



P.U.N.

POLICE UNION NEWS

SPRING 2025

Brought to you by The International Union of Police

The Proud History of the I.U.P.A.

Since the inception of the I.U.P.A., it has been one of the most influential voices for the law enforcement community in the political arena. I.U.P.A. legislative initiatives have included the National Police Officers Bill of Rights, the Fair Labor Standards Act (FLSA) for public employees, educational survivor benefits, and armor vest grants ... just to name a few.

1954

I.U.P.A.'s history began in 1954 when the union was known as the National Conference of Police Associations (N.C.P.A.). The N.C.P.A. was developed in response to the evolving demands of the law enforcement profession, especially collective bargaining and benefits.

1966

INTERNATIONAL CONFERENCE OF POLICE ASSOCIATIONS

In 1966, the N.C.P.A. amended its by-laws to allow a number of local Canadian police associations to affiliate and became known as the International Conference of Police Associations (I.C.P.A.).

I.U.P.A.

It soon became apparent that police officers were in need of the support and services that only a strong union with a united labor front could provide. In response to this need, the International Union of Police Associations (I.U.P.A.) was created.

1979

NATIONAL RECOGNITION

On February 20, 1979, I.U.P.A. was granted a charter as the first union that gave the law enforcement community an independent voice within the organized labor movement. This partnership was created to enhance the working and personal lives of law enforcement professionals across the country. That partnership has not changed.



Continued on page 2

1986

PIVOTAL ROLE IN THE PASSAGE OF AMENDMENTS

The I.U.P.A. played a key role in the passage of amendments that made the Fair Labor Standards Act (FLSA) one of the most important labor laws ever passed applicable to law enforcement. In 1986, Congress passed a series of amendments to the FLSA, which forever changed American policing. No longer could law enforcement officers be required to work more than eight hours a day or 40 hours a week without compensation, and no longer did local unions and associations have to collectively bargain to ensure that overtime was paid at time and a half. I.U.P.A. General Counsel Mike Leibig appeared at the U.S. Supreme Court on three separate occasions and through his arguments demonstrated, clearly and unequivocally, the great value of an independent law enforcement union. We also fought alongside other unions in opposition to the rule changes to this act promulgated by the Department of Labor. This collaborative effort resulted in the passage of the Harkin Amendment through both houses of Congress.

1990

NATIONAL AND INTERNATIONAL GROWTH

Due to I.U.P.A.'s international reputation as the leading advocate for law enforcement, I.U.P.A.'s membership has grown tremendously since 1990. Included in the expansion across the country of police and sheriff's departments has been the affiliation of corrections officers as well law enforcement officers in the U.S. territories of Puerto Rico and the Virgin Islands.

2004

PUBLIC SAFETY OVERTIME

The I.U.P.A. fought in opposition to the rule changes to the FLSA promulgated by the Department of Labor. This collaborative effort resulted in the passage of the Harkin Amendment through both houses of Congress which included the final regulations on exemptions from overtime. This protected overtime pay for law enforcement and other first responders.

I.U.P.A. was also involved in improving the Law Enforcement Officer's Safety Act, passed in 2004, by passing the Law Enforcement Officer's Safety Improvement Act into law in 2010. The new law greatly improved the ability of retired officers to carry concealed personal firearms throughout the country.

2009

LAUNCHING THE LAW ENFORCEMENT OFFICERS RELIEF FUND

In 2009, the I.U.P.A. founded LEORF, and in 2011, the I.U.P.A. launched the first annual LEORF Golf Classic to increase support for the Law Enforcement Officer's Relief Fund (LEORF). LEORF was created by the I.U.P.A. to assist surviving spouses of officers with serious personal injuries on the job as well as line of duty deaths. Too often, benefits from insurance and other sources take too long to come forward.



Continued on page 3

Cont. from page 2

LEORF is there to attempt to provide immediate assistance to get officers and their families through the first trying weeks of these disasters.

2012

PROTECTING COLLECTIVE BARGAINING

The I.U.P.A. has been in the forefront as a national advocate and defender of officers. They were able to assist a successful campaign to repeal an Ohio law that would not only have gutted the collective bargaining process in that state, but would also have served as a dangerous precedent for other states to emulate and destroy unionism as we know it.

