



NATIONAL ASSOCIATION OF POLICE ORGANIZATIONS, INC.

Representing America's Finest

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October 16, 2025

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Executive Director and
General Counsel

The Honorable Nicole Malliotakis
1124 Longworth House Office Building
United States House of Representatives
Washington, D.C. 20515

Dear Congresswoman Malliotakis:

On behalf of the National Association of Police Organizations (NAPPO), representing approximately 250,000 sworn law enforcement officers across the United States, I am writing to you to advise you of our support for H.R. 5475, the No Tax on Overtime for All Workers Act.

NAPPO supports the provision in H.R. 1, the One Big Beautiful Bill Act, that makes up to \$12,500 in overtime pay tax-free. Our nation's law enforcement agencies are understaffed, and officers are being forced to work overtime to ensure our communities are being served. Excluding \$12,500 in overtime pay from their taxable income would significantly help with the retention crisis facing the profession and provide financial relief to officers and their families.

Unfortunately, Section 7(k) of the Fair Labor Standards Act (FLSA) includes a partial overtime exemption for public safety employees. This exemption means these officers must work longer hours to be eligible for overtime under the FLSA than virtually all other overtime-eligible employees and do not begin to receive overtime under the FLSA until they work the equivalent of at least a 43-hour week. The No Tax on Overtime for All Workers Act seeks to fix this inequality and ensures that all public safety officers can benefit from this tax protection.

We thank you for your leadership on this issue and we look forward to working with you to pass this important legislation. If we can provide any further assistance, please feel free to contact me at: (703) 549-0775.

Sincerely,

William J. Johnson, Esq.
Executive Director