



CODE T H R E E

A Palm Beach County P.B.A. Official Publication

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PUBLISHED QUARTERLY FOR MEMBERS

JULY 2012

"Always vote for principle, though you may vote alone, and you may cherish the sweetest reflection that your vote is never lost." ~John Quincy Adams

"The ignorance of one voter in a democracy impairs the security of all." ~John F. Kennedy

"Hell, I never vote for anybody, I always vote against." ~W.C. Fields

"Bad officials are elected by good citizens who do not vote." ~George Jean Nathan

*"Politics, it seems to me, for years, or all too long, has been concerned with right or left instead of right or wrong."
~Richard Armour*

"Politics is the gentle art of getting votes from the poor and campaign funds from the rich, by promising to protect each from the other." ~Oscar Ameringer

"The idea that you can merchandise candidates for high office like breakfast cereal - that you can gather votes like box tops - is... the ultimate indignity to the democratic process." ~Adlai Stevenson

"The future of this republic is in the hands of the American voter." ~Dwight D. Eisenhower

"Our elections are free - it's in the results where eventually we pay." ~Bill Stern

"The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men." ~Lyndon B. Johnson

"The margin is narrow, but the responsibility is clear." ~John F. Kennedy

"Those who are too smart to engage in politics are punished by being governed by those who are dumber." ~Plato

*"Political campaigns are designedly made into emotional orgies which endeavor to distract attention from the real issues involved, and they actually paralyze what slight powers of cerebration man can normally muster."
~James Harvey Robinson*

"A vote is like a rifle; its usefulness depends upon the character of the user." ~Theodore Roosevelt

*"Elections are won by men and women chiefly because most people vote against somebody rather than for somebody."
~Franklin P. Adams*

*"The man who can make others laugh secures more votes for a measure than the man who forces them to think."
~Malcolm De Chazal*

"People who don't vote have no line of credit with people who are elected and thus pose no threat to those who act against our interests." ~Marian Wright Edelman

"When you get ready to vote, make sure you know what you are doing." ~Robert Hunter

YOUR VOTE WILL
AFFECT YOUR
FUTURE!
VOTE FOR THE
PBA ENDORSED
CANDIDATES ON
PAGE 11.



President's Message

John Kazanjian

I am more pissed off for this installment than most others before. We've had four officer involved shootings at the Palm Beach County Sheriff's Office, one in West Palm Beach and one in Boynton Beach in the last few weeks, and the media attention is on **our** members? Anybody out there concerned at all about a series of bold and unprovoked attacks on law enforcement officers (and a K-9, too)? A West Palm Beach officer gets shot in the shoulder in a clearly marked police car, a uniformed PBSO lieutenant takes a bullet and so does the K-9 out in front of him, another guy goes running and gunning down the street with deputies after two carjackings and shooting up at a PBSO helicopter, and video captures a guy shooting at Boynton Beach officers and wounding one, and **our** members' conduct is in the cross-hairs? A PBSO sergeant gets jumped in a dark parking lot after identifying himself as a deputy sheriff, and another guy tries pulling a gun on a deputy trying to sort out alcohol-fueled fights spread across another dark parking lot, and **our** members are the ones getting challenged?

I'm more than sick and tired of the armchair critics and loose-cannon lawyers trying their cases in front of the cameras. Their claims are reckless with the facts and recklessly ramping up more recklessness. While some lawyers looking to profit from the tragedies is nothing new, a wannabe sheriff doing it is an all-time low.

Reluctant though we are to go negative unless that line is crossed against us, it's been crossed by a guy running for Sheriff in Palm Beach County, and running his mouth at meetings about how these shootings wouldn't have happened on his watch. Trust me when I tell you: I know how hard it is for a family to cope with the loss of a loved one. But, trying to advance a political career on tragedy, as Joe Talley is trying to do, really is despicable. He's made it clear that, as Sheriff, he won't wait for the facts to decide who's at fault in his deputies' deadly encounters. And Joe's accounts of PBSO employees not supporting Sheriff Bradshaw are every bit as skewed as the self-serving things he's saying about the shootings. You can count on Joe to check which way the wind is blowing before he'll back up his own people, and you can be sure he doesn't have a clue about what the people working with Sheriff Bradshaw have to say. If you happen to stumble across a Talley campaign event, take a look at the cast of characters around him. If that doesn't motivate you to GET OUT AND VOTE FOR RIC BRADSHAW, then I don't know much else that will.

The PBA is proud to endorse RIC BRADSHAW FOR PALM BEACH COUNTY SHERIFF, and we expect the thousands of people who work with him and know him best will vote for him on **August 14, 2012**. Enough said.

Don't forget about the National Association of Police Organizations ("NAPO") convention we're hosting in July. We're going to need volunteers so please call or come by the office and see Gail or Suzanne if you can help.

We're hoping to be in the new building by the middle of July, marking the end to Phase 1. Phase 2 will be the tearing down of our current building and the completion of our parking lot. If all goes well, our grand opening should be in August or September.

As recent events have shown, despite the sunshine and palm trees, we don't live in Shangri-La. It's more dangerous out there than before. Be careful and be safe.

EVERYONE STAY SAFE

Ric Bradshaw For Sheriff

Submitted by D/S C. Nicastro, PBA App. Rep

Election time is here again. There are three (3) individuals running for Sheriff Bradshaw's job.

They must be kidding! Who would vote against Sheriff Bradshaw?

We all know how much good he has done for this county and its citizens. None of them stand a chance of beating Sheriff Bradshaw.

Members of the Sheriff's Office: we all have to demonstrate our appreciation for all Sheriff Bradshaw has done for our Department. Every year he fights to get us the best for us to be able to perform our jobs such that we may continue to provide great service to the people of Palm Beach County.

Let's all show Sheriff Bradshaw how much we really appreciate all he's done for us and the good people of Palm Beach County.

EVERY VOTE COUNTS!

Officer of the Month



HAVE YOU MADE YOUR NOMINATION?

Submit the names of your nominees before the end of every month.

Send your submissions to

Gail@pbcpba.org

Officer Of The Month



THE CODE THREE

Officer of the Month - January 2012

Delray Beach Detective Jason Jabcuga

Nominated by: Officer Rodney Stevenson

In 2011, the Delray Beach Police Department responded to a call of two suitcases found floating in a canal. The suitcases contained the bodies of two children under ten.

Det. Jabcuga began a lengthy investigation into the matter whereby a 3rd body, an adult female, was located. In his nine month investigation, Det. Jabcuga positively identified a suspect in all three murder cases. He presented his cases to a grand jury that issued three 1st-Degree murder indictments on the suspect.



Delray Beach Det. Jason Jabcuga

Officers of the Month - February 2012

PBSO Sgt. William Gale, Agent Keith Stokes & D/S Chad Booth

Nominated by: Palm Beach County PBA

On February 10, 2012, a 911 call advised that there was an armed gunman in the parking lot of the credit union at Summit Boulevard at Congress Avenue.

At the scene, the gunman fired at PBSO Sgt. William Gale. Sgt. Gale yelled: "Sheriff's Office, put down the rifle." The gunman pointed his rifle directly at Sgt. Gale who shot the gunman in center body mass. The gunman fell but sat up on the ground with the rifle inches away from his grasp.



PBSO Agent Keith Stokes, Sgt. William Gale, & D/S Chad Booth

Agent Keith Stokes and D/S Chad Booth approached to secure the rifle. The gunman reached for the rifle's trigger and Agent Stokes and D/S Booth shot their handguns. The gunman was deceased at the scene. Because of the courage and quick work of all three men, no innocent people were injured.

Officers of the Month - March 2012

West Palm Beach Officers Rade Momirovich and Covelle Padgett

Nominated by: Palm Beach County PBA

On March 5, 2012, a call came out that shots were fired and a victim was shot in the neck. A suspect (dressed in all black) jumped out between two parked cars and shot multiple times at West Palm Beach Officer Rade Momirovich while he was seated in his vehicle. Officer Momirovich returned fire. The suspect began to chase Officer Momirovich. Officer Covelle Padgett shot the suspect to prevent him from shooting Officer Momirovich.

Officer Momirovich reloaded and shot the suspect several more times. The suspect was deceased at the scene. Because of the good and courageous police work of these officers, likely many other lives were saved.



West Palm Beach Officer Rade Momirovich



West Palm Beach Officer Covelle Padgett

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 Palm Beach County PBA
 2100 N. Florida Mango Road
 West Palm Beach, FL 33409-6400
 (561) 689-3745
 Ernie George - Editor
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Code Three is dedicated to the advancement of the law enforcement profession through better and stronger community relations. The opinions expressed in this publication are not necessarily the opinions of the Palm Beach County Police Benevolent Association.