Whether protecting Law Enforcement Officer wages, benefits and work conditions, or assisting officers' families in especially trying times, the I.U.P.A. always stands by their members.

TODAY

The I.U.P.A. continues to advance the interests of law enforcement professionals through important legislation such as the Social Security Fairness Act, which has just been signed into law on January 5!

The I.U.P.A. has also supported the Emerging Innovative Border Technologies Act, Public Service Freedom to Negotiate Act, Targeting Online Sales of Fentanyl Act, Expanding Health Care Options for First Responders Act, and many others!





Real Estate Rewards

Earn cash back on your
home sale or purchase



UNIONPLUS

Visit <https://www.unionplus.org/benefits/home-auto/real-estate-rewards> for more information.

Statement of Sam A. Cabral, President of the I.U.P.A., Regarding the Social Security Fairness Act



International Union of Police Associations

FOR IMMEDIATE RELEASE:

Contact: Dennis J. Slocumb

Phone: 1-800-247-4872

E-Mail: iupa@iupa.org

Statement of Sam A. Cabral, President of the International Union of Police Associations

Sunday, January 5th, President Joe Biden signed H.R. 82, the Social Security Fairness Act. This bill has been in the works for more than two decades. It will restore the earned and paid for Social Security benefits to millions who paid into the fund while also paying into a government pension not within Social Security.

It will be months, I suspect, before the results of this bill will find its way into our monthly Social Security checks, but the benefits will be retroactive back to January 2024.

We, as well as many groups, will take partial credit for this historic bill, and well they should. Its passage showed the value of divergent groups working together as well as independently across both sides of the aisle to accomplish that which was deemed unattainable. We salute and thank them all. We also thank our elected representatives in both the House and the Senate for their bi-partisan support of this critical legislation.

END

NOTE:

*Originally chartered in 1979, the **International Union of Police Associations** is the only chartered labor union that exclusively represents law enforcement personnel. The I.U.P.A. represents active-duty, rank and file law enforcement professionals and emergency medical personnel nationwide – including the U.S. Virgin Islands and Puerto Rico. The I.U.P.A.'s mission is to protect and advance officers' wages, benefits, and work conditions. Membership includes officers from agencies throughout the United States, including the U.S. Virgin Islands and Puerto Rico.*

More information is available at www.iupa.org. Follow us on Twitter at [IUPA34233](https://twitter.com/IUPA34233).

Keep Us Updated!

At the International, we know just how busy your day to day lives can be. After all, our Executive Committee used to walk the beat just like you do now, had familial and local union responsibilities, and met the demands of everyday life. We appreciate how much all of you have on your plates more uniquely than most could possibly conceive of!

It would be extremely beneficial to us and to you if you take a moment to update us in the following instances:

- Your locals' board members change.
- Contact information changes.
- If anything else changes that we should be aware of.

There are many reasons it is imperative for us to be able to reach you expeditiously so be certain to keep us updated if any contact information we need to reach you changes. It will assist us in better serving you while you serve and protect.



ARLEO HELPS YOU
GET THE MOST OUT OF YOUR RETIREMENT
WHILE PROTECTING YOUR FUTURE



This retirement program is powered by I.U.P.A., The International Union of Police Associations

The Brother/Sisterhood Remains...

ARLEO values the service of Law Enforcement, "**Enhancing Your Future Beyond the Badge**"

ARLEO has created a program that offers you the proper respect and access to critical legal protection, should you find the need to take action.

ARLEO will provide many [or more] of the association benefits that you had during your active Law Enforcement career.

