CONSTITUTION
AND BY-LAWS

OF THE

FRATERNAL ORDER OF POLICE



WISCONSIN STATE LODGE

Revised at the 2026 State Conference
October 3, 2026
Wausau, WI

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CONSTITUTION

PREAMBLE

We, the law enforcement officers of the United States, State of Wisconsin, and of the several political subdivisions thereof, as representatives and delegates of the Subordinate Lodges, do hereby associate the several Lodges we represent and the members thereof for the following purposes:

> *To support and defend the Constitution of the United States and the State of Wisconsin; to inculcate loyalty and allegiance to the State of Wisconsin and the United States of America; to promote and foster the enforcement of law and order; to improve the individual and collective proficiency of our members in the performance of their duties; to encourage fraternal, educational, charitable, and social activities among law enforcement officers; to support the improvement of the standard of living and working conditions of the law enforcement profession through every legal and ethical means available; to create and maintain the tradition of esprit de corps, insuring fidelity to duty under all conditions and circumstances; to cultivate a spirit of fraternalism and mutual helpfulness among our members and the people we serve; to increase the efficiency of the law enforcement profession and thus more firmly to establish the confidence of the public in the service dedicated to the protection of life and property.*

All terms used herein to denominate gender shall be generic and, whenever appropriate, the singular shall include the plural and the plural shall include the singular.

ARTICLE 1 - Name

Section 1. Name of Organization. This organization shall be known as the WISCONSIN STATE LODGE, FRATERNAL ORDER OF POLICE. Hereinafter referred to as the "Wisconsin State Lodge" or "State Lodge," and shall consist of such Subordinate Lodges as are admitted to membership and conform to its rules and regulations.

Section 2. Use of Name and the Like. The National Board of Trustees shall have the sole and exclusive right to authorize, control, license and restrict the use of the name, insignia or emblem and mark, trademark or service mark of the Fraternal Order of Police. Except, as that right may be limited or reserved to the National Board of Trustees of the Fraternal Order of Police, and the name, insignia or emblem and mark, trademark or service mark of the Fraternal Order of Police and/or the Wisconsin State Lodge Fraternal Order of Police. The Secretary shall police the trademark of the State Lodge and shall grant or refuse to grant permission to use the trademark of the State Lodge as hereinafter set forth or as may be, from time to time, prescribed by the Board of Directors.

Section 3. Limitations. Subordinate Lodges, by virtue of their affiliation with the State Lodge, shall have the right to use the name, insignia, emblem, and mark, trademark or service mark of the Fraternal Order of Police and/or the Wisconsin State Lodge, Fraternal Order of Police, in order to signify or denote their affiliation therewith. In the case of the prospective for profit uses of the name, insignia, emblem or mark, trademark or service mark of the Fraternal Order of Police, or such other use that may place such subordinate Lodge in competition with the National Fraternal Order of Police and/or the State Lodge, such permission may be withheld by the National Board of Trustees or the Board of Directors of the State Lodge.

ARTICLE 2 - Character

Section 1. Lodges and Affiliates. The Wisconsin State Lodge, Fraternal Order of Police, is an organization of subordinate Lodges consisting of law enforcement officers in the State of Wisconsin and other such Lodges as, from time to time, shall be accepted in accordance herewith.

Section 2. Labor Activity. The Wisconsin State Lodge, Fraternal Order of Police, is a fraternal organization composed of professional law enforcement personnel who have joined together for their common good. In no event shall the Wisconsin State Lodge, Fraternal Order of Police, join or be controlled by any labor organization; provided, however, that this section shall not prohibit cooperative efforts by the State or subordinate Lodges of the Fraternal Order of Police with labor organizations for their common good.

Section 3. No Strike. The Wisconsin State Lodge, Fraternal Order of Police, shall not strike or by concerted action cause a cessation of the performance of police duties, or induce other members

or Lodges to do likewise.

Section 4. By-laws and Rituals. The National Fraternal Order of Police Constitution and Bylaws along with this Constitution shall be the fundamental law of the State Lodge and, with the Rituals adopted at the National Biennial Conferences, together with the By-laws enacted in conformance therewith, shall govern the conduct of the State Lodge and all subordinate Lodges.

Section 5. Administration. There shall be By-laws shall govern the day-to-day operation and administration of the State Lodge. The Bylaws of the State Lodge may only be promulgated, amended, or revised by a vote of two-thirds (2/3) of the Delegates voting at the Annual Conference.

ARTICLE 3 - Definitions

Section 1. As used herein, the following terms, phrases or words shall be defined as follows:

A. "Elected law enforcement officer" shall mean, for purposes hereof, any law enforcement officer who meets the qualifications in Article 4, Section 1 or who by law is exempted from meeting the minimum training standards.

B. "Full-time" shall mean law enforcement officers that are engaged in such employment as their full-time occupation as to hours worked and income derived as determined by their lodge. The term may also include law enforcement officers that are employed with multiple law enforcement agencies and are engaged in such employment as their full-time occupation on average of at least 30 hours per week.

C. "Good cause" shall mean nonfeasance, malfeasance, dishonesty, commission of a felony, or refusal to carry out the will of the National Fraternal Order of Police or State Lodge.

D. "Lodge in good standing" shall mean a Lodge which is not in arrears in the payment of all dues, delinquency fees and assessments, due on behalf of its members which are payable to or for the State and/or National Lodge. Any Lodge in arrears of payment of dues or assessments shall be deemed delinquent and not in good standing. Said Lodge shall be subject to Article 29, Section 1(E) [Dues: Penalties].

E. "Member in good standing" in respect to the State Lodge shall mean a member who has fulfilled all requirements of membership in good standing in his respective subordinate Lodge and for whom appropriate per capita tax has been paid to the State Lodge. Any member belonging to a subordinate Lodge that is delinquent or has been suspended shall not be a member in good standing.

F. "Board of Directors" shall refer to the collective body consisting of the Executive Board, Immediate Past President, each Lodge Trustee, and any serving National Officer who is a member in good standing of a Lodge chartered in Wisconsin.

G. "Executive Board" shall mean and consist of the President, the Vice President, the Secretary, the Treasurer, the Second Vice President, and the Sergeant at Arms.

H. "Lodge Trustees" shall mean the individual elected Trustees of the various subordinate Lodges within the State or the collective body thereof.

I. "Past Presidents" shall be defined as a former President, who served not less than one (1) full term, was not removed from office, and is a member in good standing.

J. "Regularly appointed law enforcement officer" shall mean, for purposes hereof, any law enforcement officer who meets the minimum standards and has received the training and education required by the United States Government, or the State of Wisconsin, or the political subdivision or agency by which they are appointed, and who is granted arrest powers.

K. "National" shall mean and refer to, for purposes hereof, the national organization of the Fraternal Order of Police or the National Fraternal Order of Police.

L. "Annual Conference" shall mean, for purposes hereof, the conference of the Wisconsin State Lodge, Fraternal Order of Police, shall be held every year, with elections held biannually in the even numbered years.

ARTICLE 4 - Membership

Section 1. Eligibility. Any regularly appointed or elected and full-time law enforcement officer of the United States Government, the State of Wisconsin, or any political subdivision or agency thereof, may be eligible for membership in the Wisconsin State Lodge, Fraternal Order of Police, subject to the provisions in this Constitution. No person shall be denied membership on account of race, religion, color, creed, sex, age, national origin, or other illegal discriminatory reason.

Section 2. Membership Requirements. Subject only to the provisions of the National Constitution and this Constitution, each subordinate Lodge shall be the judge of its membership. Each subordinate Lodge shall establish requirements for membership in good standing of its respective membership, which requirements shall not be inconsistent herewith.

Section 3. Classes of Membership. There shall be two (2) classes of membership: Active, and Honorary.

A. Active Membership

1. Shall include regularly appointed or elected full-time law enforcement officers.

2. Shall include retired regularly appointed or elected law enforcement officers who have remained in good standing with their state and subordinate lodges after retirement from their law enforcement agency. In good standing shall mean a member who fulfilled all requirements of membership in good standing in his respective subordinate and state lodges and for whom appropriate per capita tax has been paid to the National Fraternal Order of Police.

3. May include, subject to the approval of the State Executive Board and subordinate Lodge, regularly appointed or elected law enforcement officers who have resigned or been terminated from their law enforcement duties, and who have remained in good standing with the State Lodge and their subordinate Lodge. Upon learning of an Active Member who has resigned or been terminated from law enforcement, a Local Lodge Officer SHALL notify the WI State Lodge FOP Secretary and President. The Local Lodge Membership SHALL then review the Membership Status of said Member at the next Lodge Meeting, and determine if they wish to retain this individual as an Active Member. The Member in question shall be afforded due process and time to speak on his own behalf. The Local Lodge shall give consideration to the circumstances of the Member leaving Law Enforcement, as well as the character of the Member. The Local Lodge shall then forward all information regarding the Member and the Membership Status Review to the State Lodge Secretary and President. The matter will then be reviewed by the Wisconsin State Lodge Executive Board. Approval by both the Local Lodge and the State Lodge shall be required for the Member in question to retain Active Member status. An individual who is not allowed to retain Membership in the Order may appeal the decision to the Delegates at the Annual State Conference.

4. There SHALL be a Membership Status Review of any classification of Member who has been convicted of a crime. Upon learning of a Member who has been convicted of a crime, a Local Lodge Officer SHALL notify the WI State Lodge FOP Secretary and President. The Local Lodge Membership SHALL then review the membership status of said Member at the next Lodge Meeting, reviewing the conviction to determine if they wish to retain this individual as a Member. The Member in question shall be afforded due process and time to speak on his own behalf. The Local Lodge shall give consideration to the severity of the crime, any mitigating circumstances, as well as the character of the Member. The Local Lodge shall then forward all information regarding the Member and the Membership Status Review to the State Lodge Secretary and President. The matter will then be reviewed by the Wisconsin State Lodge Executive Board. Approval by both the Local Lodge and the State Lodge shall be required for the Member in question to

retain Membership in the Order. An individual who is not allowed to retain Membership in the Order may appeal the decision to the Delegates at the Annual State Conference.