Members or readers submitting letters to the editor or articles for publication are requested to adhere to the following: Submit letters or articles to: Palm Beach County PBA, Code Three, 2100 N. Florida Mango Road, West Palm Beach, FL 33409-6400. Letters and articles must be accompanied by the writer's true name and address. The name, but not the address, will be published with the article. All articles submitted for re-publication must be accompanied by a statement giving permission for the Code Three to republish the article. Unsigned letters and articles will not be used. The editor reserves the right to add an editor's comment to any article or letter submitted.

Disclaimer: \$12.00 of your dues per year is used for Political Committee/Committee of Continuous Existence Funds. The PBA opened a Justice PAC and active, individually billed members will contribute \$15.00 out of their dues to this PAC. IF YOU CHOOSE NOT TO GIVE THIS AMOUNT, PLEASE NOTIFY THE PBA IN WRITING.

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Don't Miss Out on participating in the new construction of the Palm Beach County PBA Memorial... Purchase a Paver in support of this Project!



The Palm Beach County PBA is reaching out for financial support to complete its PBA Memorial. Please see our different sponsorship levels. If you wish to contribute, please choose from the following sponsorship levels:

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Sheriff/Chief Sponsorship	\$5,000
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TIME IS RUNNING OUT! THERE ARE A VERY LIMITED NUMBER OF PAVERS STILL REMAINING. PLEASE ORDER YOURS NOW BEFORE THEY'RE ALL GONE!

PAVER PURCHASE

Please print legibly. Letters can be all uppercase or a combination of uppercase & lower case. Bricks will be engraved **exactly** the way this form is filled out by the donor. Please double-check your spelling. To complete your paver contribution, please choose from the following brick sizes and mail your contribution along with this form.

4" x 4" Brick @ \$100 each Qty: _____

3 Lines of Text – 14 Characters (including spaces) Per Line

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Memorial Brick Agreement

I, _____, acknowledge that the Memorial Brick is owned by and will remain the property on-going of the **Palm Beach County PBA**. The PBA Memorial Brick(s) placed at the Memorial Site will be installed directly into the sidewalk and will become part of the PBA's property. My donation to the PBA Memorial walkway will cover the cost of the brick, engraving, installation, and certificate. All remaining funds, if any, will be deposited into the PBA Charity Fund and are non-refundable.

Thank you for your generous support of the Palm Beach County PBA Memorial Walkway!



Ten Thirty Three

“Unlawful Binding Interest Arbitration” and Other Florida Profundities: Actually, it’s worse than you thought.

Submitted by Gary Lippman, General Counsel

In a series of cases culminating in April 20, 2012 Final Orders by our Public Employees Relations Commission (“PERC”) the Miami Association of Fire Fighters challenged the City of Miami’s declaration of “financial urgency;” by which the City sought to modify a collective bargaining agreement in effect between the IAFF and the City of Miami. There were two (2) separate cases in consequence of the parties’ unfair labor practice charges against each other. The 2 cases were consolidated, but PERC severed the 2 cases in order to issue 2 separate final orders. This issue’s installment is about the lowlights of these recent cases.

One of PERC’s Final Orders related to the City’s charge that the IAFF unlawfully tried to circumvent PERC’s exclusive authority with regard to impasse proceedings and the “financial urgency” statute; ss.447.403 and 447.4095, Florida Statutes, respectively.

The short strokes here are as follows. The City and the Union had a contract set to expire in its final year, September 30, 2011. In the year before the contract was going to expire the City experienced “a budget deficit,” and declared “financial urgency” pursuant to s.447.4095, FS. The “financial urgency” provision animates a fast-tracked and closed-ended period of “negotiations which shall not exceed 14 days;” after which the normal impasse provisions apply. As you all know well, the normal impasse procedures end with your employer’s “legislative body.” The arbitration-like dispute proceedings before the PERC (or mini-PERC) Special Magistrate result in his or her “Recommended Decision,” which winds up with the dispute being resolved finally by your City Council, or City Commission, or County Commission. In other words: the putative “arbitrations” in Florida pertaining to unresolved collective bargaining negotiations’ disputes/“impasses” are **not** “binding;” whereas disciplinary and/or contract interpretation arbitrations **are** final and “binding” (with notable extraordinary exceptions).

In any event, knowing the City intended to modify the contract in effect because of its declared “financial urgency,” the Union filed a class grievance to stop the City, which went to contractual arbitration. The arbitrator ruled against the Union and denied the grievance. The Union then went to circuit court and tried by way of a declaratory action to get the term “financial urgency” declared unconstitutionally vague. The circuit court ruled against the union and denied the request for declaratory and injunctive relief (subsequently “affirmed” in the 3rd District Court of Appeal).

After the City declared its compressed “financial urgency” negotiations with the Union at impasse, the City Commission enacted a Resolution unilaterally modifying the firefighters’ wages, health insurance, and the pension plan. And the City Commission did all of this **before** the impasse hearing. Sounds like an unfair labor practice, doesn’t it? While we all know the impasse proceedings result only in a “Recommended Decision” a City Commission freely can ignore, wouldn’t you think that at a minimum the law would require the “legislative body”/City Commission to wait until **after** the impasse proceedings; that the pretense of due process couldn’t be ignored?

The statutory scheme applying to public employees’ contract disputes is based upon a separation of powers theory more accurately identified as a legal fiction when it comes to public employment. As a branch of government traditionally separate from the chief executive and populated by elected representatives, city commissions are given final authority to resolve public employees’ contract disputes on the theory they will act in their **representational** capacity; as elected representatives of their taxpayer/citizen consumers of the public employees’ services, and representatives also of the employees (often residing within their jurisdictions). As the elected representative of those two constituencies, the city commission/“legislative body” is tasked by law to hold a hearing, to hear the competing interests of the chief executive and the public employees, and to “[t]hereafter . . . take such action as it deems to be in the public interest, including the interest of the public employees involved, to resolve all disputed impasse issues.”

The laws applying to these public employment disputes are written as though the “legislative body” can function as an objective neutral after its receipt of the PERC special magistrate’s findings and “recommendations.” This notion is the reason for the statutory cone of silence that descends upon the “legislative body” immediately when one or the other side in the dispute (or both) formally “rejects” any special magistrate recommendation; an “insulated period” goes into effect during which neither the city manager nor the employees may discuss the dispute with any commissioner **until** the open public hearing is had.

If city commissioners were not composed of part-time “legislators” who hire (and fire) city managers to do their bidding, by whom they as a “body” are represented full-time, with whom they establish the objectives for employees’ contracts in advance of bargaining, and to whom they give authority to bargain and secure those objectives, then a more compelling argument

might be made that city commissions can function as objective neutrals in resolving disputed impasse issues. **If** the city manager was not the “legislative body’s” representative, in fact and by law in collective bargaining with city employees, then there might be some separation of powers; the “insulated period” as a prohibition against ex parte communications with the dispute’s arbiter(s) would be consistent with the separation, and the notion such legislative bodies can act in their purely representational capacity (“in the public interest, including the interest of the public employees involved”). The laws applying to these public employee contract disputes are written as though the “legislative body” is not the actual **employer**.

Example 1: The end to another year of your employment is at hand. You go to your employer and ask her if she’s given any thought to what your pay will be for the upcoming year. [“Demand bargaining”]. You propose a raise in your rate of pay; she says she’d prefer a one-time lump sum based on a small percentage she intends to give all employees. [“Negotiations”]. No agreement and no handshake. [“Impasse”]. You come back another day and plead your case for a raise; long service, loyalty, long hours, challenging work, good work and work ethic. [Impasse “proceedings”]. Your boss says you’re going to get a one-time lump sum based on a small percentage she’s going to give all employees. [All disputed impasse issues resolved].

With the City of Miami cases, PERC abandoned the legal fictions and dispelled the pretense of due process in public employees’ impasse disputes relating to “financial urgency.”

Drawing on the first sentence of s.447.4095, FS., the PERC Hearing Officer assigned to the Union’s unfair labor practice charge concluded that once the City declared “financial urgency” it didn’t have to wait for the impasse hearing before gutting contractual wages, hours and/or any other terms and conditions of employment (including pension provisions). Because the statute governing “financial urgency” fast-tracks the parties to meet “as soon as possible to negotiate the **impact** of the financial urgency,” and because “impact” bargaining is a legal term of art applying to bargaining over changes to things exclusively within “Management rights” to change: no harm, no foul in going ahead with the change(s) **before** anyone gets to say “good morning special magistrate!” (After all, literally, the employees’ union still has the “right” to the “legislative body’s” resolution of the changes’ “**impacts**.”)

Example 2: You’ve climbed up into the ring for a boxing match. The referee calls you and your opponent to the center of the ring to remind you of the rules and directs you to touch gloves before going back to your respective corners and await the bell. You extend your glove to make the touch; your opponent delivers a devastating one-two combination. The referee administers the ten count, raises your opponent’s hand and everybody goes home. The promoter makes sure you get your percentage of the purse, but agrees to split with you the costs of the ambulance and your medical attention.

