P.U.N.
POLICE UNION NEWS
SPRING 2026
Brought to you by The International Union of Police Assoc.

Exciting I.U.P.A. Events You Won't Want to Miss!

The I.U.P.A. has a very busy schedule this year with lots of exciting events. We plan our events with our members in mind and hope for each of you to make the most of them by attending. Check out each event below and attend as many as you can!

I.U.P.A. Convention on August 25 – 29 in Las Vegas, NV: The International Union of Police Associations is proud to present the 23rd I.U.P.A. Convention and Expo in Las Vegas, NV, at the iconic and elegant Paris Las Vegas Hotel and Casino on August 25 – 29, 2026. Check out www.convention.iupa.org to learn how to sponsor, exhibit, and show your support by purchasing an ad! There are no registration fees required for members to attend the convention, so all support helps to cover the cost of the event.

I.U.P.A. Attorney and Local Leaders Conference on August 23 – 24 in Las Vegas, NV: The I.U.P.A. Attorney and Local Leaders Conference will feature highly informative and valuable speakers. Watch your mail for more details.

I.U.P.A. Secretary-Treasurer Training Webinar on March 16: Anew Advisors will provide financial training tips for I.U.P.A. Local Leaders. Email alinaj@iupa.org to sign up.

I.U.P.A. Benefits Zoom on April 15: Attend our I.U.P.A. Benefits Zoom Call to learn about the amazing benefits you get as a member of the I.U.P.A. Email alinaj@iupa.org to sign up.

I.U.P.A. Benefits Zoom on July 15: Learn more about your benefits as an I.U.P.A. Member by checking out the article in our blog, "Benefits for I.U.P.A. Members!" Learn about even more benefits by attending our I.U.P.A. Benefits Zoom! Email alinaj@iupa.org to sign up.

2026 LEORF Golf Classic on September 28 in Venice, FL: Your participation in the LEORF Golf Classic proves to LEOs and their families that you have their backs. Show them that they have your support by joining us for a day of fun in the sun at the beautiful Plantation Golf and Country Club in Venice, Florida.

Watch https://leorfgc.org/ to sponsor, play, and donate!

I.U.P.A. Benefits Zoom on October 15: Attend the I.U.P.A. Benefits Zoom to stay up to date on your benefits and make the most out of them. Email alinaj@iupa.org to sign up today!

We encourage you to share with members of your local and with members of your family. The more you participate, the more you will benefit from your membership!

Significance of the Social Security Fairness Act

The signing of the Social Security Fairness Act is a major victory for the International Union of Police Associations and law enforcement officers and their families, who were unfairly penalized despite paying into their own law enforcement retirement systems. The I.U.P.A. and others have championed this legislation since 2002.

For decades, officers who paid into Social Security and also paid into a law enforcement retirement were subjected to benefit reductions that stripped away earned Social Security, spousal, and survivor benefits. These penalties particularly harmed surviving spouses and families, who relied on those benefits for financial stability.

The Social Security Fairness Act restores fairness by ensuring law enforcement officers receive the Social Security benefits they earned, and by protecting spousal and survivor benefits. It ends unequal treatment that punished officers for responsibly paying into a law enforcement retirement.

This law is not a special benefit or a giveaway. It is a long overdue correction of a system that penalized service, sacrifice, and personal financial responsibility.

For law enforcement officers and their families, this reform strengthens retirement security, honors service, and affirms that protecting the public should never come with a lifetime penalty.

Negotiations Update: I.U.P.A. Local #5001

Arlington Coalition of Police, I.U.P.A. Local #5001, under the strong leadership of President Randall Mason, with their I.U.P.A. Legal Counsel Justin Keating, has negotiated the highest starting pay in their region!

Significant gains also include:

- $250 stipend for officers who report to the county on snow days
- K9 stipend raised from $80 per paycheck to $360 per paycheck
- Buying years of service for retirement purposes lowered from 2080 hours annually to 1950 hours annually
- Court premium hours will not be associated with any time of day and the minimum will be paid in all circumstances
- Officers will receive three times the rate of pay for mandatory holdovers
- Improvements to service-connected disability benefits

On this, Arlington Coalition of Police, I.U.P.A. Local #5001 President Randall Mason stated, "ACOP is really excited to come to a resolution with this CBA and avoid arbitration for the second time. This collective bargaining agreement was an example of the two parties working together to a common goal."