5. Only active members, as defined, shall have voice and vote.

B. Honorary Membership

1. Shall include individuals recognized by the State Lodge or subordinate Lodges for exceptional service or contribution to the nation, the state or political subdivision, the law enforcement community or the Fraternal Order of Police, the National Fraternal Order of Police, the State Lodge, or a subordinate Lodge; and

2. Shall include the surviving spouse of any law enforcement officer killed in the line of duty.

Section 4. Delinquent or Suspended Members. No person shall be a member of more than one (1) subordinate Lodge at the same time, nor shall any member who is delinquent, or who has been suspended by the State Lodge or Subordinate Lodge for any reason, be eligible for membership in any other subordinate Lodge until such suspension has been lifted.

Section 5. Denial of Membership. The Wisconsin State Lodge, Fraternal Order of Police, may deny membership to anyone who is, or has been, a member of the Communist party, or of any party regardless of what name known which advocates the abolition, destruction or violent overthrow of the government of the United States or the State of Wisconsin or any political subdivision thereof.

ARTICLE 5 - Organization

Section 1. Membership. The Wisconsin State Lodge, Fraternal Order of Police, shall consist of the State Lodge and such subordinate Lodges as may, from time to time, be admitted to membership and which conform to this Constitution and such rules and regulations as may then be applicable.

Section 2. Annual Conference. The State Lodge shall hold a Conference to be known as the Annual Conference of the Wisconsin State Lodge, Fraternal Order of Police.

A. Location and Organization.

1. On an annual basis, the Executive Board of the WI State Lodge FOP shall select a location and date(s) for the Annual Conference. The Executive Board shall ensure that the Annual Conference held in odd years occurs at least 60 days before the National Conference.

The President and Vice President shall appoint an Annual Conference Committee in accordance with the provisions of this constitution. The Chairman of the Annual Conference Committee shall be provided with a budget amount for the Annual Conference, and a range of dates during with the Annual Conference shall be held. The Chairman shall report to the Executive Board as requested, regarding the planning and cost of the Annual Conference.

2. In the event that a site selected by the Board of Directors becomes unavailable, the Board of Directors shall select a replacement site by majority of votes as soon as possible using any means of providing for such vote as possible.

3. If at any time prior to the call of the Annual Conference, a serious National, State, or local emergency arises making it inadvisable to hold said Conference at its appointed place, the Executive Board shall be entrusted with the power to cancel temporarily, or transfer said Conference to another favorable location.

B. Attendance. Any member of the Wisconsin State Lodge, Fraternal Order of Police, shall have the right to attend any business session at the Annual Conference, but shall not be entitled to voice and/or vote unless they are attending in the capacity of a Delegate.

C. Delegates to Annual Conference. Each subordinate lodge shall be entitled to one or more Delegates to the Annual Conference as set forth herein. Each of the following: State Lodge President, State Lodge Vice President, Immediate Past President, State Lodge Secretary, State Lodge Treasurer, and State Lodge Sergeant At Arms shall be a delegate to the Annual Conference.

1. Each subordinate lodge of the Fraternal Order of Police, Wisconsin State Lodge, shall be entitled to one (1) Delegate to the Annual Conference for each fifty (50) active members or majority portion thereof; provided, however, that in no event shall a subordinate Lodge be entitled to less than one (1) Delegate, regardless of its membership.

2. Each Delegate, in order to serve and while so serving, must be in good standing in and with the respective subordinate Lodge he represents and must have maintained such good standing at the time of their nomination for and election to the office of Delegate.

3. Only a duly elected Delegate or Officer of the State Lodge specified herein shall have voice and/or vote.

4. The number of Delegates to which a subordinate Lodge shall be entitled shall be determined by the number of active members in good standing for whom per capita tax then due and owing has been fully paid by the first day of May of the

year in which the Annual Conference is held.

5. Each subordinate Lodge shall have selected their Delegates to the Annual Conference not later than thirty (30) days prior to the Annual Conference.

6. Each subordinate Lodge shall select delegates approved by the subordinate Lodge President and subordinate Lodge Secretary. The subordinate Lodge Secretary shall electronically notify the Secretary of the names of the subordinate Lodge Delegates no later than thirty (30) days prior to the Annual Conference.

7. The term of office of each Delegate and Alternate Delegate shall commence with the assembling of the Annual Conference and terminate upon the election and qualification of each successor.

Section 3. Fiscal Year. The fiscal year of the State Lodge shall be from January 1 to December 31, inclusive, of each calendar year.

Section 4. Annual Budget. There shall be an annual budget of the State Lodge which shall be formulated by the Executive Board in accordance with such rules and regulations as may, from time to time, be prescribed within the By-laws and said budget shall be reported to the Board of Directors by November of every fiscal year. The budget shall remain in full force and effect for the fiscal year unless revised by emergency action of the President with approval of the Executive Board, formal action taken in a meeting of the Board of Directors, or by action of the Annual Conference.

ARTICLE 6 - State Officers

Section 1. Defined. The Officers of the State Lodge shall consist of the President, each of the Past Presidents, the Vice President, the Secretary, Treasurer, the Second Vice President, and the Sergeant at Arms. The term of each elected office shall be for two (2) years or until their successor is elected and qualified.

Section 2. Resignation. An Officer of the State Lodge, who resigns from office during any elected term shall relinquish all rights to and privilege of that office and shall revert to the status of "member." Said Officer who resigns from active police duty for any reason, which renders him ineligible to remain an active member as, that term is defined in Article 4, Section 3(A), or otherwise becomes ineligible as a member of the Wisconsin State Lodge shall forfeit his office.

Section 3. Nomination, Election and Installation

A. General. The officers of the State Lodge shall be elected at the Annual Conference held on even years. No more than two (2) of the following officers shall be elected from any one subordinate lodge: President, Vice President, Secretary, Treasurer, Second Vice

President, and Sergeant at Arms. Should two (2) or more candidates who are members of the same subordinate lodge receive the greatest number of votes for any two (2) or more of the preceding state offices, then, in that event, the two (2) candidates receiving the greatest number of votes for the highest office (in the order set forth herein) shall be declared elected and the other candidates from the same subordinate lodge receiving the greatest number of votes shall be declared disqualified by the President, and the candidate for that office receiving the next highest number of votes shall be declared elected. The President will vote last, after the votes are counted, and has the ability to cast a vote to make or break a tie vote.

No member shall be nominated for, nor elected to State Office at an Annual Conference at which he is not a member in good standing.

B. Nomination. Nomination of candidates for election to the offices of President, Vice President, Secretary, Treasurer, Second Vice President, and Sergeant-at-Arms shall be made from the floor of the Annual Conference, held in even years. After being declared closed, such nominations shall not be re-opened. No member shall be nominated or be a candidate for election to more than one State office at the same Annual Conference. Candidates must accept this nomination, either by voice or in writing at the Annual Conference to be considered for Office. Immediately following the closing of nominations, each candidate for State office shall be permitted to speak to the Delegates of the Annual Conference. In the event that a candidate is not present, a written Candidacy Report may be read on their behalf. The same amount of time shall be allotted to each candidate for questions and answers, as determined by the President.

C. Ballot. The name and subordinate Lodge of each duly nominated candidate for State office shall be placed on the ballot in an order determined by lottery conducted by the Election Committee.

D. Election. Each State Officer, shall be elected by a vote of the qualified delegates on the floor of the Conference.

1. Voting shall be by secret ballot. There shall be furnished to each delegate printed ballots upon which each delegate shall record his vote(s). Ballots will not be taken from the Annual Conference voting site.

2. Voting order shall be as follows: The State Lodge Officers shall vote first. All remaining eligible voters, (Delegates) shall vote in numerical order, by their subordinate lodge number, with the lowest number voting first. The polls will close five minutes later.

3. The President shall announce the results of the election as reported by the Election Committee and shall declare elected those candidates receiving a plurality of the votes cast for each respective State office.

E. Installation. Officers-elect shall be installed by any Past State President or a present or past National Officer, and shall take office in accordance with the regular order of business.

F. Succession. Should a vacancy in any office, except the offices of President or National Trustee, shall be filled by a majority vote of the Executive Board. In the event of a vacancy in the office of the President, the Vice President shall automatically assume the office of President and complete the unexpired term thereof. The Executive Board shall thereafter elect, by a majority vote and from among its members, a successor Vice President who shall serve for the unexpired term of the previous Vice President. Should a vacancy occur in the office of a National Trustee, the vacancy shall be filled from the elected officers of the Executive Board, by a majority vote of the Board of Directors.

Section 4. The State Delegates to the Biennial Conference of the National Fraternal Order of Police, Fraternal Order of Police, shall be the President, Vice President, and Secretary. The Treasurer, Second Vice President and Sergeant at Arms will be Alternate Delegates, in that order.

ARTICLE 7 - Executive Board

Section 1. Composition. There shall be an Executive Board, which shall be comprised of the following State Lodge Officers: President, Vice President, Secretary, Treasurer, Second Vice President, Sergeant at Arms.

Section 2. Meetings. The Executive Board shall meet from time to time, as called by the President or by the majority of the Executive Board, for the purpose of advising the President, in carrying out the administrative business and other affairs of the State Lodge in accordance with these Constitution and Bylaws.

Section 3. The Executive Board shall issue a report within sixty (60) days of each meeting thereof through the Secretary to each member of the Board of Directors.

Section 4. The Executive Board shall meet and approve a budget of line items in respect to each and every financial activity of the State Lodge for the next following fiscal year and shall submit same to each member of the Board of Directors within thirty (30) days thereof in order that said budget shall be approved at the next meeting of the Board, prior to the beginning of that budget's fiscal year.

Section 5. To minimize travel, costs, and to increase availability, the Executive Board may include telephonic conferencing or any electronic means to facilitate a meeting.

Section 6. Subordinate lodge Secretaries shall be notified electronically of all regular meeting dates for this Executive Board at least 30 days prior to said meeting. In the event of an emergency meeting of the Executive Board, this notice period may be waived at the discretion

of the President.

ARTICLE 8 - Board of Directors

Section 1. Membership. The Board of Directors shall be comprised of the Executive Board, the immediate Past President, one (1) Trustee from each affiliated subordinate Lodge, and any National Officer who is also a member of a subordinate Lodge charted in Wisconsin.

Section 2. The Board of Directors shall meet from time to time to review the Executive Board actions and advise the Executive Board on State Lodge business.

