

The voice of local law enforcement



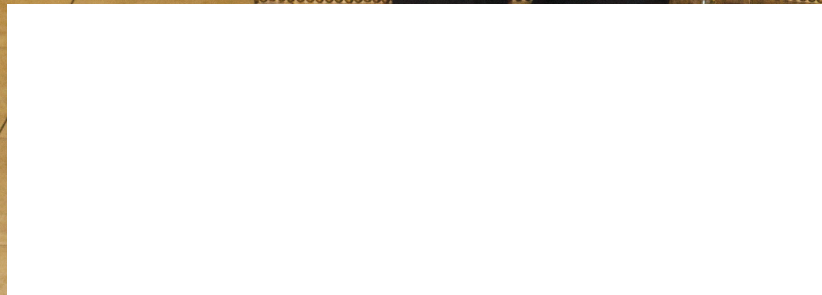
Florida COPS

Official Publication of the Palm Beach County PBA

FEBRUARY 2018

The *PBA* Legal Team

A profile of the lawyers who relentlessly
represent PBC PBA members



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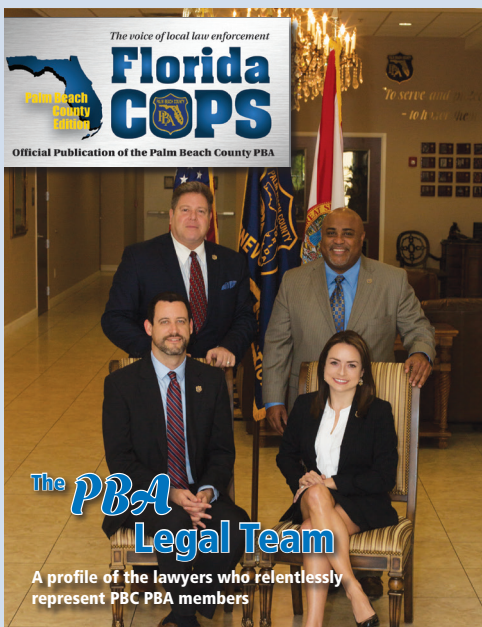


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COVER STORY



15

The Legal Eagles fly together

Beyond the duty belt and vest, the PBC PBA Legal Team supplies members with an extra layer of protection when facing disciplinary actions, critical incidents and contract negotiations. Here's an inside look at this dedicated and powerful group of attorneys who have become the Fantastic Four for the PBC PBA.

Charity begins at the PBA

The PBC PBA's Angel Run and Cars of Dreams events showcase the union's ongoing effort to raise funds that support members and their families, further the connection with the community and remember the angel behind the cause..... **Page 20**

Election selections

The process of making endorsements for the March primary included some detailed interrogation of candidates and will ultimately enhance the PBC PBA's political action and influence **Page 23**

New section: *Members Only*

Tributes, awards and exceptional service

Florida Cops debuts this special section that spotlights achievements of PBC PBA members who go above and beyond every day. From remembering Delray Beach Officer Christine Braswell and Sergeant Adam Rosenthal with special events, to MCSO deputies rescuing an iguana, to a review of continuous community policing throughout Palm Beach and Martin counties, read all about the amazing work of PBA members **Page 23**

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Florida COPS
 Official Publication of the Palm Beach County PBA

Main Number: 561-757-0464

Advertising: 201-410-1721

Editorial: 201-370-4082

Distribution: 561-757-0464

Subscriptions: subs@floridacopsmagazine.com

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VOLUME 4 ISSUE 1

Florida COPS, known also as Florida Cops Magazine Palm Beach County Edition, is a bi-monthly publication dedicated to law enforcement and criminal justice professionals operating in Palm Beach County. ©2018 KRURAPP COMMUNICATIONS, INC. Reproduction of any part of this magazine without express written permission is prohibited. Subscription rate: \$48 per year. Send address subscription inquiries to subs@FloridaCopsMagazine.com. Reader comments and editorial submissions are welcome, but neither the Publisher (Krurapp Communications, Inc.) nor the Palm Beach County Police Benevolent Association (PBCPBA) assume any responsibility for the return of unsolicited material. The acceptance of advertisements by Florida COPS does not constitute an endorsement of the product or services advertised. Neither the Publisher, the PBCPBA, or any of their officers and/or employees, make any warranty, express or implied, including the warranties of merchantability and fitness, for a particular purpose, or assume any legal liability or responsibility for the accuracy, completeness or usefulness of any information, apparatus, product, service provider or process included in any advertisement or editorial content. The views and opinions of any advertiser or third-party content contributor do not necessarily state or reflect those of either the Publisher or the PBCPBA, and may not be used for advertising or endorsement purposes. Florida COPS, its Publishers and/or the PBCPBA assume no financial responsibility for errors in advertisements.



CODE THREE

THE PRESIDENT'S MESSAGE

Political action and fundraising continues to move fast... but sometimes we need to take it slow



JOHN
KAZANJIAN

Listen, before we get into any of the political or legislative updates, I want to tell all our members to slow down when you are out there driving in your patrol cars. You don't need to speed. If you are responding to a call that is a matter of life or death, then you might need to step on it.

But be cognizant of the speed you are driving. Be aware of other cars on the road. And be safe.

You might have heard that one of our members recently was going 100 miles per hour in his patrol car and hit a driver in another car. The accident left that driver paralyzed and our member in jail. It's a felony conviction.

You know this matter is personal to me and you know why. So slow down.

And don't think you won't get caught. There is too much technology working to track how fast you are driving. I can't say it enough: Slow down.

Before I forget, I want to thank everybody who participated in our 3rd Annual Angel Run on Dec. 31 and those who attended the Oldies Night at Cars of Dreams on Jan. 19. We had a ball at both events, and your participation raised nearly \$20,000 for the scholarship fund. And to those who helped out at these events – our office staff, our executive board and our members – you know we can never do it without you.

That all said, let's go to the highlights.

We made our political endorsements for the March 13 primary. We brought in a couple of unit reps to join our usual team of Ernie George, Rick McAfee, Lou Penque, Kevin Igo, Greg Allen and myself to interview candidates and determine who we have backed.

Read the entire list of endorsements on pages 24, 25 and then vote for these candidates. These are the ones who will have important input when it's time to negotiate our contracts, and I assure you we have identified the candidates who have our back and will have an open-door policy for us when they get elected.

Endorsements mean a lot because we need the people in office who understand our agenda when it comes to pay and benefits.

Endorsements mean a lot because of what's going on across the country. I believe 95 percent of people out there

still love their police. But with the way we're being targeted, we can use all the support we can get, especially from our elected officials. We have seen how the support from the White House has helped. We need that to trickle down to the state and local level.

And endorsements mean a lot in this election because we are fortifying relationships with candidates running for city commissioner, mayor and council seats. These are the people who make the final decisions, and we need to have good relationships in every town we represent. We want to treat them the same as we do with our larger organizations, and we need them to understand the value of our endorsement.

But remember, the endorsements won't mean anything unless members vote for our candidates. So make sure you get to the polls. And make sure your family and friends get there, too.

Our political influence is growing; I can tell you that. We were in Tallahassee in January and February to meet with many of our local state senators and representatives. We have learned the bill that will make texting while driving a primary offense has moved through committees, and I'm sure that is going to become law soon.

We are also moving forward with the study on COLA that has been in place. This is a very positive step. We don't have a crystal ball, but I am anticipating that we could be looking at a 2-percent increase for COLA in 2019.

Finally, join me in congratulating Ernie George, our past president, executive director and dedicated union leader who is responsible for so many of the benefits we enjoy. Ernie has been selected to be inducted into the Florida Law Enforcement Hall of Fame. Nobody deserves this honor more than Ernie, and when he is honored in May, it will be an honor for our entire membership.

Don't forget to vote. Don't forget to slow down. And, as always, be safe. ♥

Kaz

JOHN KAZANJIAN, PRESIDENT

PALM BEACH COUNTY PBA

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to update your information.



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Our 2018 legislative goals



LOU
PENQUE
TREASURER

It has been a busy year so far for our people at the Florida PBA. I would like to update you on the legislative items that we are supporting and drafting. Unfortunately, by the time this article is published, session will be over. I hope we are successful in passing all the items listed below.

If you do not already receive the weekly legislative updates from our State PBA executive director, Matt Puckett, contact the Florida PBA at 800-733-3722 and get on the email tree to stay informed. Here is a list of the areas in which our organization lobbied for legislation this year:

COLA for FRS. This legislation will create a 2 percent hard floor for post-retirement cost-of-living increases. This will apply only to those employees affected by the changes created as of July 1, 2011.

Restoration of FRS Special Risk's normal retirement to age 55 and 25 years of service. The changes created on July 1, 2011, changed those requirements to age 60 or 30 years of service, affecting any member hired after the aforementioned date.

Raises and bonuses. The Florida PBA proposed multiple raises and bonuses across the board for all state employees that we represent.

Waiving toll fees. This legislation would exempt unmarked law enforcement vehicles.

Coverage for first responders suffering from post-traumatic stress. Our local legislator Matt Willhite is the sponsor. Under current law, a first responder must have manifested some type of phys-

ical injury to qualify to receive workers' compensation. This legislation would eliminate the need to show that injury.

Written and electronic threats. This legislation is designed to assist law enforcement in taking action on threats for crimes such as mass shootings or bombings before they happen.

Protection of defined benefit pensions. This resolution prevents any PBA bargaining unit from negotiating or advocating for a defined contribution plan, such as a 401(k), as a primary retirement plan for a group of officers. This does not prevent such a plan from being offered, but it cannot be the primary plan.

