Dept. of Justice Task Force Takes Aim at Gangs with FOP Help
by Alice S. Fisher, Assistant Attorney General, Criminal Division, U.S. Department of Justice
and Chuck Canterbury, National President

As FOP members well know, gang violence is a growing problem in many of our communities throughout the country. Today’s gangs engage not only in activity commonly associated with organized crime – drug trafficking, robbery, and kidnapping – but also readily resort to extreme acts of violence against rival gang members and innocent bystanders. A survey conducted in 2004 estimated that approximately fifty percent (50%) of homicides recorded in Los Angeles and Chicago were gang related. To make matters worse, many of these gangs are linked with violent international drug cartels, and are increasingly implicated in criminal activity affecting national and border security.

Like Americans everywhere, law enforcement officers throughout the country are concerned about violent crime caused by these gangs. In cities and communities across the country, they are determined to do something about it. The FOP has been at the forefront of these efforts and has worked to bring this problem to the attention of the Federal government.

U.S. Attorney General Alberto Gonzales has made combating gangs and gang violence one of the Justice Department’s top priorities. As he said in a recent speech, “The Federal government will track down and prosecute violent gang criminals wherever they run.”

At the direction of the President and the U.S. Attorney General, the Justice Department has developed a comprehensive new approach and committed significant resources to assist the anti-gang efforts of State and local law enforcement. The overall initiative has many dimensions, most of which have, to date, been directed at local gangs. These include, to cite just a few examples, the Safe Streets Task Forces led by the FBI, the Violent Crime Impact Teams of the ATF, and Project Safe Neighborhood (PSN). Efforts

### Brief Analysis of the Healthcare Enhancement for Local Public Safety (HELPS) Retirees Act

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<tr>
<th>Previous Law</th>
<th>Section of H.R. 4/PL 109-280</th>
<th>New Law</th>
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<tr>
<td>Prior to the enactment of H.R. 4, public safety officers under the age of 55 were penalized ten percent (10%) for lump-sum or partial-lump sum distributions from a governmental defined benefit (DB) plan.</td>
<td>Sec. 828. Waiver of ten percent (10%) early withdrawal penalty tax on certain distributions of pension plans for public safety employees.</td>
<td>The law eliminates the ten percent (10%) early withdrawal penalty for retired public safety officers participating in DROP plans by lowering the eligibility age from 55 to 50. Lump-sum or partial-lump sum distributions from a governmental defined benefit (DB) plan to a qualified public safety employee who separates from service on or after age 50 are not subject to the penalty. Annuity-like distributions are exempt at any age.</td>
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<td>No previous law.</td>
<td>Sec. 845. Distributions from governmental retirement plans for health and long term care insurance for public safety officers.</td>
<td>The law allows for pre-tax distributions of up to $3,000 from a governmental pension plan to be used to purchase retiree health or long term care insurance for the retired public safety officer. In order to take advantage of this provision, eligible participants must be separated from service due to disability or the attainment of normal retirement age. Additionally, the employee must be separated from the employer who maintains the eligible retirement plan. Premiums, in order to be excluded from income, would need to be deducted from the distributions from the eligible retirement plan and paid directly to the insurer.</td>
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**President’s Message**

GangTECC - continued from front page...

Across the country include Federal, State and local law enforcement officials working together to combat gang-related violent street crime.

These and many other efforts are important. Through them, Federal participation and Federal resources are helping State and local law enforcement agencies make a difference in the communities where our members serve.

But not all gangs are local. Today gangs are using technology to expand their reach. They freely move guns, drugs, cash, and people from jurisdiction to jurisdiction, often crossing state and national boundaries. Where this happens, there is a special role for the Federal government.

The Department of Justice is determined to help State and local law enforcement pursue these larger, more sophisticated gangs with the same unrelenting determination it has employed for decades against the mob and other forms of organized crime. These anti-mob efforts gave Federal prosecutors new tools, such as strike forces, court-authorized wire intercepts, and RICO and other laws that enabled us to go after the mob’s entire organization, including its leadership. As a result, many of organized crime’s most notorious leaders are now locked up and will spend the rest of their lives in prison.

The Department of Justice is committed to using these same tools, together with new initiatives and procedures, to combat the new generation of violent gang leaders and members. These efforts target the gang problem from all angles, including the development of intelligence about such gangs, the coordination of national law enforcement efforts to disrupt and dismantle the gangs, and the prosecution of gang leaders and members throughout the country.

These efforts are being spearheaded at the Federal level by the National Gang Intelligence Center (NGIC), founded last year, and two new partners: the task force known as GangTECC (the National Gang Targeting, Enforcement & Coordination Center), and the Gang Squad, a new national prosecution unit in the Department’s Criminal Division in Washington.

