

CONSTITUTION

of the

International Union of Police Associations **Local 6020**

**5397 Orange Drive
Davie, Florida 33314**



Table of Contents

Preamble.....	2
Definitions.....	3
Article 1 (Organization)	4
Article 2 (Affiliations).....	5
Article 3 (Objectives).....	6
Article 4 (Membership)	7
Article 5 (Meeting).....	9
Article 6 (Records Distribution and Retention).....	11
Article 7 (Officers, Nominations, Elections and Election Procedures, and Trusteeship).....	14
Article 8 (Duties of Officers and Executive Board).....	18
Article 9 (Stipend Payment, Reimbursement, Travel Expenses).....	22
Article 10 (Deputy Relief Fund).....	27
Article 11 (Miscellaneous Provisions).....	29
Article 12 (Amendments)	30
Article 13 (District/ Specialty Unit Representatives).....	31
Article 14 (Charges, Trials, and Penalties)	33
Article 15 (Conflict of Interest Policy).....	41
Signatures of Executive Committee Officers.....	45
Meeting Minutes Template	46
Expense Report Template	48

CONSTITUTION

of the

International Union of Police Associations Local 6020

Preamble

Strength through united action, guided by intelligence, is the hallmark of trade union organizations. Believing such unity essential for the mutual protection and advancement of the interests and general welfare of all law enforcement officers, we have formed the International Union of Police Associations Local 6020:

- ◆ To organize all eligible officers;
- ◆ To secure just compensation for their services and equitable settlement of their grievances;
- ◆ To promote the establishment of just and reasonable working conditions;
- ◆ To increase the members' skill and efficiency;
- ◆ To promote harmony between its members and their employers;
- ◆ To foster improved health, retirement, and death benefit programs;
- ◆ To encourage improved methods of law enforcement, labor relations and labor/management cooperation, and;
- ◆ To cultivate friendship and fellowship among its members.

Definitions

1. The **International Union of Police Associations Local 6020** may be cross referenced as the I.U.P.A. Local 6020 or the Broward Deputy Sheriffs Association, which is the union representing law enforcement deputy sheriffs holding either a rank of Sergeant or Deputy at the Broward County Sheriff's Office (BSO).
2. The **Executive Committee** is composed of the I.U.P.A. Local 6020 President, I.U.P.A. Local 6020 Vice President, and I.U.P.A. Local 6020 Treasurer.
3. The **Executive Board** is composed of the I.U.P.A. Local 6020 President, I.U.P.A. Local 6020 Vice President, I.U.P.A. Local 6020 Treasurer, I.U.P.A. Local 6020 Secretary, and three I.U.P.A. Local 6020 Executive Board Members.
4. **Officers** are the members of the Executive Committee and the Secretary.
5. **District/ Specialized Unit Representatives** are representatives who have either been appointed by a majority vote of the Executive Committee if a vacancy exists, or who have been elected by the members within their respective work location for an elected term not to exceed two (2) years.
6. **Dues** are all payments including membership dues, full-service fees, fees and assessments payable from a member.

ARTICLE 1

Organization

The name of this organization shall be the “International Union of Police Associations (I.U.P.A.) Local 6020,” also referred to as the “I.U.P.A. Local 6020” or “Broward Deputy Sheriffs Association.” The I.U.P.A. Local 6020 is labor union which provides representation to law enforcement deputies and sergeants who are employed at the Broward County Sheriff’s Office who are members in good standing with the I.U.P.A. Local 6020 and I.U.P.A.

ARTICLE 2

Affiliations

The I.U.P.A. Local 6020 shall be affiliated with the International Union of Police Associations. The I.U.P.A. Local 6020 shall hold full autonomy from the International Union of Police Associations in decisions and actions taken by the I.U.P.A. Local 6020; however, I.U.P.A. Local 6020 may be subjected to trusteeship pending violations of the International Union of Police Associations' constitution.

ARTICLE 3

Objectives

The objectives of the I.U.P.A. Local 6020 shall be to effectively represent the members of the I.U.P.A. Local 6020 in Internal Affairs investigations where the member is listed as a subject employee as well as in criminal or civil cases where the member is listed as a defendant resulting from an incident which occurred while the member was acting within the scope of their employment. Coverage for members listed as defendants in criminal or civil matters are subject to the approval of the Peace Officers Research Association of California's Legal Defense Fund. Every member shall comply with this Constitution and all decisions and directives made under it. They shall refrain from any conduct:

- a) Which interferes with the performance by the I.U.P.A. Local 6020 of their obligations;
- b) Which defeats or subverts the declared and established policies and objectives of I.U.P.A. Local 6020;
- c) Which may defame the I.U.P.A. Local 6020 or officers; or
- d) Any ambiguity within this constitution may be settled through a meeting of the I.U.P.A. Local 6020 Executive Committee who shall render a decision of the issue presented.

ARTICLE 4

Membership and Dues

4.1 Qualifications:

All persons regularly employed as law enforcement deputy sheriffs at the rank of Sergeant or Deputy Sheriff by the Broward Sheriff's Office are eligible for membership in the I.U.P.A. Local 6020, subject to the requirements of this Constitution and the Constitution of the International Union of Police Associations. The Executive Director of the I.U.P.A. Local 6020 is eligible for membership and may exercise the right of membership. The President and Vice President are delegates to the International Convention by virtue of their office.

4.2 Application:

Application for individual membership shall be made on a standard application form. Such form shall include a valid authorization for payroll deduction of dues. The Executive Committee, by virtue of a majority committee vote, may deny a membership request to any individual seeking to gain membership if that individual has taken any action to harm the I.U.P.A. Local 6020 or International Union of Police Associations.

4.3 Dues:

The per capita and fees of the association shall be determined by the current I.U.P.A. Constitution. The fees and per capita for membership dues will be billed bi-weekly. A small transaction fee may be charged, if a member elects the automatic funds transfer method of payment).

4.4 Payment of Dues:

Payment of dues shall be pursuant to the rules and regulations of the International Union of Police Associations. In the event dues check off is discontinued the following shall apply: Membership dues shall be payable monthly in advance to the International Union of Police Associations' Treasurer, and in no event shall be paid later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th day of the month in which they become due shall be considered delinquent and, upon failure to pay dues for two consecutive months, shall stand suspended. Provided, however, that any person who is paying dues through a system of regular payroll deduction shall, for so long as such person continues to pay through such deduction method, be considered in good standing, notwithstanding any unrelated reason to the contrary.

ARTICLE 5

Meetings

5.1 Regular Membership Meetings:

Regular membership meetings of I.U.P.A. Local 6020 shall be held at least once per year, or as needed by the Executive Committee, at a time and place to be fixed by a majority of the I.U.P.A. Local 6020 Executive Committee. All members must be given at least five (5) calendar days prior notice to the meeting unless there is an exigent circumstance requiring the meeting to take place sooner, which shall be approved by the Executive Committee and documented in the minutes from the meeting. Only dues paying members may attend; however, nothing shall preclude a majority of the Executive Committee from authorizing the attendance of any individual.