While Example 2 would violate the Marquess of Queensberry Rules established in 1867, your legislative body’s decision to devastate your wages, hours and terms and conditions of employment **before** the “contest” doesn’t violate the rules governing disputes arising from your employer’s declaration of “fiscal urgency.”

So, the Union lost its challenge to the City’s changes to its contract **before** the impasse hearing; its unfair labor practice charge against the City was denied.

There remained, however, the City’s unfair labor practice charge against the firefighters’ union: for trying to stop the City’s changes to its contract by filing a grievance, and for going to court twice; all of which efforts failed. The City’s ULP alleged that the Union’s efforts were an illegal attempt to circumvent PERC’s exclusive jurisdiction and authority under the Chapter 447 proceedings animated by the City declaration of “financial urgency,” and that the illegal evasions delayed the impasse’s resolution. I’m running out of space here, so I’ll spare you the analyses of the various claims. Suffice it to say the PERC hearing officer and the Commission agreed that the Union’s efforts were legitimate, and that the City’s ULP against the Union properly was denied. The Commission reversed the hearing officer’s award of attorneys’ fees and costs to the Union as a “prevailing party,” however, based upon distinctions between a statutory “**financial emergency**,” a provision in the parties’ contract that defined “**a true fiscal emergency**” (a basis for the grievance), and the Chapter 447 provision’s “**financial urgency**,” among other things.

Along the way, central to the hearing officer’s and the Commission’s considerations, was whether the Union’s purpose with its grievance and court actions was “to force the City to engage in unlawful binding interest arbitration.” While I’m well-acquainted with the non-binding nature of special magistrate impasse proceedings since moving to Florida, I confess: In 25 years of labor and employment law practice I never had occasion to read a sentence alleging a party to a dispute had tried “to force the [other] to engage in unlawful binding arbitration.” The words “**unlawful binding arbitration**” stuck in my head and triggered the thought process culminating in this installment; that the thing most frightening to public employers is the prospect of due process in the resolution of contract disputes with their employees. To part-time legislators, for whom such noble public service additionally may advance their day jobs and provide ready access to guns and badges, the thought of an independent neutral judging their avocational public employment practices is paralyzing.

PERC’s decisions in these cases have transformed mandatory subjects of bargaining (e.g., wages, health insurance, and pensions) into matters subject only of “impact” bargaining whenever a public employer claims “**financial urgency**.” While PERC wouldn’t define “**financial urgency**,” it found that “it is not necessarily a financial emergency or bankruptcy.” Whatever a “**financial urgency**” may be, it’s enough now for a public employer to go ahead and break a contract.

With no right to strike, and with binding arbitration also “unlawful,” public employees’ in Florida are hostage by design to legislative bodies; relying for wages and terms and conditions of their employment and their retirement upon politicians’ relative considerations, “including the interest of the public employees.” If only public employers’ collection of union dues could be made “unlawful,” in addition to unions’ political uses of that money, those pesky public employees’ contracts would never be a problem.

WELCOME NEW MEMBERS!

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 Frank Digsby - Delray Beach
 Michael Heneks - PBSO
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 Brian Gibson - Lantana
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JUNE

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 Christopher Conrad - MCSO
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 William Stewart - PBSO
 Jason Sheldon - Greenacres
 Thomas Hannigan Jr - PBSO
 Adam Price - PBSO
 Justin Doyle - MCSO
 Michele Mathews - PBSO
 Patrick Roedel - Boynton Beach

Retirement vs. Working

Submitted by Lt. M. Rispoli
 Palm Beach Gardens PD, Retired

When I was younger and growing up, I had heard that retiring young was the ultimate goal. Now that I have been retired for nearly two years, I have some observations I would like to share. For all of you still working, there is life after retirement. You will never be bored unless you choose to be bored.

I often hear from people: "You're too young to be retired." I find that interesting with all my gray hair and feeling the aches and pains that come from wearing a gun belt and vest for years.

While working, it seems you can put up with a lot because you simply have to put up with it. Working in an environment with many negative influences can take its toll on a person. Politics, injustices, shift work, service calls, etc. will definitely take a toll on any individual.

Some administrations don't care what occurs to the employee when exposed to these conditions over time. You are a means to an end. Many administrators have their own agenda and "loyalties."

Having been called an administrator, I explored all options when faced with making decisions, but the employee(s) were first in my thoughts and the impacts my decision(s) could have on them.

Law enforcement is changing and we must have leaders that can change with the times to keep our employees safe and healthy for the long haul to retirement.

After all, it is better to have an army of deer led by a lion, than an army of lions led by a deer.

Stay safe.

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Martin County

William Snyder (R) Sheriff (Primary)
 Doug Smith (R) Commissioner, District 1 (Primary)
 Patrick Hayes (R) Commissioner, District 3 (Primary)



PBSO Wildlands Taskforce

Submitted by PBSO D/S James Edelstein

This past June the PBSO Wildlands *Taskforce* hosted its 5th Annual Multiagency Training Seminar. This event was attended by Police Agencies who are represented by the PBA from throughout the county, as well as FWC and guest speakers from the SAO and other agencies.

Due to the tight training schedule and the remote site, the traditional “cop lunch” was not feasible. However, the last thing we wanted were hungry cops roaming around in the woods hungry. So, the Wildlands Deputies decided long ago that this

would be a day that we would feed the attendees to make the training more enjoyable for all.

Many thanks go out to Kevin Igo, Ray Griffith and the PBA grill guys for their continued support in making this training a success by putting out a gourmet spread. The food always receives a great deal of compliments, even from award winning BBQ chefs who happened to be in attendance.

We look forward to the PBA's assistance for years to come.



Palm Beach Co. PBA New Banquet Hall

We are now accepting rental reservations for dates beginning in October 2012, for our brand new 3,600 square ft. Banquet Hall.

The hours of operation for the Hall will be 11:00 a.m. - Midnight

Fees for use of the Banquet Hall: \$750.00 + sales tax for non-members \$500.00 + sales tax for members
There will be a two dollar (\$2) per chair set up fee.

Catering: Only PBA approved caterers will be allowed to service events.


Alcoholic Beverages: No alcoholic beverages will be permitted to be sold at an event!! If you're planning to have alcohol served at your event and utilize the bar, you must hire our bartenders. The fee is set at \$100.00 per bartender.

Capacity: Maximum capacity for events at the Hall is 250 people.

If you have questions or wish to make a reservation contact:

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Police Explorers Challenge

Submitted by Officer Salvatore Arena, Delray Beach Police Department

A very special thanks needs to go out to the Palm Beach County PBA and their fantastic "Grill Team." On Saturday April 14, 2012, over 200 Police Explorers and advisors, from Delray Beach to St. Lucie County, participated in an all day challenge. The challenge was held at the Martin County Fairgrounds, from 8:00 AM to 5:00 PM. As one can imagine the preparation and organization that goes into this type of event is tremendous. This type of event requires planning for each of the challenges, registration, training, transportation and meals. For most of the explorer posts the meals require a lot of preparation and planning. When I called PBA President Mr. Kazanjian and explained

the event, he without any hesitation told me that the Palm Beach County PBA would sponsor the lunch and provide us with their "World Famous" grill team. The grill team did an outstanding job feeding over 200 of us at one time. Everyone loved the burgers, hot dogs, chips and cookies. As if that wasn't enough, they also provided all the fixings, plates and napkins, making it very easy for each post to feed lunch to their Explorers.

Once again, on behalf of the Gulfstream Council Learning For Life, all the Police Explorers and their advisors, a heartfelt thanks goes out to the Palm Beach County PBA and their very special "Grill Team."



Two Documents For Success

Submitted by Randy Lee, President, Financial Planner, Lee Wealth Solutions
2074 W. Indiantown Road, Suite 205, Jupiter, FL 33458

In the years I've been in the financial advisory business I've noticed 3 common traits among my most successful and happy clients:

- 1) They prepared a **formal written retirement plan** and revisited it periodically
- 2) They prepared a **formal executed estate plan**
- 3) They **spend less than they make and keep their taxes as low as possible** (probably because they did 1 & 2). It really may be that simple!

Formal written retirement plan: preferably done by a *professional financial planner*. It may seem easy, but you can't put a price on experience. Most planners are very reasonable in their fees with some charging a flat fee and some including it as part of their service as good faith. It only makes sense that someone who has been in the business for years and prepared potentially hundreds of plans for clients has the edge over someone who has limited experiences in the field, and is only planning for themselves.

Formal Executed Estate Plan: this is in case you die and, although I am not an attorney, I recommend it be done by a "Trust and Estate" attorney. A typical plan usually includes documents like a Will, Living Will, Durable Power of Attorney, Health Care Power of Attorney, and others. I can't stress how important it is to have these documents in place. I know that preparing them may be like admitting you're going to die one day, and I know that attorneys charge fees for their services. However, the potential for huge savings in estate taxes and legal fees (not to mention relieving some of the grief your family would be going through) makes this one of the best investments you may ever make. If you need referrals to a local attorney just email our firm at: HollyLee@LeeWealthSolutions.com

It has been my experience that by completing the first two written plans somehow miraculously causes most clients to feel relieved and allows them to anticipate a less stressful retirement.

