



CODE THREE

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

VOLUME 29, NUMBER 3

PUBLISHED QUARTERLY FOR MEMBERS

OCTOBER 2013

CHECK OUT THE PBA
BANQUET HALL
FOR YOUR NEXT EVENT





President's Message

John Kazanjian

I can't count the number of times I have told Law Enforcement and Correctional Officers about the importance of joining the PBA. Just recently, a Jupiter Police Officer was arrested for aggravated battery. Without getting into all the details, I will give you the "Reader's Digest" condensed version: On June 6, 2013, the Officer was responding to a suspicious person call. When confronted, the suspect ran from the Officer. While apprehending the individual, the suspect resisted the Officer which resulted in the Officer getting kicked and having to go to the hospital for medical treatment. The Officer used only that force necessary in order to control the individual. The individual was arrested for battery on LEO, resisting arrest with violence. The incident was captured on a dash cam video camera. The Agency sent it straight to the State Attorney's Office Anti-Corruption Unit. The decision was made to charge the Officer with aggravated battery. Oh, I forgot to tell you, the suspect has a lengthy criminal record and is definitely no stranger to law enforcement. Now, the Jupiter Police Officer has to fight for his life in order to stay out of jail, for just doing his job. **An important part of this tragedy is that the Jupiter Officer is not a PBA member.**

We all go through life taking on many commitments. Most of us will start a family, own a home and purchase many vehicles in our lifetimes. We buy insurance whether it is for our home, our health, our life, our vehicles because we need it. But, why in the world would someone not seek to secure their career, their job, the same way? Without a job, you wouldn't have a home or cars and all the nice things you enjoy in life. For a small amount of money per month, you can at least have some comfort in protecting your job and your family. None of us are bullet proof. It can happen to anyone, regardless of your rank, from patrolman or deputy to chief or sheriff. Don't be stupid—protect yourself and your family. Be a PBA member! Consider it like "insurance." Be safe.

We want our members to be the first to know...

There's a great new way to stay up-to-date with the PBA on up-to-the-minute breaking news, events, money-saving specials and much, much more by receiving PBA e-mails! Visit www.pbcpcbpa.org to sign-up today!*



*Be sure to add mail@pbcpcbpa.com to your approved sender list.

STAY UP TO DATE!

Have you gotten married or divorced?
Working for a new agency?
Changed phone numbers or address?
Changed your personal e-mail address?
Please contact Wendy at the PBA Office
(561) 689-3745
to update your information.

The PBA is **NOT** notified of changes made within your department.



Show your support for Palm Beach County PBA!

See the list of PBA wearables and collectibles on page 17.

Palm Beach Shores News

After 33 years of service to the citizens of Palm Beach Shores, Chief Steven Kniffin retired in July. Congratulations and enjoy your retirement Steve!

We are pleased to announce the hiring of our new Chief of Police, Duncan W. Young.

Chief Young was born in Oceanside, New York and came to South Florida when he was six months old after his father retired from show business. When he was 20 years old, he began his law enforcement career as a Reserve Officer for the City of Fort Lauderdale. He joined the Air Force at age 22 and worked as an Intelligence Analyst and Law Enforcement Specialist. After his enlistment ended, Duncan worked for the North Myrtle Beach Public Safety Department as a police officer and firefighter. Chief Young returned to South Florida in 1987 and was hired by the Bay Harbor Islands Police Department in Miami-Dade County. He progressed through the ranks and was promoted to Sergeant in 1990, Assistant Chief in 2002, and Chief of Police from 2007 to 2013. He attended the FBI National Academy in 2006 and has a BA in Criminal Justice from the Union Institute and University. Chief Young brings over 30 years of law enforcement experience to our agency.

We anticipate coming to the bargaining table soon.

Officer Steve Coe resigned and went to FHP.

Officer Sean Alex resigned and went to PBC School Board Police.

Respectfully, Officer Charlie Hoeffler, PBA Rep

Ten Thirty Three

Last Chance Agreements "LCA's" — A port in a storm or merely a request for a modest continuance of your recommended discipline?

Submitted by Larry Fagan, Legal Counsel



Does a last chance agreement really mean *last chance*? If the new alleged misconduct is substantially the same or similar to the prior sustained misconduct (the conduct that resulted in the LCA) then (usually), "Yes." But, for a new unrelated, different offense then perhaps the answer is, "No."

The concurring opinion by the First District Court of Appeals in one of our recent matters mentioned that last chance agreements (typically) are enforceable if they are correctly and precisely drafted. If they are not precisely drafted, there may be a path left open for more than one challenge in the future. See, Martinez vs. Fla Water Mgmt. Dist., 705 So.2d 611, 612 (Fla.4th DCA 1997); Confessor Tony Ramirez v. Amalgamated Transit Union, 33 F.P.E.R. 209 (207).

When met with the prospects of termination, most of us may agree to practically anything to avoid that fate. But, the specific verbiage of the Last Chance Agreement is important. Precisely what is it that you would be agreeing "not to do" in the future?

The very fact that a Last Chance Agreement exists should not mean that if you sneeze "offensively" to management you deserve to lose your Due Process rights and go directly to Termination. It is, therefore, important that Last Chance Agreements be drafted (and agreed to, if at all) to only narrowly cover prohibitions against repeating precisely the same conduct, not merely any unrelated conduct (on or off duty), regardless of the title of the policy that was violated. Even the most diligent officer can make a reasonable human error. The intent of agreeing to LCAs should not be to cover if any subsequent violation in the universe of potential violations is committed. The intent should be to give the member a "true" second chance, not just a time delayed version at the original recommended discipline. The agreement should simple be not to commit the same conduct again.

Part of the problem is that LCAs (no matter what they actually say) are so tempting to agree to and they are somewhat "resuscitating" – however temporarily it may be. They breathe life directly back into your career upon the very signing of them. Just sign on the dotted line and you get another chance. But it just doesn't seem reasonable that the very next time you are charged with an Internal Violation (after signing the LCA) or the next time you simply come to work, the Agency can say you looked at them the wrong way and you are again summarily terminated, just that fast, with no standard right of redress. The moral here is to know exactly what you are agreeing to in the LCA and to let us review it before you sign it. The LCA should be there to give you a real second chance – not simply a 24-hour (or less in some cases) delay of your original discipline.

THE CODE THREE

A Palm Beach County
PBA Official Publication

The CODE THREE is our official
Publication and is published under
the supervision of the
Board of Directors.

Palm Beach County PBA
2100 N. Florida Mango Road
West Palm Beach, FL 33409-6400
(561) 689-3745

Ernie George - Editor

Gail Seldomridge - Assistant Editor

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.

Keep informed on PBA news via e-mail!
Sign up for E-PBA at www.flpba.org

West Palm Beach Officers Rade Momirovich and Covelle Padgett Receive Officer of the Month Awards

Washington, DC—The National Law Enforcement Officers Memorial Fund has announced the selection of Officers Rade Momirovich and Covelle Padgett of the West Palm Beach (FL) Police Department, as the recipient of its Officers of the Month Award for July 2013.



Officers Rade Momirovich and Covelle Padgett

Located in the nation's capital, the National Law Enforcement Officers Memorial Fund is a nonprofit organization dedicated to honoring the service and sacrifice of America's law enforcement officers. The Memorial Fund's Officer of the Month Program began in 1996 and recognizes federal, state, and local officers who distinguish themselves through exemplary law enforcement service and devotion to duty.

Officers Momirovich and Padgett, along with the other Officers of the Month Award recipients for 2013, will be honored at a special awards luncheon in Washington, DC, in May 2014, during National Police Week. In addition, their stories of heroism and service will be featured in the Memorial Fund's annual calendar.

