



# CODE THREE

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

VOLUME 30, NUMBER 1

PUBLISHED QUARTERLY FOR MEMBERS

MAY 2014



## Kaitlin A. Kazanjian Memorial Golf Tournament Raises over \$40,000 for Kids' Scholarships!

### DAILY NEWS

World • Business • Finance • Lifestyle • Travel • Sport • Weather

THURSDAY

THE WORLD'S MOST INFLUENTIAL NEWSPAPER

NY, NY

**PBA Gets Terminated  
Boynton Beach Sergeant  
Reinstated With Full Back  
Pay One Year Later**



# President's Message

John Kazanjian

## Frustration

**C**urrent members from Boynton Beach and Delray Beach have to be as frustrated as hell. Both of these cities have prolonged the negotiating process for eight months now, creating frustration in our members. Boynton Beach is heading to impasse, with Delray not too far behind. In Boynton, for example, the members attempted to ratify a contract back in December. The City offered 3% across the board. The PBA was happy with the 3%. However, because the officers have not received a raise in four years, we wanted to use the 3% to help reduce compression issues. We did not want a newly hired officer making the same as a five-year seasoned officer. So, the City rejected our proposal and "suggested" the 3% across the board. Incidentally, all other articles were TA'd (temporarily agreed). The lieutenants, sergeants and officers voted to ratify the contract on December 3rd and 4th. The results were as follows: Lieutenants for the contract **1**, and **3** against. Sergeants: **1** for the contract, and **20** against. Officers: **2** for the contract, and **99** against. The members told us the reason it was not ratified was based on how the 3% was being distributed. The City was clearly angry at the officers because officers voted down the contract. When we went back to the table to renegotiate the contract, we were shocked that the City opened and made changes to every article in the contract. Again, the PBA and the City TA'd on all articles. It's despicable what they are doing to the men and women at the police department. Essentially, because someone's feelings got hurt. I can go on and on about Boynton Beach P.D., but I will save that for another time.

I don't understand the thinking from some of these city managers. Palm Beach home revenues have increased 4% this year. That means a whole lot of money coming in from taxes. And, they still want to take the position they have no money to give for benefits. A lot of members and their families have been struggling for the past six years because the cities have been crying they have no money. I hate being redundant and I say it over and over again, we have to remove those politicians who don't support our issues. Matt Dejoy and the other Greenacres Reps did exactly that. They worked very hard to defeat the vice-mayor of their City and were successful putting in a supportive candidate.

I anticipate a very long and drawn out process when we go to impasse with the cities in order to get our people a contract. The PBA is committed to fight for our members!

As always, we will keep you all informed of the status. Be safe out there.

## 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.

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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.

### 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 texts and emails directly to your mobile device!

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# PALM BEACH COUNTY PBA

## EXECUTIVE BOARD

**Effective Jan. 1, 2011 - Dec. 31, 2014**

John Kazanjian, President

Ernest W. George,  
Executive Director

Rick McAfee, Vice-President

Lou Penque, Treasurer

Kevin Igo, Secretary

Greg Allen, Sgt.-at-arms

Vinnie Gray, Labor Relations  
Coordinator

Pete Tartaglione, Corr. Labor  
Relations Coordinator

Gary Lippman, General Counsel

Larry Fagan, Legal Counsel

Rick King, Legal Counsel



## BOARD OF DIRECTORS

### BOYNTON BEACH

Toby Athol  
Doc Davis  
Brian Goldfuss  
Doug Gilbert  
Cory Gray

### DELRAY BEACH

Vinnie Gray  
Shannon Sniffen  
Rod Stevenson  
Gary Ferreri  
Andrew Arena, Alt.  
Joe Hart, Alt.

### DELRAY BEACH LTS.

John Palermo  
Scott Privitera, Alt.

### FAU

William Hernandez  
Miguel Cardona, Appt.

### GREENACRES

Matt DeJoy  
Josh Leheny, Appt.

### GREENACRES LTS.

Brandon Aultman  
Harry Grosser, Alt.

### JUPITER

Jay Levinstein  
Jason VanSteenburgh  
Jason Alexandre  
Mike Lilienfeld  
Adam Hirsch, Alt.

### JUPITER ISLAND

Matt Potsko  
Steve Bona, Appt.

### LANTANA

Chris Decker

### MANALAPAN

Chris Filippelli

### MARTIN CO. SO

William Weiss  
Darryl Stokes  
Karl Nelson  
Richard Parks  
Donald Knott, Alt.  
Jake Sirmans, Alt.  
James Holloran, Alt.

### MARTIN CO. SO - CORRECTIONS

Tommy Randazzo  
Lawrence Lutrin  
Rui Dutra, Alt.  
Chris Gorham, Alt.

### NORTH PALM BEACH

Joseph Yungk  
Javier Ortiz, Alt.

### OCEAN RIDGE

Steven Wohlfiel  
Mario Galluscio, Alt.

### PALM BEACH CO. SCHOOL POLICE

Kevin O'Sullivan  
Alex Lopez  
Brian Qualters, Appt.  
Ronnie Williams, Appt.

### PALM BEACH CO. SO

Paul Vrchota  
Dan Burrows  
Mike Antonopoulos  
Mike Kletzky  
Terry Maguire  
Butch Altonen, Alt.  
Ray Griffith, Alt.  
Billy Gray, Appt.  
Grant Henderson, Appt.  
Kevin Igo, Appt.  
John McGuire, Appt.  
Alex Nunes, Appt.  
Carlos Ugalde, Appt.

### PBSO Site Reps

William Aguillon  
Rick Barnett  
Dominick Berardone  
Patrick Bolton  
Chris Caris  
Ron Cohen  
Greg Fernandez  
Bill Gale  
Jay Gallagher  
Tony Iannitti  
Stan Jackson  
Jason Johnson  
Chris Keegan  
Tom Lunney  
Shanika McClinton  
David McCormick  
Mike Mendelsberg  
Ryan Mugridge  
John Rivers

### PBSO Site Reps (Cont.)

Jay Shears  
Steven Sherman  
Darren Stinnet  
John Sylvester  
Michael Tramonte  
Kelly Whittles

### PALM BEACH CO. SO - CORRECTIONS

Tammy Bussey  
Jerry Snead  
Jeff Jackson  
Pete Tartaglione  
Will Pinto  
Willie Powell, Alt.  
Patrice Quinn, Alt.  
DJ Dowling, Appt.  
Thomas Jordan, Appt.  
Reginald Napier, Appt.  
Napoleon Taylor, Appt.

### PBSO Corrections Site Rep

Willie Blackmon

### PALM BEACH CO. SO CIVILIANS

Susan Thornton  
Mark Gish  
John Costello  
Catherine Adriance  
Heidi Grob  
Kristen Lassinger, Alt.  
Kim Wilson, Alt.  
Kara Bannon, Appt.  
Maritza Fundora, Appt.  
Tequesta McKinney, Appt.

### PBSO Civilian Site Reps

Kayai Graham  
Dawn Harris  
Richara Simmons

### PALM BEACH GARDENS

Bob Odell  
Randall Anderson  
Randy Buntin  
Greg Allen, Alt.  
Robert Wilson, Alt.

### PALM BEACH SHORES

Charlie Hoeffer  
Mike Simmons, Appt.

### PALM SPRINGS

Sean Grant  
Darrell Diez, Alt.

### PALM SPRINGS SGTS.

Louis Collura  
Michele Vazquez, Alt.

### PORT ST. LUCIE

Paul Grohowski  
Carmine Izzo  
Ron Caudell  
Matt Pietrzak

### RIVIERA BEACH

Nancy Aspenleiter  
Peter Modica  
Nir Mordechai, Alt.  
Frank LaPorta, Alt.

### SOUTH PALM BEACH

Mark McKirchy  
Jason LaForte, Alt.

### STUART

David Duran

### TEQUESTA

Charlie Weinblatt

### WEST PALM BEACH

Louis Penque  
Troy Marchese  
Ed Thomas  
Roy Bevell  
Joseph Herb  
Brian Gaudette, Alt.  
Jay Donde, Alt.