5.2 District/ Specialized Unit Representative Meetings:

District/ Specialized Unit representative meetings of I.U.P.A. Local 6020 shall be held quarterly per calendar year, or as needed by the Executive Committee, at a time and place to be fixed by a majority of the Executive Committee. All members must be given at least five (5) calendar days prior notice of the meeting date, time, and location unless there is an exigent circumstance requiring the meeting to take place sooner, which shall be approved by the Executive Committee and documented in the minutes from the meeting.

5.3 Executive Committee Meetings:

Executive Committee meetings of I.U.P.A. Local 6020 Executive Committee members shall be held as needed by the Executive Committee, at a time and

place to be fixed by a majority of I.U.P.A. Local 6020 Executive Committee. All Executive Committee members must be given at least five (5) calendar days prior notice to the meeting; however, this may be waived by a majority of the Executive Committee and documented in the minutes record from the meeting.

5.4 Executive Board Meetings:

Executive Board meetings of I.U.P.A. Local 6020 Executive Board members shall be held at least once every two months, or as needed by the Executive Committee, at a time and place to be fixed by a majority of the local Executive Committee. All Executive Board members must be given at least 5 calendar days prior notice to the meeting, however; this may be waived by a majority of the Executive Board and documented in the minutes record from the meeting.

5.5 Quorum for Meetings:

The quorum for a regular membership meeting shall be at least two Local 6020 Union Officers and 25 members. The members attending the meetings shall be tallied at the end of the established meeting week period as set by the notice sent at least 5 days to all Local 6020 members. If the President feels that there is exigent circumstances and approved by the Executive Committee he/she may call an emergency meeting.

5.6 Sign In Sheets:

Sign in sheets shall be utilized for all meetings and training conducted by the I.U.P.A. Local 6020 and kept on file at the I.U.P.A. Local 6020 union office and attached with minutes for applicable meetings.

ARTICLE 6

Records Distribution and Retention

6.1 Meeting Minutes:

Minutes will be documented for every Regular Membership Meeting, District/ Specialized Unit Representative Meeting, Executive Committee Meeting, and Executive Board Meeting. The minutes will be documented by the I.U.P.A. Local 6020's Secretary, printed out, and retained in the I.U.P.A. Local 6020's office and available to inspection by any member during normal business hours. Any other member of the I.U.P.A. Local 6020 Executive Board may be requested to assist and documenting minutes at the request of the I.U.P.A. Local 6020 Secretary. In addition to a physical record of the minutes kept in the office, a digital copy or hard copy must be made accessible to all members of the I.U.P.A. Local 6020 Executive Board within 30 days after the meeting was conducted. The standard meeting minutes template, which is identified as attachment At the end of this Constitution, is the current meeting minutes log authorized to be used for the documentation of meetings. Minor adjustments to the form may be made as long as they include the nature of the information discussed, date and time of the meeting, location of the meeting, and signed by all members of the Executive Committee. Supporting documents or records of communication such as emails or other means shall be attached to the meeting minutes as supporting documentation. Meeting Minutes shall be made accessible to any member wishing to inspect or view the minutes once published. Meeting Minutes must be accessible to any member of the I.U.P.A. Local 6020 30 days following the date of the meeting for which the meeting minutes were completed.

6.2 Expense Reports:

Monthly expense reports shall be completed by all members of the I.U.P.A. Local 6020 Executive Committee documenting any transactions made utilizing funds from any I.U.P.A. Local 6020 financial account or credit card. Transactions related to official I.U.P.A. Local 6020 business which were not officially drafted directly from an I.U.P.A. Local 6020 financial account or credit card but request reimbursement or were reimbursed from I.U.P.A. Local 6020 must also be listed on the monthly expense report. All monthly expense reports must document all charges from the respective calendar month. Bank and credit card expenses may reflect the billing for the respective monthly statement of the bank or credit card. Expense reports must be submitted to the I.U.P.A. Local 6020 Treasurer for records retention no later than the 20th day of the following month. For example, a monthly expense report for March transactions must be submitted to the I.U.P.A. Local 6020 Treasurer no later than April 20th. All individual monthly expense reports from I.U.P.A. Local 6020 Executive Committee members may be submitted electronically to the I.U.P.A. Local 6020 Treasurer. However, a physical copy of the monthly expense report must be submitted to the I.U.P.A. Local 6020 Treasurer by the monthly deadline.

The individual monthly expense report must list the I.U.P.A. Local 6020 financial account or credit card for which the transaction was made as well a description of the transaction identifying its purpose. All monthly expense reports must also list the date of the transaction and amount of the transaction with all other fields relevant on the expense report for the specific transaction completed. All monthly expense reports shall utilize the standard monthly expense report which is identified at the end of this

Constitution as “Attachment B.” Copies of receipts and any financial institution statements must also be submitted with each individual monthly expense report. The I.U.P.A. Local 6020 Treasurer shall complete a monthly expense report for each individual financial account the I.U.P.A. Local 6020 has with its respective bank. The I.U.P.A. Local 6020 Treasurer shall have completed financial account monthly expense reports no later than the 20th day of the following month. Copies of receipts, financial institution statements, and all monthly expense reports shall be available for any member to inspect during normal business hours after they are submitted.

6.3 Compliance with Florida State Statute:

The I.U.P.A. Local 6020 shall not just comply with the provisions contained within its Constitution but also under all federal, state, and local laws which govern records retentions for labor organizations. The I.U.P.A. Local 6020 more specifically acknowledges and recognizes Florida state statute §447.07 which states, “It shall be the duty of any and all labor organizations in this state to keep accurate books of accounts itemizing all receipts from whatsoever source and expenditures for whatsoever purpose, stating such sources and purposes. Any member of such labor organization shall be entitled, at all reasonable times, to inspect the books, records and accounts of such labor organization.” Florida state statute §447.14 identifies a violation of §447.07 as a misdemeanor of the second degree.

6.4 Constitution Publication:

The I.U.P.A. Local 6020 shall publish the current I.U.P.A. Local 6020 Constitution on its webpage.

ARTICLE 7

Officers, Nominations, Elections and Election Procedures, **and Trusteeship**

7.1 Titles and Terms of Office:

The Officers of the I.U.P.A. Local 6020 shall be a President, a Vice President, Treasurer, and a Secretary. The President, Vice President, and Treasurer, shall constitute the Executive Committee. There shall be three additional Executive Board Members. The three additional Board Members, along with the Officers, shall constitute the I.U.P.A. Local 6020 Executive Board. The first election shall be conducted upon the relinquishment of the trusteeship by the I.U.P.A. The election shall be held within four months following the relinquishment of the trusteeship. The term of office shall be (4) four years. The original I.U.P.A. Local 6020 Executive Committee signatories of the Constitution shall serve until the first election.

7.2 Executive Director:

The President of IUPA Local 6020, in his sole discretion, may appoint an Executive Director. The Executive Director shall serve in an advisory role for the I.U.P.A. Local 6020, working with the Executive Board members of the I.U.P.A. Local 6020 as outlined by this Constitution. The IUPA Local 6020 President may, in his sole discretion, appoint any individual to serve in the capacity of Executive Director who shall be considered a member and representative of the I.U.P.A. Local 6020, however; the Executive Director shall not have voting authority on I.U.P.A. Local 6020 matters. During any period that I.U.P.A. Local 6020 is held in Trusteeship, the rights normally held by the I.U.P.A. Local 6020 President in this section (7.2) will, instead, vest solely in the President of the International Union of Police Associations.

