



# INTERNATIONAL UNION OF POLICE ASSOCIATIONS

THE ONLY UNION FOR LAW ENFORCEMENT OFFICERS

SAM A. CABRAL  
*International President*

MICHAEL V. CRIVELLO  
*International Secretary-Treasurer*

July 25, 2022

Office of Governor Ron DeSantis  
State of Florida  
The Capitol  
400 S. Monroe St.  
Tallahassee, FL 32399-0001

Dear Governor Ron DeSantis:

The International Union of Police Associations, AFL-CIO, represents thousands of law enforcement officers throughout this great nation, including the U.S. territories of Puerto Rico and the Virgin Islands. Thousands of our members protect and serve the people of Florida and our Headquarters is in Sarasota, Florida.

In 2011, the Florida Retirement System, to which many of our members belong, increased the required years of service prior to retirement from 25 years to 30 years. The system also removed the cost of living provisions. It is past time to revisit that amendment. Most agencies outside of the F.R.S. require 25 years of service.

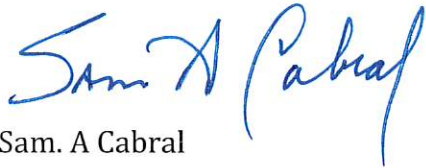
As you know, police work is a very stressful occupation. Officers are being ambushed and shot at unprecedented frequency. They are being vilified in the press and by some feckless politicians as well as a vocal, extreme, minority. Many have died of COVID and many others, unable to cope with the daily horrors visited upon them, are taking their own lives. They suffer significantly higher incidents of heart disease and metabolic syndrome than those with less stressful occupations.

Nationally, as well as in Florida, there is a prevalence of staffing shortages, causing delays in response times as well as retention and recruitment issues. Agencies are "poaching" trained police officers from other agencies to fill their needs.

We are seeking a return to the 25-year retirement for law enforcement officers. This amendment will help alleviate the staffing problems, improve retention and recruitment, and is, quite simply, the right thing to do.

I look forward to working with you and your staff to see such a change introduced and moved forward.

Very Respectfully,

A handwritten signature in blue ink that reads "Sam. A. Cabral". The signature is written in a cursive style with a large, stylized initial "S".

Sam. A Cabral  
International President