P.U.N.
POLICE UNION NEWS
AUTUMN 2025
Brought to you by The International Union of Police Assoc.

# Get the Inside Scoop on the 2025 LEORF Golf Classic!

The I.U.P.A. holds the LEORF Golf Classic each year to raise funds for Law Enforcement Officers Relief Fund (LEORF). LEORF sends money to the families of officers killed and to law enforcement officers and their families when the officer has been severely injured. LEORF is a 501(c)3 so all donations are tax deductible.

This year the LEORF Golf Classic will take place at Plantation Golf and Country Club, 500 Rockley Blvd., Venice, FL 34293 on Monday, September 29, 2025. Visit our website to learn more at https://leorfgc.org/.

**Sign up a Team and Spend a Day on the Plantation Golf and Country Club Course!**

Sign up a team to play at the beautiful Plantation Golf and Country Club course in sunny Venice, Florida. There will be fresh brewed coffee and breakfast to start your day as well as ice cold drinks along with snacks on the course, wrapping up with a delicious lunch spread at the luncheon with silent auction and raffle prizes! Sign up to play at https://leorfgc.org/registration/.

**Check Out the Silent Auction! You Do NOT Have to Wait for the Day of the Event to Put in Your Bids!**

The Silent Auction will open up for bids prior to the day of the event. Watch your email for the announcement and the link, which will also be available on the 2025 LEORF Golf Classic page at https://leorfgc.org/. Make sure to give us your email address, so that you get the email announcement. Enter it when you sign up, or send it to alinaj@iupa.org. This year, there will be hotel stays, sports items, wine tastings, a fishing trip, and much, much more! Bid as much as you like. It is all for a very good cause!

**Sign Up to Sponsor and Show LEOs that YOU Have Their Backs!**

There are still sponsorship opportunities available to support this important cause. Many include a set of players and this is an excellent networking opportunity with others who also value LEOs. Sign up to sponsor at https://leorfgc.org/sponsorship/.

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- **Platinum Sponsor(s): $10,000 (12 players)**
  - 3 Tee Box signs (1- Hole/1- Putting Green/1-Driving Range). Volunteer T-shirts will prominently feature your logo, and your logo will also be showcased in ad space for the quarterly I.U.P.A. P.U.N. as well as monthly on I.U.P.A. blogs. Additionally, your logo will be displayed at the LEORF GC reception prior to the tournament.
- **Gold Sponsor(s): $6,500 (8 players)**
  - 3 Tee Box signs (1- Hole/1- Putting Green/1-Driving Range), and company name & logo on the Banquet Centerpieces. As a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Silver Sponsor(s): $3,500 (8 players)**
  - 3 Tee Box signs (1- Hole/1- Putting Green/1-Driving Range), and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Reception Sponsor(s) $3,000 (4 Players)**
  - Reception Recognition with sign, and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for the event.
- **Luncheon Sponsor(s) $3,000 (4 Players)**
  - Luncheon Recognition with sign, and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for the event.
- **Breakfast Sponsor(s) $2,500 (4 Players)**
  - Breakfast Recognition with sign, and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for the event.
- **TURN Sponsor(s): $2,000 (4 players)**
  - 2 Tee Box signs on the Turns and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Bronze Sponsor(s): $1,500 (4 players)**
  - 1 Tee Box sign (1 on the Putting Green) and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Cooler Sponsor(s): $1,500 (2 Players)**
  - 2 Tee Box signs at a Coolers and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Putting Green Sponsor(s) $1,500 (2 Players)**
  - 2 Tee Box signs on the Putting Green (Putting Challenge Game), and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Golf Prize Sponsor(s) $1,500 (2 Players)**
  - Recognition at the luncheon and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Hot Dog Sponsor(s) $1,500 (2 Players)**
  - 2 Tee Box signs at Hot Dog Stands and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Driving Range Sponsor(s) $1,000**
  - 2 Tee Box signs on the Driving Range and as a Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
- **Golf Challenge Sponsor(s) $1,000** (per Challenge)
  - Tee Box sign on that Hole and as a "Sponsor of Law Enforcement's Heroes", your logo will be placed on the LEORF website for this event.
  - Choose: Longest Drive / Closest to Pin / Longest Putt
- **Tee Box Sponsor(s) $250**
  - 1 Tee Box sign on a Hole.

Visit https://leorfgc.org/ for more information or contact alinaj@iupa.org with questions. If you wish to sponsor, but are unable to attend, you can donate your player spots to local first responders who will greatly appreciate the gesture.

**We look forward to seeing you there and thank you for your consideration in helping these brave men and women.**

# Join Us

Monday, Sept. 29th, 2025
for the Annual
L.E.O.R.F.

# Golf CLASSIC



## 1 DAY TOURNAMENT

LEORF
LAW ENFORCEMENT
OFFICERS RELIEF FUND

www.LEORFGC.org

SCAN TO
REGISTER TODAY

Plantation
Golf & Country Club
Venice, Florida

500 Rockley Blvd.
Venice, FL 34293

# I.U.P.A. Legislative Update

The I.U.P.A. Legislative Team works to support America's Law Enforcement Officers at the Federal level, working with the Administration, the Department of Justice, and both houses of Congress.

Our priorities in this, the 199th Congress, have been in the areas of qualified immunity, mental health resources, the strengthening of federal laws regarding assaults on officers, and the improvement of the Law Enforcement Officers Safety Act, dealing specifically with concealed carry and immigration. There are others we have supported or opposed, but these have been our priorities.

