



NATIONAL FRATERNAL ORDER OF POLICE®

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PATRICK YOES
NATIONAL PRESIDENT

JIM PASCO
EXECUTIVE DIRECTOR

7 November 2025

The Honorable John E. James
U.S. House of Representatives
Washington, D.C. 20515

Dear Representative James,

I am writing on behalf of the members of the Fraternal Order of Police to advise you of our support for H.R. 3304, the "Providing Child Care for Police Officers Act," and to ask you to once again cosponsor this important legislation.

Law enforcement officers have extremely demanding jobs, which are made even more difficult by the often-unconventional hours and the stresses of shift work. It is even more challenging for officers with young children. Many of these officers tend to work nights or have non-traditional hours and therefore may not have viable options for affordable childcare. Since most childcare programs only operate during traditional hours, these programs are often unable to accommodate law enforcement families.

The bill addresses this issue by authorizing \$24 million each year for Fiscal Years 2026 through 2030 to help agencies establish these childcare programs. Of these funds, 20% will be directed at assisting departments with fewer than 200 officers to ensure that smaller departments are not overlooked.

This bill will also improve recruitment and retention efforts across the country for future officers as it will incentivize potential officers with young children who have reservations about joining due to the lack of reasonable childcare options. If we as a nation are to address the retention and recruitment crisis in law enforcement, we must be prepared to invest and innovate. This legislation is a good first step.

On behalf of the more than 382,000 members of the Fraternal Order of Police, I thank you for your past support of this bill and urge you to cosponsor this measure once again. If I can provide any additional information about this bill, please do not hesitate to contact me or Executive Director Jim Pasco in our Washington, D.C. office.

Sincerely,

Patrick Yoes
National President

cc: Mike Sauger, President, Michigan State Lodge
Joe Adams, National Trustee, Michigan State Lodge