Mason continued, "We currently have 75 vacancies out of 376 positions. We looked at where we were losing our officers and why we were getting passed up for other jurisdictions. The cost of living in Arlington is too high for about two thirds of our officers. We needed to give potential officers a reason to travel through other jurisdictions to work in Arlington."

He closed with, "Our new CBA and pay scale addresses those issues and we believe will help to start filling our vacancies. In less than a week since announcing the new CBA, we have already seen an increase in applications. This is only a one-year agreement and we're looking forward to addressing additional concerns next year."

Several news organizations published stories about this impressive accomplishment in addition to this article in the PUN!



ACOP's successful negotiation of the FY27 bargaining agreement resulted in Arlington County Police Department having the highest starting pay in the region. Other significant additions below:

- County Closures (Snow Day) Officers required to report to the county will receive a $250 stipend.
- K9 Premium: Raised to $360 per paycheck. Previously just $80 per paycheck
- Retirement: Buying years of service lowered to 1950 hours per year from 2080 hours per year.
- Floating holiday bank will reflect 2 "normal" workdays as of 60 days before start of fiscal year as opposed to the current practice of each employee getting 15 hours regardless of normal schedule.
- Court premium hours (hours not spent physically in court) will not be associated with any time of day.
- Officers will receive 3x pay for mandatory holdovers.
- Improvements to service-connected disability benefits.



Ways to Support the I.U.P.A.

Do you ever wonder how you can better support the International Union of Police Associations or become more involved? There are many ways you can do so!

Share the news about the amazing benefits that I.U.P.A. Members enjoy and encourage others to join! Do you want to know more about how to organize? Contact bstitt@iupa.org for details.

Attend one of our quarterly I.U.P.A. Benefits Zoom calls by emailing alinaj@iupa.org and we will send you a Zoom link. The next one is on April 15!

Purchase an ad or logo placement in the Police Union News at https://pun.iupa.org/index.php/become-an-advertiser/

Secure an Exhibitor Booth at our next I.U.P.A. Convention this August in Las Vegas, NV. Details are in the ad following this article.

Purchase an ad in the I.U.P.A. Convention Magazine. Details are in an ad following this article.

Are you interested in becoming a sponsor for the I.U.P.A. Convention? Contact convention@iupa.org to find out more!



AN EVENT YOU DON'T WANT TO MISS

The International Union of Police Associations is proud to present the 23rd I.U.P.A. Convention & Expo in Las Vegas, NV at the beautiful and luxurious Caesars - Paris Las Vegas on August 25th-29th, 2026.

There are many way to participate in the 2026 I.U.P.A. Convention!

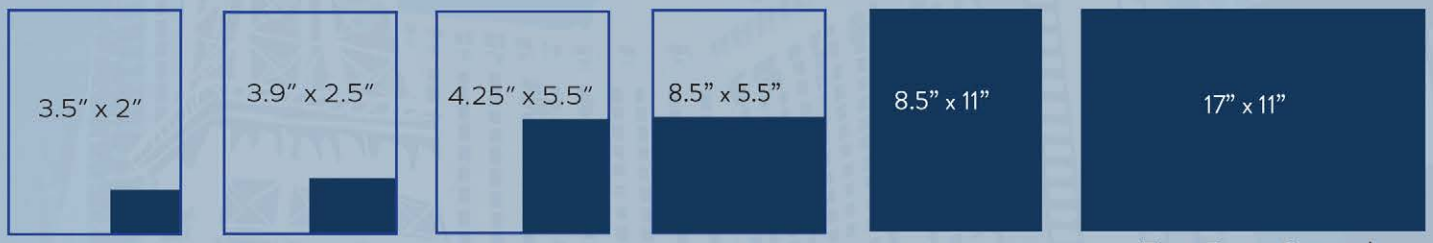
Book an Exhibitor's Booth:

- $1,200 for an Exhibitors Booth Seating 2 of Your Representatives
- $2,000 for an Exhibitors Booth Seating 4 of Your Representatives
- $2,700 for an Exhibitors Booth Seating 6 of Your Representatives

Sponsor the Convention:

- $3,000 to be a Bronze Sponsor
- $5,000 to be a Silver Sponsor
- $10,000 to be a Gold Sponsor
- $20,000 to be a Lead Sponsor

Place an Ad in the Convention Magazine:



Business Card	Eighth Page	Quarter Page	Half Page	Full Page	Two-Page Spread
$160.00	**$320.00**	**$480.00**	**$720.00**	**$1,200.00**	**$1,600.00**

Honorable Mention (Name only) : **$50.00**

Speaking spots: are available for representatives from your business to speak at various events or meals that you sponsor. Contact us to negotiate pricing on a Case-by-Case basis.