Lee Wealth Solutions is a boutique financial planning firm serving clients throughout the State of Florida, as well as many other states. Our web address is www.LeeWealthSolutions.com. **Appointments may be made by calling 561-747-0455.**

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Do not talk to anyone until you have consulted with a PBA ATTORNEY!

PROTECT YOUR RIGHTS

The following statement should be written as the first sentences on any statement, report, or memorandum an officer is ordered to write when the officer knows or has a reasonable belief that discipline may result:

It is my understanding that this report is made for administrative, internal police department purposes only. This report is made by me after being ordered to do so by lawful supervisory officers. I have not been permitted a reasonable amount of time to confer with a PBA representative or attorney. It is my understanding that by refusing to obey an order to write this immediately, that I can be disciplined for insubordination and that the punishment for insubordination can be up to, and including, termination of employment. This report is made only pursuant to such orders and the potential punishment/discipline that can result for failure to obey that order.

Don't delay! Sign up for E-PBA at www.flpba.org

2012 Scholarship Awards

The Palm Beach County PBA Charity Fund (which is comprised of Scholarship Awards from the Palm Beach County PBA, the Kaitlin Kazanjian Scholarship Fund, the Brian Chappell Memorial Scholarship Fund, the Robert Preston Scholarship Awards and the Annie Tartaglione Education Scholarship Awards) is pleased to announce that there were 160 applicants with a total of over **\$80,000** in scholarship monies being awarded to the children of PBA members. PBA President and Charity Fund Chairman John Kazanjian would like to thank the following Committee members for their participation in the interview process: Charlie Nicastro, Rick McAfee, Bob Brown, Kevin Igo, Mike Antonopoulos, Terry Maguire, Pete Tartaglione, Bill Gale, Lou Penque, Greg Allen, and Willie Weiss.

All Scholarship applicants received awards to assist them and their families with the cost of higher education. We wish all of our Scholarship recipients much good luck with all future endeavors.

Kaitlin A. Kazanjian Memorial Scholarship

1st Place Matthew Tenore
 2nd Place Sarah Belcher
 3rd Place Ronnesha Atkins

Bob Preston Scholarship Award

1st Place Alexa Grohowski
 2nd Place Toni Fernandez
 3rd Place Blake Napier

Brian Chappell Memorial Scholarship

1st Place Jessica Foreman
 2nd Place Robert Olsen
 3rd Place Caroline Sans

Annie Tartaglione Education Scholarship - \$500

Ronnesha Atkins Beyer Shasta
 Chelsea Cohen Courtney Coleman
 Elizabeth Gonzalez Jerusha Pervenecki



PBSO CHARITY FUND DEDUCTIONS

The Palm Beach County PBA Charity Fund was established in 2004 to assist our members and their children with scholarships to defray the costs of higher education. In addition, the Charity Fund now helps provide charitable assistance to our members and their families who have experienced a life altering tragedy or a catastrophic event.

The PBA Charity Fund, Inc. is a 501(c)(3) organization. Contributions to the fund are fully tax deductible.

If you are a PBSO employee and wish to contribute to the Charity Fund, please visit www.pbcdba.org for instructions on donating or contact Suzanne at the PBA (561) 689-3745.

**Check out our PBA-friendly
advertisers in the Business
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PBA HEART FUND DEATH AND DISABILITY PLAN

In an effort to help the families of law enforcement officers who are killed or disabled in the line of duty, Florida Police Benevolent Association (PBA) has established a charitable arm which is called the PBA Heart Fund. Because the PBA Heart Fund is a 501(c)(3) organization, contributions are tax deductible. Monies donated to the Heart Fund are used to provide death benefits to the families of officers killed in the line of duty and disability benefits to officers who are permanently disabled because of an in-line-of-duty disability.

Aside from individuals who may want to donate with the tax deduction in mind*, political campaigns may dispose of surplus funds (after the campaign is over) by donating some or all of the surplus to the PBA Heart Fund [s. 106.141 (4) (a) 2., Florida Statutes]. And, of course, other entities (e.g. not-for-profit corporations) may also donate to this cause. The address is:

Florida PBA Heart Fund, 300 East Brevard Street,
Tallahassee, FL 32301

More information about the Heart Fund may be obtained by calling Florida PBA at 1-800-733-3722.

*Receipt for donations will be provided upon request.

Please be advised, the emergency call out procedure for critical incidents has changed. The “pager system” is no longer being used and has been replaced with a 24 hour cellular phone to facilitate response time from a PBA Attorney. **THE NEW EMERGENCY PHONE NUMBER IS (561) 371-7200.**

EMERGENCY CONTACT PROCEDURE

Please be advised that the emergency number (561) 371-7200 is for CRITICAL INCIDENTS ONLY!

Our attorney(s) should **ONLY** be contacted after hours for critical incidents; that is, an officer-involved shooting, an in-custody death, an on-duty vehicle accident with injuries or if Internal Affairs investigators are responding right now to an incident.

If you are attempting to contact a PBA Attorney for any matter that is not a critical incident, please contact the PBA Office (561) 689-3745 during regular business hours 8:30 a.m. - 4:30 p.m. Monday through Friday.

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Monday, October 29th 2012
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Palm Beach County PBA 5th Annual Police Officers' Ball

Saturday, June 16, 2012

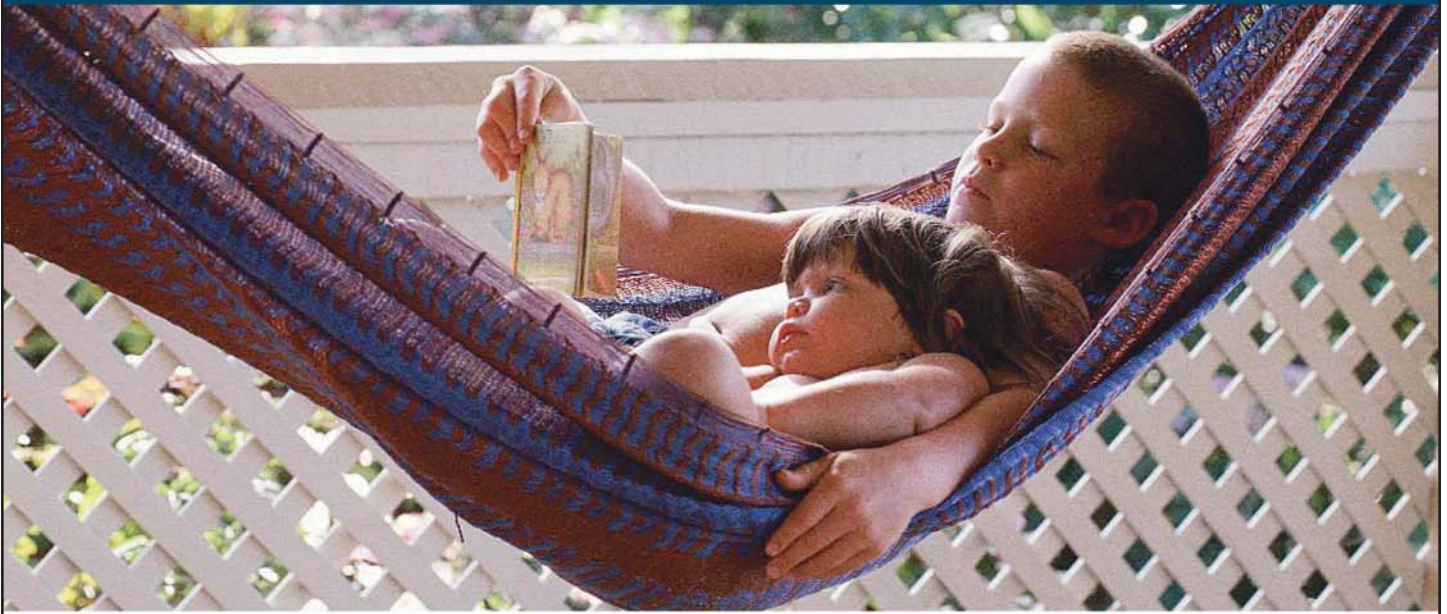
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- ✓ to be interrogated at a reasonable hour (e.g., at a time when a PBA ***attorney*** can be present for the review and interrogation);
- ✓ to refuse a polygraph, and
- ✓ to refuse to respond to questions if an investigator intentionally fails to comply with requested requirements after being advised of his or her violations of those requirements.



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The Palm Beach Post

Police officers can deal with PTSD-like symptoms after shooting

Posted June 16, 2012 • Reprinted Courtesy of The Palm Beach Post

For 30 years, retired Miami-Dade police Sgt. Tony Monheim says, he had the same bad dream.