Key Facts

- On the evening of March 5, 2012, officers from the West Palm Beach (FL) Police Department were dispatched to a reported shooting at a local gas station. When they arrived, the initial responding officers found a man who was shot in the face and leg. The victim said he fled from the Springbrook Commons apartment complex down the street after being shot, and that the assailant was still in the area. The officers heard the sound of gunfire coming from the same direction in which the victim had reportedly been shot.

- Driving in separate marked vehicles, Officers Covelle Padgett and Rade Momirovich were the first to arrive at the scene of the shooting. Just as their vehicles came to a stop, dispatch radioed that the suspect was in front of Building 5560. Due to poor lighting in the area, the officers didn't realize they had pulled up to the exact location where the suspect lay in wait to ambush responding officers.

- As Officer Momirovich opened the door of his vehicle, the gunman opened fire. Trapped in the front seat, Officer

Momirovich fired back at the gunman. Meanwhile, Officer Padgett took a defensive position behind his vehicle. Once the magazine in the gunman's 9mm semiautomatic was empty, he dropped the weapon and fled.

- As Officer Momirovich ran from his vehicle to find cover, the suspect emerged and chased Officer Momirovich with a large "samurai" style sword. Officer Momirovich simultaneously tried to reload his weapon while running from the sword-wielding assailant. Just as the assailant closed in to strike Officer Momirovich, Officer Padgett fired and fatally struck the assailant. Once this happened, Officer Momirovich realized that he had been hit.

- A round from the assailant's weapon had hit the steel cross bar inside Officer Momirovich's police vehicle, and then fragmented, striking Officer Momirovich in the shoulder. Another bullet fragment struck him in the left side of his protective vest near his rib cage. Medical personnel recognized Officer Momirovich was suffering from shock in addition to his gunshot wounds. He was transported to a nearby hospital.

- Today, both officers are back to full duty and continue to serve the citizens of West Palm Beach. Officers Padgett and Momirovich are members of the Fraternal Order of Police and the Police Benevolent Association, and collectively have served with the department for nine years.

Supporting Quote

"The National Law Enforcement Officers Memorial Fund is honored to present Officers Rade Momirovich and Covelle Padgett, of the West Palm Beach (FL) Police Department with our Officer of the Month Awards for July 2013. Both officers demonstrated extraordinary heroism that evening. There is no doubt that, had it not been for Officer Padgett's actions that evening, the assailant would most likely have killed Officer Momirovich," said Craig W. Floyd, Memorial Fund Chairman & CEO. "They are most deserving of this month's Officer of the Month Awards."

For more information about the National Law Enforcement Officers Memorial Fund's Officer of the Month Award, visit www.LawMemorial.org/OTM.

- # # # -

About the National Law Enforcement Officers Memorial Fund—Founded in 1984, the National Law Enforcement Officers Memorial Fund is a private non-profit [501(c)(3)] organization dedicated to honoring the service and sacrifice of America's law enforcement officers and to promoting officer safety. The Memorial Fund maintains the National Law Enforcement Officers Memorial in Washington, DC, which contains the names of 19,981 officers who have died in the line of duty throughout U.S. history. The Memorial Fund is now working to create the first-ever National Law Enforcement Museum, which will tell the story of American law enforcement through high-tech, interactive exhibits, comprehensive collection of historical and contemporary artifacts, extensive resources for research, and diverse educational programming. For more information, visit www.LawMemorial.org.

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Joseph Herb
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Jay Donde, Appt.



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Attendance - June, 2013

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 R. Doc DavisYes
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 Brian GoldfussExcused
 Douglas Gilbert, Alt.Excused
 Cory Gray, Appt.....Yes

Delray Beach

Vinnie Gray.....Yes
 Shannon Sniffen.....Excused
 Rodney StevensonYes
 Gary Ferreri.....Yes
 Andrew Arena, Alt.Yes
 Joe Hart, Alt.Excused

Delray Beach Lts.

John PalermoExcused
 Scott Privitera, Alt.Yes

FAU

William HernandezYes
 Darren Courtney, Appt.Yes

Greenacres

Matt DeJoyYes
 Phillip KonzYes
 Teak Adams, Appt.....Excused
 Josh Leheny, Appt.....Yes

Greenacres - Lts.

Brandon AultmanExcused
 Harry Grosser, Alt.Unexcused

Juno Beach

No PBA Reps

Jupiter

Jason LevinsteinExcused
 Jason VansteenburghExcused
 Jason AlexandreExcused
 Michael Lilienfeld, Alt.Excused
 Adam Hirsch, Alt.Yes

Jupiter Island

Alex DobekUnexcused
 Matt PotskoYes

Lantana

Chris DeckerYes

Manalapan

Paul WilliamsYes
 Chris Filippelli, Appt.Excused

MCSO - LE

Carlo SciandraYes
 William WeissYes
 Darryl StokesYes
 Karl NelsonYes
 Richard ParksYes
 Donald Knott, Alt.Yes
 Jake Sirmans, Alt.....Yes

MCSO - Corr

Thomas RandazzoYes
 Lawrence LutrinYes
 Rui Dutra, Alt.Excused
 Chris Gorham, Alt.Yes

North Palm Beach

Joseph YungkUnexcused
 Javier Ortiz, Alt.Yes

Ocean Ridge

Steven WohlfielExcused
 Mario Galluscio, Alt.Unexcused

PB School Police

Kevin O'SullivanExcused
 Alex LopezUnexcused
 Brian Qualters, Appt.....Excused
 Ronnie Williams, Appt.Excused

Palm Beach Gardens

Bob OdellUnexcused
 Randall Anderson.....Unexcused
 Randy BuntinUnexcused
 Greg Allen, Alt.Yes
 Robert Wilson, Alt.Unexcused

PBSO - LE

Paul VrchotaYes
 Dan Burrows.....Yes
 Mike Antonopoulos.....Yes
 Michael KletzkyUnexcused
 Terry Maguire.....Yes
 Butch Altonen, Alt.Yes
 Ray Griffith, Alt.Yes
 Billy Gray, Appt.Excused
 Grant Henderson, Appt.Yes
 Kevin Igo, Appt.Yes
 John McGuire, Appt.Yes
 Charlie Nicastro, Appt.Yes
 Alex Nunes, Appt.Yes
 Carlos Ugalde, Appt.Yes

PBSO - Corr

Tammy BusseyYes
 Jerry SneedYes
 Jeff JacksonYes
 Pete Tartaglione.....Yes
 William PintoYes

PBSO-Corr

Willie Powell, Alt.Yes
 Patrice Quinn, Alt.Excused
 DJ Dowling, Appt.Yes
 Thomas Jordan, Appt.Excused
 Reginald Napier, Appt.Yes
 Napoleon Taylor, Appt.Unexcused

PBSO - Civilians

Susan ThorntonYes
 Mark GishYes
 John CostelloYes
 Catherine AdrianceYes
 Heidi GrobYes
 Kristen Lassinger, Alt.Yes
 Kim Wilson, Alt.Excused
 Kara Bannon, Appt.Unexcused
 Maritza Fundora, Appt.....Yes
 Tequesta McKinney, Appt.....Yes

Palm Beach Shores

Stephan CoeYes
 Charlie Hoeffler, Alt.....Excused

Palm Springs

Sean GrantUnexcused
 Darrell Diez, Alt.Yes

Palm Springs Sgts.