# Board of Directors Meeting

## Attendance - December, 2013

### EXECUTIVE BOARD

John Kazanjian .....Yes  
 Ernie George .....Yes  
 Rick McAfee .....Yes  
 Lou Penque .....Yes  
 Kevin Igo .....Yes  
 Greg Allen .....Yes

### REPRESENTATIVES

#### Boynton Beach

Toby Athol .....Yes  
 R. "Doc" Davis .....Yes  
 Kelly Harris .....Yes  
 Brian Goldfuss .....Yes  
 Douglas Gilbert, Alt. ....Yes  
 Cory Gray, Appt. ....Yes

#### Delray Beach

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

#### Delray Beach Lts.

John Palermo .....Yes  
 Scott Privitera, Alt. ....Yes

#### FAU

William Hernandez .....Yes

#### Greenacres

Matt DeJoy .....Yes  
 Phillip Konz .....Yes  
 Josh Leheny, Appt. ....Excused

#### Greenacres - Lts

Brandon Aultman .....Yes  
 Harry Grosser, Alt. ....Yes

#### Juno Beach

No PBA Reps

#### Jupiter

Jason Levinstein .....Yes  
 Jason Vansteenburgh .....Yes  
 Jason Alexandre .....Yes  
 Michael Lilienfeld, Alt. ....Yes  
 Adam Hirsch, Alt. ....Yes

#### Jupiter Island

Alex Dobek .....Yes  
 Matt Potsko .....Yes

#### Lantana

Chris Decker .....Yes

#### Manalapan

Paul Williams .....Yes  
 Chris Filippelli, Appt. ....Unexcused

### MCSO - LE

William Weiss .....Yes  
 Darryl Stokes .....Yes  
 Karl Nelson .....Yes  
 Richard Parks .....Excused  
 Donald Knott .....Yes  
 Jake Sirmans, Alt. ....Yes  
 James Holloran, Appt. ....Yes

### MCSO - Corr

Thomas Randazzo .....Yes  
 Lawrence Lutrin .....Yes  
 Rui Dutra, Alt. ....Yes  
 Chris Gorham, Alt. ....Yes

### North Palm Beach

Joseph Yungk .....Unexcused  
 Javier Ortiz, Alt. ....Yes

### Ocean Ridge

Steven Wohlfel .....Excused  
 Mario Galluscio, Alt. ....Yes

### PB School Police

Kevin O'Sullivan .....Excused  
 Alex Lopez .....Yes  
 Brian Qualters, Appt. ....Excused  
 Ronnie Williams, Appt. ....Unexcused

### Palm Bch Gardens

Bob Odell .....Yes  
 Randall Anderson .....Yes  
 Randy Buntin .....Yes  
 Greg Allen, Alt. ....Yes  
 Robert Wilson, Alt. ....Yes

### PBSO - LE

Paul Vrchota .....Yes  
 Dan Burrows .....Yes  
 Mike Antonopoulos .....Yes  
 Michael Kletzky .....Yes  
 Terry Maguire .....Yes  
 Butch Altonen, Alt. ....Yes  
 Ray Griffith, Alt. ....Yes  
 Billy Gray, Appt. ....Yes  
 Grant Henderson, Appt. ....Unexcused  
 Kevin Igo, Appt. ....Yes  
 John McGuire, Appt. ....Yes  
 Alex Nunes, Appt. ....Yes  
 Carlos Ugalde, Appt. ....Yes

### PBSO - Corr

Tammy Bussey .....Yes  
 Jerry Sneed .....Yes  
 Jeff Jackson .....Excused  
 Pete Tartaglione .....Yes  
 William Pinto .....Yes  
 Willie Powell, Alt. ....Yes  
 Patrice Quinn, Alt. ....Yes  
 DJ Dowling, Appt. ....Yes

### PBSO - Corr continued

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

### PBSO - Civilians

Susan Thornton .....Yes  
 Mark Gish .....Excused  
 John Costello .....Yes  
 Catherine Adriance .....Yes  
 Heidi Grob .....Unexcused  
 Kristen Lassinger, Alt. ....Yes  
 Kim Wilson, Alt. ....Yes  
 Kara Bannon, Appt. ....Yes  
 Maritza Fundora, Appt. ....Excused  
 Tequesta McKinney, Appt. ....Yes

### Palm Bch Shores

Charlie Hoeffler .....Yes

### Palm Springs

Sean Grant .....Excused  
 Darrell Diez, Alt. ....Yes

### Palm Springs Sgts

Louis Collura .....Yes  
 Michele Vazquez, Alt. ....Unexcused

### Port St. Lucie

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

### Riviera Beach

Nancy Aspenleiter .....Yes  
 Peter Modica .....Excused  
 Nir Mordechay, Alt. ....Yes  
 Frank LaPorta, Alt. ....Unexcused  
 Jeremy Campbell, Appt. ....Yes

### South Palm Beach

Mark McKirchy .....Yes  
 Jason LaForte, Alt. ....Excused

### Stuart

David Duran .....Yes

### Tequesta

Charles Weinblatt .....Yes

### West Palm Beach

Lou Penque .....Yes  
 Troy Marchese .....Yes  
 Edward Thomas .....Yes  
 Roy Bevell .....Unexcused  
 Joseph Herb .....Yes  
 Brian Gaudette, Alt. ....Yes  
 Mike Leas, Alt. ....Yes  
 Jay Donde, Appt. ....Yes

# Board of Directors Meeting

## Attendance - April, 2014

### EXECUTIVE BOARD

John Kazanjian .....Yes  
 Ernie George .....Excused  
 Rick McAfee .....Yes  
 Lou Penque .....Yes  
 Kevin Igo .....Yes  
 Greg Allen .....Excused

### REPRESENTATIVES

#### Boynton Beach

Toby Athol .....Yes  
 R. "Doc" Davis .....Yes  
 Kelly Harris .....Unexcused  
 Brian Goldfuss .....Excused  
 Douglas Gilbert, Alt. ....Unexcused  
 Cory Gray, Appt. ....Yes

#### Delray Beach

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

#### Delray Beach Lts.

John Palermo .....Excused  
 Scott Privitera, Alt. ....Yes

#### FAU

William Hernandez .....Yes  
 Miguel Cardona .....Yes

#### Greenacres

Matt DeJoy .....Excused  
 Phillip Konz .....Excused  
 Josh Leheny, Appt. ....Excused

#### Greenacres - Lts

Brandon Aultman .....Yes  
 Harry Grosser, Alt. ....Yes

#### Juno Beach

No PBA Reps

#### Jupiter

Jason Levinstein .....Excused  
 Jason Vansteenburgh .....Yes  
 Jason Alexandre .....Yes  
 Michael Lilienfeld, Alt. ....Excused  
 Adam Hirsch, Alt. ....Yes

#### Jupiter Island

Matt Potsko .....Excused  
 Steve Bona, Appt. ....Excused

#### Lantana

Chris Decker .....Unexcused

#### Manalapan

Paul Williams .....Excused  
 Chris Filippelli, Appt. ....Unexcused

### MCSO - LE

William Weiss .....Yes  
 Darryl Stokes .....Yes  
 Karl Nelson .....Yes  
 Richard Parks .....Yes  
 Donald Knott .....Yes  
 Jake Sirmans, Alt. ....Yes  
 James Holloran, Appt. ....Yes

### MCSO - Corr

Thomas Randazzo .....Yes  
 Lawrence Lutrin .....Yes  
 Rui Dutra, Alt. ....Yes  
 Chris Gorham, Alt. ....Excused

### North Palm Beach

Joseph Yungk .....Excused  
 Javier Ortiz, Alt. ....Yes

### Ocean Ridge

Steven Wohlfel .....Yes  
 Mario Galluscio, Alt. ....Yes

### PB School Police

Kevin O'Sullivan .....Excused  
 Alex Lopez .....Excused  
 Brian Qualters, Appt. ....Unexcused  
 Ronnie Williams, Appt. ....Excused

### Palm Bch Gardens

Bob Odell .....Excused  
 Randall Anderson .....Excused  
 Randy Buntin .....Excused  
 Greg Allen, Alt. ....Yes  
 Robert Wilson, Alt. ....Excused

### PBSO - LE

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

### PBSO - Corr

Tammy Bussey .....Yes  
 Jerry Sneed .....Yes  
 Jeff Jackson .....Excused  
 Pete Tartaglione .....Yes  
 William Pinto .....Yes  
 Willie Powell, Alt. ....Yes  
 Patrice Quinn, Alt. ....Excused  
 DJ Dowling, Appt. ....Yes

### PBSO - Corr continued

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 Reginald Napier, Appt. ....Excused

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 Heidi Grob .....Yes  
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 Kim Wilson, Alt. ....Yes  
 Kara Bannon, Appt. ....Yes  
 Maritza Fundora, Appt. ....Unexcused  
 Tequesta McKinney, Appt. ....Yes

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Charlie Hoeffler .....Excused  
 Mike Simmons, Appt. ....Unexcused

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Sean Grant .....Unexcused  
 Darrell Diez, Alt. ....Yes

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Louis Collura .....Excused  
 Michele Vazquez, Alt. ....Unexcused

### Port St. Lucie

Paul Grohowski .....Yes  
 Carmine Izzo .....Yes  
 Ron Caudell, Appt. ....Yes  
 Mark Boals .....Excused

### Riviera Beach

Nancy Aspenleiter .....Excused  
 Peter Modica .....Yes  
 Nir Mordechay, Alt. ....Yes  
 Frank LaPorta, Alt. ....Yes

### South Palm Beach

Mark McKirchy .....Yes  
 Jason LaForte, Alt. ....Excused

### Stuart

David Duran .....Yes

### Tequesta

Charles Weinblatt .....Excused

### West Palm Beach

Lou Penque .....Yes  
 Troy Marchese .....Yes  
 Edward Thomas .....Unexcused  
 Roy Bevell .....Unexcused  
 Joseph Herb .....Unexcused  
 Brian Gaudette, Alt. ....Yes  
 Jay Donde, Appt. ....Yes

# Welcome New Members!!!

## DECEMBER, 2013

GIONATA BARGELLINI.....	ASSOCIATE
JOHN TURNER.....	RETIREE
REGINALD ADAMS .....	GRNACRS
NANCY WOOLLEY .....	PBSO
ARTHUR TYRE.....	JUNO
MARTIN GAREAU .....	PBSO
MICHAEL CASEY .....	PSLPD
PETER MCDONOUGH.....	PBSO
WELKENY RIVERO.....	PBSO
THOMAS RIGGS .....	PB SHORES
DONNAREEN JAMES .....	PBSO
WILLIAM WHEELER.....	PBSO