The NGIC is staffed with approximately two dozen anti-gang intelligence analysts from Federal law enforcement agencies. Its goal is to gather and develop intelligence about the gangs that pose the most significant threats to communities throughout the United States. Thanks to its unique information-sharing agreements with agency participants, NGIC can access Federal, State and local databases to help law enforcement agencies identify gang members, structures and criminal activities.

To augment the NGIC’s strategic and tactical work, the Justice Department recently created GangTECC as a new, national, anti-gang task force aimed at disrupting and dismantling America’s most dangerous and far-reaching gangs. Led by a senior Federal prosecutor, GangTECC includes Special Agents from the ATF, DEA, FBI, the Bureau of Prisons (BOP), U.S. Immigration and Customs Enforcement (ICE), and the U.S. Marshals Service (USMS). GangTECC’s primary purpose is to facilitate and support major anti-gang operations across state, district, and agency lines. It works directly with the NGIC, linking their intelligence products to existing gang investigations and prosecutions, as well as using this information to initiate new investigative avenues that cross jurisdictional boundaries.

But as our members know, intelligence collection and investigation is only part of the equation. In order to pursue gang cases aggressively in court, the Justice Department has...
As FOP leaders from across the country gather for the annual Leadership Matters Seminar held in Nashville on February 8-10, the weekend will kick off with the official dedication of the new National FOP Headquarters.

The Fraternal Order of Police National Headquarters will be dedicated as the Atnip-Orms Building in a ceremony on Thursday afternoon, February 8, at 1 p.m. The building is being dedicated in memory of two FOP brothers and Past National Secretaries: Jerry Atnip and Ralph Orms. Both served long and productive tenures on the National Board as our National Secretaries and we could think of no better people to honor with naming the building after than Brother Atnip and Brother Orms.

The establishment of a permanent National Headquarters office ends the tradition of having the National Office move to wherever the National Secretary lives. From the time the FOP was established, the National Headquarters moved every time a new National Secretary was elected.

However, the rapid increase in membership, the rise in cost of renting office space, the growing difficulties, both cost and staffing wise, in physically moving the office, and a need for a central repository for membership records, just all seemed to point to the inevitability of establishing permanent headquarters. Plus, it just made good financial sense to make an investment in property that we can call our own rather than expending valuable FOP resources on rent and other building expenses.

In 2003 an exploratory committee was formed to determine the feasibility of buying a building, and determining where the National Headquarters should be located. For the previous 10 years, since 1993 when Jerry Atnip was elected National Secretary, the National Office had been located in Nashville, and upon further research, it was determined that Nashville was the best location for a permanent office. Cost of real estate, the cost of doing business, and the cost of living in Nashville made it the perfect site for the Grand Lodge’s permanent home.

It was also determined that buying land and building our own building, rather than buying an existing building was the more logical way to go. Coincidentally, we were able to secure a piece of property just a stone’s throw from the Nashville Airport Marriott Hotel where we have held the Leadership Matters seminars and other FOP functions in the past. For members coming in for the seminar, it’s just a short walk from the hotel to the headquarters.

The staff was finally able to move into the new building this past July. They’ve been working hard to get it ready for this dedication. The reception area will also be a museum reflecting the history of our great organization, and will include photos of all National Presidents — from first President and co-founder Delbert Nagle to current President Chuck Canterbury — a tribute to all of the state lodges, and as many historical artifacts as we can find room to display.

So if you’re coming to the Leadership Matters Seminar — or even if you’re not — plan on attending this important dedication to honor two brothers and meet the professional staff who work hard every day to provide quality service to all of us.

You Need to Know...

If you are coming to the National Headquarters building dedication, but **will not** be attending the Leadership Matters Seminar, check on our website at [www.fop.net](http://www.fop.net) to find hotel information.

If attending the Leadership Matters Seminar, the seminar brochure has the hotel information with group rates for seminar attendees only.

We Need Your Historical Artifacts!

Do you have any unique artifacts at your state or local lodge that reflect the NFOP’s great history? If so, we would love to display them in the FOP museum at National Headquarters. If you have any items that may be used for this purpose please contact Leigh Ann Pemberton at (615) 399-0900 or via e-mail at [lapp@fop.net](mailto:lapp@fop.net).

An example of the kind of artifact we’re looking for: Larry Smith, President of Michigan Lodge #112, sent us an original copy of the *March 1944 FOP Journal* (See photo at left).
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Election Politics Frustrates FOP’s H.R. 218 Bill

Elections are frustrating things for the winners as well as the losers. But few things are as frustrating as seeing a well-written, popular piece of legislation tossed around like a legislative football weeks before the polls even open. Unfortunately, that is exactly what happened.

The FOP successfully lobbied to include the language of S. 3835, the “Court and Law Enforcement Officers’ Protection Act” – a bill the FOP helped write – in the draft conference report for H.R. 5122, the reauthorization bill for the U.S. Department of Defense (DoD).

