



Phoenix, AZ
Aug 8-11
22nd Annual
Leadership Training

March 2022



WIFLE Online Webinars

Check the Event tab of WIFLEFoundation.org to view details of the two upcoming sessions in March. **Using Rapport Building and Emotional Intelligence** Tue, Mar 15, 2022, 1:00 PM – 2:00 PM, presented by Dr. Jean Kanokogi. **Imposter Syndrome** Tue, Mar 22, 2022 1:00 PM – 2:00 PM, presented by Kristen Scholl, MSW.



Multiple Vacancies

Check USAJobs.gov. Federal law enforcement agencies are hiring in multiple occupations!



The WIFLE Awards & Scholarship Programs Are Open

WIFLE is accepting nominations from Agencies for its Annual Awards Programs. WIFLE is also accepting applications for its Scholarship Programs; e.g. WIFLE Scholarship and WIFLE Members-Only Scholarships. Details, nomination and application forms are at WIFLEFoundation.org.



MESSAGE FROM WIFLE PRESIDENT AND VICE PRESIDENT
Women's History Month 2022

Over the course of U.S. history, women have made an indelible mark on society through our proactive involvement in shaping our cultural norms, ideologies, and perspectives. In honor of their vast achievements, the month of March is designated as “National Women’s History Month.”

This yearly celebration first was established on February 28, 1980, when President Jimmy Carter proclaimed the week of March 2 – 8, as “National Women’s History Week.” The goal was to rightfully acknowledge the vital role of women based on the following historical premise:

“American women of every race, creed and ethnic background helped found and build our Nation in countless recorded and unrecorded ways ... As leaders in public affairs, American women not only worked to secure their own rights of suffrage and equal opportunity but also were principal advocates in the abolitionist, temperance, mental health reform, industrial labor, and social reform movements, as well as the modern civil rights movement.”

In 2022, the National Women’s History theme is, “Women Providing Healing, Promoting Hope,” and honors the countless contributions of women who serve – and continue to serve – as caregivers and frontline workers during the COVID-19 pandemic. We certainly owe these resolute women whose messages of hope and healing continue to sustain us during these unprecedented times.

It is also important to acknowledge the unyielding sacrifices made by our dedicated first responders who have worked alongside our healthcare professionals to render critical support in our various communities. Together, you have not only strengthened our resolve, but you have inspired us to model your dedication and commitment toward ensuring excellence in public service.

As always, we are proud of you – our female law enforcement professionals – for your exceptional leadership and proactive support to keep America’s homeland safe and secure.

Stay safe,



Catherine W. Sanz
President
WIFLE Foundation, Inc.

Jessie L. Lane
Vice President
WIFLE Foundation, Inc.





22nd Annual Leadership Training – August 8-11, 2022

Come to Phoenix, AZ for WIFLE's 22nd Annual Leadership Training. This year's event will be held August 8-11, 2022, at the Renaissance Phoenix (Downtown) Hotel. Our 2022 theme is "**Women in Federal Law Enforcement: Disciplined, Determined and Destined for Excellence.**"

Registration is open; fees will remain at the same low level as last year plus additional savings through the reduced fee period which applies when you register and pay by May 6, 2022. We offer special rates for state, local and tribal police employees as well as a special rate for students in criminal justice programs. Agencies may want to take advantage of WIFLE's group fee if paying for 6 or more registrants with one payment instrument. In addition to the interesting and informative workshops, WIFLE Annual Leadership Training includes the WIFLE Executive Leadership Institute for supervisors and managers, Career Day, the popular Flash Mentoring program, Exhibit Hall, the WIFLE Awards Banquet, and so much more. Also, if you are arriving early, WIFLE will be offering optional pre-training sessions on Monday, August 8. Space is limited for the Monday sessions so, if this fits your schedule, be sure to register before they fill up.



Check the www.wiflefoundation.org for details and registration. We hope to see you in Phoenix!





WIFLE PARTNER NEWS – EXCELSIOR COLLEGE

WIFLE is pleased to announce that Newsweek magazine recently published an article on the Top Online Colleges in America. Excelsior College (a WIFLE partner) is #9 out of 150.

For your information, here is the link to the Newsweek article: <https://www.newsweek.com/americas-best-online-learning-schools-2022>

You can view or share their social media posts directly from the main Excelsior channels. Below are the links for the Newsweek promotion:

LinkedIn Post:

https://www.linkedin.com/posts/excelsior-college_we-are-thrilled-that-newsweek-has-recognized-activity-6894382107955658752-HtOj

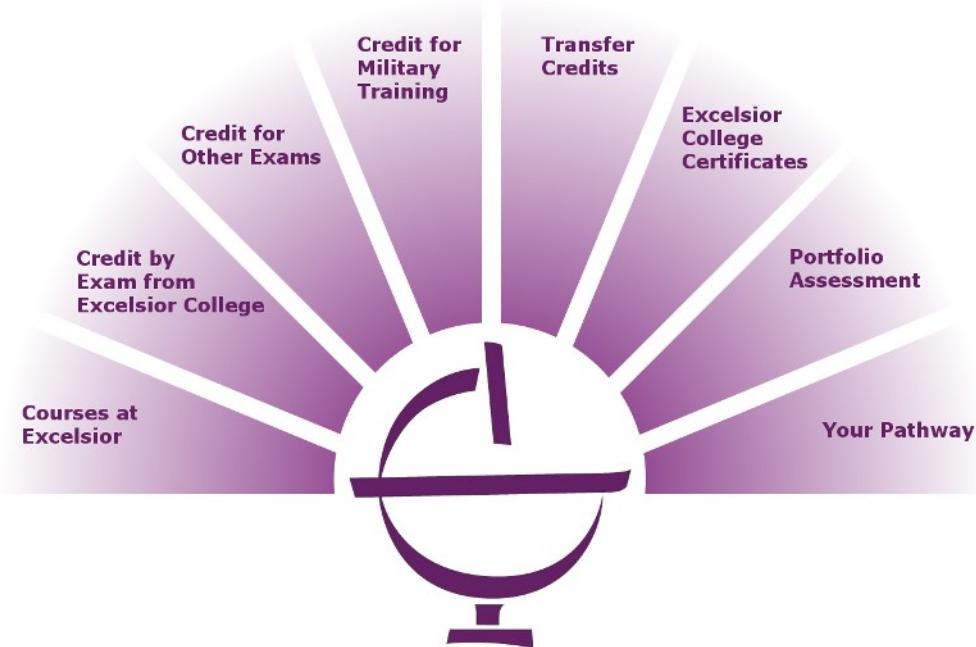
Facebook Post:

<https://www.facebook.com/ExcelsiorCollege/photos/a.160100908392/10159068966353393>

Instagram:

https://www.instagram.com/p/CZcuPl6KXFg/?utm_source=ig_web_copy_link

As a valued WIFLE partner, we hope you will share in Excelsior College's excitement about this ranking!



IT & Cyber Provider of Choice

National Cybersecurity Center of Excellence

Stackable credentials

Flexible credit transfer

Credit for workplace training and certifications



Cyber & IT Training Network

Through our Cyber & IT training network, Excelsior College can provide a one-stop-shop for your organization's cyber and IT training and education needs. The Network provides opportunities for hands-on training and stackable credentials that can be used for both immediate skill attainment and application towards a degree. Courses offered through our Network can be translated into college credit at no cost with Excelsior! Save on your training and tuition reimbursement budgets by turning workplace training into college credit.