West Palm Beach Police Pension. The City of WPB was successful in negotiating a change to its pension multiplier. In October 2011, the pension board made the fiscally responsible decision to lower its assumption rate from 8.25 percent down to 8 percent. At that time, the language in the Special Pension Act caused the pension multiplier to automatically be lowered from 3 percent to 2.68 percent. In 2016, we were able to make changes to the special act to disassociate the pension multiplier with the assumption rate. In 2017, the pension board once again made the fiscally responsible decision to lower its assumption rate from 8 percent down to 7.5 percent to take place over a five-year period. In negotiation, we were able to increase our pension multiplier from 2.68 percent to 3 percent, which will pass this year in session. The increase will be retroactive to Oct. 1, 2017. Not only did the city agree to the changes, but it also agreed to funding 100 percent of the benefit, which comes at a cost of \$500,000 annually. ♥

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Application of 'Stand Your Ground' immunity to LEOs



**BRENNAN
KEELER**

On Aug. 30, 2017, the Fourth District Court of Appeal (4th DCA) issued a pro-law enforcement ruling in the applicability of Florida's "Stand Your Ground" law to law enforcement officers. Ultimately, the 4th DCA disagreed with the Second District Court of Appeal's (2nd DCA) ruling as noted in *State v. Caamano*, 105 So.3d 18 (Fla. 2d DCA 2012). The 4th DCA concluded "that a law enforcement officer, who while making a lawful arrest, uses deadly force which he or she reasonably believes is necessary to prevent imminent death or great bodily harm to himself or herself or another or to prevent the imminent commission of a forcible felony, is not limited to invoking a defense under section 776.05(1), but is also permitted to seek immunity from criminal prosecution under sections 776.012(1) and 776.032(1)." *State v. Peraza*, 226 So.3d 937, 947 (Fla. 4th DCA 2017).

In fashioning its ruling, the 4th DCA reasoned that the plain meaning of the term "person" as utilized in the "Stand Your Ground" law is unambiguous. Therefore, law enforcement officers are captured by the meaning of the term as the legislature intended when enacting the law. While reliance on the meaning of such a routine word seems rather inconsequential, the impact is far-reaching. In what is most assuredly the first case of its kind, the ruling allows a law enforcement officer to seek ab-

solute immunity pre-trial under the "Stand Your Ground" law, rather than being limited to claiming self-defense at trial.

While the battle at the 4th DCA on this issue was won in favor of law enforcement, the war appears to be far from over. The 4th DCA acknowledged the distinction between section 776.05, F.S., which applies specifically to law enforcement officers, versus section 776.032, F.S., which applies generally to the public at large. Section 776.05, F.S., is the immunity statute specifically available to law enforcement officers when acting in their official capacity. As a result of the conflict, the 4th DCA certified the following question to Florida's Supreme Court:

"Whether a law enforcement officer, who while making a lawful arrest, uses deadly force which he or she reasonably believes is necessary to prevent imminent death or great bodily harm to himself or herself or another or to prevent the imminent commission of a forcible felony, is limited to invoking a defense under Section 776.05(1), or is also permitted to seek immunity from criminal prosecution under Sections 776.012(1) and 776.032(1), Florida Statutes (2013), more commonly known as Florida's 'Stand Your Ground' law."

As anticipated, Florida's Supreme Court accepted the case for review on Feb. 2. The state had until Feb. 21 to file its arguments. We will keep you posted on the outcome of the Florida Supreme Court's review. ♥



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Proposed legislation in the wake of school shooting



**MATT
PUCKETT**
FLORIDA
PBA
EXECUTIVE
DIRECTOR

On the day of this writing, the Florida Legislature was 12 days from ending *sine die* (without an assigned date for resumption).

Let's jump into the biggest issues of the 2018 legislative session: firearms safety, mental health funding and school hardening in the aftermath of the Marjory Stoneman Douglas High School shootings. On Feb. 26, the Senate Rules Committee voted on Senate Proposed Bill 7026. The legislation, presented by Senator Bill Galvano, covered the following topics:

- Increasing the age from 18 to 21 in order to purchase a firearm. Exemptions for rifles and shotguns will exist for law enforcement officers, correctional officers and members of the Armed Forces or National Guard who are 18 years of age or older. Violations to the new prohibition will be a third-degree felony.
- Law enforcement officers may seize a firearm or ammunition from a person who has been taken for an involuntary examination. The agency must hold the seized firearms for at least 72 hours.
- A person who has been adjudicated mentally defective or who has been committed to a mental institution may not own or possess a firearm until relief from the firearm possession and firearm ownership disability is obtained.
- A purchase of a firearm will have a mandatory three-day

waiting period, or the period it takes to complete a background check (whichever is longer). The waiting period for all firearms does not apply to valid concealed weapons permit holders, or when trading in another firearm. The waiting period for a rifle or shotgun will not apply to law enforcement officers and correctional officers; active members of the Armed Forces or National Guard; or a person who has successfully completed a 16-hour hunter safety course or is exempt from the course and has continuously held a valid hunter's license without a lapse as of March 1, 2018.

- A person may not import into this state or, within this state, transfer, distribute, transport, sell, keep for sale, offer or expose for sale or give bump-fire stock to another person. Punishable as a third-degree felony.
- A law enforcement officer or agency may petition for a "risk protection order" to prevent a person who poses a serious threat to himself, or herself or others from having or purchasing a firearm.
- A mobile application will be created to allow a person to report suspicious or dangerous activities to law enforcement.
- A marshal program for school personnel will be created to allow volunteers in participating school districts to be specially trained, then deputized, to carry a concealed weapon. The special deputy can use the weapon only during an "active emergency situation."
- A commission will review "school hardening" protocol.
- Mental health teams will help train school personnel to identify potentially at-risk students.

The legislation passed the rules committee on a 9-4 vote, with an amendment banning assault weapons failing by a 6-7 vote. The committee meeting was jam-packed, and emotions were sky-high.

The House of Representatives will take up very similar language in the House Appropriations Committee on Tuesday, Feb. 27, with the Senate Appropriations Committee taking up the Senate version again on Tuesday. This legislation will cost roughly \$400 million to implement.

On Feb. 26, the House Government Accountability Committee passed House Bill 227 (sponsored by Representative Matt Wilhite) by a vote of 19-0. The bill provides workers' compensation indemnity coverage for first responders suffering from PTSD without an accompanying physical injury. A first responder must be diagnosed by a licensed psychiatrist after acting within the scope of his or her duties to events such as a death, a child death, a homicide, a suicide or a grievous bodily injury. The event in nature must be grievous enough to shock the conscience and cause the onset of PTSD. Claims must be made 30 days after the event, or after the manifestation of PTSD, but no later than one year after the event. The Senate version (SB 376, sponsored by Senator Lauren Book) will be heard by the Senate Appropriations Committee on Tuesday, Feb. 27.

HB 889 (West Palm Beach Police Pension, again sponsored by Representative Wilhite) will be heard on the floor of the House of Representatives on Wednesday, Feb. 28. This local negotiated legislation is the product of the West Palm Beach PBA's collective bargaining agreement with the city of West Palm Beach.

These issues are on schedule to complete the legislative process. Until next time, please stay safe. ♥

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RT556(1217)



Welcome new Palm Beach County PBA members

DECEMBER 2017

NAME	AGENCY	MEMBERSHIP DATE
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MATTHEW KILLOUGH	MCSD	12/04/2017
KRISTAL CABRERA	PALM BEACH GARDENS	12/06/2017
DAVID JOY	PALM BEACH GARDENS	12/06/2017
CARLIE WALKUP	PBSO	12/06/2017
ERVIN MCCOY	P.B. COUNTY SCHOOL POLICE	12/11/2017
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JORGE ROJAS ANAYA	PBSO	12/13/2017
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CHRISTOPHER CADE, JR.	RIVIERA BEACH	12/14/2017
RICKIEE DOWE	RIVIERA BEACH	12/14/2017
ROHAN WESTCARTH	RIVIERA BEACH	12/14/2017
JACOB MARTINEZ	WEST PALM BEACH	12/14/2017
BLAKE SWEARINGEN	P.B. COUNTY SCHOOL POLICE	12/15/2017
MARCUS WARNER	PBSO	12/18/2017
MICHAEL GIBBS	PBSO	12/21/2017
JACQUELYN PACE	WEST PALM BEACH	12/21/2017
JOSE PANIAGUA	WEST PALM BEACH	12/21/2017
RAFAEL RODRIGUEZ	WEST PALM BEACH	12/21/2017
DARIEN THOMAS	WEST PALM BEACH	12/21/2017
LOIS GARCIA	PALM BEACH GARDENS	12/23/2017
CHELSEI MAYER	PALM BEACH GARDENS	12/24/2017
CARLOS BORRERO	BOYNTON BEACH	12/25/2017
KAYLA SWEENEY	PALM BEACH GARDENS	12/27/2017
NIKOLE JAIMUNGAL	PALM BEACH GARDENS	12/28/2017
BUTLER BROWN JR.	PBSO	12/28/2017

JANUARY 2018

NAME	AGENCY	MEMBERSHIP DATE
CORINNE DWYER	NORTH PALM BEACH	01/03/2018
ISABELLA VIEMANN	PBSO	01/03/2018
TREMAINE BARNES	DELRAY BEACH	01/10/2018
GREGORY MCCOURT	ATLANTIS	01/11/2018
CHANITA WELLS	PBSO	01/11/2018
ROGER KIRBY	PBSO	01/16/2018
AMANDA VIGLIONE	PBSO	01/22/2018
JAKE DRIGGERS	PBSO	01/26/2018
CASSANDRA CARSON	PBSO	01/26/2018
MOHAMMED REISSI	HIGHLAND BEACH	01/29/2018
BRIAN PIZZUTI	LAKE CLARKE SHORES	01/29/2018

