



CODE THREE

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

VOLUME 31, NUMBER 1

KEEPING OUR MEMBERS INFORMED

FEBRUARY 2015

Police Officers Really Do Care!



More on pages 14 and 15



President's Message

John Kazanjian

First and foremost, I want to wish everyone a healthy and happy 2015. I want to thank everyone that showed up, December 21st 2014, to the rally to "support our of law enforcement officers." We had over 400 people show up at the PBA, along with our guest speaker Congressman Allen West. It was a great time and we had a lot of support from the public who also showed up at the PBA. I'm confident that we definitely got our message out. Prior to the rally, we had a barbecue and presented toys to our fallen officers' children. The toys came from a toy drive from our members and PBSO. We were able to fill 2 large trailers full of toys! Watching these kids receive their toys was awesome to see. The glow on the children's faces was fantastic! Later that day, December 21st, three (3) police officers were murdered. Two (2) in New York and one (1) in Tarpon Springs, Florida - it was a sad day for law enforcement. Since, the murders there has been an outpour of support towards law enforcement. You must be careful out there and be cognizant of your surroundings.

Some of the Boynton Beach Sergeants have petitioned PERC in order to have an election between the PBA and the FOP. This is simply retaliation from the City Manager trying to get back at the PBA for the protest and for calling her a liar in a public meeting. The City Manager has been meeting with an FOP representative attempting to "divide and conquer" the police officers. Take a look at what the City Manager has done to your Collective Bargaining process! It has been well over a year, and still, we have no contract. She now knows she can't control the PBA, so she wants us out. It has been no secret that the PBA wants to do away with the City Manager's method of managing and also get rid of the City Attorney because of his enormous fees to the City in order to fight the PBA on every front. He doesn't like the PBA because we made it public exactly what he has charged the city in legal fees - well over \$800,000!!! This isn't about the PBA losing a Unit. It's about the City Manager trying to run the Union and attempt to get what she wants. Look at the big picture before you vote! Be safe out there.

***** REMINDER *****

PBA Scholarships

The deadline for receipt of all PBA Scholarship Applications is Wednesday, April 15th, 2015 (by the end of business). Applications received in our office

after this date will not be accepted. Applications are available on-line at

www.pbcpcbpa.org and in the PBA Office.

Good luck to all applicants!



THE CODE THREE

A Palm Beach County
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Palm Beach County PBA

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(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.

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Mark Gish
Kristen Kazanjian
Tequesta McKinney

PALM BEACH COUNTY SHERIFF'S OFFICE CIVILIANS (1186) Continued

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Palm Beach County PBA

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Troy Marchese, Appt.



Board of Directors Meeting

Attendance - December, 2014

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 Lou Penque ✓
 Kevin Igo ✓
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 Rodney Stevenson ✓
 Gary Ferreri ✓
 Andrew Arena, Alt. ✓
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Delray Beach Lts.

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 Scott Privitera, Alt. ✓

FAU

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 Miguel Cardona ✓

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 Josh Leheny, Appt. Excused

Greenacres - Lts

Brandon Aultman Excused
 Harry Grosser, Alt. Excused

Juno Beach

Michael Graham, Appt. Excused

Jupiter

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

Jupiter Island

Matt Potsko ✓
 Steve Bona, Appt. ✓

Lantana

Chris Decker ✓

Manalapan

Chris Filippelli Unexcused

MCSO - LE

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

MCSO - Corr

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 Lawrence Lutrin ✓
 Rui Dutra, Alt. ✓
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PB School Police

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 Ronnie Williams, Appt. Excused

Palm Bch Gardens

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 Randall Anderson ✓
 Randy Buntin Excused
 Greg Allen, Alt. ✓

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

PBSO - Corr

Tammy Bussey ✓
 Jerry Sneed ✓
 Jeff Jackson ✓
 Pete Tartaglione ✓
 William Pinto ✓
 Willie Powell, Alt. ✓
 Patrice Quinn, Alt. Excused
 DJ Dowling, Appt. ✓
 Thomas Jordan, Appt. ✓
 Reginald Napier, Appt. Unexcused

PBSO - Civilians

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

Palm Bch Shores

Charlie Hoeffler ✓
 Mike Simmons, Appt. Unexcused

Palm Springs

Sean Grant ✓
 Darrell Diez, Alt. Excused

Palm Springs Sgts

Louis Collura ✓
 Michele Vazquez, Alt. Unexcused

Port St. Lucie

Paul Grohowski ✓
 Carmine Izzo ✓
 Ron Caudell, Appt. ✓
 Matt Pietrzak, Appt. Unexcused

Riviera Beach

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

South Palm Beach

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 Jason LaForte, Alt. ✓

Stuart

David Duran ✓
 George McLain ✓

Tequesta

Charles Weinblatt ✓

West Palm Beach

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 Troy Marchese ✓
 Edward Thomas ✓
 Roy Bevell ✓
 Joseph Herb ✓
 Brian Gaudette, Alt. ✓
 Jay Donde, Alt. ✓

Officer Of The Month



Officer of the Month - July 2014

PBSO Cpl. Sean Lutz

Nominated by: PBSO Sgt. Nichole Addazio

On March 2, 2014 PBSO D/S reported a traffic crash on I-95. Upon arrival, Cpl. Lutz reported the car in flames with two occupants trapped inside. One occupant was deceased. With the entire engine engulfed in flames, Cpl. Lutz freed the one surviving passenger. Placing his own life in danger, Cpl. Lutz saved a life with his excellent police work and judgment.



PBSO Cpl. Sean Lutz

Officer of the Month - August 2014

PBSO D/S Brian Fidler

Nominated by: PBSO Lt. Beth Krivda

On June 6, 2014, PBSO units responded to a house fire. D/S Fidler arrived first and the residence was engulfed in flames with three children trapped inside. Without hesitation, D/S Fidler climbed through a broken window three separate times into black smoke and flames to save each child. D/S Fidler's heroism saved the lives of three children.



PBSO D/S Brian Fidler

Officer of the Month - September 2014

Boynton Beach Officer Cory Henry

Nominated by: Boynton Beach Officer Cory Gray

On June 19, 2014 Officer Henry conducted a traffic stop on a gold Honda that ran two stop signs. Officer Henry activated lights and sirens and four (4) occupants of the stopped Honda fled on foot. One of the back passengers pointed a silver gun at Officer Henry. Officer Henry drew his service weapon and fired at the suspect. As that suspect was hit, all other fleeing suspects returned to the car. Officer Henry then took a tactical position until back-up arrived.