The I.U.P.A. recently had a major legislative victory in the passage of the Social Security Fairness Act. For over two decades, we worked with the AFL-CIO and lawmakers from both sides of the aisle to achieve this victory. During these efforts, your I.U.P.A. representatives met with each and every Senate office to explain this bill and encourage support for our American public safety officers. These benefits have already been paid for by the brave men and women who protect this nation, and it is only right that they receive the full support they deserve in their retirement.

Annually, our Board is brought to Washington, D.C. where we arrange meetings between them and their elected federal representatives.

We will continue to monitor legislation and oppose or support it in the very best interests of the Law Enforcement Officer.



## Negotiations Update: Toledo Police Patrolman's Assn., I.U.P.A. Local #10

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 has finalized a new collective bargaining agreement with the City of Toledo after more than a year of hard work negotiating.

Their agreement was so noteworthy that it made the news:

- LRIS, "Toledo Police Union And City Approve Contract Focused On Recruitment And Retention"
- Toledo Blade, "Toledo police union and city approve contract focused on recruitment and retention"

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 President Michael Haynes stated the following about the negotiations, "Our contract between the City of Toledo and the Toledo Police Patrolman's Association expired on March 31, 2024. The contract team gets full time release 75 days prior to the expiration of the contract in order to prepare and have a successor agreement in place before the expiration. Unfortunately, that didn't happen."

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 President Haynes continued, "There were multiple issues ranging from retention/hiring, healthcare, and Internal Affairs issues, to, of course, wages. The contract team sat down with the City on multiple occasions over the course of a year in order to get these issues nailed down. Finally, on April 8, 2025, the City Council voted to approve the largest contract the TPPA has seen. We feel that this contract benefits every member and shows that the City of Toledo cares about its police officers. This contract should attract aspiring and veteran officers by offering a competitive wage a well as offering a great city to live. It was a tough road, but definitely worth the wait in the end."

Pictured:

- Pictured with Mayor Wade Kapszukiewicz sitting in chair: Left to Right Safety Director Karen Poore, Tracey Britt TPPA Financial Secretary, Michael Haynes TPPA President, and Greg Zattau TPPA Vice President.
- Also, on the contract team, but not pictured for the TPPA was Jake Wescott, 2nd Vice President; Detective Andrew Crisp; and Detective Raynard Cooper.

The I.U.P.A. joins with Toledo Police Patrolman's Assn., I.U.P.A. Local #10 in celebrating this hard-fought victory. If you have a story about your negotiations successes to share in a negotiations update, then let us know by emailing alinaj@iupa.org.



FIGO ×

# Pet Insurance Overview

## Coverage Highlights

**100% Reimbursement:** Figo provides up to 100% reimbursement for covered vet bills.

**Waiting Periods:**

- **Accidents** – 1 day
- **Illnesses** – 14 days
- **Orthopedic & Hip Dysplasia** – 6 months (with ability to waive)*

**Coverage for Curable Pre-Existing Conditions:** We may cover your pet's pre-existing condition if it's curable, and they've been free from symptoms and treatment for a period of 12 months.

**Alternative Care / Physical & Behavioral Therapy:** Now included in our base plan, subject to policy limit.

**Lightning-Fast Claims:** On average, most claims close in just 2.6 working days!

## Customizable Plans

**Annual Coverage Options:** $5,000, $10,000, or Unlimited

**Reimbursement Options:** 70%, 80%, 90%, 100% (options depend on age and location)

**Deductible Options:** $100, $250, $500, $750, $1,000 (options depend on pet's age and location)

## Powerups

Optional add-ons at an additional cost.

**Wellness Powerup:** Coverage for exams, vaccines, & other routine care for happy, healthy pets.

**Office Visit / Exam Powerup:** Coverage for exam fees associated with the diagnosis and treatment of pets, beyond preventative care.




## The Pet Cloud

**24/7 Live Vet:** Free access to a licensed veterinary professional. Here for you during emergencies, no matter when they occur!

**Claims Tracker:** Track claims seamlessly in real time.

**Set Reminders:** Never forget important dates again. Set alerts for medication refills, vaccines, and more!

**Locate Pet-Friendly Places:** Dog parks, hiking trails, and pet-friendly restaurants near you.

**Community:** Connect with pet parents in your area.



*For dogs only. Coverage for orthopedic conditions such as hip dysplasia and knee conditions begins after a 6-month waiting period (varies by state — see policy for details). Waiting period can be waived by submitting a completed Orthopedic waiver completed by a veterinary provider. Waiting periods, annual deductible, co-insurance, benefit limits and exclusions may apply. For all terms visit https://figopetinsurance.com/sample-policy. Products, schedules, discounts, and rates may vary and are subject to change. More information is available at checkout. Insurance products are underwritten by Independence American Insurance Company (NAIC #26581) and produced by Figo Pet Insurance, LLC. (NPN #16841904). California producer license #0K02763.

# I.U.P.A. Research Update: K9 Heat Stroke Considerations

The I.U.P.A. Research Department completes research tasks on a number of different topics upon request by local presidents and proactively when there are topics of particular concern to law enforcement. Common research assignments include wage and benefits surveys, SurveyMonkey surveys to conduct local elections and to collect information about what members want in negotiations, and research reports on a variety of topics that concern our locals and our members.