Section 3. Meetings

A. The Board of Directors Shall meet at least one time between Annual Conferences. The Board of Directors shall also meet when it is deemed necessary by the President, upon petition of a simple majority of the Board of Directors or upon the finding of probable cause to inquire into charges brought against a State Officer. Notice of all meetings shall be prepared and distributed by the State Secretary to each member of the Board of Directors not less than ten (10) days prior to such meeting.

B. Minutes of each meeting of the Board of Directors shall be kept by the State Secretary and shall be presented to such Board and the Annual Conference.

C. A quorum shall consist of at least five members noted herein who attend a properly noticed Board of Director's Meeting.

Section 4. Discussions. Before any subject is opened to discussion at a meeting of the Board of Directors, the President shall have the right to establish reasonable time limitations upon each speaker desiring to speak open such subject, which time limitations shall be applied uniformly. In establishing time limitations, consideration shall be given to the importance of the subject matter, its complexity, the office held by the speaker and other pertinent factors.

Section 5. Members' Right to Speak. A president of a subordinate lodge or any other member in attendance at a meeting of the Board of Directors shall have the right to speak upon matters under consideration, subject to the following:

A. The Chair of such meeting shall recognize only other members of the Board of Directors.

B. The President of a subordinate lodge or any other member wishing to address the Board of Directors shall notify their delegate of the matter upon which they wish to speak.

C. A delegate may seek recognition from the Chair and upon receipt of the floor, shall, after introducing the member and identifying the subject matter upon which he wishes to

speak, and upon consent of a majority of the members of the Board of Directors then present, yield the floor to such member seeking to address the meeting.

Section 6. Reports to Conference. Each Officer of the State Lodge shall submit a written report to the Secretary not less than (20) days prior to the opening of the Annual Conference.

ARTICLE 9 - President

Section 1. Chief Executive Officer. The President shall be the chief executive officer of the Wisconsin State Lodge, Fraternal Order of Police. The President shall preside at the Annual Conference and all meetings of the Board of Directors and the Executive Board.

Section 2. Duties. He shall administer and manage the business of the State Lodge between meetings of the Board of Directors. He shall ensure that the resolutions and By-Laws of the Annual Conference and the orders and actions of the Board of Directors are carried out. He shall execute all contracts into which the State Lodge may enter.

Section 3. **Committee Appointments.** The President shall appoint a majority of each committee and name the chair thereof to inquire into any matter affecting or concerning the State Lodge. The President shall serve as an *ex-officio* member of all committees of the State Lodge.

Section 4. Special Meetings. When deemed necessary, or upon petition of a majority of the Board of Directors, or upon receipt of notice from the Secretary that probable cause has been found by the Board of Directors to proceed with an inquiry in respect to charges against a State Officer, the President shall call a special meeting of the Board of Directors. The President, or the duly authorized representative, may convene any subordinate lodge in a special meeting and inspect the books, record, etc., of said Lodge(s) and, when necessary, compel said any subordinate Lodge to comply with all rules and regulations of the State Lodge.

Section 5. President Pro-Term. The President shall appoint a President Pro-Term of each new Subordinate Lodge at its installation, who shall hold office until a regular election is held and a successor is duly elected and installed.

Section 6. Bond. The President shall furnish a fidelity bond for the faithful performance of duty in such amount as shall be specified by the Executive Board, and paid by the State Lodge.

Section 7. Attestation. The President shall, together with the Treasurer, attest to all warrants and vouchers for disbursements from any fund of the State Lodge, provided however, that the Secretary and Treasurer alone shall attest to all warrants and vouchers for the disbursement of funds relating solely to the administrative responsibilities of the Secretary.

Section 8. Compensation. Subject to approval of the Board of Directors, the President shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 9. Return of Property. Within thirty (30) days after the expiration of his term of office, the President shall convey to his successor all unfinished business and books and records and physical property belonging to the Order.

ARTICLE 10 - Immediate Past President

Section 1. Immediate Past President. There shall be an office of Immediate Past President, which office shall be held by the living person who most recently held the office of President, who completed one (1) full term, and who was not removed from office. The Immediate Past President shall advise and assist the President and the Board of Directors in the performance of their duties and shall undertake such assignments as may be delegated thereby. The Immediate Past President shall serve as a member of the Board of Directors, and shall have voice and vote on matters coming before the Board of Directors.

Section 2. Compensation. Subject to approval of the Board of Directors, the Immediate Past President shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 3. Return of Property. Within thirty (30) days after the expiration of his term of office, the Immediate Past President shall convey to his successor all unfinished business and books and records and physical property belonging to the State Lodge.

Section 4. Membership on Board. All Past Presidents shall remain life members of the Board of Directors with all rights and privileges of voice and vote.

ARTICLE 11 - Vice President

Section 1. Vice President Duties. The Vice President shall oversee all State Lodge fundraising activities to include telemarketing/direct mail operations and the selection process for the Director of Fundraising. The Vice President shall, in the absence of the President, preside at the Annual Conference and meetings of the Executive Board and the Board of Directors and shall otherwise perform the duties of the President during his absence. The Vice President shall succeed to the office of the President in the event of the death, resignation or other vacation of such office during an unexpired term thereof. The Vice President shall perform such other duties as shall be ordered by the President.

Section 2. Committee Appointments. The Vice President shall appoint the minority of all committees of the State Lodge.

Section 3. Compensation. Subject to approval of the Board of Directors, the Vice President shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 4. Return of Property. Within thirty (30) days after the expiration of his term of office, the Vice President shall convey to his successor all unfinished business and books and records and physical property belonging to the State Lodge.

ARTICLE 12 - Secretary

Section 1. Duties. The Secretary shall have custody of records, documents, seal, office paraphernalia, and equipment of the State Lodge under the general authority and orders of the President and Board of Directors.

Section 2. Minutes of Meetings. The Secretary shall take a record and transcribe minutes of the Annual Conference, meetings of the Board of Directors and meetings of the Executive Board. The Secretary shall submit those minutes for approval, alteration or rejection at the next Annual Conference, Board of Directors or Executive Board meeting. The Secretary may use any type of method to accurately record and transcribe minutes; notification of the type of method used must be announced at the beginning of each meeting.

Section 3. General Correspondence. The Secretary shall, together with the Treasurer conduct the general correspondence of the State Lodge.

Section 4. Bond. The Secretary shall furnish a bond for the faithful performance of the duties performed by the office in such form and amount as approved by the Board of Directors to be paid for by the State Lodge.

Section 5. Attestation to Contracts. The Secretary shall attest, under the Seal of the State Lodge, to all duly authorized contracts of the State Lodge.

Section 6. Custodian of Constitution and By-laws. The Secretary shall be the official custodian of this Constitution and Bylaws of the State Lodge and amendments thereto, each of which shall be authenticated by the Seal of the State Lodge and the signatures of the President and the Secretary.

A. The Secretary shall maintain a book of amendments to this Constitution and a like volume in respect to amendments to the Bylaws.

B. Shall be responsible for preparation of amendments to this Constitution and the Bylaws prior to presentation thereof to the Annual Conference and shall ensure that each said amendment conforms to the document it seeks to amend in respect to form, placement and syntax.

C. Shall be responsible for the publication of this Constitution and the Bylaws of the State Lodge, as amended, and shall include therein notations or history denoting the date of each amendment and the content thereof.

Section 7. Merchandise. Shall be responsible for the purchase, inventory and sale of all merchandise of the State Lodge.

Section 8. Name, Insignia, Trademark, and the Like. Shall police the use of the name, insignia or emblem and mark, trademark or service mark of the Fraternal Order of Police and the Wisconsin State Lodge, Fraternal Order of Police, in order to protect the same.

Section 9. Official List of Members. The Secretary shall maintain the official list of membership of the State Lodge and shall not release the same unless specifically authorized or directed to do so by the Board of Directors.

Section 10. Petty Cash. A petty cash fund in the amount approved by the Board of Directors shall be allowed to the Secretary for the purpose of paying expenses.

Section 11. Delegate Documents. The Secretary shall notify each subordinate Lodge of the number of Delegates the subordinate Lodge is entitled to for the Annual Conference. The Secretary shall maintain a list of Delegates selected by each subordinate Lodge and forward said list to the President at least (20) days prior to the date fixed for the holding of the Annual Conference.

Section 12. Conference Site Review Committee. The Secretary shall be an *ex-officio* member of the Annual Conference Site Review Committee.

Section 13. Compensation. Subject to approval of the Board of Directors, the Secretary shall be reimbursed for ordinary and necessary expenses incident to his office. Shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 14. Return of Property. The Secretary shall deliver to their successor within thirty (30) days after the expiration of the term of office the records, documents, Seal of the Wisconsin State Lodge, office paraphernalia and equipment under the general authority and orders of the President and Executive Board, and shall require and receive a receipt therefore.

Section 15. Depositing Funds. All revenues of the State Lodge shall be delivered to the Secretary, who shall record the same in a deposit detail form, forward a copy of the paperwork to the Treasurer for data entry. The Secretary will deposit said monies in the proper accounts of the Order.

A. The Secretary shall be responsible for per capita paperwork and the collection of dues. Once the dues are collected, the Secretary shall deposit the moneys in the proper accounts of the State Lodge and prior to recording and filing make said copies to turn over to the Treasurer for filing.

B. The secretary shall have charge of all moneys from dues, assessments and monetary earnings of the State Lodge, shall deposit such funds in a bank account in the name of

Wisconsin State Lodge Fraternal Order of Police.

ARTICLE 13 - Treasurer

Section 1. Custodian of Funds. The Treasurer shall be the custodian of the funds of the State Lodge.

Section 2. Bond. The Treasurer shall furnish a bond for the faithful performance of the duties performed by his office in such form and amount as approved by the Board of Directors which shall be paid for by the State Lodge.

Section 3. Fund Accounting. The Treasurer shall keep an itemized accounting of all receipts and disbursements and may engage certified public accountants to assist him therewith, subject to the approval of the Board of Directors.

Section 4. Depositing Funds. The Treasurer shall be responsible for data entry and shall receive a copy of the deposit detail form from the Secretary for recording and filing.