7.3 Nominations:

Nominations for Executive Board positions shall be made at a regular membership meeting. At least five days advance notice shall be given to the membership prior to the nomination meeting. The nomination meeting shall be held at least thirty days prior to an election. Nominations shall be permitted from the floor at the nominations meeting. All regular elections for Executive Board members shall be held in the month of January, except as necessary directly after the resolution of a trusteeship.

7.4 Eligibility:

To be eligible for office as the Secretary or an Executive Board Member, the member must be in good standing for one year immediately preceding the election. To be eligible for office as an Executive Committee Member, (President, Vice President, or Treasurer), the member must have served as a District or Specialized Unit Representative or Committee Chairperson for one year immediately preceding the election, and be in good standing.

7.5 Election Procedures:

Executive Board members shall be elected by secret ballot vote. The balloting shall be so conducted as to afford to all members a reasonable opportunity to vote. The method of voting shall be determined by the I.U.P.A. Local 6020 Executive Committee.

7.6 Vacancies:

Vacancies on the Executive Board or Executive Committee in the middle of a term shall be filled by appointment of a member for the remainder of the unexpired term by a majority vote of the I.U.P.A. Local 6020 Executive Committee. Upon a vacancy taking place, the I.U.P.A. Local 6020 Executive

Committee must make an appointment within 30 days. If a minimum of two (2) vacancies occurs at the same time on the I.U.P.A. Local 6020 Executive Committee, then the two (2) I.U.P.A. Local 6020 Executive Board members shall assume the vacant positions. Assignment of positions for all I.U.P.A. Local 6020 Executive Committee members shall be the sole decision of the I.U.P.A. President.

7.7 Trusteeship:

The International Union of Police Associations shall have the full authority to place the I.U.P.A. Local 6020 under Trusteeship in accordance with its Constitution in the event they become aware of conduct by members of the Executive Board so severe that deviate from the overall mission and goals of the International Union of Police Associations and I.U.P.A. Local 6020. Trusteeship may be introduced involuntarily or voluntarily. A voluntary Trusteeship shall require at least two members of the I.U.P.A. Local 6020 Executive Committee during an Executive Committee meeting to vote to enter a voluntary Trusteeship. Procedures for documenting meeting minutes shall be followed as outlined in this constitution, however; in the case of a voluntary Trusteeship, the minutes must be created and finalized within 24 hours following the meeting. The finalized minutes must be immediately provided to the International Union of Police Associations President or, in his absence, the I.U.P.A. Secretary-Treasurer.

7.8 Incapacitation/Unavailability of Certain Members:

If any member of the Executive Committee or Executive Board is incapacitated for any known or unknown amount of time due to medical reasons, due to unavailability because of legal work status, or is unavailable due to service in the armed forces of the United States of America, the President may appoint any member to that position to serve in that position pending the return of the member who is absent because of the aforementioned reasons. The temporarily

appointed member shall abide by all requirements of this Constitution. Additionally, the President may, at his/her sole discretion, replace the temporary appointee, after the Executive Committee votes to make the change.

ARTICLE 8

Duties of Officers and Executive Board

8.1 President:

The President presides as Chairman of the meetings of the I.U.P.A. Local 6020 unless a designee is appointed by the President.

- a) **Contract and Financial Powers.** Together with the Treasurer or Vice President, the President shall sign all orders and checks which, in his/her judgment, are lawfully and properly drawn. The President cannot sign any checks which are made payable to the President. Any check made payable to the President must be signed by the other two (2) members of the Executive Committee.
- b) **Expenses.** No less than once a month, the President shall submit an itemized expense report in compliance with 6.2 of this constitution.
- c) **Residual Authority.** In addition to the foregoing, he/she shall exercise any authority necessary to carry out his/her official duties which are not specifically prohibited by this Constitution. Any decision of the President may be altered or reversed by a majority vote of the Executive Board.
 - A. Be authorized to act as co-signer of checks drawn on the Local funds in place of either the Vice President or the Secretary-Treasurer.
 - B. Appoint all standing committees and all special committees of the local, subject to the approval of the Executive Committee.
 - C. Report periodically to the membership regarding the progress and standing of the Local and regarding the President's official acts.

- D. The President shall appoint such committees as are necessary in his/her judgement to conduct the affairs of the Local subject to review by a majority vote of the Executive Committee.
- E. Act as a member of the negotiating committee for Collective Bargaining Agreements.
- F. Act in accordance with the directions of the International President.

8.2 Vice President:

The Vice President shall:

- A. Assist the President in the work of the President's office.
- B. In the absence of the President or in the President's inability to serve, preside at all meetings and perform all duties otherwise performed by the President.
- C. Be authorized to act as co-signer of checks drawn on the Local funds in place of either the President or the Treasurer.
- D. No less than once a month, the Vice President shall submit an itemized expense report in compliance with 6.2 of this constitution.

8.3 Treasurer:

The Treasurer shall be the Chief Financial Officer of the I.U.P.A. Local 6020.

The Treasurer shall deposit checks or funds directed to the I.U.P.A. Local 6020 in the appropriate financial account being utilized by the I.U.P.A. Local 6020 for which the funds were intended for. All funds of the I.U.P.A. Local 6020 expended may be by check, bank draft, credit card, or electronic wire transfer as long as receipts are retained and submitted with expense reports and authorized by the Executive Committee.

- A. Custodian of Funds.** The Treasurer is the custodian of all of the I.U.P.A. Local 6020 funds, and shall make disbursement by check countersigned by the President or Vice President to cover all expenses for operating and administering the I.U.P.A. Local 6020 or any other expenses as authorized by this Constitution or by a resolution adopted by the Executive Board.
- B. Expenses.** No less than once a month, the Treasurer shall submit an itemized expense report in compliance with 6.2 of this constitution.
- C. Annual Audit.** The Treasurer shall, every January, submit the financial records of the I.U.P.A. Local 6020 to a certified public accountant for preparation of the annual audit. The audit must be provided to the I.U.P.A. Local 6020 Executive Board and available to any member to inspect upon request.

In addition to the foregoing, the Treasurer shall exercise any authority necessary to carry out his/her official duties which is not specifically prohibited by this Constitution. Any decision of the Treasurer may be altered or reversed by a majority vote of the Executive Committee.

8.4 Secretary:

The Secretary shall be the Chief Recording Officer of the I.U.P.A. Local 6020. The Secretary shall be the primary custodian for all minutes, expense reports, and other relevant official union-related documents.

8.5 Executive Board Members:

The Executive Board as a whole shall consist of the I.U.P.A. Local 6020 President, I.U.P.A. Local 6020 Vice President, I.U.P.A. Local 6020 Treasurer, I.U.P.A. Local 6020 Secretary, and three Executive Board members. The duties of the I.U.P.A. Local 6020 President, I.U.P.A. Local 6020 Vice President, I.U.P.A. Local 6020 Treasurer, and I.U.P.A. Local 6020 Secretary shall follow Article 8 Section 1, Section 2, Section 3, and Section 4.