Please contact Alina Johns at convention@iupa.org for more information and to book your booth plus hotel booking information!

I.U.P.A. Local #84 Supports Toys for Tots

On December 9, 2025, members of Committee of Correctional Officers for Cecil County, I.U.P.A. Local #84 in Maryland gathered with County Executive Adam Streight and Volunteers from the Toys for Tots chapter serving Cecil County for a special presentation of toys and gifts to benefit children in need this holiday season.

I.U.P.A. Local 84's membership made a generous donation that will make Christmas brighter for many local children. "We are proud to support U.S. Marine Reserves Toys for Tots of Cecil County," shared President Ohwevwo, "and we are grateful that through I.U.P.A., we are able to improve our working conditions, and improve our community."

I.U.P.A. Local 84's membership consists of all full-time sworn Correctional Deputy Sheriffs at the rank of Lieutenant and below. Those pictured include: President Ohwevwo; Shift Representative Miller, Local I.U.P.A. 84 Attorney Jennifer Stair; County Executive Straight; Lt. Rea; Lt. Runk; Lt. Burton; Counseling Supervisor Rease; PreTrial Manager Peery; Sgt. Reil; Sgt. Clayton; Cpl. Brown; Cpl. Miller; Counselor Murphy and Fisher; County Legal; and County Executive T4T Rep.

The I.U.P.A. has members all over the United States, including the U.S. territories of Puerto Rico and the Virgin Islands, who not only serve and protect the public, but who also volunteer, donate to charity, and do other selfless acts to help their community. If your members and/or your local have done something noteworthy, let us know by contacting alinaj@iupa.org, so that we can share about it.







C.O.P.S. Kid's Camp

Concerns of Police Survivors

Milwaukee Police Association, I.U.P.A. Local #21 Members participated in C.O.P.S. Kid's Camp again in 2025! The I.U.P.A. and LEORF generously donated shirts for the kids at the camp. I.U.P.A. Secretary-Treasurer Michael V. Crivello, along with I.U.P.A. Local 21, delivered the shirts to the C.O.P.S. Kid's Camp and to the kids, who appreciated them so much that they sent framed photos of the kids wearing them to the International!

Milwaukee Police Department shared MPD Mounted Patrol Foundation's post on social media, which discussed C.O.P.S. Kid's Camp, "The camp is held yearly for surviving children from 6-14 years old and their parent or guardian of law enforcement officers killed in the line of duty. Thank you, WI C.O.P.S. for always having a wonderful camp for these families to attend. Also, a huge thank you for all of the volunteers who plan and work through the year to make sure it runs so perfectly!"

On their website, C.O.P.S. describes what to expect from the camp, "C.O.P.S. Kids Camp invites families to step away from the hustle of daily life and connect in a fun environment. For young children suffering the loss of a parent, finding a safe space to express their feelings and relate to your children can be challenging. This camp not only provides that safe environment, but also offers a supportive atmosphere for parents and guardians to share their challenges and experiences of helping their child(ren) through their grief journey." Read more on their website at https://www.concernsofpolicesurvivors.org/kidscamp



LIFE LINE SCREENING®
The Power of Prevention

Preventive Heart Health Screenings for I.U.P.A. Members

> ***Police officers experience higher levels of both traditional and non-traditional cardiovascular risk factors due to occupational stress, shift work, and poor sleep.***
>
> - Centers for Disease Control and Prevention (CDC)

Law enforcement officers are at greater risk for heart disease, diabetes, and stroke. Some of these chronic diseases occur without prior symptoms, making them even more dangerous.

Preventive screenings are the first step in identifying risk before a life-or career-altering event occurs.