## JANUARY, 2014

MICHAEL MARZIGLIANO.....	FAU
MICHAEL CIMOCH.....	PBSO
SHEMIKA WILLIAMS .....	PBSO
ALEXANDER CABRERA .....	SCHOOL
TANZANERRIA ALLEN .....	SCHOOL
DIANA LAWRENCE .....	PBSO
GREGORIO COLLAZO.....	MCSO
MICHAEL GINN .....	GREENACES
JUSTIN SPENCE.....	BOYNTON
MITCHELL AVILA.....	RIVIERA BCH
DARRELL RUSSIAN.....	PB SHORES
PENNY POWELL.....	PBSO
JUNA THOMSA.....	PBSO
CHRISTOPHER CADE .....	SCHOOL
TRON ARNETT.....	SCHOOL
KATHY RIBEIRO.....	PB SHORES
CLIFFORD PAULENKA .....	BOYNTON
BARRY WARD .....	BOYNTON
BRIAN KENNY .....	PSL
TREVOR DARLINGTON.....	PBSO
CRYSTAL CONWAY .....	WPB
SHANISHA WORTHY .....	PBSO
JORDAN JONES.....	PBSO
LENNDY CHIQUITO-RODRIGUEZ .....	PBSO
KEVIN MATTHEW.....	PBSO
TIMOTHY MANN.....	PBSO
JOHN BORZILLO.....	PBSO
JEFFREY FREEMAN, JR. ....	PBSO
PAOLA VALENZUELA.....	PBSO
MITCHELL STELMAT .....	PBSO
HENRY RAMOS.....	PBSO
CROSBY MAYS.....	PBSO
JASON EKSTROM.....	PBSO
ROBERTO PARRALES.....	PBSO
DEMETRIUS OWENS.....	PBSO
ELLEN JORDAN .....	PBSO
WILLIAM VAUGHAN .....	PBSO
ADAM POZSONYI .....	PBSO
MATTHEW STOCKWELL .....	PBSO
LONEISHA WILLIAMS .....	PBSO

## FEBRUARY, 2014

JAMES HANRAHAN .....	SCHOOL
ADAM LEIBOWITZ.....	MCSO
LINDA HART .....	PBSO
CHRISTOPHER LOWE.....	JUPITER
HUGO FERNANDEZ.....	WPB
KATHLEEN BAGGETT .....	WPB

## FEBRUARY, 2014 (continued)

DAVID STREIGOLD.....	WPB
DARREN SMITH.....	PBSO
ALEXANDER HUBA.....	GARDENS
VERONICA BELL.....	PBSO (REIN)

## MARCH, 2014

MICHAEL LESTRANGE.....	PBSO (REIN)
NATHAN GORDON.....	RIVIERA BEACH
LUIS ALVAREZ.....	MCSO (REIN)
JONATHAN GARTEN .....	PBSO
ANTHONY SWIGERT .....	ATLANTIS
MILTON SMITH.....	DELRAY
ALEXANDER WOOLF .....	PBSO
JESSE WENZEL .....	PBSO
MICHAEL GRAHAM.....	JUNO (REIN)
CALVIN MCGRUFF .....	JUNO (REIN)
JAMES WARINO.....	JUNO (REIN)
PETER MANFREDI.....	PBSO
JOSHUA FREEMAN .....	WPB
RAPHAEL CHAVES .....	WPB
ANTHONY O'DEA.....	WPB
SARAH BURGOON .....	WPB
JAMES DEBROSSE .....	PBSO
LATOYA MUNDEN .....	PBSO
MICHAELA ALBURY .....	PBSO
CARLA DRUMMOND.....	PBSO
TARA SESSA .....	PBSO

## APRIL, 2014

GARY JOY .....	PBSO
JAIMEE VEGA .....	WPB
JOHN WOODS.....	GREENACRES
DONNIE INGRAM.....	FAU
MAIRA RUIZ.....	PBSO
ALVARO PALACIO .....	PBSO
NICHOLAS ALONSO .....	PBSO
JEANIE BOLDIN .....	PBSO
DENNEY ROBERT .....	PBSO
SCOTT LOGSDON .....	JUPITER ISLAND
INGREED LIZCANO .....	PBSO
RUSSELL WOLF.....	PBSO
WENDY HELMER.....	PBSO
JONATHAN BERGER .....	PBSO
NATASHA TERRY-ULETT.....	PBSO
BRITTANY DISTEFANO .....	PBSO
GARFIELD JOHNSON.....	PBSO
ERIC DEVAUL.....	PBSO
ALEXIS GALEOTE.....	PBSO
JOHNNIE BRYANT .....	PBSO
GEHRING FREDERICK.....	PBSO
SCOTT LOGSDON .....	JUPITER ISLAND
DENA KIMBERLIN .....	PBSO
STEPHAN KNIFFIN .....	PBSO
CATHERINE LARA .....	GREENACRES

## MAY, 2014

ROOSEVELT LEE .....	RIVIERA BEACH
MATTHEW MUNIZ .....	TEQUESTA
DEAN MIHALKO .....	MCSO
EVAN KOZAK.....	TEQUESTA
MICHAEL HALL .....	PBSO



# Ten Thirty Three

## What Am I Doing Here????

Submitted by Rick King, Legal Counsel

I'm back!! For those members who didn't know I was gone and for those members who knew (on both sides of the fence); I'm back full time at the PBA. It's good to be back, but it begs the question: "What am I doing here?"

Recently, during internal investigative statements, my role in the process has been questioned. In the PBSO opening colloquy, the very first warning the investigator reads is directed at me. I'm specifically told that I may not interfere, but may only ask "clarifying questions"; and the template the PBSO investigator reads from requires him or her to obtain "verbal acknowledgement" from me (i.e. my job is to say 'yes, I understand'). But what does that mean??

The role of the union representative was defined in the Supreme Court case of National Labor Relations Board, v. J. Weingarten, Inc., 95 S. Ct. 959, (1975). In Weingarten, a lunch counter worker was questioned by the store manager and a security guard about her purchase of a chicken dinner. Id. at 962. The worker requested, but was denied the assistance of the shop steward or other union representative. Id. The employee was eventually found to be innocent of any wrongdoing, but an unfair labor practice ensued for the employers' refusal to allow the employee representation. Id. at 963.

The case was initially heard by the National Labor Relations Board, which held for the employee union. Id. at 966. The Court of Appeals for the Fifth Circuit disagreed with the Board's understanding of the law and refused to enforce the award. Id. The Supreme Court of the United States ("SCOTUS") granted certiorari and held that it was improper for an employer to deny an employee's request that an employee's union representative be present at an investigatory interview which the employee reasonably believes might result in disciplinary action, on the ground that such denial interfered with, restrained, and coerced the individual right of the employee, "to engage in . . . concerted activities for . . . mutual aid or protection . . ." Id. at 965.

The SCOTUS went on to explain that the union representative's role in the meeting. The representative is there because "A single employee confronted by an employer investigating whether certain conduct deserves discipline may be too fearful or inarticulate to relate accurately the incident being investigated, or too ignorant to raise extenuating factors. A knowledgeable union representative could assist the employer by eliciting favorable facts, and save the employer production time by getting to the bottom of the incident occasioning the interview. Certainly his presence need not transform the interview into an adversary contest." Id. at 966.

"The Supreme Court's Weingarten opinion does not paint a picture of a passive role for a union representative at an investi-

gatory interview. The use of terms such as "assist", "assistance", "clarify", "eliciting favorable facts", "getting to the bottom of the incident", "raise extenuating factors" and "suggest", indicate the Court's belief that a union representative must have the opportunity to be more than a witness to the interview process. From its numerous uses of active verbs when describing the role of a union representative during an investigatory interview, it is

**"I believe that the investigations aren't witch hunts and we aren't trying to set people up."**

clear that the Supreme Court in Weingarten envisioned the representative's role as including the ability to ask questions, to bring out additional facts, counsel the employee under investigation, and to provide information concerning past employment practices." KING COUNTY, DECISION 4299 (PECB, 1993)

What the court was clearly saying was: the union representative is there to help both sides. While the rep's principal (or primary?) duty is to help the member, in the end we all hope that the truth comes out. (I hope.) I believe that the investigations aren't witch hunts and we aren't trying to set people up. (gulp) Those investigators who know me know that I ask questions designed to illuminate facts that are necessary to show things aren't always as they seem. I'm not trying to outsmart you or play defense lawyer; I'm trying to help. Neither side benefits by wasting money on further proceedings based on investigations where the all facts didn't come out.

So what am I doing here? Next time you tell me!

**Officer of the Month**



**HAVE YOU MADE  
YOUR NOMINATION?**

**Law Enforcement, Corrections and  
Civilian Awards**

Please submit your nominations for  
Law Enforcement Officer of the Month,  
Corrections Officer of the Month and  
Civilian Employee of the Month to

[Gail@pbcdba.org](mailto:Gail@pbcdba.org)











# Leadership

Submitted By Lt. Tammy Bussey (PBSO)

**P**rior to attending the Southern Police Institute in Louisville, Kentucky, I thought I knew the importance of good leadership. **Since** attending, my thoughts were confirmed. The successful management of an organization hinges on the leadership in place and how important it is to that leader to run an effective and efficient organization.