Louis Collura.....Yes
 MicheleVazquez, Alt.....Unexcused

Port St. Lucie

Paul GrohowskiYes
 Carmine Izzo.....Excused

South Palm Beach

Mark McKirchyYes
 Jason LaForte, Alt.Excused

Stuart

David DuranYes
 George McLain, Alt.....Yes

Tequesta

David CooperUnexcused
 Charles Weinblatt, Alt.Excused

West Palm Beach

Lou Penque.....Yes
 Troy MarcheseExcused
 Edward ThomasYes
 Roy BevellYes
 Joseph HerbYes
 Brian Gaudette, Alt.....Yes
 Mike Leas, Alt.Excused
 Jay Donde, Appt.Yes

Board of Directors Meeting

Attendance - August, 2013

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John Kazanjian.....Yes
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 Lou Penque.....Yes
 Kevin Igo.....Yes
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REPRESENTATIVES

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 Ronnie Williams, Appt.Excused

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 Grant Henderson, Appt.Unexcused
 Kevin Igo, Appt.Yes
 John McGuire, Appt.Yes
 Alex Nunes, Appt.Yes
 Carlos Ugalde, Appt.Yes

PBSO - Corr

Tammy BusseyExcused
 Jerry SneedUnexcused
 Jeff JacksonExcused
 Pete Tartaglione.....Yes
 William PintoYes

PBSO-Corr

Willie Powell, Alt.Excused
 Patrice Quinn, Alt.Yes

PBSO-Corr (continued)

DJ Dowling, Appt.Yes
 Thomas Jordan, Appt.Yes
 Reginald Napier, Appt.Yes
 Napoleon Taylor, Appt.Unexcused

PBSO - Civilians

Susan ThorntonExcused
 Mark GishYes
 John CostelloYes
 Catherine AdrianceYes
 Heidi GrobExcused
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 Kim Wilson, Alt.Excused
 Kara Bannon, Appt.Yes
 Maritza Fundora, Appt.....Unexcused
 Tequesta McKinney, Appt.....Yes

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 Carmine Izzo.....Yes
 Ron Caudell, Appt.....Yes

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 Peter ModicaYes
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 Frank LaPorta, Alt.Excused
 Jeremy Campbell, Appt.Yes

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 Jason LaForte, Alt.Yes

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 George McLain, Alt.Yes

Tequesta

Charles WeinblattExcused

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 Troy MarcheseUnexcused
 Edward ThomasExcused
 Roy BevellExcused
 Joseph HerbYes
 Brian Gaudette, Alt.....Yes
 Mike Leas, Alt.Yes
 Jay Donde, Appt.Unexcused

Welcome New Members!!!

JUNE, 2013

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 ALEIDA CARVAJALSCHOOL
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 TARA STEAKIN
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 SCOTT DUQUETTEPALM BCH
 CHRISTOPHER BEESLEYLANTANA
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 JOEY MAX JOSEPHPBSO
 AUXILIADORA PERDOMOPBSO
 PIERRE JEUTILUSPBSO
 JAMES CARNEYSCHOOL

Florida PBA Mandates Increase to Legal Defense Dues

By Ernest W. George, Executive Director

During the summer meeting of the **Florida PBA Board of Directors**, there was a discussion regarding the drastic increase of officers being arrested on criminal charges for actions in their official performance of their duties. Due to this, expenditures for legal representation drastically increased and exceeded the dues taken in each month. There was much discussion regarding how to keep the Legal Defense Fund solvent, and the **Board** voted to keep the same benefit, (unlimited payment for attorney fees and costs during the defense) and increase the dues to the fund.

Due to the changing times, the Board voted to require a modest increase in Legal Defense dues to assure funds are there for the vigorous defense of our members. Therefore, the **Board** voted to increase the legal defense dues \$1.00 per week. Hopefully, this small increase will not financially burden any of our members. Rest assured having to pay \$40,000 or \$50,000 to an attorney for a criminal defense would be far more of a burden than the additional \$52.00 per year.

Dues Increase

Submitted by Terry Maguire, PBSO PBA Rep

At an 'Emergency' Board of Directors meeting on August 27, 2013, the Palm Beach County PBA Board of Directors voted to increase the monthly dues of each member, civilian, non-sworn, and sworn. This vote, in 'Emergency Session', was held as the Florida PBA Defense Fund faces a huge deficit and needs shoring up immediately. The monies collected allow the PBA to continue to represent YOU in case of Internal Affairs investigations, duty related criminal charges, federal charges (both civil and criminal), and state civil law suits.

Much has been made about the 'Emergency' session. Realize, the 'Emergency' was that this meeting was outside the normal quarterly business meeting, was about a single item, and needed to be acted on. I understand that when we think 'emergency', we think life altering/changing moments. In the business world, 'emergency' can mean lots of things, most benign. In this case, it was simply time sensitive.

The Palm Beach County PBA encompasses almost every law enforcement agency from the Palm Beach/Broward County line north to Indian River County, over 3,600 members! We are a big draw on the state PBA Defense Fund, and as such, need to pay our share to replenish the Fund. Do not read anything untoward into this dues increase.

Side-By-Side Comparisons

Submitted by Lt. M. Rispoli, P.B.G.P.D. Retired

We all have the ability to make comparisons and judgments based on what we see. Actually, research shows that the human brain is designed to make the best choice when given two alternatives. This goes back thousands of years. This capability is what kept our ancestors alive and able to make the right choices when faced with different circumstances.

Fast forward to our time, we do this every day. The best example would be in the grocery store, we all do this comparing one product with another. Comparisons could be based on price, quantity, or quality, or all of the above. We do this with food, clothing, automobiles, and yes even our homes.

The best way to measure our choices is when the items we are considering are side by side. This makes comparisons much easier because the differences are more evident and clear.

In the realm of Law Enforcement, this concept is also known as "Sizing Things Up," or assessing a situation. We do this on all service calls and the "bad guys" do it equally as often when they see us arrive. This could mean the difference between a routine call or a confrontation based on the "bad guys" comparison.

Recently, I had the opportunity to observe the CEO's of two separate but similar law enforcement agencies side by side, this made the differences quite obvious. The first CEO seemed physically fit and the uniform and equipment worn seemed very modern and progressive. This person seemed very alert and almost looked eager to take on the challenges of modern law enforcement.

In comparison, the other CEO looked old fashioned, not so alert, and the stature much different, less confident, and worn out. Given this description, which one would you want in charge of the agency policing the neighborhood where you live? I know your answer because, as Law Enforcement, we make choices and decisions like this all the time.

The most important point here is this concept goes on each and every day and on both sides of the law. This skill can keep you safe in addition to your other training and experience. Take the time to hone all these skills and remain alert, both on and off duty.

Wherever you work, make a difference.



HAVE YOU MADE YOUR NOMINATION?

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

Send your submissions to Gail@pbcpcbpa.org

Signal - 14 for You! Are Police Unions Really Needed?

Submitted by Delray Beach Sergeant Vinnie Gray

Police unions in this country have changed the work environments through collective bargaining and, in doing so, have given managers insight into future generations of policing and police officers. To understand why police unions are important, it is necessary to know some basic facts about unionization and what caused unions to form in policing.

Since the turn of the 20th century, police officers and other public employees attempted to unionize because of unfair labor practices, poor pay and benefits, lack of communication and trust from those who supervised—but were stopped by laws that forbade organization. It was not until 1935 when the Federal Government created the National Labor Relations Act, which covered only private sector employees. After approximately a quarter of a century, Wisconsin became the first state to come out with a modest form of bargaining rights for public employees.

In the early 1960's through the 1970's, numerous bargaining units began to form in the law enforcement field. Some of the main issues officers complained about were the same as those which contributed to the Boston Police Strike of 1919. The biggest issues remained poor treatment by the cities the officers worked for, supervisors who used favoritism in assignments, shift changes, and approval for police training schools, among other issues. Additional concerns were the way citizen complaints were being handled, poor pay and benefits, and uncompensated court appearances.

