

*The voice of local law enforcement*

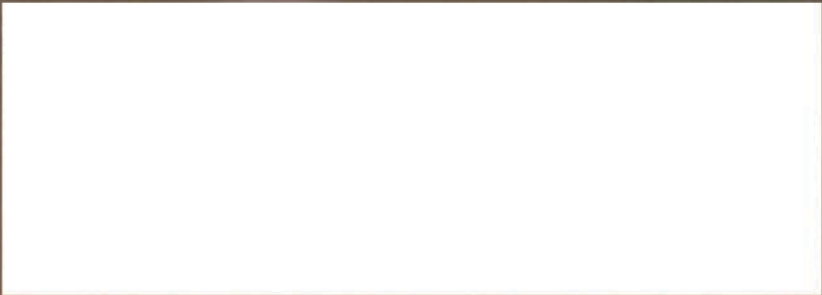


# Florida COPS

Official Publication of the Palm Beach County PBA




**A look inside the hallways to see how Palm Beach and Martin county officers are prepared to respond**





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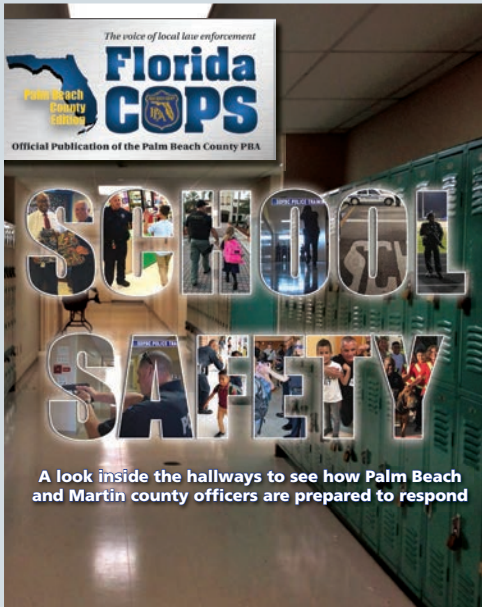


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## COVER STORY



# 18

## Safety First

As active-shooter situations in and around schools continue throughout the country, the state and in Palm Beach and Martin counties, the Palm Beach School District Police Department and surrounding law enforcement agencies have made school security a top priority. Here's a detailed look at how officers have responded since the Parkland Shooting – and how they are prepared to respond – as urgency increases to eliminate threats before they develop.

## Top of the news

### Hold that line

Palm Beach County PBA President John Kazanjian appeared on Fox TV airwaves to take a stand against NFL players continuing to protest during the playing of the national anthem and to demand the league work with law enforcement to find a solution to the problem..... **Page 12**

### Primary importance

PBA-endorsed candidates prevailed in important races during the Aug. 28 primary election and showed how vital the union's voting bloc will be in the November general election ..... **Page 25**

## Meet the *Chief*

### The path to the top

Michael Gregory had an unlikely point of entry into law enforcement, but he has followed a memorable path to become chief of the Boynton Beach Police Department ..... **Page 28**

## Women in Law Enforcement

### Powerful influence

Palm Beach Gardens Officer Melinda Hanton has achieved groundbreaking success in DUI enforcement, and she has saved thousands of lives in the process ..... **Page 30**

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**MITCHELL KRUGEL**  
 Publisher/Editor  
 mitch@floridacopsmagazine.com

**DAN RAPPOPORT**  
 Sales Director  
 dan@floridacopsmagazine.com

**GINA CROTCHFELT**  
 Art Director  
 gina@floridacopsmagazine.com

**AMBER RAMUNDO**  
 Staff Writer  
 amber@floridacopsmagazine.com

**KIMBERLY FLYNN**  
 Copy Editor

**ALYSON PARKER**  
 Account Executive  
 alyson@floridacopsmagazine.com

**ANGELA TWOMEY**  
 PBA Editor  
 angela@pbcpcbpa.org

**DEANNA HUNTER**  
 Director of Operations  
 dee@floridacopsmagazine.com

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# CODE THREE

## THE PRESIDENT'S MESSAGE

### The will to win



**JOHN  
KAZANJIAN**

They tell me you can't win them all. But when it comes to state and local elections, contract negotiations, votes on bills in the state legislature and anything else that makes it better for Palm Beach County PBA members, I believe we can. And we should.

So some people might have heard a little dejection in my voice the day after the Aug. 28 primary election. The candidates we endorsed in state-level offices, including the state legislature, won just 11 of the 14 races. And that 79-percent success rate is too far below the 90-percent-plus rate we have been achieving with our endorsements in past elections for my liking.

Maybe we all were a bit stunned that neither of the candidates for governor we endorsed in both the Democratic and Republican primaries won. But there is an upside to these outcomes. The candidates on the ballot for November each won their primaries by responding to what voters want in their governor, rather than sticking to party lines. Law enforcement is a big voting bloc in this state, and we will have a voice in this race come November.

Both candidates whom we endorsed for attorney general prevailed, and that will give us a seat at the table with the state's top cop, no matter who wins in November. And in the incumbent-centric world of Florida politics, all the other candidates we endorsed at the state level won, except for one who was challenging a state senator already in office. We have a lot of candidates who have a record of supporting our political agenda and watching our backs on the ballot for November, and we need to support them on the campaign trail and at the voting booths on election day.

Like I said, though, I want to win them all. So losing a race like Martin County District 4 Commissioner by just a few percentage points makes me shake my head. Our endorsed candidate, Niki Norton, had a great shot at unseating a commissioner who has been accused of some financial impropriety and was right there at the end.

Listen, this just tells us we need to take a no-holds-barred approach to supporting our candidates, especially at the county and municipal levels, where they affect our contracts, wages and benefits. For the November elections, we must go the distance.

We have already started on that road. The day after the primary, we got in the car and drove to Tallahassee to continue our work to

protect our pensions, ensure that the Law Enforcement Officers' Bill of Rights is sustained and lobby for other criminal-justice-related issues on our agenda.

I took the backseat on this ride up. Yes, I know what you're thinking. But I can assure all members, we will take a backseat to nobody when it comes to our endorsements for November. In Tallahassee, we began assessing both candidates for governor, and in the next few weeks, we will make an endorsement for the one who best supports our agenda.