A. The Treasurer shall have charge of the bank account in the name of Wisconsin State Lodge Fraternal Order of Police

The Treasurer shall have the power, when countersigned by the President or Secretary to draw, sign and issue checks, drafts and money orders for the withdrawal of the Lodge funds therefrom for the prompt payment of all lawful obligations of this Lodge, which shall have been approved (if in excess of $500.00) by the majority of the Executive Board. The Treasurer shall, together with the President, attest to all warrants and vouchers for disbursement from any fund of the State Lodge.

B. The Treasurer shall deposit the funds of the Lodge in a financial institution and retain in his office, for the purpose of paying emergency current expenses, a contingency fund established by the Executive Board.

Section 5. Special Accounts. The Treasurer shall establish such special accounts as shall become necessary and allocate to each the amounts collected or appropriated therefore.

Section 6. Reporting. The Treasurer shall make reports to the Board of Director at each regularly scheduled meeting of the financial condition of the State Lodge, or upon direction of the President.

Section 7. Other Duties. The Treasurer shall perform such other duties as are usual and incident to the office of the Treasurer or as shall be delegated by the President of the Board of Directors.

Section 8. Compensation. Subject to approval of the Board of Directors, the Treasurer shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such

benefits as shall be determined from time to time by the Board of Directors.

Section 9. Return of Property. The Treasurer shall within thirty (30) days after the expiration of the term of office deliver to the successor all monies, books, documents, records, paraphernalia and equipment in his possession and shall require and receive a receipt therefore.

ARTICLE 14 - Second Vice President

Section 1. Duties

A. The Second Vice President shall examine the dues cards of officers, delegates, and other members of the organization ascertaining that all present are in good standing; take up the password and make a report to the President.

B. The Second Vice President shall perform such other duties, as the President shall require.

C. The Second Vice President shall select the Scholarship committee of which they will be the Chair and responsible for timely correspondence and selection of scholarship recipients.

Section 2. Compensation. Subject to approval of the Board of Directors, the Second Vice President shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 3. Return of Property. The Second Vice President shall within thirty (30) days after the expiration of the term of office deliver to the successor all paraphernalia and equipment in his possession and shall require and receive a receipt therefore.

ARTICLE 15 - Sergeant at Arms

Section 1. Duties. The Sergeant at Arms shall have charge and control of the Annual Conference hall or meeting place of the State Lodge. The Sergeant at Arms shall permit only qualified persons to enter or to remain. The Sergeant at Arms shall assist the Second Vice President in the execution of such duties as the President may order.

Section 2. Compensation. Subject to approval of the Board of Directors, the Sergeant at Arms shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 3. Return of Property. The Sergeant at Arms shall within thirty (30) days after the expiration of the term of office deliver to the successor all records, documents and equipment and all other property of the State Lodge in his possession.

ARTICLE 16 - Chaplain

Section 1. Duties. The Chaplain shall attend all meetings of the Wisconsin State Lodge and open and close each meeting with a prayer to fit the occasion. The Chaplain shall also conduct the Ritual Service at the funeral of all deceased members of this Lodge. The Chaplain shall also report on sick members or members in distress. The Chaplain shall assist the President in the execution of such duties as he may order.

Section 2. Compensation. Subject to approval of the Board of Directors, the Chaplain shall be reimbursed for ordinary and necessary expenses incident to his office. He shall receive such benefits as shall be determined from time to time by the Board of Directors.

Section 3. Return of Property. The Chaplain shall within thirty (30) days after the expiration of the term of office deliver to the successor all records, documents and equipment and all other property of the State Lodge in his possession.

ARTICLE 17 - National Trustee

Section 1. Duties. The National Trustee of the State of Wisconsin shall have as their primary duty, that of organized expansion within the State, and shall issue the charter to all new Lodges with the consent of the Board of Directors of the Wisconsin State Lodge, Fraternal Order of Police. If time is of the essence, and a Lodge can be formed between regular Board meetings, the President can give approval for the issuance of said charter.

Section 2. Nomination/Election. The Wisconsin National Trustee will be nominated and elected by the Delegates at the Annual State Conference, in odd numbered years. The term of the National Trustee shall be two (2) years. The National Trustee will be installed to the Office at the first scheduled meeting of the National Board of Trustees following the State Conference. In the event there is no State Conference during an election year, the National Trustee will be elected during the National Conference.

Section 3. Board of Trustees. The National Trustee shall represent the State of Wisconsin on the National Board of Trustees, and when so instructed, shall bring before the National Board of Trustees any matter of importance to the order within the State of Wisconsin.

Section 4. Reporting. The National Trustee shall submit, in writing, a report to the Wisconsin State Lodge, giving a detailed report of business transacted at all meetings of the National Board of Trustees.

ARTICLE 18 - Subordinate Lodges

Section 1. **Charter.** The State Lodge shall charter each subordinate Lodge in the state.

Section 2. Membership Requirement. A subordinate Lodge shall consist of not less than ten (10)

members.

Section 3. Officers

A. Each subordinate Lodge shall provide for the establishment of and elections of Officers as provided in Article 9, Section 5 of this Constitution.

B. Each subordinate Lodge shall provide for the filling of vacancies among its Officers occasioned by death, resignation or otherwise.

C. No member shall be nominate, or be candidate, for more than one office at the same election. No Officer-elect shall be a candidate for any other office.

D. In order to be eligible for election to any office, including Delegates to the National Biennial Conferences or the State Annual Conferences, a member shall be and remain in good standing with the National and State Lodge and shall meet all other requirements of the Constitution and Bylaws of the Lodge of which he seeks to be an Officer provided said Constitution and Bylaws have been approved by the State Lodge. Any member not so qualified shall be ineligible for election to any office.

Section 4. Constitutions.

A. Each subordinate Lodge shall adopt a Constitution and such Bylaws as it deems necessary for the governance thereof, provided however, that such Constitution shall not be in conflict with the National or State Constitution and By-laws.

B. Where a subordinate Lodge's Bylaws are silent on a matter, which is covered by the State, or National Constitution and Bylaws, the State or National Constitution and Bylaws shall rule. Where either the National or State Constitution and Bylaws do not cover a matter, Robert's Rules of Order (revised) shall rule. In all cases the Constitution, Ritual and Bylaws of the National Lodge shall rule where interpretation is needed. Such Constitution and By-laws shall provide for the election of officers in the subordinate Lodge and, these election rules shall include: a) that the subordinate Lodge conduct their own election, b) that no proxy voting be allowed, c) that absentee ballot voting prior to an election, only be allowed if authorized by the subordinate Lodge Constitution and Bylaws, which has been approved by the State Lodge.

C. Within their first year, every new subordinate lodge shall submit for approval to the State Lodge Secretary an electronic copy of it's Constitution and Bylaws. Every subordinate lodge will submit for approval every revision within 2 months from their local lodge approval. The Constitution and Bylaws committee in the manner it deems appropriate, shall, prior to approval thereof, determine that such Constitution and Bylaws, if any, and any revisions thereto are not in conflict with the National or State Constitution and Bylaws.

D. In the event a subordinate Lodge submits their Constitution, Bylaws, or amendments or revisions thereto, to the Constitution and Bylaws Committee for approval, and such approval is denied in whole or in part, the subordinate Lodge or the proponent(s) of the disapproved amendments, shall have the right to appeal such ruling to the Executive Board who shall consider the matter at their next scheduled meeting. In the event that the proposed Constitution and Bylaws, or amendments or revisions thereto are not approved, the subordinate Lodge may appeal the matter to the Board of Directors. Providing written notice thereof to the Secretary not less than thirty (30) days prior to the next meeting of the Board of Directors shall enter such appeal. Such notice shall include a copy of the proposed Constitution and Bylaws or revision thereto, the State Lodge Constitution and By-laws, the written ruling, if any, denying approval of said Constitution and By-laws or revision thereto, and a statement of the basis upon which appeal is taken. The Board of Directors may permit representatives of the parties to the appeal to address the Board of Directors or may decide the matter solely upon the written submissions thereof, at its sole discretion.

E. The decision of the Board of Directors may be appealed to the Annual Conference by serving notice upon the Secretary. Such notice of appeal to the Annual Conference and associated written materials provided for in Article 18, Section 4 (D) above, shall be forwarded to the President who shall deliver them to a committee of the Conference which shall consider the matter and report thereon to the Conference prior to a vote by the Delegates. By their acceptance of the charter of the Wisconsin State Lodge, Fraternal Order of Police, each subordinate Lodge specifically acknowledges and agrees that the decision of the Annual Conference shall be the final decision of the State Lodge. The subordinate Lodge or the proponent(s) of the disapproved amendment shall have the right to appeal such decision to the National Fraternal Order of Police under the procedures set forth within the National Constitution and By-laws.

F. Any amendments that have been adopted by the delegates at the National Biennial Conference which apply to each state and subordinate lodges and their membership thereof, shall automatically become part of the state and subordinate lodge's Constitution and/or By-laws, and are not subject to the provisions requiring notice and adoption as it pertains to proposed amendments. State and local lodges failing to make the necessary adjustments to their Constitution and / or By-Laws will default to the National Constitution and By-Laws. All state and subordinate lodges will be notified of any such changes from the National Secretary's Office.

Section 5. New Lodges.

A. Each subordinate Lodge hereafter established shall pay to the State Lodge such initiation fee, if any, as may be established by the Board of Directors.

B. Each Lodge hereafter established and installed shall be entitled to receive, at cost, such necessary supplies, equipment and other paraphernalia as may be prescribed by the Board

of Directors.

C. This section shall not prohibit the establishment or maintenance of any subordinate Lodge whose jurisdiction may overlap that of another subordinate Lodge.

D. In the event of a dispute between two or more Lodges, in respect to questions of membership in such Lodges or as to the territorial jurisdiction thereof, such dispute(s) shall be resolved by the Executive Board, subject to a final appeal to the Annual Conference.

Section 6. Soliciting of Funds. A subordinate Lodge shall not solicit funds or anything else of value for any reason whatsoever outside the territorial jurisdiction or boundaries of the Lodge without the written permission of the subordinate Lodge in whose territory the solicitation is to be made. Said written permission shall be signed by the President and Secretary of the subordinate Lodge granting permission and shall certify that permission was given by the subordinate Lodge at a regular meeting or a special meeting called for that specific purpose.