RICHARD STEVENS	P.B. COUNTY SCHOOL POLICE	01/30/2018
CESAR CABANAS	PBSO	01/30/2018
KEVIN CAVALLI	PBSO	01/30/2018
ZACHARY JOHNSON	PBSO	01/30/2018
CURTIS ROBINSON	PBSO	01/30/2018
SHAWN DAVIS	PBSO	01/30/2018
BERNARDO DEL VALLE	PBSO	01/30/2018
FRIDRICK GERMAIN	PBSO	01/30/2018
JOHNNY HARRIS	PBSO	01/30/2018
BRYAN HERNANDEZ	PBSO	01/30/2018
JASON HOLE	PBSO	01/30/2018
MICHAEL JOINER	PBSO	01/30/2018
JONATHAN JONES	PBSO	01/30/2018
MICHAEL KIELY	PBSO	01/30/2018
JOHN LOPEZ	PBSO	01/30/2018
JASON MCGARRAUGH	PBSO	01/30/2018
JON MOYA	PBSO	01/30/2018
CHAD PELHAM	PBSO	01/30/2018
JOSH PEREZ	PBSO	01/30/2018
ALBERTO SANTANA	PBSO	01/30/2018
PAUL TYSON	PBSO	01/30/2018
MEGAN VALAREZO	PBSO	01/30/2018
DYLAN WAGNER	PBSO	01/30/2018
SEAN WALLACE	PBSO	01/30/2018
JOSEPH ASCANIO	PBSO	01/30/2018
ROBERT BEAN	PBSO	01/30/2018
JESENIA BLAS	PBSO	01/30/2018
KIRASTIN BROWN	PBSO	01/30/2018
NATALIA HERNANDEZ	PBSO	01/30/2018
CHRISTOPHER KING	PBSO	01/30/2018
ASHLEY MACK	PBSO	01/30/2018
LORI MORGAN	PBSO	01/30/2018
NICHOLAS NATALE JR.	PBSO	01/30/2018
SINITA NELSON	PBSO	01/30/2018
AMBER SAVOIE	PBSO	01/30/2018
RONTAVIOUS ATKINS	PBSO	01/30/2018
DANA KEITH	PBSO	01/31/2018

FEBRUARY 2018

NAME	AGENCY	MEMBERSHIP DATE
OCTAVIO QUINONES	PBSO	02/02/2018
ADAM FARRISH	SOUTH PALM BEACH	02/06/2018
JUSTIN LUHRING	LANTANA	02/08/2018
JASON COLE	WEST PALM BEACH	02/09/2018
RANDI FRIEZA	PBSO	02/13/2018
DIEGO RACKAUSKAS	DELRAY BEACH	02/16/2018
RASHAE CARRANZA	WEST PALM BEACH	02/16/2018
CRISTIAN MAROTO	WEST PALM BEACH	02/20/2018

Honoring Retired Members

Name	Retirement Date	Agency
DAVID ALDERMAN	12/31/2017	PBSO - DEPUTIES
KEVIN PRINCE	12/31/2017	PBSO - DEPUTIES
VANESSA SMITH	12/31/2017	PBSO - CORRECTIONS
DANIEL WOOD	12/31/2017	PBSO - DEPUTIES
TIFFANY GLASS	12/31/2017	PALM BEACH GARDENS

SAVE THE DATES

**MARCH
24**

March 24

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**APRIL
15**

April 15

PBCPBA Scholarships
Application Deadline
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of the Palm Beach County PBA

Scholarship, the Kaitlin
Kazanjian Memorial
Scholarship, the Brian
Chappell Memorial
Scholarship Fund and
the Sean Alex Memorial
Scholarship. Scholar-
ships are available to
children of PBC PBA active members who are
enrolled or plan to enroll in a two- or four-year
college. They are required to provide a
transcript with their grade-point average and
write a 500-word essay about themselves and
their career goals.



**JUNE
8-9**

June 8-9

11th Annual Police
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The weekend event held at the
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recognizes the PBC PBA Officers of the Year.



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The Defenders

**Boldly representing members...able to negotiate contracts in a single bound...
the PBC PBA Legal Team relentlessly serves and protects officers everywhere**

■ BY AMBER RAMUNDO

■ PHOTOS BY TOM BRODIGAN

They are the Incredibles of the Palm Beach County PBA, destined to protect the terms and conditions of the contract and to defend members' rights.

They are the union's Fantastic 4, X-Men, Avengers or any other superhero unit distinguished by teamwork and the occasional stiff-arm to defend the good guys.

They are the PBC PBA Legal Team. Their role is vital, and their job never rests...

Angela Barbosa's cell phone goes off in the middle of the night. Rubbing her eyes awake from a deep sleep, she's hardly surprised by the time: 3 a.m. Going on her third year as a PBC PBA attorney, she's come to notice a pattern in officer-involved shootings occurring after midnight. Nevertheless, duty calls and she must represent.

She ditches her slippers for sneakers and hops in her car like

Wonder Woman speeding legally to the incident...

By day, Brennan Keeler is also on the road. He travels across Palm Beach County, dashing from disciplinary meetings to unit contract negotiation tables. He collects public records and muscles statistics to draft proposals for the agencies he represents...

Rick King sits across from a PBA member at a predisciplinary hearing meeting. The officer tells him about a policy violation that has led management to take disciplinary action. King listens intently. Once the facts are straight, King needs only to speak from the heart, channeling his 20-year history in law enforcement to shield his client...

Larry Fagan's veteran status as a PBA attorney has led a member to knock on his office door. The member seeks legal advice. Knowing that he likely has the wisdom or a speed-dial contact to help the cause, Fagan welcomes the member in for counsel.



CONTINUED ON PAGE 16

The chain of events and command of execution are constantly shifting for the Legal Team, which flexes the knowledge, bargaining skills and collective experience to be a safeguard spanning three counties and approximately 30 agencies that are members of the PBC PBA.

"We are guardians of the contract," Keeler declares. "There's so many different things we do here. We're here for you as law enforcement."

Some of those who fight for truth and justice for all wear capes and armor; these PBC PBA defenders wear button-downs and blouses. Whatever the case, there's no denying that Barbosa, Fagan, Keeler and King make up the Justice League of the PBA, boldly defending the boots on the ground so that the heroes in blue can serve to the best of their abilities and receive the wages and benefits they so richly deserve.

The Bat Cave

It may seem like the Legal Team rarely stays in one place, but the squad always finds time to assemble at PBC PBA headquarters in West Palm Beach. Whether it's a scheduled attorney meeting or a conversation that ensues around the lunch table, exchanges between Legal Team members serve a vital purpose in strengthening the value they provide to members.

"Even though we have these meetings on the calendar, they really happen every single day here at the office," notes Barbosa. "It gives us the chance to talk about issues and share experiences that may help each other."

During these discussions, debates and problems-solving sessions, Fagan can't help but notice how far the Legal Team has come since he was hired to be the PBA's legal counsel in 2003.

Now the longest serving member of the team, Fagan can't imagine a stronger unit of lawyers. The team exudes chemistry and an intellectual sense of humor that comes in handy when performing critical functions like providing disciplinary representation, filing grievances and negotiating contracts.

"This is the most team-like environment I've seen since I've been here," Fagan states. "Everybody brings a different knowledge and skill set to the table."

On any given day at the PBA office, members gaining new perspective on the issues their units face or needing help with disciplinary matters need only choose a door to walk through.

For civil issues, knock on Door A, where you'll find Barbosa, the former civil litigator of the team. For a government perspective, choose Door B, where Keeler can draw from his experience working as a local government attorney.

Need expertise in a criminal matter? Approach Door C and take a seat across from Fagan, a former public defender.

And when in dire need to understand a case from the officer's point of view, by all means go right to Door D. King can easily provide the walk and talk of the PBA's 5,000 members because he was one of them, having served in West Palm Beach for 20 years before retiring for medical reasons.

The open-door, no-appointment-needed environment makes for a lot of hallway traffic. Members pop in and out constantly or even shout to weigh in on the conversation taking place in a next-door huddle.

It's this community atmosphere that moves Barbosa and King to a conversation in Fagan's office discussing a hypothesis on a high-profile case. Their need for an elder statesman's opinion leads them to seek out the wisdom behind Door C.

"Most importantly, we want to make sure we come up with the right answer," Keeler stresses. "It's nice to bounce ideas off of each other, and someone will inevitably play devil's advocate. But it's a healthy dialogue set with the goal of finding a right answer."



Members of the PBC PBA Legal Team, from left, Brennan Keeler, Larry Fagan, Angela Barbosa and Rick King meet to discuss legal issues at their monthly meeting.

The Dark Knights

Even superheroes need sidekicks. Batman has Robin. Captain America has Bucky Barnes. The PBC PBA has the Legal Team. At the darkest hour, when management violates conditions of a contract or an agency's universe needs to be saved through collective bargaining, the attorneys are there. Their mission is to make sure that each officer is given fair treatment.

"(Officers) have a million work policies and procedures to follow," Barbosa quips. "If you're policing, you're bound to violate one of them."

The difficulty, and improbability, of serving 20 years without violating a policy or being involved in a critical incident is what precipitates such need for the attorneys. Not facing at least one disciplinary issue would be like going all of grade school without getting caught chewing gum or talking out of turn.

"It's very hard to do two decades of hands-on police work and not pick up a neglect of duty," Fagan expresses, referring to unintended incidents that can happen to even the most exemplary members. "Maybe you had a car crash, or maybe you got in a divorce with an irate ex-spouse out to get you."

For King, it's easy to relate to disciplinary actions that befall officers. To explain an officer's innocence, he often differentiates mistakes of the head versus mistakes of the heart.

"Many times, (officers) make mistakes of the head," King explains. "Those are the mistakes where you just make a mental error or had a temporary lack of judgement."

Throughout both phases of his career with the PBA, both as a member and an attorney, King has rarely come across a case with a mistake of the heart in which the officer is intentionally trying to break the rules. King's experience on the job is especially useful when dealing with critical incidents that appear negative, in which the public doesn't often understand the challenges of police work.

"Citizens' view of use of force is never going to be pretty," King recognizes. "The way (officers) train in a controlled environment is never going to be how it is when there's a combative suspect. As police officers, we have to make it our goal to go home to our families at night."

Super Skills

One of Fagan's most memorable success stories came when representing an officer wrongly demoted within her agency. One day, the officer was a detective, driving to work in plain clothes and in an unmarked unit. The next day, she was reassigned to road patrol. The officer had no red-flag violations in

Meet the Legal Team:



Angela Barbosa

Legal Team member since 2016

Earned a law degree at the University of Richmond and worked as a civil litigator in West Palm Beach.

"The PBA is like a family. We're professional, but family in a way as well."



Brennan Keeler

Legal Team member since 2016

Former prosecutor for the 15th Judicial Circuit and police legal advisor for the City of Port Lucie Police Department.

"Law enforcement isn't viewed as positively as it was in the past. We're here as the defenders of what their job entails and the risk associated with it."



Larry Fagan

Legal Team member since 2003

Spent nine years working as a public defender before joining the PBC PBA legal counsel.

"These members sacrifice every day for the community and their families. The least I can do is give back to them."