We do have a couple of other items to put in the win column. We recently completed a contract for a new unit in Highland Beach that moved from its previous, unsatisfactory union representation to the PBA. And this negotiation was so successful that the chief actually sent a letter applauding our representation. You can read more about that victory on page 15 of this issue.

And we're going to win on this issue with the NFL and its players who continue to show their disrespect by kneeling during the national anthem. I voiced our position as a guest on a couple of Fox TV shows in August, and we will continue to make the NFL understand how important it is to solve this problem.

Lastly, I want to alert you to an event we have put together to equip the PBA to continue its success on political, collective bargaining and leadership fronts. On Oct. 29-30, we will be convening in Orlando for the Florida PBA Leadership Conference. PBA board members and members from throughout the state will gather to exchange ideas and examine the issues most important to the well-being of all members. The conference includes an expo for business in Florida and throughout the country to promote services that support and benefit law enforcement officers. I believe this first leadership conference will grow into an event that elevates our presence, voice and ability to win the ones that matter most.

As always, stay safe. ♥

*Kaz*

JOHN KAZANJIAN, PRESIDENT



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Kathy, Office Assistant

Shannon, Office Assistant

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Several of our members have incorrect information on file with the PBA office. Please check with your fellow officers to see if they received the magazine and if not, please email

**Angela@pbcpcb.org**  
to update your information.



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# Getting the DNA database through the legislature



**RICK  
MCAFEE  
VICE  
PRESIDENT**



**LOU  
PENQUE  
TREASURER**

As the session year approaches, we want to inform you about one of the legislative changes we are lobbying for in 2019. For the past several years, Palm Beach County PBA Vice President Rick McAfee and I have been identifying ways to facilitate the job efforts of our membership. We have been working on strategies to help streamline processes while keeping communities safe.

The first issue we have chosen to tackle is FSS 943.325, pertaining to the national DNA database CODIS, particularly section (1b), which reads:

*"The Legislature also finds that upon establishment of the Florida DNA database, a match between casework evidence DNA samples from a criminal investigation and DNA samples from a state or federal DNA database of certain offenders may be used to find probable cause for the issuance of a warrant to obtain the DNA sample from an offender."*

We believe the science of DNA has progressed to match or ex-

ceed that of latent prints, and no reasonable doubt exists on the identification of a CODIS-hit suspect. Requiring the extra step of obtaining a search warrant for re-comparison has always been a public safety issue.

As you know, obtaining that search warrant, locating the suspect, obtaining a second DNA sample and releasing the suspect out into the public to commit more crimes while you await the results does not seem reasonable. It places the public at increased risk and creates an additional – and what we believe is unnecessary – second apprehension encounter, with the potential for a negative outcome.

We are currently working with our lobbyist in Tallahassee to secure a representative to sponsor this bill. The language has already been drafted, and we hope to be presenting this bill within the next few months.

In the meantime, Vice President McAfee and I will be identifying some subject matter experts to assist us when it comes time to present this bill in Tallahassee. If you have ideas for changes we can pursue in Tallahassee, please contact me or one of your local union representatives. ♥

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# Code 420



ANGELA  
BARBOSA

Support for marijuana legalization is at an all-time high. Recreational marijuana is legal in nine states, and medical marijuana is legal in 30 states, including Florida. However, Florida's medical marijuana law is more restrictive than other states in which medical marijuana is legal. Florida Statute § 381.986 provides that physicians can issue medical marijuana cards for low-THC cannabis to patients diagnosed with cancer, epilepsy, glaucoma, HIV, AIDS, Crohn's disease, PTSD, Parkinson's disease, ALS, MS or other similarly debilitating medical conditions. Only terminally ill patients expected to die within one year may use high-THC cannabis or any other approved cannabis.

But before you head over to Dr. Mary Jane Reefer, you should be aware that Florida's medical marijuana law will not protect you from adverse employment actions. The Florida statute is clear that you cannot rely on medical marijuana's legality in Florida to protect you from being discharged: "This section does not limit the ability of an employer to establish, continue or enforce a drug-free workplace program or policy."

Furthermore, even though the underlying disability may be covered under the Americans with Disabilities Act, "[t]his section does not require an employer to accommodate the medical use of marijuana in any workplace or any employee working while under the influence of marijuana." Finally, if you are fired for failing a drug test even if you were not under the influence at work, "[t]his section does not create a cause of action against an employer for wrongful discharge or discrimination." Fla. Stat. § 381.986(15).

Despite its medical uses, marijuana remains illegal under federal law because it continues to be listed as a Schedule I substance — a category for drugs with no currently accepted medical use and high potential for abuse. The classification of marijuana as a Schedule I drug under the Controlled Substances Act makes a huge difference in how other laws will be applied. The ADA, FMLA and other federal statutes aimed at protecting employees will not protect applicants or employees based on their current illegal use of drugs — including marijuana, regardless of state law.

Example 1: Deputy Miranda shows up to work sober, but tests positive for an opioid (a Schedule II drug for which she has a valid prescription) that she used on her day off. So long as Deputy Miranda is not showing up to work under the influence and is able to perform essential job functions without compromising performance or safety, she will be protected by the Americans with Disabilities Act (ADA). Furthermore, absences from work due to lawful use of prescribed opiates to treat an FMLA-approved illness/injury would be covered by the Family and Medical Leave Act (FMLA).

Example 2: Officer Herb shows up to work sober, but tests positive for marijuana because he used low-THC cannabis oil on his day off to treat symptoms associated with his cancer treatments. Officer Herb possesses a valid medical ID card in

Florida. However, because marijuana remains federally illegal, Officer Herb is not protected by the ADA or FMLA. Under a strict reading of the Controlled Substances Act, the ADA, FMLA and drug-free workplace policies, he can be terminated for failing the drug test even though he possessed a valid medical ID card for its use and was not impaired while at work. Officer Herb would not have a cause of action against his employer because the Florida medical marijuana statute expressly disallows a cause of action for wrongful termination. Although Officer Herb would not be protected by federal law, he may still be able to contest the employer's actions under a collective bargaining agreement — but who knows what an arbitrator would decide as to this issue?

There are conflicts between the medical marijuana statute and other state statutes as well. For example, the medical marijuana statute permits patients suffering from PTSD to obtain a medical marijuana card. Workers' compensation in Florida now includes coverage for post-traumatic stress disorder (PTSD) for first responders. However, the medical marijuana statute specifically provides that marijuana is not a reimbursable medical treatment under the workers' compensation statute.

