

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

ARTICLE: 1 CORPORATION NAME AND ADDRESS

The name of the corporation shall be "Wisconsin Law Enforcement Officers Association", hereafter referred to as the 'Association'. Its principal place of activity shall be N3820 CTH KK Weyauwega, WI 54983.

ARTICLE 2: OBJECTS, PURPOSE AND SCOPE

To promote closer relations between all persons interested in or actively engaged in prevention of accidents and crime and enforcement of laws.

1. To suppress crime by state-wide cooperation, in the arrest of criminals and searches for fugitives from justice
2. To instill in members of the Association integrity and just pride in their work and thereby elevate their profession and uphold the dignity of the law.
3. To promote better public relations through civic organizations, to support such organizations in the interest of public relations, and to advance friendly and courteous dealings with the public.
4. To recommend to legislators in the enactment of needed criminal laws and amendment of existing inefficient laws; recommend action on existing and proposed legislation that will affect the enforcement profession.
5. To establish, publish and distribute a magazine devoted exclusively to matters of interest to law enforcement officers.

ARTICLE 3: MEMBERSHIP

1. There shall be the following classes of membership in the Association:
 - A. **ACTIVE MEMBERS:** Any Law Enforcement Officer or criminal justice partner employed within the State of Wisconsin. In this section, 'Law Enforcement Officer' means a sworn Police Officer, Sheriff, Deputy Sheriff and State Patrol Officer. In this section, 'criminal justice partner' means a full-time State Patrol Inspector, Correctional Officer, Probation, Parole, or Extended Supervision or After Care Agent, Federal Agent, Prosecuting Attorney, Game Warden or Ranger, Judge, Police Dispatcher, any other person certified as a Law Enforcement Officer by the Law Enforcement Standards Board, criminal justice instructor, Police Aide, Community Service Officer, or any other person employed in a position similar to one enumerated herein.
 - B. **LIFE MEMBERS:** Active members who have qualified for disability or normal retirement from Law Enforcement. Must have a minimum of ten (10) years of continuous membership to be eligible. Not required to pay dues. Any member who serves on the Board of Directors for a minimum of 2 terms and has not meet the 10-year continuous membership requirement before retirement shall be eligible for Life Membership status.
 - C. **HONORARY MEMBERS:** Other persons who the Board of Directors deems deserving of honorary membership. Nor required to pay dues.
2. Honorary Members shall not be eligible to vote, hold office in the Association, or receive retirement benefits from the Association. They shall be entitled to attend the annual General Membership Meeting and may receive the publications of the Association.
3. Any amendments to the By-Laws in connection with the classification or status of the members shall not affect existing membership.

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

ARTICLE 4: DUTIES OF MEMBERS

1. It shall be the duty of all members to render proper and faithful adherence to the laws of the United States, the State of Wisconsin, and all political subdivisions thereof. All members of this Association shall abide by the Articles of Incorporation and By-Laws of this Association and shall be under a duty to aid, assist and sustain their Officer in proper discharge of their duties.
2. No member shall in any manner utilize the Association as a means for personal political advancement.
3. Rank does not exist while attending meetings. All members are fellow Officer, regardless of the position or rank they hold.
4. It shall be the duty of the members to pay promptly dues, fines and assessments, etc., which may be levied or charged against them.
5. Membership in the Association may be terminated by the Board of Directors for selling or giving away indicia of active membership, for conduct unbecoming a member, for presenting fraudulent information in any application for membership or renewal of membership, or is an active member becomes ineligible for active membership. Such termination shall result in severance from official duties, forfeiture of any benefits or privileges or membership. Such termination is effective upon notice by the Board of Directors, but no termination shall take place if a member has requested a hearing by the Board of Directors at which the member and the proponent(s) of termination have been permitted the opportunity to introduce evidence to support their respective positions. A hearing shall take place only if requested by the member whose membership is being terminated within 60 days of notification from the board. If no request is made to the board, by the member for a hearing, the membership will be terminated after 60 days. Conduct unbecoming is any action or behavior which is dishonoring or disgracing the person, seriously compromises the member's character, or action or behavior that is shocking and unsuitable for that member. Conduct unbecoming behavior can be applied to a member's adult immediate family/spouse when the family member/spouse is engaged in association related business or member activities. Ultimately what behavior constitutes conduct unbecoming behavior shall be determined solely by the Board of Directors.