Our training network includes:

- Focal Point
- ACI Learning
- Cyber Bytes
- Cyber Security Forum Initiative

Contact Excelsior today and we can introduce you to our Cyber and IT Training Network:
outreach@excelsior.edu



NUTRITION



Inspiring tips for eating well

The pandemic has affected us all in different ways. For many of us, healthy eating has fallen to the wayside. Check out these tips from Kaiser Permanente nutrition experts to get healthy eating back on track.

Healthy baking ideas

Instead of sourdough bread, try your hand at gluten free or vegan baking. Substitutes like coconut or almond flour for white flour or applesauce for oil pack a flavorful and nutritious punch. Find healthy and delicious recipes from Kaiser Permanente clinicians at [KP's Food for Health blog](#).

Visit kp.org/nutrition

Plant-based eating

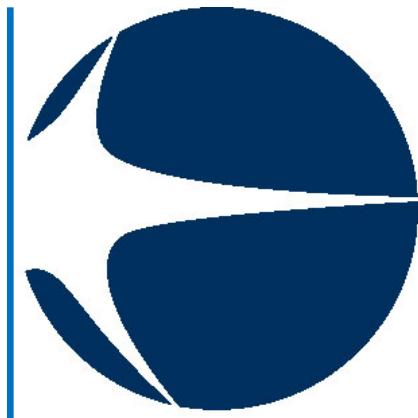
Kaiser Permanente recommends a mostly plant-based diet, which focuses on whole grains, legumes, fruit, and vegetables and limits meat and dairy. Not only is it good for your health, but it's also good for the health of the planet. And with so many options these days, it's easier than ever to eat plant based. Get the information you need to [start a plant-based diet](#).

Watch your beverages

Studies show that over 22% of calories consumed in the US come from sugary or alcoholic beverages. This can lead to weight gain over time and can contribute to conditions like pre-diabetes. Drink water, unsweetened iced teas, or sparkling water. Give your water a kick with a squeeze of fresh lemon or lime, or a small splash of 100% juice.

FEDERAL EMPLOYEE PROTECTIONS: UNIONS VS. FEPLI

What they are, how they're different, and why both are important.



STARR WRIGHT USA

Of the 157 million people actively [employed](#) in the United States, [about 2%](#) of these are civilian federal government employees. For such a specialized group of the American workforce, if you are a federal employee there are some things to be aware of. One is that federal employees work under different conditions and rules than those employed in the private sector.

There are a few good ways to protect your rights as a federal employee. Two popular options are membership in a federal employee labor union, and enrollment in Federal Employee Professional Liability Insurance (FEPLI).

There are a lot of myths out there about both federal employee labor unions and FEPLI. Here, we'll shed some light on the facts.

The basics: What is a union?

A [labor union](#) is an organized group of workers, "formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions." According to the [AFL-CIO](#), unions advocate for consistent, fair, and flexible schedules; wages and benefits that keep up with rising costs of living; job training programs to facilitate career mobility; wellness benefits; paid vacation; and more.

Unions have a constitution and bylaws, and are generally made up of members, an executive board, executive officers, and committees. A single main organization may have several – or even hundreds – of "locals;" smaller sub-groups of the union, broken up by location.

There are many labor unions, and most serve specific groups of workers. For example, the American Postal Workers Union ([APWU](#)), the National Treasury Employees Union ([NTEU](#)), and the more broadly-focused American Federation of Government Employees ([AFGE](#)).

"Labor unions strive to bring economic justice to the workplace and social justice to our nation." – Union Plus

What is FEPLI?

Professional Liability Insurance (the 'PLI' in 'FEPLI') is a type of insurance coverage designed to protect professionals against liabilities that can come from making a mistake in their job. PLI is also called E&O (Errors & Omissions) insurance.

Professional Liability Insurance – and make it Federal

FEPLI is what it sounds like: professional liability insurance designed just for federal employees. It



comes into play when the policyholder experiences an actual or alleged loss related to misconduct or wrongdoing in their federal job. FEPLI can provide access to individual defense counsel and representation, plus financial coverage for liabilities arising out of a covered case.

Like any insurance, you purchase a [policy](#) – a contract outlining the terms and conditions of the insurance coverage. The insurance agencies and carriers work with additional separate groups to provide your services: law firms to provide your legal counsel and defense; and federal employee associations to efficiently gather and share information with employees.

Federal Employee Unions – Then and Now

More than half of federal government jobs today are represented by a labor union. – USA Jobs

Federal employees began unionizing over a century ago. Established in 1917, [NFFE](#) is the first and oldest union founded to represent civil service federal employees in the U.S. Another major federal employee union, [AFGE](#) was formed in 1932. However, these unions did not always look the same. It wasn't until 1962 that public servants could engage in collective bargaining through their organizations. In that year, President Kennedy issued [Executive Order 10988](#), finally allowing this right to federal employees.

Still, it remains true that for public sector employees, the right to unionize is not protected by federal law. Access to join a union varies. According to *USA Jobs*, just over [half of federal government jobs](#) today are represented by a labor union.

Today, unions also provide their members with additional benefits. For example, access to discounts on anything from movie tickets to heating

oil. Many have educational resources, or a reference area dedicated to things such as banking and insurance recommendations.

On reviewing these resources, you'll find that unions often recommend Federal Employee Professional Liability Insurance to their members – another confirmation that the two provide different, yet complementary services.

5 Things to Know About FEPLI and Unions

There are several major differences between labor unions and FEPLI. Understanding them can help you to effectively protect your career and take advantage of the benefits available to you.

1. Unions work for the benefit of the group; FEPLI works for the benefit of the individual.

Labor unions focus on issues that affect all employees. The minimum wage, overtime, unemployment compensation, and much more were enacted thanks to the negotiations of labor unions. These are broad concepts that came about because of – and affected the lives of – countless American workers.

FEPLI can offer access to help with personal legal defense that a union does not. While thousands of federal employees have FEPLI, when you have one of these insurance policies, the representation offered with that policy is *for you alone*. If your claim is covered, you get assistance. That assistance is not dependent on your colleagues, or on any contract between your FEPLI provider and your employer. If provided, your legal counsel advises and defends you according to your own unique needs and situation.

2. Unions bargain for general workers' rights; FEPLI offers legal and financial aid for defense.



Unions advocate for big-picture things that will help all their members, and they watch to ensure that agreements they bargained for are respected. When it comes to personal legal issues at work, your union may ensure your employer follows the rules of engagement. They may even offer some preliminary counsel. But they do not provide individual legal counsel or defense, and they do not pay court or liability costs for you.

FEPLI, on the other hand, is solely an insurance product. The insurance administrators do not engage in collective bargaining, or attempt to make any changes to the workplace. They do not make employment contracts with, or rules for, agency employers. FEPLI helps one federal worker at a time, on different issues. If a covered federal employee is accused of wrongdoing on the job and in need of defense, FEPLI can provide access to legal counsel. That counsel can advise and represent them in many employment matters, be it a federal investigation into the employees' compliance history, a public lawsuit for infringement of rights, threatened termination, and more.

3. Many can benefit from union actions. FEPLI is limited to the policyholder.

Unions naturally encourage membership, and members do receive heightened benefits. Still, non-members cannot be excluded from the positive outcomes of union bargaining. If an employee chooses not to be an official member of their union, they are still entitled to representation. And they still benefit from the agreements made in favor of employees by union representatives.