The bill would create mandatory minimum penalties for assault, murder, kidnapping, and manslaughter of Federal law enforcement officers and Federal judges and retaliatory attacks against their families. The bill would also make several small but important changes to the Law Enforcement Officers’ Safety Act (LEOSA), better known to FOP members as H.R. 218. The language would also limit lawsuits brought under 42 USC 1983 by restricting them to actual losses – medical expenses, lost wages, property damage, or other tangible loss – and prohibit awards for punitive damages, emotional harm, or other intangible damages. It would also bar criminals from recovering attorneys’ fees in such suits, which normally are not allowed under U.S. law in damages actions but are currently recoverable by criminal plaintiffs. The legislation would also impose time limits and substantive limits on Federal courts’ review of challenges to State court convictions for killing a judge, law enforcement officer, firefighter, or other public safety officer.

The language of S. 3835 was successfully attached to the original draft of the conference report on H.R. 5122, the reauthorization bill for the U.S. Department of Defense, but despite a previous agreement all provisions in the bill that were not related to the Department of Defense programs were summarily stripped out.

The Speaker of the House initially took the position that the House would not consider the DoD bill without the FOP’s provisions and additional measures to help law enforcement combat gangs and to enhance the security of our nation’s courtrooms. He was ultimately forced to back down, but then insisted that the provisions be included in H.R. 4954, the “Security and Accountability For Every (SAFE) Port Act.” However, objections over the inclusion of these provisions also forced our amendment off the bill.

With Congress back in session, we are already working closely with our allies on Capitol Hill to identify an appropriate legislative vehicle and intend to vigorously push for our amendment.

DHS Spending Bill Passes Without Terrorism Prevention Office

The House and Senate appropriators and authorizers stripped out a very important law enforcement provision from an amendment which would reauthorize and fund the U.S. Department of Homeland Security. The provision, Section 517 of S. 3595, the “United States Emergency Management Authority Act,” was not incorporated, as was expected, into Title VIII, the “Post Katrina Management Reform Act,” of H.R. 5441, the “Department of Homeland Security Appropriations Act, 2007.”

This provision would have created an Office for the Prevention of Terrorism (OPT), the Director of which is required to have a law enforcement or anti-terrorism background and who would report directly to the Secretary. The OPT would be charged to form liaisons with the Office of Intelligence and coordinate intelligence sharing with State and local law enforcement agencies. In addition, the OPT would have been charged with working directly with the Assistant Secretary of the Office of Grants and Training to ensure that homeland security grants to State and local agencies, including the Law Enforcement Terrorism Prevention Program (LETPP), Commercial Equipment...
Direct Assistance Program (CEDAP), grants for fusion centers, and other law enforcement programs are adequately focused on terrorism prevention activities. The FOP objects to directing law enforcement and terrorism prevention funds through the Federal Emergency Management Agency (FEMA), which is a response-oriented organization ill suited to perform, oversee, and fund terrorism prevention activity.

The provision also would be a step forward in the development of better law enforcement-oriented standards for personal protective equipment (PPE). Under current law, Federal funds may not be used to purchase equipment that is not certified under standards crafted by the National Fire Protection Association (NFPA), standards which do not reflect the operational needs of law enforcement officers. The lack of access to this equipment jeopardizes the ability of law enforcement officers to carry out their missions effectively, thereby degrading the overall level of domestic preparedness. The provision that the FOP supported would have directed the OPT to coordinate with the U.S. Department of Justice, the National Institute of Justice, and law enforcement organizations to develop standards for PPE for law enforcement to reflect their operational needs, which are currently going unaddressed.

Because this provision was dropped, the FOP withdrew its support for the legislation when it was finally considered on the floor.

Congress Passes SAFE Port Act and Internet Gambling Act

On the last day before going into recess for the elections, Congress passed H.R. 4954, the “Security and Accountability For Every (SAFE) Port Act.” This legislation, which the FOP supported, strengthens physical security measures at U.S. ports, and codifies into law both the Container Security Initiative and Customs Trade Partnership Against Terrorism. The new law also requires the Department of Homeland Security to establish a plan to speed the resumption of trade in the event of a terrorist attack on our ports or waterways.

In addition to the port security measures enacted, the bill also included another piece of legislation supported by the FOP – the “Unlawful Internet Gambling Enforcement Act.” Gambling on Internet websites is illegal throughout the United States and the new law arms law enforcement and private parties (such as credit card companies) with new enforcement tools that will prevent or interdict illegal Internet gambling transactions even when the websites are operated offshore. Under regulations which will be promulgated by the U.S. Department of the Treasury, financial institutions will be required to identify and block transactions to and from gambling operations.

Officer Next Door Program Resumes

In the late 1990s, the FOP worked with officials at the U.S. Department of Housing and Urban Development (HUD) and other law enforcement groups to develop the Officer Next Door (OND) program. The aim of this program was to strengthen America’s communities by encouraging law enforcement officers to live in low and moderate-income neighborhoods which have been designated as Revitalization Zones by HUD. The FOP and HUD felt strongly that the presence of law enforcement officers as residents of these distressed communities would help to reduce crime levels, thus making these neighborhoods safer for all residents.