A. Disputed territorial jurisdiction shall be resolved by the Executive Board. Once an official determination is requested of the Executive Board, soliciting of funds by all lodges concerned, will be discontinued until the jurisdiction is resolved or request for determination is withdrawn.

Section 7. Receivership.

A. The President of any subordinate Lodge that shall become insolvent shall provide written notice thereof to the President. In such event, the State Lodge may, but shall not be required to assume control of such insolvent subordinate Lodge for a period of six (6) months, during which period the insolvent Lodge shall be operated under the supervision of the President or his designee. Extensions in increments of six (6) months may be granted at the request of the subordinate Lodge President and with the approval of the President.

B. Upon written request therefore made by two-thirds (2/3) of the governing board of a subordinate Lodge to the President, the State Lodge may, but shall not be required to assume control of such Lodge. In such case, the Lodge shall be operated for a period not to exceed six (6) months under the supervision of the President of his designee.

Section 8. Suspended or Delinquent Lodges. Any Lodge that is suspended or delinquent as defined in Article 4, Section 4, hereof, may be reinstated and restored to good standing by payment of all amounts due, including all delinquency fees.

Section 9. Fidelity Bond. Each subordinate Lodge of the State Lodge shall maintain a bond or insurance in respect to the fidelity of those Officers or members having access to or control over the funds of the Lodge. Each subordinate Lodge shall be provided such bond or insurance by the

State Lodge, in the amount subject to approval by the Board of Directors.

ARTICLE 19 - Associate Lodges

Section 1. Recognition. The Wisconsin State Lodge, Fraternal Order of Police, recognizes, acknowledges and validates Associate Lodges of the State Lodge and subordinate Lodges. Such Associate Lodges shall be known as the Fraternal Order of Associates and may function as State Lodge Associates and subordinate Lodge Associates. Such Associate Lodges shall be subject to the control and supervision of the Lodge or Lodges with which they are affiliated.

Section 2. Membership. Associate membership is a privilege. Associate membership may be permitted, denied or revoked at the pleasure of the governing body of the lodge with which they are affiliated. No Associate Member shall be a convicted felon. Associate Members shall not have voice or vote or be eligible to any of the secret works of this organization.

Section 3. Constitution/By-laws. Associate Lodges shall conform to and be governed by a Constitution and such Bylaws as they shall adopt and which shall, at all times, be consistent with this Constitution and subject to approval of the governing body of the lodge with which they are affiliated and, ultimately, the National Fraternal Order of Police.

Section 4. Dues. The annual dues of the Associate member shall be not less than $25.00 (twenty-five dollars), payable in advance to the subordinate Lodge with which they are affiliated. There is a per capita fee for every Associate member payable to the State Lodge, set by the Board of Trustees.

ARTICLE 20 - Auxiliaries

The Wisconsin State Lodge, Fraternal Order of Police recognizes, acknowledges and validates Auxiliaries of the State Lodge and subordinate Lodges auxiliaries. Such Auxiliaries may function as State Lodge Auxiliaries and/or subordinate Lodge auxiliaries. Such Auxiliaries shall be subject to the control and supervision of the Lodge or Lodges with which they are affiliated. They shall conform to and be governed by the Constitution and Bylaws as they shall adopt and which shall, at all times, be subject to approval of the governing body of the Lodge with which they are affiliated and, ultimately, the State Lodge, and may not be in conflict with the National Fraternal Order of Police Auxiliary Constitution and By-laws. Each State and Subordinate Auxiliary shall be chartered by the Board of Trustees of the National Fraternal Order of Police Auxiliary.

ARTICLE 21 - Discipline

Section 1. Equity and Fairness. This article shall govern discipline of Officers and members of subordinate Lodges and the State Lodge and shall be interpreted in such manner as to afford equity and fairness to all affected thereby.

Section 2. Imposition. Discipline shall be initiated by the State Lodge and imposed upon an individual member, subordinate lodge or a State Officer only in extraordinary circumstances

where the member, lodge or State Officer has acted or failed to act in respect of a matter of direct and significant import to the State Lodge or has violated this Constitution, the ByLaws, or the Ritual of the National Fraternal Order of Police.

Section 3. Individual Members

A. Except as otherwise provided herein, the State Lodge shall only discipline individual members or the subordinate Lodge of which they are members. Each subordinate lodge shall develop and promulgate rules that provide for the fair and appropriate discipline of its members that are not inconsistent with this Constitution and Bylaws.

B. In the case of discipline imposed upon an individual member involving suspension, expulsion or removal from office by a subordinate lodge, or in the case of the refusal of a subordinate Lodge to impose discipline upon a subordinate Lodge Officer on a charge brought by an individual member, an appeal may be taken by the member to the State Lodge Board of Directors, and an appeal may be taken from the decision of the Board of Directors to the Annual Conference.

1. An appeal to the State Lodge may be brought by the filing of a written notice of appeal with the President not more than thirty (30) days after the member's receipt of official notification of his suspension, expulsion or removal from office. Unless continued or delayed for good cause by the Board of Directors, such appeal shall be heard by the Board of Directors at its next scheduled meeting following the President's receipt of such notice of appeal and, unless waived in writing by both the appealing member and responding Lodge, a written decision shall be rendered by the Board of Directors within ten (10) days after such meeting. Both the appealing member and the Lodge from whose action the appeal is brought shall have the right to a hearing at which both parties may be heard and may present witnesses and documents. Such hearing shall be conducted in conformity with Article 22 of this Constitution and By-laws. The parties to the appeal shall receive notice of the date of the hearing by registered mail not less than ten (10) days before such hearing.

2. The Board of Directors may sustain, modify or reverse the disciplinary action against the member, or in the case of reviewing an appeal of the denial of a subordinate Lodge to impose discipline, determine if the State Lodge should initiate and impose discipline upon the individual member.

C. In any case of discipline involving suspension, expulsion or removal from office of an individual member initiated by the State Lodge, or upon the decision of the State Lodge in respect to an appeal from the action of a subordinate Lodge, an appeal may be taken to the Annual Conference.

D. A party seeking to appeal from the decision of the Board of Directors shall give notice

of appeal to the President by submitting by registered mail within thirty (30) days of the party's receipt of notice thereof, a written submission consisting of the decision from which the appeal is taken and such other written materials as the appellant deems relevant to a fair consideration of the appeal by the Annual Conference. The appellant shall serve one (1) copy (written or electronically) of the notice of appeal (including all written submissions) upon the opposing party (which shall be the State or subordinate Lodge Secretary where such opposing party is a Lodge). Where the appealing party is a subordinate Lodge, it shall submit one (1) copy electronically thereof where the appealing party is an individual member, he shall serve one (1) copy thereof upon the Secretary not less than sixty (60) days prior to the Annual Conference at which the appellant seeks to have his appeal heard. The party opposing the appeal shall, within thirty (30) days of his receipt of the notice of appeal, submit a responsive written submission (electronically) to the Secretary and the opposing party, which responsive submission shall contain such materials as it deems appropriate and relevant to a fair consideration of the appeal by the Annual Conference. In cases in which the responding party is a State or subordinate Lodge, such Lodge shall submit one (1) copy electronically of its responsive submission to the Secretary. In cases in which the party opposing the appeal is an individual member, he shall submit one (1) copy electronically of his responsive submission to the Secretary.

E. Except in the case of discipline initiates thereby, the Board of Directors shall review appeals of disciplinary matters solely to ensure that the parties were afforded due process and that the decision was consistent with this Constitution and By-laws.

1. Those appeals received by the Secretary after the Annual Conference but before the next Board of Directors meeting shall be considered by the Board of Directors. The President may announce a special committee which shall meet, gather and review facts and arguments of the parties, consult with all interested parties in attendance and make a full report, including its recommendations, to the Board prior to its adjournment.

2. Following the report of the special committee, if any, interested parties may appear before the entire Board of Directors, which shall decide the matter by majority vote.

F. An appeal may be taken by either party to the Annual Conference from the decision of the Board of Directors respecting any appeal of disciplinary action imposed upon an individual member by a subordinate Lodge, the State Lodge or discipline imposed by the Board of Directors.

1. A party seeking to appeal a decision of the Board of Directors to the Annual Conference shall notice thereof upon the Secretary and the opposing party. Such notice of appeal shall consist of a concise statement describing the act or failure to act upon which the appeal is based, the basis for such appeal,

the decision appealed from, and those written materials the appellant deems appropriate and relevant to a fair consideration of the appeal by the Board of Directors. The opposing party may respond in writing to such notice of appeal with such materials, as it deems necessary and shall submit a copy of such response to the Secretary and the appealing party. Said notice of appeal and any responsive submissions shall be forwarded by the Secretary to the President who shall deliver said materials to a committee of the Conference which shall consider the matter and report thereon to the Conference prior to a vote thereon by the Delegates. By their taking of the oath or their acceptance of the charter of the Fraternal Order of Police, each member and each Lodge specifically acknowledges and agrees that the decision of the Conference shall be final.

G. Discipline may be initiated by the State Lodge and imposed upon an individual member only in extraordinary circumstances, in which case, such member shall be afforded a hearing of which he will be given notice, at which he will be permitted to present witnesses and documents and in which process he shall be afforded the same protections set forth in respect to discipline imposed by a subordinate Lodge.

H. An expulsion of a member may only be reconsidered after the passage of five (5) years from the time of expulsion and only by that body which tendered such discipline. An appeal of an expulsion shall not be inconsistent with this Constitution and By-laws and may only be re-appealed after the passage of additional five (5) year increments.

Section 4. Subordinate Lodges.

A. A subordinate Lodge shall only be disciplined by the State Lodge. Such discipline may be imposed only upon a showing of good and sufficient cause after a fair hearing by the Board of Directors and may include suspension or revocation of a subordinate Lodge's charter. Such hearing shall be conducted in conformity with this Constitution and Bylaws.

B. A subordinate Lodge may appeal from the imposition of discipline by the Board of Directors to the Annual Conference.

1. Such appeal shall be commenced by serving upon the Secretary within thirty (30) days of notice of the action appealed from and by registered mail, a notice of appeal. Such notice of appeal shall consist of the decision or ruling appealed from and all relevant written materials believed by the subordinate Lodge to be necessary for a fair consideration of the matter by the Board of Directors. An electronic copy of said notice of appeal shall be served upon the Secretary for distribution to the members of the Board of Directors and others.