In New York City, from 1958 to 1969, the Patrolmen's Benevolent Association (PBA) was believed to have been instrumental in increasing entry level salaries of their officers, obtaining longevity and shift differential pay, improving retirement benefits, and increasing the death benefit. In 1968, the Boston PBA, in negotiating its first contract, which required mediation, obtained enhanced benefits for its members, such as an annual increase of one thousand dollars, time-and-a-half for all overtime, including court appearances, and 12 paid holidays.

Shortly after police departments unionized, many chiefs found ways to discipline those who led the unions to fruition. Union Leaders found themselves being singled out as rebels; they were given less than others, passed over for promotions, demoted, transferred, etc. It was clear that over the past 5 decades, law enforcement executives have opposed bargaining units and have done so in order to maintain unchallengeable control over their police departments.

In a perfect world, both police managers and police union leaders want to work together to make their community a safer place to live and the working conditions fair. Unfortunately, we do not live in a perfect world. Police managers and police union leaders regularly work side by side as law enforcement officers,

but they do not communicate regularly on labor-management issues that arise each day.

Studies have found that when managers and employees collectively discussed problems and corrected them together, it enhanced production and the morale of their organization.

Currently, we now have highly paid outside labor attorneys hired by city employers acting as middlemen in the relationship between police bargaining unit members and police management (Us vs. Them).

Bargaining units and police managers need to develop effective means of communication. They need to learn to set aside old grievances and hard feelings toward each other which have developed over the years and work together to have their cities better understand what the needs are for all police employees; which can be accomplished through the collective bargaining process.

Collective bargaining is a form of participation. Both parties participate in deciding what proportion of the "Pie" is to be shared by the parties entitled to do so. It is a form of participation also because it involves an allocation of rule-making power between employers and unions in areas which, in earlier times, were regarded as exclusive and unchallengeable management prerogatives; i.e., transfers, promotions, discipline, and production norms.

Collective bargaining has valuable by-products relevant to relationships between the two parties. For instance, a long course of successful and bona fide dealings lead to the generation of trust. It contributes to mutual understanding by establishing a continuing relationship. The process, once the relationship of trust and understanding has been established, creates an attitude of tackling problems together rather than attacking each other and looking first to lay blame.

Some areas of concern are the obstacles to cooperation: why neither party can cooperate or respect each other and, even more important, trust one another. Once we develop some form of dialog, we need to move on and attempt to work on mutual concerns in order to develop cooperation on other issues which may benefit not only the bargaining unit members, but everyone concerned.

Recognizing when to use such intermediaries and when to deal directly with each other is the key to developing good labor-management relationships.

A police union is the voice of the hard working dedicated men and women of our organization who want to be heard by addressing any reasonable concern that could arise. Creating a harmonious work environment between city government and the employees that serve under it through successful collective bargaining can have a significant impact on the community we serve.

"Collective bargaining has valuable by-products relevant to relationships between the two parties."

Should Income *Tax-Free* Investments Be Part of Your Portfolio?

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



When it comes to real estate the smartest investors concentrate on "Location Location Location". When it comes to **investments and saving for retirement I feel investors** should concentrate on "Taxes Taxes Taxes". ***So what qualifies as income tax -free? Let's cover a few with the greatest potential.***

ROTH IRA & ROTH 401(k): For 2013 you're allowed to put in up to \$5,500 and \$17,500 respectively (\$6,500 and \$23,000 if you're 50+) into a ROTH account, and later take out 100% of the earnings tax-free. Keep in mind the money contributed to ROTH's has already paid the income tax before being put in these vehicles.

Life Insurance: If done correctly, the beneficiary of the death benefit of life insurance will generally receive that benefit income tax- free.

Municipal Bonds Interest: Municipal bond interest is typically federal income tax-free.

Your Home: Individuals can profit up to \$250,000 (\$500,000 per couple) tax-free when selling their home.

Your Business: When selling your business to your employees in the form of an Employee Stock Ownership Plan (ESOP) there is *the potential to profit and pay low or no taxes on the sale.*

Municipal bonds are affected by interest rate movements. Municipal bond prices, and likewise a tax-free income fund's share price, generally move in the opposite direction of interest rates. As the prices of bonds in a fund adjust to a rise in interest rates, the fund's share price may decline. These and other risks are detailed in the fund's prospectus. Please carefully read the prospectus before you invest or send money. Investors should carefully consider investment goals, risks, charges and expenses before investing.

Randy Lee offers Securities through Questar Capital Corporation (QCC), Member FINRA/SIPC. Advisory Services offered through Questar Asset Management (QAM), A Registered Investment Advisor. Lee Wealth Solutions is independent of QCC and QAM. Lee Wealth Solutions is located at 2074 W. Indiantown Rd., Suite 205, Jupiter, FL 33458. Office phone: 561-747-0455. Please visit our website www.LeeWealthSolutions.com. QCC and QAM do not offer tax or legal advice but Randy will work with your qualified professional.

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 93,000 have been purchased so far!

The proceeds of this tag will be deposited into a charitable fund—Florida PBA Heart Fund—for the Association's members (see page 12). The proceeds benefit many officers and families when tragedy strikes. 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 injury. The great thing about the contributions made to the Heart Fund, they are tax-deductible! 🍀



Plan to Enjoy Your Retirement, Too

Submitted by Andrew Bilardello, PBSO Captain, Happily Retired

Early September, 2010. It was 16:30; I was sitting in the CDO office at HQ catching up on emails and Blue Teams, when out of the corner of my eye I noticed someone walk by the office. As I looked toward the door, I saw the figure stop, back up and look in. It was D/S Barry Trombley who worked out of the office next to the CDO's. He looked at me, in the way only Barry can, and said "Why are you still here?" I said, "I work until 18:00."

"No", he said, "Why are you still *working*? You have almost 30 years in the system. When are you going to retire?" "I'm in DROP." I told him. "I have three years left." He then looked at me and said something that I will never forget and which dramatically changed my life. He said; "You haven't lived those three years yet. Anything can happen between now and then." He then walked away.

I sat there and thought about what he had just said. The more I thought about it, the more I realized that he was right. I began to think about some of the people who retired from the job and passed away within 3-5-10 years, or less. I thought about Mike Collister, who, like most of us, sacrificed the best years of his life for this agency and the community only to find out that cancer would take him and he wouldn't live long enough to enjoy his retirement.

I didn't want to be one of those people. I wanted to enjoy my retirement while I was still physically able. So, after 29 years of law enforcement (25 with PBSO), I decided to retire and forgo the remaining three years of my DROP. My last official day was

September 30, 2010.

By the second week of Oct. 2010, my wife and I headed west on a three week cross-country road trip. We visited many places including Mt. Rushmore, Glacier Nat'l Park, Yellowstone, the Badlands, etc. Since then we've also traveled extensively throughout Europe on two separate occasions. We went on wine tasting tours and took a hot air balloon ride over Napa Valley, Ca. We visited Cancun, Hawaii, Puerto Rico and Tuscany, Italy during the summer of 2012. I took my daughter on a two week safari in Africa to celebrate her graduation from Florida State University. We recently spent 17 days RV'ing across Alaska in July. We travelled to New York and helped organize a relief effort for the victims of hurricane Sandy. I volunteer as a Board member for a local non-profit called the Children's Healing Institute. I go duck and goose hunting every December in Oklahoma and Rhode Island, mixed in with a pheasant hunt in Connecticut. Basically, we haven't stopped since my retirement.