For more information about ARLEO, please call 1-800-247-4872 or visit our webpage ARLEO.ORG

I.U.P.A. BENEFITS

Wage Surveys for Locals

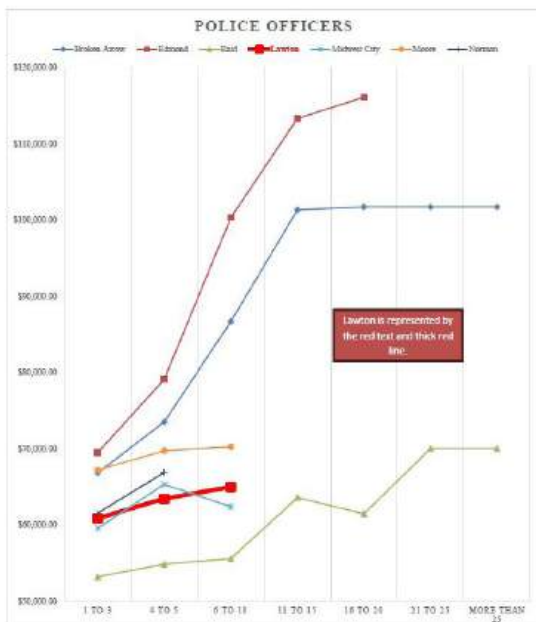
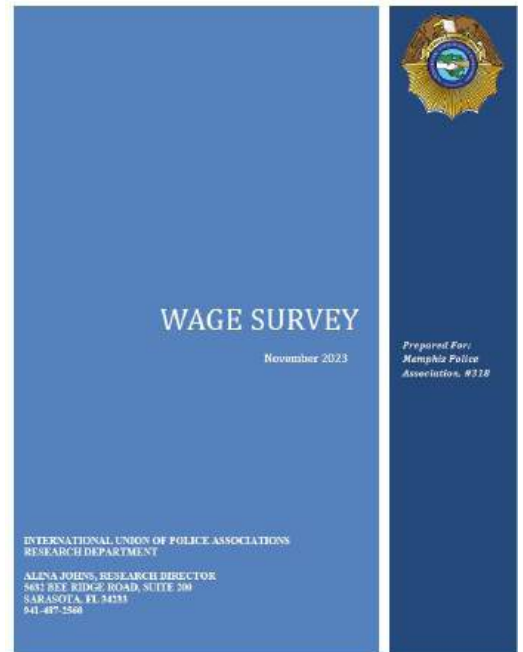
The I.U.P.A. Research Department provides a variety of services for our local presidents:

- SurveyMonkey surveys for surveys, votes on contracts, votes for local boards, and more!
- Research reports on various topics of interest to LEOs.
- Public information requests for information that would benefit our locals.
- Wage and benefits surveys for use in negotiations!

Wage and benefits surveys are of particular use during negotiations. They can be used to:

- Compare pay plans, health insurance, pension benefits, overtime, and more.
- Display information about policies on topics of interest to LEOs.
- Show clear disparities in wages between workers in different municipalities.
- And more ... local presidents often have unique questions that they bring to the I.U.P.A. Research Department for answers.

To request a wage or benefits survey, local presidents may contact the Research Department at alinaj@iupa.org to discuss the research needed and request a research request form to fill out, sign, and return to the Research Department in order to get started. It is also of particular note that research that has previously been conducted that is of use to all locals is available upon request for local presidents. Visit <https://iupa.org/research/> to see the list of available research and request it from alinaj@iupa.org.