2. Not more than thirty (30) days after receipt of the subordinate Lodge's

notice of appeal, the Secretary shall serve one (1) copy electronically its statement of position and/or response to the appeal of the subordinate Lodge with submission shall, in any case include a copy of the minutes reflecting the action from which the appeal is taken and such other materials as the State Lodge deems appropriate.

3. Those appeals received by the Secretary after the Annual Conference shall be considered by the Board of Directors at its next meeting. The President may announce a special committee which shall meet, gather and review facts and arguments of the parties, consult with all interested parties in attendance and make a full report, including its recommendation, to the Board prior to its adjournment.

4. Following the report of the special committee, if any, interested parties may appear before the entire Board which shall consider the matter and render its decision, provided, however, that a charter of a subordinate Lodge shall not be revoked or suspended except upon a vote of three fourths (3/4) of the Board of Directors. The decision of the Board of Directors shall be final unless, by a majority vote of those members of the Board present, further investigation is deemed necessary, in which event the President shall direct the special committee to investigate the matter further and make a final report at the next Annual Conference or upon the appeal of the non-prevailing party to the Annual Conference. By their acceptance of the charter of the Fraternal Order of Police each Lodge specifically acknowledges and agrees that the decision of the Annual Conference shall be final.

5. Except in the case of discipline initiated thereby, the Board of Directors shall review appeals of disciplinary matters solely to ensure that the parties thereto were afforded due process and that the decision appealed from was consistent with this Constitution, Bylaws and Ritual.

C. In the event that the charter of a subordinate Lodge is suspended, the Board of Directors is authorized and empowered to take such steps as are necessary to take possession, control and custody of all books, records, and assets and to provide for the supervision, government and administration of such Lodge.

D. Upon final resolution of the matter, the Board of Directors shall either return all properties previously impounded to said Lodge, or, if said matter results in the revocation or cancellation of the charter of said Lodge, dispose of books, records, and assets of said Lodge in accordance with both the law of state wherein said Lodge is located and the Constitution and Bylaws of the State Lodge, provided, however, that should the charter of a subordinate Lodge be canceled or revoked, disposition of the books, records and assets of said Lodge shall be in accordance with state law and the direction of the Board

of Directors.

Section 5. State Lodge Officers & National Trustee

A. State Officers and the National Trustee shall be subject to discipline, including censure, reprimand, removal from office or expulsion from the order only upon proof of good cause.

B. Allegation(s) of misconduct against a State Officer or National Trustee in respect to his duties as a State Officer or National Trustee shall only be brought by a member of the Board of Directors. Said allegation(s) shall be in writing and notice thereof shall be served upon the State Officer or National Trustee against whom the allegation(s) are made and the Secretary; provided however, that if such allegation(s) are made against the Secretary, said allegation(s) shall be served upon the President. Said allegation(s) shall specifically describe the nature of the alleged misconduct in sufficient detail for a determination by the Board of Directors as to whether there exits good cause to proceed with the inquiry.

C. Upon service of the allegation(s) on the affected State Officer, National Trustee, and the Secretary (or President, as the case may be), copies of the allegation(s) shall be distributed to each member of the Board of Directors. The State Officer and/or National Trustee against whom the allegation(s) are made shall, within thirty (30) days of receipt of the allegation(s), prepare a response thereto and serve said response upon the Secretary (or President, as the case may be), which response shall be distributed to each member of the Board of Directors. The Secretary or President, in the event that the allegation(s) pertain to the Secretary, shall forward to each Board of Directors member an anonymous ballot upon which each Board of Directors member shall indicate, after reviewing the allegation(s) and the response thereto, whether he believes that there exists good cause to proceed with the inquiry. Said ballots shall be returned to the State Officer from whom they are received and shall be counted and the results thereof certified to the President (unless he is the State Officer against whom the allegation(s) are made, in which case the results shall be certified to the Vice President). The ballots shall be retained until the resolution of the matter.

D. Upon receipt by the President (or the Vice President, as the case may be) of the certified results of the ballot, said State Officer shall determine whether good cause to proceed further with the inquiry was found by the Board of Directors. A simple majority vote of all of the members of the Board of Directors shall be necessary for a finding of good cause to proceed further with the inquiry. The President shall either (i) immediately cause the Secretary to (or shall himself) distribute to each member of the Board of Directors notice that good cause was not found to proceed with an inquiry, or, (ii) certify to the President (or to the Vice President in the event that the allegation(s) are made against the President), that good cause has been found to proceed with further inquiry.
The President (or Vice President) shall declare an emergency, call a special meeting of the Board of Directors and ensure that notice thereof is given in accordance with Article 8 of

this Constitution.

E. The emergency meeting of the Board of Directors shall be held for the purpose of resolving the charges against the State Officer or National Trustee and there shall occur a disciplinary hearing thereon before the Board of Directors at which the charged State Officer or National Trustee shall be entitled to counsel and shall be afforded due process to the same extent afforded members and Lodges herein. The President (or the Vice President, if the charges have been brought against the President) shall preside over such disciplinary hearing and shall resolve all questions of procedure and evidence.

F. No disciplinary action shall be taken upon a State Officer except upon three-fourths (3/4) vote of the Board of Directors entitled to vote.

G. A State Officer or National Trustee against whom discipline is imposed in accordance herewith shall be entitled to appeal the decision of the Board of Directors to the next Annual Conference. By taking the oath of office, each State Officer and National Trustee acknowledges and agrees that until and unless reversed by the Annual Conference, however, the decision of the Board of Directors shall be final.

1. An appeal by a State Officer or National Trustee shall be made by filing notice thereof with the Secretary within thirty (30) days of the decision of the Board of Directors.

2. The State Officer taking the appeal shall be permitted to address the Annual Conference for such time as the President shall deem appropriate (or the Vice President, as the case may be) shall be permitted an equal amount of time to respond thereto.

H. Any member of the Board of Directors who brings an allegation against another State Officer or National Trustee which allegation is found to be brought frivolously, or for personal gain or the result of personal animosities, shall, himself, be subject to discipline by the Board of Directors.

I. The Board of Directors shall seek advise on all evidentiary and procedural questions which may arise during the course of disciplinary proceedings under this Constitution.

ARTICLE 22 - Hearings

Section 1. Due Process. In respect to any disciplinary hearing conducted by any subordinate Lodge or the State Lodge, due process shall be afforded the parties thereto.

Section 2. Procedure. In all disciplinary hearings conducted by any subordinate Lodge or the State Lodge, the body conducting such hearing shall:

A. Require the complaint, charge or allegation be made under oath and in writing and provide such facts as may enable the charged party to be fairly apprised of the nature of the charge;

B. Ensure that the party charged is provided with a copy of such complaint, charge or allegation and given sufficient time, which in any event shall be not less than thirty (30) days, to prepare a defense, if any, thereto;

C. Conduct a hearing upon the matter during which the trier of fact shall limit the scope of the inquiry to the specific complaint(s), charge(s) or allegation(s) set forth in the written notice thereof;

D. Adhere to an order of procedure, which places the burden of proof upon the party charging the member, Lodge or State Officer;

E. Permit the parties thereto to introduce documents and exhibits and the testimony of witnesses in accordance with such rules of evidence as may be determined and applied uniformly by such body.

Section 3. Cause for Discipline. Discipline may be imposed upon a member or Lodge for any violation of the good of the order, including, but not limited to, the following:

A. Violation of the Constitution, Bylaws, the Ritual, oath or obligations of the State Lodge;

B. The unauthorized use or the abuse of the name or insignia of the Fraternal Order of Police, the Wisconsin State Lodge, Fraternal Order of Police, or the infringement of a trademark thereof.

ARTICLE 23 - Resolutions

Resolutions may be submitted for vote upon by the Delegates of the Annual Conference. Such proposed resolutions may be submitted at any time between or during the Annual Conferences, provided however, that each resolution shall be submitted not later than the recess of the next to last business session of the Annual Conference. All proposed resolutions shall be in writing, shall state the basis for the resolution, and shall be submitted to the State Secretary who shall review same for grammar, clarity and meaning.

ARTICLE 24 - Official Journal

Section 1. Operation. There may be an official publication of the State Lodge. The Board of Directors shall, through the Secretary, manage, supervise and control the official publication.

ARTICLE 25 - Official Order of Business

The Order of Business for all the Annual Conference shall be:

1. Reading Call for Conference.
2. Roll Call of Officers.
3. Appointment of Committee on Credentials.
4. Report of Committee on Credentials.
5. Roll Call of Delegates.
6. Appointments of other Committees.
7. Reading of rough minutes of previous meeting.
8. Introduction of Resolutions
9. Report of Board of Directors.
10. Reports of Officers.
11. Bills and Communications.
12. Reports of Committees.
13. Unfinished Business.
14. New Business.
15. Nomination of Officers.
16. Good of the Order.
17. Election of Officers.
18. Installation of Officers.
19. Adjournment.

Those portions of the foregoing Order of Business which may be applicable to the conduct of the ordinary business of the State Lodge shall also be adhered to in meetings of the Executive Board, the Board of Directors and such other official meetings of the State Lodge and/or its committees as may occur.

ARTICLE 26 - Parliamentary Procedure

No business shall be conducted without a quorum present. A quorum for the Annual Conference shall be a simple majority of the registered Conference Delegates. A minimum of at least five members of the Board of Directors attending a properly noticed Board of Director's Meeting, shall constitute a quorum at such Board meeting. A quorum shall consist of at least 5 members noted herein who attend a properly noticed Board of Director's Meeting. Any questions of procedure not covered by this Constitution or Bylaws or the National Constitution and Bylaws shall be governed by the most current issue of Robert's Rules of Order.

ARTICLE 27 - Official Ritual

There shall be an official Ritual of the Order, which shall be known as the Fraternal Order of Police Ritual.

ARTICLE 28 - Constitutional Amendments

Section 1. Proposing. Either an active member through a subordinate Lodge or a member of the Board of Directors may propose an amendment to this Constitution, which proposed amendment shall be submitted for consideration and vote by the Annual Conference. No proposed amendment shall become a part of this Constitution except upon a two-thirds (2/3) vote of registered Annual Conference Delegates.