One such report was published on heat exhaustion deaths statistics and solutions. This time of the year as the temperature rises, revisiting the results of that research is valuable and worthwhile. Statistics showed that K9s who died due to heat exhaustion begin to rise in April and steadily increase, are at their highest in July, and then decrease slowly again afterward. The highest numbers were in southern states as would be expected, such as Florida and Texas, but they also occurred in northern states so it is important to keep in mind wherever an officer is and that officers themselves must stay cool and hydrated so as not to fall victim to heat exhaustion.

Equally important to consider, since K9s often are transported and kept inside of officers' vehicles, is how quickly temperatures can rise in an enclosed vehicle.

The conclusions/recommendations section of the paper included developing a strong understanding of heat exhaustion. In particular, risk factors, signs of heat exhaustion, and treatments. Risk factors include dark or long hair, dehydration, a history of heat stroke, overextended dogs, muzzled dogs, and dogs who are tracking. The temperature inside of vehicles can rise very quickly so it is important to monitor K9 Officers consistently when they are in vehicles unattended, even when electronic safeguards are in place.

Signs of Heat Stroke:

- Rapid, frantic panting
- Hyperventilation
- Dark red gums and mucous membranes
- Anxious, panicked expression
- Salivation early on then dry gums as the heat prostration sets in high fever
- Staring/dizziness or disorientation/staggering
- Refusal to obey commands
- Lying down and unwilling (or unable) to get up
- Rapid heart beat
- Diarrhea that may have bright red blood in it
- Vomiting
- Collapse and/or loss of consciousness

**HOT CAR TEMPERATURE CHART**

| Elapsed Time | Outside Air Temperature (F) | | | | | |
|---|---|---|---|---|---|---|
| | 70 | 75 | 80 | 85 | 90 | 95 |
| 0 minutes | 70 | 75 | 80 | 85 | 90 | 95 |
| 10 minutes | 89 | 94 | 99 | 104 | 109 | 114 |
| 20 minutes | 99 | 104 | 109 | 114 | 119 | 124 |
| 30 minutes | 104 | 109 | 114 | 119 | 124 | 129 |
| 40 minutes | 108 | 113 | 118 | 123 | 128 | 133 |
| 50 minutes | 111 | 116 | 121 | 126 | 131 | 136 |
| 60 minutes | 113 | 118 | 123 | 128 | 133 | 138 |
| >1 hour | 115 | 120 | 125 | 130 | 135 | 140 |

Estimated Vehicle Interior Air Temperature v. Elapsed Time

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Recommendations/conclusions also include implementing precautionary solutions such as bullet resistant and cooling vests, heat monitoring devices, and K9 first aid kits whose contents handlers have been trained well how to use. It is also important to keep cool water available and to monitor K9 Officers closely, halt work immediately if a dog shows signs of heat exhaustion, and provide treatment until the dog reaches a temperature of 103 degrees F, then transport them to the vet for professional care.

These proactive measures will protect K9 Officers, avoid potential liability for departments and officers, and save more on the cost of training and replacing officers than what they would cost to implement.

**Presidents of I.U.P.A. Locals may request a copy of previously completed research at any time. To learn more about the I.U.P.A. Research Department and topics of previously completed research, visit https://iupa.org/research/**









# CPFU Member Appreciation Day

Connecticut Police and Fire Union, I.U.P.A. Local #74 hosted its seventh annual CPFU Member Appreciation Day and the I.U.P.A. was a proud sponsor!

Connecticut Police and Fire Union, I.U.P.A. Local #74 Members, along with family and friends, enjoyed a wonderful day of baseball at the beautifully constructed Dunkin' Donuts Park in Hartford, Connecticut. Member turnout was a bit lower than usual due to the rain, but those in attendance had a great time watching the game and chatting with their fellow Union Brothers and Sisters.

Complete with a delicious BBQ buffet, everyone enjoyed a great view of the game from the right field party deck. Unfortunately, the Hartford Yard Goats lost 5-1 to the Chesapeake Baysox, but that didn't stop everyone from having fun. Connecticut Police and Fire Union, I.U.P.A. Local #74 leadership is excited to start planning next year's outing!





# ARLEO Program Testimonials

A Law Enforcement Officer is NEVER fully Retired. We at ARLEO, understand this to be true because that's who we are, Retired Law Enforcement Officers. We will provide a resource for Legal Protection for those who have risked their lives every day to Protect others. We offer the Legal Support You Deserve and the ability to Monetarily Enjoy a Healthy and Fulfilling Life after an LEO puts away their Shield. We know who You are and You will Always be there to Protect …

$60 for the first year for Retiring or Retired I.U.P.A. Members with a Sponsorship Program provided by Your Local and the I.U.P.A. Please reach out to your I.U.P.A. local leader/president for more information and to see if they are participating. (Not all Locals are participating in the Sponsorship program; please check with your Local prior to signing up). Otherwise, the cost is $180.00 annually.

At the International Union of Police Associations, member care is paramount. With that being stated, we realized that upon retirement we often lose the special relationships developed through years of service. We have discovered that many retirees would embrace the opportunity to "stay in the loop".

