

“Prepare for a line of duty death”

Panelist:

- Stan Standridge, Chief of Police, City of San Marcos
- Catherine Clifton, Partner, Ross | Gannaway | Clifton, PLLC
- Daniel Scesney, Chief of Police, City of Grand Prairie
- Linda Spacek, CPM, CGBA, Director of Human Resources, City of San Marcos

Moderator and Panelist:

- Dori Lee, SHRM-SCP, IMPA-CP, Director of Human Resources, City of Lancaster

Stan Standridge began his law enforcement career in 1995 with the Abilene Police Department, where he worked as Patrol Officer, Sergeant, Lieutenant, and Assistant Chief. He spent a decade on the SWAT Team, served in Internal Affairs, and was an instructor on several topics including Ethics, Leadership and Active Shooter. On July 9, 2009, Stan was appointed Chief of the Abilene Police Department, serving for eleven years in that role. Stan holds an undergraduate degree from Midwestern State University where he graduated Summa Cum Laude, and a Masters of Public Administration from Sam Houston State University. He is a graduate of the FBI National Academy, session 226, as well as the Texas Leadership Command College, class 59. In August 2018, Chief Standridge graduated the FBI's Law Enforcement Executive Development Seminar. Prior to his policing career, Stan served in the United States Air Force. Chief Standridge currently serves as the police chief in San Marcos, TX, where he oversees a civil service municipal agency. He is a member of the elected board of the Texas Police Chiefs Association Officer (TPCA), where he oversees the Officer Safety Committee for Texas. He is the recipient of numerous awards, including 20 Under 40 Business Leader, Executive Leadership Award, I-CAN Hero, and the TPCA's Innovation Award. Chief Standridge and his wife, Beth, reside in San Marcos, just a short drive away from their grown children and their families. As a leader, his primary passion is to faithfully steward those in his charge and to build authentic relationships with the community he serves.



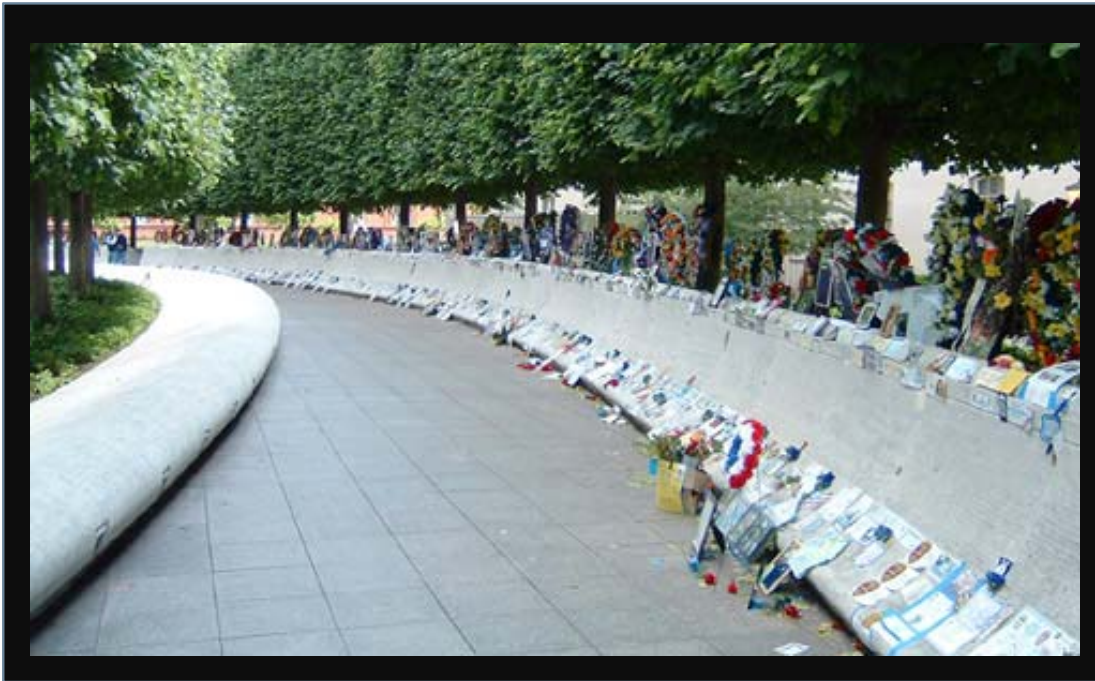
Serves as the Chair of the Officer Safety Committee of Texas.

- Challenges other Chiefs to evaluate how our peace officers are passing? Texas is the #1 in the nation in line of duty death.
- Believes in policies to prevent and mitigate
- Believes in having a designated benefits officer to administrator the department's program.

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023

How many names are on the Wall?



Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023

Survey says...

- a) 11,980
- b) 17,230
- c) 23,229
- d) 42,986

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023

On average, how many officers are assaulted annually?

- a) 13,000
- b) 3,000
- c) 60,000
- d) 110,000

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023

What state leads the nation in LODDs?

- a) Texas
- b) NY
- c) Georgia
- d) California

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023



Stan Standridge, Chief of Police, City of San Marcos

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Texas-different

We Texas Officers commit to:

- ✓ Wearing seat belts without exception
- ✓ Slowing down. No response outweighs the situation. Pursuits – weighing need v. risk.
- ✓ Wearing ballistic vests
- ✓ Maintaining our fitness
- ✓ Knowing and practicing TECC
- ✓ Being professional guardians, until such time that we need to be warriors
- ✓ Take ownership and lead!
- ✓ Master the basics – Be Competent

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023



**But when all of
those fail us...**

What then?

**Do you have a
policy that
contemplates the
unimaginable?**

Stan Standridge, Chief of Police, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023

Catherine Clifton

ATTORNEY



Catherine is a partner in the law firm of Ross | Gannaway | Clifton, PLLC. Catherine has more than 20 years of experience working for local governmental entities in Texas specializing in employment law. She worked with multiple local governmental entities as an employment law attorney and also served as a legal advisor for public safety. She spent several years as an administrator in a municipality, where she was responsible for Human Resources, Risk Management, and Payroll. She has advised clients on recruitment, selection, discipline, wage and hour, policies, and grievance matters, including federal and state laws related to labor and employment. Catherine also has experience with general municipal law, utility matters, public information, open meetings, and general governance matters.

Catherine is a graduate of Southwestern University and obtained her J.D. from Texas Tech University. She is certified as a Senior Professional in Human Resources (SPHR).

ROSS | GANNAWAY | CLIFTON
Attorneys at Law

Unique situation to serve at a city when three officers were killed in the line of duty in one event.

