



# NATIONAL FRATERNAL ORDER OF POLICE®

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**PATRICK YOES**  
NATIONAL PRESIDENT

**JIM PASCO**  
EXECUTIVE DIRECTOR

3 February 2025

Dear *Day on the Hill* Participant,

Welcome to our annual *Day on the Hill* in our nation's capital!

We are coming off a historic win for our members with the repeal of the Windfall Elimination Provision and the Government Pension Offset. We need to keep up our momentum as the 119<sup>th</sup> Congress takes shape. With President Trump in the White House and Republicans in control of the House and Senate, we are poised to make real progress on our ambitious agenda. As we learned with the passage of the Social Security Fairness Act, a balanced and bipartisan approach will be the key to our success.

With your help, I believe we can make real progress on the FOP's legislative agenda in the House and Senate. Our success, however, comes down to YOU! We will need your help at the grassroots level to ensure our message gets through. Your participation this week is only a small part of our advocacy program. If we are to succeed, we need all our members to build, strengthen, and sustain their relationships with their Senators and Representatives. Members of Congress need to know that FOP members are active voters in their States and districts and will be watching them carefully. Make it clear that you and your members will hold them accountable.

And while Congress may have changed, our priorities have not. We are already working on getting our top priorities re-introduced. These include the "Law Enforcement Officers' Equity Act" and the "Public Safety Officers' Employer-Employee Cooperation Act." We will once again be working with our partners at the International Association of Fire Fighters (IAFF) to get our collective bargaining rights recognized in every State.

We will also be working to pass the "Protect and Serve Act," the "LEOSA Reform Act," and the "HELPER Act" in this Congress.

While we are grateful for your participation this week, please remember that genuine grassroots activism is not a one or two-day event. The key to being effective in the future is to grow the relationships with the individuals you meet this week. Follow-up! Make contact again with the Members and staffers you interact with during this event, even if it is just to thank them for their time. Each contact you have with them will reinforce the progress you made and make our efforts here more productive in generating strong and active support for our issues.

-- BUILDING ON A PROUD TRADITION --



I also want to ask you and your lodge brothers and sisters to support the National Fraternal Order of Police Political Action Committee (NFOP PAC), which, like our grassroots activism, is an essential part of our National Legislative Program. The NFOP PAC allows us to support candidates who support our members and our profession. We need to increase member participation in our payroll deduction and monthly recurring credit card programs. Please take this request back to your local and State Lodges and help us grow our PAC and amplify our voice in the nation's capital.

On behalf of your more than 377,000 brothers and sisters in the Fraternal Order of Police, I want to thank you for taking the time to be part of *Day on the Hill 2025!*

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Yoes", with a large, sweeping flourish extending to the right.

Patrick Yoes  
National President



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## The “Public Safety Employer-Employee Cooperation Act”

This legislation would require that States “substantially provide” for the following rights and responsibilities:

- the right to form and join a labor organization that serves as, or seeks to serve as, the exclusive bargaining representative for non-management and non-supervisory public safety employees;
- a requirement that the public safety employer recognizes the employees’ labor organization and agrees to bargain;
- the right to bargain over hours, wages, and the terms and conditions of employment;
- the availability of a binding interest arbitration or other impasse resolution mechanism such as fact-finding, mediation, or comparable procedure; and
- a requirement of enforcement of “all rights, responsibilities, and protections” provided by the bill, including any written contract or memorandum of understanding through a State administrative agency or court of competent jurisdiction.

In determining whether or not a State “substantially provides” for these rights and responsibilities, the Federal Labor Relations Authority (FLRA) is required to consider the opinions of the affected employers, employees, and labor organizations. If an employer and an affected labor organization jointly agree that the current State law “substantially provides” for these rights and responsibilities, the FLRA will give this agreement “weight to the maximum extent practicable” in making its determination.