Life Line Screening Data of 2000+ police officers reveals the following:

56.9%	Abnormal hs-CRP results - a marker of inflammation and elevated cardiovascular risk
52.3%	At moderate to very high risk of diabetes
50%	With possible vitamin D deficiency
44.3%	Pre-hypertensive; 29.8% hypertensive – a major risk factor for stroke
32%	At moderate to very high risk for stroke
27.4%	Abnormal testosterone levels – linked to energy, mood and overall health
24.4%	At moderate to very high risk for coronary heart disease

How Life Line Screening Helps:

As an IUPA member, you are eligible for an exclusive rate on Life Line Screening's law enforcement preventive health services. Get screened for the following chronic conditions that often go undetected until it's too late:

- **Carotid Artery Disease**
- **Abdominal Aortic Aneurysm**
- **Cortisol Levels**
- **Atrial Fibrillation**
- **Peripheral Artery Disease**

Appointments are quick, convenient and non-invasive. Members can choose from more than 15,000 community events nationwide and book a time that fits their schedule.

Learn More: www.lifelinescreening.com/partner/iupa or call **1-888-754-1467** to schedule.

Strengthening Our Foundations: A Guide to Maintaining Organizational Integrity for First Responders

Presented by Anew Advisors – Law Enforcement Team

In the heart of every community, first responders stand ready to serve, protect, and assist in times of need. The resilience and dedication of police unions and associations across the USA, are testaments to this unwavering commitment. However, the strength of an organization not only lies in the valor of its members but also in the robustness of its foundation — its records and organizational documents.

Over the years, Anew Advisors has observed a common challenge faced by many unions nationwide: maintaining comprehensive and up-to-date records of their foundational and operational documents. This challenge, while seemingly administrative, is critical to the seamless operation, legal compliance, and historical preservation of these esteemed organizations.

The Importance of Proper Documentation

Proper documentation serves multiple essential functions:

- Operational Efficiency: It ensures smooth day-to-day operations and facilitates decision-making processes.
- Compliance and Legal Integrity: It guarantees adherence to ever-evolving legal and regulatory requirements.
- Historical Preservation: It preserves the rich history and legacy of your organization for future generations.

Common Documentation Challenges

Our experience with various local and state first responder organizations has highlighted several areas of concern:

- Inconsistent Records: Many organizations may not have kept detailed records of their original founding, leading to gaps in historical documentation.
- Mismatched Legal Names: Discrepancies between the legal name associated with an organization's Employer Identification Number (EIN) and its operational name can lead to complications.
- Lacking Proper State or Federal Documents: Failure to possess the correct state or federal documents can jeopardize an organization's legal standing and operational capabilities.
- Financial Oversight: Ensuring that financial accounts have the correct signatories and conducting at least an annual review of financial and organizational documents are crucial for financial integrity.

A Guide to Strengthening Your Organization

Recognizing these challenges, Anew Advisors has developed a comprehensive guide designed to assist local and state first responder organizations in strengthening their records and organizational documents. Here are key steps to consider:

1. Conduct a Comprehensive Review: Regularly assess your organization's documentation to identify gaps or discrepancies.

2. Align Legal and Operational Names: Ensure the name associated with your EIN matches your organization's legal and operational use.

continued on page 10

continued from page 9

3. Secure Proper Documentation: Obtain and update necessary state and federal documents to ensure legal compliance.

4. Financial Vigilance: Regularly review financial accounts and signatories to safeguard against discrepancies and ensure financial health.

Moving Forward

By embracing these practices, first responder organizations can secure their operational integrity, legal compliance, and historical legacy. Anew Advisors is committed to supporting the brave men and women who serve our communities by ensuring the foundations of their organizations are as strong as their commitment to service.

Let us honor the legacy of those who came before us by fortifying the structures that uphold our noble professions. Together, we can ensure that the Law Enforcement Unions continue to thrive for decades to come. If you would like a copy of the Guide: Essential Documentation and Record Keeping for First Responder Organizations, please contact your Anew Advisors Law Enforcement Team: Shawn Lauda ShawnL@Anewadvisors.com or visit our website at www.AnewAdvisors.com.

Hero in Blue



Ms. Abby Moeller, daughter of Milwaukee Police Association, I.U.P.A. Local #21 Vice President Joel A. Moeller, wrote a song about her father, her "Hero in Blue" that you can listen to here.