Boynton Beach Officer Cory Henry

Officer of the Month - October 2014

West Palm Beach Officer Jason Barquin

Nominated by: WPB Sgt. Lou Penque

On Saturday, August 23, 2014, West Palm Beach Officer Jason Barquin responded to an armed robbery with a firearm call. While en route, Officer Barquin saw an individual matching the description of the suspect. A physical altercation ensued whereby Officer Barquin was able to fire his taser. The suspect pulled a gun from his waistband and fired at Officer Barquin. Officer Barquin fired back at the suspect who died at the scene.



West Palm Beach Officer Jason Barquin

Continued on next page

Officer of The Month Continued

Officer of the Month - November 2014

Port St. Lucie Sgt. Paul Grohowski

Nominated by: Port St. Lucie Lt. Carmine Izzo

Sgt. Grohowski saved three citizens lives in one (1) month.

On September 8, Sgt. Grohowski responded to a call of a 60 year old man not breathing. Sgt. Grohowski prepared an AED and the man began shallow breathing as fire rescue transported him.

On September 16, 2014, Sgt. Grohowski again applied an AED to an unconscious male who was not breathing. Sgt. Grohowski began chest compressions. The patient stabilized while fire rescue transported him to St. Lucie Medical Center.

On September 23, 2014, Sgt. Grohowski responded to a female threatening suicide from the turnpike bridge. Sgt.

Grohowski developed a dialogue with the female and convinced her not to commit suicide as he pulled her to safety.

We all applaud Sgt. Grohowski's life saving heroism.

Officer of the Month - December 2014

PBSO D/S Daniel Ganzel

Nominated by: Palm Beach County PBA

PBSO D/S Daniel Ganzel in October, off-duty PBSO D/S Daniel Ganzel noticed a victim in distress while on his way to celebrate his wedding anniversary. A female jogger on US-1 was attacked by a suspect who fled on a bicycle. D/S Ganzel, off-duty, made contact with the victim, drove and spotted the suspect on US-1 and took him into custody where the victim positively identified the suspect.

D/S Ganzel gives new meaning to the phrase "off-duty."



Port St. Lucie Sgt. Paul Grohowski



PBSO D/S Daniel Ganzel

Petsmart Toy Donation

December 18, 2014

Petsmart and PBSO held a Toy Donation Drive on Thursday, December 18, 2014. Included in the picture from PBSO are Captain Matt Eisenberg, Lieutenant Shawn Eastman, Lieutenant Pete Tartaglione, Sergeant Michael Morris, Deputy Michael Walsh, Deputy Elizabeth Alonso and Deputy Larry Nielsen. Petsmart employees are Manager Don Buza and Doreen Tucker, who is the person responsible for the collection of the stuffed animals.

Petsmart is located at 20861 State Road 7, Boca Raton Florida 33428



Welcome New Members!!!

JULY 2014

MARVIN MARTY	PBSO
YOLANDA ARNOLD	PBSO
RICHARD MCGRUFF	PBSO
LAWRENCE HALVORSEN	PBSO
ERNEST GEORGE	PBSO
CHELSEA MARINO	PBSO
CAMELA DAVIS	PBSO
TANISHA BLAKE	PBSO
TODD JOHNSON	PBSO
CODY BOYD	PBSO
JUAN JURADO	PBSO
DAVID KALMUS, JR.	PBSO
ALFONSO CANDELARIA	PBSO
JOHN REED	PBSO
ANDREW SENTZ	PBSO
RAFAEL IRAHETA	PBSO
DEBORAH BOTELLA	PBSO
CHRISTOPHER MORIN	PBSO
JEAN LANDA	PBSO
EBONY WYCHE	PBSO
BRENDA JOHNSON	PBSO
MELISSA CANTIN	PBSO
RUDOLPH ROCHE	PBSO
SABRENA THOMAS	PBSO
JOEL KOVES	PBSO
ESTIVEN OVIEDO	PBSO
JONATHAN FRANKLIN	TEQUESTA
ADAM GOREL	GULFSTREAM
JOHN PASSEGIATA	GULFSTREAM

AUGUST 2014

BERNARD O'DONNELL	GULFSTREAM
CHASE PICOTTE	FAU
JORDAN LEON	BOYNTON
JENNIFER WORRELL	BOYNTON
CHRISTOPHER BAEZ	PB GARDENS
JENNIFER WORRELL	BOYNTON
TODD SUTTON	GULFSTREAM
ELWIN MORGAN	PBSO
JASMINE LEHE	DELRAY
KEVIN CAMPBELL	DELRAY
JAIRO MORENO	DELRAY
JOSEPH KRATZ	DELRAY
DANIEL WAYCHOWSKY	TEQUESTA
ANTONIO ACCETTA	PBSO
CHRISTOPHER FISHER	RIVIERA BEACH
AMANDA ALVAREZ	PBSO
J. MARIN	PBSO
KEN LEEDHAM	STUART

SEPTEMBER 2014

GEOFFREY ROGERS	PBSO
ANTHONY PORTA	PBSO
ROBERT MATTINO	PBSO
JUAN MARRERO	MCSSO
ALEXANDER GERTSIK	PBSO
ULISES PLANA	WPB
GREGORY MCDONALD	WPB
WOLFGANG BRUNET	WPB
DUILIO GIACOPELLO	MCSSO
CATHERINE COTHRAN	PBSO
MOARE SILVA	WPB
ROHAM RASHTCHY	PBSO
LUCKENSON BRISSOT	PBSO
HOWARD THOMAS	PBSO
LINDA DEPEINE	PBSO
JESSICA BRYANT	PBSO
JENNIFER APRILE	PBSO
JOSEPH LOZANO	PBSO

SEPTEMBER 2014 *Continued*

TAYLOR HUDSON	PALM SPRINGS
JOSHUA KRONZEK	WPB
MATTHEW WARD	WPB
MARSHALL MILLER	GREENACRES
MARC BOZONE	MCSSO
MARK BUDENSIEK	MCSSO