There shall be three Executive Board Members. Executive Board Members shall be elected at large. The role of Executive Board Members is to attend Executive Board Meetings and act as Representatives to the membership as a whole, as opposed to a particular district or specialized unit. Executive Board members shall advise the Executive Committee on any matters concerning the welfare of the I.U.P.A. Local 6020 and its members as well as to serve in an advisory capacity on matters affecting the I.U.P.A. Local 6020. Executive Board Members may serve as chairpersons of various committees as designated by the I.U.P.A. Local 6020 Executive Committee and will be expected to carry out any other duties as assigned to them by the I.U.P.A. Local 6020 Executive Committee, at the sole discretion of the I.U.P.A. Local 6020 President.

The Executive Committee shall be the governing body of the I.U.P.A. Local 6020. All matters affecting the policies, aims, and means of accomplishing the purposes of the I.U.P.A. Local 6020 not specifically provided for in the I.U.P.A. Constitution or I.U.P.A. Local 6020 Constitution, shall be decided by the I.U.P.A. Local 6020 Executive Committee. The I.U.P.A. Local 6020 Executive Committee shall meet at the call of a majority of the I.U.P.A. Local 6020 Executive Committee. Guidelines on documentation for meetings shall follow Article 6.1 of the I.U.P.A. Local 6020 Constitution.

ARTICLE 9

Stipend Payment, Reimbursement, Travel Expenses

9.1 Executive Committee Stipend Payments: It is recognized that the members of the I.U.P.A. Local 6020 Executive Committee invest a large amount of personal time into operating the I.U.P.A. Local 6020, which as of a November, 2024 Public Employee Relations Commission (PERC) election, is the certified bargaining union for approximately 1,500 bargaining unit members employed by the Broward County Sheriff's Office (BSO).

I.U.P.A. Local 6020 Officers are on call at all hours of the day and night to field questions and concerns from the I.U.P.A. Local 6020 membership as well as the bargaining unit members while the I.U.P.A. Local 6020 is the certified bargaining unit. I.U.P.A. Local 6020 Executive Committee members are also expected, when the situation warrants, in their discretion, to respond to scenes where members may need immediate representation for an action taken within the scope of their employment. In order to provide some level of compensation for off duty time invested by the Officers of the Local, I.U.P.A. Local 6020 Executive Committee members (and Secretary) shall be issued one (1) stipend payment in the form of a check from the I.U.P.A. Local 6020 main account. Monthly stipend checks to the following officers shall be issued on or after the first day of the month for the month being issued.

- I.U.P.A. Local 6020 President
- I.U.P.A. Local 6020 Vice President
- I.U.P.A. Local 6020 Treasurer
- I.U.P.A. Local 6020 Secretary

Stipends will be Set each fiscal by the Executive Committee and memorialized as practicable at the first meeting post new contract as required by Local 6020.

They will be reviewed within the first month after a successor Collective

Bargaining Agreement is executed; and/or as soon as Officers are affirmed.

9.2 Executive Board Member Dues Reimbursement (Other than Executive Committee members): It is recognized that the members of the

I.U.P.A. Local 6020 Executive Board will invest some personal time into operating the I.U.P.A. Local 6020, which as of an November 2024 Public Employee Relations Commission (PERC) election, is the certified bargaining union for approximately 1,500 bargaining unit members employed at the Broward County Sheriff’s Office (BSO). I.U.P.A. Local 6020 Executive Board members are on call at all hours of the day and night to field questions and concerns from the I.U.P.A. Local 6020 membership as well as the bargaining unit members while the I.U.P.A. Local 6020 is the certified bargaining unit. I.U.P.A. Local 6020 Executive Board members are also expected, when the situation warrants, in their discretion, to respond to scenes where members may need immediate representation for an act committed within the scope of their employment. In order to provide some level of compensation for off duty time invested by the I.U.P.A. Local 6020 Executive Board (other than Executive Committee members and Secretary), I.U.P.A. Local 6020 Executive Board members (other than Executive Committee members and Secretary) shall be issued one (1) dues reimbursement payment in the form of a check from the I.U.P.A. Local 6020 main account. The reimbursement check shall be issued on or after the first day of the month of December for that particular calendar year. Membership dues reimbursement checks shall be issued to the Executive Board members (other than Executive Committee members and Secretary) not to exceed the total amount of membership dues for the calendar year (January through December). The membership dues reimbursement payment shall be the following:

I.U.P.A. Local 6020 Executive Board members (other than Executive Committee members and Secretary):

\$650 (annually)

9.3 District/ Specialized Unit Representative Member Dues

Reimbursement: It is recognized that members who serve as I.U.P.A. Local 6020 District or Specialized Unit Representatives that actively participate and fulfill their role will invest some personal time into enhancing the overall operation of the I.U.P.A. Local 6020, which as of an November 2024 Public Employee Relations Commission (PERC) election, is the certified bargaining union for approximately 1,500 bargaining unit members employed at the Broward County Sheriff's Office (BSO). I.U.P.A. Local 6020 District or Specialty Unit Representatives are expected to attend meetings that the I.U.P.A. Local 6020 conducts. I.U.P.A. Local 6020 District or Specialty Unit Representatives who attend at least 75% of the quarterly meetings in a calendar year (January through December) and effectively other tasks delegated towards them be the I.U.P.A. Local 6020 Executive Board shall be eligible to receive half of their membership dues reimbursed for that calendar year. The membership dues reimbursement shall be issued only in the form of a check in the month of December for that calendar year. The membership dues reimbursement shall not exceed the below:

I.U.P.A. Local 6020 District or Specialized Unit Representatives:
\$325 (annually)

9.4 Travel Expenses: The I.U.P.A. Local 6020 Executive Committee, Executive Board, District/ Specialized Unit Representatives, dues paying members, and attorneys may in certain circumstances have to travel for official business related to the efficient operation of the I.U.P.A. Local 6020. Examples of travel related to official business includes but is not limited to: traveling to I.U.P.A. headquarters for meetings to discuss official union related business with I.U.P.A. officers, I.U.P.A. attorneys, or I.U.P.A. staff members, traveling to any location which the I.U.P.A. is holding an Executive Board meeting or I.U.P.A. Conference, traveling to any

education seminar meant to enhance the education of the I.U.P.A. Local 6020 designated traveler which is related to services the I.U.P.A. Local 6020 provides to better serve the membership, and traveling to locations to meet with local, statewide, or federal legislators in an effort to advocate and/ or monitor legislation beneficial to the I.U.P.A. Local 6020 membership. Any decision to approve travel for official business must be approved by the I.U.P.A. Local 6020 Executive Committee and documented via meeting minutes in accordance with 6.1 of this Constitution. All receipts must be attached to monthly expense reports in compliance with 6.2 of this Constitution.