| Department | Average Annual | 1 to 3 Years of Service | 4 to 5 Years of Service | 6 to 10 Years of Service | 11 to 15 Years of Service | 16 to 20 Years of Service | 21 to 25 Years of Service | More than 25 Years of Service |
|--|----------------|-------------------------|-------------------------|--------------------------|---------------------------|---------------------------|---------------------------|-------------------------------|
| Bradenton Police Department | \$84,932.80 | — | — | \$62,878.25 | \$65,722.26 | \$92,032.21 | — | \$94,456.60 |
| Charlotte County Sheriff's Office | \$83,233.76 | — | — | \$85,487.87 | \$88,013.00 | \$83,664.06 | \$87,144.83 | \$104,355.28 |
| DeSoto County Sheriff's Office | \$71,131.97 | — | — | \$76,749.84 | \$71,190.03 | \$72,488.95 | — | — |
| Hillsborough County Sheriff's Office | \$108,811.24 | — | — | — | — | \$12,134.72 | \$116,378.68 | — |
| Lee County Sheriff's Office | \$100,655.89 | — | — | — | — | \$94,071.61 | \$106,321.66 | \$107,893.09 |
| Manatee County Sheriff's Office | \$118,796.88 | — | — | — | — | \$113,881.08 | \$111,705.46 | — |
| Miami Dade Schools Police Department | \$88,083.44 | — | — | \$88,854.87 | \$79,484.80 | \$79,200.00 | \$84,155.23 | \$83,140.00 |
| North Fort Police Department | — | — | — | — | — | — | — | — |
| Sarasota County Schools Police Department | \$75,625.68 | — | \$75,425.84 | \$75,724.71 | — | — | — | — |
| Sarasota County Sheriff's Office | \$100,742.36 | — | — | \$87,028.00 | \$87,814.00 | \$102,045.14 | \$106,222.40 | \$108,628.00 |
| Sevier Police Department | \$107,480.82 | — | — | \$86,340.20 | \$107,280.27 | \$100,871.47 | \$119,632.00 | \$130,652.00 |
| School Police - The School District of Palm Beach County | \$78,608.56 | — | — | \$87,900.82 | \$82,141.22 | \$83,478.33 | — | — |
| Vander Police Department | \$87,450.28 | \$76,000.00 | — | \$82,500.00 | \$104,241.58 | \$106,568.00 | — | — |



Shelby County Deputy Sheriff's Association Joins the I.U.P.A.!

Shelby County Deputy Sheriff's Association, I.U.P.A. Local 9684 has joined the I.U.P.A.!

Shelby County Deputy Sheriff's Association, I.U.P.A. Local 9684 Vice President Richard McKinney made a statement about this milestone, "In today's climate of law enforcement, there is no greater time than now than to have the protection you need when you need it." He gave as an example a recent critical incident that affected two officers who the I.U.P.A. has already taken steps to assist with their new benefits.

Shelby County Deputy Sheriff's Association, I.U.P.A. Local 9684 has over 500 deputies and about 900 corrections officers. They are fully protected by the LDF and are enjoying the added benefits that come along with being a member. Vice President Richard McKinney spoke with enthusiasm about their intention to make use of the Research Department's wage surveys service for upcoming negotiations. He described the I.U.P.A. as a one stop shop for all of the useful benefits that LEOs need.



Apply Today!



SCHOOL RESOURCE OFFICER

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- ✓ PAID MEDICAL, DENTAL, VISION FOR EMPLOYEES
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- ✓ UP TO \$64,300 SALARY (12-MONTH OFFICERS)
- ✓ 10-MONTH POSITIONS AVAILABLE
- ✓ INITIAL HIRE SALARY INCENTIVE (0.5% PER YEAR OF VERIFIED PRIOR LAW ENFORCEMENT EXPERIENCE) (UP TO 15 YEARS, 7.5% MAXIMUM - INCLUDED ABOVE)
- ✓ OVERTIME OPPORTUNITIES
- ✓ STATE RETIREMENT

GENERAL REQUIREMENTS

- HIGH SCHOOL DIPLOMA OR GED OR EQUIVALENT
- POSSESS FLORIDA LAW ENFORCEMENT CERTIFICATION
- POSSESS A VALID DRIVER'S LICENSE
- 21 YEARS OF AGE
- PASS BACKGROUND INVESTIGATION
- PROOF OF U.S. CITIZENSHIP
- MUST BE FOUND TO BE OF GOOD MORAL CHARACTER
- ABLE TO SUCCESSFULLY PERFORM ESSENTIAL LAW ENFORCEMENT FUNCTIONS
- **SCAN THE QR CODE BELOW** FOR THE SRO JOB DESCRIPTION WITH COMPLETE LIST OF REQUIREMENTS



APPLY NOW!

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(941) 927-9000 ext. 31128



I.U.P.A. Local 6020 Votes Overwhelmingly for I.U.P.A.

The PBA challenge to represent I.U.P.A. Local 6020 has once again failed. The vote took place between November 18 and 22, with the tally occurring on November 22 with members voting overwhelmingly in favor of the I.U.P.A.

I.U.P.A. Local 6020 Members recognized the stellar benefits and services that the I.U.P.A. has been providing since 2015 when the I.U.P.A. assumed their representation.