To receive defense services from FEPLI, you must have an active policy. Insurance services cannot be shared or transferred, and must be active before an incident occurs to cover that incident. It is important to carry your own policy and renew it regularly to ensure that you are covered if a situation should arise.

4. Every federal worker can have FEPLI – but not everyone can join a union.

FEPLI is available for any civilian federal employee. Your role within an agency as a manager, supervisor, rank-and-file, or other employee type does not change your eligibility. The classification of your work, or the state you live in do not change your eligibility. If you are an employee of the United States federal government, you may enroll in FEPLI.

Union membership is a bit more complicated. For federal employees, eligibility to unionize can vary. Several categories of employee are excluded altogether. Managers and supervisors may not join unions, as this can create a conflict of interest. Confidential employees, employees engaged in national security work, employees engaged in audit functions, and those in personnel are also among those who are prohibited.

5. Neither is required. One could be reimbursed.

You can choose not to be a member in your union. You can choose not to have an FEPLI policy. There is no requirement that you do either – it's your own personal decision. If you do opt for one or both, there are annual costs associated with each which you must pay out of pocket.

When it comes to FEPLI, you may qualify for a reimbursement. Federal agencies are legally required to reimburse qualified employees up to 50% or \$150 of the cost of their FEPLI premium each year. There is no federal reimbursement for employee union dues.

Caring For Your Federal Career

Ultimately, your career is what you as an individual do to support your lifestyle, and that of your family. It is what you have worked hard to build. It's an American ideal to protect your rights as a worker and hold on to what you've toiled for. And that's exactly why both unions and Federal Employee Professional Liability Insurance exist today. Thanks to those who came before us, each of these was created to serve important purposes, and they

complement each other well.

Your work is important – and valued. As you navigate the complexities of the federal workforce, remember that you have advocates. FEPLI and federal employee unions are your specialized support system, ready for you to reach out.

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MARIST

PARTNERS IN EDUCATION

As a way of saying “thank you” to our members, WIFLE is continuing our academic partnership with Marist College. The partnership offers special tuition pricing for all members and their immediate family.



50% TUITION DISCOUNT

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25% TUITION DISCOUNT

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FLEXIBLE OPTIONS

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Tuition Rate:

- ▶ Proof of Wifle Membership
- ▶ 22 years of Age or Older Upon Admission
- ▶ Apply Through Graduate Admission or Adult Undergraduate Admission
- ▶ Final Determination of Eligibility Is Made by Marist College

For More Information Contact:

Van Riley / Senior Assistant Director
(845) 575-3981

Van.Riley@marist.edu

Or complete our inquiry form at: think.marist.edu/inquiryform
All contact information provided is confidential.

Visit Us Online

A complete list of upcoming open house events and virtual information sessions at marist.edu/rsvp.

CONTACT

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UPCOMING EVENTS

The best way to find out about our programs is to attend an open house or virtual information session!
 Visit our website and RSVP.



Scan to see upcoming events.



Your Federal Benefits Explained

by Sandra K. Harman
President, Harman & Associates, Inc.

THRIFT SAVINGS PROGRAM (TSP) OUTSIDE INVESTMENT WINDOW COMING SOON

The Thrift Savings Board will be announcing the details of an investment “window” which will allow account holders to put money in outside mutual funds.

The proposed rules were published in The Federal Register on January 26, 2022, with a 60-day comment period. The investment “window” is expected to launch mid 2022 as part of the IT upgrade.

The law authorizing the outside investment window requires that all added costs of investments through the window be borne by those who use it. (There will also be additional fees charged by the mutual fund company.) The TSP’s fees will be a \$95 annual maintenance fee, a \$28.75 fee per trade, and an annual fee designed to guarantee that the availability of the outside investment window will not indirectly increase the share of TSP administrative expenses borne by participants who choose not to use the outside investment window. Originally the fee will be \$55, then reevaluated every three years and adjusted.

There will be restrictions on the use of the outside investment window: First, the minimum initial transfer will be \$10,000 and a limit of 25% of the person’s total account balance to be invested through the window. The 25% maximum would apply to any further investments through the window. Second, the money cannot go directly into a mutual fund, it must first go into a money market fund then it would be moved at the account holder’s direction into one or more mutual funds (of the thousands that could be available). Third, transfers into or out of the mutual funds will count against the maximum of two interfund transfers allowed per month, additional transfers may only move money into the G fund.

New mutual fund investments cannot be made directly into a mutual fund but would be invested in the TSP then transferred into a money market account then transferred to the mutual fund. Further, withdrawals cannot be taken directly from a mutual fund but would have to be transferred into TSP funds.

Finally, any account holder using the outside investment window would be required to sign an acknowledgement of risk stating that the investment is made at the participant’s own risk, that the participant is not protected by the government against any loss on the investment, and that a rate of return is not guaranteed by the government.

The IT changes will be broken into two sectors: Digital tools and streamlined processes.



Digital Tools

Mobile app – The official TSP app will provide on-the-go access to your TSP account and will create a mode for two-way conversations with TSP. It will also allow you to log-in to My Account using the identification software on your mobile device, such as fingerprint access and facial recognition which adds an extra level of security.

Virtual Assistant – Once you log into My Account via the web or mobile app, you'll have 24-hour access to an Interactive Assistant for information and automated support when you need help. The Virtual Assistant is powered by artificial intelligence technology and will transfer you to a ThriftLine Representative during business hours, if needed.

Live Agent Chat – The online chat function will connect you to a live ThriftLine Representative for personalized support during business hours. Simply log into My Account with your credentials and you will have access to the chat.

Streamlined Processes

The following new features will reduce paperwork processing and will give you more control over managing your account.

Electronic Signature – You will be able to complete many transactions online by providing your e-signature which is secure and legally binding.

Rollover Assistance – If you want to move retirement money into the TSP, you will have a streamlined process and will be able to scan your rollover check with your mobile device.

Electronic Payment Options – You will be able to make electronic transfers for loan payments and payoffs, including payments after you have separated from federal employment and disbursement from your account.

Secure Participant Mailbox – You will get personalized communications like statements and transaction notices directly in your new My Account inbox.

📞 (410) 795-9296 📩 helpdesk@sharmansite.com

HSI S. HARMAN & ASSOCIATES, INC.

S. Harman & Associates, Inc. Announces New Virtual Seminars:

- ◆ [Virtual 2-Day FERS Retirement Planning Seminar - March 1-2, 2022](#)
- ◆ [Virtual 1-Day CSRS/CSRS Offset Retirement Planning Seminar - April 7, 2022](#)
- ◆ [Virtual 1-Day FERS Retirement Planning Seminar - August 2, 2022](#)

GEHA

GEHA WELLNESS TIP: AGING GRACEFULLY
Lindsay Martin, MS, RDN, LDN

While dreading some wrinkles and sagging isn't uncommon, there's so much more to aging well. Aging gracefully isn't about trying to look like a 20-something, it's about living your best life and having the physical and mental health to enjoy it. Like a bottle of wine, you can get better with age with the right self-care. Here are some tips to help you live your best, youthful life from the inside out.

Pamper Your Skin



Your skin is your body's largest organ. If you treat it with care, it can better protect your body from the elements, regulate your body temperature, and provide sensation. To keep it looking and functioning at its best:

- Wear sunscreen and protective clothing when outside.
- Get yearly skin cancer screenings, or as needed.
- Choose products for anti-aging skin care routine, like moisturizers with skin protection
- Eat plenty of fruits and vegetables daily to get plenty of needed vitamins and minerals like vitamin E.