### ARLEO Testimonials

- "Thankfully, I have not had cause to use my ARLEO protections. It is nice to know it is there in case it is needed." ~ Bob, retired trooper
- "The best thing I could say about ARLEO is the peace of mind of knowing I still have the same legal coverage I did when I was on the job. I certainly do not want to get involved in a critical situation to use my weapon, but knowing I have the legal protection is worth the annual dues. As far as discounts, we have utilized car rental, travel, pet insurance, and shopping." ~ Mark, retired patrol officer
- "As a sworn officer I was a member of I.U.P.A. for over 18 years, and one of the most important benefits that my membership held was the assurance that 'if' I ever had to engage in a deadly force situation, the Legal Defense Fund (LDF) had my back. Now, being retired and still carrying concealed, it is a priceless feeling knowing that I have the same protection and coverage that I had as a LEO. If an event occurs and I have to use force to protect my family and friends, the LDF still has my back. The yearly price breakdown is less per month than what I would spend for a fast-food lunch! For me that's a no-brainer. Join ARLEO if you value your retirement, and more importantly, your loved ones." ~Scott, retired police officer

The Alliance For Retired Law Enforcement Officers [ARLEO] will be there for you [the retiree] long after your well-earned retirement. We are looking forward to continuing a long-standing appreciation of your service. We have developed access to additional benefits through partnerships and an abundance of organizations to offer great benefits and discounts at an affordable annual rate.

- **ARLEO Premier Plan Plus:** $180.00 Per Year: Eligibility Requirement: Any individual who has retired as a sworn law enforcement officer in good standing.
- **Legal Defense Protection:** Legal Defense Protection arising from use of a firearm is included.

**Join as a Retired I.U.P.A. Member**

ARLEO Premier Plan: $180 Annual Payment

(See below for local sponsorship cost)

- Legal Defense Protection: Additional Legal Defense Protection arising from use of a firearm is included. I.U.P.A. is proud to offer you access to this tremendous legal protection on top of the outstanding benefits you obtain by being part of the ARLEO program.
- Law enforcement legislative updates/direct correspondence keeping you "in the loop"
- Up to $20,000 NO COST AD&D insurance for the first year (Renewable opportunities available)
- $4,000 AD&D Benefit – Automatic with ARLEO renewal
- $5,000+ annually in savings from local and national brand names, products, and services for you and your family members: Attractions, Tours, Concerts, Sports Events, Education, Health/Wellness, Insurance, (Pets, Auto/Boats/ATV's), Mortgages, Financial, Clothing, Groceries, Restaurants, Electronics, Gifts, etc. …
- Up to $150,000 AD&D with low-cost Accident Coverage from AME.
- Enjoyable, Affordable, and Protected … retirement – you earned it!
- **ARLEO Premier Plan Plus membership is $60 the first year for retiring I.U.P.A. members with a Sponsorship from your Local and the International Union of Police Associations**

**Visit https://arleo.org/ to learn more!**

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ARLEO

ALLIANCE FOR RETIRED LAW ENFORCEMENT OFFICERS

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 website ARLEO.ORG

# I.U.P.A. Members in D.C. and Across the Nation During Police Week 2025

The International Union of Police Associations acknowledges the extraordinary courage and sacrifice a life of service as a law enforcement officer entails. It is during Police Week that we are reminded to reflect upon that and the ultimate sacrifice far too many LEOs make to keep the rest of us safe. This year during Police Week, I.U.P.A. Locals and Members honored and remembered fallen officers in Washington, D.C. and across this great nation.

**Volusia County Deputies Association, I.U.P.A. Local #6035** paid for the Honor Guard from Volusia County Sheriff's Office in Florida as well as seven additional Union Members to attend the events in Washington, D.C.

**Washington Council of Police and Sheriffs Law Enforcement Associates, I.U.P.A. Local #27** Members attended memorial events in Spokane, Washington and at the Washington State Law Enforcement Memorial.

**Terre Haute, I.U.P.A. Local #133** Members attended Police Week events in Washington, D.C. and in Terre Haute, Indiana. Terre Haute Police Department's PIO provided this statement for this article, "The Terre Haute Police Department remains committed to honoring our fallen officers and supporting their families, both here at home and across the country. Since our department was established in the late 1800s, fourteen THPD officers have lost their lives in the line of duty. Tragically, between 2011 and 2021, we experienced the loss of three officers to gunfire-related incidents while serving our community."

They continued, "Our Honor Guard plays a vital role in ensuring that these officers and all fallen heroes are never forgotten. They not only represent our department at funerals and memorial services, but also provide comfort and support to the families and fellow officers left behind. The THPD Honor Guard regularly assists with services both locally and nationally, traveling to support agencies and families dealing with the loss of a loved one. Their presence is a powerful reminder that no fallen officer is ever alone and that their sacrifice is always remembered. We are proud of their dedication and grateful for their efforts to keep the memory of our heroes alive. The Terre Haute Police Department remains committed to honoring the past, supporting the present, and standing united for the future."

**Salt Lake Valley Law Enforcement Assn., I.U.P.A. Local #77** Members participated in a memorial service in Salt Lake, Utah. Salt Lake County Sheriff's Office shared about it on social media, "Today, we gathered to remember the brave men and women who gave their lives in the line of duty. Their courage, dedication, and selflessness will never be forgotten. We stand with their families, friends, and fellow officers in solemn remembrance — and we pledge to carry their legacy forward every day we wear the badge."

**Memphis Police Association, I.U.P.A. Local #318** Members attended Police Week events in Nashville, Tennessee and in D.C. Memphis Police Department posted about it on social media, "During National Police Week, the MPD Color Guard, Motors Unit, and a delegation of Colonels, Majors, and Lieutenants traveled to Washington, D.C., to honor those who made the ultimate sacrifice in the line of duty. MPD Motors joined more than 400 motor officers from across the country to escort the families of fallen heroes. Among them were the families of Officer Joseph McKinney and Officer Demetrice Johnson, who tragically lost their lives in 2024. Their presence in D.C. was a powerful tribute to keeping their loved ones' legacies alive. We stand united in remembrance, honor, and respect."