One type of leader we discussed is the "Transformational Leader." Transformational leaders create something new out of something old. Out of the old traditional organizational vision that was concerned primarily with maintaining control, reacting to events, recording incidents of crime and tracking clearance rates; these leaders are developing a new proactive vision for their organizations.

The first responsibility of the transformational leader is to develop for their organization, a strategic vision that describes a view of the present and future that everyone in the organization can believe in and strive to obtain.

I hear complaints very regularly about how things are done or not being done. My question to those people is: What are you doing to change what you are complaining about? I don't want to hear people complain about things they can change if they were to speak up. So, I throw the question back to them to offer a solution. This causes them to think for themselves, which is something effective leaders should do.

Below are a few of my favorite quotes on leadership. They should make you think:

Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership. ~ Colin Powell

Leadership is the art of getting someone else to do something you want done because he wants to do it.

~ Dwight Eisenhower

Delegating work works, provided the one delegating works, too. ~ Robert Half

The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it. ~ Theodore Roosevelt

Only one man in a thousand is a leader of men — the other 999 follow women. ~ Groucho Marx

Don't tell people how to do things, tell them what to do and let them surprise you with their results.

~ George S. Patton

A title doesn't make you a leader any more than standing in a garage makes you a car.

~ Author Unknown (but I'll take it)

## West Palm Beach News

Back in February, we rejected the health insurance proposal presented by the City. Due to our poor claims history, CIGNA's renewal quote resulted in a 42% increase in premiums. To put this in simple math, CIGNA lost \$1.5m dollars by being our insurance provider last year. They are looking to recoup some of their losses.

The City presented a complex HSA (Health Saving Account) plan to our membership. This plan's design, basically, would keep our premium costs and deductibles at the same rate. The HSA portion would be funded by the City. The HSA portion would have the opportunity to grow every year for you, if you did not utilize the entire funded amount.

There were three negative points that made us reject the proposal and go out for a RFP:

- 1) Retirees are not eligible for the HSA funding (leaving a retiree with family coverage with a \$3,600 deductible).
- 2) You will no longer have specific dollar amount co-pays for prescriptions. Instead you will be responsible for a percentage of the prescription price. Depending on the medication you could be responsible for up to 50% percent of the medication cost.
- 3) Regular co-pays are being increased to 20%.

Just FYI, PMSA has accepted this plan, but SEIU is currently at Impasse.

As soon as we are able to get what we believe to be the best possible plan, there will be a meeting and ALL OF THE FACTS will be presented. I will also be inviting all retirees to the meeting to keep them informed and to supply them with options.

Submitted By: Lou Penque, WPB PBA Rep

## PBA HEART FUND DEATH AND DISABILITY PLAN

**I**n 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

Please call the Florida PBA at 1-800-733-3722 for more info.

\*Receipt for donations will be provided upon request.

## PBSO News

We have started the new year with a list of incredible accomplishments. Some are:

- Eff. Jan. 1st 2014 - **2% COLA** and Jan. 2015 - **3% COLA**
- The Sheriff and the PBA continue to negotiate, keeping our health insurance cost at **zero (0)** responsibility, per contract, 10% of any increase were to be incurred by us. We have not paid an increase to our health insurance for the last **eight (8)** years.
- PBA negotiated 13 holidays and a CBA day.
- Those wishing to crossover from Corrections to Law Enforcement can now do so.
- The PBA has increased our Legal Department to include three (3) full-time PBA attorneys to provide our members the representation and legal defense they deserve.
- All sworn officers were issued their own individual weapons this past year.
- During football season, the PBA Hall opened their doors and welcomed all members to enjoy Monday Night Football with food and beverage provided at no charge.
- Also, PBA members can rent out the PBA at a considerable discount. Many have taken advantage of this already.
- For the last eleven (11) years, the PBA Charity Fund has provided our members with scholarship awards to defray the rising cost of college tuitions. To date, the PBA has awarded over **\$2,000,000** to our children.
- We continue to sponsor charitable events for our members in many different capacities.

There are so many reasons why it's advantageous for employees to join the PBA, not only those listed, there many more not mentioned. Given an opportunity, spend a moment or two and address **non-members** as to why it's important to be a part of our Collective Bargaining Unit. The dues are tax deductible and it's the best insurance policy that I know of. We all buy extended warranties, service contracts on almost everything you buy, why not protect your future and career.

We hope to see 100% membership for Corrections, sworn and civilian

***Reps, thank you for all that you do each any every day!***

Submitted by: Pete Tartaglione, PBSO PBA VP

## 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 ability 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 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 alert, 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.

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

**To Contact the PBA Office: (561) 689-3745  
Visit Our Website at: [www.pbcnpba.org](http://www.pbcnpba.org)**



# Save the Date!

## 7<sup>TH</sup> ANNUAL POLICE OFFICERS' BALL

**SATURDAY, JUNE 7, 2014**

**EAU PALM BEACH, RESORT & SPA**  
**100 S. OCEAN BOULEVARD**  
**MANALAPAN, FL 33462**  
(FORMERLY THE RITZ-CARLTON, PALM BEACH)

***SECURE YOUR RESERVATIONS AS SOON AS  
POSSIBLE TO ENSURE A ROOM.  
THEY GO QUICKLY!***



Rechargeable MagLite \$93.00

Rechargeable Mag Bulbs \$5.00

Tag Emblems / Decals \$5.00

Key Chain \$5.00

Cufflinks \$5.00

Hitch Covers \$10.00

Memorial Bands \$1.00

Lapel Pins \$5.00

Handcuff Key \$7.50

PBC PBA Navy T-Shirt \$8.00

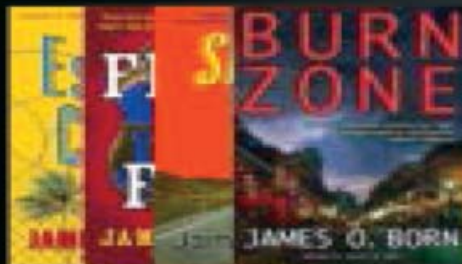
PBC PBA BBall Cap \$12.00

PBC PBA Polo \$30.00

MC PBA BBall Cap \$12.00

MC PBA Polo \$20.00

James O. Born Novel(s) \$20.00



# 7 Steps to Achieving Your Retirement Goals

Courtesy of Julie Hermes Castillo, Financial Advisor  
Morgan Stanley, West Palm Beach, FL • (561) 838-8956  
Website: [www.morganstanleyfa.com/julie.castillo/](http://www.morganstanleyfa.com/julie.castillo/)

In these days of market volatility and tax uncertainty, you need to make sure you're doing all you can to make the most of your retirement savings. Here are seven actions to take to maximize your retirement strategy.

## 1. Contribute to an IRA to Maximize Your Savings

A key way to build your retirement savings is to contribute to an IRA. The maximum contribution is \$5,500—or \$6,500 if you're age 50 or older.

The advantages of contributing to an IRA include:

- Earnings with tax-deferred growth potential
- Potentially tax-deductible contributions (subject to IRS eligibility rules)
- Access to a wide array of investment options

## 2. Set Up Automatic Contributions for Investing Ease

There's no chance you'll forget to make a contribution when it's done automatically for you. If your financial institution offers a funds transfer service, you can set up an automatic IRA contribution schedule through electronic transfers from your other financial accounts.

If your current financial institution doesn't offer this service, you might want to investigate one that does. Typically, you can either set up a one-time transfer, or establish a recurring schedule to make your IRA contributions over time. Once you specify the dates and amounts, your funds will transfer as scheduled.

## 3. Diversify Your Savings to Better Manage Taxes in Retirement

No one knows what the tax future holds. Diversifying your retirement assets among tax-free, tax-deferred and taxable accounts may help you reduce your exposure to future tax increases and provide greater flexibility for managing your income stream in retirement.

If you only have tax-deferred 401(k) or Traditional IRA assets, you may want to consider making contributions to a Roth IRA, or converting Traditional IRA or 401(k) assets to Roth IRAs or Roth 401(k)s (if your plan permits), to create a source of tax-free income in retirement.

If your income is too high to make Roth contributions, you can still make non-deductible contributions to a Traditional IRA (and, if it makes sense for you, subsequently convert those amounts into a Roth IRA) while continuing to build your savings.

## 4. Invest in a Roth IRA for a Tax-Free Future

If you're someone who feels strongly that you will remain in a high tax bracket in retirement and that taxes will inevitably go up, consider putting more of your savings into a Roth IRA and benefit from tax-free income in retirement.

Roth IRA assets will one day provide either tax-free income to you in retirement or a tax-free inheritance for your beneficiaries.<sup>1</sup> A Roth IRA also offers additional advantages:

- **Income planning flexibility**—With a Traditional IRA, at age 70½ you must stop contributing and begin taking minimum distributions—even if you're still earning income. With a Roth, however, there is no contribution cutoff, provided income requirements are met, and no rule about when you must begin tapping into the account. Roth assets have the potential to grow as long as you want, allowing you to make—or forgo—withdrawals as needed.
- **Wealth transfer advantages**—If the assets in your IRA are not needed to fund your retirement, a Roth IRA can be an effective wealth-planning tool for beneficiaries. They can enjoy continued asset growth potential and won't have to pay taxes when they withdraw the assets.