We've done and seen a lot these past three years; only a fraction of which I've mentioned above. I say these things not to brag, but to say to you, Barry Trombley, "Yes I have. I have lived these past three years; and it's been awesome! Thank you for saying those words to me three years ago." To the rest of you, who can retire and choose not to, don't get caught up in chasing the dollar. There's not much life expectancy for law enforcement officers after retirement. Get out now and enjoy your life while you still can.

***A peace of mind in this chaotic world.
Palm Beach County PBA is here for you!***

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. ●

How to Reduce the Risk of Identity Theft When A Loved one Dies

Submitted by The Center for Wealth Planning, Inc.

A new trend in identity theft – afterlife identity theft – is on the rise, with thieves scouring obituaries for personal information to steal the identities of those who have passed. When you lose a loved one, it is important to take quick action and notify a number of institutions and government agencies about the death to help prevent afterlife identity theft.

The **National Funeral Directors Association** provides a list of government and credit reporting agencies, creditors and banks for notification, including:

- Social Security Administration
- Veteran's Administration (formerly served in the military)
- Defense Finance and Accounting Service (military retiree benefits)
- Office of Personnel Management (former civil service employee)
- U.S. Citizen and Immigration Service (decedent was not a US citizen)
- State Department of Motor Vehicles (decedent had a driver's license)
- Credit card and merchant card companies
- Banks, savings and loan associations and credit unions
- Mortgage companies and lenders
- Financial planners and stock brokers
- Pension providers
- Life insurers and annuity companies

- Health, medical and dental insurers
- Disability insurers
- Automotive insurer
- Mutual benefit companies
- All 3 credit reporting agencies: Experian, Equifax & TransUnion
- Any memberships held by decedent (clubs, associations, etc)

The NFDA recommends that you notify these entities first by phone followed by written confirmation, where you will need to provide a certified copy of the death certificate, the decedent's social security number and, if you are the executor or administrator of an estate, the verification of your appointment by a probate court. Be sure to ask the funeral home you are using if they can provide notification services for you, as many do.

If you would like to have a talk about protecting your loved ones through estate planning, call our office today to schedule a time for us to sit down and talk. The estate planning session is at no cost. Call today for an appointment and mention the *Code 3* article.

The Center for Wealth Planning, Inc
2100 N. Florida Mango Road
West Palm Beach, FL 33409
561-632-0566



E-PBA Is Your Source For...

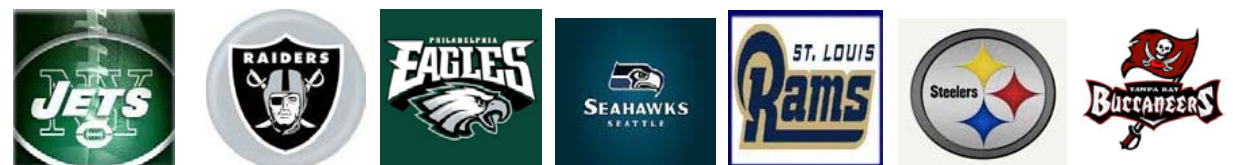
Timely news about what's up at the Florida PBA, helpful information regarding legislative issues, quick tips, and best practices for members. Knowledge about PBA issues is the strength of our Association.

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

(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.)

MONDAY NIGHT FOOTBALL AT THE PALM BEACH COUNTY PBA!

(PBA MEMBERS ONLY)



FOOD AND DRINKS PROVIDED!

2100 N. FLORIDA MANGO RD., WEST PALM BEACH, FL 33409

Palm Beach County Democratic Party 2013 Truman - Kennedy - Johnson Dinner



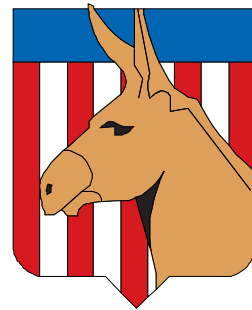
State Senator Jeff Clemens



Palm Beach County State Attorney Dave Aronberg



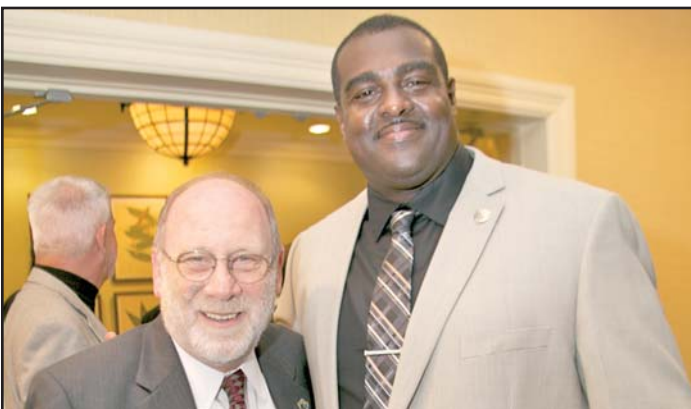
Former Governor of Florida Charlie Crist



Palm Beach County Commissioner Shelley Vana



Palm Beach County Commissioner Paulette Burdick



Palm Beach Gardens Mayor Eric Jablin



Former Pennsylvania Governor Ed Rendell

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:

SPONSORSHIP LEVELS

PBA BENEFACTORS PLAQUE

Sheriff/Chief Sponsorship	\$5,000
Captain	\$3,000
Sergeant	\$2,000
Deputy/Officer	\$1,000

SITE AMENITY SPONSORSHIP

Flag Pole	\$7,500
Memorial Trees (12)	\$900
Benches (4)	\$700
Flower Bed Marker	\$200
Personalized Brick Pavers	\$100 or \$175
<i>(For the Pavers, please fill out the form on the next page)</i>	

Please make donations payable to:

Memo:

Send to:

PBA Charity Fund

PBA Memorial Sidewalk
Palm Beach County PBA
Attention: Gail
2100 N. Florida Mango Rd.
West Palm Beach, FL 33409

PALM BEACH COUNTY PBA MEMORIAL WALKWAY





Rechargeable MagLite \$93.00

Rechargeable Mag Bulbs \$5.00

Tag Emblems / Decals \$5.00

Key Chain \$5.00

Cufflinks \$5.00

Padfolio \$17.00

Memorial Bands \$1.00

Lapel Pins \$5.00



Handcuff Key \$7.50

PBC PBA Navy T-Shirt \$8.00

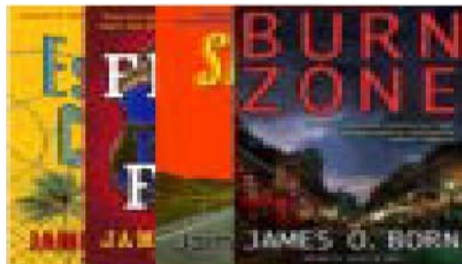
PBC PBA BBall Cap \$12.00

PBC PBA Polo \$30.00

MC PBA BBall Cap \$12.00

MC PBA Polo \$20.00

James O. Born Novel(s) \$20.00



6th Annual Palm Beach Co. PBA Police Officers' Ball

June 15, 2013 • The Ritz-Carlton, Palm Beach





THE PALM BEACH COUNTY SHERIFF'S OFFICE
VIOLENT CRIMES DIVISION

9th Annual

HOMICIDE CONFERENCE

December 9 - 11, 2013

8:00 a.m. - 5:00 p.m.