Ms. Moeller is a 23-year-old senior at Concordia University, majoring in music. Her father shared that she has always enjoyed music and musicals. She wrote this song in 2020, when she saw the negative attitudes towards police unfolding around the country. Abby wanted to express how she felt about law enforcement officers, so she wrote this song in her father's honor.

Ms. Moeller has written many other songs as well. She plays with her band, The Abby Moeller Band, in local Milwaukee bars. She aspires to be a choir teacher for grade school as well as a musician. You can find her on multiple platforms that stream music. Click here to learn more.

Milwaukee Police Association, I.U.P.A. Local #21 Vice President Joel A. Moeller, who inspired this lovely piece of music, will have served for 25 years this coming February at the Milwaukee Police Department.

The I.U.P.A. is honored to share this wonderful song on behalf of our Member and proud father of the artist.

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JOIN US IN MARCH - Special Secretary/Treasurer Webinar Training for I.U.P.A. members only!







www.AnewAdvisors.com

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K9 Training Survey

The I.U.P.A. Research Department conducts surveys on a variety of topics for local presidents to use to benefit our members. You likely are familiar with the wage surveys that help you with negotiations, but you might not be as familiar with the other types.

The I.U.P.A. Research Department conducted a survey online via SurveyMonkey to collect information about K9 training for one of our locals to use to improve training at their own department. Excerpts from the study have been reproduced here and local presidents can request the full survey from the I.U.P.A. Research and Marketing Director Alina Johns at alinaj@iupa.org.

Local presidents can also request the following research:

- SurveyMonkey surveys
- Wage surveys
- Research reports
- Any other research project

I. DEDICATED K9S AND ADDITONAL COMMENTS

The following charts and graphs illustrate information for each department surveyed.

Dedicated K9s and Additional Comments					
Department	State	Narcotics	Explosives	Tracking	Additional Comments
Fort Myers Police Department	FL	√	√	√	All K9's are cross-trained.
Terre Haute Police Department	IN	√	√	--	5 dual purpose Narcotic/Patrol 1 dual purpose Explosive/Patrol
Shreveport Police Department	LA	√	--	√	--
Carlsbad Police Department	NM	√	--	√	We have 4 dual-purpose dogs. All are narcotics, patrol, and tracking K9s.
New York State Police	NY	√	√	√	--
Defiance Police Department	OH	√	√	√	My dog is a school dog. She is trained in both narcotics / explosive detection and tracking.
Toledo Police Department	OH	√	√	√	--
Lawton Police Department	OK	√	--	√	No explosive K9s. All others are narcotics, apprehension, tracking, and article finds.
Shawnee Police Department	OK	√	See comments.	√	We have 4 dual-purpose K9 teams. They are all narcotics, suspect apprehension, and tracking dogs. We have recently purchased a single purpose bomb dog and it is currently being trained at a vendor. Should have the dog and a handler selected by April.
Unified Police Department of Greater Salt Lake	UT	√	--	--	Our department has 5 certified dual purpose K9's (Narcotics/Patrol). We have one single purpose narcotics K9 purchased with a grant, for use in the local homeless shelter.
Prince William County Police Department	VA	√	√	√	Yes. All dogs in the unit are certified patrol dogs. They certify on tracking, apprehension, and obedience. We currently have 3 explosives dogs, 3 drug dogs, and 3 dogs certified for gun detection.
Virginia Beach Police Department	VA	--	--	√	Yes, not specific to tracking, but patrol certified dogs who are certified in tracking

* -- Denotes no data available.

II. TRAINING HOURS AND SCHEDULING

The following charts and graphs illustrate information for each department surveyed.