While the I.U.P.A. works well with Broward County management, the I.U.P.A. has also put them to task when representing the local and members of the local:

- Recovering millions worth of pay and benefits
- Restoring several employees to duty
- Correcting numerous unjust disciplinary actions
- Encouraging our members to participate on a daily basis to control the direction their local takes



I.U.P.A. LOCAL 6020

**INTERNATIONAL UNION OF POLICE ASSOCIATIONS
BROWARD DEPUTY SHERIFFS ASSOCIATION
*THE VOICE OF LAW ENFORCEMENT OFFICERS***



Memphis Shelby County School Resource Officers Association Joins the I.U.P.A.!

**Memphis Shelby County School Resource Officers Association, I.U.P.A. Local 9680
has joined the I.U.P.A.!**

Memphis Shelby County School Resource Officers Association, I.U.P.A. Local 9680 President Sharon Mabon was very excited to share about why she and the other members joined the I.U.P.A.!

Memphis Shelby County School Resource Officers Association, I.U.P.A. Local 9680 have spent far too long without the raises they deserve, risking their lives without adequate compensation or benefits. In fact, there were no benefits or protections for officers and their families if they should fall in the line of duty. They lacked fair representation for years. It reached a tipping point when SROs got to the point that they threatened to strike. There was a media blitz of coverage about the situation, including these articles:

[FOX 13: Audio recording sheds light on tension between MSCS and resource officers](#)

[Action News 5: MSCS agrees to increase salaries for SROs after threats of walk-out](#)

[FOX 13: MSCS lays out new pay plan for SROs as walkout threat looms](#)

[ABC 24: MSCS School Resource Officers threaten strike over safety and pay demands](#)

[Action News 5: School resource officers threaten to walk off the job due to 'multiple issues' at MSCS](#)

When asked about why they joined the I.U.P.A., Memphis Shelby County School Resource Officers Association, I.U.P.A. Local 9680 President Sharon Mabon said that it is time for a change, for fair representation, and for officers to have the pay and benefits they deserve. After sharing how she did extensive research before joining the I.U.P.A., President Mabon stated, "We look forward to moving forward. I am proud to birth the representation of our unit. I am the first female and person of color to have taken that huge leap without fear."



I.U.P.A. BENEFITS

Time to Begin Your Application for the Edward J. Kiernan Memorial Scholarship

The Edward J. Kiernan Memorial Scholarship was established in 1999 by Sam A. Cabral, I.U.P.A.'s current President.

The scholarship honors Edward J. Kiernan, a New York City Police Officer and former I.U.P.A. President in recognition of Eddie's long commitment to the improvement of law enforcement officers' and their families' lives. When asked about the reason he created the scholarship, Cabral said, "The future of our society rests in the hands of young people dedicated to careers serving the public interest with public safety being critical to a stable and successful society. We have an obligation to future generations to support those efforts."

In order to be eligible for the scholarship, the applicants must meet the following criteria:

- The applicant's parent or guardian must be a member of a union affiliated with the I.U.P.A.
- The applicant must be accepted at an accredited university or college in a course of study in law enforcement, labor relations, or a related field.
- The applicant must submit a current transcript confirming they have a "B" average or higher.
- The applicant must submit SAT/ACT scores.
- The applicant must submit a letter of recommendation by a school official.

Applications are due by **July 31, 2025** so **get started on your application now!**

Last summer, some extremely noteworthy students were selected. Their academic interests included criminal law, forensics, criminal profiling, cybersecurity, criminal justice, and labor law.

2024 Recipients:

- Sophia Ayala of Milwaukee, Wisconsin
- Christopher Boudreaux, Jr. of Toledo, Ohio
- Amanda Hergenreder of Sarasota, Florida
- Jessie Jensen of Seneca Falls, New York
- Tierney Licht of Yonkers, New York
- Caleb Osorio of Woodland, Washington
- Dwayne Parker-Lowe III of Stuart, Florida
- Emilee Miller of Sarasota, Florida
- Haley Stewart of Denham Springs, Louisiana
- Emerson Toole of Vero Beach, Florida
- Kyah Velie of Monroe, Washington

Visit the application form online [here](#) to get started. When you have finished, send your application to alinaj@iupa.org or mail it to I.U.P.A., ATTN: Alina Johns, 5632 Bee Ridge Road, Ste. 200, Sarasota, FL 34233 if you prefer to send a hard copy. Contact alinaj@iupa.org with any questions. I.U.P.A. members and their families can also apply for the Union Plus Scholarship annually [here](#). Those applications are due by the end of January.