OCTOBER 2014

PAUL SANCHEZ	GREENACRES
STEVEN THIBODEAU	PBSO
MICHAEL PETRILLO	RETIRED
MICHAEL JABUREK	GREENACRES
DONALD ROGERS	PBSO
ROBERT GEORGE	WPB
TRACY HUNT	PBSO
SHELLEY ORBEN	PBSO
ANDREW REYNOLDS	RIVIERA BEACH
OSSEL HARRISON	RIVIERA BEACH
JONATHAN CHAPPELL	WPB
JUSTIN HAWKINS	RIVIERA BEACH
MATTHEW ISHAM	JUNO
ANTHONY GOINDOO	WPB
STEFANY HOUSEHOLDER	PBSO
CHARNEA FELTON	PBSO
NICHOLAS IMPERIALE	JUPITER
CORINNA SANTACROCE-FORBES	TEQUESTA
HOWARD LUNSFORD	DELRAY
JOHN CACERES DUQUE	DELRAY
AISHA WESTCARTH	PBSO CORR
THEODOREA FORBES	PBSO CORR
LATARIA HILL	PBSO CORR
TALIA VERA	PBSO CORR
MATTHEW JENNINGS	PBSO CORR
ANDRE MICHELE II	WPB
THOMAS VIALE	WPB
DANIEL FUCHSMAN	WPB

NOVEMBER 2014

OSACAR RIVERA	PBSO CORR
JENIFER GROUNDS	MCSSO
RASHEEDAH GUDEN	GREENACRES
KUMPOL KORNSUWAN	SCHOOL
ABIGAIL CARBUCCIA	PB GARDENS
DAVID BURCK	WPB
WILLIAM MCNEAL	MCSSO
BRAIN PANCZAK	JUPITER
JOSEPH FROMMER	LANTANA
GREGORY WILLIAMS	PBSO CORR
JOHNNY TRICOLI	PBSO CIV
CHISTOPHER MORGAN II	JUPITER

DECEMBER 2014

DELWIN CARDEC	GREENACRES
LAUREN ERSTEIN	PBSO
ANTONY NORRIS	GREENACRES
CHRISTOPHER WADE	JUPITER
SHAWN GREEN	MCSSO CORR
MICHAEL CUSTER	PBSO
ELAINY RAVELO MARTE	RIVIERA BEACH
ADAM ZELLER	PALM BEACH
JORDAN LESKOW	PB GARDENS
ROECHARD EBANKS	PBSO
CHRISTIAN TIBURCIO	PBSO RESERVES
RAY FUENTES	GREENACRES
FRANCINE OBRIEN	GARDENS
RYAN JONES	PBSO CORR
ZACHERY LEGATO	PBSO CORR
ARIELLE LEBLANC-MORIINIERI	DELRAY



Ten Thirty Three

Body Cameras and Collective Bargaining: Will We Be Our Own Worst Enemies?

Submitted by Gary Lippman, General Counsel

It shouldn't come as a surprise to anyone that the fastest growing resource file in my office cabinet is entitled "Body-Worn Cameras." Fattening the fat file considerably is a nearly 80 page report entitled "Implementing a Body-Worn Camera Program; Recommendations and Lessons Learned." The report was published through a cooperative agreement between the Office of Community Oriented Policing Services, U.S. Department of Justice ("COPS"), and the Police Executive Research Forum ("PERF") after a conference about the new technology. What probably won't come as a surprise, either, is that only one police union is listed among the 127 law enforcement agencies and other entities in attendance at the 9/11/13 Washington, D.C. conference convened specifically "to discuss the policy and operational issues surrounding body-worn cameras."

While police departments throughout the United States from Albuquerque to Yakima, the Royal Canadian Mounted Police, the various federal agencies you'd expect, some corporations, universities, and management law firms all were represented in numbers (e.g., "200 police chiefs"), just one guy from a Baltimore police union is listed as having been there; again, specifically to discuss "implementing a body-worn camera program." So, it shouldn't come as a surprise that in fewer than 2½ pages "officer concerns" summarily are addressed, and the "useful" sources of input identified for agencies that might be interested in hearing about their own "officer concerns" are: "patrol commanders and officers, investigators, training supervisors, the legal department, communications staff, Internal Affairs personnel, evidence management personnel, and others across the agency who will be involved with body-worn cameras."

Duly states-certified collective bargaining representatives for officers' terms and conditions of employment got virtually no ink in the thick report apart from a broad recommendation

that **when implementing** their body camera programs police agencies "**consult** with frontline officers, local unions, the department's legal advisors, prosecutors, community groups, other local stakeholders, and the general public." (Emphasis added).

How do you think concerns about body-worn cameras changing **officers'** terms and conditions of employment are going to fare with "community groups, other local stakeholders, and the general public?"

The report also noted that "meetings with union representatives are effective means to **communicate** with officers about the agency's body-worn camera program." (Emphasis added). I haven't done word searches on the report, but I'm pretty sure the words "collective bargaining" and "negotiate" don't appear in it.

While private employer installations of surveillance cameras in **private employees'** workplaces has been recognized as a "mandatory" subject of bargaining under the National Labor Relations Act since at least 1997,¹ and **public employees'** expectations of privacy in public employment workplaces have been recognized to be reasonably legitimate (albeit relatively tenuous) since 1987,² law enforcement employers' installations of GPS and various on-board and in-board video and audio recording devices on their employee-operated patrol cars, and now

¹ *Colgate-Palmolive Co.*, 323 NLRB 515 (1997).

² *O'Connor et al. v. Ortega*, 480 U.S. 709 (1987).



**Show your support for Palm
Beach Co. PBA!**

**See the list of PBA wearables and
collectibles on page 12.**

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@pbcpcba.org

putting cameras on their law enforcement employees' **bodies** hasn't been subject of much reported collective bargaining negotiations.

If you Google "body cameras and collective bargaining," the first link you'll get is to a recent podcast interview the Labor Relations Information System ("LRIS") had with your writer specifically about "collective bargaining" issues police **unions** may raise about the cameras, and scrolling further down you'll find a couple of links recounting one Portland, Oregon police union president's concerns about **his union members** being equipped with the things. It's likely no coincidence that the Portland police union is in the backyard of Will Aitchison, the union attorney who founded and runs LRIS. But virtually all of the remaining links you can scroll through are about the "body cameras" only, and not at all about "collective bargaining" over officers being required to wear them as a term and condition of their employment. And most of the links reference the PERF report and/or the much-vaunted Rialto, California experience; neither of which addressed "collective bargaining."

Yet, there's no disputing that agency employers implementing officer tracking and recording devices comes into collision with their employees' rights of privacy, due process, and rights to organize and engage in concerted activities for mutual aid and protection.

Q: So, why is there so little out there about police or corrections **unions negotiating** public employers' introduction of GPS, on-board and in-board recording devices, and body cameras into their workplaces?

A: You tell me.