- Donation complications when there are multiple potential beneficiaries
- Officer education and updating beneficiaries.
- Some similar issues with employee death not in the line of duty

Catherine Clifton, Partner in the law firm of Ross | Gannaway | Clifton PLLC

Panelist, TMHRA Civil Service Conference 2023



Grand Prairie Police Department

Navigating Line of Duty Deaths

Daniel Scesney

Chief of Police





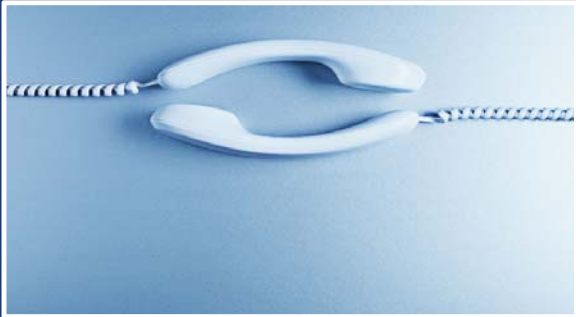
DANIEL SCESNEY
GRAND PRAIRIE CHIEF OF POLICE



Honored to serve as the Chief of Police for the City of Grand Prairie, a Texas Police Chiefs Association Best Practices Accredited agency operating under Chapter 143 of the Texas Local Government Code. Extensive experience in all aspects of modern municipal law enforcement including patrol, special operations, criminal investigations, community-oriented policing, and support functions with a focus on community-based crime prevention and crime reduction strategies and partnerships. Currently serving on the Texas Police Chiefs Legislative Committee and Board of Directors for Children First Counseling Center. Chief Scesney holds a Master of Science degree in Criminology from Texas Christian University and is an Adjunct Professor in TCU's Leadership, Management, and Executive Development Program. Chief Scesney is a proud veteran of the United States Marine Corps.

He is the recipient of numerous awards throughout his career including being named the Honor Graduate from his Military Police Academy (Class 14-94), twice meritoriously promoted in the United States Marine Corps, Class President of the Basic Course in Applied Police Science (2001), Rookie of the Year (2003), Patrol Officer of the Year (2006), and Detective of the Year on three occasions (2010, 2013, 2015). He was also the recipient of the City of Grand Prairie Chamber of Commerce Public Service Award in 2018, and Man of the Year in 2020. He was humbled to receive the Distinguished Leadership Award from Texas Christian University in 2019 and was the recipient of the President's Distinguished Leadership Award by the Grand Prairie NAACP in 2022.

As Police Chief, Daniel's Department has endured two line-of-duty deaths and one off-duty death in three short years. Helping usher his department through these difficult times has been among the biggest challenges of his career.



Communication

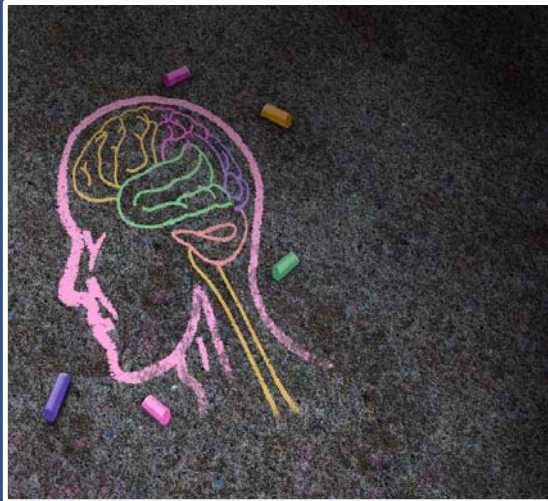
Navigating communication will be one of your biggest challenges.

- ✓ Speed of Light!
- ✓ Accurate and timely information critical
- ✓ Order of Notification
- ✓ Who is contacting Next of Kin?
- ✓ Does the Fallen Officer have a designated Officer?
- ✓ Who is contacting ALL of the departmental family?
 - ✓ By what means?
- ✓ Who is handling notifications to the community?
- ✓ Press Release
- ✓ Press Conference
- ✓ Clear your calendar



Daniel Scesney, Chief of Police, City of Grand Prairie

Panelist, TMHRA Civil Service Conference 2023



Mental Health

Critical incident debriefing

- ✓ Do you have these relationships in place?
- ✓ Short and long term
- ✓ Leading by example
- ✓ Peer support
- ✓ Counselors on site

Resiliency training is the key to helping those affected.

Have a proactive plan in place!



Daniel Scesney, Chief of Police, City of Grand Prairie

Panelist, TMHRA Civil Service Conference 2023

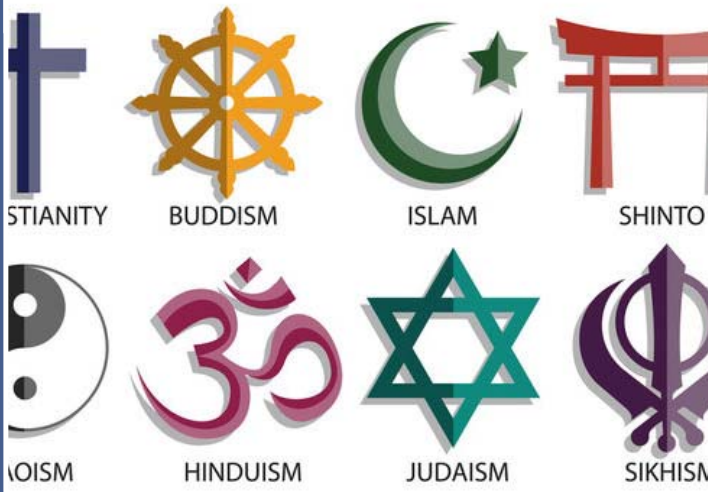
LODD PACKET



- ✓ Keep Sealed
- ✓ List all immediate family, their relationship (common-law wife?), preferred names (Bill v. William)
- ✓ Name of Ex-Spouse(s)
 - ✓ Do you want them contacted?
- ✓ Location of Will
- ✓ Final Wishes or special requests
- ✓ Who should contact Next-of-Kin with the Chief and Chaplain?
- ✓ Final instructions to family
- ✓ Religious preferences?
- ✓ Which Cemetery? Cremated or buried?
- ✓ Veteran? Which branch?
- ✓ Any Law enforcement/professional memberships?
- ✓ Who should have badge? Duty pistol (if awarded by PD)?
- ✓ Insurance policies and locations
- ✓ Require it updated no less than annually

CONFIDENTIAL

Daniel Scesney, Chief of Police, City of Grand Prairie
Panelist, TMHRA Civil Service Conference 2023



Churches/Facilities

- Do you have relationships with a church large enough to handle?
- Differences in religion
- Designated seating
 - Family (In-fighting)
 - Police
 - External Police
 - Honor Guard
 - Dignitaries
- Recording
- Media



Daniel Scesney, Chief of Police, City of Grand Prairie

Panelist, TMHRA Civil Service Conference 2023



Policy/ Preplanning

- Do you have a Line of Duty Death Policy?
- Suicide protocol?
- Benefits Officer assigned
- Funeral Coordinator
- Family Coordinator
- External-Agency Liaison



Daniel Scesney, Chief of Police, City of Grand Prairie

Panelist, TMHRA Civil Service Conference 2023



Additional Thoughts...

- Legitimate source to collect funds
- Food
- Squad car in front of the building
- Custom shrouds, Bracelets, T-shirts
- Importance of properly executing tradition



Daniel Scesney, Chief of Police, City of Grand Prairie

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Serves as the Chair of the Officer Safety Committee of Texas.