The OND program operated very well until allegations of fraudulent purchases forced its suspension in the summer of 2004. Last fall, HUD issued proposed regulations to govern the program and the FOP provided extensive feedback. The new regulations are now final and officers can once again take advantage of this home-buying program. Visit http://www.hud.gov/offices/hsg/sfh/reaa1/goodn/ond.cfm for additional information.

FOP to Help Promote National Meth Awareness Day

The FOP is helping the U.S. Department of Justice (DOJ) promote a greater awareness of the very real threat posed by the use and manufacture of methamphetamines in our nation’s communities. The Department has recently launched a website, http://www.usdoj.gov/methawareness, to help educate the general public about this illegal drug and designated November 30th as “National Meth Awareness Day.”

The new site features a comprehensive educational presentation on methamphetamine awareness entitled “Meth 101,” as well as a section specifically tailored to women, entitled “Meth 101 for Women.” The website has both audio and video features and can be used in presentations or simply viewed by any visitor to the site.

The information available on this website is not directed exclusively to the law enforcement community, and is instead aimed at the general public – mothers, college students, working professionals – to give them objective facts about meth and its effects on its users.

The website also contains links which allow you to locate and contact your local U.S. Attorney’s Office and DEA Field Office to collaborate with them in a localized event on National Methamphetamine Awareness Day. The site also provides links to organizations, like the Partnership for a Drug Free America, to get community groups and coalitions together in the fight against meth.

The FOP strongly supports the Department’s new initiative and has provided a link to the new website from our home page. We would ask that all of our local and State Lodges also provide a link to this site and help to promote greater meth awareness in your State and local community.
2007 will be a Great Year for the F.O.P.

This coming year will see the National Fraternal Order of Police usher in some new programs that will enhance the way the National FOP serves our membership.

First, we should see the unveiling of our completed information system. This system allows for a quicker response in dealing with membership issues, a user friendly website, an extensive menu of labor-related tools/items, and a lot more to help our members stay better informed. Once this project is totally completed and launched, you will be overwhelmed with the potential of the information system.

Secondly, the National Board, at the National Board Meeting in Salt Lake City last September, set a new tone for our labor program. Although we have been providing labor services to our membership since 2003, the National Board has approved a proposal to establish a full service labor initiative. We should see the fruits of this program in early 2007. We have already added an additional field representative with the hiring of Patrick McFadden, who adds another dimension to our labor portfolio with his arbitration background. We are currently interviewing for the position of Labor Attorney and that person should be on board soon. This will add a very cost-effective side to getting labor related legal advice.

Finally, we will be dedicating our new National Headquarters in Nashville, TN in February 2007. This facility is long overdue and gives our staff a modern and efficient place to work. It is also a commitment to our members that we are the Fraternal Order of Police representing over 325,000 members and are here to stay. We have an office building in Nashville, TN staffed by 12 employees handling membership, merchandise, publications, labor research, and a variety of other issues to assist our members. We have an office building in Washington, DC staffed by five employees handling our lobbying efforts and two Federal Grants that provide benefits for our members. Both of these office buildings are owned by the National FOP. We also lease offices in Columbus, OH where our Labor Services Division is headquartered. As you can see, we are a full service organization changing with the times and keeping the interest of our membership first. We will continue to keep our membership informed and represented in every aspect of law enforcement. We Are Your Full Service Organization.

Labor Services Field Rep Hired

The hiring of a new Labor Services Field Representative was announced in November. Patrick McFadden joined the NFOP Labor Services Division in late November.

McFadden has served as a labor consultant to Lodge #15 in York, Pennsylvania, for 25 years. He has over 30 years of experience in labor relations. He is currently approved and listed as an American Arbitration Association labor arbitrator, and is the former Executive Director for the Department of Emergency Services in Pennsylvania. Pat holds a B.S. degree in Security Management and an MBA in Organizational Structure. He is also the author of a recently published book entitled Code Red, diary of a country scorned.
Special Gift for Injured Officer Presented by FOP Lodge Brothers

Thanks to the generosity of his FOP lodge brothers, Lt. W. Eric Johnson of Charleston, WV has acquired a prized possession – the gun that saved his life.