Employers that implement a drug-free workplace program receive a discount on workers' compensation insurance. Most, if not all, public employers have a drug-free workplace policy. Although the issue has not yet been taken up in Florida, the courts in other states have ruled that employers may fire an employee for using medical marijuana outside of work pursuant to a drug-free workplace policy, finding that state medical marijuana statutes are preempted by the Controlled Substances Act. See *Carlson v. Charter Communications, LLC*, 2017 WL 3473316 (D. Mont. Aug. 11, 2017). Florida's medical marijuana law expressly states that employers are not limited in implementing a drug-free policy. Thus, Florida courts will likely find that there is no medical marijuana exception to the drug-free workplace program.

Ultimately, until a joint session of Congress amends the Controlled Substances Act and removes marijuana from its classification as a Schedule I drug, the conflict between state medical marijuana laws and federal anti-discrimination laws will continue. The courts will have no choice but to continue to decide these issues in a piecemeal manner, leading to uneven application of the laws. The intersection of medical marijuana and labor/employment law is hazy; employees should be cautious before stepping onto this minefield. Most of the cases in other states have been resolved in favor of the employer and, to be blunt, unless federal law changes, I expect nothing different from Florida courts — particularly for public safety employees. ♥



# Board of Directors Meeting Attendance - Thursday, June 14, 2018

## BOARD OF DIRECTORS

John Kazanjian.....X  
 Ernest W. George.....X  
 Rick McAfee.....X  
 Lou Penque.....X  
 Kevin Igo.....X  
 Greg Allen.....Excused  
 Larry Fagan.....X  
 Rick King.....X  
 Angela Barbosa.....X  
 Brennan Keeler.....Excused

## Boynton Beach

Henry Diehl.....Unexcused  
 Daniel Dugger.....Excused  
 Doug Gilbert, Appt.....Excused  
 Vincent Mastro, Appt.....Resigned as Rep  
 5/8/2018  
 Rayner De Los Rios, Appt. Alt.....Excused  
 Brian McDeavitt, Appt. Alt.....Excused

## Delray Beach

Gary Ferreri.....X  
 Edward McCabe.....X  
 Brian Cambell.....Excused  
 Vinnie Gray.....X  
 Meer Deen, Alt.....X  
 Paul Weber, Alt.....Unexcused  
 Scott Privitera, Appt.....X

## FAU

Miguel Cardona.....Excused  
 Bill Hernandez, Alt.....Excused

## Highland Beach

Rick Wentz.....Excused  
 Gary Lee, Alt.....Excused

## Juno Beach

Michael Graham.....Unexcused

## Jupiter

Jason Alexandre.....X  
 Sal Mattino.....X  
 Paul Gundlach, Alt.....X  
 Jonathan Gentile, Appt.....X  
 Michael Lillendorf, Appt.....X

## Jupiter Island

Nick Diccico, Appt.....X  
 Brian Berlingo, Appt.....Unexcused

## Lake Clarke Shores

William Howell.....X

## Lantana

Troy Schaaf.....X  
 Janice Brinkman, Alt. Appt.....X

Shawn Johnson, Appt.....X

## Manalapan

## MCSO - Law Enforcement

Karl Nelson.....X  
 Brian Tison.....X  
 Wayne Trocan.....Excused  
 Jon Hanton.....Excused  
 Andrew Porcelli.....X  
 William Weiss, Alt.....X  
 James Holloran, Alt.....Excused  
 Jake Sirmans, Appt.....X  
 Kenneth Youngblood, Appt.....X

## MCSO - Corrections

Samuel Haidy.....X  
 Dean Mihalko.....X  
 Tommy Randazzo.....X  
 Lawrence Lutrin, Alt.....X  
 Rui Dutra, Alt.....X  
 Michael Trimble, Appt.....X  
 Edward Burke, Appt.....X

## Martin County Tax Collector

## North Palm Beach

Joseph Yungk, Appt.....X

## Ocean Ridge

Mario Galluscio.....X

## School Police (Palm Beach County)

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

## PBSO - Law Enforcement

Paul "Roy" Vrchota.....Excused  
 Daniel Glisson.....X  
 Mike Kletzky.....X  
 John McGuire.....X  
 Chris Caris.....X  
 Carlos Ugalde, Alt.....Unexcused  
 Butch Altonen, Alt. Appt.....Unexcused  
 Dan Burrows, Alt. Appt.....X  
 Bill Gale, Appt.....Excused  
 Grant Henderson, Appt.....Unexcused  
 John Kazanjian II, Appt.....X  
 Alex Nunes, Appt.....X  
 Brandon West, Appt.....Excused  
 Jay Gallagher, Appt.....Unexcused  
 Jason Johnson, Appt.....Excused  
 Billy Gray, Appt.....X  
 Josh Leheny, Appt.....X  
 Matt DeJoy, Appt.....X  
 John Pedone, Appt.....X  
 Brandon Aultman, Appt.....Excused  
 Cory Gray, Appt.....X  
 David Schneider, Appt.....Excused

Ruben Cruz, Appt.....X

## PBSO - Corrections

Will Pinto.....X  
 Brian Ronk.....X  
 Thomas Jordan.....X  
 Daniel Russell, Appt.....X

## PBSO - Civilians

John Costello.....X  
 Kim Wilson.....Excused  
 Mark Gish.....X  
 Kristen Kazanjian.....X  
 Tequesta McKinney-James.....Excused  
 Kara Bannon, Alt.....Unexcused  
 Omar Felix, Alt.....X  
 Eddie Aviles, Appt.....X  
 Kayai Graham, Appt.....X

## Palm Beach Gardens

Greg Allen.....Excused  
 Randy Buntin.....Excused  
 Dorian Hawkins.....Unexcused  
 Randall Anderson.....X  
 Brian Nauss, Appt.....X  
 Michael Means, Appt.....Unexcused

## Palm Beach Shores

Blasé Pfefferkorn.....Excused  
 Darrell Russian, Alt. Appt.....X

## Palm Springs

Darrell Diez.....X  
 Sean Grant, Alt.....Unexcused  
 Louis Collura, Appt.....Unexcused

## Riviera Beach

Nir Mordechay.....X  
 Cornelius McGriff.....Excused  
 Jeremy Summers.....X  
 Michael Brown, Alt. Appt.....X