**Broward Deputy Sheriff's Association, I.U.P.A. Local #6020** sends Members to Police Week every year. They posted on social media, "Each year, I.U.P.A. Local 6020 sends members to Police Week and this year was no different. Pictured here is our delegation at this year's memorial event held at our Nation's Capitol. This week is important to not only our membership, but our profession as a whole. Join us in saluting the fallen on this Police Memorial Day and we'll see you next year in D.C.!"

**The I.U.P.A. pays respect to our fallen heroes during Police Week and every week.**

# POLICE WEEK PHOTOS

























# Union Plus Awards Scholarship to I.U.P.A. Local 27 Member

The International is pleased to share that an I.U.P.A. member has been awarded the Union Plus Scholarship this year. The I.U.P.A. works hard to ensure that our members and their families enjoy the best benefits possible and this is one example of those important benefits paying off.



- Mr. Steve Johnson of the State of Washington is a member of Washington Council of Police and Sheriffs Law Enforcement Associates, I.U.P.A. Local 27, and he has been awarded a $2,000 scholarship.

Deputy Johnson is enrolled in the HCC substance use disorder professional Associate of Arts online program and expects to graduate in March 2028. He has been a law enforcement officer since 1999, currently as a deputy for the King County [Washington] Sheriff's Office (KCSO). He is a married father of four children and grateful I.U.P.A. member. He plans to retire from law enforcement within five years and transition to help with running the First Responder Intensive Outpatient Program at a local substance abuse treatment center. His motivation for the next stage of his career is deeply personal as he has been working on self-improvement for five years. "I am a staunch advocate for first responders who are looking to battle their demons and work toward a life of wellness," he stated. "Life is good now, and I am healthy again. I have become a champion for those in the first responder community who can't advocate for themselves. I look forward to working full time as a drug and alcohol counselor when I retire from law enforcement in a few years."

Since late 2020, Deputy Johnson has been a call taker with Code 4 NW, an all-volunteer nonprofit organization that provides behavioral health resources for first responders and their family members in Washington State. Code 4 NW Operations Director Nick Bauer, a retired Seattle Police sergeant, said that Deputy Johnson is a classic example of someone who faced substantial challenges from repeated exposure to trauma. "About five years ago, Steve contacted Code 4 to request help," Bauer said. "I have a term — student of recovery — that I use to describe clients who jump headfirst into recovery and follow all necessary steps to get back to a healthy and productive person. Steve is an 'A' student of recovery. Now, he is one of our most valued assets as an advanced needs advisor, trainer, and follow-up companion. I consider him one of our most dedicated volunteers and am happy to see him pursuing a higher level of ability to help his cohorts find a similarly successful path to recovery. Steve will be a strong advocate for first responder wellness and recovery for decades into the future."

The International joins with Washington Council of Police and Sheriffs Law Enforcement Associates, I.U.P.A. Local 27, and all of the I.U.P.A. to congratulate this inspiring and impressive law enforcement professional on this auspicious accomplishment.




# Meet IUPA's Union Plus Scholarship Winner

"I am working to complete an AA in a Substance Use Disorder Professional program. I am looking forward to working full time as a drug and alcohol counselor when I retire from law enforcement in a few years."

— **Steve Johnson**, IUPA member
**2025 Union Plus Scholarship Winner**

UNIONPLUS

Learn more at
**unionplus.org**

# Submit Your Application Now to be a Union Plus Scholarship Recipient!

The Union Plus Scholarship awards are presented annually to union members or members of their families who want to begin or continue their post-secondary education. Since 1991, the Union Plus Scholarship Program has awarded more than $5.6 million to students of working families who want to begin or continue their post-secondary education. More than 4,000 families have benefited from their commitment to higher education.

Eligibility: Current and retired members of participating unions, their spouses, and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31 of the scholarship year. See more details on eligibility at https://www.unionplus.org/benefits/education/union-plus-scholarships.

Evaluation Criteria: This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators.

Application Timeline: Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Noon) Eastern Standard Time on January 31st of the scholarship year. Applications received after this deadline will not be considered.

Scholarship Award Amounts: Amounts range from $500 to $4,000. These one-time cash awards are for study beginning in the Fall of the following year. Students may re-apply each year.

**Submit your application now at**
**https://www.unionplus.org/benefits/education/union-plus-scholarships**



# Negotiations Update: I.U.P.A. Local Fort Myers Police Officers Association, #6065

I.U.P.A. Local Fort Myers Police Officers Association, #6065, along with their I.U.P.A. Attorney Bradley Rothman, have been busy since certification in May of 2022 as the bargaining agent for Fort Myers Police Department officers, sergeants, lieutenants, and telecommunication operators. Although a Collective Bargaining Agreement (CBA) had been settled prior to that under the former bargaining agent, the Florida PBA, the membership remained unhappy with it, and filed with the Public Employees Representation Commission (PERC) for certification with I.U.P.A. Upon certification and joining I.U.P.A, the Local again demanded bargaining.

As a result, with overwhelming support from the membership, the Local secured a new CBA, which included a $4.40 per hour pay increase across-the-board. In addition to bargaining success, the Local also prevailed on behalf of members in two arbitrations. The first arbitration reversed the demotion of a sergeant. The second arbitration reversed the termination of an officer.