He is on the job. He is being assaulted.

Something is wrong with his gun.

"I couldn't pull the trigger or there was something wrong with the bullet; it just fell out of the end of the gun. And I was still being attacked.

"Well, I came to find out lots of cops have this same dream."

If buried dreams of assault are common among cops, so is the aftermath of a real shooting. True, only a tiny fraction of law enforcement officers will ever be in what is known as an officer-involved shooting.

But local enforcement agencies in Palm Beach County aren't dealing with a single shooting. Four agencies are grappling with a stunning seven officer-involved killings in six months – four of them in a matter of weeks.

By comparison, just three people were killed by law enforcement officers in Palm Beach County in all of 2011.

And when an officer does fire his gun, the potential psychological backlash is predictable, troubling and can span months if not years: In the immediate aftermath police officers almost inevitably experience some symptoms similar to those of Post Traumatic Stress Disorder. In fact, entire departments can be shaken by a single fatal shooting.

There's sentiment that police are facing increasing violence that can lead to such shootings. Figures compiled by the non-profit National Law Enforcement Officers Memorial Fund in Washington D.C. report 70 officers nationwide died in gunfire in 2011, a 19 percent increase from 2010 and a roughly 70 percent increase since 2008. Of the seven fatal shootings in Palm Beach County since the first of the year, four involved an exchange of gunfire.

Gun pulled; senses sharpen

The psychological effects on cops start as soon as their gun is drawn. For more than 60 percent of officers involved in a shooting, time slows down, said Monheim, who has lectured nationally to law enforcement agencies on how to handle such shootings. For roughly 20 percent, time speeds up.

Officers frequently report tunnel vision. Their sight is focused on the perceived threat in front of them. As a result, they can later describe extreme detail in their narrowed vision.

In one study, a police officer recalled seeing what he thought were flying beer bottles. He was all the more puzzled because they had the word federal on them.

It turned out he was seeing the writing on shell casings falling to the floor from his partner's gun.

Officers' hearing is diminished as their bodies automatically focus on other senses key to survival. That's why so many involved in a shooting recall hearing gunfire as only "pops" or don't recall hearing orders to stop shooting.

Hearing, though, can actually sharpen if the officer is in a dark environment, and for the same reason: survival.

It's the body's classic response to fight or flight – with a caveat. "The officer can't retreat," said Monheim.

Officers with tears

The body's response may be universal, but in the minutes and hours after a shooting, "there is no one cookie cutter reaction," said Russell Fischer, a chief with Miami Dade Police for 33 years who along with Monheim teaches courses on officer-involved shootings.

"Sometime an officer will be dazed or inattentive. I have seen officers with tears in their eyes, already starting to question themselves."

Nightmares, fear for safety

If officers react differently at the scene, some later fallout is common to many, if not most.

Post traumatic stress symptoms are most commonly associated with soldiers who experience battle. But trauma comes in all shapes and sizes, and cops are not immune.

Even in the best cases, officers typically spend sleepless nights second-guessing their actions. "Normally, when they lay down at night, they would replay the incident over and over, only in so much more of a slow motion than actually happened," said Christine Cunningham. She is team leader of the nonprofit Critical Incident Stress Management Team of Palm Beach County, which offers support to officers and others in the wake of traumatic incidents.

"That's when those thoughts of coulda, shoulda, woulda emerge."

Further, "It's not just the officer," said Sgt. Ron Davis, the Boynton Beach Police Department's commander for the Critical Incident Stress Management Team. "It involves co-workers, it affects families and friends of those officers."

One National Institute of Justice research paper found a host of potential problems. In the first 24 hours after the shooting, for instance, almost half of those interviewed reported trouble sleeping and fatigue. In the first 90 days, roughly half reported persistent thoughts, while one out of 10 reported nightmares, and more than one in 10 reported anxiety, fear for safety and fear of legal problems.

Angry with loved ones

Other studies have found that the range of reactions can be broader, especially in the early days: post-shooting problems can include anger at friends and family, for instance, and in worst cases, suicidal thoughts.

Symptoms can persist: A full year after he shot a suspect in the arm, one out-of-state officer wrote, the event had, in spite of extensive support, “changed my life and the lives of my family.”

That’s not to say cops are necessarily debilitated by shootings. Three months after an incident, most symptoms abate, according to the National Institute of Justice research. Only about one in five still suffered severe reactions after that time, the authors found.

That may be attributed to departments frequently having some form of post-shooting counseling. “I think there has been a change in philosophy over time,” said Davis.

“It used to be if you admitted you were bothered, it was this huge black mark and belief that you would be assigned to the rubber gun squad. That old-guard mentality is changing.”

In West Palm Beach, for instance, an officer is cleared to go back to work only if a psychologist deems him or her fit for duty.

But counseling can be tricky. In at least one study, researchers found cops were apt to lie to psychologists, even as they unburdened themselves to other officers. There’s a reason for that: Department-ordered therapy means therapists may report their conclusions back to administrators. Negative findings can keep a cop from getting back to work.

Boynton, Cunningham’s group and certain other departments offer something additional: peer-to-peer counseling in the immediate wake of a shooting.

Under public microscope

Whatever the psychological fallout, it will be played out against the court of public opinion — and, more rarely, a real

court — as available details of the shooting are widely debated and formally scrutinized.

Usually, officers are placed on paid administrative leave immediately after a shooting. Two investigations can start: one by the department, to determine if any policies or procedures were violated and another by the state attorneys office to rule out criminal misconduct.

Investigations take a toll, said Fischer. “Until the prosecutors weigh in, it can weigh heavily on an officer’s psyche with possible long-term consequences.”

“By virtue of having risked their lives, they are now a de facto suspect in a felony crime,” said Alexis Artwohl, an Arizona-based international consultant who teaches seminars on behavior science to law enforcement agencies.

Recent history suggests local cops have little to fear in the way of criminal prosecution. During former State Attorney Barry Krischer’s 16-year tenure, only one police officer was criminally charged following a fatal shooting, he said.

Krischer, who does volunteer work for the Palm Beach County Sheriff’s office, points out that his predecessor took every officer-involved shooting to a grand jury. He came to office with a different philosophy.

“I made the decision that part of the job was to have moxie to decide ‘good shoot,’ ‘bad shoot’ or grand jury. If it was a good shoot, I was not going to put an officer through the mental anguish of a grand jury investigation.”

In fact, community support is a mitigating factor in whether a police officer will experience post-shooting symptoms, and if so, how severe they may be.

It helps, too, to know that they are not alone — or crazy. Says Cunningham, “What I always say is that the event is crazy, not the person going through it.

“These are normal reactions to an abnormal situation.”

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PBA Hitch Receiver Cover for Your Vehicle(s)

Florida PBA has recently added the PBA Hitch Receiver Cover to its list of items available for **MEMBERS ONLY** to purchase. It is blue high density plastic with gold printing. The cover comes with spring pin (shown) or you can use your own hitch pin. There are two sizes for either 2" or 1 1/4" receivers (please specify which size you need). Display them proudly on your vehicle or give them as a gift to your family and friends.

Only \$10⁰⁰ each

MEMBERS ONLY:

Send your check for \$10 each (no sales tax) to:

Florida PBA, 300 East Brevard Street, Tallahassee, FL 32301



EMERGENCY NUMBER!

Members, please be advised the emergency number is for **CRITICAL INCIDENTS ONLY. Please contact our attorney(s) after hours only for critical incidents; that is, an officer-involved shooting, an in-custody death, or an on-duty vehicle accident with injuries at 561-371-7200.**

If you have questions about an IA or any other work-related incident, please contact Angela or Courtney in the PBA Legal Department at 561-689-3745 during business hours 8:30 AM-4:30 PM Monday through Friday.

ATTENTION: RETIREES

Please take notice that pursuant to §95.11(3), Florida Statutes, lawsuits, including “an action founded on negligence,” and “for assault, battery, false arrest, false imprisonment, or any other intentional tort. . .” must be filed “WITHIN FOUR YEARS” of the incident date.

To the extent that such lawsuits may be brought against you *after* you retire, you need to consider continuing your membership for four (4) years beyond your retirement.

If you are retired but have returned to law enforcement and are currently paying a “*RETIREE MEMBERSHIP*,” you should be aware that if you are subject to such actions at a time when you no longer are paying the appropriate dues, the PBA cannot provide legal assistance. See Palm Beach County Policy 12-1.

Enjoy the full peace of mind your retirement should mean.

REMINDER

The legal defense policies of the Florida and Palm Beach County PBA have an important provision regarding representation. If a member elects to secure representation by anyone other than the PBA (a private attorney, for example) that member is considered to have waived representation by the PBA. Once this happens, it is the PBA’s option whether or not to continue to represent the member in that matter. Please call the PBA office if you have any questions regarding this policy.