Section 2. Submission. A proposed amendment to the Constitution shall be submitted in writing to the Secretary not less than sixty (60) days prior to the Annual Conference at which it is to be considered. Such proposed amendment shall be attested to by the Secretary of the Lodge submitting the same, or by the Secretary if proposed by the Board of Directors, and shall state the date of the meeting at which it was agreed that the proposal would be submitted for consideration by the Annual Conference. The Secretary shall distribute a copy of such proposed amendment and any related materials to each member of the Board of Directors, each subordinate Lodge Secretary, and the Chair of the Constitution and Bylaws Committee not less than forty-five (45) days prior to the next Annual Conference.

Section 3. Review. A proposed amendment shall contain the precise language of the proposed amendment, shall specifically set for the language to be added, deleted and/or revised, and shall identify each and every Article and Section of this Constitution affected thereby. Proposed amendments shall not be set forth-in resolution form, setting forth the basis for the proposed amendment. The Constitution and Bylaws Committee shall receive proposed amendments to the Constitution and shall review same for form, grammar, placement, and substance and shall report to the Annual Conference its conclusions and recommendations thereon.

ARTICLE 29 - Dues and Assessments

Section 1. Dues

A. Each subordinate Lodge shall pay directly to the State Lodge, an annual per capita tax for each member thereof, as established by a two-thirds (2/3) vote of the registered Annual Conference Delegates.

B. Each subordinate Lodge, shall collect and transmit to the Secretary per capita taxes and assessments as established herein together with a completed roster of the Lodge.

C. The annual per capita tax payable to the State Lodge shall be two (2) times the per capita tax or dues amount established by the National Fraternal Order of Police for each active member. This amount shall automatically adjust whenever the National Fraternal Order of Police changes its per capita tax, without requiring further amendment to this Constitution. The per capita tax may be paid in one (1) or two (2) installments in accordance with payments to the National Fraternal Order of Police. *(Effective beginning 2028 per capita cycle.)*

1. The first installment shall be paid in respect to all members in good standing

on October 1st of each year and shall become due and payable on November 1st of the same year. Said installment shall maintain a subordinate Lodge's good standing for the six (6) month period commencing on January 1 of the following year.

2. The second installment shall be paid in respect to all members in good standing on April 1st of each year and shall become due and payable on May 1st of the same year. Said installment will maintain a subordinate Lodge's good standing for the six (6) month period commencing on July 1 of the same year.

D. Each subordinate Lodge shall set their own dues, but in no case shall the dues be less than $15 (fifteen dollars) annually.

1. If a Subordinate Lodge fails to have it's Per Capita payment and required paperwork delivered to the State Lodge Secretary by the dates listed in Subsection C, the Lodge will immediately be Administratively Suspended. This Lodge and all Members thereof will not be considered to be "In Good Standing" until the dues and paperwork are received by the State Lodge Secretary.

2. In addition, if this Lodge does not have their dues and paperwork delivered within one month of the above stated deadline, this Lodge will not be eligible to receive matching funds from the State Lodge (as provided in Section 31, Section 3) during the following calendar year.

Section 2. Assessments. In the event that the Board of Directors determines by a vote of two thirds (2/3) of its members that an emergency exists and only in accordance with the procedure set in the By-laws, there may be assessed upon each subordinate Lodge an assessment in such amount as is determined to be required by the Board of Directors. No assessment shall become effective except upon a vote of two thirds (2/3) of the subordinate lodges voting in accordance with the provisions of the Bylaws.

ARTICLE 30 - Annual Budget

Section 1. Line Items. The annual budget of the State Lodge shall include an estimate of anticipated revenue, anticipated expenditures, and line item estimates of the needs of the administrative and operational functions of the State Lodge. Line items shall include, but not be limited to, the following:

A. Annual Conference and/or State Board Meetings

B. Programs of the State Lodge

C. Services of the State Lodge.

D. Management of the State Lodge.

Section 2. Limitation on Per Capita Tax Revenue Projections. At no time will the estimate of per capita tax revenue for any fiscal year exceed 95% of the actual per capita tax revenues collected in the immediately previous fiscal year.

Section 3. Budget Controls. Any other provision of these Bylaws notwithstanding, the President shall not approve any warrant or voucher in excess of the budgeted amount for any particular line item, or sub-line item account, except with the approval of the Executive Board. Each State Officer and employee will cooperate in the institution of and compliance with the annual budget of the State Lodge.

ARTICLE 31 - Fundraising

Section 1. Administration. All fundraising activities to be overseen by the Vice President shall include the following:

A. Job description for Director of Fundraising (DOF) that shall be approved by the Board of Directors.

B. Selection of DOF to be made by 2/3 majority of Board of Directors.

C. Fulfillment of DOF duties noted within the herein "Job description."

D. Negotiate any fundraising contracts to include telemarketing and/or direct mailing that the State Lodge may choose to engage in.

D. Main and primary point of contact from company conducting telemarketing and/or direct mailing services on behalf of the State Lodge.

Section 2. Funding. All expenses including DOF salary and reimbursement shall be approved by 2/3 majority of Board of Directors.

Section 3. The State Lodge shall match up to $500 per subordinate lodge one time each year for fundraising activities that a subordinate lodge may choose to engage in for a law enforcement related cause they deem worthy. To promote active subordinate lodge activity, cash donations over $20 per person are exempted from these "matching funds." Request for matching funds should be submitted by the subordinate lodge via letter to the Executive Board who shall approve said request per the terms outlined herein and as allowed by the budget.

ARTICLE 32 - Scholarship

Section 1. Funding. The State Lodge shall fund an annual scholarship program in as much as fundraising efforts can provide sufficient financial support. In the event annual fundraising efforts fall below $25,000 the scholarship program may by suspended by a 2/3 majority vote of the Executive board.

Section 2. Eligibility. Successful applicant shall submit a properly completed scholarship application as approved by Scholarship Committee that is posted on the State Lodge Website. Successful applicant must attend an accredited college or university during the year the scholarship is awarded.

Section 3. Administration. This annual scholarship program shall be administered by the Scholarship committee which shall be chaired by the Second Vice President. Said Scholarship committee shall consist of a minimum of 4 FOP (Wisconsin) members with the Chair casting a deciding vote if necessary. Selection of scholarship recipients shall be made no later than 60 days after the deadline for submission of scholarship applications with payment sent out after approval by the Executive Board.

ARTICLE 33 - General Counsel

Section 1. General Counsel. There shall be a General Counsel and, when necessary, Associate Counsel, designated by the President. The General Counsel and such Associate Counsel shall serve as legal representatives to the Wisconsin State Lodge, Fraternal Order of Police in all legal matters.

BY-LAWS

ARTICLE 1 - Name

Section 1. No member or local lodge shall use the name or insignia of the Wisconsin State Lodge, Fraternal Order of Police except as authorized by the Constitution, the Executive Board or set forth herein.

Section 2. The unauthorized use or the abuse of the name or insignia of the Wisconsin State Lodge, Fraternal Order of Police of the infringement of a trademark thereof by a member or local lodge, shall be grounds for discipline, including suspension, expulsion, removal from office, or revocation of lodge charter.

Section 3. The Secretary shall promulgate such rules as deemed necessary to protect, police, regulate and license the trademarks of the Wisconsin State Lodge and to ensure that the name and insignia of this Lodge is used only for the purposes established by and in accordance with the authority granted by the Board of Directors.

ARTICLE 2 - Character

Section 1. The State Lodge shall be cognizant of all matters of local, state and national scope and concern affecting the welfare and interests of law enforcement officers and their dependents. The Board of Directors, or in case of emergency, the President, shall take such immediate action as shall be necessary to safeguard the welfare or interests by providing aid and such other services as shall be required.

Section 2. In regional or national matters the Board of Directors or the President may provide such legal or technical advisory services as may be appropriate.

ARTICLE 3 - Definitions [RESERVED]

ARTICLE 4 - Membership

Section 1. Active Membership

A. Shall include retired members who remain active as full dues paying members.

Section 2. Honorary Membership

A. Surviving spouse

1. Closest local lodge is responsible for contacting and extending membership benefits.

ARTICLE 5 - Organization

Section 1. There shall be established such committees of the Wisconsin State Lodge as the Board of Directors or the President shall prescribe.

Section 2. The President and Vice President shall appoint members to committees in accordance with the provisions of Article 9 and Article 11 of the Constitution.

Section 3. Legislative Committee

A. There shall be a standing committee known as the Legislative Committee, the members and chairman of which shall be appointed by the President and Vice President in accordance with Article 9, Section 3 and Article 11, Section 2, respectively, of the Constitution.

A. The Legislative Committee shall, along with the FOP lobbyist, monitor the Wisconsin Legislature for legislation relevant to law enforcement, keeping the Board of Directors current on the activity of the relevant legislation.

B. The Legislative Committee shall make recommendations on support or opposition of relevant legislation.

C. The Legislative Committee may prepare and offer testimony on relevant legislation at various committees of the Wisconsin Legislature when appropriate.

D. The Legislative Committee shall review and report on the endorsement of political candidates.

E. The Legislative Committee shall be responsible for administering the WI FOP Political Action Committee.

Section 4. Annual Conference Site Review Committee

A. On an annual basis, the Executive Board of the WI State Lodge FOP shall select a location and date(s) for the Annual Conference. The Executive Board shall ensure that the Annual Conference held in odd years occurs at least 60 days before the National Conference.

B. The President and Vice President shall appoint an Annual Conference Committee in accordance with the provisions of Article 9 and Article 11 of the Constitution. The Chairman of the Annual Conference Committee shall be provided with a budget amount for the Annual Conference, and a range of dates during which the Annual Conference shall be held. The Chairman shall report to the Executive Board as

requested, regarding the planning and cost of the Annual Conference.

C. Said committee shall promulgate criteria by which each site shall be evaluated, which criteria shall include availability of appropriate number of hotel accommodations, meeting rooms, transportation facilities and such other criteria as the committee shall deem appropriate.

Section 5. Election Committee

A. There shall be a standing Election Committee which shall be comprised of not less than three (3) members, appointed by the President and Vice President in accordance with the provisions of Article 9, Section 3 and Article 11, Section 2, respectively, of the Constitution, who shall distribute the ballots and canvass the votes.