Rick King

Legal Team member since 2008

Worked 20 years on the job with West Palm Beach Police Department before enrolling in law school.

"I don't ever want to be outworked. I like to know more about the case than anybody in that room."

her history that would validate the demotion. It didn't take long for Fagan to realize that management was using personal dislike to take action against her.

"She was a detective, and a very good one," Fagan notes about the member, who has since retired. "But her colleagues didn't like her for whatever reason."

It was clear that this officer was being unfairly targeted. Fagan presented his case against the demotion to an arbitrator, where the grievance eventually landed.

"Her transfer was viewed by the arbitrator as punishment, and it couldn't be," Fagan details. "They needed to make it more performance-based, but they couldn't because her performance was always stellar."

There are hundreds of examples just like this one that show how the Legal Team can be the voice to defend members. When a member is wronged by management, the attorneys are there to represent the officer every step of the way to seek resolution. From the immediate supervisor to the county sheriff and city management – all the way up to arbitration if need be – your defenders never rest.

"We deal with administrative discipline every single day, mul-

tiplied times a day," Barbosa emphasizes. "We can walk members through what to expect and help them feel more at ease with the entire process."

The Legal Team has also found that a phone call to the higher-ups can go a long way, not to mention save a lot of time.

"If (a member) has an issue, we can typically get it addressed a lot quicker than for he or she to go through the chain of command," Keeler explains. "Often, we have a direct line and a good relationship with the sheriff or chief."

If, for example, an officer from the Delray Beach Police Department approaches King with an issue, the first thing he can do is call Chief Jeffrey Goldman on his cell. In addition to having a great business relationship, Goldman and King share history, having graduated from the police academy together and having continued their friendship while climbing the ranks within their departments.

Fagan may not have worked a post with any of his contacts, but after 14 years of working as legal counsel for the PBA, there's hardly any municipality where he hasn't formed a relationship.

CONTINUED ON PAGE 18

"There's an advantage to knowing all of the players," Fagan notes. "Every day is different. What's constant are your contacts."

But in the middle of the night or at any hour of the day, the Legal Team can suddenly be the ones getting the urgent call. The point of contact on the Legal Team for officer-involved shootings depends on the week. The attorneys may not necessarily look forward to their weeklong 24-7 on-call shifts that come once every six weeks, but they know how crucial it is to be present and active at the scene.

King gets a thrill from speeding to an incident like he used to do as a West Palm Beach officer.

"I once had two in one day," he recalls. "I do my own investigation, talking to the witnesses and my client to get an understanding of what happened."

For Barbosa, the joy of representing members, whether it be at the scene of a car crash or shooting or at the negotiation table, comes from easing the burden from them so that they can continue to do their job.

"I like being able to put them at ease and say: 'You did the right thing by coming here, you don't have to worry anymore,'" she expresses. "'You can go out on the street and think about doing your job well and safely, because I'm going to do the worrying for this particular issue for you.'"

The All-Knowing

If the Legal Team has a super power, it would be that these fantastics are all-knowing. Sure, it may not seem as exhilarating as X-ray vision or invisibility, but when it comes to contract negotiations, awareness is their secret weapon.

When drafting a new contract proposal, the Legal Team uses the knowledge of the nearly 30 agencies protected under its shield of representation to make recommendations and comparisons that can benefit that individual department.

"I have the benefit of knowing (contract details) from (units) up and down the peninsula," Barbosa shares. "So I have a basis for requesting more or seeing if there's something about an agency that could be improved."

Their "spider sense" for a fair proposal doesn't come as naturally as it does for Peter Parker. Rather, it's an awareness that has sharpened with time. With each case a PBC PBA attorney works, the sense gets stronger.

"They realize that with a certain amount of gray hair comes a bit of experience," jokes Fagan, articulating that his skill isn't only evident by the plaques on his wall, but also by the hair on his head.

Where Fagan and King have the history working with the PBA, Keeler and Barbosa bring a fresh perspective. And when it comes to a sense of humor, which bolsters their performance, as well as their team strength, there is no shortage of camaraderie.

"The family environment of this office has kept me going for so many years," Fagan expresses. "It's been a powerful, unifying principle for me."

As a wise superhero once said, "With great power, comes great responsibility." The responsibilities of the PBC PBA attorneys beckon them near and far, through Palm Beach County to Martin County to St. Lucie County. Every day brings a different adventure. It's hard to know where they'll be next, but you can count on this: when members need the Legal Team, they will be there. ♥



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Moments of Charity

Palm Beach County PBA's illustrious fundraising events perpetuate the ongoing mission to make lives better

■ BY MITCHELL KRUGEL

■ PHOTOGRAPHY BY TOM BRODIGAN

Gratitude flowed through PBSO Chief Frank DeMario as he surveyed the Palm Beach County PBA 8th Annual Oldies Night at the Cars of Dreams event on Jan. 19. At a corner booth of Dillinger's Diner inside this North Palm Beach museum featuring more than 100 classic vehicles spanning a century of America, DeMario's family celebrated the generations and the generosity. Frank's daughter, Lori, a PBSO detective in the gang unit, sat with her two sons who are PBSO deputies, including Taylor, who just got out of FTO.

DeMario, of course, was grateful to have three of the four generations of law enforcement in his family gathered to carry on the traditions in play here. And this presence also accentuated what truly mattered at this fundraiser, what drew PBA members, true blue members from the public, elected officials, friends and family to the Cars of Dreams, just like the allure that brought them out to the 3rd Annual Angel Run this past Dec. 31.

The responsibility, the allegiance, the motivation to be a presence, to step up and make an impact has become a birthrite for the PBC PBA going back three generations of union benevolence. The relentless fundraising efforts by so many PBA leaders and members, supporters from the public sector, elected officials, friends and family have endowed a mission for charity that has made an impact perhaps even far beyond what can even be measured.

"Anybody who works this job is looking to make an impact," observed West Palm Beach Chief Sarah Mooney as she looked out at hundreds of people basking in the museum's new Coney Island theme showcasing memorabilia reminiscent of the iconic amusement park, including an actual Nathan's Famous hot dog franchise.

"It might be a very minor impact," she continued. "But what you think is very minor might be humongous to the person on the receiving end. The more you can do, the better."

"The more you can do, the better" could very well be the mission statement fueling the PBA's charitable drive. Going all in to chip in and make an impact manifests in so many ways, shapes and forms.

The PBA charity drive radiates from behind-the-scenes activity that has contributed more than \$150,000 in scholarships provided the past few years. On a recent February afternoon, President John Kazanjian led a contingent of staffers into the shed at PBA headquarters in West Palm Beach to fetch supplies for the March 3 Kaitlin Kazanjian Scholarship Golf Tournament.

And in the week leading up to any of the big fundraising events – the Angel Run, Cars of Dreams, the golf tournament or the annual Police Officers Ball – Pete Tartaglione can be found aggregating the plethora of collectibles, memorabilia



PBSO Chief Frank DeMario with his family at the 8th Annual Oldies Night at the Cars of Dreams Museum.



John Alexander (left) and Aime O'Keefe cross the finish line at the 3rd Annual Angel Run.



The convertible used in the 1966 movie "Fireball 500" on display at the Cars of Dreams museum.

and gift items he procures for silent auctions.

The annual Kaitlin A. Kazanjian run has grown into another megafundraiser advancing the PBA's charitable ambitions. The 5K/1 Hour Run/Walk safety awareness event created in memory of 16-year-old Kaitlin losing her life when she was a passenger in a vehicle being driven at excessive speed was held at the FAU campus in Jupiter.

The leaders of the pack of runners and walkers at the 3rd Annual Angel Run exhibit the support that PBA fundraising has aroused. Beyond the overall winner, 49-year-old David Moss who covered the 5K in 19:45, the fourth-place finisher in the Women's 30-39 age group was Florida State Representative Emily Slosberg. Shannon Fox, an assistant county attorney in the Palm Beach County Attorney's Office, finished fourth overall (she also won the women's 40-49 age group).

The PBC PBA led this event by example as well, with office assistant Shannon Kletzky, whose husband, Mike, is a PBSO officer, taking first in the Women's 30-39 age group and PBA attorney Angela Barbosa finishing ninth in the Women's 20-29 age group. Incidentally, Barbosa's husband, Alex Briggs, finished

first in the Men's 30-39 age group.

Their efforts, however, were more about the \$10,500 the event raised for the scholarship fund, a humongous leap from the first run, which netted just a small contribution. The achievement means so much to Kaz because of how the event honors his daughter and what it does to help the children of PBA members who are awarded the scholarships each June.

So he leads his team full force into running the event because, "That's my life story. That's my therapy," he confides. "And I think it means a lot that we have a PBA charity that people go out of their way for."

The measure of just how out of their way people will go can be seen in Kevin Coleman, Senior Loan Officer for SWBC Mortgage and a longtime supporter of the PBA. Kevin and his wife, Wendy, a former PBA employee who now coordinates special events for the union, have two children under age four. With kids that age, nights out are a rarity, if you can even find a babysitter. The Colemans made it to Cars of Dreams to enjoy what Kevin called great food, great cars and great people.

CONTINUED ON PAGE 22

3rd Annual Kaitlin A. Kazanjian Angel Run

Dec. 31, 2017



"This is as good as it gets, and I wouldn't miss it for the world," Coleman asserts. "The way the PBA takes care of people is great for the county."

Enjoying the collection of cars – including a couple of two-of-a-kind vehicles and the convertible from the 1966 movie "Fireball 500" starring Frankie Avalon, Annette Funicello and Fabian – has become a reward for members of the public who have come to the event. James Gay, who was born and raised in West Palm Beach, learned about the event several years ago and, "I fell in love with it." Since then, Gay has been coming with his wife every year. He has also spread the word to family and friends and everybody he comes in contact with because, "It's the best bang for the buck you can get in the county."

He called the display of cars "Jay Leno impressive," but that is not the biggest attraction for Gay and his group.

"We are strong blue," he exclaims. "The most fun part of the night is being here and knowing that we're supporting our local law enforcement."

Supporting law enforcement is what compels renowned car collector John Staluppi to make his museum available to the PBA. His benevolence helped the organization raised more than \$7,500 this year for the scholarship fund.