For Active Law Enforcement Only

Cellphone Technology & Forensics Public Agency Training Council



1. Cell phone technology
 - a. Types of processes
 - i. What to ask for
 - ii. What you can get
 - b. What each company can give/limitations
 - c. How to read historical records
 - d. How to put information on a map
 - e. Court presentation and preparation

2. Cell phone forensics
 - a. How to protect the evidence
 - b. Pitfalls
 - c. Search warrants
 - d. Available forensic software
 - e. Information from pictures (EXIF)

The Bulletproof Mind: Psychological and Physiological Preparation for Combat

Dave Grossman
Lt. Colonel
U.S. Army (retired)
<http://killology.com>



The Conference Location:

The Palm Beach Airport Hilton
150 Australian Avenue
West Palm Beach, FL 33406
(561) 684-9400
www.palmbeachairport Hilton.com

\$300 (per student for the Conference)

Accommodations available at a special \$89/night rate for conference attendees contact hotel

Make checks payable to:

Palm Beach County Sheriff's Office
Send payment to:
Tami Shoemaker, 3228 Gun Club Road
West Palm Beach, Florida 33406
(561) 688-4001
or register by email at:
shoemakertw@pbso.org

REGISTRATION FORM

Rank _____ Last Name _____ First _____ MI _____

Agency _____

Agency phone contact # _____

Agency email contact _____

(mail registration form with check to ensure your admission to this limited seating event.)



As a PBA Member, KNOW AND ASSERT YOUR RIGHTS!

Remember, as a sworn officer, you have the right:

- ✓ to be represented by a PBA **attorney** during any interrogation;
- ✓ to be provided any complaint, all witness statements, and all existing evidence (e.g., audio and video recordings, GPS locator information) for review ***with an attorney before*** the beginning of any interrogation;
- ✓ 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.



As a dues-paying member, a Palm Beach County PBA attorney can be with you every step of the way.

Don't be intimidated out of your RIGHTS!

Don't try to be your own lawyer!

If you are a member in good standing, and you are suspended or fired, Palm Beach County PBA has attorneys to assist you.

Carry the card of confidence...

your PBA Membership Card

Palm Beach County Police Benevolent Association, Inc.

2100 N. Florida Mango Road, West Palm Beach, FL 33409

(561) 689-3745 • www.pbcnpba.org

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.)

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.pbcpsba.org for instructions on donating or contact Wendy at the PBA (561) 689-3745.

NOTICE: LEGAL ADVISORY

POLICE SHOOTINGS, IN-CUSTODY DEATHS, OR SERIOUS TRAFFIC ACCIDENTS

WHAT TO DO?

STAY CALM

Have you been ordered to write a statement about an incident that may be investigated?

DON'T FORGET YOUR RIGHTS! CALL PBA AT (561) 371-7200

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.

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.

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.

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 E. Brevard Street
Tallahassee, FL 32301



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.

Dear PBA Scholarship Committee,

I'm writing this letter in reference to the \$1,000 in PBA Scholarship money that was awarded to me this past month. I would like to sincerely thank you for this financial assistance, as it will be fully applied towards my final semester's tuition at Florida Atlantic University. I expect to graduate in December of 2013 with a Bachelor's Degree in Psychology and a minor in Sociology, and this scholarship will be a huge help in covering my remaining tuition balance.

The PBA's involvement in rewarding me with these tuition assistance funds has truly given me an enormous sense of gratitude and peace of mind, as I will now be able to work less hours and focus more on my overall studies without the added stress of applying for loans to cover my tuition. As a result of your generosity, I will be one of the few students who will be graduating without an overwhelming amount of student debt.

After graduation, I intend to apply for admission to the Palm Beach County Police Academy in February of 2014. I then hope to become employed by the Palm Beach Sheriff's Office, or another law enforcement agency within the county. When I someday become a valued member of a police department, whether it's affiliated with the PBA or not, I will be joining your organization so that I may give back to other students what you have given me.

Thank you again for all that you have done for me.

David Kalmus, Jr.

David Kalmus, Jr.

To: JOHN KAZANJIAN

I WOULD LIKE TO THANK YOU FOR THE SCHOLARSHIP FUNDS THAT YOU WERE ABLE TO AWARD TO ME. IT WAS GREATLY APPRECIATED, AND AS A FLIGHT STUDENT, I CAN ASSURE YOU THE MONEY WILL BE PUT TO GOOD USE. THE NEW PBA HALL WAS BEAUTIFUL, AS WAS THE WONDERFUL BANQUET YOU PROVIDED FOR SCHOLARSHIP AWARD REEES. ONCE AGAIN, THANK YOU.

SINCERELY,
KIM EDELSTEIN

John Kazanjian,

I am writing to thank you for your generosity in granting me a scholarship this year. Both me and my family are incredibly grateful for the scholarship opportunities the past 4 years, as they helped find the best education that I could have imagined. I am especially thankful for your graciousness in letting me come in for a late interview!

Sincerely,
Erica Edelstein

thanks

Dear Police Benevolent Association,

I am writing this letter to thank you for giving me the chance for the 2013 interview for the Brian Chappell memorial scholarship. I want to thank you for choosing me. It will not only help me towards my college tuition but also help me further my education.

I have chosen to go for my AA degree. Within two years I hope to be accepted in the nursing program at FAU. So on my behalf I'm sending this as a thank you for your assistance for the year 2013 at Palm Beach State College.

Sincerely,

Kristy Rowe
Kristy Rowe

Dear Kaz,

Thank you for the generous scholarship award. It's going to help me alot as I start my career at U.C.F.!

Thank again.

Kaitlen Hennessy

To Whom It May Concern,

I'm writing you today to acknowledge my sincere and immense appreciation for the scholarship I was recently awarded by the PBA. It has greatly helped me in my pursuit of a college education. Being a full-time student certainly incurs its expenses, and in these tough economic times any amount of money is greatly appreciated. This scholarship has certainly alleviated partial burden of my college fees, and for that I can't thank this organization enough.

Sincerely,

Michael Caldwell

Mike Cashwell

8/14/13

Palm Beach County P.B.A. Scholarship Fund
2100 North Florida Mango Rd
West Palm Beach, FL 33409

Dear Mr. Kazanjian,

I would like to extend my gratitude to you for granting me such a generous scholarship. As a freshman at the University of Florida, I have already successfully completed two courses and I am grateful to have begun my education with your support. I will be continuing at UF in the fall as an Applied Physiology and Kinesiology major. I am honored that you chose to present me with this opportunity. Thank you again.

Sincerely,

John Ferrer
John Ferrer

Thank You

Dear Palm Beach county PBA,

With sincere gratitude and appreciation.

Thank you so much for this scholarship award. I greatly appreciate your support in my education.

Sincerely,
Larrah Castro

PBA Scholarship Committee,

I want to thank you for the scholarship money that you gave me. The scholarship money helps to offset fees, books, etc... and costs for nursing school. Thank you for helping me continue my education to be a nurse.

Victoria Gray

THANK YOU

Letters
to the
P.B.A.

Thank You

Dear PBA Scholarship Committee,

I would just like to take a moment to express my gratitude upon receiving the PBA/Annie Tartaglione memorial scholarship. I am so very thankful that I was one of the chosen ones to receive this scholarship. It will be very helpful in covering all of the costs for college. I am so thankful for your generosity. I could never thank you enough!

God Bless,

Courtne A. Ross

Courtne Ross

Dear Palm Beach PBA,
Thank you so much for the scholarship. I really appreciate how much this organization gives back to the officers keeping us safe and their families. Thank you for contributing to my education. This gift is so helpful and I really am thankful for all the people that have come together to make the PBA and this scholarship possible. Sincerely,
Payton Hilford

Dear KAZ And the Scholarship Committee,
Thank you for the scholarship, it will be used wisely when I move into school in August. I would also like to thank you for the opportunity for me to get interviewed for the scholarship. I know there were a lot of kids to be interviewed and I am happy to be chosen as one of them.
Thank you again and look forward to re-apply next year.
Sincerely,
Jessica McAfee

Dear PBA Committee
I am writing this letter to thank you for your generous gift this year. It was such a blessing and extremely helpful with your generous donation this year and in the past, has allowed me to put myself through school so far without any debt. I am getting closer and closer to finishing school and because of your help I can start my life debt free.