If the FLRA determines that a State does not “substantially provide” for the rights and responsibilities enumerated above, then a State has two years (from the date of the law’s enactment) or “date of the end of the first regular session of the legislature of that State that begins after the date of the enactment of this Act” to change State law or regulations to comply with the provisions of the bill. If the State fails to act, the FLRA will issue regulations which will provide for the aforementioned rights and responsibilities. These regulations will enable the FLRA to:

- Determine the appropriateness of units for labor organization representation;
- Supervise and conduct elections to determine whether a labor organization has been selected as an exclusive representative by a voting majority of the employees in an appropriate unit;
- Resolve issues relating to the duty to bargain in good faith;
- Conduct hearings and resolve complaints of unfair labor practices;
- Resolve exceptions to the awards of arbitrators;
- Protect the right of each employee to form, join, or assist any labor organization, or to refrain from any such activity, freely and without fear of penalty or reprisal, and protect each employee in the exercise of such right;
- Direct compliance by such State by order if the FLRA finds that the State is not in compliance with the regulations it issued; and
- Take other actions as necessary to appropriately and fairly administer the Public Safety Employer-Employee Cooperation Act, including the authority to issue subpoenas, take depositions, administer oaths, order written interrogatories and receive and examine witnesses.

The bill specifically prohibits strikes and lockouts.

The bill would not preempt any law, State, political subdivision of any State, or jurisdiction that substantially provides greater or comparable rights and responsibilities as described above, or prevent a State from enforcing a State law that prohibits employers and labor organizations from negotiating provisions in a labor agreement that requires union membership or payment of union fees as a condition of employment (*i.e.* “right-to-work”).

The bill would also not preempt any State law in effect on the date of enactment. In addition, a State may exempt from its State law, or from the requirements established by this bill, a political subdivision of the State that has a population of less than 5,000 or that employs fewer than 25 full-time employees.



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## **The “Law Enforcement Officers’ Equity Act” Legislation Providing Law Enforcement Retirement Benefits to All Federal Law Enforcement Officers**

The FOP strongly supports the **“Law Enforcement Officers’ Equity Act.”** This legislation would expand the definition of “law enforcement officers (LEO)” for retirement benefits to include *all* Federal law enforcement.

Nearly 30,000 Federal law enforcement officers do not receive the same retirement benefits as their other Federal law enforcement colleagues. This legislation would provide *all* law enforcement with 6(c) retirement benefits and the ability to retire after twenty (20) years of service at the age of fifty (50) or after twenty-five (25) years of service at any age. This same benefit is currently received by most Federal law enforcement officers. This bill will also provide for savings in training costs, improve recruitment and retention of qualified officers, and enhance public safety.

Officers classified as “0083s” in agencies like the Department of Defense and Armed Services, Veterans Affairs, FBI Police, U.S. Postal Police, Federal Protective Service, National Institute of Health, U.S. Mint, and the Bureau of Engraving and Printing are among those Federal officers who do not receive these specific benefits. Yet these GS-0083 officers attend the Federal Law Enforcement Training Center (FLETC) and are just as highly trained as those Federal law enforcement officers who do receive the 6(c) retirement benefit. Their job is no less dangerous, and these officers who do not receive 6(c) benefits are asked to face the same hazards as their State and local counterparts. They also risk injury or death in the line of duty and their sacrifices are rightfully held in equal regard to any other Federal officer.

Through regulatory authority, the Office of Personnel Management (OPM) has promulgated that the definition of “law enforcement officer” does NOT include “an employee whose primary duties involve maintaining law and order, protecting life and property, guarding against or inspecting violations of the law, or investigating persons who are suspect or convicted of offenses against the criminal laws of the United States.” These officers may achieve LEO status by appealing to the Merit Systems Protection Board (MSPB) or the OPM, but since 2000, the OPM and the MSPB, with the backing of the U.S. Court of Appeals for the Federal Circuit, have made it extremely difficult for these officers to gain LEO status through judicial review. It is for this reason the FOP seeks this legislative change.