## South Palm Beach

Jason LaForte, Alt.....Unexcused

## Stuart

David Duran, Appt.....X

## Tequesta

Raymond Korkowski.....X  
 Aaron Johnson, Alt. Appt.....X

## West Palm Beach

Dennis Hardiman.....X  
 Chuck Branch.....X  
 Jay Donde.....X  
 John Rebholz.....X  
 Michael Ferrera.....X  
 Eric Evrley, Alt.....Excused  
 Joe Herb (Lt), Appt.....X



# Welcome New PBCPBA Members

## JULY 2018

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CLARENS LOPPE	MARTIN COUNTY SO - LAW ENFORCEMENT
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HAROLD HALL	BOYNTON BEACH POLICE DEPARTMENT
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IAN FRIES	JUPITER POLICE - OFFICERS & SERGEANTS
JOHN SWILLEY	DELRAY BEACH POLICE DEPARTMENT
PETER CURCIO	LANTANA POLICE DEPARTMENT
JOSEPH HERMES	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
HEATHER HEGEMAN	MARTIN COUNTY SO - LAW ENFORCEMENT
FATIMA BAGUIA	PBSO - NON SWORN PERSONNEL
RONALD CONCILLO	RIVIERA BEACH POLICE DEPARTMENT
RASHAWN HAYLES	RIVIERA BEACH POLICE DEPARTMENT
MARC JOSEPH	RIVIERA BEACH POLICE DEPARTMENT
MELISSA MCCLAIN	PBSO - CORRECTIONS
MONIQUE DRUMMOND	PBSO - CORRECTIONS NON-SWORN
CANDICE ELKINS	PBSO - CORRECTIONS NON-SWORN
APRIL GOLPHIN	PBSO - CORRECTIONS NON-SWORN
IVANA MAYORGA	PBSO - CORRECTIONS NON-SWORN
ASHLEY PIERRE	PBSO - CORRECTIONS NON-SWORN
AKEEM SMITH	PBSO - CORRECTIONS NON-SWORN
JOSEPH THOMAS	PBSO - CORRECTIONS NON-SWORN

WESLEY CANNON	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JAMES DURR	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
DAVID FUNDORA	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
FRANK INCORVAIA	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
MICHAEL PETRILLO, SR.	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
CARLOS RODRIGUEZ	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
OSCAR TRINIDAD	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
AMY BLAIR	PBSO - NON SWORN PERSONNEL
JONATHAN FERREIRA	PBSO - NON SWORN PERSONNEL
DEMETRIA HART	PBSO - NON SWORN PERSONNEL
NATALIE LENDAK	PBSO - NON SWORN PERSONNEL
JILLIAN LOVETT	PBSO - NON SWORN PERSONNEL
STEPHANIE MICHEL	PBSO - NON SWORN PERSONNEL
TAMIKA NEAL	PBSO - NON SWORN PERSONNEL
LEAH PETROSINO	PBSO - NON SWORN PERSONNEL
NATALIE ROE	PBSO - NON SWORN PERSONNEL
SEAN RYAN	PBSO - NON SWORN PERSONNEL
ALLISON SCHAUB	PBSO - NON SWORN PERSONNEL
AMY SHAFFER	PBSO - NON SWORN PERSONNEL
SHARRISSE ZYWYCZYK	PBSO - NON SWORN PERSONNEL
JAZMINE MCKINNEY	PBSO - CORRECTIONS
TERRICK OSBORNE	PBSO - CORRECTIONS

## AUGUST 2018

NAME	AGENCY
DEVANAND PERSAD	MARTIN COUNTY SO - LAW ENFORCEMENT
LAWANDA FREEMAN	PBSO - CORRECTIONS
JUAN VASQUEZ	WEST PALM BEACH OFCS - SGTS
JOSHUA MOORE	PBSO - CORRECTIONS
EDWARD FITZGERALD	STUART POLICE DEPT - SWORN
NICHOLAS IZZO	PBSO - CORRECTIONS
GARY PARENT	PBSO - NON SWORN PERSONNEL
ANTHONY LAUREANO	FAU
DANIEL DULAC	MARTIN COUNTY SO - LAW ENFORCEMENT

# Honoring Retired Members

NAME	RETIREMENT DATE	AGENCY
FRANCISCO ALONSO	JULY 1, 2018	RETIRED POLICE OFFICERS
FRANK FELICETTI	JULY 16, 2018	P.B. COUNTY SCHOOL POLICE
JAMES WASHINGTON	JULY 16, 2018	RETIRED POLICE OFFICERS
LORENZO GATTI	JULY 16, 2018	RETIRED POLICE OFFICERS
RONALD BOIUSO	AUG. 16, 2018	RETIRED POLICE OFFICERS
STACEY HELLOW	JULY 31, 2018	RETIRED POLICE OFFICERS
TERRY JONES	JULY 16, 2018	RETIRED POLICE OFFICERS

# Remembering Deceased Members

NAME	DATE OF PASSING	AGENCY
CLEVELAND BARBER	AUG. 2, 2018	RETIRED POLICE OFFICERS



# Flag on the play

PBA waves red flag as NFL players continue to disrespect national anthem



■ BY JOSHUA SIGMUND

What red-blooded American doesn't look forward to a new football season? Dusting off a lucky jersey, packing coolers for the tailgate, praying your first-round fantasy pick doesn't go on IR gets fans ready to play and eagerly anticipate some of the storylines that will play out during the 2018 NFL season:

- Will the Jaguars finally make it official and move to London?
- How long will it take before OBJ throws his first temper tantrum?
- Which week will mark the Browns' inevitable collapse?
- Has Jimmy Garoppolo absorbed enough of Tom Brady's mentorship to win in San Francisco?

Until then, and even beyond, San Francisco will be known for former quarterback Colin Kaepernick, whose kneeling during the singing of the National Anthem during the 2016 season and subsequent anti-police acts and comments drew the ire of law enforcement officers across the nation. Kaepernick's antics wrought a contentious response that has only proliferated on both sides of the issue the past two years, and when the pads hit the grass for 2018 during the Dolphins' preseason opener on Aug. 10, NFL players once again took a knee during the anthem.

In response, Palm Beach County PBA Head Coach (er...President) John Kazanjan was quick to throw the challenge flag and demand further review.



