



GRAND LODGE FRATERNAL ORDER OF POLICE®

NATIONAL HEADQUARTERS, 701 MARRIOTT DR, NASHVILLE, TENNESSEE 37214
1-800-451-2711, 615-399-0900, FAX 615-399-0400

CHUCK CANTERBURY
PRESIDENT
4653 REDWOOD DRIVE
MYRTLE BEACH, SC 29588
843-248-1310
FAX 843-293-5386
EMAIL fopchuck@aol.com

PAT YOES
SECRETARY

Session 6

The National Fraternal Order of Police is now welcoming its fifth generation of officers into its ranks. The newest generations of police officers are culturally very different from the generations that have come before them. Older officers were brought up in a time where it was not unusual to dedicate your life to one career, one employer, one department. The younger generations have been raised during a time of downsizing and recession where it was impressed upon them that they could not count on one employer, or even one profession, to be there for them throughout their working lives. This has greatly changed the way young people view choosing a line of work as well as how they determine their level of commitment or involvement in their jobs or professional organizations.

Given this, the major concerns for new officers center around what *they* can hope to gain from the department, organization, or union above what they can hope to offer. It becomes increasingly important for departments to offer greater benefits and higher pay to attract recruits who have been told all of their lives to try to get as much as they can while they can, and it is similarly important for unions to offer greater incentives to these younger officers to obtain and

maintain their involvement in the union. Offering programs, such as training tracks, that can help them advance their career or education are very attractive to potential recruits and can go a long way toward retaining new officers. If a new officer feels that he or she will have room to advance and grow within the department and within the union, they are more likely to want remain involved.

Labor Unions like ours can get this generation more involved by making clear to them exactly what they can gain through membership. The most essential aspect of this is communication. If an organization does not communicate regularly with its members (or potential members) it can't expect to keep the newer generations interested and active. It is important that we be open to new technology and innovative ways of reaching our membership. Email and other internet resources are fast becoming the primary source of information for the younger generations, and it is an easy and inexpensive method of engaging the membership in an interactive and organic format. To this end, the National Fraternal Order of Police has just launched a new website, www.fop.net, which provides our membership with all of the information they need to know exactly what our organization is about, what we are doing for them, and what they can do to get involved. Our new web site will provide our membership with an up-to-date, easy-to-use interface. Members will be able to update their personal information at the local, state, and national levels. Our members will also be able to sign up to receive e-mail updates addressing specific issues concerning them. In addition, members will be able to sign up for a free fop.net e-mail address. Lodge Secretaries will now be able to conduct lodge business in a

paperless format. Lodge negotiators will be able to determine comparable jurisdictions and draw comparisons between hours, wages, terms and other conditions of employment between similar agencies.

Ultimately this website will include an interactive forum that will provide yet another resource for our members to make sure that their voices are heard which will in turn help our union more effectively respond to the ever-changing needs of our members and enable us to be even more effective in representing our membership and keeping our union strong in the coming years.