In addition to granting these law enforcement officers the retirement benefits they deserve, the legislation will also save taxpayers money. The increased cost would be more than offset by the savings in training, because recruitment and retention are problems Federal law enforcement agencies face today. This is especially true for agencies whose officers do not have LEO status. We believe extending these benefits would help increase recruitment and retention rates.

Most importantly, an investment in these officers will pay unquantifiable dividends in national security and public safety; for the value of highly trained and experienced law enforcement is immeasurable.

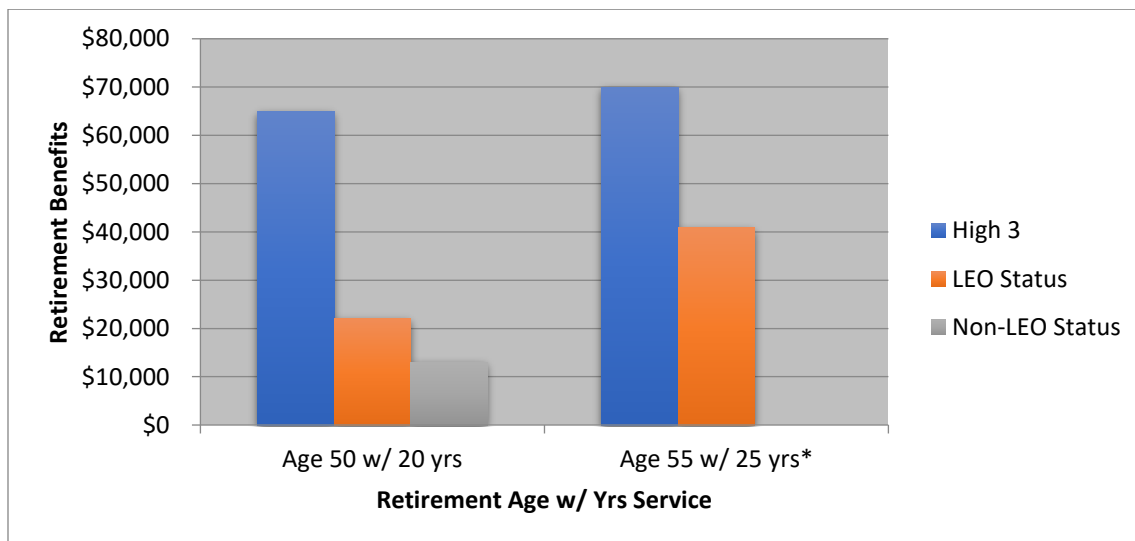
## Comparison between LEO and Non-LEO Benefits

A Federal Law Enforcement Officer (LEO) who retires at age fifty (50) with twenty (20) years of covered service, whose “high 3” is \$65,000 would get \$22,100 a year in retirement, plus the option of continued health and life insurance.

A GS-0083 officer without LEO status who retires today at age fifty (50) with twenty (20) years of service whose “high 3” is \$65,000 would get just \$13,000 a year in retirement (until age 56). He only gets an immediate annuity and continued health and life insurance if he was RIFed or the agency had voluntary early retirement authority. The officer with LEO status gets almost twice as much as the GS-0083 Officer with the same salary, age and service.

A LEO who retires at age fifty-five (55) with twenty-five (25) years of covered service whose “high 3” is \$70,000 would get \$40,900 a year in retirement, plus the option of continued health and life insurance.

A GS-0083 officer without LEO status who retires today at age fifty-five (55) with twenty-five (25) years of service whose “high 3” is \$70,000 might not be eligible for any immediate annuity at all. Again, he is only eligible if his retirement was the result of a RIF, downsizing, or agency early-out program. If he were retiring at his own discretion, he would not qualify for any annuity at all until he reached age fifty-seven (57), and then the annuity would be reduced by 25% for being five (5) years younger than sixty-two (62). So at age fifty-seven (57) he could start getting \$17,500 a year, but he would not be eligible for continued health or life insurance. The officer with LEO status in this case also gets more than 2 ½ times what the GS-0083 officer gets with the same salary, age and service.