Thank You
Sincerely
Austin Foster



Dear PBA Scholarship Committee,
I am honored to have received the Brian Chappell Scholarship Award. I am not only grateful for you, the committee, for selecting me but more importantly the Chappell family and their generosity in making these funds available. I plan on using this scholarship to further my college career to become an elementary school teacher, where I will hopefully inspire a new generation of children.

Thanks for making this possible,
Nicole Luciano



July 10, 2013

Mr. John Kazanjian and PBA members
2100 North Florida Mango Road
West Palm Beach, FL 33409

Dear PBA Scholarship Committee,

I would like to thank you all for the scholarship that you have provided to me. It will assist me in my education expenses that I will encounter at the University of South Florida as I pursue my goal of becoming an infantry officer in the U.S. Army. I am very grateful for your consideration and generosity.

God bless,

Christian Moore
Christian Moore

8/10/2013

PBA - Scholarship
2100 N. Florida Mango Road
West Palm Beach, FL 33409

I am writing to express my sincere gratitude to you for making the **Palm Beach County PBA Scholarship** possible. I was thrilled to learn of my selection for this honor and I am deeply appreciative of your support.

I am currently majoring in Electrical Engineering with hopes of becoming an electrical engineer. The financial assistance you provided will be of great help to me in paying my educational expenses, and it will allow me to concentrate more of my time for studying.

Thank you again for your generosity and support. I promise you I will work very hard and eventually give something back to others, both as an engineer and possibly as a donor to a scholarship to future students like myself.

Sincerely,

Tyler D. Werne

Tyler D. Werne

Letters
to the
P.B.A.

Dear PBA,
Thank you for donating to the Brian Olsen Fund (college). Your support now and through out my life has meant alot to me.

Sincerely,
Brian Olsen

Mr. Kazanjian
& Board Members
of the PBA -

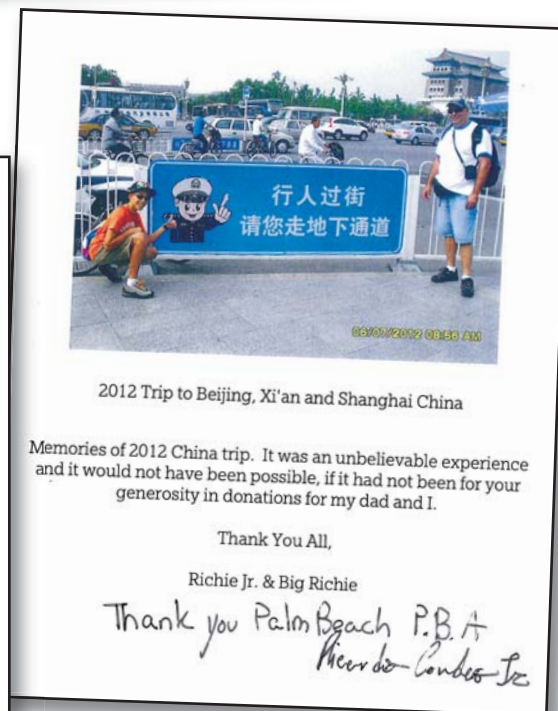
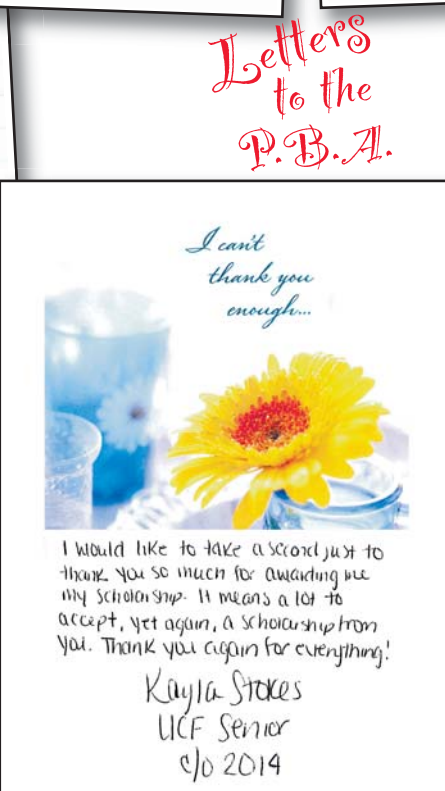
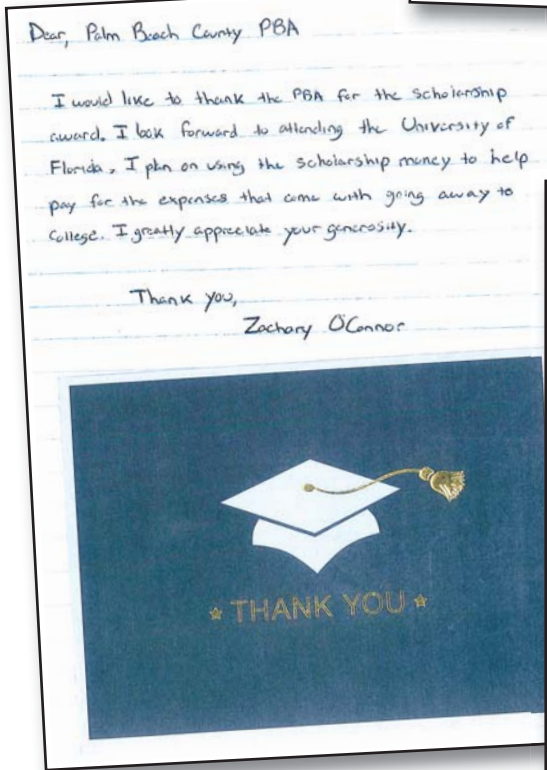
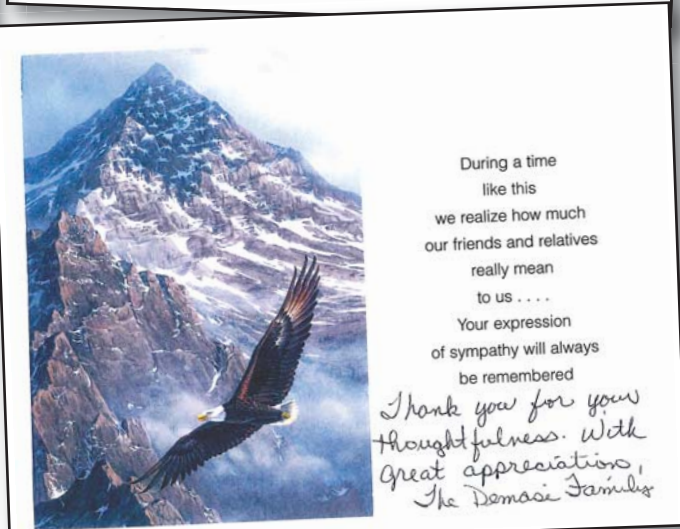
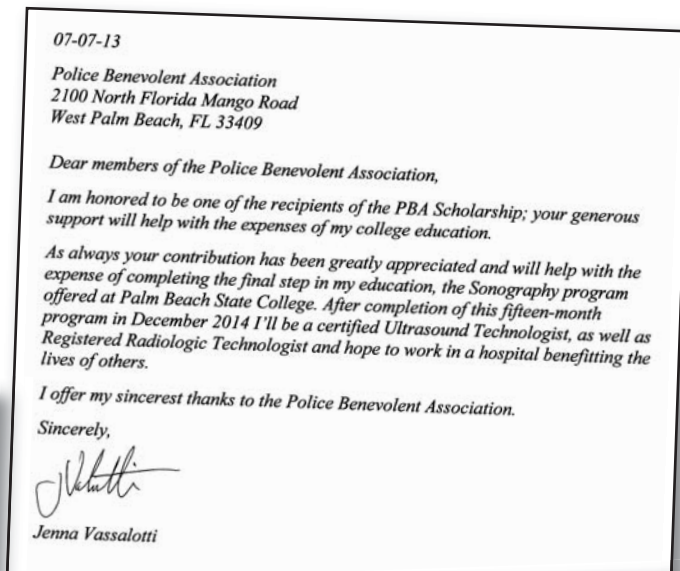
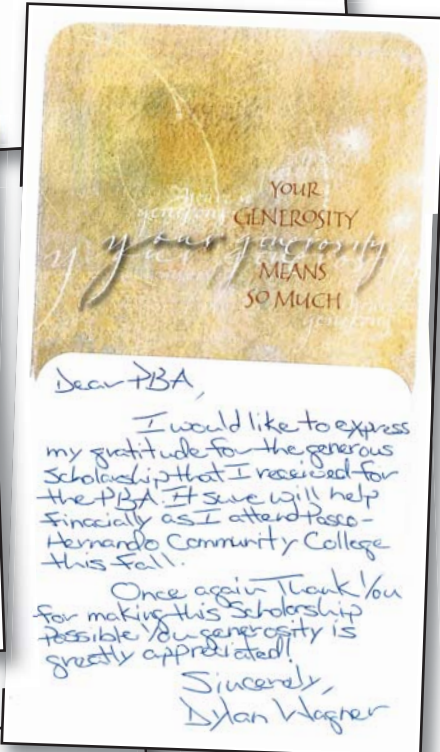
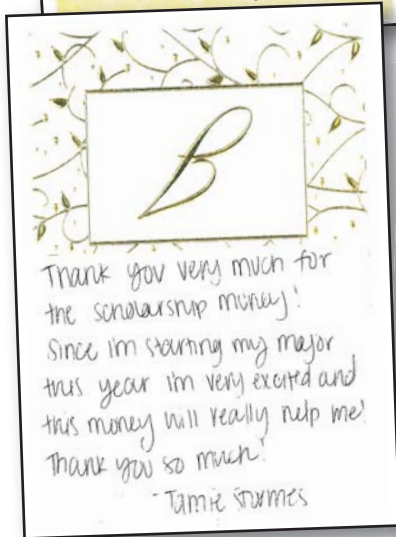
7/13