Training Hours and Scheduling			
Department	State	Monthly or Weekly Training Hours	Dedicated Day/Time or Scheduled Shifts
Fort Myers Police Department	FL	10 hours per week plus one hour kennel time.	Dedicated day.
Terre Haute Police Department	IN	16 monthly	Dedicated, two training days per month plus an annual week for certification/seminar.
Shreveport Police Department	LA	7 plus	Every Wednesday is a dedicated training day.
Carlsbad Police Department	NM	16 monthly	Dedicated training days and times.
New York State Police	NY	2 days / 24 hours per month	Varies depending on what type of training.
Defiance Police Department	OH	I have no set amount, and I have been given the opportunity to train as I see fit.	Training time is mostly done during my duty day. Once a month, I attend in-service training with my K9 at a K9 training facility.
Toledo Police Department	OH	We train 16 hours as a group monthly and we are expected to train daily on our own.	The 16 hours is scheduled for the month. We get an unofficial hour to train on shift. We are expected to maintain training standards off duty as well.
Lawton Police Department	OK	30 hours a month.	Every Wednesday except for one in-service training Wednesday.
Shawnee Police Department	OK	8 hours monthly, mininmum.	Scheduled training day, 3rd Wednesday of every month.
Unified Police Department of Greater Salt Lake	UT	We are a dedicated K9 Unit. We are not responsible to handle calls for service. We typically train 3-4 hours daily, while assisting patrol on various calls for service.	We have "overlap" training days every other Tuesday/Wednesday, meaning all 5 K9s are on duty. This is our opportunity to train together as a unit.
Prince William County Police Department	VA	We have K-9 Patrol Training every two weeks for generally 18 hours a month. The Drug and EOD dogs have one designated day in the month for training for generally 6 hours in the month. This does not take into account our self-initiated training while on duty.	We have dedicated training days.
Virginia Beach Police Department	VA	16 hours per month minimum.	Both.

* -- Denotes no data available.

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)[1]

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![2]

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!

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

Claims Tracker: Track claims seamlessly in real time.

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

Community: Connect with pet parents in your area.





Visit figopetinsurance.com/IUPA and SAVE with your discount!*

1 For dogs only. 2 Figo Claims data 2024. *Members receive a discount of 10% off. Discount may not be available in all states, and discount amount may vary by state. More information available at checkout. 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 and conditions visit figopetinsurance.com/sample-policy. Products, schedules, discounts and rates may vary and are subject to change. Premiums are based on and may increase or decrease due to the age of your pet, the species or breed of your pet, and your home address. Insurance products are underwritten by Independence American Insurance Company (NAIC #26581) and produced by Figo Pet Insurance, LLC, (NPN: 16841904), California license is 0K02763. Live Vet and the Figo Pet Cloud are separate, non-insurance services unaffiliated with Independence American Insurance Company. © Copyright 2024, Figo Pet Insurance, LLC. FIGO Logo, © Copyright 2024, FIGO. All Rights Reserved.
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Hero Spotlight: Agent Vovan



Lakewood Police Union, I.U.P.A. Local #303 Member Agent Vovan was awarded the Excellence in Domestic Violence Response by a Law Enforcement Officer Award!

Lakewood Police Department shared about it on social media recently, "A few weeks ago we announced that Agent Vovan had been selected as the recipient of the Excellence in Domestic Violence Response by a Law Enforcement Officer Award from the 1st Judicial District Attorney's Office. Yesterday, he was officially recognized for his hard work and commitment to protecting the most vulnerable in our community. Great job Agent Vovan!"

They also posted prior, "We're so proud to shine a light on the incredible work happening right here at the Lakewood Police Department! Agent Vovan has been selected as the recipient of the Excellence in Domestic Violence Response by a Law Enforcement Officer Award from the 1st Judicial District Attorney's Office."

They continued, "This prestigious award recognizes outstanding contributions, leadership, and impact in domestic violence investigations. This level of dedication helps keep our community safe and shows the exceptional professionalism our agents bring to the job every day. Thank you, Agent Vovan, for your selfless work and commitment to protecting the most vulnerable among us. We're proud to have you on the LPD team!"

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.



Hero Spotlight: WACOPS Wildfire Heroes

Washington Council of Police and Sheriffs Law Enforcement Associates, I.U.P.A. Local #27 Members Fish and Wildlife Officers King and Thoma as well as Sergeant Bahrenburg assisted with evacuations during a wildfire to save lives in northeast Washington.

I.U.P.A. Local #27 shared a Washington Department of Fish and Wildlife Police post about it on social media, "Fish and Wildlife Officers King, Thoma and Sergeant Bahrenburg assisted with both the Hope Fire and the Deer Lake Fire emergency response. The Hope Fire near Kettle Falls in northeast Washington burned more than 8,000 acres and multiple structures were lost. The Deer Lake fire while smaller, only 70 acres, located near highly residential area next to Deer Lake."

They continued, "In both fires, Officers assisted in evacuating citizens from the local area, making notifications, shutting down roadways, and shutting down local water access locations so fire air support can safely dip water to fight the fires. Officers were in patrol vehicles and on the water during these evacuations assisting in the efforts."