817.311 UNLAWFUL USE OF BADGES, ETC.

(1) (817.311 SS)From and after May 9, 1949, any person who shall wear or display a badge, button, insignia or other emblem, or shall use the name of or claim to be a member of any benevolent, fraternal, social, humane, or charitable organization, which organization is entitled to the exclusive use of such name and such badge, button, insignia or emblem either in the identical form or in such near resemblance thereto as to be a colorable imitation thereof, unless such person is entitled so to do under the laws, rules and regulations of such organization, shall be guilty of a misdemeanor of the first degree, punishable as provided in S. 775.082 or S. 775.083.

(2) This section shall be cumulative to any and all laws now in force in the state.

Florida Statutes (1987).

PLEASE NOTE

843.085 Unlawful Use of police badges or other indicia of authority:

(1) Unless appointed by the Governor pursuant to chapter 354, authorized by the appropriate agency, or displayed in a closed or mounted case as a collection or exhibit, to wear or display any authorized indicia of authority, including any badge, insignia, emblem, identification card, or uniform, or any colorable imitation thereof, of any federal, state, county, or municipal law enforcement agency, or other criminal justice agency as now or hereafter defined in S. 943.045, which could deceive a reasonable person into believing that such item is authorized by any of the agencies described above for use by the person displaying or wearing it, or which displays in any manner or combination the word or words “police,” “patrolman,” “agent,” “sheriff,” “deputy,” “trooper,” “highway patrol,” “Wildlife Officer,” “Marine Patrol Officer,” “state attorney,” “public defender,” “marshal,” “constable,” or “bailiff,” which could deceive a reasonable person into believing that such item is authorized by any of the agencies described above for use by the person displaying or wearing it.

(2) To own or operate a motor vehicle marked or identified in any manner or combination by the word or words “police,” (etc.) Or by any lettering, marking, or insignia, or colorable imitation thereof, including but not limited to, stars, badges, or shields, officially used to identify the vehicle as a federal, state, county or municipal law enforcement vehicle or a vehicle used by a criminal justice agency as now or hereafter defined in s. 943.045, which could deceive a reasonable person into believing that such vehicle is authorized by any of the agencies described above for use by the person operating the motor vehicle, unless such vehicle is owned or operated by the appropriate agency and its use is authorized by such agency, or the local law enforcement agency authorizes the use of such vehicle or unless the person is appointed by the Governor pursuant to chapter 354.

(3) To sell, transfer, or give away the authorized badge or colorable imitation thereof, including miniatures of any . . .

(4) NOTHING IN THIS SECTION SHALL PROHIBIT A FRATERNAL, BENEVOLENT, OR LABOR ORGANIZATION OR ASSOCIATION, OR THEIR CHAPTERS OR SUBSIDIARIES, FROM USING THE FOLLOWING WORDS, IN ANY MANNER OR IN ANY COMBINATION, IF THOSE WORDS APPEAR IN THE OFFICIAL NAME OF THE ORGANIZATIONS OR ASSOCIATIONS.

Letters to the P.B.A.

April 22, 2012

Dear Mr. Ferris:

Attached is a copy of a letter that I sent to Mr. Dipaolo who published a letter in 2011 regarding the contract negotiations regarding law enforcement. I find what you and the council are proposing to be insulting, disrespectful and just plain disgusting. These men and women ensure the safety of your city and yet you and the council members feel that it is okay to **BULLY** them.

I worry each night about my husband's safety and you want to take 5% from his salary. I pose this question(s) to you and your council cohorts: would you risk your life for \$26 an hour? Better yet how about at minimum 5% less as you are proposing? I am sorry that you devalue my husband and what he does for a living- Keep that in mind next time you need to make a call to 911 for any type of assistance from your Palm Beach Gardens home.

You should all be ashamed of yourselves.... Leave these men and women who protect and serve your city alone and stop bullying them.

- Bully- to treat abusively; to affect by means of force or coercion; to use browbeating language or behavior.

Sincerely,

Concerned Spouse

Cc: Mayor David Levy
Vice Mayor Bert Permuroso

Council Member(s):

Marcie Tinsley
Joe Russo
Eric Jablin

PBA President
John Kazanjian

April 22, 2012

Dear Mr. Dipaolo:

I am writing this letter to you as a citizen and a disenchanted spouse of a City of Palm Beach Gardens Police officer. You reported last year on the contract negotiations that the city is trying to impose on the men and women who are responsible for the public safety of the citizens of Palm Beach Gardens. I wanted to inform you that as of date, that these brave and courageous individuals continue being attacked by the city officials and the council members.

My husband and his fellow colleagues made a choice to protect and serve the residents of the prosperous City of Palm Beach Gardens and now the City is trying to take away (at minimum 5% of their salary) - please be apprised that these public servants have not requested a pay increase as a matter of fact they requested and presented the city with a 3 year no pay increase contract. However, the City and its immoral leaders chose to BULLY the men and women who risk their lives daily protecting and serving.

It is unfortunate that these "heroes" are treated with such disregard and contempt. I would appreciate you following up and perhaps exposing this horrible injustice to the public. Each day these men and women go to work and risk their lives to protect the citizens it is time someone fights for them- I will continue to support my husband and his public safety colleagues. As the wife of a police officer, each day brings uncertainty: each traffic stop, burglary, accident, or suspicious person call could end in tragedy....not only can my husband be taken away from me at any given time but the City of Palm Beach Gardens wants to personally attack our primary source of income! Please help me/us expose these corporate BULLIES.

Sincerely,

Concerned Spouse





March 27, 2012

To: Mr. John Kazanjian, President
Police Benevolent Association
From: Dan Amero
Re: Endorsement for Palm Beach County Commission, District 1

Dear Mr. Kazanjian:

I want to thank you for the PBA endorsement, your continued support and vote of confidence that I will do the right thing for our citizens of Palm Beach County. Our Law Enforcement and Fire/Rescue services are second to none and I will continue to support our Public Services, for they are an investment in our community. Without the quality services provided by our Law Enforcement and Fire/Rescue Services, we would be unable to attract, and keep, many businesses and residents in Palm Beach County.

I believe that I am the most qualified candidate for this commission seat. My experience and my ability to relate to others will be an asset to the community. I will continue to use a common sense approach to guide, and educate commissioners, staff members and the general public so that they may also see that quality public service is the most important factor in any community. A budget should reflect priorities and our county needs to prioritize and continue to support our most important service, public safety.

This will be a long and expensive campaign. Your continued support financially, as well as with membership willing to help in my effort to win this very important seat, will be needed. If you can think of any way that you can help, please don't hesitate to reach out to me.

Thank you again for your support.

In Good Health,


Dan Amero

Candidate for Palm Beach County Commission, District 1

20 Bunker Place · Tequesta, Florida 33469
Phone 561-929-0122 · 561-262-8609 · Fax 561-828-2776 · Email info@danamero.com
www.danamero.com

Political advertisement paid for and approved by Dan Amero, Republican, for Palm Beach County Commission, District 1.

Letters
to the
P.B.A.



"Hey" - I wanted to take a moment to express my appreciation to the PBA for endorsing me in my race to be the next County Commissioner in District 5. It means so much to me that you for the support.

Political advertisement paid for and approved by Mary Lou Berger, Democrat for Palm Beach County Commission, District 5.



Matt
WILLHITE
Wellington Village Council, Seat 4

www.MattWillhite.com

Thank you!!

I am honored to have your support in making sure Wellington continues to grow as a great hometown!

Matt Willhite



Letters to the P.B.A.

Senator Joe Negron



Kax and Ernie,
Thanks for taking the time to meet with me today. I greatly appreciate your local support and friendship through the years. Let's work together next session on my state law enforcement pay issue.



March 26, 2012

John Kazanjian
Police Benevolent Association
2100 N. Florida Mango Road
West Palm Beach, FL 33409

Dear John,

On Tuesday, March 13 my campaign won the West Palm Beach City Commission race for District 1 with 65% of the vote. I am honored by the support I received from residents across the City.

The success on Election Day would not have been possible without your financial commitment and dedication to my campaign. I am grateful to have had you on my team.

As Commissioner, I remain focused on quality of life issues in our neighborhoods, keeping our budget balanced and making sure we address our City's water issues. I look forward to working with residents, businesses and community leaders on addressing the issues to help move our City forward.

I am committed to West Palm Beach and I am grateful for the opportunity to continue serving our community. Thank you again for your support.

Sincerely,

Sylvia Moffett
Sylvia Moffett

Dear John,
It was great to have the financial support & endorsement of the PBA. Thanks.
Love,
Sylvia

513 35th Street, West Palm Beach, FL 33407
Email: MoffettForCommissioner@gmail.com • Website: www.MoffettForCommissioner.com
Political advertisement paid for and approved by Sylvia Moffett for West Palm Beach City Commission.



A married couple went to the hospital together to have their baby delivered. Upon their arrival, the doctor said he had invented a new machine that would transfer a portion of the mother's labor pain to the father. He asked if they were willing to try it out. They were both very much in favor of it.