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- Believes in policies to prevent and mitigate.
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Daniel Scesney, Chief of Police, City of Grand Prairie

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Linda Spacek
Director of Human Resources

Linda Spacek is the Director of Human Resources for the City of San Marcos. Linda holds a BAAS from Texas State University and has more than 40 years' experience working in local government in the areas of human resources, civil service, employee benefits, risk management and finance. She holds a Certified Government Benefits Administrators lifetime certification from the State and Local Government Benefit Administrators Association and is a Certified Public Manager through the Hobby Institute at Texas State University. Linda has served in leadership roles for the Texas and National Public Risk Management Association and TMRHA. Linda was recognized as the 2022 Human Resources Professional of the Year by TMHRA.

Establishing Partnerships:

- Advanced Preparedness – policy considerations
- Assist public safety departments in policy development/review, employee awareness and training.
 - Importance of having a will – do you want to decide OR do you want someone else to decide.
 - Estate and financial planning
 - Packet and employee benefit updates following changes in life events.
 - Update of TMRS beneficiary following vesting

Establishing Partnerships/ Providing support:

- Be respectful of the department protocols
- Organizational culture in general
- HR is there for support for as much or as little as a department needs
- All first responders are/or may be affected (Police, Fire, EMS, Park Patrol, Code Enforcement, etc.)

Post event/incident:

- Departmental liaison with PD for HR
- Identify immediate needs and how HR can assist
- HR team formed:
 - Benefits
 - Risk Management/Work Comp
 - Core HR – leave payouts, etc.
- Notifications – within 24 hours:
 - TMRS or other pension system
 - Worker's Compensation
 - Life Insurance Carrier

Post event/incident – plan meeting with survivors:

Within a week after the funeral, arrange to meet with the next-of-kin or his or her designee to discuss the benefits process and status in greater detail. The following topics should be covered in this meeting:

- Encourage the next-of-kin to contact other agencies through which they may have life insurance policies
- Either the City obtains OR advise the next-of-kin to obtain ten (10) or more certified copies of death certification. Five (5) marriage certificates and birth certificate of each dependent. If applicable, some benefits will also require copies of adoption and marriage and divorce decrees for all marriages for PSOB.
- If the firefighter was a veteran, research personnel files for a copy of the DD-214 (military discharge papers). If needed and not available, request from next of kin. This is to research potential military death benefits.

Post event/incident – plan meeting with survivors (continued):

Within a week after the funeral, arrange to meet with the next-of-kin or his or her designee to discuss the benefits process and status in greater detail. The following topics should be covered in this meeting:

- Talk to the survivors about eligibility for continued health insurance (Chapter 615 provisions). Survivors may also have access to other employer sponsored benefits need help in considering benefit elections/ coordination of benefits.
- Advise the next-of-kin to have the Social Security Numbers of each survivor who may be eligible for benefits.
- If the volunteer firefighters or career firefighters or officer had secondary employment, encourage the next-of-kin to meet with the employer to discuss benefits.
- Talk to association to determine whether life insurance is a part of membership.

Preparation to meet with family:

Within a week of the funeral, meet with the beneficiaries/surviving family members.

Provide information in writing, since survivors may not remember the conversation later.

- Retirement/pension - For many cities TMRS 1-800-924-8677
- Workers' Compensation - for many cities TMLIRP 800-537-6655
- Employers Life Carrier(s) –city paid and voluntary coverage
- Survey to identify other coverages the employee may have or be eligible for:
 - If member of an association, did employee have life coverage?
 - Peruse materials at end of this presentation for any that may apply
- Texas Government Code Chapter 615 benefits (ERS administers)
- Federal Benefits - PSOB
- Prepare a checklist to assess what information is needed and how we can assist

Breathe - it's not a sprint by a marathon...

- Close communications with team.
- Regular communications with family.
- Communicate benefits information to family as soon as they are ready.
- Good organization is key!
- Reach out to colleagues if you have questions – we're here to help.



Breathe - it's not a sprint by a marathon...

Documents Related to Benefits

You will need many documents over the next several months. You may want to note where each one can be found or gather them in one secure place like a locked, fire-safe file or safety deposit box. Some documents will not apply to everyone.

Document/Information	Do I need this?	Do I have this?	Where can I find it?	Where is the info in the Benefits Handbook?
Locate the following documents first since they will be necessary to begin the process:				
Birth certificate of loved one and children				
Death certificate of loved one (20 certified copies)				
Marriage certificate(s) (including prior marriages)				
Divorce decree(s), if applicable				
Social Security Number of loved one, spouse, and dependents				
Military discharge papers (DD-214)				
Adoption decrees, if applicable				
You should also locate the following:				
Your loved one's will				
Safe deposit boxes and keys				
Life insurance policies or certificates				
Real estate deeds (Listed under loan documents)				
Information related to stocks, bonds, mutual funds, or other securities				

Benefit Summary*:

- Life insurance
- Retirement / Pension both with the city and others an officer may be eligible for as well as one time death benefit(s).
- Final payout including payout of leaves – when can it be expected and what is the estimated amount
- Continued health insurance benefit
- Workers Compensation income and death benefit
- Workers' Compensation funeral benefit
- Public Safety Association Life Insurance?
- LODD benefits may not be taxable
- Social Security
- Texas Chapter 615 State LODD benefits
- Federal Public Safety Officer Benefit (PSOB)
- Texas LODD Task Force (Resource)
 - Wendy C. Norris
 - www.texasloddtaskforce.com 832-647-6770
- United States Armed Forces Veterans Pension
- Fire Retirement/Pension Plan
- Additional more immediate benefits:
 - Fleetwood memorial
 - 100 Club
 - Williams-Pyro Firefighters Fund
 - National Rifle Association
 - National Sheriff's Association
 - Texas Crime Victim's Fund
 - Woodmen of the World First Responder Benefit
 - Dignity Memorial Funeral Benefits
 - COPS Scholarship
 - Fraternal Order of Eagles Financial Assistance
 - Knights of Columbus Scholarship
 - Purple Heart Educational Benefits
 - International Chief's of Police Survivor's Education Law Enforcement Trust Scholarship

**Detailed information included in supplemental slides at the end of this presentation in the conference app.*

Advance preparedness:

- HR collaborate with department

Linda Spacek, Director of Human Resources, City of San Marcos

Panelist, TMHRA Civil Service Conference 2023



Dori Lee, Director of Human Resources/Civil Service has served at the City of Lancaster since June 2003 after an adventurous seven (7) years in the private sector working for Terminix International covering nine states and 1500 employees through on-site support of escalated personnel and acquisition needs.

Dori holds a Texas Teaching Certificate for secondary business education from the State of Texas, A bachelors degree from the University of North Texas, and has been certified as a Senior Professional in Human Resources (SPHR) from HRCI since 2000. In addition, she obtained certification from IMPA-HR in 2006 and SHRM in 2015 as a Senior Certified Professional.

Family took a front seat to the travel demands of corporate America, when Dori accepted the Director role at the City of Lancaster in 2003. It was the best decision ever made. Twenty four years of marriage and the proud mother of an Aggie today, life is blessed!

Not only was Dori able to be involved in her son's school and sports, but was able to provide a nourishing home environment while still maintaining professional achievements in local government. Lancaster has achieved a long standing safety program resulting in thousands of dollars saved over the years, an annual employee conference held at the local community college bringing in keynote speakers typically seen at professional conferences, as well as onboarding programs which take up to six months to complete for an overall integration into the organization.