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## The “LEOSA Reform Act”

### *Section-by-section analysis*

This proposed legislation would make minor but important changes to the existing Law Enforcement Officers’ Safety Act (LEOSA) statute (18 USC 926B and 926C) to improve the safety of our nation’s qualified active and retired law enforcement.

In the 118<sup>th</sup> Congress, the House passed the legislation on a 221-185 vote, but it did not advance in the Senate.

### **Section 1. Short Title.**

The short title of the bill is the “LEOSA Reform Act.”

### **Section 2. Conforming the Law Enforcement Officer Safety Act and the Gun-Free School Zones Act.**

The LEOSA statute exempts qualified active and retired law enforcement officers from State and local prohibitions on the carriage of concealed firearms. This exemption, however, does not apply to areas governed by Federal law or regulation. The Gun-Free School Zones Act (GFSZA) has seven exemptions in current law, including those who are licensed to carry firearms in the State where the school is located. A qualified active or retired law enforcement officer must abide by the GFSZA. Section 2 would add an eighth exemption to the GFSZA to include anyone authorized to carry under LEOSA.

***Issue: In some States, a mother with a CCW permit can carry her firearm while attending an event at her child’s school. However, the child’s grandfather, a qualified retired law enforcement officer, or his active-duty uncle from out of State, could not.***

### **Section 3. Making Improvements to the Law Enforcement Officers’ Safety Act.**

- (a) Under the current statute, the LEOSA exemption does not apply to “common or contract carriers” like public transportation or other public areas. This paragraph would expand the LEOSA exemption to include property used by a “common or contract carrier” and to property that is “open to the public.”

***Issue: An active duty law enforcement officer visiting a different jurisdiction may not be able to use local buses, trolleys or ferries during his or her visit.***

- (b) Under the current statute, active and qualified law enforcement officers carrying under LEOSA cannot carry in national parks. However, individuals that have licenses from a State (or which have reciprocity with the State) may lawfully carry into national parks located in that State. This paragraph would expand the LEOSA exemption to cover national parks.

***Issue: Two friends visit Scott's Bluff National Monument. The civilian is carrying a firearm because he or she has a permit issued by Nebraska. His or her friend, an active duty law enforcement officer from Florida, who can carry in Nebraska under LEOSA, cannot carry his or her firearm into the national park.***

- (c) The LEOSA exemption in current law does not apply to magazine capacity. This paragraph would clarify Congressional intent that magazines, like ammunition and the firearm itself, should be exempt from State and local law.

***Issue: An active or retired law enforcement officer who is trained with and qualified to carry a semiautomatic firearm with a 12-round magazine cannot travel into a jurisdiction which restricts magazine size unless he or she brings a weapon with a magazine that conforms to State law. This means the officer must leave his or her firearm behind and expose himself or herself to jeopardy or decide to carry a firearm with which he or she is less familiar.***

- (d) This paragraph makes minor changes to the existing statute with respect to qualification and training standards. Under current law, qualified retired law enforcement officers must re-certify every 12 months. This provision would allow States to lengthen this time period for up to 36 months. It also clarifies Congressional intent that the standards which must be met by the qualified retired law enforcement officer can be set and conducted by (1) the officer's former agency, (2) the State in which the officer resides, (3) any law enforcement agency within the State in which the officer resides, or (4) a firearms instructor certified by the State in which the officer resides to conduct active-duty firearms training.

***Issue: Some States may wish to save on resource and training costs by lengthening the time between requalification. The existing language in the statute regarding training and standards is clarified.***

#### **Section 4. Permitting Qualified Current and Retired Law Enforcement Officers to Carry Firearms in Certain Federal Facilities.**

Under current law, an active local or State law enforcement officer can only enter a U.S. Post Office, Social Security Administration Office, Veterans Affairs Office or similar Federal facility if they are there in an "official capacity"—i.e., a call for service. This Section would allow any active or retired law enforcement officer carrying under the LEOSA to lawfully access these facilities.