Think about it: when **you** heard in roll call or shift briefing or actually saw that things were getting installed in your patrol cars or on your laptops or even on your body, did **you** call your union? Are you comfortable assuming that because criminal suspects have no reasonable expectation of privacy inside your police car that **you** don't either? Do you think your employer's "patrol commanders" or "legal advisors," or "prosecutors, community groups, other local stakeholders, and the general public" give a rat's ass about **you** being constantly tracked and recorded on- and even off-the-job?

Employers' associations and management legal advisors are out there right now accurately advising employers and management clients that a union's failure to "demand" bargaining in timely fashion **prior** to their clients **implementing** policies regarding anything (body cameras included) constitutes a "**waiver**" of the union's right to negotiate the policies and/or contractual language regarding the uses and consequences of anything their employers and management clients are **implementing** (body cameras included). Much as it's been said that a tree falling in the forest with no one there makes no sound, a change being made in your workplace in the absence of a union request for collective bargaining makes for no negotiating with the union over the change.

Ultimately, the burden is on **unions** to quickly identify changes in the workplace that warrant bargaining; which places the burden on **union members** to quickly advise their union of

changes in the workplace. And there's no denying: **body cameras are changes in the workplace**. Don't assume it's an employer's exclusive "management right" to install recording devices in your "office" or on you. And don't assume someone else will call the union.

Think about this, too: last year a State Attorney's Office memorandum determining that no charges would be filed, and no Grand Jury consideration would be had regarding a certain officer-involved shooting, included extensive **verbatim** accounts of two recorded conversations the officer involved had "approximately 10 minutes" **after** the shooting. The conversations were with another law enforcement officer, and a "presumable supervisor," respectively. **The SAO memorandum noted that the officer likely "was unaware his comments were being captured by the in-car recorder."** Considering the quoted statements made when the officer was unaware of the recording, together with the officer's consistent account of the shooting when he knew he was being recorded, the SAO closed-out the case as it did. But, what if the officer had been talking to me on the telephone? What if. . . ?

Nationally, much is being said and written justifiably about **citizens'** privacy when officers arrive wearing body cameras.

“Nationally, much less is being said or written about officers' privacy;”

Nationally, much less is being said or written about **officers'** privacy; and within our federal court of appeals' and state court jurisdictions, there is very little guidance. At this juncture, there are few if any express exemptions that can exclude from Florida's definition of "public records" what is recorded of our union members' movements and conversations;

even when there is no third party physically "there." So, those two conversations our stressed member had moments after using deadly force now are public records.

Clearly, there needs to be legislation addressing the flood of personal data and information about public employees that new technologies in the workplace are harvesting.

While we can't negotiate records retention provisions inconsistent with Chapter 119, Florida Statutes, at a minimum we **can** negotiate how recordings will be used **administratively**. More than 25 years ago the United States Supreme Court made clear that an officer's "use of force **must** be judged from the perspective of a reasonable officer on the scene, rather than with the 20/20 vision of hindsight."³ With the introduction of body worn cameras, the temptation to substitute "the 20/20 vision of hindsight" is greater now than it ever has been.

Police and corrections officers' unions can and need to ensure that the sounds and images captured by body worn cameras don't become part of administrative processes already in place which intentionally skirt fundamental due process and permit agency employers to connect the dots between allegations of misconduct and officers' discipline without ever asking the subject officer what happened.

Body cameras and collective bargaining is not a contradiction in terms; unless law enforcement and corrections union members make it so.

³ *Graham v. Connor*, 490 U.S. 386 (1989) (emphasis added).

Palm Beach Co. S.O. News

In light of recent events, we have encountered an environment that undoubtedly places law enforcement in a multitude of precarious positions. The issues have been compounded by the tumultuous rhetoric being disseminated throughout the news, social media, and even certain governmental “talking heads.” In spite of this, law enforcement remains steadfast in their oath and duty to protect one and all.

When I first entered the ranks of law enforcement, I did not do so for parades or accolades. Rather, I did it to serve my community through an unwavering devotion to safeguard my fellow citizens by putting criminals in jail. The day we turn our back on that credo is the day we allow the criminal to win. Notwithstanding the recent downward turn in the sentiment of detestation for law enforcement, the feeling of hatred for police is not something new. If anything, we all knew about it coming into this profession. We have all encountered it in one form or another, but we have never coward away from it. That's what makes us the professionals that we are.

I say we gain solace in two things: your fellow brothers/sisters-in-arms and your training. While this may be simplistic, when examined, it holds everything we need for success. It is that brotherhood/sisterhood that melds the very fibers of the proverbial “ballistic blanket” that keeps us from harm's way. When all others in our community despise us, we can gain strength knowing that our fellow brother/sister-in-arms have our backs. Now is the time for us to build and strengthen our camaraderie and “esprit de corps” because that is what we should be able to count on without hesitation. It's bad enough that we have to be second guessed by everyone else, therefore it shouldn't come from within. The minute we espouse uncertainty for one another is the day the criminals win. Take care

of one another and have each other's backs because no one else will. It is the sanctity of that solidarity that fortifies us and we are fortunate not many professions have what we have.

Which leads me to my next point: training. Unless you've been around the country or have conducted some research you would not know that our training is far above many other agencies. I say that not to bash others or because someone deserves a pat on the back, rather it is to convey the point that we need to have complete confidence in our training. The second that we hesitate and allow indecision to enter our thoughts is the moment in time when someone dies. Copious research demonstrates that human beings function on quarter-second increments when it comes to decision making. Do not allow indecisiveness to enter your thoughts and have the your opponent gain that quarter-second advantage. Seek solace in the training provided and rest assured that it is the very best out there. Take training seriously and apply it just as diligently through your day-to-day work.

Now is the time for law enforcement to hold the line and not veer from the tactics that keep us alive. Nothing would prove the skeptics' points even more than us “flip-flopping” our procedures.

I would ask that we continue to look out for one another and be meticulous in our application of training. At the end of the day, we know that we are professionals that remain resolved in our duties to protect one and all. Remain committed in what you know (your training) and each other. That is the recipe for victory and all of us going home to our families at the end of the each and every day.

Stay safe and train hard!
Carlos Ugalde, PBSO Rep

Martin Co. S.O. News

Dear Law Enforcement Members,

It was a unique bargaining session, to say the least. However; it is over for another year. All things being equal, the majority of our bargaining unit members received a bump in the positive direction, in the form of a “half-step” raise. Unfortunately, Health Insurance costs (for the Office and our Members), and the associated costs, keep rising... and I don't have to remind anyone that life in general isn't getting any cheaper. That being said, for those members (currently 61 and increasing), that have not witnessed a “base salary” (C.O.L.A.) increase since 2008... we hear you and we are trying.