But there's an additional benefit Cars of Dreams provides to help the PBA take care of its own. The fraternal feeling runs rampant on a night like this, making it the place members want to be.

"When we come together like this to take the yoke off for a little while, be a regular person and cut loose a little bit, it's nice," explains MCSO Unit Rep Karl Nelson. "It's a good time, whether you win a baseball or a set of earrings in the silent auction or have a cocktail or two. You get to say, 'I'm decompressed for the day.' That is what's good about it."

Taking care of the members was the mission when Ron

8th Annual Oldies Night at the Cars of Dreams Museum

Jan. 19, 2018





Scott Kerner gives the thumbs-up as he completes the Angel Run.

Sowers, Jim Spatara and Ernie George started the Palm Beach County PBA in the late 1970s. Spatara, who followed the late Sowers as the president before handing off to George, now the executive director, felt like a proud grandfather when he came to Cars of Dreams this year.

Back then, taking care of members meant fighting for collective bargaining rights. And it still does, of course. But they spawned the benevolent side of the organization with holiday parties for members' families, a night for members and other similar events.

"That's why the PBA has done so well," Spatara conjectures. "You help the guys, but you have to give them something, too."

What the PBA gives members does not have to be humongous to make an impact. Nelson points out that even a \$500



scholarship award is a big deal. "If it's \$500 toward books, that's fantastic," he adds.

When you think about why the scholarship fund is so impactful, the value of the PBA's charitable endeavors becomes incredibly vast.

"It directly affects not only our own members' families, but, to be honest with you, probably the future of our nation," Nelson theorizes. "We're helping them get an education, degrees and hopefully decent jobs down the road."

The Angel Run, Cars of Dreams and the PBA's propensity for charity emphasize that the job is not all cops and robbers – chasing bad guys and putting people in jail.

"It's making people's lives a little bit better than they were," Chief Mooney professes. "So anytime we have an ability to make their day a little bit brighter, even if they are calling us in crisis, you have the ability to make them be a little bit better when you leave them. That's our job." ♥

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PBA members from Riviera Beach with City Council candidate Julia Botel during their campaign canvassing on Feb. 24.



PBC PBA endorsements for March primary carry a lot of weight for members

■ BY MITCHELL KRUGEL

Candidates for public office paraded through the Palm Beach County PBA offices at the end of January to take questions. The PBC PBA leadership set up camp to interview candidates seeking the union's coveted endorsements, and any one of these could tip with an answer to a pivotal question.

Dr. Julia Botel, a candidate for Council Seat 4 in Riviera Beach, sat with committee members, who put it to her point-blank. A search for a chief to replace recently retired Clarence Williams has been in process in Riviera Beach, and the committee asked her: "What is your definition of the perfect police chief?"

Botel contemplated for a moment, perhaps because there is no such thing as a perfect police chief. And then she responded, "The person who is chosen with the cooperation of the police force, not hand-picked by the city council."

Whether that answer tipped the endorsement for Botel is not certain. Politicians tend to tell endorsers what they think they want to hear when seeking their endorsement.

But the nod for Botel, along with 17 other candidates in council, mayoral and commissioner elections throughout Palm Beach and Martin counties, for the March 13 primary cultivates instincts built from the PBC PBA's nearly 90-percent success rate with its endorsements during the past few elections. And a clear agenda of what members need from elected officials.

"We have a slew of questions regarding our issues and the can-

didates' support of those issues," noted Kevin Igo, the PBC PBA secretary who joined board members conducting the screening for endorsements. "We look at how well versed they are in those issues. It's 50-50. Some are well versed. Some are not."

Because the elections at issue in the primary are primarily local, the PBA brought in unit reps to help evaluate candidates. To vet Botel, Riviera Beach reps Cornelius McGriff and Michael Brown joined President John Kazanjian, Executive Director Ernie George, Vice President Rick McAfee, Treasurer Lou Penque and Sergeant-at-Arms Greg Allen for the questioning.

For Botel, the Q-and-A enabled her to submit a couple of responses that show alignment to the PBA needs and wants. Yes, she dropped the reliable message of support for police officers and doing everything to make sure they have the resources they need to do their jobs.

But Botel's endorsable statements went more like this:

"When I go to churches on Sundays to talk on my campaigning, I tell people, 'Don't be giving your vote to people who show up once in a blue moon and then you never see them again,'" Botel stated.

And this:

"It's all about communication. My Irish grandmother told me, 'You have two ears and one mouth, and you should use them in that proportion.'"

CONTINUED ON PAGE 26

Palm Beach County PBA Endorsements

March 13, 2018 Primary

Name	Office	Location
Judy Dugo	City Council District 3	Greenacres
Joe Casello	State Representative District 90	Palm Beach County
Adam Frankel	Council Seat 1	Delray Beach
Bill Bathurst	City Commission Seat 2	Delray Beach
Julia Botel	Council Seat 4	Riviera Beach
Laurie Brandon	Council Seat 3	Tequesta
Robert Gebbia	Council Group 1	North Palm Beach
Kristi Johnson	Council Seat 5	Tequesta
KaShamba Miller-Anderson	Council Seat 2	Riviera Beach
Mark Mullinix	Council Group 5	North Palm Beach
Fred Pinto	Mayor	Royal Palm Beach
Tanya Siskind	Council Seat 2	Wellington
Anderson Thelusme	Council District 4	Greenacres
Pam Triolo	Mayor	Lake Worth
Kelly Shoaf	Commission District 1	West Palm Beach
Peggy Gossett-Seidman	Commissioner	Highland Beach
Melissa McKinlay	County Commission District 6	Palm Beach County
Alysen Africano-Nila	Vice Mayor	Highland Beach



Alysen Africano-Nila, Vice Mayor, Highland Beach



Kristi Johnson, Council Seat 5, Tequesta



Melissa McKinlay, County Commission District 6, Palm Beach County



KaShamba Miller-Anderson, Council Seat 2, Riviera Beach



Tanya Siskind, Council Seat 2, Wellington



Pam Triolo, Mayor, Lake Worth

The Palm Beach County PBA endorsed Anderson Thelusme (second from left) for the District IV council seat in Greenacres.



ENDORSE CONTINUED FROM PAGE 25

Kaz confided that the endorsement screening has become so critical because law enforcement labor relations in this day and age come down to politics. He elaborates that it's a two-way street.

"The individuals we support will eventually support us," Kaz explained. "If we have any issues, we want to know we can go to these candidates about pension, pay, benefits, whatever. They want us to have their backs and they want our members to

know they have their backs."

If a candidate doesn't back the PBA, then the PBA will pull its support. Such is the case in the race for the District IV council seat in Greenacres.

The antithesis of the Greenacres situation could be the back-up members in Riviera Beach provided for Botel on Feb. 24. For most of that Saturday, nearly a dozen members volunteered to canvass her district, distributing flyers and telling residents why they should vote for Botel. They even went to her building on Singer Island and surprised her.

"I kissed every one of them," Botel exalted. "They are such great kids. I am just really impressed with them."

Igo offered that this type of interaction between members and candidates is the most valuable resource to make sure that endorsements pay off in support for PBA priorities. "Our members can tell us if the candidate is with us, or if it's more about just getting a vote," he clarified.

The integral piece to making the two-way street work is members coming out to the polls and voting for the endorsed candidates. Most members have probably seen the "Palm Card" the PBA sends out detailing its endorsements. Igo recalls taking his Palm Card right into the voting booth.

"We can use it as a guide to vote so we can vote along the union lines, even if we don't know all the issues," Igo recapped.

Kaz reiterates the formula that following the endorsements leads to preferred candidates being elected, and that leads to the open-door policy through which the PBA can get ideas and complaints addressed. Speaking from experience, Kaz said, "They don't shut the door once they get elected."

The endorsements for this primary election are mainly in municipal races, ones that matter most to members because these elected officials are the ones who make decisions regarding pay and benefits negotiated in collective bargaining agreements. With contracts at issue, it's important for members to stand united at the polls with the same vehemence the group from Riviera Beach group had while canvassing.

"We're a strong voting bloc," Igo summarized. "We might not have the money with the heavy campaign lobby, but we have a voting bloc about 7,000 with members with families, mothers, fathers, and people who ask us who they should vote for. The candidates know we're a big voting bloc." ♥

March 13, 2018

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"There's no substitute for hard work"

A few minutes of getting to know Palm Beach County PBA Attorney Rick King is all it takes to put officers at ease when faced with disciplinary action. After all, it's comforting to find out that the man representing you in the courtroom doesn't just side with law enforcement — he's actually walked the thin blue line himself.

King's 20-year history of service with the West Palm Beach Police Department makes understanding the way that members think and the challenges that they are up against as simple as taking a glimpse into his own past. It's this value of simply being in the know that has given King unmatched confidence every time he's represented a member or helped negotiate a contract since joining the PBC PBA legal team in 2008.

"When I speak to a patrol officer, I know what he's done," King notes. "I know why he did it and what he was thinking at the time, because I've lived it."

King never planned on having even one career with the PBA, not to mention two. The Pennsylvania native may not have ever moved to Florida if it weren't for one unforgettable spring break trip to Daytona Beach that changed everything. After two years studying at Slippery Rock University of Pennsylvania, King packed his things and resettled in the Sunshine State, where he applied for the police academy and completed his degree at Palm Beach Atlantic University.

For two decades, King walked in the shoes of the public employees that he now represents. He climbed the ranks from patrol, to sergeant and eventually lieutenant. King even served 10 years as a union rep, where he sat across the table from numerous attorneys for contract negotiations. Little did he know then, he was staring into his own future.

"I was always involved in the city's contract negotiations," he explains. "I did some disciplinary matters as a union rep and also had a few minor ones of my own, where I would have to use an attorney."

King explains his transition into law as a career swap that was somewhat unintentional. But any member who has had King represent him or her is likely to categorize his shift from law to lawyerhood as a stroke of fate, or just another door opening when his career in law enforcement came to a close. In 2005, King was diagnosed with keratoconus, a degenerative eye disease that eventually led him to retire from the West Palm Beach Police Department in 2007.

"I realized I was going to have to retire soon, and I needed another job," King recalls thinking, after being recruited by a friend who wanted help preparing for the Law School Admission Test (LSAT). King originally enrolled in an LSAT prep course with his friend as a favor, but he figured he'd apply to law school while he was at it.