Due to income limitations, not everyone can *contribute* to a Roth. However, anyone can *convert* to a Roth—so if you have savings in a Traditional IRA or an employer plan, consider converting all or a portion of those assets.

To help you understand how a Roth conversion will likely affect your financial scenario, I can provide a customized Roth Conversion Analysis for you. This report explores your specific situation, factoring in such variables as the amount to be converted, the distribution year, your date of birth and where you are in the retirement planning cycle. Based on this input, the report shows the after-tax future value of an IRA balance, comparing the outcomes of a Traditional IRA with those of a Roth IRA. You'll also be able to see the wealth planning advantages of “stretching” a Roth IRA. As with all tax-related issues, you should also discuss your situation with your tax advisor.

## 5. Review Your Beneficiaries for Smooth Wealth Transfer

If your life has undergone any changes that could influence who inherits your retirement savings, now is a good time to conduct a beneficiary review of all of your accounts to make sure the savings you're building now will be transferred according to your wishes.

Remember that beneficiary designations on an IRA or qualified plan account always supersede what may be in your will; also, if you converted an account into a Roth IRA, your beneficiary designations may not have carried over. Check with your financial institutions to make sure your beneficiary information is correct and current.

## 6. Rebalance for Asset Allocation Alignment

Your overall investment strategy helps dictate your asset allocation strategy. Markets change and investments shift in value. To prevent inadvertently taking on more (or less) risk than you're prepared to, your retirement savings shouldn't be



weighted too heavily in any direction. Remain within your risk tolerance by rebalancing your retirement asset allocation so it's properly aligned with your investment strategy.

## 7. Consider Consolidating Accounts for Greater Control Over Investment Direction

If you're like most people, you have retirement savings scattered among several different financial institutions and several different kinds of accounts. That means your retirement money may not be working as efficiently for you as it could be. This is especially the case if you have money sitting in former employers' 401(k) accounts that are experiencing underwhelming performance or are not aligned with your current retirement strategy.

One retirement account with different investment vehicles working together is much easier to keep track of than several disparate accounts. Plus, consolidating all of your retirement savings in one place—and into IRAs that provide a wide variety of investment options—lends you greater control over how your money is working for your future. It's especially important to consider consolidating retirement accounts if you've recently changed jobs or if your employer has merged with another company or gone out of business.

I can review all of your assets with you and help you develop a retirement strategy specific to your needs. That way, your retirement savings can work in tandem with your retirement strategy.

### For More Information

If you would like to learn more, please write:

Morgan Stanley  
Attn: Julie Hermes Castillo  
777 S. Flagler Dr., Ste 900  
West Palm Beach, FL 33401

If you prefer, you can email me on our website:

[www.morganstanleyfa.com/julie.castillo/](http://www.morganstanleyfa.com/julie.castillo/)

or call (561) 838-8956.

<sup>1</sup> Distributions of earnings are tax-free if made at least five years after the year of the taxpayer's first Roth IRA contribution and after age 59½ or due to death, disability or for a first-time home purchase. Withdrawals of contributions are not taxed.

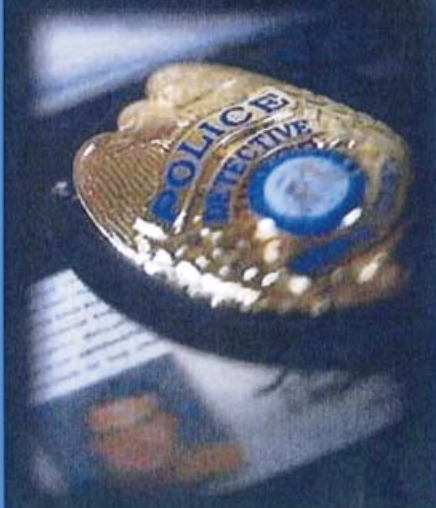
If you already have a Traditional IRA with pretax dollars (i.e., deductible contributions, rollovers from qualified plans), you should consult with your tax advisor about the aggregation rules that will apply if you convert any Traditional IRA assets to a Roth IRA.



Safe Call Now is a confidential, comprehensive, 24-hour crisis referral service for public safety employees and all emergency services personnel and their family members nationwide.

206-459-3020

[www.safecallnow.org](http://www.safecallnow.org)



### Mission:

Safe Call Now is a confidential, comprehensive, 24-hour crisis referral service for public safety employees, all emergency services personnel and their family members nationwide.

### Vision:

Safe Call Now provides education, healthy alternatives and resources to save lives and put families back together.



It takes a special kind of person to protect the lives and property of others. You can't do this job effectively if you don't take care of yourself. It's simple and confidential.

**MAKE A SAFE CALL NOW**

**206-459-3020**



## Warning Signs:

Excessive Drinking  
Prescription Drug Abuse  
Finances in Turmoil  
In Need of Family Counseling  
Struggling with Addiction  
Marital Issues  
Depression  
Erratic Behavior  
Loss of Interest in Job  
Suicide Attempt  
Alienation  
Changes in Weight / Appetite  
Feelings of Hopelessness  
Unable to Sleep

All communications to Safe Call Now are guaranteed to be confidential nationwide per Revised Code of Washington RCW.43.101.425





**NATIONAL ASSOCIATION OF POLICE ORGANIZATIONS, INC.**  
Representing America's Finest

317 South Patrick Street ~ Alexandria, Virginia ~ 22314-3501  
(703) 549-0775 ~ (800) 322-NAPO ~ Fax: (703) 684-0515  
[www.napo.org](http://www.napo.org) ~ Email: [info@napo.org](mailto:info@napo.org)

**MEMORANDUM TO ALL MEMBER GROUPS**

From Bill Johnson, General Counsel

Dear Members,

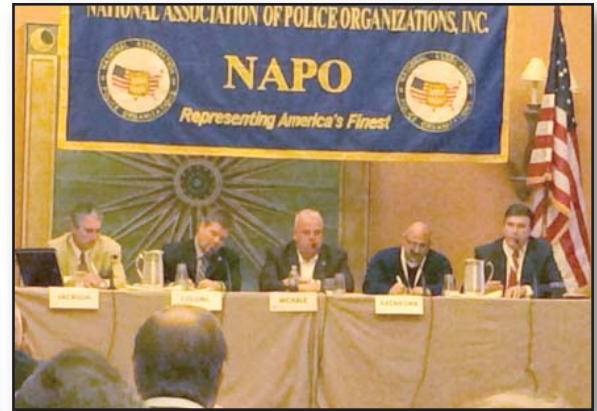
Please see the letter attached to President Obama regarding NAPO's strong opposition to the nomination of Debo Adegbile to be the next Assistant Attorney General for the Civil Rights Division at the U.S. Department of Justice. This nomination is a slap in the face of American law enforcement, to put it mildly. We understand that past leaders of the Civil Rights Division have made (or tried to make) a name for themselves by investigating and prosecuting police officers. We don't like it, but we get it. But this nomination goes so much farther. Here we have a nominee who's made his name defending one of the most notorious and unrepentant cop killers around, Wesley Cook, aka "Mumia Abu-Jamal" the convicted murderer of Philadelphia Police Officer Daniel Faulkner.

I would respectfully urge every member group to please write the two senior senators in charge of the Senate Judiciary Committee, Senator Patrick Leahy of Vermont, Chairman, and Senator Chuck Grassley of Iowa, Ranking Member of the Committee. Also please consider writing your two United States senators on this as well, because the Senate must still vote on this nomination before it can take effect. Please feel free to contact me if you have any questions.

Thanks,

Bill

***"We urge you to reconsider the nomination, as Mr. Adegbile has not shown respect for members of law enforcement who put their lives on the line everyday to keep our nation safe."***



## A letter to President Obama concerning the nomination of Debo Adegbile.



**NATIONAL ASSOCIATION OF POLICE ORGANIZATIONS, INC.**  
Representing America's Finest

317 South Patrick Street ~ Alexandria, Virginia ~ 22314-3501  
(703) 549-0775 ~ (800) 322-NAPO ~ Fax: (703) 684-0515  
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KEITH DUNN  
Sergeant-at-Arms  
New Jersey State Policemen's  
Benevolent Association

JOHN A. FLYNN  
Executive Secretary  
Patrolmen's Benevolent  
Association of New York City

**NATIONAL HEADQUARTERS**

WILLIAM J. JOHNSON  
Executive Director

January 8, 2014

The President of the United States  
The White House  
Washington, D.C. 20500

Dear President Obama:

On behalf of the National Association of Police Organizations (NAPO), I am writing to express our strongest possible opposition to the nomination of Debo Adegbile to be the next Assistant Attorney General for the Civil Rights Division at the U.S. Department of Justice (DOJ).

NAPO is a coalition of police unions and associations from across the United States that represents more than 1,000 police units and associations, 241,000 sworn law enforcement officers, and more than 100,000 citizens who share a common dedication to fair and effective crime control and law enforcement.

NAPO is deeply concerned that under Mr. Adegbile's leadership, the Legal Defense Fund of the National Association for the Advancement of Colored People volunteered their services to defend Mumia Abu-Jamal, a convicted cop-killer. Abu-Jamal was convicted of murdering Philadelphia Police Officer Daniel Faulkner in 1982. Mr. Adegbile worked tirelessly to free this unrepentant cop-killer. The nominee's efforts led to the overturning of the just sentence Abu-Jamal received for murdering a valuable member of the law enforcement community.