***Issue: A law enforcement officer, even if on duty and in full uniform, cannot lawfully enter a Social Security Administration building or similar facility to drop off paperwork, pick up a form or speak to an employee. An officer can only enter the facility if they are responding to a call for service.***





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## The Protect and Serve Act

### Facts and Analysis

The legislation would create a new Federal offense for those who deliberately target law enforcement officers with violence and is a direct response to the increased number of law enforcement officers who have been targeted for attack.

#### The FACTS

- In October 2015, the U.S. Department of Justice released a report entitled: [Ambushes of Police](#). The report detailed the number of ambush attacks on law enforcement officers from 1990-2013. In 2013 alone, there were between 200 and 300 ambush attacks reported. The Executive Summary of the report states:  
*...the proportion of fatal attacks on officers attributable to ambushes [is] increasing. Concerns about targeted violence against police are on the rise, while officers must not only be guardians of the public but also be prepared to respond to violence targeting them.*
- In May 2017, the Federal Bureau of Investigation (FBI) released a report entitled: [The Assailant Study: Mindset and Behavior](#). The report identified a disturbing and growing trend of attackers who are motivated by a desire to kill a law enforcement officer. This motivation, the report concludes, is from a “singular narrative that portrays the officer as guilty in traditional and social media and the subject as the victim.”
- A December 2017 study by the Office of Community Oriented Policing Services entitled [Making It Safer](#) examined law enforcement officer fatalities from 2010-2016, including ambush attacks. The study found that 20% of ambushed officers were seated in their patrol cars and that:  
*56 percent were not on a call or engaged in any enforcement activity. Many of these officers were simply eating, sitting on post, or in five cases, targeted and killed while at their home or on their way home.*
- In 2018, the Criminal Justice Information Services Division within the FBI released a report entitled [Ambushes and Unprovoked Attacks: Assaults on Our Nation’s Law Enforcement Officers](#). This comprehensive report concluded: “While the overall number of officers who were feloniously killed was declining, the percentage of officers feloniously killed during surprise attacks was increasing.”

- In 2022, **331** officers were shot in the line of duty, **62** of whom were killed. There were **89** ambush-style attacks on law enforcement officers in which **126** officers were shot and **32** of whom were killed.
- In 2023, a record number of officers—**378**—were shot in the line of duty, **46** of whom were killed. There were **115** ambush-style attacks on law enforcement in which **138** officers were shot and **20** of whom were killed. Of the officers killed by gunfire in 2023, **44%** were ambushed.
- In 2024, **342** officers were shot in the line of duty, **50** of whom were killed. There were **61** ambush-style attacks on law enforcement in which **79** officers were shot, **18** of whom were killed.
- As of 2 February 2025, **31** officers have been shot in the line of duty, **two** of whom were killed. There have been **five** ambush-style attacks on law enforcement officers in which **five** officers were shot, **two** of whom were killed.

## **ANALYSIS: Section by Section**

### **Section 1. Short Title.**

The short title of the bill is the “Protect and Serve Act.”

### **Section 2. Crimes targeting law enforcement officers.**

This section creates a new Federal offense for anyone who “knowingly assaults a law enforcement officer” and would sentence such an offender to a term of imprisonment of 10 years or for life for murder or attempted murder. In order for these charges to be filed, the U.S. Attorney General must certify that:

- the State does not have jurisdiction;
- the State has asked the Federal government to assume jurisdiction;
- the verdict or sentence at the State level “left demonstratively unvindicated the Federal interest in protecting public safety”; or
- a Federal prosecution is in the public interest and necessary to “secure substantial justice.”