Exercise is Key

Regular exercise significantly lowers your risk of

diseases, such as heart disease and cancer, and helps you retain your mobility longer. I always say, if you don't use it, you'll lose it. Exercise also lowers stress and improves sleep, skin and bone health, and mood.

The ACSM and CDC recommends that adults do at least 150 minutes of moderate-intensity aerobic activity every week and 2 times per week having muscle strengthening activities that involve all major muscle groups.

The MIND Diet

Healthy foods are the way to go when it comes to aging gracefully. The National Institute on Aging recommends that you eat: The MIND diet or Mediterranean-DASH Intervention for Neurodegenerative Delay diet, which focuses on plant-based foods linked to dementia prevention. It encourages eating from all food groups:

- Leafy green vegetables, at least 6 servings/week
- Other vegetables, at least 1 serving/day
- Berries, at least 2 servings/week
- Whole grains, at least 3 servings/day
- Fish, 1 serving/week
- Poultry, 2 servings/week
- Beans, 3 servings/week



- Nuts, 5 servings/week
- Wine, 0-1 glass/day*
- Olive oil

The MIND diet limits servings of processed foods, red meat, sweets, cheese, butter/margarine and fast/fried food.

**Be careful about how much alcohol you drink. How the body handles alcohol can change with age.*

Mental Health Matters

Being happy and keeping your stress down goes a long way in helping you live and age well.

To keep your mood elevated:

- Spend time with friends and loved ones. Meaningful relationships and a strong social network improve mental and physical well-being and longevity. Also, having a pet has been linked to lower stress and blood pressure, reduced loneliness, and better moods.
- Accept your age. There is evidence that people who maintain a positive attitude about aging will live longer and may recover better from a disability or illness. Aging is inevitable and learning to embrace it can make all the difference.
- Taking the time to engage in activities you enjoy will only fuel your happiness. Spend time in nature, pursue a new hobby, volunteer, spend time with family and friends- anything that brings you happiness!

Control Stress

The effects of stress on your body are vast, ranging from premature aging and wrinkles to a higher risk of heart disease. Although we can't always control stress in our lives, we can help how we cope with stress. There are several proven ways to relieve stress, like relaxation techniques, such as meditation, breathing exercises, and yoga, exercising, getting

adequate sleep, talking to a friend or journaling.

Limit Tobacco and Alcohol Consumption

Smoking and alcohol have both been shown to cause premature aging and increase the risk of disease. Quitting smoking or other tobacco products, isn't easy, but there are resources available to help you quit. Speak to a doctor about how to quit. As for alcohol, limit your intake to the recommended amount to avoid health risks. That's one drink per day for women and two drinks per day for men.

Get Enough Sleep

According to the NIA, good sleep is important for your physical and mental health. It also plays a role in your skin's health. The amount of sleep each night depends on your age. Adults over 18 should aim for 7-9 hours of sleep every night. Getting enough sleep has been proven to:

- Lower the risk of heart disease and stroke
- Reduce stress and depression and anxiety
- Lower the risk of obesity
- Improve focus and concentration
- Decrease memory problems or be forgetful

Hobbies

Finding new and meaningful hobbies can help you maintain a sense of purpose and keep you engaged throughout the course of your life. Evidence shows that people who engage in hobbies and social activities are happier, experience less depression, and live longer. It also can help slow cognitive decline according to National Institute of Aging.

Stay Hydrated

Drinking enough water or calorie free beverages, helps keep you regular and improves your energy levels and brain function. Coincidentally, it's also been proven to help keep skin healthier and reduce signs of aging according to NIA. How much water



each day depends on thirst, activity levels, how often you urinate and move your bowels, overall health and conditions, gender and body size.

For adults, the general recommendation of water from The U.S. National Academies of Sciences, Engineering, and Medicine is about: 11.5 cups (2.7 liters) a day for women, 15.5 cups (3.7 liters) a day for men. You get an average of 20 percent of your water from foods as well which can count.

If you're looking for more information about our plans or wellness resources, visit GEHA.com.

References (enter/type into your browser):

<https://www.nia.nih.gov/>

<https://www.nia.nih.gov/health/cognitive-health-and-older-adults>

<https://www.nia.nih.gov/health/good-nights-sleep>

<https://www.eatright.org/food/nutrition/healthy-eating/how-much-water-do-you-need>

<https://www.nia.nih.gov/health/what-do-we-know-about-diet-and-prevention-alzheimers-disease>

<https://www.nationalacademies.org/our-work/dietary-reference-intakes-for-electrolytes-and-water>

<https://www.acsm.org/education-resources/trending-topics-resources/physical-activity-guidelines>

GEHA WELLNESS TIP: JUMPSTART YOUR METABOLISM

Lindsay Martin, MS, RDN, LDN

“How do I boost my metabolism?” Isn’t that something most people ask themselves? How fast your body burns calories depends on several things though. Some people inherit a speedy metabolism (lucky, right)? Men tend to burn more calories than women, even while resting, since they typically have more muscle mass than women. But for most people, metabolism slows down after the age of 40 or so. Although you can't control your age, gender, or genetics, there are other ways to improve your metabolism, even if it is slightly (every little bit can help, right?). First, let's understand that your metabolism is made up of a few components:

- Your basal metabolic rate (BMR), is the calories you burn just to stay alive. Your body can do amazing things to keep you alive and functioning! It's always hard at work doing things like, aiding you to breathe, pumping blood to and from your heart, etc. so you're always burning calories. Your BMR accounts for approximately 70-80 percent of the calories you burn and it's highly variable from person to person. The BMR can vary depending on age, gender, genetics, hormones and your muscle mass.
- The thermic effect of food (TEF) is basically the calories you burn digesting food. This process accounts for about 10 percent of the calories you burn.
- Non-exercise activity thermogenesis (NEAT) is calories we burn through non-sports activities like cleaning, gardening, walking upstairs, or even

laundry. These activities account for 10-20 percent of the calories you burn, some studies show this could be about 100 to 700 calories used daily. Imagine how this can impact us if we got a few more steps in our day.

- Exercise activity thermogenesis is intentional physical activity, where the calories you burn when you're sweating. Going for a power walk or run would count as physical activity. As you can see, physical activity can account for about 5-10 percent of your metabolism, though together with NEAT, can add up to about 30 percent of your calorie burn.

Now, what else can you do to help rev your metabolism? Building more muscle can work towards building a higher metabolism. Your body constantly burns calories, even when you're doing nothing. This resting metabolic rate (RMR) is much higher in people with more muscle. Every pound of muscle uses about 6 calories a day just to sustain itself, while each pound of fat burns only 2 calories daily according to the National Council on Strength and Fitness. That small difference can add up over time. After a session of strength training, muscles are activated all over your body, raising your average daily metabolic rate. So, don't be afraid to lift heavy to really start to build more muscle.

If your go-to exercises are more aerobic (cardio) exercises, it may not build big muscles, but it can rev up your metabolism in the hours after a workout, helping to burn 25-30% more calories than other forms of exercise in some studies. The key is to push yourself and high-intensity interval training (HIIT) which delivers a bigger, longer rise in resting metabolic rate than low- or moderate-intensity workouts. To maximize the benefits, try a more intense class at the gym or include short bursts of sprints during your jog around the block. HIIT exercises are proven to raise more endorphin production for a feel-good mood throughout your

day as well according to a study at University of Turku.

The ACSM and CDC recommend that adults do at least 150 minutes of moderate- intensity aerobic activity every week and 2 times per week muscle strengthening activities that involve all major muscle groups.