In a dramatic shootout with a suspect this past June, Johnson sustained critical injuries but managed to radio for backup and in return fire, killed the suspect. Lt. Steve Neddo, President of FOP Capitol City Lodge No. 74 in Charleston, offered the following details about that night:

During the early morning hours of June 16, 2006, Sgt. W. Eric Johnson (OIC of the Charleston Police Department Street Crime Unit) and his unit were in a motel/trucking rest stop area of Charleston checking on complaints of prostitution and drug sales. Earlier in the evening, while driving around and checking out the activities in various motel lots, he had observed a man sitting in a car backed into a parking space in one of the motel lots. Now several hours later, the man was still sitting in the same location. Johnson decided to approach and check out the subject. Because the man had backed his vehicle in, Johnson initially had to approach from the front. He was able to maneuver toward the rear of the driver’s side door and after identifying himself asked for the usual paperwork. Johnson noticed the subject was reaching for something under his right leg and immediately started to back up and draw his weapon. At this point the man exited his vehicle, turning toward Johnson. He had a handgun and started firing. The first round struck Johnson in the left abdomen and the second round struck him in the right side of his face. This round took out part of his jawbone and his teeth on the right side of his mouth. Johnson returned fire while seeking cover and struck the suspect numerous times, killing him. Oddly, the bullet which had struck his jaw had come to rest in his mouth, and Johnson had to spit it out so he could radio for backup and medical assistance.

The man who had begun firing at Johnson was later identified as the suspect in a recent home invasion in Ohio where he had bound and shot a woman and was driving her vehicle at the time of the shooting.

Johnson recovered from his injuries enough to return to light duty by July and was given complete clearance by doctors to return to full duty in October. However, he still faces reconstructive surgeries of his face, teeth and bones. He was recently promoted to Lieutenant and has moved to the Patrol Division.

Word got around FOP Capitol City Lodge No. 74, where Johnson is a member, that he had made a request to the City of Charleston to buy the Glock Model 27 .40-caliber weapon that kept him alive that night.

In a quote from The Charleston Gazette, Lt. Neddo said, “He felt like the weapon really did him a good job. He wanted to hang onto it rather than have it go back into the arsenal.”

At a lodge meeting in October, members decided unanimously to purchase the weapon for him. Neddo said, “The response was so overwhelming that officers at the meeting wanted to make it even more personal and took up a collection of those present, collecting more than half the purchase price.”

“It was the rank-and-file – they wanted to do something for Eric,” Neddo said. “Everyone’s pretty impressed with what he did.”

When interviewed by The Charleston Gazette, Johnson expressed appreciation for his lodge brothers’ gesture. “That’s the weapon that helped save my life,” he said. “I want to pass that on to one of my sons someday.” To have fellow officers raise the money for the pistol, Johnson said, “is a pretty commendable thing.”

Neddo presented the City of Charleston with a check in November to purchase the Glock, and at the December 6 lodge meeting, now Lt. Johnson was officially presented with the gun that saved his life.

State Wall Art Wanted for National Headquarters

In addition to wanting FOP members’ help in acquiring historical artifacts for the FOP museum, we are also requesting wall art from each State Lodge that reflects the attributes which make that state special. These pieces of art will be hung in the National Headquarters in Nashville along with the historical artifacts display, photos of all the National Presidents, a historical timeline, as well as a display of state lodge officers and state lodge charter dates.

If you would like to see your state represented through art when you come for the dedication in February, please get the artwork to us as soon as possible. Contact Leigh Ann Pemberton at 615-399-0900 or email her at lapp@fop.net.

At right, South Dakota has sent artwork that represents some of the wildlife commonly found in that state.
Training Opportunities Abound for FOP Membership

“The Fraternal Order of Police is committed to furthering law enforcement as a profession. We understand that “knowledge is power.” Through the Grand Lodge Education Committee we provide a number of opportunities to our members to reach that goal.” – President Chuck Canterbury

Whether you’re involved with your state Labor Council, a local or state lodge officer, or a legal representative for a lodge, a number of training opportunities during the first half of 2007 are available to FOP members. The Leadership Matters Seminar, the Labor Council Forum and Legal Counselors Seminar in Las Vegas, and the Collective Bargaining Seminar have been put together by the Education Committee to stay true to the goals of the Grand Lodge to provide ongoing education to its members.

Leadership Matters – February 8-10 in Nashville

Lodge officers, particularly presidents, secretaries, and treasurers, are encouraged to attend this annual seminar, held every year in Nashville at the Nashville Airport Marriott Hotel, a mere quarter mile from the National Headquarters. Specific sessions for the executive officers, administrative officers, and financial officers will offer a variety of workshops designed to help you perform your officer duties better. Workshops include Fiduciary Responsibility, Grievance Procedures, Recruiting Strategies, Motivating FOP Leaders, as well as many others. Don’t forget to come in early on Thursday to attend the dedication of the National Headquarters (see page 3). Hotel reservation deadline: January 23

Annual Labor Council Forum – February 20-22 in Las Vegas

The Flamingo Hotel & Casino in Las Vegas is the place to be for both the Labor Council Forum and Legal Counselors Seminar! This seminar is designed for the leaders and staff of Labor Councils to discuss issues of mutual concern. Training will be provided on various topics including the Economics of Negotiations. A key component of this seminar will be discussion groups, with the agendas set by the participants. The recent expansion of the NFOP Labor Services Division will also be discussed.