9.5 Lodging Expense: When official business is approved by the Executive Committee, the Executive Committee shall be authorized to book lodging at the location where the event if the travel away from the area extends past 24 hours. Lodging may also be book along the travel route if the person authorized to travel has not returned within the tri county area of Palm Beach County, Broward County, or Miami Dade County by 9 PM. Lodging costs shall be approved by the I.U.P.A. Local 6020 Executive Committee and documented via meeting minutes in accordance with 6.1 of this Constitution. Expenses must be documented in accordance with 6.2 of this Constitution.

9.6 Transportation Expenses: Official business requiring transportation may be paid for by the I.U.P.A. Local 6020 is approved by the I.U.P.A. Local 6020 Executive Committee. The method of travel used such as driving or flight is at the discretion of the I.U.P.A. Local 6020. When a personal vehicle is approved to be utilized for the travel, the authorized traveler may be compensated at the current business mileage reimbursement rate used by the Internal Revenue Service (IRS) at the time of the travel. Mileage reimbursement shall be issued in the form of a check. The I.U.P.A. Local 6020 Executive Committee may authorize payment for fuel for

vehicle usage during the official business-related travel. The I.U.P.A. Local 6020 Executive Committee may authorize all other forms of travel as well as fees associated with said travel when it is for official business. Travel shall be approved by the I.U.P.A. Local 6020 Executive Committee and documented via meeting minutes in accordance with 6.1 of this Constitution. Expenses must be documented in accordance with 6.2 of this Constitution.

9.7 Meals: During official business travel outside of Broward County, meals may be paid in a per diem amount of up to \$75 per day. Expenses must be documented in accordance with 6.2 of this Constitution.

ARTICLE 10

Deputy Relief Fund

10.1 Deputy Relief Fund: The I.U.P.A. Local 6020 has established the Deputy Relief Fund that provides financial assistance to I.U.P.A. Local 6020 members, and any law enforcement officer, at the discretion of the I.U.P.A. Local 6020 Executive Board, who experiences a financial hardship. The Deputy Relief Fund provides financial assistance to I.U.P.A. Local 6020 members, and any law enforcement officer at the discretion of the I.U.P.A. Local 6020 Executive Board, including those who were unjustly terminated as the I.U.P.A. Local 6020 represents the member. The Deputy Relief Fund is funded by voluntary contributions. The more people who contribute to the fund the stronger the fund is. The I.U.P.A. Local 6020 has approximately 1200 members and requests each member donate \$5 per pay check.

Below are instructions on how to donate to the fund.

Direct Deposits can be set-up through MYBSO using the directions & account info below. Log into MYBSO, click Payroll and Compensation, click Direct Deposit, and click Add Account. Then enter the account info below and the amount you wish to donate.

Routing #: **263191387**

Account #: **1100020441788**

Account Type: **Checking**

10.2 Deputy Relief Fund Approval Request: Requests for funds from the Deputy Relief Fund shall be sent in the form of an email by the requester to the I.U.P.A. Local 6020 Treasurer. The I.U.P.A. Local 6020 Executive Committee shall meet within 14 days upon receiving the request and either approve or deny the request. The Executive Committee shall notify the requestor of the approval or denial. For approved requests, a single check shall be issued to the requestor or person in need per the request. The I.U.P.A. Local 6020 Executive Committee may consult with the I.U.P.A. Local 6020 Executive Board on requests submitted for funds from the Deputy Relief Fund. All decisions on requests for funds made by the I.U.P.A. Local 6020 Executive Committee are final with no right to appeal.

ARTICLE 11

Miscellaneous Provisions

11.1 International Constitution: The I.U.P.A. Local 6020 shall at all times be subject to the provisions of the Constitution of the I.U.P.A.

11.2 Authorization Necessary to Represent Local Union: Except to the extent specified in this Constitution, no officer of the I.U.P.A. Local 6020 shall have the power to act as agent for, or otherwise bind the I.U.P.A. Local 6020 in any way whatsoever, except to the extent specifically authorized in writing by the Executive Committee of the I.U.P.A. Local 6020. No member or group of members, or other person or persons, shall have the power to act on behalf of or otherwise bind the I.U.P.A. Local 6020 except to the extent specifically authorized in writing by the Executive Committee of the I.U.P.A. Local 6020.

11.3 Discrepancies with Constitution: Any areas not addressed within this Constitution or conflicting material within this Constitution shall be brought to the attention of the I.U.P.A. Local 6020 Executive Committee who shall meet and conduct a vote to resolve the matter at hand. The I.U.P.A. Local 6020 Executive Committee shall determine if the resolution shall require incorporation or change to this Constitution, and may also bring the matter to the attention of the Executive Board for discussion and/or a vote, in the sole discretion of the Executive Committee.

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ARTICLE 12

Amendments

12.1 Amendments: All Constitutional amendments or policy resolutions shall be filed in writing at the Local and postmarked not less than sixty (60) days prior to the call to order at the meeting at which they are to be considered. Such an amendment is adopted by majority “yea” vote of the members present at a Local membership meeting, wherein a quorum has been established.

Amendments not filed in a timely manner may be proposed at a meeting of all members wherein a quorum has been established as follows: all members must be issued thirty (30) days’ Notice of the stated meeting advising members that a vote will be had for the purpose of amending the Constitution. Such an amendment is adopted by a two-thirds (2/3) “yea” vote of the quorum members present.

Upon receipt of amendments or resolutions, the Local Secretary, in conference with the International President shall issue an opinion re the proposed amendment as to whether it conflicts or comports with the Local and International Constitutions. If the amendment is declared consistent with these, the Local Secretary will attach a copy of the proposal to the notice for the meeting and distribute copies of the proposed changes to all members. These copies shall be postmarked no later than thirty (30) days prior to the Call to Order of the meeting at which they are to be considered. Policy resolutions may be offered at any time, even from the meeting floor.

All amendments and policy resolutions which are approved shall become operative immediately upon their adoption by the members unless otherwise provided.

NOTICE: pursuant to the IUPA Constitution Article 2 §15, “no local constitution shall conflict with the minimum requirements outlined in the Sample Constitution or the further provisions of this Constitution.”

NOTICE: pursuant to the IUPA Constitution Article 2 §23, “if a conflict between such any Local constitution and the International Constitution is found, the provisions of the International Constitution shall prevail.”

ARTICLE 13

District/ Specialized Unit Representatives

13.1 General Statement: I.U.P.A. Local 6020 representatives are expected to effectively represent the I.U.P.A. Local 6020 with all actions and decisions which place the membership first and prioritize the mission and goals of the I.U.P.A. Local 6020.

13.2 Definition: I.U.P.A. Local 6020 District/ Specialty Unit Representatives, often just referred to as “Representatives” or “Reps,” are extensions of the I.U.P.A. Local 6020 leadership. Representatives must be I.U.P.A. Local 6020 members in good standing.

13.3 Positions: The I.U.P.A. Local 6020 Executive Committee shall determine the number of representatives needed and the span of the representative’s assignment.