Meet Rick King

PBC PBA Attorney since 2010

What I love about my job:

I still enjoy my relationship and camaraderie with police officers. That's how I came up. I love that part of it. I still get to have the relationships that I had as a police officer.

What I love about working for the PBA: I like the environment. I like the people that I'm working with.

How I approach my job: I approach my job from the perspective of the guy who's doing the job. He's the one in the arena.

When PBC PBA President John Kazanjian heard that King was in law school at Nova Southeastern University, he didn't hesitate to offer him a job with the PBA, where he could continue bringing value to members.

"There've been so many cases where I've been able to help police officers because of my knowledge of what they do and my ability to explain that to the employer in a way that they can understand," King stresses. "A lot of the people who are in positions of authority now in police departments were members that I came [through the ranks] with."

As King sits at the negotiating table, he often reflects on words of wisdom instilled upon him by an attorney who represented him when he was a PBA member.

"There's no substitute for doing the work," King says. "I don't ever want to be outworked. I want to know more about that case than anybody in the room."

Many times, King's intent to be the most prepared rep at the negotiating table is a natural side effect of his experience. Combine that with hours spent reviewing the details with his clients while sorting through each case file with a fine-tooth comb, and King's practically unstoppable.

"The challenge is getting the agency to understand that yes, the member violated the policy, but that doesn't mean that he can't be a policeman," he insists. "When you get the chance to help a member recover from their mistake and help them get their job back, that's probably the greatest feeling in the world." ♥

Upbeat on the beat

Palm Springs PD Chief Tom Ceccarelli's positive attitude is improving life for officers and citizens

Tom Ceccarelli admits that he didn't go for promotions until later in his career.

"But once you get promoted and realize you can make a difference as a supervisor," he expresses, "you get energized by that and want to move up."

In 2012, that energy encouraged Ceccarelli, then a 30-year veteran, to finally put out his résumé for the top job. As a result, he was hired as chief in Palm Springs.

"One of my brothers asked why I wanted to be a chief – it's a big headache," Ceccarelli relates. "Of course, every day isn't perfect, and you do more paperwork as chief, but it's never a boring job. And when you get to run an organization, you can really make a difference. You can't solve a problem unless you take it on."

Chief Ceccarelli's upbeat attitude has made an impact on the 44 officers and 18 civilians in the department. It also has helped modernize the department and improved the lives of Palm Springs' citizens as a whole.

But more on that shortly.

In 1983, the 21-year-old New York native ("like every other Floridian," Ceccarelli jokes), who had recently taken a job with the Boca PD, finally realized that that he had been tuned in to this career path since he was a kid.

"My father wasn't in law enforcement; he worked in Manhattan," Ceccarelli shares. "The story goes: every night after work, he would turn on the police radio scanner, and my two older brothers and I developed an interest in law enforcement listening to those calls. That's just the story we tell; not sure how true it is."

Possibly elaborated story aside, one of Ceccarelli's brothers joined the Nassau County Police Department in New York, and the other joined the Port Authority Police Department, which oversees the tunnels and bridges connecting New York and New Jersey. The latter has a harrowing story about the 9/11 attacks on the World Trade Center story. And this one is certainly true...

"My one brother was stationed there during the first bombing (in 1993) but had been transferred away two weeks earlier," Tom recalls. "On the morning of 9/11, he was supposed to go to a meeting at the towers, and after they fell, we didn't hear from him for two weeks. Then, one day we saw him on TV, helping out in the aftermath. That was just my brother. It turned out, on his way to the meeting he had forgotten something at the office and turned back. His boss and partner who continued on to the meeting ended up getting killed."

Meanwhile, 1,241 miles down I-95, Tom was about to receive his promotion to captain in Boca, overseeing the professional standards department and responsible for internal affairs, hiring, recruitment and accreditation. Before that, Ceccarelli's assignments had included road patrol, tactical, vice/organized crime, the bicycle unit and community policing. After being promoted to sergeant in the late 1990s, he worked in road patrol and the major crimes unit of the detective bureau. As captain, he first headed the professional standards bureau, before becoming a road patrol district commander.

As chief, Ceccarelli set in motion plans to modernize the department, as well as to improve the lives of his staff and community.

"The first thing I saw was that the fleet was aging," he recounts. "The average age of the 56 cars was nine years with 90,000 miles, and we were only replacing two per year. So I sold it to the manager that we were spending more on a new transmission than the car was worth, for example. We get a lot of support from the council, and everyone is really nice. Now we're buying six to eight cars per

Meet Palm Springs Chief

Tom Ceccarelli



- Born and raised in New York. Moved to Florida at age 20.
- Joined the Boca Raton Police Department in 1983 at age 21.
- Promoted to sergeant in Boca in the late 1990s and captain in the early 2000s.
- Hired as the Palm Springs Chief in 2012.
- Bachelor's degree from Barry University and a master's in criminal justice administration from Lynn University.
- Graduated from the FBI National Academy and the Command Officers Development Course through the Southern Police Institute of the University of Louisville.
- President of the Palm Beach County Association of Chiefs of Police.
- Two brothers who are retired law enforcement officers.
- Father of a 14-year-old daughter.

year. They're officers' offices. If you're unhappy spending 12 hours a day in your office, how happy will you be working?"

Ceccarelli also updated the department's firearms, modernized the radio system and this year he's buying new records management software to focus on predictive crime analysis. But perhaps his most notable achievement has been putting a big emphasis on training and on his officers' continuing education.

"You'll never get better if you're not going to learn," he emphasizes. "It's something nobody can take away from you."

When confronted with the "Doesn't experience count?" question, Ceccarelli responds, "Of course, but if you don't know anything other than what you're exposed to, your horizons can only go so far."

And to the "I don't have time" response, Ceccarelli shares another true story about his personal experience of not continuing his college education when he moved to Florida and returning in his 30s to get his bachelor's degree. Then, 10 years later, when he decided to go for chief, Ceccarelli delegated time to earn a master's degree as well. In addition, Ceccarelli spent three months attending the FBI National Academy in 2011 and graduated from the Command Officers Development Course through the Southern Police Institute of the University of Louisville.

"I'll always have that education, and my experience too," Ceccarelli summarizes. "I think it's helped me in both ways to become a better chief."

And a better instructor as well. Ceccarelli has taught numerous classes in the investigation of prescription narcotics abuse, as well as the use of less lethal weapons, including ASP/Baton, Pepper Spray and Taser. He has also instructed in the Citizen's Police Academy and many children's safety classes.

Now, as Palm Springs continues to grow, Ceccarelli's focus is on cleaning up crime in the town's expanding path that is currently four square miles in the center of Palm Beach County, with a population of roughly 23,000.

"We've taken on some not great areas and turned them around," he reports.

Perhaps that is also a metaphor for boosting morale within the department.

"There are always people who tell you how bad things are," he says. "But if things are so bad, why stay? This is a great job, it really is. Some people just like to be miserable. But isn't it better to do something about it?" ♥



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Members Only Section

Celebrating PBC PBA members and the way they serve every day

Delray Beach aims and fires for a good cause

Delray Beach Officer Christine Braswell was remembered in a special way on Feb. 3, as PBA members from numerous agencies took their best shot at raising money in honor of their blue sister. The Christine Braswell Memorial 3-Gun Match took place less than a year after Braswell's tragic passing in an off-duty crash with a drunk driver last April. The charity event was organized to raise money for a scholarship fund in Braswell's name to help future officers entering the academy. The 40-year-old was known for her mentorship and tactical skills as a SWAT sniper and trainer, especially within the South Florida law enforcement community.

Officers wore shirts in support of the Delray Police Christine Braswell Memorial Scholarship while participating in the shooting competition hosted by LouKa Tactical Training. Awards were given out for best female and male shooters, as well as best female and male teams. Braswell's parents Barbara and Dan also attended, spending the day celebrating their daughter's legacy along with their family in law enforcement. ❤️



DBPD Assistant Chief Mary Olsen with Christine Braswell's mother, Barbara Braswell, at the Christine Braswell Memorial 3-Gun Match



DBPD Chief Jeff Goldman with Christine Braswell's parents, Dan and Barbara. Dan is known for being Christine's most valued shooting teacher.



Best of the best at Boynton Beach PD

Detectives, police officers, community service officers and dispatchers were among those honored with Boynton Beach Police Department Awards. In her first ceremony since becoming interim chief, Kelly Harris recognized the following officers:



Officer of the Quarter

Throughout several months, Officer Michael Autiello conducted several traffic stops that resulted in the recovery of two stolen vehicles, as well as the seizure of cocaine, marijuana and five firearms. He located a felony vehicle being actively pursued by West Palm Beach PD and Riviera Beach PD for armed carjacking. He successfully deployed stock sticks, and three suspects were taken into custody. Finally, he conducted a traffic stop that resulted in the driver being charged with narcotics trafficking.



Civilian of the Quarter

Community Service Officer Anthony Petriello has been assigned to the traffic unit for six years. He investigates traffic crashes in order to free up police officers on the road to respond to more serious calls for service. CSO Petriello volunteers his time to assist officers with saturation patrols, community events and training new officers to conduct crash reports. In addition, he assisted with the planning of large police and SWAT operations by doing map overlays and helping with technical and operational support.



Detective of the Quarter

During the last quarter of 2017, Detective Rocky Zavattaro was assigned several high-profile cases and was able to quickly identify suspects and make apprehensions. These included the arrest of a man in possession of a large quantity of stolen jewelry, the identification and arrest of a burglary and grand theft suspect, the identification and arrest of a suspect who robbed a man of his iPhone at gunpoint and the arrest of a suspect who shot a man in the lower back during a drug deal that turned into a robbery.



Police Duty Ribbon

On Nov. 11, Officers Victor Pires and Zachary Halpern responded to a residential burglary in progress. The victim advised that via her cell phone she observed an unknown male inside her apartment. A screenshot of the suspect was obtained. After viewing the photo, Officer Halpern determined the suspect was a juvenile and utilized School Board Police contacts to obtain information. The officers responded to his home, and Officer Rick Lauture served as a Creole translator. Consent to search was obtained, and property stolen from the house was located. The suspect made a full confession to Officer Lauture. It was also learned that he had committed other burglaries in the area. Due to their diligence, investigative skills and keen observation to detail, two burglary cases were solved and the suspect was arrested.