Through the nineteen (19) years at the City of Lancaster she has experienced tough times with the 2008 economy, natural disasters, and line of duty death; but she has also experienced graceful times with this past year having had 1.45 billion in new development. Lancaster is growing in an unprecedented way and it is exciting to be a part of its new positive chapter in history!



FOLLOW UP

Critical for future communication and support with HR staff. Making transitions to new staff members easy for the family. They become attached and get fearful they will not be treated the same by new staff.

- Family Notifications of Events
- Updated Contact Information
- Annual Benefit Meetings
- Keep in Touch

Maintaining relationships with the surviving family is important for various reasons:

- Health insurance
- Letters for kids going to college
- Community events
- Memorial events
- Social media posts

Dori Lee, Director of Human Resources, City of Lancaster

Moderator, TMHRA Civil Service Conference 2023

Thank you!

The following slides are a collection of resources you might want for a future reference.

SUPPLEMENTAL TOOLKIT

Detailed LODD info from TMHRA 2023
TxPELRA/Civil Service Conference

	Eligible for this benefit?	Have necessary information?	Claim initiated? (Indicate date)	Notes
Federal Benefits				
Public Safety Officers' Benefits				
Public Safety Officers' Educational Assist				
COBRA				
Social Security				
Veterans' Benefits				
State Benefits				
One-time Death Benefit				
Workers' Compensation				
Funeral/Burial Allowance				
Retirement/Pension Plan				
Health Insurance				
Education Benefits for Spouse/Children				
Local Government				
Life Insurance				
Retirement/Pension Plan				
Final Paycheck				
Funeral/Burial Allowance				
Health Insurance				
Private Organizations				
Education Benefits for Spouse/Children				
100 Club, Bluecoats, etc.				
Fraternal organizations				

Source: Survivor Benefits Guide for Fallen Firefighters

Documents Related to Benefits

You will need many documents over the next several months. You may want to note where each one can be found or gather them in one secure place like a locked, fire-safe file or safety deposit box. Some documents will not apply to everyone.

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Adoption decrees, if applicable				
You should also locate the following:				
Your loved one's will				
Safe deposit boxes and keys				
Life insurance policies or certificates				
Real estate deeds (Listed under loan documents)				
Information related to stocks, bonds, mutual funds, or other securities				

Source: Survivor Benefits Guide for Fallen Firefighters

Document/Information	Do I need this?	Do I have this?	Where can I find it?	Where is the info in the Benefits Handbook?
Vehicle titles				
Checking and savings accounts information, including names, addresses, and phone numbers of financial institutions				
Credit cards issued to your loved one and/or you and your loved one				
Loan documents, such as mortgages and auto loans				
Documents related to loans owed to you				
List of employers for the past 15 years, including names and contact information				
Retirement documents				
Medical records (especially in cases of cardiovascular death)				
Names, addresses, phone numbers, birthdates of firefighter's children and stepchildren				

Source: Survivor Benefits Guide for Fallen Firefighters

BENEFIT

- Think through before arranging a benefit meeting
- First and following meetings:
 - Location (Home, office, church?)
 - Attendees (Notary, staff, family, etc)
 - What can be accomplished at each meeting.
Plan for benefit providers to attend as needed.
 - Documents prepared for review and signature.
Provide copies.
 - Comfort bag, pre-organized notebook

Suggestions from Survivors Who Have Been Through the Benefits Process

- *Be prepared for the process to be painful.*
- *Be patient and persistent.*
- *Stay organized.*
- *Don't do it alone. When necessary, seek out personal and professional support.*
- *Do your homework and be prepared. Have experts on standby if questions arise.*

Source: Survivor Benefits Guide for Fallen
Firefighters

BENEFIT Local Government

- Life Insurance
- Retirement
- Final Paycheck
- Sick pay
- Coverage of hospital/emergency transport costs
- Health Insurance
- Funeral/Burial Allowance
- Often the department will assign someone to provide information on these benefits. If not, here are the types of things to ask. Some may only pertain to career firefighters. For questions to ask on health insurance, please refer to the section under State Benefits.
- **Questions to Ask**
- Is there a department life insurance policy?
- Will the final check include vacation, sick leave, etc.?
- When can I expect to receive the final check?

Source: Survivor Benefits Guide for Fallen Firefighters

Civil Service:

Sec. 143.045. ACCUMULATION AND PAYMENT OF SICK LEAVE.

- To facilitate the settlement of the accounts of deceased fire fighters and police officers, all unpaid compensation, including all accumulated sick leave, due at the time of death to an active fire fighter or police officer who dies as a result of a line-of-duty injury or illness, shall be paid to the persons in the first applicable category of the following prioritized list:
 - (1) to the beneficiary or beneficiaries the fire fighter or police officer designated in writing to receive the compensation and filed with the commission before the person's death;
 - (2) to the fire fighter's or police officer's widow or widower;
 - (3) to the fire fighter's or police officer's child or children and to the descendants of a deceased child, by representation;
 - (4) to the fire fighter's or police officer's parents or to their survivors; or
 - (5) to the properly appointed legal representative of the fire fighter's or police officer's estate, or in the absence of a representative, to the person determined to be entitled to the payment under the state law of descent and distribution.
 - (e) Payment of compensation to a person in accordance with Subsection (d) is a bar to recovery by another person.

BENEFIT

IRS Code of the United States

IMPORTANT NOTICE: Both Federal and State death benefits **MAY** be tax exempt.

- **Federal Tax Exemption for Line of Duty Death Annuities**
- The Fallen Hero Survivor Benefits Act of 2001 (P.L. 107-15) amended the IRS code to exempt pensions or annuity payments on public safety death benefits to include survivors whose loved one died on or before December 31, 1996. Survivors whose loved one died in the line of duty after December 31, 1996, received this exemption under P.L. 105-34.
- **Federal Tax code reference**
- 26CFR 1.104 - Compensation for Injuries or Sickness

Source: Survivor Benefits Guide for Fallen
Firefighters

BENEFIT

IRS Code of the United States

The IRS Code of the United States states that: Survivor benefits attributable to service by a public safety officer who is killed in the line of duty: (1) In General Gross incomes shall not include any amount paid as a survivor annuity on account of the death of a public safety officer (as such term is defined in section 1204 of the Omnibus Crime Control and Safe Streets Act 1968) killed in the line of duty— (A) If such annuity is provided, under a governmental plan which meets the requirements of section 401(a), to the spouse (or a former spouse) of the public safety officer or to a child of such officer; and (B) To the extent such annuity is attributable to such officer's service as a public safety officer.

Source: odmp.org/pdfs/texas.pdf

BENEFIT

Fleetwood Memorial

Mr. W.I. Fleetwood established the Fleetwood Memorial Foundation in 1974 out of gratitude and respect for the men and women of Texas who dedicate their lives to the safety of the public. The Foundation's purpose is to provide virtually instant no-strings attached grants of \$10,000 to certified Texas Law Enforcement or Fire Protection Personnel who are injured in the performance of their duties or to the families of such personnel who are killed in the performance of their duties. These grants are designed to provide immediate financial relief to meet unexpected expenses until insurance or more permanent sources of funds can be arranged. Funds are available for education expenses to re-educate qualified personnel if they are unable to return to their normal duties after an accident. Educational funds for college are also available to the dependent children of deceased Peace and Fire personnel.