B. The Election Committee shall adopt rules and regulations for conduct of elections subject to the approval of the Conference.

C. After the polls have been declared closed, the Election Committee shall count the votes, determine how many have been cast for each candidate and report the results to the President and the Annual Conference.

Section 6. Constitution and Bylaws Committee

B. There shall be a standing committee known as the Constitution and Bylaws Committee, the members and chairman of which shall be appointed by the President and Vice President in accordance with Article 9, Section 3 and Article 11, Section 2, respectively, of the Constitution.

C. The Constitution and Bylaws Committee shall receive and consider proposed amendments to this Constitution and Bylaws and shall report thereon to the Annual Conference prior to its consideration thereof.

D. The Constitution and Bylaws Committee shall meet from time to time as deemed appropriate by the President in order to consider amendments to this Constitution and Bylaws deemed necessary by the Board of Directors and shall advise the President in respect to questions of constitutional interpretation that may arise from time to time.

Section 7. Chairman. The chairman of each committee created by the Board of Directors or the President shall submit a written report of the activities of the committee to the Secretary not less than ten (10) days prior to the commencement of the Annual Conference.

ARTICLE 6 - State Officers

Section 1. Any Officer, committee member, or member performing duties of or service for the State Lodge, whether by order of the Board of Directors or the President, shall receive a per diem allowance as determined by the Board of Directors. Such individuals shall also be entitled to reimbursement for mileage at the standard rate established by the Internal Revenue Service for business use, as well as for other necessary and reasonable expenses incurred in the service of the State Lodge. Each member seeking compensation from or reimbursement by the State Lodge shall furnish to the President, Secretary, or Treasurer a voucher which shall provide a detailed statement of expenses incurred, including mileage logs where applicable, and receipt(s) for amounts paid by him in the service of the State Lodge. Such voucher shall be approved or rejected by the President. Rejected vouchers may be appealed at the next Annual Conference.

ARTICLE 7 - Executive Board

Section 1. The Executive Board shall issue a report within sixty (60) days of each meeting thereof through the Secretary to each member of the Board of Directors.

Section 2. The Executive Board shall meet each year to establish a budget of line items in respect to each and every financial activity of the State Lodge for the next following fiscal year and shall submit same to each member of the Board of Directors within thirty (30) days thereof in order that said budget shall be approved at the next meeting of the Board.

Section 3. Due to the business of the Executive Board, its members shall receive all benefits of the National Fraternal Order of Police Fraternal Order of Police Legal Defense Plan. All costs to be provided by the State Lodge.

ARTICLE 8 - Board of Directors

Section 1. The Board of Directors, by the body as a whole or by delegation, shall:

A. Have ultimate responsibility for the physical property of the State Lodge.

B. Make a complete and itemized inventory and reconcile the same to he books and records of the State Lodge.

C. Within sixty (60) days after adjournment of the Annual Conference, through the Chairman, file with the Board of Directors a certified copy of such inventory.

D. Prescribe the amount and form of bond to be required of state officers from whom such bond may be required for the faithful performance of their duties.

E. Conduct an annual audit of the financial books and records of the State Lodge and, through the Chairman, report thereon to the Board of Directors.

F. Annually make a full and complete report to the Annual Conference of all business

transacted since the last Annual Conference.

ARTICLE 9 - President

Section 1. The President shall submit a written report to the Secretary not less than ten (10) days prior to the opening of the Annual Conference.

Section 2. At each meeting of the Board of Directors and Executive Board, he shall submit a full and complete report in respect to the business transacted by him since the last meeting of the Board of Directors together with such recommendations, as he may deem advisable.

Section 3. The President shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 10 - Immediate Past President

Section 1. Each Past President who shall serve upon the Board of Directors, whether pursuant to Article 10, Section 1 or Section 2, of the Constitution, shall submit a report in writing to the Secretary ten (10) days prior to the opening of the Annual Conference covering the period during which he served.

ARTICLE 11 - Vice President

Section 1. The Vice President shall submit a report in writing to the Secretary ten (10) days prior to the opening of the Annual Conference.

Section 2. The Vice President shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 12 - Secretary

Section 1. The Secretary shall prepare said reports in printed or electronic forms and furnish one (1) copy to each Delegate in attendance at the Conference, and one (1) copy to each subordinate Lodge who may not be represented at the Conference.

Section 2. At least twenty (20) days prior to the date of the Annual Conference, the President and/or Secretary of each subordinate lodge shall supply the Secretary with the names of each delegate representing the subordinate lodge, equal to the number of delegates to which such lodge may be entitles, at the Annual Conference.

Section 3. The Secretary shall be reimbursed for ordinary and necessary expenses incident to this office.

Section 4. The Secretary shall be responsible for the compilation, printing, and distribution of the Constitutions and these Bylaws.

Section 5. The Secretary shall be an *ex officio* member of the Annual Conference Site Review Committee.

ARTICLE 13 - Treasurer

Section 1. The Treasurer shall submit a written report to the Secretary ten (10) days prior to the opening of the Annual Conference.

Section 2. The Treasurer shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 14 - Second Vice President

Section 1. The Second Vice President shall submit a report to the Secretary ten (10) days prior to the opening of the Annual Conference.

Section 2. The Second Vice President shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 15 - Sergeant at Arms

Section 1. The Sergeant at Arms shall submit a report to the Secretary ten (10) days prior to the opening of the Annual Conference.

Section 2. The Sergeant at Arms shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 16 - Chaplain

Section 1. The Chaplain shall submit a report to the Secretary ten (10) days prior to the opening of the Annual Conference.

Section 2. Chaplain shall be reimbursed for ordinary and necessary expenses incident to this office.

ARTICLE 17 - National Trustee

Section 1. The Wisconsin National Trustee shall submit a report to the Secretary ten (10) days prior to the opening of the Annual Conference.

ARTICLE 18 - Subordinate Lodges

Section 1. Each subordinate Lodge shall maintain a bond or insurance in respect to the fidelity of those Officer or members having access to or control over the funds of the lodge.

A. Each subordinate lodge will be reimbursed by the State Lodge for their required fidelity bond or insurance upon submission of proof of bond, in the amount set by the Board of Directors.

ARTICLE 19 - Associate Lodges [RESERVED]

ARTICLE 20 - Auxilaries [RESERVED]

ARTICLE 21 - Discipline and Hearings

Section 1. In respect to any disciplinary hearing conducted by any lodge, due process shall be afforded the parties thereto.

Section 2. In all disciplinary hearings conducted by a lodge, the body conducting the hearing shall:

A. Require the complaint(s), charge(s) or allegation(s) be made under oath and in writing and provide such facts as may enable the charged party to be fairly apprised of the nature of the charge;

B. Ensure that the party charged is provided with a copy of such complaint, charge or allegation and given sufficient time, which in any event shall be not less than thirty (30) days, to prepare a defense, if any, thereto;

C. Conduct a hearing upon the matter during which the trier of fact shall limit the scope of the inquiry to the specific complaint(s), charge(s) or allegation(s) set forth in the written notice thereof;

D. Adhere to an order of procedure, which places the burden of proof upon the party charging the member, lodge or state officer;

E. Permit the parties thereto to introduce documents and exhibits and the testimony of witnesses in accordance with such rules of evidence as may be determine and applied uniformly by such body.

Section 3. Discipline may be imposed upon a member or lodge for any violation of the good of the Order, including but not limited to, the following:

A. Violation of the Constitution, these Bylaws, the Ritual, oath or obligations of the Order;

B. Acts of disloyalty to the Fraternal Order of Police;

C. Distribution or use of the membership list for any reason without the express permission of the Board of Directors; and,

D. The unauthorized use or the abuse of the name or insignia of the Fraternal Order of Police or the infringement of a trademark thereof.

ARTICLE 22 - [RESERVED]

ARTICLE 23 - Resolutions

Resolutions submitted for inclusion in the materials to be distributed at the commencement of the Annual Conference shall be accompanied by a statement, not to exceed one (1) page in length, setting forth the specific basis for the proposed resolution.

ARTICLE 24 - Official Journal [RESERVED]

ARTICLE 25 - Official Order of Business [RESERVED]

ARTICLE 26 - Parliamentary Procedure [RESERVED]

ARTICLE 27 - Official Ritual [RESERVED]

ARTICLE 28 - Bylaw Amendments

Section 1. In order to amend these Bylaws, a subordinate Lodge, State Lodge or a majority of the Board of Directors shall submit the proposed amendment to the Secretary not less than forty-five (45) days prior to the Annual Conference at which the proposed amendment is to be considered. The Secretary shall distribute such proposed amendment and any related materials to each subordinate Lodge Secretary and each State Officer not less than twenty (20) days prior to the Annual Conference at which such proposed amendment is to be considered. Upon adoption by a vote of two-thirds (2/3) of the registered Conference Delegates who are present on the floor at the time of the vote, the proposed amendment shall become part of these Bylaws.

Section 2. A proposed amendment shall contain the precise language of the proposed amendment, shall specifically set forth the language to be added, deleted and/or revised and shall identify each and every Article and Section of these Bylaws affected thereby. Proposed amendments shall not be set forth in resolution form but shall be accompanied by a statement, not to exceed one (1) page length, setting forth the basis for the proposed amendment.

Section 3. The Constitution and Bylaws Committee shall receive proposed amendments to these By-laws and shall review it for form, grammar, placement within these Bylaws and substance, and shall report its conclusions and recommendations thereon to the Annual Conference.

ARTICLE 29 - Dues and Assessments

Section 1. The Secretary shall transmit all funds collected in respect to per capita taxes and assessments to the Treasurer for deposit in the proper accounts and send proper paperwork to the National Fraternal Order of Police.

ARTICLE 30 - Annual Budget

Section 1. The Annual Budget of the State Lodge shall include an estimate of anticipated revenue, anticipated expenditures, and line item estimates of the needs of the administrative and operational functions of the State Lodge. Line items shall include, but not be limited to, the following:

A. Annual Conference and/or State Board Meetings

B. Office of the President

C. Office of the Secretary

D. Office of the Treasurer

E. The offices of other State Officers

F. Committees of the State Lodge

G. Contingency Fund