It is here and now that I must point out, that it was very generous of the Sheriff to provide a full step raise last year to those members that are still progressing through the pay plan. Additionally, his funding of a half-step raise and the “Max Merit Pay” (for those members to whom it may be applicable) this fiscal year will surely be beneficial to all bargaining unit members. The PBA will continue to try to bargain for above average wage and benefits for our members, which is commensurate with the level of service and professionalism provided by you, the MCSO deputies.

I am pleased to report that the MCSO PBA Reps are now meeting with the Sheriff's Administrative team. A “Wage

Committee” will seek to identify positive and forward thinking remedies relating to future wage benefits for our members. We are hopefully optimistic that the committee can work together to formulate a salary benefit package that will be competitive and reward everyday professionalism and performance.

Please allow me to take this opportunity to thank and recognize Richard Parks, Donald Knott, Darryl Stokes and Jake Sirmans for their service as PBA Representatives during the past term. Their dedication to this Office and to our membership is second to none.

I would like to introduce and welcome: Brian Tison, Wayne Trocan, Jon Hanton, Andrew Porcelli, James Holloran and Willie Weiss to the 2015-2018 MCSO Law Enforcement PBA Representative team. I look forward to working together with each of them as we support our members and the Sheriff's Office.

As we begin the new year, please take the time to reflect on the many blessings that are ours. Take pride in the fact that you make a difference in Martin County and that your service continues to impact the quality of life for our residents in a meaningful way.

The Martin County Sheriff's Office PBA Representatives wish you and yours a Happy and Safe New Year.

Submitted by: Karl Nelson, MCSO PBA Representative

Palm Beach Co. S.O. Civilian News

Happy New Year to all of our PBSO Civilian PBA Members

On behalf of the PBA Representatives who were re-elected, I would like to welcome all of the newly elected PBSO Civilian Representatives. We are happy to have you with us. We would like to thank all of the civilian members who voted.

For the benefit of our new working group and the benefit of all I would like to recommend to the representatives and all of our members to read and re-read the Civilian Collective Bargaining Agreement (CBA). Being familiar with the CBA can assist in answering questions that come up from time to time. Of course, the PBA is here to assist if there are further questions.

Also, with a group as large and dynamic as the PBC PBA there is always something to do, always a way you can contribute. Be an active participant with the group looking out for your best interests. Review the PBA website, communicate with your fellow members regarding what is going on and find out how you can get involved. The PBA works for the benefit of all of us so make a New Year's resolution to help in any way you can.

Thank you all for your support and contributions. Have a safe and prosperous New Year!

Submitted by: Mark Gish, PBSO Civilian Representative

The Cop Who Kept Trying

Submitted by John Kazanjian

At some point in their career, every cop has wanted to turn their experiences and war stories into the great American novel. Career law enforcement officer and PBA brother James O. Born has taken his experiences with the DEA and the Florida Department of Law Enforcement and turned them into a successful second career as a nationally known, award-winning author.

Always interested in writing, Born finished his first novel in 1989 and learned a hard lesson about publishing. The short version of the story is that his first two novels were never published, but he didn't give up, refusing to admit defeat. That all changed a mere 14 years later when he sold his first novel, *Walking Money*, to Putnam books in 2003 and shared the same editor with Tom Clancy, WEB Griffin and Patricia Cornwall. Born has stayed busy since, writing eight more novels, as well as consulting on TV shows and appearing on discovery IDs *A Crime To Remember*.

During all this Born has maintained his job as a Special Agent with FDLE, as well as raised a family. "It's been a challenge," said Born as he reflected on his ten years of success in the cutthroat world of publishing. "I like the pressure and the deadlines. I also like the fact that no one will bite or punch me during the course of my normal day as a writer." Born acknowledges that publishing is a tough business to break into. Aside from the ability to write a novel with a clear story and developed characters, the first step of finding an agent is probably the most daunting task. From there, the chances of landing with a major publisher in New York are remarkably slim. But, he says if you enjoy writing and that is your passion, you should keep at it no matter what rejection you might get from agents.

Born became interested in writing a novel during the nearly 20 years he gave technical advice to Elmore Leonard and other writers. To prepare, he read hundreds of novels and studied writing. The one thing that would jump out at him was the ridiculous premise of some police novels and movies. He wanted to show what police work was like for a real cop;

that cops have lives outside of the job and not everyone is perfect. His stories are spiced with colorful language and off-center characters on both sides of the law.

His true mentor has been the first real cop-turned-writer, Joseph Wambaugh, who gives him advice not only on publishing, but his police career as well. Born said, "Joe told me not to retire early and I listened. It was probably the best advice I've gotten since my first book was published." Born could retire at any time, but enjoys his job and sees no reason to pull the plug right away.

In 2014, Born co-wrote a novel with legendary commentator Lou Dobbs. *Border War* was a huge success and has raised Born's profile across the industry. His next novel, *Scent of Murder*, about a specialized police K-9 unit on the trail of a serial killer comes out in April of 2015. Born says it is the first book he has had to do serious research on by hanging out with dog handlers and listening to their stories.

Scent of Murder shows the lives of three members of a federally funded task force who each live with their canine partner. Many aspects of the incredible world of K-9 police work are part of the novel, from searching for a cadaver to chasing fleeing suspects. Lee Child, the bestselling author of the Jack Reacher series read *Scent of Murder* and said, "An established talent with a great new angle - irresistible."

Born appreciates the kind words from established authors. He has also won the Florida book award for best novel as well as the prestigious Barry Award for a short story that was included in Michael Connelly's best-selling collection *The Blue Religion*.

Born will donate a portion of his proceeds from every book sold in the month of April to a PBA approved charity, as well as charities supporting dogs.

For more information about James O. Born, visit his website at WWW.JAMESOBORN.COM or his author's Facebook page. All of his novels are available on Amazon and in most leading bookstores.



SALE



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

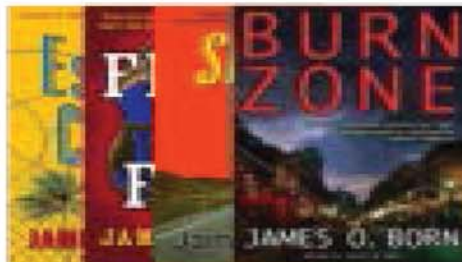
PBC PBA Navy T-Shirt \$8.00

PBC PBA Baseball Cap \$12.00

PBC PBA Polo \$30.00

MCSO PBA Baseball Cap \$12.00

James O. Born Novel(s) \$20.00





National Law Enforcement Officers MEMORIAL FUND

RESPECT. HONOR. REMEMBER.