Life Saving Ribbon

On Oct. 12, officers responded to a shooting involving a PBSO deputy at the Inlet Harbor Club. Sergeant Charles Turco and Officers Christopher Munro and Lawrence Rini immediately checked the vitals of both subjects and discovered the male was deceased due to a self-inflicted gunshot wound. The female was conscious and breathing with a gunshot wound to her chest and arm. Sergeant Turco applied pressure to the chest wound and attempted to keep her calm until Boynton Beach Fire Rescue arrived. For their actions, Sergeant Turco and Officers Munro and Rini received the Life Saving Ribbon.



Meritorious Service Award

Dispatcher Brittany Drury received a 911 call from a cell phone, and the caller on the other end could only mumble. With the caller unable to provide an address, Drury, Dispatch Supervisor Terri Bennett and Dispatcher Liz Clowes continued to cross-reference information to determine the caller's whereabouts. Officer Jonathan Acosta utilized the caller's phone number to identify the caller. Officer Ramiro Alegria then forwarded this information to Dispatcher Clowes, who obtained an address. The officers responded and found a female on the floor of the residence with a laceration due to an apparent fall. The perseverance of everyone resulted in locating a person in distress and getting her the medical treatment she needed. For their efforts, Officers Alegria and Acosta, Dispatch Supervisor Bennett and Dispatchers Clowes and Drury received the Meritorious Service Award.



Meritorious Unit Award

On Oct. 15, officers advised they were behind a carjacked vehicle. The vehicle fled at a high rate of speed when a traffic stop was attempted. Dispatchers quickly began notifying surrounding agencies as officers continued pursuit. Dispatch notified eight agencies in a short period of time. Officers terminated the pursuit as it crossed into Martin County. One arrest was made, and a firearm was recovered. For their outstanding job, Dispatch Supervisors Brian McNevin and Terri Bennett, Dispatchers Gabby Trotto, Paul Stettner, Brittany Drury and Dispatch Trainee Jonathan Kriebel received the Meritorious Unit Award.



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Delray Beach feels the burn for fallen officer

Seven years to the day after Delray Beach Sergeant Adam Rosenthal was lost in the line of duty, his brothers and sisters remembered him with a tribute to his relentless energy and devotion to the department.

On Feb. 17, the Delray Beach Police Department squared off against Delray Beach Fire Rescue in the Hero Challenge. Police officers and firefighters ran on treadmills, rowed and participated in other fitness activities to raise money for charity.

The team that burned the most calories earned a penny per calorie burned to donate to its favorite charity. Word from all those who were part of the event at Orangetheory Fitness Delray Beach East indicated that Sergeant Rosenthal would have burned more calories than anybody.

Rosenthal was on his way to work around 6:15 a.m. on Feb. 17, 2011, when he was killed in a car crash. The 39-year-old Rosenthal left behind a wife, four children and a grieving police department. He will always be remembered for his impact on the community he served, the children he mentored and the many friends who loved him.

Delray Beach Fire Rescue wound up out-burning the Delray Beach PD by a few calories. The event also featured a silent auction, as well as the presence of the DBPD Party Trailer and SWAT truck. ♥



Wanted iguana found by MCSO Animal Services

Two brave Martin County Sheriff's Office members responded to a high-profile intruder in a Jensen Beach residence on Feb. 13. Officers Kimberly Guile and Brent Lavy arrived at the scene in Pinelake Village fully equipped to remove a 4-foot iguana that had snuck into a family's laundry room. The Animal Services officers cornered the reptile and took it into custody without any trouble. Guile and Lavy safely transported the exotic animal to an iguana-friendly facility. ❤️



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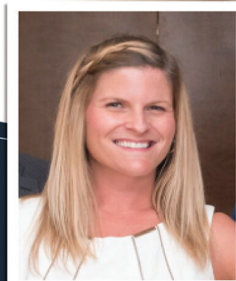
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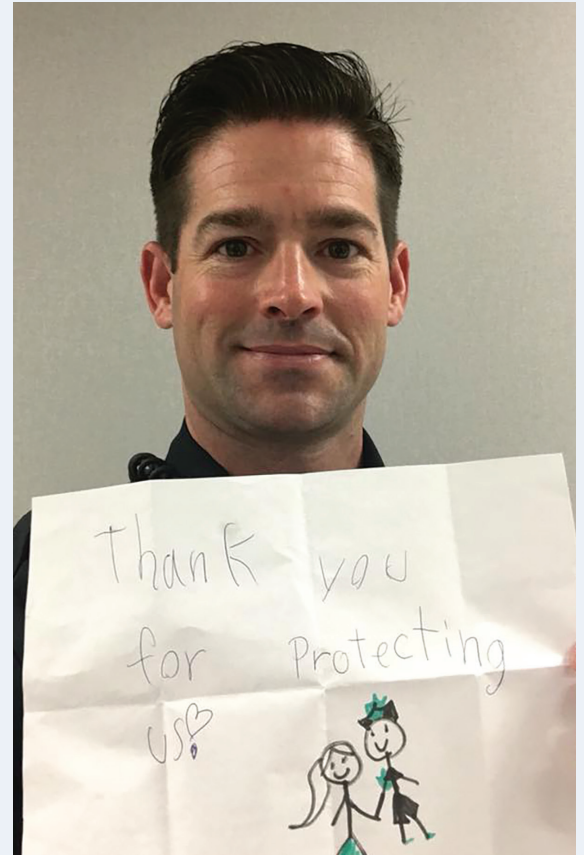
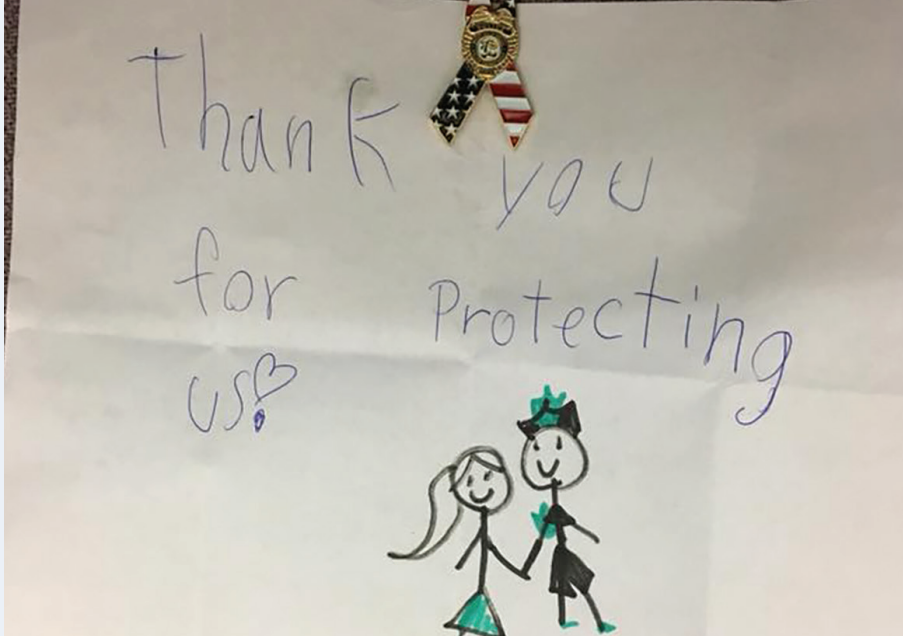
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Palm Beach sergeant gets epic thank-you note

West Palm Beach Sergeant Steven Mooney was taking a meal break while out on the road recently, when a visitor approached him to provide some encouraging words.

Not only did 9-year-old Stephanie thank Sergeant Mooney for his service, she handed him a sign she made that read: "Thank you for protecting us."

"This was honestly one of the sweetest things that anyone has ever given me," Sergeant Mooney said. "Thank you, Stephanie." ❤️



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Stuart officer receives city honor

The Stuart City Commission meeting held on Jan. 22 recognized the brave work of one of Stuart's finest, when it named Officer T.J. Delancy the city's Employee of the Year. Delancy was awarded this high honor for his swift response to an incident involving an armed female in crisis.

Stuart Chief of Police David Dyess and Mayor Kelli Glass-Leighton presented Delancy with the achievement plaque and certificate. ❤️



Members in the Community

Departments throughout Palm Beach and Martin counties make community service part of their daily patrols and routines. From conducting public safety open houses to inspiring high school students to showing Scouts how fingerprinting works, Palm Beach County PBA members relentlessly promote goodwill and build community relations every day on the job. ❤️



West Palm

On Jan. 30, West Palm Beach officers participated in "Suits for Seniors" at Forest Hill Community High School. The eight-week introductory, image-enhancement course provides high school seniors with mentoring in leadership, financial literacy, life skills, college and career readiness. The program is designed to prepare high school seniors for the next phase of their journey through an intensive, engaging and transforming process.

Delray Beach



On Jan. 27, Delray Beach officers participated in a Public Safety Open House at Delray Beach Fire Rescue Station 114. Kids were able to don police uniforms, check out department vehicles and even tour the mobile command center. Lessons in administering CPR were also conducted.



Boynton Beach

On Jan. 19, students at Galaxy Elementary School showed Boynton Beach officers how they were heroes by asking for autographs and sharing their lunches with them. It was part of the Law Enforcement Appreciation Day lunch held at the school. Boynton Beach officers posted on Facebook, "Thank you to the students for making us feel like superstars. We had so much fun spending time with you, and truly appreciate your support of us."





Stuart

On Jan. 31, the Stuart Police Department Community Relations Unit spent the morning at Goodwill Industries discussing personal safety and answering general questions about law enforcement.



Boynton Beach

On Jan. 11, Cub Scout Pack 100 toured the Boynton Beach PD and completed a fingerprint activity with a hands-on lesson from Crime Scene Investigator Tom McKinlay.



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- PBA member since 1988
- 26 years On the Job
- Retired from Palm Beach Sheriff's Office February 2014 as a Sergeant-Law Enforcement. ID#3575.

