

August 23, 2026

To Whom It May Concern,

It is with great enthusiasm that I recommend Major Todd Payne for a position on the Board of Directors for the National Tactical Officers Association (NTOA). As his immediate supervisor, I have had the privilege of working with Major Payne throughout his distinguished career and can state without hesitation that he would be an exceptional asset to the NTOA Board.

Major Payne brings 36 years of law enforcement experience, including 23 years of dedicated service on SWAT. His extensive tactical background is further underscored by 10 years as a SWAT Commander, a role in which he consistently demonstrated sound judgment, calm under pressure, and mission-focused leadership.

His command capabilities extend well beyond traditional SWAT responsibilities. As the Commander of the Orange County Sheriff's Office High Risk Incident Command, Major Payne oversaw not only SWAT, but also the Hazardous Devices Team, Hostage Negotiations Team, Emergency Response Team, Critical Incident Management Team, Technical Operations Team, and an Intelligence Team. His ability to lead such a diverse and high-performing group is a testament to his strategic vision, operational acumen, and unwavering commitment to officer and public safety.

Major Payne's leadership has been tested and proven during numerous complex, high-risk events including civil unrest, major hurricanes, out-of-county deployments, and critical incidents to include hostage rescue operations. In every instance, he brought professionalism, experience, and steady leadership to bear, earning the respect of his peers and the trust of the communities he continues to serve.

Major Payne's tactical knowledge, combined with his proven leadership, makes him an ideal candidate for the NTOA Board of Directors. His insights would not only benefit board deliberations but would also further the NTOA's mission of enhancing the safety and effectiveness of law enforcement tactical operations nationwide.

I wholeheartedly support Major Payne's candidacy and am confident that he will make a valuable and lasting contribution to the NTOA Board. Please feel free to contact me if you require any additional information.

Sincerely,

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