Officer Christopher Nebbeling Receives "Officer of the Month" Award from NLEOMF

Washington, DC—The National Law Enforcement Officers Memorial Fund has announced the selection of Officer Christopher Nebbeling, of the West Palm Beach (FL) Police Department, as the recipient of its Officer of the Month Award for November 2014.

On the evening of October 26, 2013, West Palm Beach officers were pursuing suspects of a reported shooting. The West Palm Beach Police Department issued an alert on the suspect's vehicle, stating they were last seen in a dark SUV heading south towards a crowded downtown area.

Officer Nebbeling was monitoring a Halloween event nearby, when he heard gunshots. As Officer Nebbeling headed towards the scene to assist, he noticed an SUV matching the description of the suspect's vehicle traveling in the opposite direction at a high speed, and he pursued the vehicle. The SUV accelerated and weaved between cars through heavy traffic to elude Officer Nebbeling. The SUV entered a major intersection and nearly struck several motorists before the driver lost control of the vehicle, eventually crashing into the median. The driver stopped the SUV, and the suspects fled on foot.

As Officer Nebbeling exited his squad car to pursue the suspects, he saw a rear passenger exit the SUV carrying an assault rifle. The suspect aimed his weapon at Officer Nebbeling. An

eight-year Army veteran who served in Iraq and Afghanistan, Officer Nebbeling instinctively drew his service weapon and advanced towards the threat, firing until the gun-wielding suspect was disabled. Officer Nebbeling restrained him until reinforcements could arrive and then remained at the scene to render aid.

Police later captured the other two suspects. The suspect with the assault rifle succumbed to his injuries later that evening. He was a gang member with a long arrest record, including involvement in three shootings in prior years. One of those shootings was just a few weeks before the incident. The suspect's weapon was discovered to be a loaded AK-47.

"When thrust into this situation, Officer Nebbeling acted heroically," said Sergeant Adam Myers of the West Palm Beach (FL) Police Department. "In the face of superior firepower, Officer Nebbeling stared directly at the threat, advanced and eliminated it. If it weren't for the decision-making and actions of Officer Nebbeling, unknown numbers of police and civilians could have suffered serious bodily harm, if not death."

"Officer Nebbeling's quick actions and police instincts enabled him to save his community from further danger," said Memorial Fund Chairman & CEO Craig Floyd. "He is truly a hero to his community and deserves to be the recipient of the Officer of the Month Award."

Located in the nation's capitol, 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 Award Program began in 1996 and recognizes federal, state, and local officers who distinguish themselves through exemplary law enforcement service and devotion to duty.

Officer Nebbeling, along with the other Officer of the Month Award recipients for 2014 will be honored at a special awards ceremony in Washington, DC, in May 2015, during National Police Week. In addition, their stories of service and heroism will be featured in the Memorial Fund's annual calendar.



The Police Unity Tour is the official sponsor of the Memorial Fund's Officer of the Month Program.

Palm Beach County PBA Rally

Saturday, December 20, 2014

The Palm Beach County PBA held a Rally on Saturday, December 20, 2014 to show that Police Officers really do care for the community. We were excited to have Retired Colonel Allen West participate and support our event. In con-

junction with the Rally, we held a Toy Drive which was very successful in collecting donations for the children of the community for the holidays. We would like to thank everyone who came out in support of our efforts.







Tickets on Sale

Spring Training Game

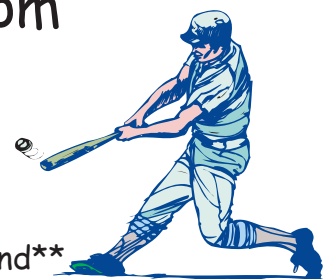
Monday, March 9, 2015 - 1:05 pm

\$45.00

w/food & beverage voucher



\$5.00 will go toward the Palm Beach County Charity Fund



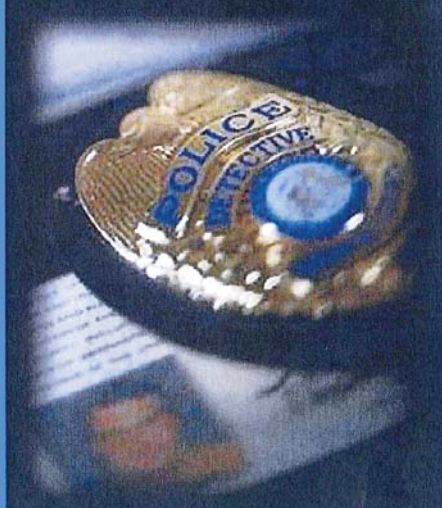
SAFE CALL NOW.org

"Saving the lives of those who protect us"

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



POLICE LINE DO NOT CROSS

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





PANTHER BLUE LINE CHALLENGE

APRIL 4, 2015

BB&T CENTER

**Palm Beach
Law Enforcement**

VS

**Broward
Law Enforcement**

2:00 PM



PANTHERS

VS

LIGHTNING

7:00 PM

**Tickets available at the BB&T Center
or call BB&T Box Office at 800-745-3000
and mention code PALMBEACH or BROWARD
for discounted prices and location.**