"I thought this was going to be a start for law enforcement across the country. I thought we were going to be ground zero," Kaz whistled when he was interviewed on Fox TV. He was asked to respond to the issue during appearances on *Varney & Co.* on the Fox Business Network and *Fox & Friends* on the Fox News Channel.

The 2018 NFL season called for a PBA appreciation day for the Dolphins-Jets game in November. But following this flagrant foul, the Big Blue Line called an audible, and the new play call is for a ticket boycott in Miami.

"Watching the game, prior to and after, we saw a couple of NFL players kneeling and that just shot it right down," Kaz stated. "I came here (on *Fox & Friends*) to promote

this event, not to cancel it. I guess they didn't get the memo. We thought this was an olive branch to start to heal and have some constructive dialogue."

That dialogue, however, has been as conflicted as Peyton Manning cashing a Papa John's royalty check.

"It's all about police officers and police officer brutality against black men...which is absolutely not true," Kazanjan commented. "There's been a couple incidents, there's a couple bad apples, but we police our own and I think the country knows that."

In July, the NFL and its players association announced a new policy that would allow players to stay in the locker room during the playing of the anthem. If they



decided to come onto the field, the policy dictated that they stand.

Players have responded to policy by pulling their own sit – or kneel – on the field. And as the seconds on the preseason clock ticked off, there was little meaningful progress toward a compromise. It appears no conclusion (such as fines for kneeling) will come into effect as the regular season kicks off.

On Aug. 15, National Association of Police Organizations (NAPO) Executive Director Bill Johnson penned a letter to NFL Commissioner Roger Goodell, challenging the call on the field that read:

*Your league is at it again. On behalf of NAPO, I am writing to you to condemn in the strongest possible terms the continuing disrespect for American police officers evinced by many of the NFL's players.*

*Despite assurances from the league and its representatives over the offseason, the first full week of preseason games shows only a return to the same shenanigans on the field. At the same time that U.S. police line of duty deaths are up from last year, and while the men and women of our nation's armed services continue to pay with their own blood to defend each one of us, your league's employees publicly disrespect our flag, our national anthem, our veterans and our police.*

*Your inaction in the face of blatant flouting of the norms of our nation, and your league's own rules have, unfortunately, come to be expected. Whether it was Beyoncé's Super Bowl halftime performance celebrating*

*cop killers, or Isaiah Crowell's Instagram image of an assailant slitting the throat of a police officer, you willfully turn a blind eye. How ironic that your league's own logo deliberately calls to mind the American flag, with its red, white and blue coloring and background of white stars on a field of blue. America's law enforcement officers and their families only wish you had the integrity to defend our nation's flag as vigorously as you defend your company's own logo.*

*But once again, there has been no response from you or the NFL. It is shameful that you have yet again sat silent while members of your organization abuse our*

*nation's defenders.*

During the Fox TV interviews, Kaz expressed the interest on the part of law enforcement to huddle with the NFL and reach a compromise.

"Hopefully they can resolve that issue, we can prohibit them from kneeling and we can attend some football games and have a good dialogue – that's what we want," Kazanjian confirmed. "We want a dialogue. Whatever their reasons are, we can come to the table and we can voice our grievances. Let's solve this problem."

For now, however, the issue appears to still be under further review. ❤️



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# When it comes to representation in a criminal matter, what is 'fair'?

■ BY MITCHELL KRUGEL

Palm Beach County PBA members are entitled to legal representation for incidents resulting in charges that occur within the scope of their employment. For matters that arise in situations that wouldn't ordinarily happen in the scope of employment – i.e., crimes – the PBA is not required to represent the member.

Within the scope of employment or not within the scope of normal employment: that is the question that became at issue in September 2017 when a PBSO deputy requested PBCPBA representation. According to the July 2018 issue of *Public Safety Labor News*, the officer had been ordered to report to the Internal Affairs Office, and he was ordered to turn over his gun, ammo and duty belt and to undergo urinalysis.

He then went through an interview process to address whether any criminal acts had occurred during an incident captured on video while he was on duty. After the interview, he was sent home on administrative leave. He had anticipated representation by the PBA, but attorney Rick King informed him that the PBA was not going to represent him because he had committed a crime while on duty.

"Just because law enforcement is investigating what they be-

lieve is a crime, that doesn't mean we're not going to represent you," King explains. "If Officer Jones shoots and kills somebody on a traffic stop, and Officer Jones says, 'He pulled a gun on me and I defended myself,' we're going to represent him. If you climb through someone's window and steal a TV while you're working, the PBA probably is not going to represent you because burglary is not within the scope of your employment."

The officer eventually resigned, and he then filed an unfair labor complaint with Florida's Public Employment Relations Committee (PERC) alleging that the PBA had a duty of fair representation. Fair representation is the question that comes down to whether the action in question is within the scope of employment.

The answers can only be ascertained on a case-by-case basis. If a criminal charge or a civil suit come down after a SWAT team in the course of executing a search order breaks a down door, then the PBA is going to provide representation. But if the case involves an officer climbing through someone's window to steal their television – and there is evidence such as being captured on video – then that is clearly not within the scope of employment, and there is no duty of fair representation.

"It's the totality of the circumstances," King reasons. "There have been officers who have been accused of crimes, and the officer said, 'I didn't do it.' We have represented them. If the evidence is overwhelmingly against you, unless the officer has some really great explanation, we can't represent him in that."

King analogizes the fair representation decision to how an insurance policy provides coverage. If the policy holder violates the requisites of the policy in an incident, then the insurance company will not cover the policy holder for the incident.

As for the unfair labor practice complaint, PERC's dismissal was based on the fact that a union does not have an exclusive right to represent bargaining unit employees in criminal cases. And when bringing the matter to the PBCPBA board to consider representation, a decision not to offer it cannot be arbitrary, capricious or in bad faith.

"When we talk about our duty of fair representation, whatever decision we make in the representation of our member must be in good faith and cannot be made for arbitrary reasons," King adds. "It's a decision made by the executive board on the advice of the attorneys."

And denial of representation is not just a decision made on violating policies.

"Police officers will violate policies from time to time," King continues. "But just because you violate the policy does not mean you are not acting within the scope of your employment."

Typically, a union's duty of fair representation is confined to matters arising under a grievance procedure in a collective bargaining agreement or in negotiating the agreements. Criminal representation is a matter of the union's discretion, and there is really no question about when the PBA will provide criminal representation.