ARTICLE 5: OFFICERS

The Officers of this Association shall be the President, Vice-President, Secretary, Treasurer, and immediate Past President. The duties of the Officer shall be those of analogous Officers in organizations of this character.

ARTICLE 6: BOARD OF DIRECTORS

1. The management of the business and affairs of the Association shall be in the hands of the Board of Directors, which shall consist of ten (10) elected members and the four Officers.
2. Except as specifically limited by the Articles of Incorporation and these By-Laws, and except as specific powers and duties may be granted solely to other authorities in the Association, the Board of Directors shall have full power and authority in the intervals between annual general membership meetings to do all acts and perform all functions which the Association itself might do or perform.

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

3. Whenever the Board of Directors and the annual general membership meet, each are authorized to act on a given matter. If the general membership does act on the matter, then any action by the Board of Directors on the matter shall be binding.
4. A regular meeting of the Board of Directors shall be held at or about the same time and place as the annual meeting or the general membership. The President had the authority to consolidate the meetings of the Board of Directors and the general membership into a single meeting.
5. A majority of the Board of Directors shall constitute a quorum for the transaction of business. In the event of any Board of Directors not present and excused from a meeting or any current vacant director district, the current President has the authority to appoint any Past President to fill in at the meeting. The appointed Past President shall have the authority to vote and hold the district position during the meeting to fulfill the meeting quorum requirements.
6. At the discretion of the President, board members may attend any meeting through virtual means and will constitute a quorum for the transaction of business.
7. Vacancies
 - a. The President shall fill vacancies existing in any of the offices, pending approval by the Board of Directors.
 - b. A vacancy exists in an office of the Association when the office holder dies or resigns, or when the Board of Directors determines by resolution that such a vacancy exists, because of the death of the office holder, or of his or her incapacity, resignation of the office holder, or failure to perform the duties of his or her office.
 - c. Any Officers of the Association selected by the Board of Directors under authority granted by this Article shall service only until the next annual general membership (fall) meeting.
8. Past-President(s) to assume vacant director positions. In the absence of any district director the president can appoint any past president attending a meeting to fill said vacancy for the duration of that meeting. Past Presidents shall have full voting rights with the ability to participate in the full capacity of a director for whom they are substituting.
9. A Fiscal Overview Committee shall be established by the President for the purpose of conducting a Fiscal Review of the finances of the Association or the authorization of an audit of the Association as needed. The Fiscal Overview Committee shall be comprised of the Past Presidents and any Past Treasurers of the Association. The Fiscal Overview Committee should meet with the current Treasurer twice a year to assess the financial transactions of the Association for the fiscal year.

ARTICLE 7: BOARD OF TRUSTEES

1. The Board of Trustees consists only of the Past Presidents of this Association who have held officer for no less than one (1) full term of at least two (2) years.
2. The immediate Past President shall serve for one (1) year beyond the expiration date on his or her term of office as President and shall have the power of Director at Large and may hold any other existing position except President or Vice-President.

ARTICLE 8: ELECTION AND TERMS OF OFFICE

1. The Officers shall be elected by ballot at the annual general membership meeting of this Association by receiving the votes of a majority of the duly accredited delegate present. Each Officer shall hold their respective offices for a term of two (2) years, or until their successors are elected and qualified.