NAPO firmly believes Mr. Adegbile's history makes him an inappropriate choice to lead DOJ's Civil Rights Division, and we vehemently oppose this nomination. We urge you to reconsider the nomination, as Mr. Adegbile has not shown respect for members of law enforcement who put their lives on the line everyday to keep our nation safe.

If NAPO can provide any additional information, please feel free to contact me at: (703) 549-0775.

Sincerely,

William J. Johnson  
Executive Director

cc: The Vice President  
The Attorney General  
Hon. Patrick Leahy, Chairman, Senate Judiciary Committee  
Hon. Chuck Grassley, Ranking Member, Senate Judiciary Committee



## You Have Just Retired... Now What?

**Q&A with Randy Lee, President and Financial Advisor and Holly Lee, VP, Registered Representative of Lee Wealth Solutions**



**Q: I left my employer and retirement plan. I was confused by the paperwork and the different options. Isn't it taxable if I take the money now?**

A: The paperwork can be confusing - this is something we have a lot of experience with and would be happy to help you determine the best strategy for you and your future. Done properly, this should not be taxable.

**Q: I have some goals and dreams for my retirement but I am not sure what I can afford...**

A: We built our practice helping people nearing and entering

retirement. We offer a personalized approach to your unique circumstances. We come up with a "roadmap" for each individual we work with.

**Q: If I set up a meeting with you, how long will it take?**

A: We can spend as much or as little time with you as you like, though generally not more than an hour for the initial consultation. Think of us as offering "concierge" financial services.

**Q: Do you have a minimum?**

A: Yes, our minimum is individuals with a relationship of at least \$100,000.

**Q: Do you also help with inheritance, sale of home, or other "sudden" windfalls?**

A: Yes, we do. We believe in taking a holistic approach to your financial well-being. We welcome the opportunity to meet with you to discuss these or other financial accounts.

Lee Wealth Solutions is located at 2074 W. Indiantown Rd., Suite 205, Jupiter, FL 33458. Appointments may be made by calling 561-747-0455 or e-mail [Info@LeeWealthSolutions.com](mailto:Info@LeeWealthSolutions.com).

Securities offered 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.

## PBA "SUPPORT LAW ENFORCEMENT" TAG SELLING FAST!

**Y**ou 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 95,000 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 10). 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! 🍀





## Palm Beach S.O. Explorer Program



On March 16, 2014, the PBA played host to the Palm Beach County Sheriff's Office Explorer Program awards its member's new rank and responsibility at the Explorer 2013/2014 award banquet this year. The Explorer program is a law enforcement program under the Palm Beach County Sheriff's Office. The program teaches youths from the ages 14-21 who are interested in law enforcement and teaches its members core values, such as discipline, responsibility, leadership and service. The Explorers are highly dedicated youth members who believe in service in excellence throughout their community. The explorer program has produced numerous successful law enforcement/military staff from Deputy Sheriff's, communications officers and West Point graduates and active duty military personnel.

Submitted by: D/S Craig L. Howard JR

## K-9 Explosive Seminar

On March 14, 2014, the PBSO's Canine and EOD Units jointly hosted the first ever K-9 Explosive Seminar.

K-9 Handlers from Palm Beach, Martin and Saint Lucie Counties attended the seminar.

Thanks to the PBA for sponsoring the BBQ on the last day of training.





## **Warning to Individuals Traveling Interstate Transporting Firearms**

In light of the many changes in firearm laws throughout the United States, the Palm Beach County Sheriff's Office and the Department of Airports has assembled the below information for travelers seeking to legally transport firearms in checked luggage.

1. Comply with all TSA rules as it pertains to traveling with firearms. All firearms must be declared at the ticket counter to the airline, firearms must be unloaded, only in checked bag in TSA approved hard cases with locks, ammunition can be in same locked case in original ammo box or box made for ammunition. Please read complete TSA regulations before travel at: <http://www.tsa.gov/traveler-information/firearms-and-ammunition>
2. Contact your airline before travel with your firearm transport information and location of travel.
3. Check the firearm laws of the State that you are traveling to in order to ascertain if the firearms, ammunition and magazines are legal in that State.

**Federal law: Title 18 USC § 926A – The Federal Firearms Owners' Protection Act (FFOPA) of 1986 provides an exemption from local laws where the person traveling with a firearm for a lawful purpose from a state where the possession of the firearm is legal to another state where the possession of that firearm is legal\*, providing that during such transportation the firearm is unloaded and not readily accessible to any passenger in the transporting vehicle and if there is no separate compartment in that vehicle, then the ammunition shall be in a locked container other than a glove box or console. *\*Must also check if the type of firearm and magazine you have is legal in the state you are traveling to! Note: "travel" means uninterrupted travel.***

**Remember all the above must be complied with.**

**IT IS YOUR RESPONSIBILITY TO DO SO.**

More information is available at:

[www.nraila.org/gun-laws/state-laws.aspx](http://www.nraila.org/gun-laws/state-laws.aspx)  
[www.atf.gov](http://www.atf.gov) [www.governor.ny.gov/nysafeact/gun-reform](http://www.governor.ny.gov/nysafeact/gun-reform)





# ***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](http://www.pbcnpba.org)



## 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.

## 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.

## 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.

**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](http://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](http://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:

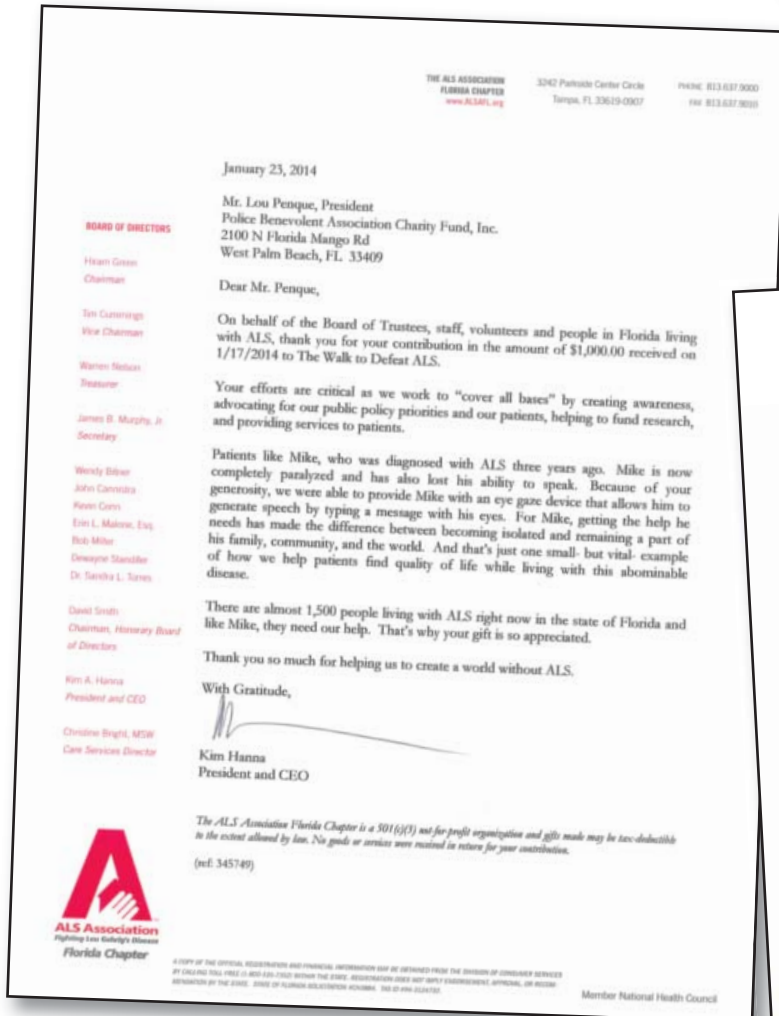
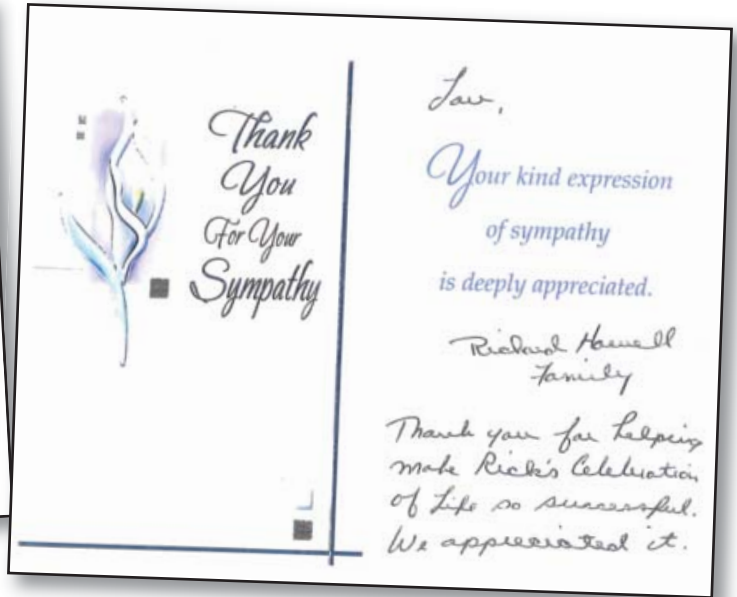
It is my understanding that this report is made for administrative, internal police department purposes only. This report is made by me after being ordered to do so by lawful supervisory officers. I have not been permitted a reasonable amount of time to confer with a PBA representative or attorney. It 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**

