next Assistant Administration of the Federal Emergency Management Agency; Scott M. Burns to be the next Deputy Director of the Office of National Drug Control Policy; Gregory F. Jacob as the next Solicitor for the U.S. Department of Labor (DOL); Julie L. Myers as Assistant Secretary of the U.S. Department of Homeland Security for Immigration and Customs Enforcement; Howard M. Radzely as the next Deputy Secretary for the DOL. The FOP supported the nominations of all five of these individuals.



NFOP PAC Fund



**National
Fraternal
Order of
Police**

PAC

Emergency Appeal: Help Us Help You

With only 10 months left before the 2008 Elections the FOP needs to strengthen its visibility on Capital Hill. Through your support and our new NFOP PAC web page we can make this happen. FOP Members can now sign up to be part of the **Monthly Credit Card Contributors Club**. This club consists of an elite group of officers who have made the commitment to be true political players in the nation's capital. The NFOP PAC must stay ahead of the political curve. We need to support the candidates who support us. So please take a few minutes and become part of this elite group of officers and join the Monthly Credit Card Contributors Club! It's easy – log into the members only portion of the website at www.fop.net and sign up to make monthly contributions.

Consider giving.....

\$10.00 a Month	\$120.00 a Year
\$15.00 a Month	\$180.00 a Year
\$25.00 a Month	\$300.00 a Year

Every dollar raised will help support political candidates who support our top legislative priorities. These top priorities include your SOCIAL SECURITY RIGHTS, YOUR RIGHT TO BARGAIN COLLECTIVELY, and YOUR RIGHT TO DUE PROCESS. Please contact Tiffany Waddell in our legislative office at 202-547-8189 or at twaddell@fop.net if you have any questions.

National Fraternal Order of Police PAC Contribution Form

Please return the form and contribution to:
National Fraternal Order of Police PAC
309 Massachusetts Ave., N.E.
Washington, DC 20002

Name of Contributor _____

Occupation _____

Employer _____

Address _____

Phone # _____

E-mail Address _____

Contribution Amount (Please circle one):

\$25 \$50 \$100 \$150 \$200 Other \$_____

Date _____

Is contributor a member of the F.O.P.? Y N

A. If YES, please list:

F.O.P. State Lodge _____

F.O.P. Local Lodge _____

F.O.P. Membership # _____

B. If NO, please list:

F.O.P. Member's Name _____

Your Relationship to F.O.P. Member _____
(son, daughter, spouse, etc.)

Contributions or gifts to the National Fraternal Order of Police PAC are not tax deductible as charitable contributions for federal income tax purposes. Only PERSONAL or NON CORPORATE checks may be accepted. A contribution of \$25 is suggested, but please contribute more if you are able, and a lesser amount if you are not. Contributions to the NATL FOP PAC are strictly voluntary and FOP members have the right to refuse to contribute without reprisal. Your contribution will be used to support candidates for federal office who support law enforcement. Federal law requires political action committees to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of \$200 per calendar year.



New Annual Filing Requirements for Small Tax-Exempt Organizations

IRS filing requirements for many of our Lodges have changed this year. Many of our smaller Lodges previously have not been required to file with the IRS. **Starting this year all of our Lodges will have to file the appropriate form with the IRS or they will lose their Tax-Exempt status.** Lodges that did not file in the past and still have gross receipts less than \$25,000 will now have to file a 990-N. Beginning in 2008, small tax-exempt organizations that previously were not required to file returns will be required to file an annual electronic notice, Form 990-N, Electronic Notice (e-Postcard) for Tax-Exempt Organizations not Required To File Form 990 or 990-EZ. This filing requirement applies to tax periods beginning after December 31, 2006.

Go to <http://www.irs.gov/charities/article/0,,id=169250,00.html> for more information.



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Upcoming Seminars

Basic Collective Bargaining Perspective:

How to Bargain

Apr. 21-24, Las Vegas

This seminar is for those who are new to Collective Bargaining. This class is also a great refresher for experienced bargainers. The seminar offers hands-on training that uses a series of role-playing and classroom instruction. You will be involved in actual bargaining techniques and strategies in a classroom environment.

Advanced Collective Bargaining

Apr. 24-27, Las Vegas

Another new seminar from Labor Services, this seminar will enhance the ability of law enforcement labor leaders to provide the highest quality of representation to their members. This seminar will provide a comprehensive view of the strategies and techniques needed to achieve and maintain a successful Bargaining Unit. The seminar will address: the economics of negotiations, FLSA, the challenges of healthcare and pensions, how to be effective in political action, using the media to your advantage and will look at the other challenges of being the representative in today's environment. The labor relations environment is ever-changing; you need to change with it. This class will help you stay on top of your game.

Go to **www.fop.net** to download a registration form for either of these seminars. For more information about either Collective Bargaining Seminar, call Rick Weisman at 614-224-1856 or email labor@fop.net

A Gift from Our Brothers to the North...



Photo by Charlie Franklin

At the National Conference in August, Bill Small, President of Ontario, Canada Lodge No. 3, presents President Canterbury with a picture that now hangs in the National Headquarters in Nashville.