Experts say our meals are just as important, if not more important than exercise—it's true! There are things we can eat and drink that can support an increase in metabolic rate as well. Like protein for starters. Your body burns more calories digesting



protein than it does eating fat or carbohydrates according to some studies and it can help you eat less since protein can help you feel fuller longer. Some good sources of protein include lean beef, turkey, fish, white meat chicken, tofu, nuts, beans, eggs, and low-fat dairy products. We can rev up our metabolism even more by adding some chopped red or green chili pepper. So, spice up your dishes when you can and then don't forget to wash it down with plenty of water. In one study, adults who drank eight or more glasses of water a day burned more calories than those who drank only four glasses. Keeping hydrated is key and we also can get water through the foods we eat, especially fruits and vegetables.

Even adding in no calorie beverages like tea or coffee can count as part of getting your hydration in, but also give you the caffeine stimulation to help you feel less tired and even increase your endurance and metabolic rate while you exercise. Drink in moderation of no more than 400 mg of caffeine each day according to FDA recommendations.



Not skipping meals and getting adequate and balanced snacks in between meals can help as well. When you eat large meals with many hours in between, your metabolism slows down between meals since it's not digesting anything (remember the TEF?). Having a small meal or snack every 3 to 4 hours keeps your metabolism cranking, so you burn more calories over the course of a day. Several studies have also shown that people who snack regularly eat less at mealtime. Which means we should try to apply balanced eating patterns as opposed to a “diet” approach that can sometimes backfire, since you can lose muscle, in turn can slow down your metabolism. The result is the body burns fewer calories and gains weight faster than before the diet. Try eating balanced diet that follows the MyPlate recommendations to be sure not to eliminate food groups.

As you can tell, there really isn't any simple solution to a faster metabolism but having an overall healthy eating pattern and exercise routine has shown to give the most benefits for prevention and overall health.

If you're looking for more information about our plans or wellness resources, visit GEHA.com.

References (Enter/type into browser):

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www.choosemyplate.gov

<https://www.betterhealth.vic.gov.au/health/conditionsandtreatments/metabolism>



WHEN CAN MY AGENCY REQUIRE ME TO SUBMIT TO A FITNESS-FOR-DUTY EXAMINATION?

By [Peter J. Jeffrey](#), Esq., Member, [The Jeffrey Law Group, PLLC](#)



Under certain circumstances, your agency may require you to submit to a fitness-for-duty examination to determine whether you are physically or psychologically able to perform your job duties. For example, if you have taken leave under the Family and Medical Leave Act (FMLA) for a serious illness or injury, your agency may require you to undergo a fitness-for-duty examination before allowing you to return to work. *See 29 CFR § 825.312(a).* In this instance, your agency may only seek a fitness-for-duty certification regarding the illness or injury that led to your need to invoke FMLA. *See 29 CFR § 825.312(b).* Unfortunately, the cost of this certification in this instance must be paid by you, and you are not entitled to be paid for your time to obtain the certification. *See 29 CFR § 825.312(c).*

Your agency may also require you to submit to medical examination if you occupy a position that has medical standards and/or physical requirements (ex., a Law Enforcement Officer (LEO) position). *See 5 C.F.R. § 339.301(b).* Specifically, when your position has medical standards and/or physical requirements, and is covered by a medical evaluation program, your agency may require you to report to a medical examination: “on a regular, recurring periodic basis . . .” or “whenever the agency has a reasonable belief, based on objective evidence” that there is a question about your continued capacity to meet the physical requirements of your position. *5 C.F.R. § 339.301(b)(2)&(3).* Your agency may also require you to report for a medical examination if you apply for continuation of pay under the Federal Employees’ Compensation Act (FECA). *See 5 C.F.R. § 339.301(b).* Last, your agency may require you to undergo a psychiatric examination when there is no physical explanation for your behavior or actions that may adversely affect your safety or the safety of others or is part of the medical standards for your position. *See 5 C.F.R. § 339.301(e).*

As set forth in the U.S. Equal Employment Opportunity Commission’s (EEOC) implementing regulations for the American Disabilities Act (ADA), your agency may only require a medical examination if it is job-related and consistent with business necessity. *29 CFR 1630.14 (c).* It is your agency’s burden to demonstrate that a request for an exam is job-related and consistent with business necessity. *Snowden v. Department of Veterans Affairs*, EEOC No. 0120083032 (EEOC OFO 2011). However, the right to refuse your agency’s instruction is limited and rare. *See Pedeleose v. Dept. of Defense and OPM*, 2009 MSPB 16 (Feb. 12, 2009)(*Pedeleose II*). In general, you must follow your supervisor’s instructions and challenge any improprieties as to that instruction after you have complied with the instruction. *See id.* (“obey now, grieve later” rule). Failure to report to a fitness-for-duty examination may result in your removal for failure to obey a direct order. *See Patrick N. Sweeney, v. Dep’t of Homeland Security*, 107 LRP 52722 (Fed. Cir. 2007).

The information contained in this article is of a general nature and is subject to change; it is not meant to serve as legal advice in any particular situation. For specific legal advice, the authors recommend you consult a licensed attorney who is knowledgeable about the area of law in question.



THOMSON REUTERS[®] Special Services, LLC

THE SUPER BOWL: GRID IRON DREAMS, HUMAN TRAFFICKING NIGHTMARES

By James A. Dinkins, President of Thomson Reuters Special Services

Former Head of Homeland Security Investigations, Department of Homeland Security

The Super Bowl means big money for the game's host cities, and this year was no exception. According to a recent report by Micromics Economic Research and Consulting, Super Bowl LVI was expected to bring in an estimated \$477.5 million to the economy in and around Los Angeles in February. Large sporting events also mean big profits for human traffickers and global criminal organizations. It's estimated that up to 66% of the global profits from human trafficking (approximately \$150 billion USD) come from sexual exploitation and major sporting events are their "Super Bowls".

The Super Bowl is more than an opportunity for traffickers – it is also one for the law enforcement teams dedicated to stopping them and rescuing the human trafficking victims. As the sports teams, and criminals, geared up for their big game so did the law enforcement community. Federal and local officials planned for months on how to catch both the traffickers and the customers who were coming for more than just the game. Many in law enforcement typically view these events as a perfect storm because the crimes are so centralized in terms of time and location. As an example, in 2019, officials arrested 58 people in a sex trafficking sting operation during the NCAA Men's Tournament Final Four in Minneapolis. As a result of the sting, 28 people, including one minor, were assisted.

In the last several years, there has been a significant increase in law enforcement and community-based initiatives to target and prevent human trafficking around the Super Bowl and other large events. Increasingly, public-private partnerships are helping to stem the tide of these heinous events. For the Super Bowl, law enforcement works with organizations such as the NFL Super Bowl Host Committee, nonprofits, hotels, truck stops, and financial institutions to enlist their aid in finding patterns that point to trafficking. For example, financial institutions have put their financial intelligence and anti-money laundering capabilities to work to identify suspicious financial activity and alerting law enforcement via Suspicious Activity Reports (SARS).

Law enforcement also depends on companies working to empower data for good as a force multiplier. In 2020, Thomson Reuters Special Services partnered with federal, state, and local law enforcement to help them investigate human trafficking crimes in Miami during the Super Bowl. Law enforcement teams were able to leverage technology, data, and data scientists to arrest 47 criminals and rescue 22 victims. In January, one of the traffickers arrested in Miami was recently sentenced to 25 years in federal prison for sex trafficking. The man was convicted in October 2021 of coercing two women and a girl into commercial sex during Super Bowl LIV.