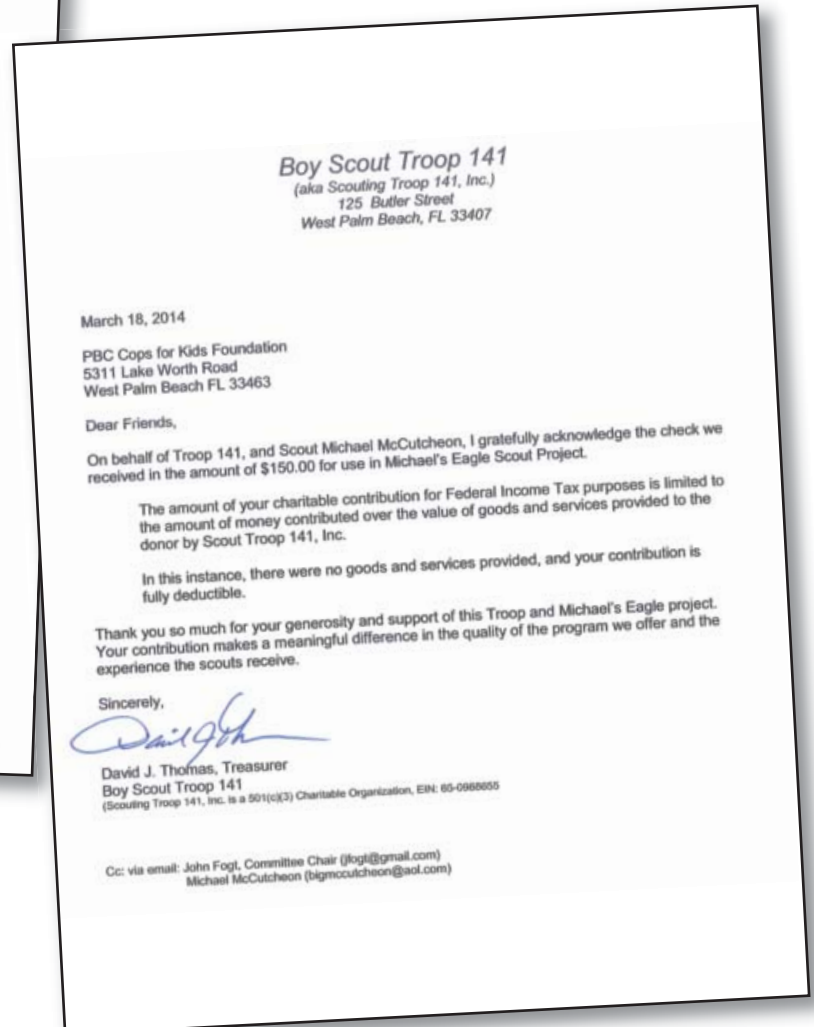
**Please be advised that the emergency number  
(561) 371-7200 is for CRITICAL INCIDENTS ONLY!**

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.



Letters  
to the  
P.B.A.





# Letters to the P.B.A.

**JOE  
CASELLO**  
\*\*\* for Boynton Beach City Commission Dist. 4 \*\*\*

7981 Shaddock Dr.  
Boynton Beach, FL 33436

PBC Police Benevolent Association  
2100 N. Florida Mango Road  
West Palm Beach FL 33409-6400

Dear Mr. Kazanjian:

I would like to thank the Palm Beach County Police Benevolent Association for the generous campaign contribution; it will go a long way in helping the effort for re-election. We have much work to do and your contribution will help us to ensure public safety is a top priority during these challenging times.

I personally would like to thank the Executive Board and staff for their tireless efforts in promoting public safety. I believe as elected officials we are obligated to see those efforts implemented into our communities. As a City Commissioner and retired Firefighter of 33 years I assure you that as in my last campaign this will be a priority and thank you for your continued support.

Best Regards,

*Joe Casello*

Joe Casello  
Boynton Beach City Commissioner  
561.602.5400

\*\*\* for Boynton Beach City Commission Dist. 4 \*\*\*

Political Ad. Paid for and approved by Joe Casello. Candidate for Boynton Beach City Commission Dist. 4. Non-Partisan ELECTION.



*Judy Dugo*

*Greenacres Councilwoman District III*

March 24, 2014

Mr. John Kazanjian, President  
Palm Beach County PBA  
2100 N. Florida Mango Rd  
West Palm Beach FL 3409

Dear John:

March 11, 2014 was a Victory which could not have occurred without the PBA's support and endorsement.

From the onset of my campaign your endorsement motivated me and the support from the PBA team was incredible and inspiring.

I am looking forward to making good changes for Greenacres.

Once again, thank you and my sincere gratitude to the support team and all your staff.

Sincerely,

*Judy Dugo*

Judy Dugo  
Greenacres City Council District III  
Email : [jdugo@ci.greenacres.fl.us](mailto:jdugo@ci.greenacres.fl.us)  
Cell: 561-236-1359



**NORTHSTARS, INC.**

PO BOX 2612  
PALM CITY, FL 34991-2612  
772-287-9192

February 12, 2014

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

To Whom It May Concern:

On behalf of the youngsters, coaches, and the board of directors of Northstars, Inc., please accept our sincerest thanks for your 2013 cash gift in the amount of \$150.00. Your support makes the Northstars' program for baseball and softball players possible. You have our assurance that every dollar donated to Northstars Inc. is directed to the players in the form of equipment, uniforms, professional instruction, tournament and league entry fees, and other operational expenses including insurance, umpires, and field rental. None of the money is used for administrative expenses.

We are proud of our program. We are equally delighted that you are part of our success story.

We thank you for your support.

Sincerely yours,

*Mark Rodgers*

Mark Rodgers  
Director, Northstars, Inc.

Your donation is fully tax-deductible as allowed by law as no goods or services were received.  
Northstars, Inc. is a 501 (c) (3) public benefit organization.  
Please keep this letter for your records as it serves as an official receipt of your gift.

**CRIME PREVENTION OF WEST PALM BEACH, Inc.**  
P O Box 851  
West Palm Beach, FL 33402

December 12, 2013

WPB Police Benevolent Assoc, Inc  
2100 N Florida Mango Rd  
West Palm Beach, FL 33409

Dear Friends:

Thank you so much for your \$250 donation to our second annual Shop With A Cop event at Walmart on December 17th, 2013. With the help of your donation we will be able to take local children on a holiday shopping experience accompanied by West Palm Beach Police Officers and give them a gift of sharing the holiday spirit with their family.

This year we will share the season with 122 children selected by Lela Jordan from the Vickers Houses North and South. The children will have a police officer take them shopping for their siblings, parents, and of course, themselves

Our partners in this year's event are Walmart and the new Checkers Drive-In (1209 N. Dixie Hwy). The police department will also have volunteers onsite to keep the children entertained while they wait for their turn to shop and to wait for their parents to pick them up after they have finished their shopping. We will have interpreters for those officers that need a little help with their Spanish.

Thank you for helping the police share this time of year with needy children and show them that the police officers are their friends.

Sincerely,

  
Gregg Weiss  
Vice President

Crime Prevention of West Palm Beach, Inc. is a 501 (c) 3 organization.

*Letters  
to the  
P.B.A.*



*The City Of West Palm Beach  
Police Department  
"Committed to Professionalism"*  
Vincent L. Demasi, Chief of Police



December 11, 2013

WPB Police Benevolent Assoc, Inc  
2100 N Florida Mango Rd  
West Palm Beach, FL 33409

Dear Friends:

Thank you so much for making a \$250 donation to our second annual Shop With A Cop event which will be held at Walmart on December 17<sup>th</sup> 2013. With your donation we will be able to take a needy child on a holiday shopping spree and give them the gift of sharing the holiday spirit with their family.

This year we hope to share the season with 122 children who will be selected by Lela Jordan from the Vickers Houses North and South. Each child will have their own police officer take them shopping for their siblings, parents, and of course, themselves.

Thank you for helping the police share this time of year with a needy child and show them that the police officers are their friends.

Sincerely,

  
Vincent Demasi  
Chief of Police

600 Banyan Boulevard - West Palm Beach, Florida 33401

Administration (561) 822-1600 Fax (561) 822-1614 Dispatch (Non Emergency) (561) 822-1900  
Records Section (561) 822-1880 Fax (561) 822-1892 Investigations (561) 822-1700 Fax (561) 822-1704

Website: [www.wpbpolice.org](http://www.wpbpolice.org)

**William D. Snyder**  
Sheriff  
(772) 220-7000



**Office of the Sheriff**  
Martin County, Florida  
[www.sheriff.martin.fl.us](http://www.sheriff.martin.fl.us)

January 16, 2014

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

Dear Mr. Kazanjian:

I would like to take this opportunity to thank the members of the Police Benevolent Association (PBA) that so graciously donated time and resources to help make the Martin County Sheriff's Office two-day training event, The Bulletproof Warrior, a success. You, along with fellow PBA representatives Ray Griffith, Bob Brown, Bill Gale, Kevin Igo, Bill Stewart, Pete Tartaglione and Greg Allen, provided almost three hundred sworn law enforcement personnel from various agencies delicious lunches on both days. We received many compliments in regards to the menu that was provided, and are so appreciative of your efforts.