I can't thank you enough for giving me the scholarship for college. I appreciate you all & will make you proud. Thank you so much again.

Amadea
Hawkins
(daughter of DIS Joann
Read)

Dear PBA,
Thank you for your generous contribution towards my education. Your continued support means alot to me.

Sincerely,
Robert Olsen





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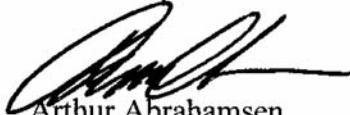
Dear Members:

Together with the Palm Beach PBA and President John Kazanjian, we have arranged a series of retirement seminars that are designed to help members secure and understand the basic financial planning principles that they will need so that they are able to enjoy a well-deserved retirement.

These seminars take place at the Florida Mango Office the 3rd Wednesday of every month. The schedule for the balance of this year and all of next year is enclosed for you to post. If it is inconvenient for your members to come to the PBA Headquarters, we could accommodate them and bring the seminar to your location.

Looking forward to seeing all of you either at the PBA office or your own department's meeting room.

Yours truly,



Arthur Abrahamsen
Registered Rep



Jennifer Baron
Registered Rep

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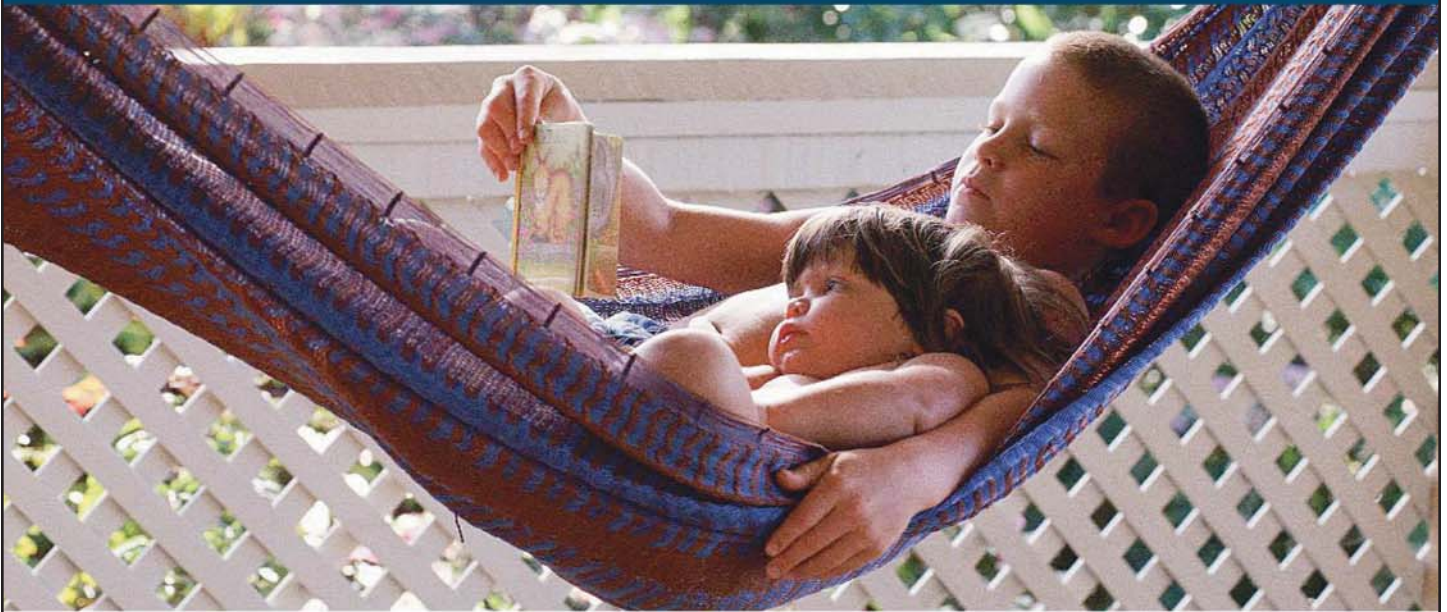
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Palm Beach County PBA

2100 N. Florida Mango Road
West Palm Beach, FL 33409

www.pbcpga.org



Palm Beach Co PBA

Palm Beach County PBA Management, Inc.



FEES.

\$750.00 for Non-Members

\$500.00 for Members

\$250.00 Deposit

Two dollars (\$2.00) per chair for set up and
breakdown of tables and chairs and cleaning fee.

ALCOHOL. No alcoholic beverages will be permitted
to be sold at an event. If you are planning to have
alcohol served and utilize the bar, you must hire
approved bartenders. The fee is set at \$100.00 per
bartender.

SMOKING. Smoking is not permitted inside the
Hall.

HOURS. Hours of operation are 11.00 am –
midnight.



Lou Penque, Property Manager

561.889.4577

Rick McAfee

561.689.3745

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