**Tickets are also available at
www.thebbtcenter.com/teams/detail/panthers**

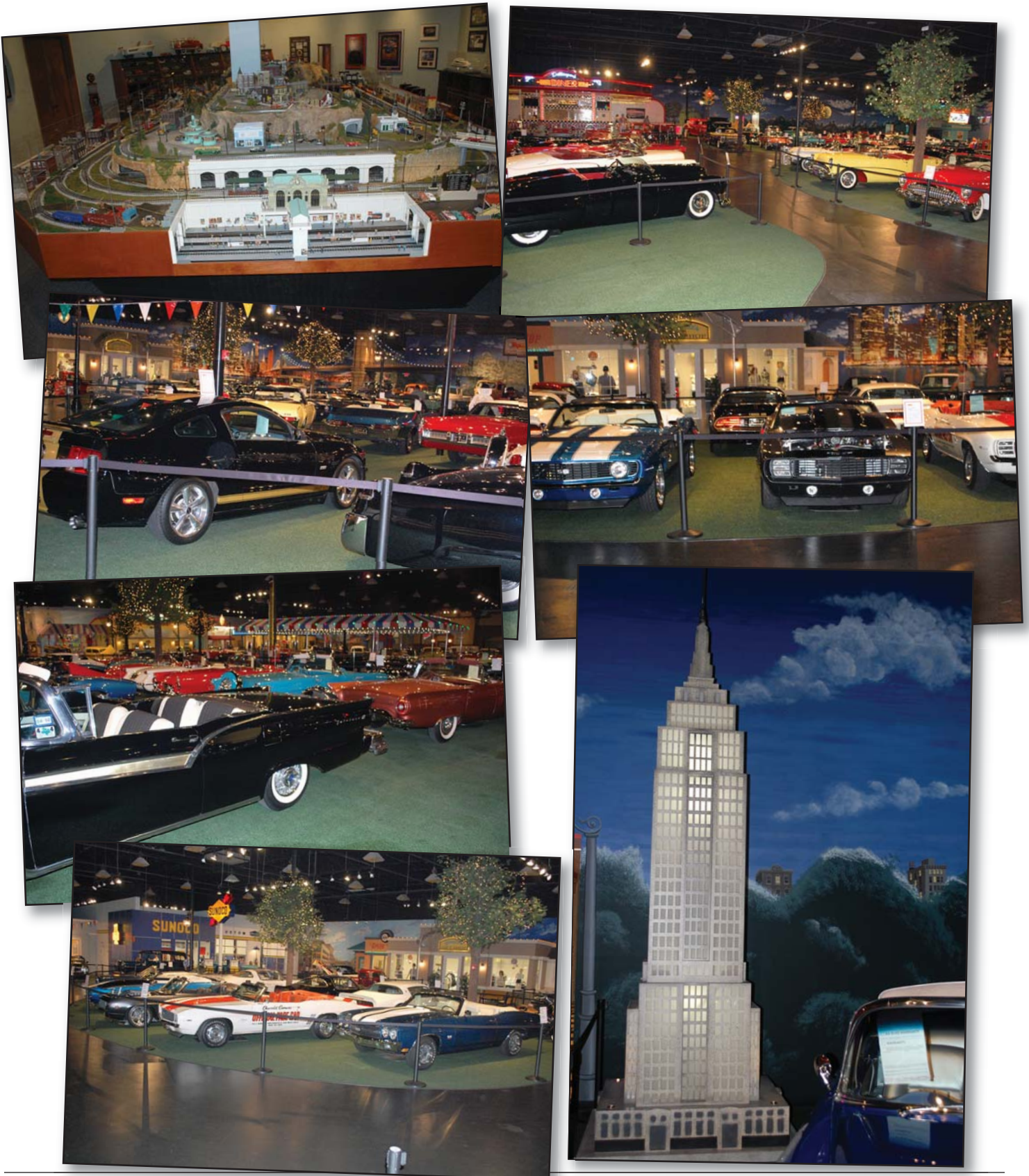
Prices vary by location.

**\$5 from every ticket supports local families
of fallen officers.**

PBA Oldies Night

Cars of Dreams - North Palm Beach

Friday, January 9, 2015











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! Visit www.pbcpsba.org to sign-up today!

Signing up for the service is free. (However, standard text message and data rates may apply).

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



PBA "SUPPORT LAW ENFORCEMENT" TAG SELLING FAST!

The Florida PBA "Support Law Enforcement" license tag is a hot item. Over 100,000 tags have been sold so far.

The proceeds of this tag are deposited into a charitable fund—the Florida PBA Heart Fund—for the Association's members (see page 37).

The intent of the Heart Fund is to provide financial assistance to the families of members who are killed in the

line-of-duty and to members who are injured and permanently disabled in the line-of-duty under certain circumstances. The great thing about the contributions

made to the Heart Fund, they are tax-deductible! Please ask for the PBA "Support Law Enforcement" tag when you visit your tag office and purchase this tag for your vehicle(s). Keep showing your support for PBA and your fellow officers.





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
www.atf.gov 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

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 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 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.

Dec 2014

Thank you
so much for your
generosity and support.
Cordova Family

I will never forget
your kindness?

Thank you
Orlando, Noel,
and Chris

thank you


your thoughtfulness
meant so much.

Thank you to the Police Benevolent
Association Scholarship Fund for your
generous check of \$500. I plan
to use it to better my education and
pursue a career in law enforcement.

Thanks again,
Jake Gallagher

To the PBA Scholarship Committee,

Thank you very much for your generosity in rewarding me with the PBA scholarship. I
have recently begun my academic career at UCF and your scholarship program is a significant
factor in making my academic goals attainable. It is nice to see that the PBA takes care of its
member's families so well and places such value on education. I am honored to represent the
values that will carry on the tradition of what the PBA Scholarship Award represents.

Thank you, 
Brenden DiBerardino


thank you
THANKS thanks!
in appreciation
THANKS
Thank you thank you
THANK YOU thanks
THANK YOU sincere thanks
many thanks thank you very much
Thanks

thank you thank you thank you thank you thank you thank you thank you

I would like to thank the PBA Karlin A.
Kazanjian Memorial Scholarship for the monies
awarded to me. It is greatly appreciated and
will assist with all the expenses associated
with the upcoming school year at Florida
State University. Again, thank you for the
generous scholarship.

Sincerely,
Brandon H. Miles

Letters
to the
P.B.A.



Dear Palm Beach County PBA,

I am writing to thank you for
awarding me with your generous
scholarship. I am working hard to
set myself above the rest for
success in the future. Your scholarship
is helping me do that.

Sincerely,
Haley Mader

November 17, 2014

W.P.B. Police Benevolent Association
2100 N. Florida Mango Road
West Palm Beach, FL 33409

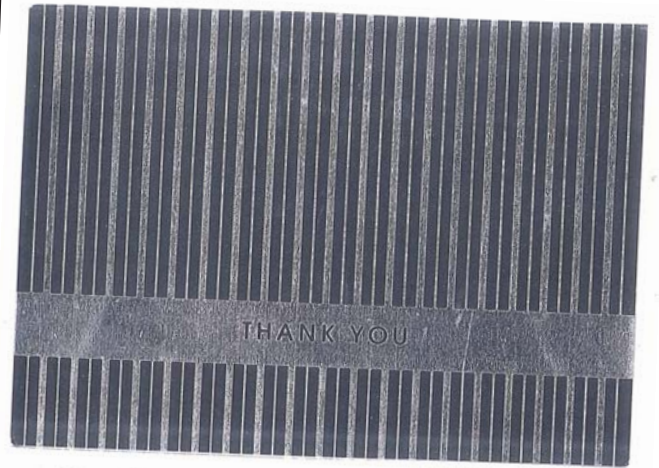
Re: Brian Chappell Memorial & Scholarship Fund

Enclosed please find a contribution to the Brian H. Chappell Memorial Scholarship
Fund. This donation is in memory of his father, Tom Chappell.