The Fleetwood Foundation has provided over 400 grants to qualified recipients totaling nearly \$1,500,000 since inception in 1974. Application for Fleetwood grants may be made by any Texas law enforcement or fire protection agency, on behalf of qualified personnel injured or killed in the performance of their duty.

Source: Texas Survivors Benefits
Book

BENEFIT

Fleetwood Memorial

Amount: \$10,000

Summary: The Foundation's purpose is to provide virtually instant no-strings attached grants of \$10,000 to certified Texas Law Enforcement or Fire Protection Personnel who are injured in the performance of their duties or to the families of such personnel who are killed in the performance of their duties.

Contact: Fleetwood Memorial Fund website (817) 261-8954

Fleetwood Memorial Fund 501 South Fielder Rd.

Source: Texas Survivors Benefits
Book

BENEFIT

The 100 Club, Houston

Amount: Varies

Summary: Established in 1953, the 100 Club benefits cover Austin, Brazoria, Brazos, Burleson, Chambers, Colorado, Fayette, Fort Bend, Galveston, Grimes, Liberty, Madison, Montgomery, San Jacinto, Walker, Waller, and Washington Law Enforcement Peace Officers and any State or Federal Law Enforcement Officer located and discharging duties in those counties and, further, brings financial aid to the families of those officers losing their lives in the line of duty.

Contact: The 100 Club website (713) 952-0100

The 100 Club 5555 San Felipe St Suite 520 Houston TX 77056-2733

Source: Texas Survivors Benefits
Book

BENEFIT

The 100 Club of Central Texas

Amount: Varies

Summary: The 100 Club of Central Texas was established in 1983. The Club provides financial, legal and emotional support to families of law enforcement officers killed in the line of duty. Area of coverage includes Travis, Williamson, Bastrop, Hays and Caldwell Counties.

Contact: The 100 Club of Central Texas website (512) 345-3200

The 100 Club of Central Texas 3200 Steck Avenue, Suite 240 Austin, Texas 78757

Source: Texas Survivors Benefits
Book

BENEFIT

The 100 Club of San Antonio

Amount: Varies

Summary: Since 1973, when their jobs bring our Law Enforcement Officers and Firefighters into harm's way and they pay the ultimate sacrifice with their life, The 100 Club of San Antonio is there. Funds are available to the family for immediate needs, placing a strong emphasis on higher education funding for surviving dependent children.

- We serve all Local, State & Federal Law-Enforcement & Fire in Bexar County and its municipalities. What this means, is that if a law-enforcement officer, agent or firefighter is based in Bexar County, The 100 Club of San Antonio will be there to support them and their family.

Contact: The 100 Club of San Antonio website (210) 340-0100 info@100clubSA.org

The 100 Club of San Antonio Texas P.O. Box 6741 San Antonio, Texas 78209

Source: Texas Survivors Benefits
Book

BENEFIT

Guns and Hoses of North Texas

- **Contact:**

Lt. Dave Swavey
1891 Forest Ln.
Garland, TX 75042

-

Website: gunsandhosesnorthtx.org

Guns and Hoses of North Texas provides various financial support to the families of Firefighters and Police Officers who have died in the line-of-duty from the North Texas Area. Support is offered to those in the following counties:

Source: Firehero.org (Texas Benefit Guide)

BENEFIT

Williams-Pyro Firefighters Fund

- 200 Greenleaf Street
Fort Worth, TX 76107
Phone: (817) 872-1500
Fax: (888) 616-7976
Website: www.williams-pyro.com
E-mail: information@williams-pyro.com
Provides grants to the families based on need

Source: Firehero.org (Texas Benefit Guide)

BENEFIT

The Public Safety Officers' Benefits Program (PSOB) provides a death benefit to the eligible survivors of Federal, state or local public safety officers whose death was the direct and proximate result of a personal (traumatic) injury sustained in the line of duty (certain fatal, line of duty heart attacks and strokes are also covered). The act also provides a disability benefit to eligible public safety officers who have been permanently and totally disabled as the direct result of a catastrophic personal injury sustained in the line of duty. The injury must permanently prevent the officer from performing any gainful work.

BENEFIT

Eligible beneficiaries for PSOB purposes, in this order, are spouses; children; designated PSOB beneficiaries on file with the agency at the time of the officer's death; or surviving parents. Eligible children include any biological natural, out-of-wedlock, adopted or posthumous child, or stepchild who is 18 years old or younger. Children between the ages of 19 and 22 may be eligible if a full-time student at the time of the officer's death, and children over 18 who are incapable of self-support at the time of the officer's death due to a disability.

Benefits by Year

Public Safety Officers' Benefits Program

2018 Benefits

The amount of the PSOB benefit is \$350,079.00 for eligible deaths and disabilities occurring on or after October 1, 2017. The amount of the PSOB educational assistance benefit for one month of full-time attendance on or after October 1, 2017 is \$1,041.00.

[View PDF](#)

Date of Death or Injury	Amount
10/01/17 to 9/30/18 (Fiscal Year 2018)	\$350,079.00
10/01/16 to 9/30/17 (Fiscal Year 2017)	\$343,589.00
10/01/15 to 9/30/16 (Fiscal Year 2016)	\$339,881.00
10/01/14 to 9/30/15 (Fiscal Year 2015)	\$339,310.00
10/01/13 to 9/30/14 (Fiscal Year 2014)	\$333,604.68
10/01/12 to 9/30/13 (Fiscal Year 2013)	\$328,612.73
10/01/11 to 9/30/12 (Fiscal Year 2012)	\$323,035.75
10/01/10 to 9/30/11 (Fiscal Year 2011)	\$318,111.64
10/01/09 to 9/30/10 (Fiscal Year 2010)	\$311,810

Public Safety Officers' Benefits Program

- **Your Next Steps**

- The following information will lead you to the next steps to apply for this program.

- **Application Process**

- For information on applying for disability or death benefits, visit the Bureau of Justice Assistance (BJA) [Public Safety Officers' Benefits Programs homepage](#).

- **Program Contact Information**

- You may find information on filing a PSOB claim and claim forms on [PSOB's homepage](#).
- For more information, please call:
1-888-744-6513

Or:
202-307-0635

Mail:
PSOB Office
Bureau of Justice Assistance
810 7th Street NW.
Washington, DC 20531

Email:

- AskPSOB@usdoj.gov

BENEFIT

Social Security Benefits

Provider: United States Social Security Administration

Amount: Varies

Summary: One-time death benefit payment plus monthly death benefits

Contact: United States Social Security Administration website
(800) 772-1213

United States Social Security Administration
Contact Local Office. See Website

Source: Texas Survivors Benefits
Book

BENEFIT

Texas Government Code Chapter 615 State Death Benefit Payment

- Provider: State of Texas
- Amount: \$500,000
- Summary: For deaths occurring on or after September 1, 2015, the state shall pay
- \$500,000 to the eligible surviving spouse. If there is no spouse, this amount will be divided equally among surviving children. If there is no eligible surviving spouse or children, the benefit will be paid in equal shares to surviving parents.