Legal Counselors Seminar – February 22-24 in Las Vegas

This seminar provides an opportunity for the attorneys who represent the FOP to discuss legal issues affecting the representation of law enforcement officers. Past attendees of this seminar have earned continuing legal education credit. Workshops at this seminar include: Use of Taser and Officer Involved Shootings, Officers’ Right to Privacy, First Amendment Issues, and Challenges of Representing Multiple Law Enforcement Officers.

Hotel reservation deadline for both seminars: January 19

Register NOW! Early registration deadline for all three of the above seminars is January 19. After that date an additional $50 will be charged.

Collective Bargaining Perspective: How to Bargain – April 19-22 in Lake Buena Vista, FL

Sponsored by Labor Services and held at the Grosvenor Resort near Disney World, attendees will have hands-on, practical training in the art of collective bargaining. Participants will create role-playing scenarios, divide into union and management teams, and will have to create a proposal for a labor agreement, begin negotiations and then draft a tentative agreement to present to the whole body. Hotel reservation deadline: March 19

Find details and printable registration forms for these seminars on the website at www.fop.net.
GangTECC - continued from page 2…

launched an elite new team of national prosecutors known as the Gang Squad. Consisting of experienced anti-gang prosecutors drawn from the ranks of both local district attorney’s offices and U.S. Attorney’s offices across the country, these prosecutors are charged with attacking the most significant gang threats in the United States by using Federal racketeering and other laws to put America’s most dangerous gang leaders behind bars. These prosecutors will work closely with GangTECC and NGIC, as well as Federal and local prosecutors across the country, to prosecute gang cases of national importance and to help construct effective, coordinated enforcement and prevention anti-gang strategies.

Today, these three teams – the analysts at NGIC, the agents at GangTECC, and the prosecutors at Gang Squad – are working side by side. They are, in reality, a single integrated law enforcement team with a single mission: to strike back at the most violent and sophisticated gangs operating in the United States.

The NGIC estimates that there are approximately a dozen such gangs that currently operate on a regional, national, or even international level. All of them are now being targeted. And although the new units are only just getting started, teams of NGIC analysts, GangTECC agents, and Gang Squad attorneys are already working with U.S. Attorney’s offices and Federal, State, and local law enforcement throughout the country in coordinated efforts to try to build national or regional cases against our country’s most dangerous gangs. These efforts include not only agents, police, and prosecutors, but also prison personnel, investigative analysts, financial analysts, forfeiture experts and others.

The Justice Department has recognized, however, that our members – State and local law enforcement officers – possess, by virtue of their many years of experience on the frontlines, some of our country’s greatest knowledge on effectively combating gangs. That’s why NGIC, GangTECC, and Gang Squad were developed in close consultation with the FOP and other State and local law enforcement officials. What’s more, half of the prosecutors on the Gang Squad came from the ranks of local district attorneys’ offices.

For members of local law enforcement agencies, GangTECC provides “one-stop shopping” on gang-related issues at the Federal level. Specifically, GangTECC and the NGIC can:

- Provide Federal, State and local investigators access to related cases nationwide, and facilitate and support anti-gang operations across agency, state and national lines.
- Help local law enforcement tap into nationwide databases of participating agencies concerning individual gang members, the relationship between gang members, and gang structure and criminal activities.
- Enable investigators to connect their cases to other jurisdictions or aid in the interpretation of seized documents and other evidence.

The Department of Justice is determined to go after America’s largest and most violent gangs. With the FOP’s leadership and the collaborative efforts of many Federal agencies, State and local law enforcement will be able to get the resources they need to continue aggressively combating and reducing the gang violence that threatens the safety of our communities and the security of our nation. Together, we can and will eradicate this threat to our communities.

FOP Merchandise Vendor, Francis & Lusky, LLC Merges with HALO/Lee Wayne Corporation

On November 1, 2006, the FOP’s National Merchandise Vendor, Francis & Lusky, LLC, located in Nashville, became part of HALO/Lee Wayne Corporation headquartered in Sterling, IL. HALO/Lee Wayne Corporation is the world’s largest and premier promotional products and fulfillment distributor.

Former F&L Vice President/General Partner Greg Francis recently said, “In 2006, after National President Canterbury and National Secretary Yoes made us aware of some ‘bumps in the road,’ we listened, we heard them, and we responded by making drastic changes in our internal structure to better our operation. But we wanted to do more for the FOP. Thus, we merged with the industry leader, HALO/Lee Wayne.”

As a result of this merger, Francis & Lusky will be able to offer the FOP the most extensive product line and idea network available today. Vast improvements in accounting and customer service as well as technological advancements will translate to significant benefits for the FOP membership.