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First-responder PTSD legislation: the cost of doing nothing



**GEOFFREY
BICHLER**

As the Florida legislative session winds down, there is a rare opportunity to send a bill to the governor with nearly universal bipartisan support. I am referring, of course, to legislation for First-Responder Post-Traumatic Stress Disorder (PTSD).

The woeful inadequacy of current protections was exposed in the wake of the Pulse nightclub shooting, when disabled police officers and firefighters discovered, much to their shock and dismay, that there was no workers' compensation coverage for PTSD without an accompanying physical injury. Since then, countless first responders — and their widows and other grieving family members — have come forward to tell harrowing tales of a system that has failed our bravest public servants. Their powerful testimony has helped propel legislation in both the Florida Senate and House to unanimous approval in every committee considering the measure.

Notwithstanding the unanimity of support from legislators who have voted on the measure, there remains doubt as to whether this needed legislation will make it to the finish line in 2018. This doubt is due primarily to the League of Cities raising inflated notions about the fiscal impact of the proposed change. The League has since dropped its opposition to the legislation, but this still begs the question, what is the cost of continuing to fail our first responders who have PTSD?

Proponents of comprehensive PTSD coverage for first responders must acknowledge that some additional costs will result from adding financial protections to already existing medical care. The amount of this additional cost, however, is not reasonably in line with League of Cities projections.

In every committee hearing related to this legislation, League representatives have misleadingly pronounced that adding modest financial protections for first responders with PTSD would cost employers more than \$180 million per year. The first estimate was extrapolated from a flawed study in Ohio, used to defeat similar legislation in that state. When the obvious flaws in the Ohio study were pointed out, the League commissioned its own "actuarial analysis" predicting similar exorbitant costs. By comparison, the Senate staff analysis, based on NCCI projections, predicted overall system costs of only \$7 million per year. Based on costs of similar legislation in other states, League projections are wildly out of line, and even the Senate analysis may be too high.

A California study of first responders between 2013 and 2017 found that the total cost of such claims was a modest \$2,067,037, which worked out to basically \$15,659 per claim. A similar study in Minnesota, where PTSD coverage has been in

place for first responders since 2013, showed a total incurred liability of \$1,232,402 over a four-year period. Both Texas and Vermont passed PTSD legislation for first responders in 2017, and financial analysis from both states concluded that the law would have no significant fiscal impact. Clearly, League pronouncements to the Florida Legislature about the fiscal impact of this legislation have been wildly out of line with the actual experience with these claims in other states.

While the true cost of this legislation should be considered, the focus on back-end disability expenses puts the focus in the wrong place and ignores the continued cost of doing nothing.

Over the course of nearly 30 years representing first responders, I have personally seen countless lives impacted by the scourge of PTSD. The typical first-responder PTSD case does not manifest itself following a mass casualty event like Pulse or Parkland, but occurs slowly over time as a result of years of exposure to trauma, tragedy and death. Symptoms are multifaceted and manifest as depression, anxiety disorder, cardiovascular disorders, addictive disorders (gambling, drug and alcohol abuse, etc.) and impulse control problems that may result in discipline, termination or civil liability for employing agencies. This is to say nothing of the impact of PTSD on the families of those suffering from this condition. What the League has failed to recognize or account for is that employing agencies are already bearing the cost of many of these issues. PTSD is already silently costing taxpayers tens of millions of dollars every year, ruining lives, and, in the most extreme cases, resulting in the suicide of selfless public servants who found themselves trapped and without the support of their employers.

Full workers' compensation coverage for PTSD, with a mandatory training requirement, will make first responders and employing agencies partners in early identification and treatment of this problem before it becomes disabling. Beyond that, it will change lives for the better: the lives of struggling first responders, afraid to come forward; the lives of family members with nowhere to turn; the lives of coworkers concerned about risks related to working with someone with untreated or undiagnosed PTSD; and the lives of citizens who need to be sure that they are being protected by first responders who have been responsibly treated for this horrible condition.

In sum, the cost of doing nothing far exceeds the modest cost of this proposed legislative change. The League should recognize this fiscal reality and join forces with first-responder families hoping to get this law passed in the 2018 session. ♥

Geoffrey Bichler is the founder and managing partner of Bichler, Oliver, Longo & Fox, PLLC. Please call us toll-free at 866-245-8977 and visit our website at www.bichlerlaw.com.

What's your plan?

Now is the time to think about your financial future

■ BY MITCHELL KRUGEL

Steve Olson learned the hard way about the need for law enforcement officers to account for their financial well-being. On July 4, 1991, Olson's father was on the job in Virginia Beach, having moved from the NYPD, when he was hit by a drunk driver at 31 years old.

"That forced my family into financial turmoil they were not prepared for," explains Olson, the founder and family wealth advisor for Atlantic Wealth Partners in Jupiter, which also has an office at the Palm Beach County PBA.

His father had to take early disability retirement. And experiencing the financial perils of being an ill-prepared law enforcement family as a child started Olson on a path to help as many officers as possible secure solid financial futures from the time they step foot on the job until long after retirement.

"I became extremely passionate about providing objective, unbiased and accurate guidance to law enforcement officers," Olson relates. "People think their financial lives are simple, that they have everything figured out. We have to help them discover and uncover many opportunities and gaps they haven't planned for and need to plan for."

To perpetuate that passion, Atlantic Wealth Partners continues a practice that its legacy firm began in 2009, by holding complimentary financial planning, retirement and investment workshops exclusively for PBA members at the PBA Hall several times each year. Four of those two-hour seminars took place on Jan. 30 and Feb. 1 and served to educate members about the ins and outs of the intricate retirement plans and programs agencies offers.

To keep it simple, the goal of the workshops is to make sure members don't have to learn the hard way about what happens as a result of failing to prepare and plan. Atlantic Wealth Partners has also conducted similar sessions at various agencies in Palm Beach and Martin counties through requests from their human resources or training departments.

Given the nature of officers having to make decisions about contributing portions of their paychecks to 457(b) deferred compensation funds and understanding pension management, retirement and investment workshops probably should be mandatory training. But since it's not coming at the academy, getting the information at one of the Atlantic Wealth is a productive option.

"The goal is for members to take the information and knowledge and make it applicable to their individual circumstances," Olson details. "We make it a no-cost planning process and give them advice and analysis about estate planning, asset protection, income protection, cash flow and debt management, investment management pension planning and tie it into their retirement."

Members who want to invest two hours to attend a retirement and investment workshop become educated in these essential components of financial and retirement planning. The session also delve into specific investment scenarios, such as what the outcome would be for investing a \$100 per paycheck in 457(b) deferred compensation plan during a 30-year career.

The answer: \$282,162 in investment assets averaging an 8 percent return. If you miss the first 10 years of contributions, however, then it would require an investment of \$247 per pay period to hit the same number. If you wait until the last 10 years, it would require \$780 per period.



"We find that there is not enough proactivity from members to optimize and enhance their personal financial success until they are a couple of years from retirement. In many cases, that is too late."

Steve Olson, founder of Atlantic Wealth Partners

Olson provides about 90 minutes of similar content and case studies to motivate members about how to secure their financial futures. The sessions typically get into some illuminating questions and answers. From his perspective, it's not only what officers need, it's what they deserve for serving with the dedication they bring to the job every day.

"We find that there is not enough proactivity from members to optimize and enhance their personal financial success until they are a couple of years from retirement," Olson reports. "In many cases, that is too late."

Another objective of the retirement planning sessions is to address the mindset officers have regarding reliance on their pension plan. The pension planning resource Atlantic Wealth provides helps estimate what the pension benefit might be, calculate if an FRS pension conversion to investment can provide enough income to support a family, estimate the DROP accumulation and make recommendations for rollover of DROP and 457(b) assets.

"We want to determine how much income they can generate from those assets," Olson adds. "And educate members about how to protect those assets from creditors, predators, divorces and taxes."

The bottom line is that law enforcement officers have complex financial situations. For a member with a \$100,000 pension, a person in the private sector would have to accumulate \$2.5 million in assets to generate similar retirement income.

Add in DROP and 457(b) assets, home values and perhaps other personal property or other businesses/investments, and it could add up quickly to \$3.5-to-\$4 million in overall investible assets. In that respect, Olson says, an officer can have similar planning needs as a wealthy attorney or successful private business owner. But most of officers' wealth is dropped in their hands at the end of their careers, and they are ill-prepared to deal with it.

So to get to the bottom line, start thinking about it now. Before it's too late. If it's not already too late.

"It can absolutely be intimidating, so we try to provide a personal, customized planning session free from the influence of trying to sell products and more about making sense of every product or piece of financial advice a member has ever received," Olson emphasizes.

And he points to the outcome all officers should be striving for regarding their financial futures:

"If you have this valuable resource, at least seek out the no-cost meeting to get a different perspective or development of a plan of action," Olson says. "It is all part of making sure that your 30-year career is meaningful and important to you and your families in all the ways that are important to you. Remember, it's not you. It's we." ♥

To contact Atlantic Wealth Partners, call 561-632-0566 or email steve@atlanticwealthpartners.com.

Thank-You Notes

TO THE PBA



December 29, 2017

Dear President Kojajian & PBC PBA:

Thank you for your endorsement and support of my campaign for re-election to Wellington Village Council-Seat 3. I will always stand with law enforcement and those who keep us safe every day, proud to have you all standing with me in this election. Thank you for all you do and again for your support. Happy New Year!

Sincerely,
John



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- 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.
- To refuse to respond to questions if an investigator intentionally fails to comply with requested requirements after being advised of his or her violations of those requirements.

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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.

Legal 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 to continue to represent the member in that matter.

Please call the PBA office if you have any questions regarding this policy.

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

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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 at 561-689-3745 during regular business hours of 8:30 a.m.-4:30 p.m. Monday through Friday.

PBCPBA 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 PBCPBA employee and wish to contribute to the Charity Fund, please visit www.pbcpba.org for instructions on donating or contact Elizabeth at the PBA 561-689-3745.

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 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.

817.311 Unlawful Use of Badges, Etc.

(1) 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.



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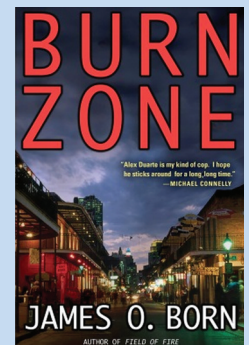


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