They closed with, "Also, in Stevens County the Castle Rock fire broke out in the Arden area burning around 60 acres, affecting many residences, to include that of Officer Thoma. Officer King and Thoma responded to the area and conducted evacuations for the public and assisted in putting out spot fires while on scene at different residences. Officer Thoma ended her day covered in flame retardant after being in the drop zone while at a residence conducting an evacuation."

The I.U.P.A. and LEORF publish the Hero Spotlight in the LEORF News, which 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.





WASHINGTON COUNCIL of POLICE & SHERIFFS

Hero Spotlight: Toledo Hero Awards

Toledo Police Patrolman's Assn., I.U.P.A. Local #10 Members were honored at the Hero Awards Banquet in Maumee, Ohio!

The Safety Council of Northwest Ohio's special events page describes the event as, "recognizing those who have gone above and beyond normal expectations to help another person - and in some instances risking their own lives."

Toledo Police Department posted about the occasion, "We're proud to recognize the Toledo police officers honored at the 56th Annual HERO Awards Banquet for their courage, quick action, and lifesaving efforts." They then shared the below list.

- Officers Alex Grau, Edwin Cox, Daniel Wood II, Bobbie Oberle, and Steven Kucinski rescued victims from an exploding vehicle.
- Officers Stone York, Thomas McCafferty, Justin Volz, and Dean Bakhsh provided lifesaving aid to a gunshot victim.
- Officers Khiran Quarles and Kolten Henry performed a rescue and CPR on a drowning child.
- Officer Jared Muehlbauer saved a woman being mauled by two vicious dogs.

The Toledo Police Department concluded with, "These officers went above and beyond in moments that demanded courage, skill, and composure. We're proud to have them serving our city."

The 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. Check out more Hero Spotlights in the LEORF News at https://leorf.org/#leorf_news!



Local Leader Spotlight: Local 133 President Lance Sanders

Terre Haute, I.U.P.A. Local #133 President Lance Sanders along with the other Members of Local 133 were honored by the Wabash Valley Chapter of the SIALF!

The Wabash Valley Chapter of the SIALF (Southern Indiana Area Labor Federation, AFL-CIO) presented President Sanders with the Local Union of the Year Award for the unions' work through the Terre Haute Police Department Outreach Program, a program founded and operated by Local 133 Members. Local 133 has donated often through the THPD Outreach Program to help members of the community.

I.U.P.A. President Sam A. Cabral also sent a letter to I.U.P.A. Local #133 President Lance Sanders, "On behalf of the International Union of Police Associations, I am writing to congratulate you on being named the recipient of the Local Union of the Year Award!"

President Cabral continued, "You are being featured for your recognition by Terre Haute Police Department as one of the key community groups who have supported the THPD Community Outreach Program. It is certainly for similar reasons that you were nominated and selected for this prestigious award. 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."

President Cabral closed with, "I.U.P.A. Terre Haute, I.U.P.A. Local #133 donated funds for the new City of Terre Haute flag last year and towards other events such as Operation Save Christmas. These kind actions have been noticed by your department, city, region, and by the I.U.P.A. I commend you on all you do and encourage you to continue with your efforts."

The I.U.P.A. publishes the Local Leader Spotlight to showcase extraordinary local leaders. If you know of someone who should be recognized, write to alinaj@iupa.org and tell us all about them!



Community Shows LEOs Appreciation!

Many recognize LEOs during Police Week and on Peace Officers Memorial Day as well as on Police Appreciation Day, but it is also important to thank and appreciate officers on other days, like the community in Lebanon, Missouri does!

Lebanon Police Officers Assn., I.U.P.A. Local #7 Members were treated to some sweets and other tokens of appreciation from community members who brought them in just because they value their LEOs so much!

Lebanon Police Department shared on social media:

- Thanks Fred Hynes State Farm for the delicious cake!
- A thank-you can change someone's day. Young Miss Amber visited the Police Department to deliver a banner honoring first responders. Chief Jerry Harrison accepted the gift, and it meant a lot to our team. Thank you, Amber, for reminding us what community looks like.
- A big thank you to the Lebanon Middle School team for stopping by with some cool refreshments and even cooler support for our officers! We're proud to partner with our schools to help keep Lebanon safe and strong.
- Thank you to the Galley at Boat Town Brewing for the yummy pizza! We appreciate you!
- The Market at LifePoint provided some fresh fruit trays for the PD! We appreciate you!