Regarding the recently sentenced trafficker, the Department of Justice noted, "additional evidence showed that after the Super Bowl in Miami, [he] planned to take the victims to Chicago, Illinois (during the NBA All



-Star Game), New Orleans, Louisiana (during Mardi Gras), Las Vegas, Nevada, and other places to further sexually exploit them.”

In January, the Department of Homeland Security observed National Human Trafficking Prevention and Awareness Month. The occasion reinforced that human trafficking isn’t just a problem during the Super Bowl or during the awareness month of January. While human trafficking intensifies around large sporting events, concerts, and conventions, leading to an increase in the purchase of adults and children for commercial sex, it is an everyday problem that takes place in large and small communities throughout the United States and around the globe. In 2021, the National Center for Missing and Exploited Children received more than 17,200 reports of possible child sex trafficking. These are our fellow humans, real people and children at risk. It’s crucial that we raise awareness of the issue and make every effort to stop this crime against humanity.

To our partners in law enforcement, I want to say thank you for all you do to identify human trafficking indicators, investigate, and arrest the perpetrators of these horrible crimes – and thank you for all you do to find, rescue, and support their victims.

About Thomson Reuters Special Services

Based in McLean, Virginia, Thomson Reuters Special Services (TRSS) delivers creative, data-driven solutions for U.S. federal government, commercial, and international clients. Our clients operate in rapidly changing, high-stakes environments and rely on TRSS to support missions that have significant impact to national security, public safety, and corporations. We partner with clients to mitigate supply chain risk, combat human rights crimes, perform deep due diligence, uncover large-scale financial crimes, address security threats, support criminal investigations, and more. Together, we empower data for good.



FEDERAL RETIREMENT QUESTIONS AND ANSWERS

By Tammy Flanagan, Principal, Retire Federal

Every issue of the WIFLE newsletter will provide answers to your retirement questions. Send your questions to Tammy@retirefederal.com and be sure to add “WIFLE Newsletter” to the subject line to be sure your question gets answered in the next issue!

I retired at the end of July 2021. OPM received the packet August 28, 2021. The packet has been with an OPM Retirement specialist since October 18, 2021. I have received interim pay starting October 01. My question is how long does it have to stay with an OPM specialist before I should start to be concerned and contact my elected representative or the Inspector General at OPM?



Unfortunately, retirements continue to be backlogged at OPM. I've been seeing claims take an average of 6 months to process. You are at that point, so hopefully it should be soon, but since this is Feb 3, you must not have received your full annuity in the bank on the 1st.

Have you checked the status on <https://www.servicesonline.opm.gov/>? Generally, OPM will post the status of your claim there. I just talked to a man today who retired July 31st and OPM left off 1/2 of his service from the computation of his benefit and was told it would take 3 - 6 more months to fix it!! Be sure to check the amounts from OPM and, if they don't look right, I can help you verify and get it fixed if you need help. Hopefully everything will go smoothly, but you never know! I've seen a lot more problems than usual in the past year.

This retiree received his first regular FERS retirement payment on March 1st and, during the time he was waiting, OPM had sent him interim retirement payments for August, September, October, November, December and January that totaled \$14,868. At the end of February, OPM deposited an additional \$7,035 in the bank that was the amount of retroactive retirement he was due after subtracting the withholdings for health and life insurance and taxes from his payments.

I am retiring from the federal government at the end of June. I'm looking for somebody who can check the work done by my HR office. What I'm seeking is somebody that can audit my HR department's work. I'm not accusing anyone of anything, but the potential to monkey-wrench my retirement is real. I need somebody to check their work to make sure I don't get cheated either accidentally or intentionally.

I understand your concerns as you want to be sure that the agency "estimate" of your retirement is accurate and you are aware that the Office of Personnel Management has the final responsibility and authority for determining your retirement eligibility and computation of your FERS retirement benefit. Here are some things you can do to ensure the estimate is accurate:

1. Look at the portion of the estimate that shows the data used to compute the benefit. Is it accurate? Look at the service computation date, date of retirement, sick leave balance, etc. If these are off, then the estimate will also be inaccurate.
2. Is all of your federal service creditable? This is the most common issue when it comes to errors in the calculation. If you have performed active duty military service, it is necessary to pay the military service deposit in order to credit this time. In some cases, you may have more than one period of active duty. Your civilian service is creditable if it was covered by FERS contributions. If you performed temporary service or seasonal federal employment after 1988 that didn't have FERS deductions withheld from your salary, this service cannot be used towards eligibility or calculation of your retirement benefit. If such service was prior to 1989, you can make a deposit for this service using [Standard Form 3108](#). If you have a break in your civilian service and took a refund of FERS contributions, this money with interest must be repaid in order to compute this service in your FERS retirement. Without a redeposit, this will only be used towards eligibility.
3. It is important to estimate the federal and state taxes that will be due on your retirement income. Most agency estimates underestimate federal tax withholding and do not mention state



income taxes (there are some states with no state income tax or some that exempt your retirement from state tax). You can use the [IRS federal tax estimator](#) to get a better idea of federal tax on your retirement income.

4. If you are married, does the estimate show a reduction for spousal survivor benefits? This can reduce your retirement by 10 percent for the maximum survivor benefit of 50 percent of your unreduced retirement payable to a surviving spouse or 5 percent for a partial survivor benefit of 25 percent of your unreduced FERS benefit.
5. If you have been divorced, does your divorce decree or court order award retirement or survivor benefits - or both - to your former spouse? Be sure to factor this into your estimate.

My husband was covered under FERS for 4 years at the time he passed away. He also had 30+ years of military service (did not elect SBP for his military retirement). Am I able to make the military service creditable in my survivor benefit if I pay a deposit for his military service? This would give me a survivor's benefit based on more than 34 years of service rather than only 4.

As a surviving spouse, if a FERS employee dies, recurring monthly payments may be made to the surviving spouse if the deceased employee completed at least 10 years of creditable service (18 months of which must be civilian service). In addition, there is a Basic Employee Death Benefit, which is equal to 50% of the employee's final salary (average salary, if higher), plus \$37,055.54 (2022 rate) for deaths after December 1, 2021 as long as the employee had at least 18 months of creditable service.

To qualify for the monthly benefit, the surviving spouse must have been married to the employee for at least nine months and if the death occurred before nine months, a survivor annuity may still be payable if the employee's death was accidental, or there was a child born of the marriage. Survivors of employees who were military retirees may receive credit for creditable military service even though, at the time of death, the employee had not waived his or her military retired pay. For example, assume a deceased employee had 10 years of Federal civilian service under FERS and 5 years of post-1956 military service for which a deposit is owed but not paid. If the surviving spouse elects not to make the military deposit, the survivor annuity will be computed based on 10 years of service. If the survivor makes the deposit, the survivor annuity will be computed based on 15 years of service. The amount of the deposit for credit is 3 percent of the deceased employee's military basic pay plus interest, if the service is credited under FERS rules. However, if military service interrupts civilian service after August 1, 1990, different deposit rules may apply. Use the Standard Form 3104 to apply for death benefits under FERS.

Tammy Flanagan is a federal retirement benefits subject matter expert who has been helping federal employees plan for retirement for more than 35 years. She has a special interest in federal law enforcement retirement benefits as she was employed in the Retirement Office of the Federal Bureau of Investigation in the 1980's and she is married to a retired federal officer. You can find out more about individual retirement counseling at retirefederal.com.