Source: Texas Survivors Benefits
Book

ERS sends a letter to outlining benefits and requirements



200 E. 18TH STREET, AUSTIN TEXAS 78701 | P.O. BOX 13207, AUSTIN, TEXAS 78711-3207 | (877) 275-4377 TOLL-FREE | WWW.ERS.TEXAS.GOV

December 8, 2017

**SAN MARCOS POLICE DEPARTMENT
C/O CHIEF CHASE STAPP
2300 I - 35
SAN MARCOS TX 78666**

Dear Chief Chase Stapp:

We were notified that Officer Kenneth Copeland passed away. On behalf of the Employees Retirement System of Texas (ERS), we offer our sympathy to the Copeland family and the San Marcos Police Department during this difficult time.

TEXAS GOVERNMENT CODE CHAPTER 615

In order to determine eligibility for benefits under Chapter 615 of the Texas Government Code, we require the following documents:

1. A certified copy of the death certificate for Officer Copeland
2. A certified copy of the autopsy report, if performed
3. A copy of the job description Officer Copeland had at the time of death.
4. Witness statement(s) describing the incident
5. A certified copy of the incident report
6. An original, signed, dated, and notarized sworn statement from the employer or authorized representative of the department detailing the facts and circumstances of the fatality, and any information relied upon in making the sworn statement. The employer's or department representative's sworn statement must also include facts showing that, at the time of the fatal injury, the deceased held a position covered by the

BENEFIT

Chapter 615 State Death Benefit Payment

- Death benefits are provided for survivors of Law Enforcement Officer Art. 6228f, V.C.S. entitled "Survivors of Law Enforcement Officers".
- In certain circumstances, there may be a monthly payment paid by the State of Texas for the eligible surviving spouse and minor children until they reach 18 if not qualified for an annuity under an employees' retirement plan or social security.
 - \$400 each month; if there is one surviving child.
 - \$600 each month; if there are two surviving children.
 - \$800 each month; if there are three or more surviving children.
- Additionally, the state may pay funeral expenses related to the deceased officer provided the officer not covered by workers compensation or other entities up to \$6,000.

Source: Texas Survivors Benefits
Book

BENEFIT

Chapter 615 State Death Benefit Payment

- Contact: www.ers.state.tx.us
 - (512) 867-7711
 - Toll Free: (877) 275-4377

- Texas Employees Retirement System
 - P. O. Box 13207 Austin, TX 78711-3207

- Physical Address: 200 E. 18th Street Austin, TX 78701

Source: Texas Survivors Benefits
Book

BENEFIT

National Rifle Association Line of Duty Death Benefit

Amount: \$35,000

Summary: The Line of Duty Death Benefit (\$35,000) is paid to the survivor of any current NRA Member, who is a public law enforcement officer, and is killed in the line of duty.

Contact: National Rifle Association (NRA) website (800) 672-3888

National Rifle Association (NRA) 11250 Waples Mill Road Fairfax, VA 22030

A \$35,000.00 insurance benefit to the widow or survivors of any NRA-member law enforcement officer who is killed in the line of duty. Coverage is automatic for all law enforcement officers who are NRA members. Contact the NRA to file a line of duty death benefit claim.

Source: Texas Survivors Benefits Book

BENEFIT

National Sheriffs' Association

Amount: \$3,000 - \$25,000

Summary: The National Sheriffs' Association provides free accidental death or dismemberment for its members.

Contact: National Sheriffs' Association website (703) 836-7827

National Sheriffs' Association 1450 Duke St Alexandria, VA 22314

NSA members (excluding Auxiliary and Retired Paid-Up-For-Life members) receive Free Accidental Death & Dismemberment Insurance, with a \$25,000 benefit for the Sheriff or Chief of Police whose agency/department is a current policyholder in the NSA endorsed law enforcement liability insurance program, a \$10,000 benefit amount for Sheriffs and a \$3,000 benefit amount for others. Coverage is subject to the terms and conditions of the group policy held by NSA.

Source: Texas Survivors Benefits Book

BENEFIT

Crime Victims

- Texas Crime Victims' Compensation Fund. Firefighter's death must have been the result of a violent crime such as arson. Survivors are eligible to receive up to \$50,000 to help cover medical costs, counseling, loss of wages, childcare, funeral expenses, and other costs.
- **Crime Victims' Compensation Program**
Office of the Attorney General
P.O. Box 121548 (Mailing Address)
Austin, TX 78711-2548
Phone: (512) 463-2100
Toll Free: (800) 252-8011
Fax: (512) 475-2994
Website: www.oag.state.tx.us
E-mail: crimevictims@oag.state.tx.us
- **Crime Victims' Compensation Program**
Office of the Attorney General
300 W. 15th St (Physical Address)
Austin, TX 78701

Source: Firehero.org (Texas Benefit Guide)

BENEFIT

Woodmen of the World 1st Responders Benefit

Amount: \$10,000

Summary: Woodmen of the World will pay a \$10,000 fraternal death benefit if a qualified member is killed while performing his or her duties as a non-military first responder. To be eligible for this benefit, an individual must be a good standing benefit member. First Responders include firefighters, EMT/paramedics, police or a person performing a supporting role to such individuals.

Contact: Woodmen of the World website (800) 225-3108

Woodmen of the World Woodmen Tower 1700 Farnam Street Omaha, NE 68102

Source: Texas Survivors Benefits Book

BENEFIT

Burial with Uniform

Summary: If a Texas law enforcement officer dies and is to be buried in the individual's uniform, the employing governmental entity shall provide the uniform at no cost.

Source: Texas Survivors Benefits Book

BENEFIT

Duty Weapon and Badge

Summary: On the death of a Texas law enforcement officer, the employing governmental entity shall provide, at no cost, the deceased individual's duty weapon, if any, and badge to the individuals designated beneficiary or to the estate if the individual did not designate a beneficiary. The governmental entity that employs the law enforcement officer shall provide the individual a form on which the individual may designate the individual's beneficiaries for the purposes of this benefit. Contact your agency.

Source: Texas Survivors Benefits Book

BENEFIT

Dignity Memorial Funeral Benefits

Summary: Provides dignified and honorable tributes, at no cost, for career and volunteer law enforcement officers who fall in the line of duty.

Contact: Dignity Memorial Funeral, Cremation, & Cem. website (800) 344-6489

Dignity Memorial Funeral, Cremation, & Cem. Visit website for list of participating locations.
Details & Applicable Instructions: Dignity Memorial funeral, cremation and cemetery providers created the Public Servants Program for emergency service personnel. This program provides dignified and honorable tributes, at no cost, for career and volunteer law enforcement officers who fall in the line of duty.

Source: Texas Survivors Benefits Book

BENEFIT

Free Burial Vault

Provider: Wilbert Funeral Services

Amount: Varies

Summary: At no charge to the family, we donate a customized Wilbert Stainless Steel Triune® burial vault when traditional burial is chosen. If the choice is cremation, we offer a choice from four high-quality urns, as well as a Stainless Steel Triune urn vault if the cremated remains are to be buried.

Contact: Wilbert Funeral Services website 800-323-7188

Wilbert Funeral Services 2913 Gardner Road Broadview, IL 60155

Source: Texas Survivors Benefits Book

BENEFIT

United States Armed Forces Veterans Pension

Provider: U.S. Department of Veterans Affairs

Summary: Many law enforcement officers are veterans of the U.S. Armed Forces and a number of survivor's benefits are available to the spouse and children of a deceased veteran. Benefits may include: a death pension, funeral expenses, life insurance, and burial plot allowance.