Finally, the I.U.P.A. is providing legal assistance and a defense to a member who has been denied a defense by the Florida PBA, and subsequently denied sovereign immunity, for alleged events arising before certification and joining I.U.P.A. The denial of sovereign immunity is presently on appeal in the United States Court of Appeals for the Eleventh Circuit.

# Hero Spotlight

The I.U.P.A. and LEORF Hero Spotlight shines a light on LEOs whose heroism, quick thinking, and dedication are examples to those in our profession and remind us all why we put on the uniform every day. They are published in the LEORF News at https://leorf.org/#leorf_news. Previous Hero Spotlights have been about officers with exceptional examples of valor, police work, and service. Below are some of them.

**Bel Air Police Association, I.U.P.A. Local #229 Member Senior Officer Rick Krause** has been named the Do Good Heroes Award winner by the National Life Group for his twenty years of service and good deeds! Senior Officer Rick Krause is a member of Bel Air Police Association, I.U.P.A. Local #229 in Maryland where he serves as the Town's primary school resource officer and leads the department's youth explorers' program. He coordinates the department's summer police camp for local kids and he is a United States Army veteran.




**Prince William County Police Association, I.U.P.A. Local #5010 Member Officer Godson Vondee** was awarded one of the Washington Regional Alcohol Program Law Enforcement Awards of Excellence for Impaired Driving Prevention and Enforcement. I.U.P.A. President Sam A. Cabral penned a letter to Officer Godson Vondee, "This is your second time being given this award, and in this year, alone, you have more than 80 DUI arrests. You are one of 17 Washington-metropolitan area police officers given the award for your outstanding commitment in the fight against drunk driving in the Greater Washington area. Your work has undoubtedly saved lives."



**Shreveport Police Union, I.U.P.A. Local #275 Member Captain Amy Bowman** was named the Law Person of the Year in Shreveport, Louisiana! Shreveport Police Department shared about it on social media, "Captain Amy Bowman was honored as the Law Person of the Year by the Kiwanis Club of Shreveport. Congratulations, Captain Bowman! Your dedication and leadership make a lasting impact on our department and the community we serve."



**Sarasota Police Lieutenants Association, I.U.P.A. Local #6043 Member Lieutenant Bruce King** has been presented with a letter of commendation for his lifesaving actions by the International. In his letter, President Cabral stated, "On behalf of the International Union of Police Associations, I am honored to commend you for your lifesaving actions on April 28, 2025. You responded with your unit to a call of a boater in distress near the Ringling Museum. The boater, who had no life jacket on, had fallen overboard and failed to engage the boat's emergency engine cut-off switch. The boat was circling in the water at approximately 40 miles per hour. When several attempts at deploying tow lines failed, you jumped onto the vehicle and brought it safely to shore. The boater, as a result, was rescued with minor injuries and there was no damage to any of the vehicles reported. Thanks to your lifesaving and valiant efforts, Sarasota's waterways and residents are safer."



**Hammond Police Department SWAT Team Members; who are all Hammond Police Association, I.U.P.A. Local #345 Members**; brought home trophies for 4 out of 6 SWAT competition events! Hammond Police Department posted about it on social media, "Our SWAT competition team traveled to Baton Rouge to compete in the Annual LT-POA (Louisiana Tactical Police Offers Association) competition. They competed in a 2-day SWAT competition involving shooting and physical challenges. The team took several 2nd place trophies in four out of the six events. Congratulations to our competition team!!!"



**Bogalusa Police Association, I.U.P.A. Local #85 Members Sergeant William Schumaker, Corrections Officer II Leonard Powell, and Corrections Officer II Wendy Stogner** were honored as Officers of the Year. Bogalusa Police Department posted about the occasion on social media, "Join us in congratulating our Bogalusa Police Officer of the Year and our Bogalusa Correction Officers of the Year. Yesterday, the Bogalusa Police Department and the Rotary Club honored Sgt. William Schumaker as the Bogalusa Police Officer of the Year. COll Leonard Powell and COll Wendy Stogner were honored as the Bogalusa Correction Officers of the Year. Each of these Officers exhibit an outstanding work ethic, and have exceptional dedication to serving our community. These Officers exemplify the professional standards of Honor, Integrity, Courage and Commitment. Our community and department are very fortunate to have these Officers."



**I.U.P.A. Local Volusia County Deputies Association, #6035 Member Deputy Wes Brough** was recognized by the International Union of Police Associations with a letter and certificate for saving the life of a child clinging to a log in a pond. President Cabral and Secretary-Treasurer Crivello sent Deputy Wes Brough a signed certificate along with a letter from President Cabral that read, "On behalf of the International Union of Police Associations, I am honored to commend you for your lifesaving actions. When you received a call about a five-year-old autistic child that was lost, you did not hesitate to search the woods, run into waist-deep water, lift and carry the boy who was clinging to a log, and safely transport the child to the safety of the land and back to his parents. That five-year-old boy owes you his life and we all owe you a debt of gratitude. Your actions reflect the very highest traditions of this noble profession and are deservedly commended."



**The I.U.P.A. recognizes and applauds LEO heroes all across our country and invites you to share with us if you know of an officer at your department or local who deserves to be recognized. Contact alinaj@iupa.org with their names and their deeds and accomplishments.**

# THPD Community Outreach Program

I.U.P.A. Terre Haute, I.U.P.A. Local #133 was recognized by Terre Haute Police Department as one of the key community groups who have supported the THPD Community Outreach Program.