"If you're doing police work and acting within the scope of your employment, we will be there," King reiterates. "That's the PBA's responsibility." ♥



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# Highland Beach contract negotiation perfect down to the letter

■ BY MITCHELL KRUGEL

The great success of the new contract the Palm Beach County PBA negotiated with members of its new unit in Highland Beach did not come just from the amicable and collegial way it was achieved.

The value of this achievement is not just in how the unit moved to the PBA from its previous collective bargaining agent and experienced unprecedented satisfaction with the new contract.

The measure and pleasure of the negotiating experience cannot be fully understood by the large percentage of Highland Beach members that showed up for the bargaining experience.

The best evidence of how much of success reaching the new contract generated can be seen in the letter displayed on this page: a letter from Highland Beach Police Chief Craig Hartmann thanking the PBA for “understanding of how to get to the middle ground and find win-win outcomes.”

“He wasn’t there to obstruct. He was there to work with us,” PBCPBA attorney Angela Barbosa noted about Chief Hartmann – and actually the approach of the entire town. Barbosa counseled Highland Beach through almost a year of negotiations, following the unit filing for the election to vote the PBA in as collective bargaining agent in October 2017. But she wasn’t exactly sure just how letter-perfect the contract talks had gone until Hartmann’s thank-you note.

“He’s somebody who cares about the department, and he was there to answer questions about what would work and what wouldn’t,” Barbosa added. “I feel like after this contract negotiation, we can pick up the phone to talk to him about anything, and he would hear us out.”

PBCPBA Labor Relations Coordinator Vinnie Gray, a unit rep in Delray Beach, also played a pivotal role in getting the contract done. Barbosa explained that he teamed with the members.

The presence of an attorney leading negotiations seemed to make a big impact on Highland Beach members, who only had a field representative from the union work with them on previous contacts. That helped to provide detailed interpretation of FLSA and work out important details like maximizing the days off bank as well as wage increases.

Additionally, new town council members were voted in during contract nego-



tiations tenure, and that which also had a profound impact on the success.

“It changed the direction the town wanted to go in, but it also showed the success of the PBA,” Barbosa revealed. “We had endorsed two of those candidates, so we ended up with a town mission that favored us more than at the outset.”

As the contract neared completion, more and more members began showing up to bargaining sessions. Highland Beach realized the need for managing expectations and also experienced how

the presence of members at bargaining sessions provided a voice to get a contract that came as close to making all the members happy as possible.

“When we reached the final tentative agreement, we shook hands with the other side and I recall the chief saying this was a more enjoyable relationship than dealing with the other union,” Barbosa shared. “It was one of the least contentious negotiations we’ve ever had, and I feel like we reached a place where both the town and the members can be happy.” ♥



# Practical Joking

## Night at the Improv raises money for PBCPBA Charity Fund

Something funny was going on when Pete Tartaglione took the stage to represent the Palm Beach County PBA at the Improv in West Palm Beach on July 12.

A special show was in progress at the comedy club. Tartaglione did a few slices of stand-up displaying his magnetic New York wit. Then he asked those in attendance to drop a few bucks on their way out to benefit the PBCPBA Charity Fund.

"I told the crowd what we do, why we're doing it, made a couple of jokes and sat down," Tartaglione shared. "This was a first for us."

The first-time show was a benefit for the PBA Charity Fund. Proceeds from ticket sales also were donated.



Mel Hancock

Mel Hancock, one of the host comedians at the West Palm Beach Improv, orchestrated the event. He got the brainstorm to put on the show along with his childhood friend Mike Kletzky, a PBSO lieutenant and unit rep.

The place was packed to capacity on this Thursday night, and the crowd included a group of officers from PBSO. Tartaglione said he hoped more officers would have attended. And really, what officer couldn't use a night out just for laughs?

A good laugh came when Tartaglione made fun of firefighters, and there was enough encouragement to think that with a little more advance notice, this event could turn into a regular fundraiser.

"I'd like to see this done again. We're always looking for something else to do, and this was a good venue," Tartaglione added. "This is a place where we can make a few bucks with a good audience. It's 100 percent for us." ♥



Pete Tartaglione tells the crowd attending this special show at the Improv in West Palm Beach about the Palm Beach County PBA Charity Fund.



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# Florida PBA leaders stand on guard at NAPO conference

Florida was well-represented at the National Association of Police Organizations (NAPO) annual conference, July 13-17 in San Diego.

NAPO is a coalition of police unions and associations from across the U.S., organized to advance the interests of America's law enforcement officers through legislative advocacy, political action and education. The organization represents more than 1,000 police units and associations, and more than 241,000 sworn law enforcement officers.

Joining NAPO President Mick McHale, president of the Southwest Florida PBA, at the conference were Palm Beach County PBA President and Florida PBA President-Elect John Kazanjian, PB-CPBA Executive Director Ernie George and Steadman Stahl, president of the Dade County PBA.

The conference opened with the presentation of colors by the San Diego Police Department Honor Guard, whose members took time out for a photo op with Kaz and Stahl afterward. Several other presentations were devoted to dealing with PTSD, critical incidents and stress.

Associate Deputy Attorney General Steven H. Cook spoke about the DOJ standing up for state and local law enforcement. Also from the U.S. DOJ, Phil Keith, director of the COPS office, spoke about community-oriented policing services. Lieutenant Commander Retired John J. Parma, a U.S. Navy SEAL, gave one of the keynote presentations.

Law enforcement labor leaders in attendance were also treated to a private reception and tour aboard the USS Midway on the night of July 15. ♥





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*-John Kazanjian*

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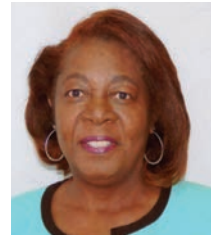
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# Safe zone

## Agencies in Palm Beach and Martin counties have strengthened resources and preparation to make sure every school day is safe

■ BY AMBER RAMUNDO

Minutes after the mass shooting at Marjory Stoneman Douglas High School, phones began ringing in police departments everywhere, including the Martin County Sheriff's Office (MCSO).

"Any time you have an event of this magnitude it instills fear," noted Ryan Grimsdale, an MCSO lieutenant in the community operations division. "We knew we had to do something to provide that level of safety and security."