Contact: U.S. Department of Veterans Affairs website (800) 827-1000

U.S. Department of Veterans Affairs Contact your local office using the link above

Source: Texas Survivors Benefits Book

BENEFIT

Texas Pension Benefits

Provider: Varies. Some examples are: Texas Municipal Retirement System, Houston Police Officers' Pension Fund, and Austin Police Retirement System.

Amount: Varies

Summary: In Texas, many cities have retirement through the Texas Municipal Retirement System. Others have their own. Some larger agencies have their own municipal retirement systems. **All the different police pension systems offer death benefits which may differentiate between on-duty and off-duty deaths.**

Contact: The Benefits Assistance Officer of your agency for specific information.

Source: Texas Survivors Benefits Book

CITY BRIEF

What to Do if a Public Safety Officer is Killed in the Line of Duty

TMRS Created a City Brief for TMHRA



Cities should notify TMRS immediately if a public safety officer who is a TMRS member is killed in the line of duty. Please provide as much information as possible about the death. When a tragedy like this happens, TMRS wants to act as quickly and accurately as possible to ensure that a member's beneficiaries receive full assistance with the benefit.

A line-of-duty death may directly affect TMRS annuity payments paid to the slain officer's survivor(s). The officer's designated TMRS beneficiary(ies) are guaranteed to receive at least a refund of the deceased officer's deposits and interest. If the officer was vested at the time of death, the beneficiary(ies) may be eligible for a monthly benefit. TMRS will work directly with the city and the survivors to expedite the payment of these benefits during this time of loss.

According to IRS rules, the officer's spouse, former spouse, or child may exclude TMRS annuity payments from their reported income.¹ The annuity payments are excludable to the extent that the payments are due to the officer's service as a public safety officer.

TMRS Created a City Brief for TMHRA

The exclusion does not apply if:

- The death was caused by the intentional misconduct of the officer or by the officer's intention to cause such death
- The officer was voluntarily intoxicated at the time of death
- The officer was performing his or her duties in a grossly negligent manner at the time of death

Processing the survivor benefit can be expedited if city personnel can provide TMRS with the date of death, the marital status of the officer, and family contact information. TMRS will also request a letter from the city specifically stating that none of the actions above were a contributing factor in the officer's death.

TMRS will work directly with the beneficiary regarding benefit payment options and eligibility for this exclusion.

¹Section 101(h) of the Internal Revenue Code provides that gross income does not include any amount paid as a survivor annuity on account of a public safety officer killed in the line of duty if the annuity is paid by a governmental plan qualified under Section 401(a) of the Internal Revenue Code to a spouse, former spouse, or a child of that officer. TMRS is a qualified plan.

BENEFIT

TMRS Supplemental Death Benefit

Many TMRS cities have elected the Supplemental Death Benefit (SDB) for members and retirees. This benefit provides an active employees beneficiary with an additional benefit equal to approximately the employee's annual salary. If an employee of a city with Supplemental Death Benefits dies after retirement, the SDB program pays a lump sum of \$7,500 to the designated SDB beneficiary.

Source: TMRS Website

BENEFIT

Employer Group Life Insurance

Contact the Department who administers employee benefits at your city or agency for more information on the employers group life insurance coverage.

BENEFIT

Fire Retirement/Pension Plan

- **Volunteer and auxiliary firefighters:** Texas Statewide Emergency Services Personnel Retirement Act provides a lump-sum payment of at least \$60,000 to the beneficiary and monthly pension payments equal to 66 2/3% of the member's full retirement annuity to be shared equally between spouse and minor children. Children are eligible until age 18, age 19 if full-time student, or if the child became disabled before his or her 22nd birthday and remains incapable of self-support. This is a lifetime benefit for the spouse. Department must participate in the plan for firefighter to receive benefits.
- **Contact:**
Texas Emergency Services Retirement System
P.O. Box 12577
Austin, TX 78711
Phone: (512) 936-3372
Toll Free: (844) TXHEROES
Fax: (512) 936-3480
Website: www.tesrs.texas.gov

Source: Firehero.org (Texas Benefit Guide)

BENEFIT

Health Insurance Benefits

The surviving spouse and surviving dependents of Texas law enforcement officers killed in the line of duty are entitled to purchase continued health insurance benefits at the rate paid by current employees (ref. SB872/2009). The surviving spouse is entitled to continue to purchase health insurance coverage until the earlier of the date the surviving spouse becomes eligible for federal Medicare benefits.

Surviving dependent minor children are entitled to continue health insurance coverage until the dependent reaches the age of 18 years; or becomes eligible for group health insurance through another employer.

Surviving dependents who are not minor children are entitled to continue health insurance coverage until the earlier of the date the dependent becomes eligible for group health insurance through another employer; or the date the dependent becomes eligible for federal Medicare benefits.

Survivors may elect to continue coverage at any level of benefits currently offered by the employing entity to dependents of an active employee. Eligible survivors who are entitled to continued coverage are entitled to purchase the coverage at the group rate for that coverage that exists at the time of payment.

Contact the Benefits Assistance Officer at your agency to continue group health insurance coverage.

Source: Texas Survivors Benefits Book

BENEFIT

Health Insurance – Public Employee Benefits of North Texas

- **Contact:**
Dallas County Human Resources/Civil Service Administration
Records Building, 509 Main Street
Dallas, TX 75202
Phone: (214) 653-6161 OR (214) 653-7613
Fax: (214) 653-7608
E-mail: Julia McDuff, HR Technician OR Carmon Brown, HR Analyst III
Website: www.dallascounty.org/departments/HR/benefits.html#medical
- The Public Employee Benefits Cooperative of North Texas (PEBC) was created in 1998. On behalf of its member governments, the PEBC provides joint purchase of employee benefits and cost effective administration of PEBC programs. The Employers that are members of the PEBC share the belief that a quality employee benefits program is necessary to recruit and retain a quality workforce. Current PEBC member entities include Dallas County, Tarrant County, the North Texas Tollway Authority (NTTA), Denton County, and Parker County.

Source: Firehero.org (Texas Benefit Guide)

BENEFIT

Texas Workers' Compensation

Workers' Compensation coverage is elective for employers in Texas.

Workers' Compensation shall pay the following death benefits when a law enforcement officer is killed in the line of duty:

- (1) Will pay up to \$10,000 for funeral expenses which can be paid directly to the funeral home handling the burial arrangements.
- (2) Payment will be computed by multiplying the employee's average weekly wage by 75.
- (3) If the officer is survived by any minor children, Workers' Compensation will then mandatorily divide the payment, paying a portion each week to the child until the child reaches the age of 18, or marries, or beyond age 18 if disabled, or until the child reaches the age of 25 if full-time students. If there are two or more children, the weekly amount must equally be divided among them.

Source: Texas Survivors Benefits Book

BENEFIT

Texas Workers' Compensation

- (4) At such time as all dependent children become of age or leave home, the surviving spouse will receive a weekly benefit thereafter.
- (5) If the Line of Duty Death occurs on or after September 1, 2015, the surviving spouse will continue to receive the Workers' Compensation Benefit whether or not the surviving spouse chooses to remarry (ref. HB1094/2015). The minor child or children will receive the weekly benefit until reaching the maximum age.
- (6) If the officer was single and had never been married, the parents (if living) or next of kin, if financially dependent upon the officer, are entitled to receive cash settlement under Workers' Compensation.