13.4 Elections: I.U.P.A. Local 6020 representative elections shall be generated when more members submit an interest to become a representative for their respective location than which is available. If an election is required, the I.U.P.A. Local 6020 Executive Committee shall be responsible for the manner, date, time, and location that the election is conducted. In the event an election is not required due to a lack of interested members seeking to become a representative, 13.4 of this Constitution shall be followed.

13.5 Filling of a Vacant Position: The filling of vacant I.U.P.A. Local 6020 representative positions is determined by the Executive Board.

13.6 Meeting Attendance: I.U.P.A. Local 6020 representatives are expected to attend all district representative or membership meetings that

the I.U.P.A. Local 6020 conducts. I.U.P.A. Local 6020 representatives who have not appeared present to two quarterly meetings within a rolling 365 days will be subjected to removal from their position as a representative by the Executive Committee. I.U.P.A. Local 6020 representatives who fail to attend two consecutive quarterly meetings may be subject to removal at the discretion of the I.U.P.A. Local 6020 Executive Committee.

13.7 Meeting Excusal: I.U.P.A. Local 6020 representatives who are unable to attend a meeting must notify a member of the I.U.P.A. Local 6020 Executive Board via email at least 24 hours before the meeting is to convene.

13.8 Training: All I.U.P.A. Local 6020 representatives, to include the I.U.P.A. Local 6020 Executive Board, are required to attend annual training provided by the I.U.P.A. Local 6020 which shall include representative responsibilities as well as the I.U.P.A. Local 6020's policy against sexual harassment and/ or discrimination. Training may also be called upon for representatives by the I.U.P.A. Local 6020 Executive Committee as needed. Failure to attend required training will subject the individual to the 13.9 of this Constitution.

13.9 Penalties: I.U.P.A. Local 6020 representatives who fail to carry out their duties or fulfill obligations are subject to removal as a representative. The I.U.P.A. Local 6020 Executive Board shall invite the Representative for a hearing before the Executive Board to discuss any issue. The Board shall conduct a meeting and vote whether to proceed with removal and any additional penalties such as barring the member either temporarily or permanently from service as a representative. A hearing before the Executive Board resulting in removal or other penalty under 13.8 shall not affect the member's status as a member in good standing unless the member is charged under Article 14 of this Constitution.

ARTICLE 14

Charges, Trials and Penalties

14.1 Definitions of Misconduct: The following shall constitute misconduct:

a) Refusal or failure to comply with or abide by the provisions of this Constitution, the valid decision of any officer or officers or the decisions of the Executive Board.

b) Committing any act of fraud, embezzlement, larceny, or misappropriation of any funds or property or other thing of value, or refusing, failing, or neglecting to comply with the provisions of the International's Constitution and/or the Local 6020 Constitution which require full and accurate accounting of all funds, property, books, and records for examination and audit.

c) Libeling or slandering or causing to be libeled or slandered any officer of the I.U.P.A. or the I.U.P.A. Local 6020 or any affiliate of the I.U.P.A.. Properly filed charges of misconduct do not constitute libel or slander.

d) Failing, refusing, or neglecting to appear as a prosecution witness after filing charges against a member or officer.

e) Advocating, encouraging, or acquiring membership in any local, state, national or international organization which is opposed to the unionization of law enforcement personnel, or which is in competition with the I.U.P.A. Local 6020, affiliates of the I.U.P.A., or I.U.P.A. for membership, or advocating or encouraging secession of a subordinate body from the I.U.P.A.

f) Conduct unbecoming a member provided, however, that utilization of this provision shall be valid only when the charges are set forth in specific terms specifying the act or conduct which forms the basis of the allegation.

g) Failure to pay per capita tax on all members.

h) Interfering with the organizing campaign of another subordinate body.

14.2 Who May Prefer Charges: Any individual member in good standing may prefer charges of misconduct against any other member, including the I.U.P.A. Local 6020 Executive Board members. Former members may be charged if their membership was terminated but the violation occurred during the time they were a member.

An I.U.P.A. Local 6020 officer or an I.U.P.A. officer must be the charging party when charges are preferred against a subordinate body.

14.3 Form of Charges: To be properly filed, charges must be:

a) Filed in writing;

b) Signed by the charging party or parties;

c) Specifically state the acts which are alleged to have constituted misconduct;

d) Specifically identify, by Article and Section number, the provisions of this Constitution or of that of the International, which are alleged to have been violated. In the event an alleged violation involves

established policies, decisions, rules, regulations, or other governing principals of the I.U.P.A. which are not set forth in this Constitution, the charging document shall so state.

e) Filed within 365 days of the time that the charging party first became aware of, or reasonably should have been aware of, the alleged offense.

Prior to the notification to a member that charges have been filed against him, the Trial Board shall review the charges and determine whether they have been properly filed.

Charges shall be considered not properly filed if:

a) The charges do not specifically state that acts which are alleged to have constituted misconduct, as required by Section 3, or otherwise fail to meet the requirements of Section 3.

b) The charges are untimely under Section 3(e).

c) The acts complained of clearly do not constitute a violation of the Constitution under Section 1.

If the Trial Board determines that the charges are not properly filed, the Trial Board shall so notify the charging party and the accused in writing. The charging party may appeal any determination that the charges were not properly filed pursuant to the procedures in Section 9. Charges that are not properly filed shall not be further processed.

14.4 Filing Procedure: A copy of any charges filed against any member, officer, or subordinate body shall be sent via email to each member of the Executive Committee. If the accused is a subordinate body, the charges

shall be sent to the current President of the involved subordinate body.

The I.U.P.A. Local 6020 Secretary, if he/she is not the accused, shall, upon receipt of properly filed charges, notify the accused by certified mail or via email that he/she is formally charged. If the I.U.P.A. Local 6020 Secretary is the accused, the I.U.P.A. Local 6020 President shall perform this duty.

14.5 Response to Charges: The accused shall have thirty (30) days from the receipt date of the certified letter or via email from the I.U.P.A. Local 6020 Secretary (or I.U.P.A. Local 6020 President) to respond to the charges. The response must be filed by certified mail to the I.U.P.A. Local 6020 office or sent to the I.U.P.A. Local 6020 Executive Board via email. If the accused fails to respond, the charges shall stand as filed.

The accused may deny the allegations in which case a Trial Board shall commence not sooner than thirty (30) and not later than forty-five (45) days from the receipt date of the certified letter or email received by the I.U.P.A. Local 6020 Executive Board which denies said allegations.

The accused may admit the allegations and file a written explanation. The letter of admission must be signed by the accused and notarized. If the accused is a subordinate body, the current President of the subordinate body shall sign the letter of admission.

14.6 Trial Boards: The Trial Board for members charged who are not officers shall be the Executive Committee.

The Trial Board for a member of the Executive Board shall be the Executive Board excluding any officer who is accused, a charging party, a witness, or the chosen representative of the accused or the charging party. Said Trial

Board may also include one person designated by the President of the I.U.P.A.

Whenever similar charges are filed against a majority of the entire Executive Board, the I.U.P.A. shall designate the trial board.

The Chairman and presiding officer of all Trial Boards shall be the I.U.P.A. Local 6020 President unless he is the accused or otherwise disqualified, in which case the I.U.P.A. Local 6020 Vice President shall be the Chairman.