I.U.P.A. Terre Haute, I.U.P.A. Local #133 donated funds on multiple occasions. I.U.P.A. Terre Haute, I.U.P.A. Local #133 Members, juvenile detectives with THPD, began the program at THPD and other I.U.P.A. Terre Haute, I.U.P.A. Local #133 Members are heavily involved in the program and its events.

I.U.P.A. Terre Haute, I.U.P.A. Local #133 donated funds for the new City flag last year and towards other events such as Operation Save Christmas. Terre Haute Police Department posted about their recognition ceremony, "Today, the Terre Haute Police Department recognized several businesses and organizations that have supported the THPD Community Outreach Program. This program is all about building strong relationships with our youth and continuing to build upon our relationship with our great community."

They continued, "Our outreach efforts run year-round, with four major events: the THPD Block Party, the 1st Responder Rally, Halloween Festivities, and our favorite—Operation Save Christmas. During that event, every local kindergartner visits THPD Headquarters to meet Santa and help us catch the Grinch. These moments are not only a lot of fun, but they also help build trust from an early age, while showing kids that the police department is a welcoming place to be."

The I.U.P.A. is proud to represent such amazing public servants who so fully support their community. We are pleased and proud that their community and department recognize their contributions. The I.U.P.A. certainly does!













# Union Plus Training Benefits

## Message From Union Plus

As you know, it is crucial to show our members the value of being in a union, and one of those valuable benefits is Union Plus. Union Plus offers a wide range of programs and services that support union families, including financial assistance, scholarships, discounts on various services, and much more. Please be assured that the I.U.P.A's partnership with Union Plus is dedicated to providing valuable benefits and services to our members, including loans and credit cards, while prioritizing the protection of member information.

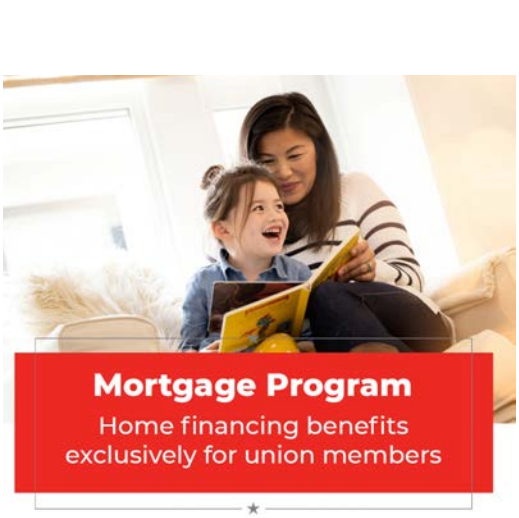
## Union Plus Training Benefits Zoom Call on October 15

Starting on October 15, Union Plus will be participating in quarterly Zoom calls to provide information about their savings programs for local leaders and members who are interested.
Contact amanda@iupa.org to get details, or watch your email for announcements.

## Request a Union Plus Representative for Your Event

Union Plus has also expressed their willingness to participate in steward's conferences and other relevant events. Their participation aims to promote and provide information about the extensive benefits available to our members. Having representatives from Union Plus at a conference would be beneficial as they can directly communicate the resources and support they offer. They can also answer any questions and provide materials to help our members take advantage of these opportunities. For more information on Union Plus, please visit www.unionplus.org.
Contact amanda@iupa.org to have a Union Plus Representative at your event.

Thank you for all you have done and continue to do to make this union family successful.










UNIONPLUS

# Negotiations Update: Committee of Correctional Officers for Cecil County, I.U.P.A. Local #84

Committee of Correctional Officers for Cecil County, I.U.P.A. Local #84 President Onoriode Ohwevevwo and former President Timothy Dow worked with I.U.P.A. Attorney Jennifer Stair to negotiate with Cecil County, Maryland and secure some major wins for the members.

Effective, July 1, 2025, I.U.P.A. Local 84 in Cecil County, Maryland realized significant wage increases and enhanced contract terms in their second contract. The bargaining unit consists of all full-time sworn Correctional Deputy Sheriffs at the rank of lieutenant and below. The group reached out to the I.U.P.A. when they were seeking guidance on becoming unionized. Initially, they had to work to change Maryland law so that they had the right to form a Union and gain a voice at work.

In 2021, Committee of Correctional Officers for Cecil County, I.U.P.A. Local #84 secured their first contract that provided for increases and steps. This was a significant win because in prior years they had gone without increases or steps. Having a guarantee in the contract for wage increases and securing language for just cause discipline was a great building block. When the rank-and-file negotiating team went back to the table in early 2025, they were prepared to build on their contract and secure the wages necessary to recruit and retain full-time sworn Correctional Deputy Sheriffs.

The negotiating committee worked collaboratively with legal counsel, provided by the International, to craft proposals and provide persuasive costing information to the County's leadership. Through the bargaining process they secured an increase of a minimum of $10,000 to all levels of the wage scale as well as reestablished the wage scale with 3% steps.

In addition, the parties subsequently corrected the steps of long-term employees who had prior to unionization been denied their annual step. In the three-year deal, in years 2 and 3 each employee will receive a 2% cola and a 3% step. In addition, the shift differential will increase in each year of the contract, On call pay increased and will continue to increase with wages throughout the contract, an increase to the boot allowance, and language was secured to address uniform replacement at no cost to the employee. The new terms were well received by the membership and the ratified contract is now in place.