Workers' Compensation benefits are calculated based on the officer's average salary for the 13 weeks immediately prior to death. Workers' Compensation benefits will begin approximately two weeks after the date of filing.

Source: Texas Survivors Benefits Book

Your Workers' Compensation carrier will need the following information for investigation and consideration of any workers' compensation claim fatality claim:

- Employers' First Report of Injury form (**immediate verbal notification is recommended**)
- Employer's Wage Statement form DWC3
- Any Police or Fire Department report (s) regarding the accident, to include any statements
- A copy of any available photograph's immediately following the incident
- Any newspaper clippings, etc. regarding the incident and/or deceased claimant are also welcome
- The name and address of all potential beneficiaries and if a minor their guardian name and address as well.

HR should work closely with the coverage provider to provide requested documents and assist beneficiaries in submitting required documents for benefit consideration. Examples of required documents include, but are not limited to:

- Certificates for all marriages – employee and spouse
- Certificates for all divorces – employee and spouse
- Copies of birth certificates for employee, spouse and all children
- Copy of death certificate
- Copy of autopsy report
- **If the spouse is female, a pregnancy test, or evidence that the spouse is not pregnant is required.**
- Funeral bill

Source: TMLIRP

EDUCATION BENEFITS

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Provider: US DOJ - Public Safety Officers Benefits Program

Amount: Varies

Summary: The 104th Congress of the United States enacted the Federal Law Enforcement Dependents Assistance (FLEDA) Act in 1996 which sets forth the guidelines for educational assistance to the dependents of Federal law enforcement officials who are killed or disabled in the performance of their duties.

Contact: US DOJ - Public Safety Officers Benefits Program website Toll Free (888) 744-6513 Website : <https://www.psob.gov/> Email: AskPSOB@usdoj.gov

US DOJ - Public Safety Officers Benefits Program 810 7th Street NW Washington, DC 2053

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Provider: Texas Higher Education Commission

Summary: Children of peace officers killed or disabled in the line of duty prior to September 1, 2000, are exempt from all dues, fees and charges, not including room or board, at any public college in Texas. This exemption covers 120 undergraduate semester credit hours.

Contact: Texas Higher Education Commission website (512) 427-6101

Texas Higher Education Commission P.O. Box 12788 Austin, TX 78711-2788 Phone: (512) 427-6101 Fax Number: (512) 427 – 6510

Physical Location: Texas Higher Education Coordinating Board 1200 E. Anderson Lane Austin, Texas 78752
Website: <http://www.theccb.state.tx.us/>

Source: Texas Survivors Benefits Book

BENEFIT

Education Benefits - Texas

Texas Education Code Article 54.204 Children of peace officers killed or disabled in the line of duty prior to September 1, 2000, are exempt from all dues, fees and charges, not including room or board, at any public college in Texas. This exemption covers 120 undergraduate semester credit hours.

A child must apply initially for the exemption before (s)he reaches 21 years of age, or age 22 if eligible to participate in a school district's special education program. (S)he must meet the entrance requirements of the college and maintain a scholastic average adequate to be in good standing. Must contact Angela Crowder at (512) 427-6344 or (800) 242-6344.

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Government Code 615.0225

For line-of-duty deaths that occur on or after September 1, 2000, education benefits are expanded. Eligible survivors include a surviving spouse as well as surviving children provided the children were claimed as dependents on the income tax return filed with the IRS by the deceased officer in the year preceding the year of death. Survivors must be enrolled as full-time students to be eligible.

Eligible survivors are exempt from tuition and fees until receipt of a bachelor's degree or 200 hours of course credit, whichever occurs first. Additionally, if the student elects to reside in housing provided by the institution of higher education and qualifies to reside in that housing, the student will be exempt from charges for food and housing. If no school housing is available, the student will be paid the equivalent amount for food and housing. The student shall also be reimbursed the cost of textbooks. If applying through this code, send information directly to the school.

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

C.O.P.S. Scholarship

Provider: Concerns of Police Survivors (C.O.P.S.)

Summary: Provides educational assistance to surviving families of law enforcement officers killed in the line of duty.

Contact: Concerns of Police Survivors (C.O.P.S.) website (573) 346-4911

Concerns of Police Survivors (C.O.P.S.) P.O. Box 3199 Camdenton, MO 65020

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Fraternal Order of Eagles Financial Assistance

Summary: Through their Memorial Foundation, the Eagles provide financial assistance for surviving children of full-time law enforcement officers killed in the line of duty who were also active members of the Fraternal Order of Eagles at the time of their death.

Contact: Fraternal Order of Eagles website (614) 883-2200

Fraternal Order of Eagles 1623 Gateway Circle S. Grove City, OH 43123

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Knights of Columbus Scholarship

Summary: Scholarships are available to children of members of the Order, who, as a result of criminal violence, lost their lives or became totally and permanently disabled while in the lawful performance of their duties as full-time law enforcement officers. Contact: The Knights of Columbus website (909) 343-0460

The Knights of Columbus 15808 Arrow Blvd. Suite A Fontana, CA 92335

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Purple Heart Educational Benefits

Provider: Military Order of the Purple Heart

Summary: Membership restricted to "Purple Heart" recipients. Educational benefits for surviving children available. 2.5 GPA required.

Source: Texas Survivors Benefits Book

EDUCATION BENEFITS

Survivor's Education Law Enforcement Trust Scholarship

Provider: The IACP Foundation

Amount: \$1000 to \$2500

Summary: The SELECT program supports the continuing education needs of dependent family members by helping to defray educational costs for undergraduate or graduate studies. Application deadline for 2018 is June 1.

Contact: The IACP Foundation website 800-843-4227 x367

The IACP Foundation 515 North Washington Street Alexandria, VA 22314-2357

Source: Texas Survivors Benefits Book

MEMORIALS

- Federal
- State
- Local



FOLLOW UP

Critical for future communication and support with HR staff. Making transitions to new staff members easy for the family. They become attached and get fearful they will not be treated the same by new staff.

- Family Notifications of Events
- Updated Contact Information
- Annual Benefit Meetings
- Keep in Touch

TOOL KIT

- Your panel is drafting a LODD tool kit to place on the TMHRA Website.
- Please provide feedback and thoughts to your panel members on what you would like included in the toolkit.

RESOURCES

- Concerns of Police Survivors
 - Texas – 3 Chapters
 - Greater Houston COPS
 - South Texas COPS
 - Metroplex COPS
- TCOLE
- National Fallen Firefighters Foundation



RESOURCES

- Chaplains Manual, Fire Department Funerals (Federation of Fire Chaplains)
- Line of Duty Death Benefits Guide, (National Fallen Firefighters Foundation)
- Texas Chapter of C.O.P.S. Benefits Guide
- Sample Funeral Protocols
 - www.theiacp.org/sample-funeral-protcols
 - www.funeralwise.com/customs (available for fire and police)
 - Mourning Band Protocol (www.odmp.org/info/mourning-band-protocol)