If I, or any of my staff, can ever be of assistance to you in the future, please feel free to contact our office at (772) 220-7000.

Sincerely,

  
William D. Snyder, Sheriff

WDS/dlg

cc: Captain Brian McCandless  
Rhonda Irons

MAILING ADDRESS  
800 SE MONTEREY ROAD  
STUART, FL 34994-4599



CIVIL DEPARTMENT ADDRESS  
100 EAST OCEAN BOULEVARD  
STUART, FL 34994



ADMINISTRATIVE & JAIL COMPLEX  
800 SE MONTEREY ROAD  
STUART, FL 34994-4599





# Letters to the P.B.A.



FSCIA, Inc.  
P.O. Box 15608  
West Palm Beach, FL 33416

April 8, 2014

John Kazanjian, President  
Palm Beach County P.B.A.  
2100 N. Florida Mango Rd.  
West Palm Beach, FL 33409

Dear Mr. Kazanjian,

I would like to thank you and Vice President Rick McAfee so much for your organization's support to our association over the past year. In August, FSCIA hosted its biggest conference in the past five years with detectives attending from throughout Florida and as far away as New York. The Palm Beach County PBA's donation greatly assisted in that conference successful. Just last month, FSCIA hosted training on the topic of domestic violence, and your donation also helped make that possible.

FSCIA's mission is to help those who investigate and prosecute sexually-based crime by providing training and a network of peer support. FSCIA is funded solely by its members and the generosity of organizations like the Palm Beach County PBA. For this reason, your support is critical and appreciated.

On behalf of all the FSCIA members and its Board, I thank you for your donation and support to our organization.

Sincerely,

*Courtney Minton*  
Courtney Minton  
President



April 7, 2014

Corrected Tax Letter

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

Dear Mr. Kazanjian:

Your gift will give life to many.

We are so grateful for your most generous donation of \$1000 that will help us to continue the ground-breaking research needed to find a cure for blood cancers and to provide the vital services that we offer our patients and their families. Innovative programming is under way and breakthroughs are within our reach.

Information on our research and programs are available at your fingertips on our website at [www.leukemia-lymphoma.org](http://www.leukemia-lymphoma.org), but if you have any questions or would like additional information, please do not hesitate to call me at (561) 616-8682. I would welcome the opportunity to speak with you.

Thank you for your generosity and your confidence in our work.

Sincerely,

*Pamela Payne*  
Pamela Payne  
Executive Director

In accordance with changes in the law, The Leukemia & Lymphoma Society hereby acknowledges the above cited gift as a tax deductible contribution and confirms that no goods or services were provided to you in exchange for the contribution. EIN# 135644916

Palm Beach Area Chapter  
2220 Commerce Place, Suite B, West Palm Beach, FL 33407 | Tel: 561.616.8682 | Fax: 561.616.8993 | Toll Free 888.478.8550



**Law Enforcement  
Assistance Foundation**  
501(C)3 Charitable Organization  
Post Office Box 17725  
West Palm Beach, FL 33416  
561 747-6653

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Honorable Rex J. Ford  
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Mike Debris  
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Jonathan "Jack" Frost  
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Eric Hopkins  
Sgt. John Kazanjian (PISO)  
Domenick B. Lione  
Patrick Lynch (Retired LEO)  
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Mike McCathern (Retired LEO)  
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F. Martin Perry  
Jennifer Rane  
Bryan C. Russell  
Lt. Chuck Russo (FWC)  
Frank Sordella, Jr.  
John F. Thomas  
Kenneth L. Townsend  
Rick Vynital  
Bill Williams

*"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 7, 2014

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 continued support of our organization. We estimate that our net income from our 19th annual LEAF Golf Classic to be approximately \$89,000.00. The golf classic 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 28th year of service for Palm Beach County law enforcement officers. Over the past 27 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. We have also financially helped Law Enforcement Aides and Reserve Officers that fulfill tasks performed by police officers. *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, which will be held on Monday April 27, 2015.

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

*Mark C. Bohne*  
Executive Director, LEAF



# BUSINESS DIRECTORY



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**JORGE HERNANDEZ**  
President



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Should you stay in the fund or take a lump sum and roll it into an IRA? What about participating in the Deferred Retirement Option Program (DROP)? We have the answers. Contact Jeff Atlas or Gerry Saelzer at 888-668-9591 or FRSoptions.net.

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*Securing Your Future  
Is Our Best Interest*



---

## **FREE** Financial Planning Seminars for all PBA Members!

---

We will answer questions like:

**Should I D.R.O.P?**

**Which retirement option should I choose?**

**Am I saving enough or too much in my Deferred Comp?**

**How can I make sure my family is taken care of when I die?**

**Can you help me get out of debt, budget and save?**

---

***Seminars are held on the 3<sup>rd</sup> Wednesday of Every Month @ 10:00 AM at the PBA:***

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

June 18th, July 16th, August 20th, September 17th, October 15th, November 19th and December 17th

**Don't wait! The sooner you setup a plan, the better prepared you will be for your retirement!**

**We assist with Retirement Guidance and Investment, Cash, Debt & Budget Planning, College Financial Aid Planning, Estate Planning and General Family Financial Planning.**

---

Contact us With Any Questions or to ***Schedule a Free One-on-One Appointment:***

**Steve Olson**  
Financial Advisor  
Cell: (561) 459-9276  
E-Mail:

[steve@centerforplanning.com](mailto:steve@centerforplanning.com)

**Arthur Abrahamsen**  
Financial Advisor  
Office: (631) 238-5454

**Jennifer Baron**  
Financial Advisor  
Office: (631) 238-5454

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Bichler, Kelley, Oliver & Longo is the preeminent law firm in the State of Florida serving the needs of first responders. We specialize in workers compensation and Heart Bill cases that affect the lives and careers of law enforcement officers, corrections officers, and firefighters.

With our new partnership with the Palm Beach County Police Benevolent Association, our South Florida representative, Attorney Daniel S. Rakofsky, will be available to meet members at the new PBA building in West Palm Beach by appointment. Dan is a recently retired South Florida police captain who also continues to serve in law enforcement in South Florida as a reserve officer.

If you have been diagnosed with heart disease or hypertension, or you have any questions about work-related injuries, please contact us today to arrange for a free consultation to ensure that your rights are protected.

**Bichler, Kelley, Oliver & Longo, PLLC**  
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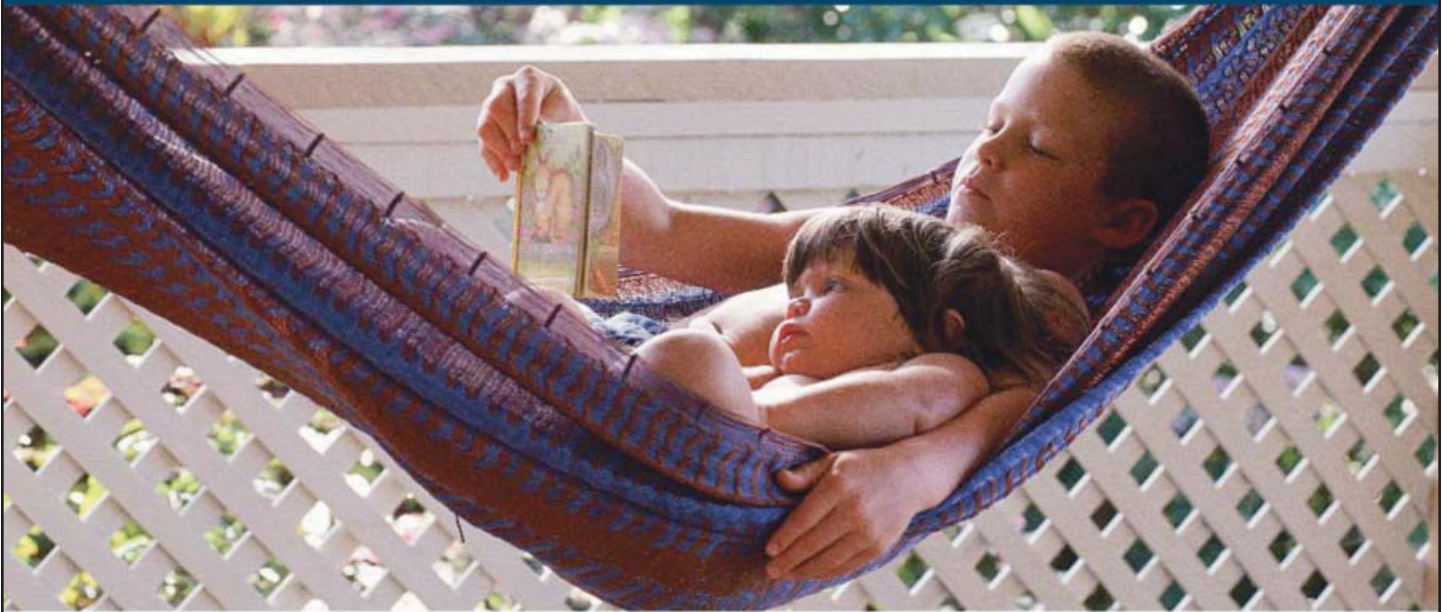
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