STAY UPDATED ON THE LATEST RETIREMENT NEWS!

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TOP 10 CASES IMPACTING THE FEDERAL WORKFORCE

On the latest [FEDtalk](#) podcast a roundtable of Shaw Bransford & Roth attorneys go through the [top 10 cases impacting the federal workforce in 2021](#). The attorneys author weekly case law updates in the [FEDmanager](#) and [FEDagent](#) newsletters.

Number 10—*Miranne v. Navy*

Think before you hit send. In this non-precedential case, the Federal Circuit affirmed an important concept to remember: a federal employee can be fired for the content of one e-mail, if that e-mail is sufficiently disrespectful.

Number 9—*Frasier v. Evans*

Qualified Immunity remains a strong legal defense for federal employees in *Bivens* cases. The Supreme Court declined to review a Tenth Circuit decision holding an individual police officer's actual awareness of a person's rights is not relevant to the Qualified Immunity analysis.

Number 8—*Lombardo v. City of St. Louis*

For the federal law enforcement workforce, the scope of force allowed depends on the facts of each individual case. The Supreme Court knocked down a "per se," categorical rule that excessive force is constitutional if an individual is resisting officers.

Number 7—*Beck v. Navy*

Discriminating against a person for their rank in the military may violate Uniformed Services

Employment and Reemployment Rights Act (USERRA).

Number 6—*Braun v. HHS (Rehearing)*

Agencies have long enjoyed flexibility in deciding whether to use misconduct or performance removal procedures when removing employees for performance issues. But in *Braun*, the Federal Circuit drew a line at "routine performance deficiencies" at which performance policies should be used to address performance concerns.

Number 5—*DiCocco v. Garland*

Whether the Age Discrimination in Employment Act (ADEA) allows for a "disparate-impact" cause of action for the federal workforce is ripe for Supreme Court review. The Fourth Circuit created a split among the federal appeals courts, by finding that federal employees do not have a disparate-impact cause of action against their federal employers under the ADEA.

Number 4—*Egbert v. Boule*

Bivens remains the law of the land. The Supreme Court declined the opportunity to reconsider *Bivens*,



allowing personal lawsuits against federal employees for allegedly violating people's constitutional rights to continue.

Number 3—Vestal v. Treasury

Ask permission before doing something that could violate agency policy. The Federal Circuit affirmed an Internal Revenue Service (IRS) employee's removal for intentionally giving taxpayer information to her attorney, even though the employee did not think doing so would violate agency policy.

Number 2—Rodriguez v. Veterans Affairs

The Department of Veterans Affairs' (VA) implementation of the newest version of its accountability law, including its "substantial evidence" standard, is no more.

Number 1—Santos v. NASA

The Federal Circuit recognized a long-ignored element of proof imposed on agencies in post-performance improvement plan (PIP) performance termination appeals: federal agencies must prove that employees deserved to be put on a PIP in the first place.

You can stream the show online anytime via the [Federal News Network](#) app and listen to the FEDtalk on all major podcasting platforms. FEDtalk is a live talk show produced by [Shaw Bransford & Roth P.C.](#), a federal employment law firm.



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FEDmanager, which began as the first e-newsletter for federal managers and executives in 1998, goes out to over 58,000 subscribers every Tuesday.

FEDagent, which has been sharing content for federal law enforcement and homeland security professionals since 2002, goes out to an additional 58,000 unique subscribers every Thursday.

WITH INCENTIVES AND REWARDS, WE CAN HELP YOU REACH YOUR GOALS.



Proudly supporting Women In Federal Law Enforcement and the health of federal employees, retirees and their families.





By June Werdlow Rogers, PhD
Retired DEA SAC

REFORM REQUIRES REFLECTION

Lately, I have been thinking about what can be done about the crisis law enforcement is facing. Many are departing the profession while fewer are interested in pursuing a career in policing. Until our reputation, particularly

regarding excessive force is improved, things will likely get worse. Such a big problem poses challenges about where to seek solutions.

From the outside, movements such as “defund the police,” and a complete ban on no-knock warrants are lauded as solutions. These types of “all or nothing” approaches can be counterproductive to operations, and administrative Band-Aids are not permanent fixes. Besides, the answer to law enforcement reform must come from within, not outside of our ranks.

Effort must be put to problem-solving areas within our purview to change – namely us. I recognize there may be hesitancy in accepting that individual officers bear responsibility for the manner in which the profession is viewed. But just consider the many situations caught-on-tape. A recent controversy surrounds officers responding to a fight. In this widely publicized [video clip](#), police encounter two males fighting, one White and one Black. Officers pull the White teen away permitting him to sit, while they wrestle the Black teen to the ground, and kneel on him. Yes, this looks bad, including the poor tactical move with officers’ positioning their backs to a combatant.

Situations like the one described of racial bias by law enforcement may have escaped public scrutiny until cell phones became cameras. The field of law enforcement has been and will continue to be exposed. But even before these caught-on-tape moments, such conduct often took place in full view of other officers, even if unnoticed. Is this due to indifference, loyalty, or something else? Experts suggest the answer lies in attitudes attributed to unconscious bias often rooted in stereotypical thinking and experiences. If this is true, the way to reform policing means addressing how officers *really* see people.

The effort underway to reduce adverse actions based on unconscious bias has been ongoing for many industries such as higher education. Law enforcement is rather late to implicit bias training. (This is not at all surprising given that for years, I witnessed hostility directed at beleaguered Equal Employment Officers simply for explaining rights and law). While late, it’s not too late. Still, it does not matter how much implicit bias training an agency presents if individual officers are unwilling to recognize a need and embrace it.

So where are you on this? And where do you want to go?

Reflect on how you can change. When every individual officer strives and works to become aware of their biases and addresses them, the law enforcement profession will be reformed, and for the better.

MARCH 2022

QUARTERLY e - NEWS



PRESENTING SPONSOR VERITY A COALITION FOR VEHICLE EQUITY RULES NOW IN TRANSPORTATION

The Washington Post | LIVE

The Path to Gender Equity: Research & Design
Presenting Sponsor: VERITY NOW
Tweet your questions to @PostLive

WATCH NOW

In a Washington Post Live program, Sara Jahnke, PhD, director and senior scientist at the Center for Fire, Rescue & EMS Health Research, Rowena Johnston, PhD, vice president and director of research at amfAR, and Catherine Sanz, executive director of Women in Federal Law Enforcement, discussed the path to gender equity in their respective industries, including healthcare, firefighting and law enforcement.

In a segment presented by VERITY NOW, co-chairs Beth Brooke and Susan Molinari brought light to the inequities in automotive safety and discussed the actions VERITY NOW is calling for.

SPEAKERS INCLUDE

Catherine W. Sanz
WIFLE Executive
Director & President,
WIFLE Foundation



Rowena Johnston, PhD
Vice President &
Director for
Research, AMFAR



Sara A. Jahnke, PhD
Director, Center for Fire,
Rescue & EMS Health
Research

PRESENTING SPONSOR

VERITY
NOW A COALITION FOR
VEHICLE EQUITY RULES
IN TRANSPORTATION

Women are [17% more likely to die](#) in a vehicle crash than men. Updating crash testing can help save lives.

THE PATH TO GENDER EQUITY: RESEARCH & DESIGN

On Wednesday, February 16, WIFLE's Executive Director, Catherine Sanz, participated in The Washington Post LIVE panel discussion entitled "The Path to Gender Equity: Research and Design."