PAST RECIPIENT PHOTOS



I.U.P.A. BENEFITS

Personalized Logos for Locals




The I.U.P.A. is pleased and proud to offer **high-quality, personalized logos** to our locals!

We know how important it is to have a recognizable logo that communicates that you are a law enforcement professional, a proud local of the I.U.P.A., and a union representing hard working members.

The I.U.P.A. has a standard logo that can be personalized for locals that do not have one. See the graphic below as a reference. Be sure to include the colors you prefer she use and the name of your local. You may use two colors (one light and one dark for contrast) on your brand-new logo for your local!

Below is the logo design that can be personalized for I.U.P.A. locals who need a logo.



| | | |
|---|---|---|
|  1: Hex# 445684 |  8: Hex# dbba26 |  15: Hex# 2c3383 |
|  2: Hex# 142747 |  9: Hex# 85d0cf | |
|  3: Hex# 1f451f |  10: Hex# 34869f | |
|  4: Hex# 567e3d |  11: Hex# 87c1e9 | |
|  5: Hex# 6a120f |  12: Hex# 4cb1d6 | |
|  6: Hex# c62722 |  13: Hex# 008144 | |
|  7: Hex# ffd73a |  14: Hex# 54b948 | |

* If you do not see a color that matches your local, you may provide the color to the graphic designer.


Examples of Personalized logos



ADVERTISE WITH US!

EMAIL BLASTS

An email blast is an excellent way to reach a large list of potential clientele simultaneously. By advertising in our Quarterly e-blast it will provide your business a beneficial way of gaining a new targeted audience. This tactful decision may persuade them into being your next big sale!



Quarterly e-blast of Police Union News (P.U.N.)

The screenshot shows a newsletter header with the P.U.N. logo and the title "POLICE UNION NEWS". Below the header, there are two main articles. The first article is titled "CHARITY MEETS THE GREEN" and discusses the "2024 LEORF Golf Classic Was A BIG Success!". The second article is titled "LEORF" and discusses "The IUPA Strongly Supports the Passage of the Social Security Fairness Act". At the bottom of the newsletter, there are logos for "The Sheriff's Office" and "Ullico".

DIGITAL DISPLAY ADVERTISEMENT

A display ad, also known as a banner ad, is an advertising opportunity for your business that is typically a designed image, including specials, deals or promotions that you would like to showcase. This display banner will be linked to your desired landing page providing an easy transfer of clients from our web page to yours. Take advantage of our home page banner option and boost awareness of your brand towards an even larger audience. Gain more sales simply with the click of a button!




Police Union News (P.U.N.) website banners & logo spots

The screenshot shows a website banner for Police Union News. It features the P.U.N. logo and the text "Welcome to Police Union News!". The banner is designed with a dark background and includes a small image of a person in a uniform.

PUBLICATION ADVERTISEMENT

Choosing to advertise in our publications not only gives your business optimal advertisement sizes, but a large pool of potential clientele to target. Get their attention and advertise in our booklets today!



Quarterly Digital Police Union News (P.U.N.)

The screenshot shows a digital publication for Police Union News. It features the P.U.N. logo and the title "POLICE UNION NEWS". Below the header, there are several articles and photos. The first article is titled "CHARITY MEETS THE GREEN" and discusses the "2024 LEORF Golf Classic Was A BIG Success!". The second article is titled "LEORF" and discusses "The IUPA Strongly Supports the Passage of the Social Security Fairness Act". There are also several photos of people at a golf course and a group of people in uniform.

Visit: <https://pun.iupa.org/index.php/become-a-sponsor/> or email: marketing@iupa.org if you have questions.

if you would like to submit an article for consideration, please email: alinaj@iupa.org