Local and State lodges will immediately begin seeing the Lee Wayne logo on invoices and acknowledgements. Lee Wayne information will also immediately begin appearing on all credit card statements. Should FOP members have any questions, they should feel free to call Greg Francis in Nashville at 800-251-3711.
Conceive It, Believe It, Achieve It
One Local Lodge’s Success Story About Advocating for Its Members

In spite of long odds and active opposition from many quarters, Volunteer Lodge #2 out of Knoxville, TN has proven that with a clear vision, determination, and a strong desire to advocate for its membership, anything can be achieved.

Volunteer Lodge #2 represents nearly 900 active and retired officers from the Knoxville Police Department, Knox County Sheriff’s Office, University of Tennessee Police, University Medical Center Police and federal officers. The lodge is very active in the community at large and manages several charities.

Approximately 20 years ago, the Knox County Government changed the county employees’ pension plan from a defined benefit plan to a defined contribution plan which is akin to a 401K (see sidebar). Unfortunately, this change was made without educating employees on investment strategies in order that they might make sound decisions on their contribution and diversification of investments. An analysis of an average pension income at retirement age showed a much smaller return on the investments, resulting in a smaller pension payout at retirement than would occur through a defined benefit plan.

The defined contribution plan affected the Knox County employees only; the city of Knoxville continued to offer a defined benefit plan to its employees, including police officers.

Things appeared to be looking up when, during the 2002 election campaign, the unopposed candidate for County Mayor promised county police officers that he would raise both the salary and the benefits of the police officers equal to or above that of city officers. He followed through with the salary increases, but never did anything about the pension benefits, in spite of repeated inquiries and discussions from the officers and the FOP lodge.

Not ones to be easily daunted, the Volunteer Lodge began its own research into retirement plans in 2004. After hiring an actuary and doing the research, they were determined to have the pension plan changed back from a defined contribution plan to a defined benefit plan, mirroring the plan that was already in place for city police officers. Well armed with information and a plan to implement, lodge leaders met with the mayor as well as the Knox County Retirement and Pension Board about their concerns with the retirement system and their plans for improvement. They were received by both entities with little enthusiasm, and the pension board began spinning a lot of numbers that were a gross undervaluation of the accumulated assets available for the pension, presumably to discourage the lodge from pressing forward with their efforts.

The lodge officers nevertheless pushed forward. They managed to get a county charter amendment that would change the pension fund from defined contribution to defined benefit passed on the first reading of the County Commission in May, 2006. In spite of this success, the Mayor’s office began a campaign to defeat the proposed charter change leading to a Chancellor ruling in June, 2006 that the County Charter was invalid. But with stringent appeals by the lodge, the Chancellor reversed his own decision and in August, the original amendment was amended to allow amortization of the past service liability ($57.1 million), again becoming a first reading. The lodge energetically lobbied all of the county commissioners and on September 18, 2006, the Knox County Commission, in a specially called meeting, voted 16 to 3 in favor of placing the initiative on the November ballot.

The battle was still not over for the lodge, however. The County Mayor’s office continued to publicly lobby against the charter amendment change, with help from area media and other organizations. But the FOP had gained substantial allies of their own, and they mounted their own media campaign through television and radio with both interviews and paid advertising, billboards and other print media.

Victory is sweet – even though the Volunteer lodge had to wait until November 9 to hear the results of their efforts. In an Election Day snafu on November 7, the election commission announced the failure to count 2625 votes from one machine. Once the problem was addressed and the count was completed, the ballot measure amending the county charter to change the police pension benefits to the defined benefit plan won by 497 votes or 50.24 percent of the vote.

Stan McCroskey, Lodge President, said, “The members worked together in a grass roots effort and got the message out while combating the local paper and the Mayor’s office. The cost to our lodge was approximately $33,000. It was worth ever penny to get this benefit for our county brothers and sisters.”

He added, “The proposed change was conceived, we believed in it, then we achieved our goal.”

Defined Benefit vs. Defined Contribution...
What’s the Difference?

A Defined Benefit (DB) plan rewards long service and pays a benefit that depends on final salary. Accordingly, a DB plan participant faces job change risk and employer default risk. If an employee leaves his employer prior to retirement, the DB benefit is usually frozen without any future indexation. Consequently, when the benefit is sought at the time of retirement, it will have been heavily eroded by inflation. This problem is serious for young employees, both because the backloading feature of the DB plan gives them low benefits at leaving, and because of the long time before retirement.

By contrast, in a Defined Contribution (DC) plan, the employer stipulates contribution amounts rather than benefit formulas. Consequently, a participant’s risk in this case comes from the investment return of employee accounts. After the contribution rate has been decided, the DC accumulation depends heavily on the investment performance of the employee’s total portfolio. Termination does not threaten DC participants particularly, because DC participants can always rollover their account into an IRA (or to a new employer’s DC plan); consequently, the money can continue to accrue investment returns.
Utilizing NFOP Resources for Your Local Labor Issues

*Inspired by the story on page 10? Here are some tools FOP can offer to help you in your own lodge’s advocacy efforts…*

The FOP represents the interests of Law Enforcement Officers across the nation and as a representative organization has the opportunity and responsibility to influence politicians in local communities and to serve as a bargaining agent in cities where officers have collective bargaining rights. To provide the best possible representation, all lodges need to have access to labor resources. The NFOP is working to make access to these resources easier than ever.