The doctor set the knob to 10 percent for starters, explaining that even 10 percent was probably more pain than the father had ever experienced before.

But as the labor progressed, the husband felt fine, so he asked the doctor to go ahead and bump it up a notch. The doctor then adjusted the machine to 20 percent pain transfer.

The husband was still feeling fine. The doctor checked the husband's blood pressure and pulse and was amazed at how well he was doing. At this, they decided to try for 50 percent. The husband continued to feel quite well.

Since it was obviously helping out his wife considerably, he encouraged the doctor to transfer ALL the pain to him. The wife delivered a healthy baby with virtually no pain. She and her husband were ecstatic.

When they arrived home, the mailman was dead on their porch.





U. S. Department of Justice
Drug Enforcement Administration
Miami Field Division
2100 N. Commerce Parkway
Weston, Florida 33326

www.dea.gov

MAR 22 2012

John Kazanjian
President
Law Enforcement Assistant Foundation
PO Box 17725
West Palm Beach, Florida 33416

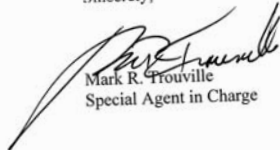
Dear President Kazanjian:

I want to express my sincere appreciation to the men and women of the Law Enforcement Assistant Foundation for the exceptional service provided in honoring the memory of Special Agent Lynval Smalling. The Drug Enforcement Administration (DEA) took great solace in the comfort and support provided by your office during this difficult time. I am truly thankful for the time and personal support provided to myself and the Smalling family.

I wanted to take this opportunity to especially thank Mark Bohne, Alan Ortman, Ray Griffith, Bill Gale, Chad Booth and Pete Tartaglione who participated by cooking and providing food for the reception. Each member was a great source of comfort to the DEA and to the Smalling family, and they performed with dignity, compassion and respect.

On behalf of the men and women of the DEA Miami Field Division, please convey my thanks to those men and women who gave their time and service on this day.

Sincerely,


Mark R. Trouville
Special Agent in Charge

Letters
to the
P.B.A.

Exploring
A Program for Career Education

GULF STREAM COUNCIL, INC.
LEARNING FOR LIFE
8335 N. Military Trail, Suite 100
Palm Beach Gardens, FL 33410-6329
Office (888) GSC-LFL-0 ♦ Fax (561) 694-9050

June 4, 2012

Mr. John Kazanjian, President
Palm Beach County P.B.A.
2100 North Florida Mango Road
West Palm Beach, FL 33409

Dear Mr. Kazanjian:

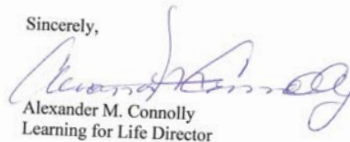
On behalf of the young men and women who participate locally in the Law Enforcement Exploring program, I would like to thank the members of the Palm Beach County PBA for provided lunch for over 200 Explorers and Advisors participating in the Law Enforcement Challenge held on April 14 at the Martin County Fairgrounds.

The Challenge is an annual competition providing Explorers the opportunity to test the career skills they've learned while participating in the Exploring program. Young people from Boca Raton to Vero Beach were in attendance. The generous contribution of your grill team was a highlight of this year's event.

The Gulf Stream Council, the local provider of the Exploring program, is able to offer its services to young people only through the generosity of organizations like yours. As a small token of our appreciation, please find enclosed a certificate of appreciation.

Thanks again for your generous support of our efforts in "Building Tomorrow's Workforce Today."

Sincerely,


Alexander M. Connolly
Learning for Life Director



Letters to the P.B.A.



Law Enforcement Assistance Foundation
501(C)3 Charitable Organization
Post Office Box 17725
West Palm Beach, FL 33416
www.leafpb.org
leafpb@gmail.com
561 747-6653

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Gary Hogan (Retired LEO)
Eric Hopkins
Sgt. John Kazanjian (PBSO)
Domenick R. Lioce
Patrick Lynch (Retired LEO)
Det. George E. Mastics (PBSO)
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Lloyd Powell
Jennifer Ross
Vincent C. Ross Jr.
Byron C. Russell
Lt. Chuck Russo (FWC)
John F. Thomas
Kenneth L. Townsend
Rick Vymlatil

"Providing financial assistance to law enforcement officers seriously injured or who have suffered a catastrophic event, and the families of officers killed in the line of duty"

May 28, 2012

John Kazanjian
Palm Beach County PBA
2100 North Florida Mango Road
West Palm Beach, FL 33409

Dear Kaz,

On behalf of the law enforcement community of Palm Beach County and the Board of Directors of LEAF, I would like to thank you for your participation in our 17th Annual Golf Classic. The goal of our volunteers along with the Trump International Golf Club staff was to make sure that the event was not only enjoyable, but also a great success. Our golf tournament is our largest annual fund-raiser and is only successful because of the generous support of our donors, golfers, sponsors, "In Kind" donations, and the hard work of our volunteers.

LEAF is entering into its 26th year of service for Palm Beach County law enforcement officers. Over the past 25 years we have been able to financially assist officers that have been seriously injured in the line of duty or have suffered a catastrophic event, and the families of officers killed in the line of duty. *Without your help we would not be able to assist these officers and their loved ones in their time of need.*

Remember, this is an annual tournament. Please keep LEAF in mind when you budget your charitable contributions for next year. We invite you to be part of next year's golf classic and are most grateful for your continued support. **Please mark your calendar. Next Year's LEAF Golf Classic will be held on April 22nd, 2013 at Trump International Golf Club in West Palm Beach, FL.**

Attached you will find a donation receipt for IRS purposes.

May God bless you, and once again thank you for your generous support.

Mark C. Bohne

Executive Director, LEAF



LJS COACHING
"UNLOCK THE LEADER WITHIN"

Louis J. Schwartz
600 Banyan Blvd
West Palm Beach, FL 33401

May 14, 2012

Palm Beach County Police Benevolent Association
2100 N Florida Mango Road
West Palm Beach, FL 33409

Dear Palm Beach County Police Benevolent Association:

This letter serves as notice of appreciation and gratitude to the Palm Beach County Police Benevolent Association.

Over the past 3 years, my life has rapidly changed. I went from hero to villain and then back to hero, after all the details to my incident were examined and revealed. Without the service, dedication, professionalism, and compassion that the Palm Beach County Police Benevolent Association has provided me during this critical time in my life, it is unlikely that the truth would have been fully brought to justice. You have literally stood by my side, every step of the way, acting like a knowledgeable and fair older sibling, challenging me, yet also protecting me all throughout this hardship.

During my criminal case, you did the unthinkable: you supplied me with two very distinguished and professional attorneys to help defend me from possibly facing 16 years in prison. Based on your dedication, support, and professionalism, all charges were dropped against me and as a result, I ultimately won my job back in arbitration.

Words alone cannot accurately express the appreciation and gratitude I have for this family-like organization. You have saved me from drowning in an ocean of misperception, only to bring me to shore, completely revived and on the path to redemption. You have been my family throughout this tribulation and that I will never forget. Thank You!

Sincerely,

Officer Louis J. Schwartz #1638
City of West Palm Beach Police Department

LJSCOACHING.COM

ALBERT & ALBERTA
of the University of Florida
announce the graduation of
Laura Elizabeth

FROM College of Journalism
THE and Communications
on Sunday May 16, 2012
COMMENCEMENT CEREMONY WILL BE AT THE
Stephen C. O'Connell Center at 7 pm.



To everyone involved in the scholarship committee:

Thank you so much for what you do. Your support over the past four years has been a tremendous blessing. I'm excited to tell you all I'm graduating and will be moving back to West Palm where I have a job waiting for me. Your support helped me get here. Thank You so much! *Laura Belcher*



*Letters
to the
P.B.A.*



Friends of Abused Children, Inc.

222 Lakeview Ave., Ste. 160-209 • West Palm Beach, FL 33401
(561) 659-5005

April 12, 2012

Mr. John Kazanjian, PBA President
2100 N. Florida Mango Rd.
West Palm Beach, FL

Dear Kazanjian:

On behalf of Friends of Abused Children, Inc., I would like to thank and recognize members of the Palm Beach County Police Benevolent Association for their cooking/volunteer time during The Jim Sackett Invitational Celebrity Softball Tournament: Gregg Allen, Bobby Brown, Ron Carhart, Bill Gale and son Brian, Kevin Igo, Chris Kniesley, Peter Tartaglione and Randy Wiley. We sincerely appreciate their support during the event as Friends continues its 27-year old mission of serving children who have been removed from their homes due to abuse, neglect or abandonment.