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

2. The President shall not be elected to more than two (2) consecutive terms of Office. A term for the office shall consist of two (2) years.
3. One member of the Board of Directors shall be elected from those members employed in each district. The districts are defined as follows:

District 1	Kenosha, Racine, Rock and Walworth Counties
District 2	Columbia, Dane, Dodge, Green and Jefferson Counties
District 3	Buffalo, Crawford, Grant, Iowa, La Crosse, Jackson, Juneau, Lafayette, Monroe, Pepin, Pierce, Richland, Sauk, Trempealeau and Vernon Counties
District 4/5	Milwaukee County
District 6	Calumet, Fond du Lac, Green Lake, Ozaukee, Sheboygan, Washington and Winnebago Counties
District 7	Adams, Clark, Florence, Forest, Langlade, Lincoln, Marathon, Marquette, Menomonee, Portage, Shawano, Taylor, Waupaca, Waushara and Wood Counties
District 8	Brown, Door, Kewaunee, Manitowoc, Marinette, Oconto and Outagamie Counties
District 9	Waukesha County
District 10	Ashland, Barron, Bayfield, Burnett, Chippewa, Douglas, Dunn, Eau Claire, Oneida, Polk, Price, Rusk, St. Croix, Sawyer, Vilas and Washburn Counties
District 11	Comprised of all of the Life Members of the Association, regardless of the geographical district in which the member resides.

Directors from even numbered districts are elected in even years and odd numbered districts in odd years. Members of the Board of Directors shall hold their office for a term of two (2) years.

4. The newly elected Officers shall be inducted into office at the final business session of the annual general membership (fall) meeting at which the election takes place.
5. Only "active" members shall be eligible to hold the elective offices of President, Vice-President, and Director from Districts 1 through 10.

Prior to the annual General Membership Meeting, the President shall notify the members of the Association in writing, or via the Associations official publication, website and/or electronic media outlets of the date and place of the meeting.

On the morning of an annual General Membership Meeting or Special Membership, the active members wanting to be official delegates representing their respective agencies must register with the President at least one-half hour before the scheduled start of the meeting. Each agency shall be entitled to one (1) delegate for the first three (3) members or fraction thereof within an such agency. One (1) additional delegate will be recognized for each (50) member or fraction thereof, in excess of three (3). Members of each agency should caucus before they register because only the allotted number of delegates from each agency will be allowed to register and received delegate status. It is the members responsibility to determine who will register as delegate from each agency.

The District #11 Director is automatically a delegate.

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

ARTICLE 9: ASSOCIATION MEETINGS

General Membership Meetings: formally the President (or vice President in his absence) shall call for a General Membership Meeting to be held in the second half of each year. This meeting will be open to the full membership of the Association; will be for the purpose of conducting any related businesses that is identified Agenda for that meeting; will be for the purpose of conducting the annual election of Officers & Directors; will be for the passing of a budget(s) for the upcoming year; will be for the Treasurer to present to the Association a current financial report; and, will be for the Secretary to present to the Association a current membership standing report, as well as a report of any business handled in Director's meetings during the year. Voting on matters requiring a vote will be by the delegates at that meeting. Any general member wishing to attend will do so at their own expense.

Director's Meeting: Formally the President (or vice President in his absence) shall call for a Director's Meeting to be held in the first half of each year; additionally the President (or vice President in his absence) will call for a Director's Meeting to be held on the day of the General Membership Meeting, to occur just prior to the General Membership Meeting; This meeting is open to all elected/appointed Officers & Directors of the Association; Past Presidents are invited & welcome to attend; This is not a General Membership Meeting, however Association members may attend if they have a matter on the Agenda to be discussed and will do so at their own expense. Director's Meetings will be held for the purpose of handling routine and special business that may come before the Association. Voting on matters requiring a vote will be by the Officers and Directors at that meeting

Special Meeting: Formally the President (or vice President in his absence) shall call for a Special Meeting to be held when and where most efficient to resolve the matter at hand, either in person or remotely. Special Meetings are open to all Officers, Directors and Members that are directly involved in the matter at hand.

Publication of Meetings: It is the responsibility of the President (or vice President in his absence) to ensure that proper notification of Association members has been made for any and all noted meetings. Proper notification of any meeting shall be by means of written notice to members (paper or electronic), and/or by posting in the Association's magazine / newsletter and/or by the posting on the Association's webpage and/or social media outlets. The notice for Director's Meetings and the General Membership Meeting shall not be less than thirty (30) days prior to the event.

