

August 25, 2026

To the National Tactical Officer's Association Board of Directors:

As a current member of the National Tactical Officer's Association (NTOA), I am writing this letter to offer my highest recommendation in support of Major Todd Payne's candidacy for a position on the NTOA Board of Directors, Eastern Region.

I first met Major Payne in 2002 when I joined the Orange County Sheriff's Office SWAT Team. At that time, he was serving as an Assistant Team Leader with SWAT and a sergeant in the Gang Unit. Even then, his leadership, tactical expertise, and unwavering commitment to excellence were evident. Since then, I've had the privilege of working closely with him—particularly since 2014, when he assumed the role of SWAT Team Commander and I was serving as an Assistant Team Leader.

In 2018, after promoting me to Team Leader, he selected me to be part of our agency's first full-time SWAT contingent—a major milestone that he was instrumental in developing. This effort required close collaboration in both operational and administrative capacities. I witnessed firsthand his ability to navigate complex challenges, implement innovative strategies, and build a strong, cohesive unit focused on mission success and officer safety.

Throughout the years, Major Payne has consistently demonstrated a deep understanding of tactical operations, team dynamics, and law enforcement leadership. From managing high-risk incidents to crafting team policies and training programs, his contributions have helped elevate the capabilities and professionalism of our SWAT team and the Orange County Sheriff's Office.

With over 23 years of SWAT experience, Major Payne brings a wealth of practical knowledge, sound judgment, and a steadfast dedication to the tactical community. His insight and leadership will undoubtedly be a tremendous asset to the NTOA Board, its members, and the law enforcement community.

Respectfully,

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