If the entire Executive Committee is disqualified, the Executive Board, excluding those members who are disqualified, shall choose a presiding officer.

14.7 Rules of Conduct of the Trial: If the accused denies the allegations or fails to respond, a Trial Board shall be at the I.U.P.A. Local 6020 union office. The trial shall be commenced within the time limits set forth in Section 5 of this Article.

Except as otherwise provided herein, Trial Boards may promulgate their own set of rules for the conduct of the trial formulated in consultation with both the accused and charging party or parties and distributed to them in writing at least fifteen (15) days prior to the commencement of the trial. Additional rules of procedure may be determined by the Trial Board if situations not covered by the rules as originally adopted should occur.

Each party to the case shall have the privilege of designating any person, including any member in good standing of the I.U.P.A. except a member of the Trial Board or other member involved in the proceedings, to act as his counsel in the trial proceedings.

For good cause shown, the accused or party preferring charges may request a postponement of the date set for trial. Such motion shall be addressed to the Chairman of the Trial Board and shall be subject to approval or rejection within the discretion of the members of the Trial Board.

Spectators who are members shall be permitted to attend the trial, space permitting.

Each Trial Board shall electronically record the trial proceedings. All documents or other items offered as exhibits shall be preserved by the Trial Board. A copy of the official minutes shall be furnished to the accused without cost and a copy filed at the I.U.P.A. Headquarters.

Should the accused fail to appear for trial after due notice, or should the accused appear but refuse to comply with the rules for the conduct of the trial prescribed in this Constitution or formulated by the Trial Board, or should the accused engage in conduct designed to obstruct the trial, the Trial Board shall proceed to conduct the trial in the accused's absence. The accused, the party preferring charges, counsel for either party, or any witnesses or spectators who are guilty of misconduct before the Trial Board, at the discretion of the Chairman of the Trial Board, shall be excluded thereafter from the trial proceedings and the trial shall continue in their absence. After all evidence has been presented and arguments made by all parties or their representative, the Trial Board shall conclude the trial and, as soon as may be practicable, assemble for consideration of its decision.

14.8 Decisions of Trial Board: All decisions of Trial Boards shall be rendered within sixty (60) days from the conclusion of the trial or from the date the accused files a letter of admission. This time may be extended by the Trial Board for good cause shown with the consent of both the accused and the charging party or parties.

In the event the accused files a letter of admission, the Trial Board shall consider the case as submitted and shall thereafter render a decision as to the penalty to be imposed.

The decision of the Trial Board shall be by majority vote of its members, shall be reduced to writing, and shall contain a statement of the pertinent facts involved, the violations charged, reference to all relevant Articles and Sections of this Constitution or other governing laws involved, a pronouncement of the guilt or innocence of the party charged, and the penalty to be imposed in the event the verdict is one of guilt.

Penalties imposed may consist of reprimand, suspension from the right to hold or seek any elected Executive Board position, fine, suspension from membership, full or partial restitution where the costs of the offense can be measured, assessment of Trial Board costs, or expulsion (or in the case of a charged subordinate body, revocation of Charter).

14.9 Appeals: When the I.U.P.A. Local 6020 Executive Committee acts as a Trial Board, its decision may be appealed in writing within thirty (30) days to the I.U.P.A. Local 6020 Executive Board, excluding the members of the I.U.P.A. Local 6020 Executive Committee. The I.U.P.A. Local 6020 Executive Board may, by two-thirds (2/3) vote of the total number of members qualified to hear the appeal, overrule the decision of the Trial Board. Unless otherwise ordered by the I.U.P.A. Local 6020 Executive Board, the appeal shall be decided based on the record before the Trial Board and any written arguments submitted by the parties to the I.U.P.A. Local 6020 Executive Board.

When the I.U.P.A. Local 6020 Executive Board acts as a Trial Board the decision may be appealed to the respective I.U.P.A. Regional Vice

President. The accused and the charging party or parties or their designated representatives shall submit the written appeal to the I.U.P.A. Local 6020 Executive Board who shall forward it to the respective I.U.P.A. Regional Vice President. The I.U.P.A. Regional Vice President's decision shall be final.

14.10 Reporting: When any member learns of any alleged violation by an I.U.P.A. Local 6020 Executive Board member, District/ Specialized Unit representative, or associated business agent/ or attorney of federal law, state law, county/ municipal ordinance violation, allegation of discrimination, or allegation of sexual harassment, it shall be immediately, but no later than 72 hours of becoming aware of the incident, sent in writing via email to the I.U.P.A. Local 6020 Executive Board, excluding an Executive Board member suspected of being in violation. The I.U.P.A. Local 6020 President shall within 72 hours of becoming aware of the incident report it to the I.U.P.A. President so the situation can be assessed to ensure it is properly addressed in compliance with the I.U.P.A. constitution and I.U.P.A. Local 6020 constitution and appropriately reported to any external entities or organizations.

ARTICLE 15

Conflict of Interest Policy

15.1 Conflict of Interest Policy: The I.U.P.A. Local 6020 in an effort to comply with regulations by the Florida Department of Agriculture and Consumer Services and the Internal Revenue Service has adopted the following conflict of interest policy.

Florida State Statute 496.4055 Charitable organization or sponsor board duties states the following,

“(1) As used in this section, the term “conflict of interest transaction” means a transaction between a charitable organization or sponsor and another party in which a director, officer, or trustee of the charitable organization or sponsor has a direct or indirect financial interest. The term includes, but is not limited to, the sale, lease, or exchange of property to or from the charitable organization or sponsor; the lending of moneys to or borrowing of moneys from the charitable organization or sponsor; and the payment of compensation for services provided to or from the charitable organization or sponsor.

(2) The board of directors, or an authorized committee thereof, of a charitable organization or sponsor required to register with the department under s. 496.405 shall adopt a policy regarding conflict- of-interest transactions. **The policy shall require annual certification of compliance with the policy by all directors, officers, and trustees of the charitable organization.** A copy of the annual certification shall be submitted to the department with the annual registration statement required by s. 496.405.”

No I.U.P.A. Local 6020 Executive Committee Member, Executive Board Member, Director, or Trustee shall complete a transaction with another party (i.e. Attorney or firm or business providing services to the I.U.P.A.

Local 6020) in which Executive Committee Member, Executive Board Member, Director, or Trustee has a direct or indirect financial interest. An I.U.P.A. Local 6020 Executive Committee Member voting or consulting on a potential transaction which may provide a direct or indirect benefit to themselves or their immediate family must immediately notify the I.U.P.A. Local 6020 Executive Board via email and recuse themselves from the process.

Florida State Statute 617.0505 Distributions; exceptions (2) states the following,

“(2) A corporation may pay compensation in a reasonable amount to its members, directors, or officers for services rendered, may confer benefits upon its members in conformity with its purposes, and, upon dissolution or final liquidation, may make distributions to its members as permitted by this chapter”

The I.U.P.A. Local 6020 recognizes the Internal Revenue Service’s below statement on the necessity for a conflict-of-interest policy,

“What is the purpose of the conflict of interest policy?