During the event, we are happy to report that we raised more than \$7,000.00. In addition, we received such positive response from the players, celebrities and the public and look forward to hosting the tournament again in 2013! Your members' support comes at a very important time as Friends begins the annual process of sending children who are in dependent care to summer camp. We have also seen an increase in tutoring requests, which we will conduct during the summer to ready the children for the 2012-1013 school year. Generosity from all our supporters will help so many children in a year of financial shortfalls.

Since 1985, Friends of Abused Children, Inc. has been helping children recover from the damaging effects of child abuse, neglect and abandonment. We receive no government funding and all our resources and money stay right here in Palm Beach County to serve the more than 1,600 children in state-care. We are the only non-profit organization that serves this constituency through direct funding. Donations also help to provide enrichment programs like music lessons or after-school athletics, emergency medical care, and a variety of other services and programs to these children who are in need of so much emotional, physical and educational support.

To learn more about upcoming news and events with Friends of Abused Children, Inc., please consider visiting our website at www.friendspbc.org. We are extremely grateful for your members' volunteer time during The Jim Sackett Invitational Celebrity Softball Tournament. Thank you again!

Sincerely,

Ms. Cory Rubal
Executive Director

Registration #CH7347. A copy of the official registration and financial information may be obtained from The Florida Department of Agriculture & Consumer Services by calling 800-435-7352 within the state of Florida. Registration does not imply endorsement, approval or recommendations by the state. One hundred percent of your donation is tax deductible.

Enc.

cc: Gregg Allen, Bobby Brown, Ron Carhart, Bill Gale and son Brian, Kevin Igo, Chris Kniesley, Peter Tartaglione and Randy Wiley

Florida Charitable Registration Number: CH 7347
A 501 (c) 3 Corporation
www.friendspbc.org



TAMPA POLICE
BENEVOLENT ASSOCIATION

3010 N. Boulevard, Tampa, Florida 33603-5517
Office: 813-228-8900 Facsimile: 813-223-3069
www.tampapba.org

Tuesday, April 17, 2012

Palm Beach County PBA
John Kazanjian, President
2100 N. Florida Mango Road
West Palm Beach, FL 33409

Dear John:

Please accept our personal thanks for your generous contribution to the Fourth Annual "Our Heroes' Memorial Golf Tournament." The tournament continues to grow and becomes more successful each year and we owe so much to all of our sponsors who have contributed to make this event what it is today.

Because of donors such as you, our golf tournament has become a preeminent event in law enforcement circles. That was evident by the amount of Law Enforcement Executives that attended, including, Chief Jane Castor, Sheriff David Gee, State Attorney Mark Ober, United States Attorney Robert O'Neal and our Attorney General, Pam Bondi; just to name a few.

Our charity is dedicated to delivering a \$10,000.00 check to the family of a fallen Tampa Police Officer and has unfortunately been put to use three times in the last three years. I like to say, this is a fund we hope to never use, but I know that we will again, so please know that we are so grateful for your involvement and can never fully thank you enough for your participation with our charity.

Once again, thanks go to you and to the Palm Beach County PBA for your thoughtfulness and your generosity in supporting the Tampa Police Benevolent Association Charity Fund.

Respectfully,

Greg Stout

GREG STOUT, President

PAUL SOUTHWICK, Vice President



RICK COCHRAN, Sr. Vice President

CHIP DEBLOCK, Secretary



Mark Rubenstein, M.D., P.A.

- Board Certified:
- Physical Medicine & Rehabilitation
 - Electrodiagnostic Medicine
 - Pain Management

4495 Military Trail
Suite 209
Jupiter, FL 33458
Phone: 561-296-9991
Fax: 561-296-9992

Kaitlin A. Kazanjian Scholarship Fund
Attn: John Kazanjian
2100 N. Florida Mango Road
West Palm Beach, FL 33409

February 16, 2012

Dear John:

Enclosed is a check in the amount of \$250 for bronze sponsorship of this year's tournament.

Wish I could join you and play in the event – it is one of my favorites each year. Unfortunately it is scheduled the same weekend as my 3 day member-guest at Jonathan's along with the Honda Classic (where I work as a physician after my golf ends). Perhaps next year... In fact, I was thinking of inviting you to play in my member-guest this year (can't play with the guys I play tournaments with – has to be within 10 stroke handicap differential which knocks out my friends Scott and David (too good), and my friend who is at my level can't play this year) until I found out your tourney was the same time.

I wish you the best of success for the tournament this year. I will be thinking of you, your family, and Kaitlin on 3/3.

Regards,

Mark Rubenstein, M.D.

Letters
to the
P.B.A.

PBA “SUPPORT LAW ENFORCEMENT” TAG SELLING FAST!

You can get your very own Florida PBA “Support Law Enforcement” Tag at your county tag office. You may purchase the plate with random numbers and letters or create a personalized tag for your vehicle(s). Over 89,000 have been purchased so far!

used to provide death benefits to the families of officers killed in the line-of-duty and disability benefits to officers who are permanently disabled because of an in the line-of-duty injury. The great thing about the contributions made to the Heart Fund, they are tax-deductible! ●

The proceeds of this tag will be deposited into a charitable fund—Florida PBA Heart Fund—for the Association’s members (see below). The proceeds benefit many officers and families when tragedy strikes. Monies donated to the Heart Fund are



PBA HEART FUND DEATH AND DISABILITY PLAN



In an effort to help the families of law enforcement officers who are killed or disabled in the line of duty, Florida Police Benevolent Association (PBA) has established a charitable arm which is called the PBA Heart Fund. Because the PBA Heart Fund is a 501(c)(3) organization, contributions are tax deductible. Monies donated to the Heart Fund are used to provide death benefits to the families of officers killed in the line of duty and disability benefits to officers who are permanently disabled because of an in-line-of-duty disability.

Aside from individuals who may want to donate with the tax deduction in mind*, political campaigns may dispose of surplus funds (after the campaign is over) by donating some or all of the surplus to the PBA Heart Fund [s. 106.141 (4) (a) 2., Florida Statutes]. And, of course, other entities (e.g. not-for-profit corporations) may also donate to this cause. The address is:

Florida PBA Heart Fund, 300 East Brevard Street, Tallahassee, FL 32301

More information about the Heart Fund may be obtained by calling Florida PBA at 1-800-733-3722.

*Receipt for donations will be provided upon request. ●

Receive PBA's weekly "Capitol Report" newsletter during the legislative session via E-PBA, PBA's free e-mail service!

To sign up, visit www.flpba.org or call 1-800-733-3722 today!

The "Capitol Report" is only available via E-PBA!

(Your e-mail address will not be given to any other group or organization and you will receive no advertising from outside sources. E-PBA is available to PBA members only. Be sure to add "pbamail@flpba.org" to your approved sender list.)



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**The Law Firm of Rodriguez Tramont Guerra & Nunez, PA is located at
255 Alhambra Circle, Suite 1150, Coral Gables, Florida 33134**

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JOHN L. CHALIF
ATTORNEY AND COUNSELOR AT LAW

(561) 820-9488

(561) 366-1116 (FX)

johnlewis@chaliflaw.com

Family Law & Divorce

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JOHN L. CHALIF, J.D., LL.M.**

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2401 PGA Boulevard, Suite 280
Palm Beach Gardens, FL 33410

www.chaliflaw.com



CONTINENTAL HOME LOANS, INC.
"The Mortgage Bankers"



NATIONAL LAW ENFORCEMENT HOME LOAN PROGRAM

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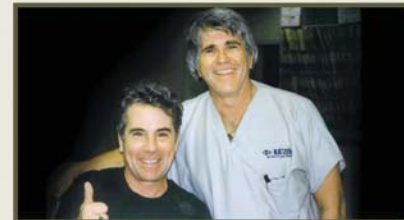
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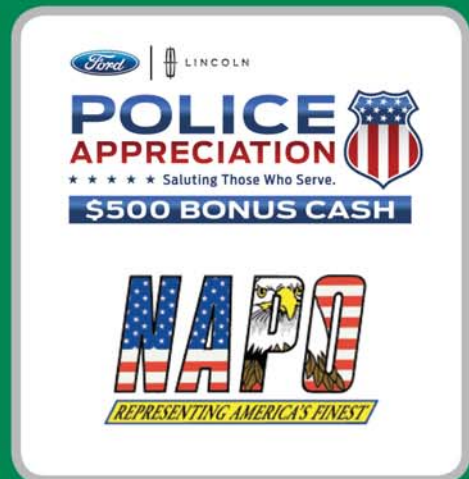
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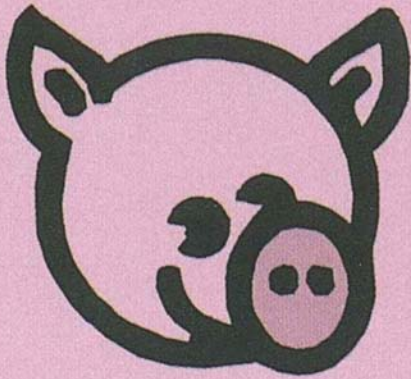
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