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## The “HELPER Act”

### *Homes for Every Local Protector, Educator, and Responder Act*

The FOP supports legislation to assist our members looking for affordable housing for themselves and their families, which is why we support the “Homes for Every Local Protector, Educator, and Responder (HELPER) Act.”

This legislation is modeled on the very successful U.S. Department of Veterans Affairs (VA) home loan program, which expands housing opportunities for service members and veterans, and the Good Neighbor Next Door (GNND) program administered by the U.S. Department of Housing and Urban Development (HUD). This program, which the FOP helped develop more than 20 years ago, is designed to encourage law enforcement and certain other public servants to buy homes in “revitalization areas” by providing incentives in the form of a discount on the list price of the house. The GNND has proven inadequate as a solution due to the limited and ever-changing nature of the properties, among other issues.

The lack of affordable housing is also contributing to a crisis in recruiting and retaining quality law enforcement officers. According to a 2021 survey, two-thirds of survey respondents claimed that high housing costs make it more difficult to recruit new officers.<sup>1</sup> One-third of officers who responded to the survey said they left agencies because they could not find affordable housing.

The “HELPER Act” addresses this issue by establishing a new home loan program for public safety officers and teachers to be administered by the Federal Housing Administration (FHA) which would:

- Create a one-time use home loan program under the FHA for law enforcement officers, firefighters, emergency medical technicians (EMT), paramedics, and pre-K-12 teachers;
- Eliminate the down payment requirement;
- Eliminate the monthly mortgage insurance premium (MIP) requirement;
- Require a 3.6 percent upfront mortgage insurance (UFMI) premium to ensure the solvency of the program; and
- Requires the program to be reauthorized after five years.

The HELPER Act will give the men and women of law enforcement, who work tirelessly every day to protect our communities, more opportunities to find homes they can afford in and near the communities they protect.

1. [Two third's of survey respondents claimed that high housing costs make it more difficult to recruit new officers](#)



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## Lobbying Tips

### **Consider Yourself an Information Source**

Remember, you are the expert on law enforcement. Utilize this opportunity to educate your elected officials about the needs and concerns of law enforcement officers. (Refer to the Legislative Briefing Book provided by the NFOP Legislative Office.) Legislators want to know how a specific issue will affect their districts. Share personal or local experiences about the issues with your legislators. If you don't know the answers to some of their questions—tell them so. Make notes and follow-up with the answers after the meetings.

### **Try to Make Personal Connections**

Make the legislator aware of any personal connections you may have. No matter how insignificant you may feel it is, if you have friends, relatives, or colleagues in common, let them know. Use personal examples from your own life or the lives of your neighbors.

### **Be Organized**

Be on Time. If you are part of a group meeting with an elected official, select a spokesperson to lead the discussion. Know the time frame you are under, and highlight a few key issues. Determine who will speak on each issue.

### **Be Concise**

Legislators (and staff) have limited time and many demands. Be sure to stay on message on those three top legislative priorities important to law enforcement. You will be lucky to have a full 15 minutes to discuss them with the legislator or staff and it is critical that they understand the importance of them all.

### **Expect Surprises and Be Flexible**

Legislators have very unpredictable schedules on session days, causing them to run late or be called away. Don't be disappointed if they have to cut your meetings short. Make the most of them by focusing on a few key issues and following-up with detailed information in writing. Don't be disappointed if you meet with a member of their staff; often they know more details about the issues than their bosses do and they are the ones who advise legislators how to vote.

**Anticipate Reactions and Stay on Message**

After explaining your views, ask the legislators where they stand on the issue. Try to understand their perspective and tailor your approach accordingly. If they are undecided, focus on your message. Respectfully maintain your position, even if you know they don't agree. If they change the subject to avoid getting pinned down on an issue, try to bridge the discussion back to your message.

**Follow-Up**

Send thank you notes reviewing the issues you discussed. Be sure to send legislators any additional materials requested, including answers to questions for which you didn't have answers, during the meeting. Let them know you are a resource that is available to them in the future.