ARTICLE 10: COMMITTEES

1. The President, at the first meeting of the Board of Directors following the annual General Membership Meeting, shall appoint the following standing committees for the ensuing year:
 - A. Executive Committee
 1. Audit and Finance
 2. Resolution and Bylaws
 3. Insurance & Benevolence
 - B. Campground Committee
 - C. Membership, Awards and Benefits Committee
 1. Gun Raffle

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

2. Golf Outing
3. Youth Programs
4. Scholarships
5. Historian/Chaplain
6. Apparel

Each committee shall consist of at least five members, including a chairperson who shall be designated by the President.

2. The President shall be an ex-officio member of each of the committees.
3. The President shall have the power to create additional committees and to delegate to such committees such duties and powers as may be necessary for the proper conduct of the affairs of the Association. The President may appoint to such committees any number of member of the Association.
4. The President and/or Board of Directors shall have the power to remove any member of any committee for neglect of duty.
5. Each standing committee shall have the authority to:
 - A. Investigate, discuss, and make recommendations on matters within its scope of responsibility.
 - B. Approve expenditures within its scope of responsibility and within budgeted limits.

ARTICLE 11: FALLEN LAW ENFORCEMENT PROFESSIONAL (FLEP) FUND

1. Purpose: The purpose of this article is to establish guidelines for providing financial support to the families of members of the law enforcement community consistent with our membership who have lost their lives in the line of duty. This support is a gesture of gratitude and recognition for the sacrifices made by these officers and their families.
2. Scope: This financial support shall be available to the immediate families of law enforcement eligible persons who were active members of the WLEOA and who died as a direct result of injuries sustained in the line of duty.
3. Eligibility: Eligible Beneficiaries: Immediate family members of the fallen member, including spouses, children, and dependents.
 - A. Conditions for Eligibility:
 1. The person must have been an active member of the WLEOA at the time of death. The WLEOA Insurance & Benevolence Committee may approve a WI Law Enforcement eligible person who is a non-WLEOA member at their discretion.
 2. The death must have occurred as a direct result of injuries sustained while performing official duties.
4. Types of Support:
 1. Immediate Financial Assistance: A one-time payment of up to \$2,500 to assist with immediate expenses such as funeral costs and other urgent needs for active members and up to \$1000 for non-members.
 2. Ongoing Financial Assistance: The WLEOA Insurance & Benevolence Committee may consider a family for additional funds on a case-by-case basis for additional support.
5. Funding:
 1. Funding Source: The financial support shall be funded through the various fund-

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

raising activities of the WLEOA including but not limited to the WLEOA Gun Raffle, United Partners Fundraising income as well as general donations made directly to the Fallen Officer Fund through the WLEOA website.

2. Allocation: The WLEOA board shall designate during the Spring Meeting a specified dollar amount of WLEOA funds to be allocated to the Fallen Officers Fund. To ensure the availability of financial support for eligible families the fund should be a rolling fund without a cap. Annual disbursement should not exceed each year's contribution.
6. Application and Disbursement Procedure:
 1. Application Process: The family of the fallen eligible member shall apply for financial support through the WLEOA website requesting WLEOA Fallen Officer Funds which is to be routed to the WLEOA Insurance & Benevolence Committee. The application must include all necessary documentation as specified by the committee. Any board member may also submit a request on behalf of the family of the fallen officer.
 2. Review and Approval: The WLEOA Insurance & Benevolence Committee shall review the application within 72hrs. The committee/board may request additional information or documentation if necessary.
 3. Disbursement: Upon approval, funds shall be disbursed to the family as soon as possible.
7. Governance and Oversight:
 1. Committee/Board: The WLEOA Executive Committee shall oversee the administration of the financial support program.
 2. Reporting: The Executive Committee shall provide an annual report on the WLEOA Fallen Officer Funds to the WLEOA Board of Directors during the Fall Meeting including details on funds disbursed and the status of the fund.
8. Amendments: Any amendments to this article must be proposed and approved in accordance with the amendment procedures outlined in Article XIV of the WLEOA by-laws.