# I.U.P.A. Research Update: Parking Lot Security




The I.U.P.A. Research Department completes research tasks on a number of different topics upon request by local presidents and proactively when there are topics of particular concern to law enforcement. An I.U.P.A. Research Department report was published on parking lot security. LEOs from thirty-seven different departments across the U.S. responded to a survey distributed via SurveyMonkey link online. The conclusions and recommendations section of that report is as follows:

- With increased numbers of law enforcement officers ambushed in assault-type situations and parking lots a target for those who wish to harm them, the I.U.P.A. has drafted conclusions and recommendations for minimum-level security. These conclusions and recommendations include consistently enclosed parking lots with sufficient parking which only employees have access to by way of a key card/passcode or similar access method, closed circuit cameras, and sufficient lighting and visibility.
- As evidenced by the survey conducted for this report, anything less than the above in each of those categories, has been shown to raise the percentage risk for safety issues for officers, not to mention any members of the community who might have access, in the event that the lot has not been secured from their entry. Officers are at their most vulnerable in their parking areas, commonly not on their guard, with predictable schedules as they change shifts, which makes them easy prey. The above recommendations for minimum-level security are exactly that, the minimum-level of security needed to keep our law enforcement officers safe.

A copy of that report along with other previously completed research may be requested at any time by local presidents. Contact alinaj@iupa.org to request a copy or to request new research.



# 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.




# Check Us Out on Social Media!

Find the I.U.P.A. on X at https://x.com/IUPA34233 and follow us to see announcements, news, press releases, and show your support for the International who always has your backs!
You can also find us on Facebook at https://www.facebook.com/iupa.fanpage where you will see our newsletter, the NewsWatch, every week as well as monthly Union Plus deals. Follow us to learn more!

# IT Update: Member Tracking Software

The I.U.P.A. has proactively recognized and developed a solution to another security concern, a common need among our members for a secure online location to store Local information. The I.U.P.A. provides Member Tracking Software to our Locals which has enhanced security, including two factor authentication and email login alerts.

Member Tracking Software allows members to log into a site designed specifically for their Local by the I.U.P.A.'s IT Department where they can:

- Upload documents they want to share with other members such as member applications
- Communicate about events
- Share photos
- Keep track of updates and information about members
- Store member information as well as export information into Excel files to use for mailings, etc.

All sensitive information is encrypted for PII (Personally Identifiable Information) Compliance. Personally identifiable information (PII) is defined by the U.S. General Services Administration as, "information that can be used to distinguish or trace an individual's identity, either alone or when combined with other personal or identifying information that is linked or linkable to a specific individual."

I.U.P.A. Local presidents should contact the I.U.P.A. IT Director Michael McEldowney at helpdesk@iupa.org to request our Member Tracking Software for their Local. The I.U.P.A. IT Department also provides regular IT Updates in the I.U.P.A. Briefing Room at https://iupa.org/iupa-blogs/ that run in our NewsWatch newsletter that you can find at https://iupa.org/iupa-newswatch/ Be sure to check them out for great tips on cyber hygiene, phishing, password selection advice, and much more!

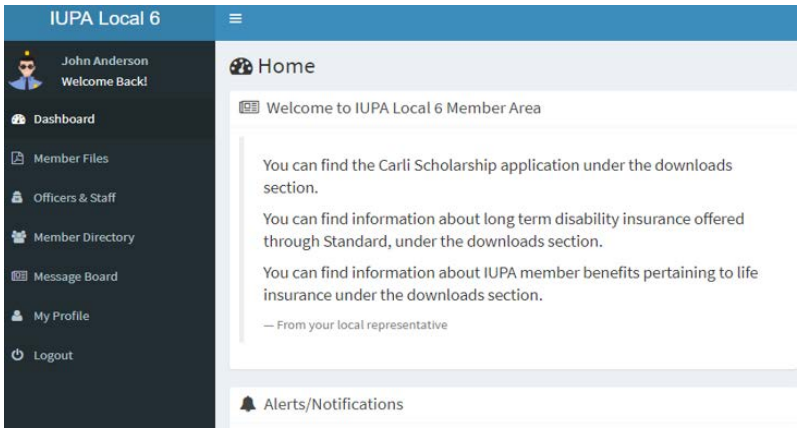
Good morning, Mike,

I just wanted to first say I love how the program looks and works. Very easy to use and keep track of our members. Thank you so much!

Gina

Local Leader Quote



## I.U.P.A. Research Department Information Requests!

The I.U.P.A. Research Department completes a variety of tasks for local presidents:

- Research reports on various topics of interest to LEOs.
- Wage and benefits surveys for use in negotiations!
- SurveyMonkey surveys for surveys, votes on contracts, votes for local boards, and more!

Did you know that the I.U.P.A. Research Department can also send information requests for local presidents upon request? Well, they can. Any local president can request one by simply filling out an I.U.P.A. Research Request Form and signing it, then sending it to alinaj@iupa.org.

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.



### RESEARCH REQUEST FORM

I.U.P.A. Research Department

The I.U.P.A. Research Department is available to local presidents to aid them in negotiations, press relations, formulating policies, and training or simply learning what other departments are doing with issues you are dealing with. This form will assist us in providing just what you need.

**This form must come with the Local President's approval and signature.**

**Local:**
**Name of President:**
**Phone Number:**
**Email:**

**Details of Research Request:**

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

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

## Examples of Personalized Logos










If you would like a logo for your local, your local president should contact aylee@iupa.org.

# 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 biggest sale!




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

## 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**




## 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.)**




**Visit: https://pun.iupa.org/index.php/become-an-advertiser/**
**or email: marketing@iupa.org if you have questions.**

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