One of the features of the new website (www.fop.net) is the ability to generate various labor-related reports to benefit lodges. The reports that can be generated are policies and contract language, identifying communities similar to yours, and total compensation comparisons.

Lodges are able to search a database for language and policies on all issues that affect their members. Searches are performed by selecting any of the topics on which you would like language. The database is divided into 130 topics, including *fitness for duty, longevity, outside employment and promotions*. Lodges can draw on this resource to provide information on what is occurring in other agencies, so they can develop language for issues affecting their own members.

The report that allows identification of communities similar to yours is designed to allow lodges to determine which entities are most comparable to your jurisdiction in population size, number of officers, crime rate and various other categories. This information can then be used to guide and justify the positions of the lodge.

The total compensation comparison report will compare your jurisdiction to comparable jurisdictions and allow you to determine how your wages and benefits compare. This program allows lodges to determine how they want to look at the data. See Fig. 1 for the items that can be selected.

Once the comparables are selected, the system is able to generate the comparison report (Fig. 2).

The reports you design will help you present the information in a manner most usable to your lodge. These reports will help you prepare for contract negotiations, presentations to your public officials, arbitrations, as well as for internal lodge usage. Lodges can subscribe to the information system or have Labor Services create a report. For more information on labor resources that are available to your lodge, please visit www.fop.net or email labor@fop.net.
Given the fact that money doesn’t come with instructions on how to spend and save it wisely, Freddie Mac and the Fraternal Order of Police announce a new financial outreach and education initiative to help FOP members in eight cities improve their financial decision-making skills.

The 56,000 FOP members in Albuquerque, Chicago, Columbus, the District of Columbia, Miami, Pittsburgh, Philadelphia and St. Louis will be encouraged to participate in CreditSmart®, Freddie Mac’s signature instructor-led financial literacy workshops. Peers will be teaching peers important information about credit and credit management, insight into how lenders assess credit histories, and how credit plays a profound role in achieving one’s financial goals, like renting an apartment, buying a car or home, or getting a job.

“Law enforcement is an extremely stressful profession, and anything we can do to ease the burden for our police officers will be beneficial,” said Congresswoman Eleanor Holmes Norton of the District of Columbia. “By giving them the skills to help make wise financial decisions, and perhaps help them achieve their dreams of homeownership, then we are helping them relieve stress in the area of money management. The Freddie Mac/FOP program also bolsters my federal Homebuyer Tax Credit for law enforcement officers and others buying their first home in the District.”

“These workshops are a key way to improve the financial health of our communities,” said Congressman Kendrick B. Meek of Miami. “As a former trooper in the Florida Highway Patrol, I know firsthand the financial difficulties faced by FOP members, especially those like me, who joined the force immediately after college.”

“Freddie Mac puts its mission to expand homeownership first,” said Gene McQuade, president and chief operating officer of Freddie Mac. “Teaming up with the Fraternal Order of Police to make CreditSmart classes available will help more people understand the important role credit has in achieving homeownership. To often police officers can’t afford to live in the communities they serve and have long commutes. It’s better for them, and better for all of us, if they can live closer to their jobs. Financial education can help make a difference.”

McQuade added, “Money doesn’t come with instructions, so it’s vital to learn how to make good financial choices. Freddie Mac is supplying the tools that many of us wish we had earlier in life.”

“Many FOP members are unaware of the devastating impact that impaired credit can have on their financial security and their ability to improve their daily lives,” said Bob Martinez, FOP New Mexico State president and FOP National Freddie Mac Committee chairman. “Without good credit, it is difficult to save money, become a homeowner and accumulate wealth.”

Freddie Mac believes that by educating consumers about smart credit habits and helping them understand the importance of obtaining and maintaining good credit, then they are helping them take the first steps toward homeownership.

Freddie Mac is a stockholder-owned company established by Congress in 1970 to support homeownership and rental housing. Freddie Mac fulfills its mission by purchasing residential mortgages and mortgage-related securities, which it finances primarily by issuing mortgage-related securities and debt instruments in the capital markets. Over the years, Freddie Mac has made home possible for one in six homebuyers and nearly four million renters in America. Visit http://www.freddiemac.com.

Upcoming Training Events

Leadership Matters
Nashville, TN
February 8-10, 2007

Legal Counselors Seminar
Las Vegas, NV
February 22-24, 2007

Labor Council Forum
Las Vegas, NV
February 20-22, 2007

Collective Bargaining Perspective: How To Bargain
Lake Buena Vista, FL (Orlando area)
April 19-22, 2007

Find registration information on the web at www.fop.net.