Regards,
Sandra Livingston



Dear PBA scholarship committee,
thank you once again for
the money for school. The
money is quite helpful
for textbooks and study
guides for the nursing
boards. Thanks again
for the support.
Sincerely,
Victoria May



Dear PBA

I would like to thank you for the monetary
gift you gave me. It has helped greatly
getting me through college and getting the
things I needed to have for school and
the Police Service Academy. Once again thank
you so much I greatly appreciate it.

Sincerely,

Just Fort

Kimberly Edelstein

August 7, 2014

Dear Kaz and the
Palm Beach County
PBA Scholarship Foundation,

I am writing to thank you for your generous, financial support that you were able to
provide towards my education.

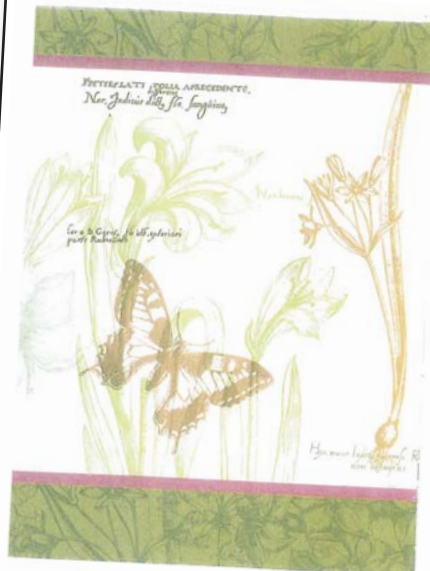
As a homeland security major as well as a flight minor at Embry Riddle Aeronautical
University I can guarantee that the money will be put to great use. It is also greatly appreciated
that you were able to interview me at such a late time due to my prior summer commitments
with the Army.

Thank you so much again for your time, understanding, and funding. Your financial
generosity has allowed me to be one step closer to my future goal and I hope to one day help
other students achieve their goal as you have helped me.

Sincerely,

Kim Edelstein

Letters
to the
P.B.A.



Dear P.B.A. Society,

Many thank you's
for the kind arrangement
benefit from your organi-
zation. You have made
this difficult time in
our lives much easier
in many ways.

Sincerely,

The Family of Dawn Luck

Letters to the P.B.A.



U.S. Department of Justice
United States Marshals Service
Investigative Operations Division

Alexandria, Virginia 22301-1025

August 6, 2014

President John Kazanjian
Palm Beach County Police Benevolent Association
2100 North Florida Mango Road
West Palm Beach, Florida 33409

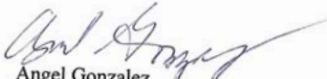
Dear Mr. Kazanjian,

I would like to personally thank you for the assistance you provided to the Florida/Caribbean Regional Fugitive Task Force and the Technical Operations Group following the sudden death of Senior Inspector Walt Reilly. The commitment and professionalism of the Palm Beach County Police Benevolent Association (PBA) provided USMS personnel with much needed support as they moved forward during this tragic and difficult situation.

It goes without saying that the Marshals Service thinks of our state and local law enforcement partners as family. In this instance, the PBA members who represent Florida law enforcement returned the favor and it has not gone unnoticed. From the planning, preparing, and facilitating of the reception at the PBA, you provided a professional and dignified event that honored Senior Inspector Reilly, his family, and the Marshals Service.

Your assistance speaks volumes to the partnerships forged not only by law enforcement officers who put their lives on the line each day, but the strength of spirit, commitment, and sense of duty shared by our two agencies. Speaking for the Investigative Operations Division, we are grateful for the outpouring of support received from the PBA, the Palm Beach County Sheriff's Office, and surrounding community.

Sincerely,


Angel Gonzalez
Acting Assistant Director
Investigative Operations Division



MANALAPAN POLICE DEPARTMENT

600 South Ocean Boulevard, Manalapan, Florida 33462-3398
Telephone (561) 585-4030 Fax (561) 585-9498
www.manalapan.org

February 2, 2015

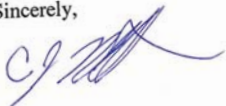
John Kazanjian
Palm Beach County Police Benevolent Association
2400 N. Florida Mango Road
West Palm Beach, Florida 33409

Dear Mr. Kazanjian:

Thank you for providing the timely notice of the newly elected Manalapan Police Department PBA representatives.

The Town of Manalapan will continue to treat all of its employees in a fair manner respecting the legal rights of every employee.

Sincerely,



Carmen Mattox, Chief of Police





Florida House of Representatives

Representative Kevin Rader

District 81

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9045 La Fontana Boulevard, Suite 117
Boca Raton, FL 33434
(561) 218-5010
(561) 218-5012 (fax)

Satellite District Office:
110 Dr. Martin Luther King Jr. Boulevard
Belle Glade, FL 33430
(561) 829-1410

Tallahassee Office:
1402 The Capitol
402 South Monroe Street
Tallahassee, FL 32399
(850) 717-5081

December 22, 2014

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

Dear Mr. ^{Kaz}Kazanjian;

Thank you for your comments and thoughts at the Legislative Delegation Meeting.

I always enjoy hearing from the residents of Palm Beach County as I am here to serve you. I appreciate you taking the time to discuss the local bills that the Legislative Delegation was voting on; these issues are important to the community and I will take your thoughts into account as we proceed through Session 2015.

If I may be of assistance to you in the future, please let me know.

Kindest Regards,

Kevin Rader

Committees:
Business and Professions Subcommittee (Ranking Member)
Appropriations Committee
Local and Federal Affairs Committee
Local Government Affairs Subcommittee
Government Affairs Subcommittee



Letters
to the
P.B.A.

DAVID SILVERS
FOR STATE REPRESENTATIVE
DISTRICT 89 • DEMOCRAT

December 16, 2014

Dear Friend, ^{Kaz}

Now that the frenzy of Election Day has passed, I wanted to take a moment to thank you for your support in my first campaign for the Florida House.

Obviously, the results were not what we preferred. It is difficult to come so close - within 2800 votes - and not come away with the win. But this election was not an ending, by any means.

We heard from thousands of residents of House District 89 throughout the past year. They want changes in public education, property insurance, and myriad other areas. I made a commitment to them that I would be an advocate for change, and I intend to keep that promise.

Your help was integral in this campaign, and I look forward to working with you again.

With appreciation,

David Silvers

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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 E. Brevard St., Tallahassee, FL 32301

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

*Receipt for donations will be provided upon request.

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Palm Beach County PBA

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