Charitable organizations are frequently subject to intense public scrutiny, especially where they appear to have inappropriately benefited their officers, directors or trustees. The IRS also has an oversight role with respect to charitable organizations. An important part of this oversight is providing organizations with strategies that will help avoid the appearance or actuality of private benefit to individuals who are in a position of substantial authority. The recommended conflict of interest policy is a strategy we encourage organizations to adopt as a means to establish procedures that will offer protection against charges of impropriety involving officers, directors or trustees.

A conflict of interest occurs where individuals’ obligation to further the organization’s charitable purposes is at odds with their own financial interests. For example, a conflict of interest would occur where an officer, director or trustee votes on a contract between the organization and a business that is owned by the officer, director or trustee. Conflicts of interest

frequently arise when setting compensation or benefits for officers, directors or trustees. A conflict of interest policy is intended to help ensure that when actual or potential conflicts of interest arise, the organization has a process in place under which the affected individual will advise the governing body about all the relevant facts concerning the situation. A conflict of interest policy is also intended to establish procedures under which individuals who have a conflict of interest will be excused from voting on such matters.

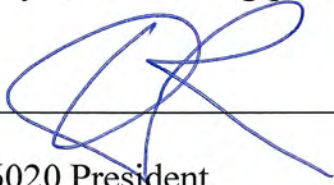
Apart from any appearance of impropriety, organizations will lose their tax-exempt status unless they operate in a manner consistent with their charitable purposes. Serving private interests more than insubstantially is inconsistent with accomplishing charitable purposes. For example, paying an individual who is in a position of substantial authority excessive compensation serves a private interest. Providing facilities, goods or services to an individual who is in a position of substantial authority also serves a private interest unless the benefits are part of a reasonable compensation arrangement or they are available to the public on equal terms and conditions.”

The reference statement by the Internal Revenue Service is available at <https://www.irs.gov/charities-non-profits/form-1023-purpose-of-conflict-of-interest-policy>.

The I.U.P.A. Local 6020 recognizes through this Constitution the amount of work invested by the I.U.P.A. Local 6020 Executive Committee, Executive Board, and District/ Specialized Unit Representatives. The I.U.P.A. Local 6020 highlights Article 12, “Amendments,” of this Constitution. While the I.U.P.A. Local 6020 Executive Board may approve recommended changes to the I.U.P.A. Local 6020 Constitution to include stipend amounts as a form of compensation for extensive work provided by the I.U.P.A. Local 6020 Executive Committee, Executive Board, and District/ Specialized Unit Representatives to serve the approximately 1,500 bargaining unit members, it shall be the I.U.P.A. President, per Article 12 of this Constitution, who must authorize the change to the Constitution thus removing final decision making from any of the involved I.U.P.A. Local 6020 Executive Committee, Executive Board, and District/ Specialized Unit Representatives who may receive increased or decreased

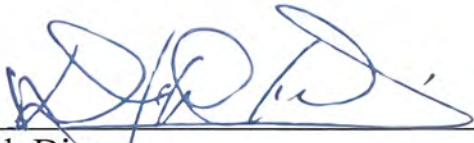
compensation for work provided.

The terms contained within this Constitution shall become effective upon signature by all reviewing parties listed below.



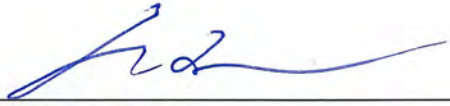
Dan Rakofsky
I.U.P.A. Local 6020 President

3/26/25
Date



Derek Diaz
I.U.P.A. Local 6020 Vice President

3/26/25
Date



Josh Kessler
I.U.P.A. Local 6020 Treasurer

3/26/25
Date

ATTACHMENT A

INTERNATIONAL UNION OF POLICE ASSOCIATIONS

Type Meeting: Minutes

Log Created By:

Date/Time of Meeting:

Date/Time Created:

Location of the Meeting:

People Present:

Topics Discussed:

Meeting Notes:

(Page# of)

President's Initials

Vice-President's Initials

Treasurer's Initials

Minutes Inspection Sign Off:

(I.U.P.A. Local 6020 President)

Date

(I.U.P.A. Local 6020 Vice-President)

Date

(I.U.P.A. Local 6020 Treasurer)

Date

(I.U.P.A. Local 6020 Secretary)

Date

(PAGE # of #)

ATTACHMENT B

EXPENSE REPORT - February 2025

I.U.P.A. Local 6020
5397 Orange Dr. Davie, FL 33314

PHONE:		NAME
FAX:	(754) 200-8802	DEPARTMENT
EMAIL:		POSITION
WEB:	www.6020.iupa.org	

PURPOSE	Expense Report	MILEAGE RATE	\$0.66/mile
BEGINNING	2/1/25	MEAL RATE	\$0.00/day
ENDING	2/28/25	HOTEL RATE	\$0.00/night
PREPARED BY		PHONE RATE	\$0.00/day
APPROVED BY		MISC. RATE	\$0.00/day

DATE	ACCOUNT	DESCRIPTION	HOTEL	TRANSPORT	MEALS	PHONE	MISC.	ODOMETER START	ODOMETER END	MILEAGE TOTAL	TOTAL
None											
ADVANCES										\$0.00	
TOTAL										\$0.00	

All receipts on file at this Local 6020 office

INDEX

Affiliations, 5

Amendment, 29, 43

Audit, 19, 33

Charges, 33 – 39, 42

Conflict of Interest, 41 - 43

Definitions, 3

Dues, 3, 7 – 9, 22 - 23

Deputy Relief Fund, 26 - 27

Election, 14 – 15, 21 – 23, 31

Eligibility, 15

Executive Board, 3, 10 – 11, 14 - 44

Executive Committee, 3, 6 – 7, 9 - 44

Executive Director, 7, 14

Expense, 12 – 13, 17 - 25

Expense Reports, 12 – 13, 17 – 19, 24, 48

Florida State Statute, 13, 41 - 42

Legal Defense Fund, 6

Meetings, 6, 9 – 11, 15 – 20, 23 – 24, 29 - 32

Meeting Minutes Template, 46 - 47

Membership, 7 – 11, 15, 17, 21 – 24, 29, 31, 33 – 34, 39

Minutes, 9 – 11, 16, 18 – 19, 24, 38

Misconduct, 33 - 40

Nominations, 14 - 15

Officers, 2 – 4, 6, 10, 14, 17 – 18, 23, 26, 28, 33 – 37, 41 - 43

Penalties, 32 - 40

President, 3, 7, 10, 14 – 29, 36 – 37, 40, 44 - 45

Representative, 3, 9, 11, 14, 23, 31 – 32, 36, 38, 40, 43 - 44

Secretary, 3, 7 – 8, 11 – 14, 16 – 21, 27, 29, 36, 45

Treasurer, 3, 7 – 8, 11 – 14, 16 – 21, 27, 29, 36, 45

Trial, 37 - 40

Trial Board, 35 - 40

Trusteeship, 5, 14, 16

Vice President, 3, 7, 14, 17 – 21, 37, 39 – 40, 45

Quorum, 10, 29

Vacancies, 3, 15 - 16