The I.U.P.A. is pleased to highlight instances when communities show their LEOs their support. Contact alinaj@iupa.org to share with us, so that we can share your stories!





Apply now to be an Edward J. Kiernan Memorial Scholar!

The I.U.P.A. works very hard to provide the best possible benefits to our members, including the Edward J. Kiernan Memorial Scholarship. The deadline to apply for the scholarship is July 31.

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, applicants must meet the following criteria:

- The applicant or their 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 as well as submitting SAT scores and a letter of recommendation by a school official.

To apply for the scholarship, fill out an application from our benefits page on our website and email your application to alinaj@iupa.org prior to July 31. Member benefits, including the Edward J. Kiernan Memorial Scholarship are available at https://iupa.org/index.php/member-benefits/.











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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

Help Us Highlight Your Members and Your Local

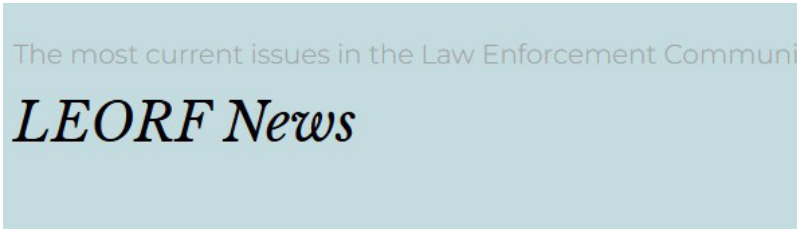
Do you have a member who did something amazing? Did your local sponsor the local baseball team? Were one of your members honored with some recognition or award? Do you think a member deserves recognition for something they have done? Did someone retire after an exceptional career of service?

Tell us about it by emailing alinaj@iupa.org, so that we can highlight your members and your local!

If you have photos and details for a story about any of the above or other stories about your local members, contact the I.U.P.A. Research and Marketing Director Alina Johns at alinaj@iupa.org to submit them to be included in the I.U.P.A.'s blogs and newsletters.

- I.U.P.A. Briefing Room
- LEORF News
- NewsWatch
- Police Union News







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.



Meet the Staff: Membership Department



Ms. Lisa Nelson is the lively and friendly voice you hear on the phone when you call our Membership Department to discuss a new member or a payment. She maintains I.U.P.A. member databases to keep track of new members, payments, and drops for retired members. She is the wonderful lady who keeps our contact lists up to date!

Lisa spent the first fifty years of her life in Colorado. She traded the cold for sunny Florida in 2017 where she settled down with her two cats, Cheyote and Moses, as well as her equine pets, a donkey named Tiago and a paint filly named Tita. Lisa likes to spend her spare time taking art tours, going to horse shows and music performances, doing ballet and yoga, training her equine pets, and performing in music jams. She loves to sing and play the guitar and the piano as well, but her passion is animal welfare.



Mrs. Elienei Favela is the Director of Human Resources and Membership. She is the caring and dedicated staff leader who looks after our other staff to help the I.U.P.A. run at its best! She handles Human Resources for our staff and oversees the Membership Department for the Members of the International, which entails generating invoices related to memberships for accounting, troubleshooting membership issues, handling Alliance for Retired Law Enforcement Officers (ARLEO) startups, processing dues increases, and fixing discrepancies. Ellie stated one of her most critical roles best, "I work closely with the local leaders. When they have an issue, I figure it out and get answers for them."

Ellie is married with three beautiful children. She lived in San Antonio, Texas for 23 years before landing in sunny Florida where she is an avid gardener who tends to her roses, hibiscus, and bougainvillea with the same care she does the I.U.P.A. staff and Members.

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!

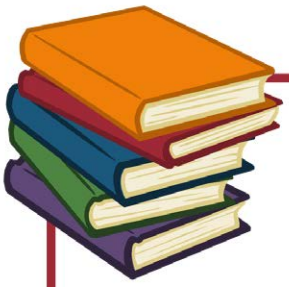
I.U.P.A. Research Department Information Requests!

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/index.php/research-department/ 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:

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
- 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: ads@iupa.org if you have questions.

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

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