The panelists and moderators (Sara A. Jahnke, PhD, Director, Center for Fire, Rescue & EMS Health Research, Rowena Johnston, PhD, Vice President & Director for Research AmfAR, Catherine Sanz Executive Director of WIFLE, and Beth A. Brooke & Susan Molinari, both Co-Chairs of VERITY NOW) discussed the inequality and underrepresentation of women in clinical medical studies, the lack of accurate vehicle crash data for women and children, and the lack of proper fitting Personal Protective Equipment (PPE) for women in law enforcement and fire/EMS positions.

You can watch the recorded program on wapo.st/genderequityfeb2022.



**BIPARTISAN BILL INTRODUCED TO SUPPORT
THE FAMILIES OF OFFICERS**

by FEDS Protection

A bipartisan group of Senators introduced a bill to support the families of officers who struggle with mental health or who are lost to trauma-linked suicides. Federal law currently limits the Public Safety Officers' Benefits (PSOB) program to only cover physical injuries – completing excluding any support for mental health concerns.

This bill will provide support for officers suffering from work-related post-traumatic stress, and grieving families with the resources and support they need by:

- Creating a pathway for officers to seek disability benefits for PTSD by directing the PSOB to designate work-related post-traumatic stress and acute stress as a line of duty injury for officers as well as those who are permanently disabled as a result of attempted suicide.
- Allowing families of officers who die by trauma-linked suicide to apply for death benefits by directing the PSOB to surmise that suicides as a result of job duties in certain traumatic circumstances where there is evidence that PTS or acute stress are the cause of the injury.

This bipartisan bill demonstrates the understanding of the tremendous amount violence, stress and scrutiny weighing on police officers and their families. This along with the Confidential Opportunities for Peer Support Counseling (“COPS Counseling”) Act (S.1502), signed into law (Public Law 117-60) on November 18, 2021, is clear acknowledgment of the importance of promoting mental wellness amongst law enforcement officers.

As a long-time partner of WIFLE and the federal law enforcement community, FEDS Protection is proud to hear members say that we provide peace of mind. We could not be prouder to provide your professional liability insurance and support you in every way possible. For more information about us, visit www.fedsprotection.com or call (866) 955-FEDS, M-F 8:30am-6pm to speak directly to a representative.



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WIFLE[®]
WIFLE VOICES***Meet TYRA MCCLELLAND***

Proud to be a new member of WIFLE. My name is Tyra McClelland and I graduated with a bachelor's degree in Psychology from Bowie State University. I am a mother of three wonderful children. For the last 16 years, I have been employed with Court Services and Offender Supervision Agency (CSOSA) as a Community Supervision Officer. CSOSA is the probation and parole system for adults in the District of Columbia, and it is a Federal Government agency.

I started my law enforcement career working for the State of Maryland as a Juvenile Probation Officer. I enjoyed the work until one day my supervisor insulted my intelligence and I searched USAJOB for another career opportunity and found CSOSA. During my journey with CSOSA, I joined the American Federation of Government Employees (AFGE) Local 727. While continuing to work full time, I became a Union Representative and was elected the Local's Secretary – Treasurer. In 2020, I was elected to the position of AFGE District 14 National Women's Advisory Coordinator (NWAC). As a NWAC, I am in a position to educate federal government employees of their human, civil, voting, and workers' rights. Also, I am an active member of AFGE Council 1, Young Organizing Unionists for the Next Generation (Y.O.U.N.G.), Asian Pacific Organized Workers Empowering Representation (APOWER) work group, and District 14 Law Enforcement Officer Committee along with National and DC Chapter of the Coalition of Labor Union Women (CLUW), and CSOSA/ PSA Federal Women's Program.

In October 2021, I completed a Paralegal Certification program, and I feel like I still have more to do.

**WIFLE MEMBERS INVITED TO JOIN THE VIRTUAL MONTHLY
AGENCY REPRESENTATIVES' MEETINGS**

Are you interested in attending the online WIFLE Agency Representatives Monthly Meetings? All WIFLE members are welcome to link into the monthly meetings which are held on the fourth Thursday of the month in Washington, D.C.

Discussions include up-to-date agency news, agency events, WIFLE news and planned events. You can also learn about opportunities to volunteer in these WIFLE events and much more. This is another opportunity we are providing you to meet and network with fellow law enforcement and other agency personnel who are active in WIFLE activities. Plan to participate!!

WIFLE will be sending the invitation email to members before the meetings so you can mark your





***UPCOMING WIFLE WORKSHOP - MARK YOUR CALENDARS!!
TUESDAY, MARCH 15, 2022, 1-2PM EST***

WIFLE PRESENTS DR. JEAN KANOKOGI

**"CONVERSATIONS USING RAPPORT BUILDING AND EMOTIONAL
INTELLIGENCE SKILLS"**

Rapport is a relaxed relationship building technique designed to encourage responsive disclosure. This technique develops a working relationship built on reciprocal courtesy, consideration, and sensitivity between two people. Rapport and relationship building techniques include: (a) seeking shared understandings and experiences, (b) demonstrating courtesy and respect, (c) fulfilling basic needs, (d) showing tolerance and patience, (e) expressing empathy with the situation, and (f) using active listening skills such as eye contact, nodding, and repetition of suspects statements.

This discussion will provide an overview of the application of establishing rapport and then incorporating these skills into conversations using Emotional Intelligence (EI).

Emotional Intelligence is the ability to manage both your own emotions and understand the emotions of people around you. Having empathy can certainly bridge the gap of connection verses disconnection when people are interacting.

You can use your rapport and EI skills to tune in to the world, to read situations, and to connect with others while taking charge of your own life.



Registration is OPEN

**UPCOMING WIFLE WORKSHOP - MARK YOUR CALENDARS!!****TUESDAY, MARCH 22, 2022, 1-2PM EST****WIFLE PRESENTS DR. KRISTEN SCHOLL****"IMPOSTER SYNDROME"****Impostor Syndrome: What is it and How do I Fix it?**

What is Impostor Syndrome? It's that nagging feeling that you are not good enough, that you don't belong, that you don't deserve the job, the promotion, the seat at the table. The Imposter Syndrome is surprisingly common. Research indicates that up to 70 percent of all people have experienced these feelings at one time or another, especially when starting a new job or pioneering in a field. Unfortunately, research has also shown that the Imposter Syndrome affects women and minority groups disproportionately. People who experience the Imposter Syndrome come from all walks of life. They're police officers, priests, doctors, nurses, lawyers, sales reps, artists, engineers, teachers, students, therapists, and actors.

Studies have identified a number of groups that tend to be more prone to Imposter feelings and one specific category of an at-risk group is: *People Working In Jobs Considered Atypical For Their Sex*. There are significantly higher degrees of Imposter feelings in people who were working in occupations considered atypical of their sex. Another at-risk category is: *People Who Are the First, or One of the Few, In Their Field or Workplace*. Everyone knows what it's like to feel under pressure to perform. When you are the only woman, person of color, -or you're in a definite minority in your field or job setting,- that pressure is more intense because now you're seen as a representative of your entire group. Not having the luxury to be "average" or to fail as an individual unconnected to your social group can lead to intense feelings of self-doubt and fraudulence.

This presentation is designed to explain what Impostor Syndrome is, why it happens, and how you can combat it as a woman in Federal Law Enforcement and change your thoughts and behaviors to live a happier, more fulfilling work life.

**Registration is OPEN**