ARTICLE 12: DUES

1. Dues for Active and Associate membership shall be fixed by a majority vote of the delegates at the annual General Membership Meeting, and will become effective on the first day of the next calendar year following the General Membership Meeting.
2. When dues or other indebtedness of any Active or Associate member shall remain unpaid for 1 year past the beginning of the calendar year, the membership shall be automatically terminated without further action by the Association. A member thus forfeiting his or her membership benefits may thereafter be reinstated upon the payment of the outstanding obligation.

ARTICLE 13: CONTRACTS AND OBLIGATIONS

The Board of Directors of this Association is hereby authorized and empowered to enter into such contracts and obligations as it shall in its discretion deem necessary to accomplish the purposes of this Association and is specifically empowered to establish an accredited publication devoted exclusively to matters of interest and concern to those in the Law Enforcement profession.

ARTICLE 14: PROPERTY

Members of the Association shall receive certificates of membership in the class to which they belong, which shall entitle them to all of the privileges of the Association with respect to such class,

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

but shall not entitle them to any pecuniary or financial profit of any for or kind. In the case of a member who shall resign, be terminated, suspended or expelled in accordance with any of the By-Laws or rules of this Association, the holder of said certificate shall have no right nor interest in the property of this Association or the privileges or benefits thereof, and in such case, the certificates of membership shall forthwith be surrendered and cancelled.

ARTICLE 15: COMPENSATION

The Board of Directors, by majority vote, is authorized to make a monthly payment to the President, Treasurer and/or Secretary in a reasonable amount, for services rendered. Such compensation shall be determined by the Board of Directors at its first meeting following the annual General Membership Meeting and the amount of compensation shall be from general meeting to general meeting. The Board of Directors may compensate other members of the Association using the same procedure.

ARTICLE 16: DISSOLUTION

The association may be dissolved only with the authorization of its board of directors at special meeting called for that purpose. A subsequent approval by a two-thirds vote of the members present at this meeting will be required to dissolve the association. Once dissolution has been approved by the voting members, the board of directors shall oversee all financial transactions of the association. All liabilities and obligations of the association shall be paid and discharged or adequate provisions shall be made therefore. Pursuant to a plan developed by the board of directors, all assets shall be transferred or conveyed to the designee(s).

ARTICLE 17: LIABILITY

Membership benefits shall be published on the Association website. The association shall not be financially responsible to provide benefits if those benefits are no longer provide by a vendor or are changed by the board of directors.

ARTICLE 18: RULES OF ORDER

Unless otherwise voted on by the members attending a regular meeting of the Association, business of the Association will be transacted in conformance with established practice as described in 'Roberts Rules of Order'.

ARTICLE 19: AMENDMENTS

These By-Laws may be amended only at an annual General Membership Meeting or at a special meeting called for that purpose.

A proposed amendment may be submitted by the Board of Directors or by twenty-five (25) members of the Association.

Proposed amendments to the By-Laws must be presented in writing to the Secretary of this Association not later than ninety (90) days preceding the annual General Membership Meeting, and must be published.

WISCONSIN LAW ENFORCEMENT OFFICERS ASSOCIATION BY - LAWS

In this section 'published' means any proposed Amendment must be available to the members of the Association not later than thirty (30) days prior to any vote on the amendment, such as publication in any official publication or letter of the Association or through posting the proposed amendments on any official website of the Association for not less than thirty (30) continuous days prior to the annual General Membership Meeting.

The vote on an amendment shall be by the delegates. A majority vote of the total number of delegates voting shall be sufficient for adoption.

This document was reviewed by the WLEOA Board of Directors at their fall meeting on October 19, 2024, and was determined to be true and correct.

Kyle Strandberg
WLEOA President
October 19, 2024

This document is a revision of bylaws having a previous effective date of September 22, 2018
This Document is a revision of By-Laws having a previous effective date of October 14, 2006.
Revisions adopted by Membership Vote on September 22, 2018.
Revisions publicized on the Association website 2018