The phone continued to ring off the hook for days following the incident. The entire community was on high alert and hurried to report anything and everything that posed a possible threat in the area.

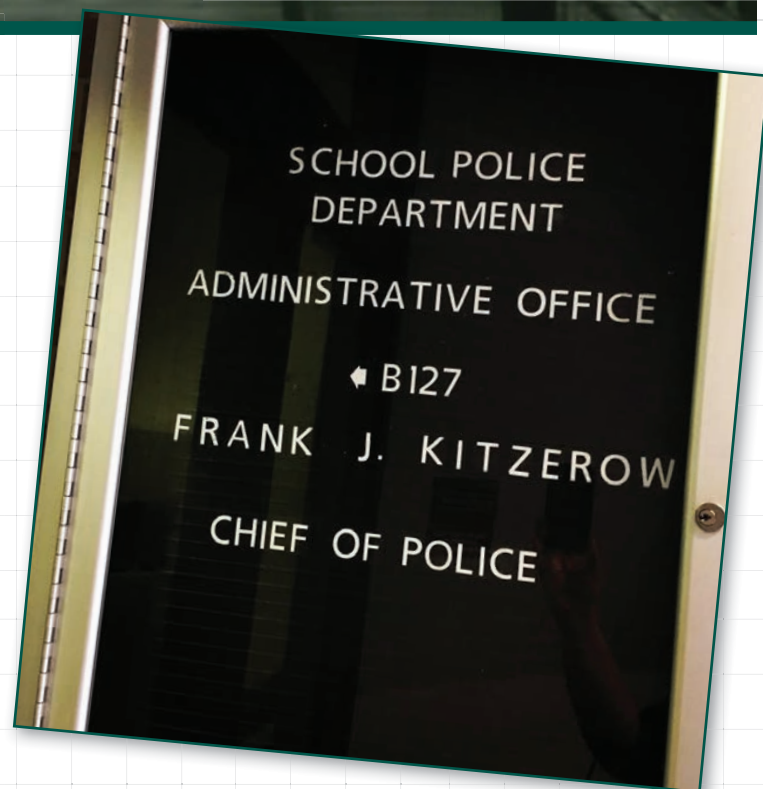
The abundance of calls led MCSO to quickly assemble a Threat Assessment Group (TAG) to respond. Deputies knocked on doors with detectives late into the night, asking questions and performing searches. MCSO refused to let any concern go unaddressed.

"We found ourselves chasing down ghosts and false leads throughout the night," Grimsdale details. "But you don't want to be that person who arbitrarily dismisses a rumor and then have it turn out to be factual."

While the TAG worked to secure the community, Grimsdale participated in a behind-the-scenes objective to address a different need: filling the schools with officers and filling them fast. Up until the shooting, many of the schools in Martin County were assigned school resource officers. But MCSO knew that it was imperative to make sure every school was assigned at least one deputy.

"We realized then, something's got to give," Grimsdale explains. "The sheriff made the determination to fill (the schools) regardless of how it got funded. So we did."

The department adopted an act-now-work-out-the-details-



later approach. Deputies were pulled from a variety of units and reassigned to work in the schools for the remainder of the school year.

The country's attention was on Florida and officers could feel it, as Broward County became another blip on the map of deadly school shootings – right there next to Columbine, Virginia Tech and Sandy Hook. The world was wondering: What could law enforcement do to make sure what happened on Feb. 14, 2018 would never happen again?

"A school shooting happens in Newtown, Connecticut and it affects people, and then you continue to live your life while these poor people have children that died," emphasizes Palm Beach School District Police Department Officer Kevin O'Sullivan. "But then it happens in the state of Florida, and suddenly it's close to home and you pay more attention to it."

The proximity of the Parkland shooting created a new sense of urgency for agencies in Palm Beach and Martin counties. Secu-





rity and safety had to be upgraded at every school. And officers would have had to train harder than ever to respond to a call they hope will never come.

The Monday following the shooting at Stoneman Douglas, every student in Martin County returned to a school with a deputy on duty.

"We're all finding ourselves in the same position," explains Grimsdale about police departments across the state stepping up to make sure students and teachers feel safe every day. "We're not just checking boxes at this point. Every day is something different and we need to be prepared to address that."

A new school year has begun but the calls keep coming. Shots fired at a football game at Palm Beach Central High School and even a video game tournament in Jacksonville sent officers rushing to the scene. Law enforcement agencies throughout the counties have their guards up. They are putting in the work, scrutinizing the details and intensifying the training necessary to eliminate the threats before they strike so that every school zone is a safe zone.

## Setting new standards

Even before the past school year let out, police departments and school districts teamed up to prepare for the students going back to school. There was a lot of ground to cover as every school across the state received a visit from the local law enforcement agency, fire department and school district for a thorough site assessment.

The officers were following protocol of the Marjory Stoneman Douglas High School Public Safety Act, a new piece of legislation passed by the Florida Senate less than a month after the shooting.

Performing security assessments was just one of the many safeguards the Safety Act required school districts to implement before the start of the school year in August. Others included:

- Working with law enforcement agencies to assign one or more school safety officers at each school facility.
- Designating district school safety specialists and a threat assessment team at each school.
- Establishing or expanding school-based mental healthcare.

When the legislation was passed in March, law

enforcement agencies got to work. MCSO sent officials to assess close to 30 schools where they made thorough notes of the strengths and drawbacks of each building setup.

It's a process that school safety expert Michael Dorn, executive director of Safe Havens International, insists takes a lot of time.

"We've assessed five out of the 10 largest school districts in America," explains Dorn, who was a school district police chief in Georgia for 10 years. "A report for those districts is 12,000 to 15,000 pages."

And while the Safety Act provides the Florida Safe Schools Assessment Tool to make sure each school district pays attention to the same key elements of security, Dorn emphasizes the need for law enforcement to look beyond what's part of the assessment tool for other hazards that warrant attention.

"Make sure you're not so focused on those checklists that you miss the obvious," Dorn advises. "Some of the most dangerous things that we see are never on anybody's checklists."

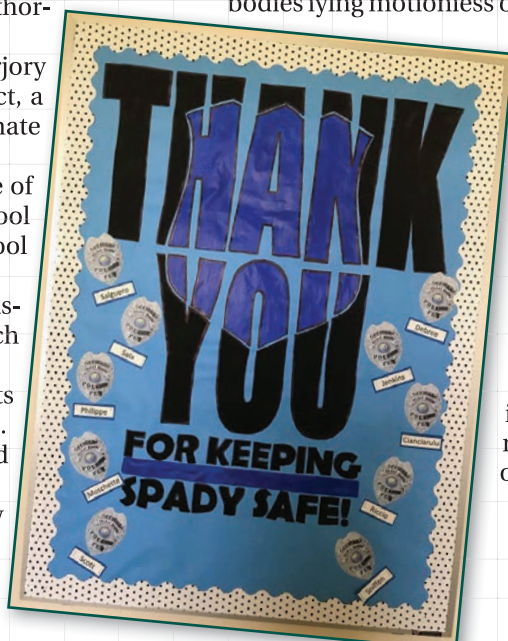
## More than a drill

In the Palm Beach County School District Police Department, the Safety Act posed another challenge: hiring 75 officers under new School Police Chief Frank Kitzerow to fill Palm Beach County School District's 185 schools and making sure each of the new officers received the intense training necessary for the year ahead.

While patrolling outside a school, an officer suddenly hears gunshots coming from inside. The officer enters the building where students are screaming, running in various directions and pointing to where they think the active shooter went. There could be more than one. The officer is forced to step over bodies lying motionless on the floor, avoiding the tunnel vision that can happen in a narrow hallway.

"You hear gunshots down the hall, so you want to focus on that, but you also have to focus on what's going on either side of you," explains newly hired School Police Officer Brad Fitzer. "Your adrenaline ramps up pretty quickly."

Standing in the middle of a school responding to this active-shooter scenario, it's easy to forget that it's just a drill. That means the School District Police Department is doing its job. The training includes as many realistic elements as possible to test officers on how they would actually



CONTINUED ON PAGE 20



respond if the worst were to happen.

Student volunteers from high school drama programs playing victims puts pressure on the officers, who use dummy rounds to terminate threats. In the back of their minds, they know that any inaccuracy could become the loss of an innocent life.

For officers like Alex Lopez, who has worked for the School District Police Department for 16 years, participating in active-shooter training in a school setting comes with the urgency that is part of the agency's mentality and intensity. After responding to an active shooter while working a detail in 2016 at Okeeheelee Middle School, Lopez treats each drill like the real thing.

"The feeling that you have to act right away is there and very real," Lopez explains about how the training brings him back to the night 300 people became targets when exiting a school performance and seeing a perpetrator in car passing by aimlessly shoot at the exiting crowd. "You have to be able to quickly switch from friendly mode to police mode. You have to be vigilant."

The active-shooter drills are just one aspect of the four weeks and more than 150 hours of training that was mandatory for the School Police this past summer. Officers spent a full day on building and stairwell searches alone, in addition to brushing up on first aid training, firearms training, defensive tactics and reviewing legal updates.

But just as vital as the hands-on training is gaining awareness of school-based initiatives, such as the mental health training that is key to identifying worrisome behavior before it develops



into a possible threat.

"There's excellent training out there on student threat assessment and management, which has become over time one of the most reliable means of security," Dorn confirms. "The behavioral approaches offer officers the tools to help prevent the array of violence before they strike."

At H.L. Watkins Middle School in Palm Beach Gardens, School Police Officer Bob Thomas uses what he learned in mental health training to make it a priority to get to know the school community.

"You have to do the work on the front end in order to get the benefit at the back end," Thomas details. "What I mean by that is you have to get to know the kids. They have to trust you. And the parents aren't going to trust you either unless they know that you're trying to do the right thing for their children."



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All school officers have their own way of getting to know students and showing that they care. Thomas likes to go by the adage, you catch more bees with honey than you do with vinegar.

"A lot of times these kids' only interactions with law enforcement have been when there's violence in their homes," he notes. "It takes time to build a new relationship based on trust."

## On the front lines

Aug. 13 marked the first day of school in Palm Beach County. While students buzzed with distractions like wearing an outfit that makes the perfect first impression or reuniting with friends, officers assigned to each school focused on making sure nothing interrupted the start of a safe school year.

Elementary school students' eyes widened when they passed Officer Fitzer dressed in full uniform. They weren't used to having an officer present at Morikami Park Elementary School, but their smiles and constant fist bumps showed Fitzer they were happy to have him there.

"I've already had multiple parents thank me for being there," notes Fitzer, who joined the School Police after a long career in law enforcement and firefighting. "I'm looking forward to a safe school year and the interactions with the kids."

But it hasn't been all fun and games. Officers in Palm Beach and Martin counties have had to show on more than one occasion that they're ready by responding to threats and active shooters within the first month of this school year.

When shots were fired at a Palm Beach Central High School football game on Aug. 17, Palm Beach Sheriff's Office deputies responded immediately in the same way they would if any act of violence occurred within the Palm Beach County School District.

"People think there's something special about an active shoot-

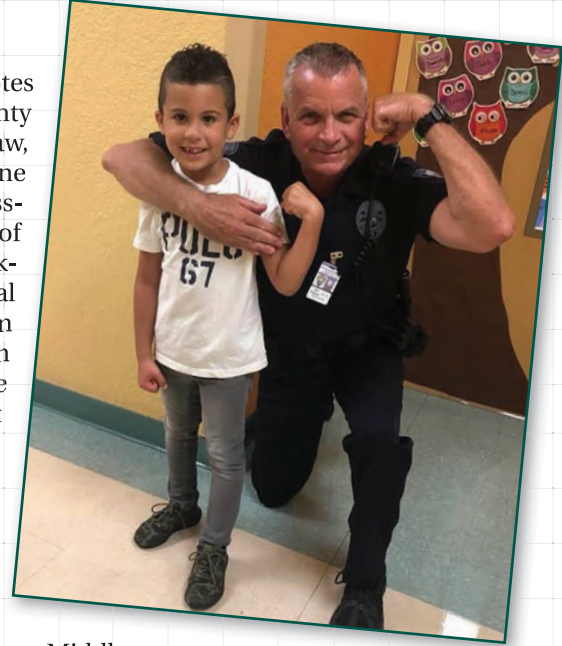
er in a school," notes Palm Beach County Sheriff Ric Bradshaw, who was on the scene that night and stresses the importance of School Police working closely with local law enforcement. "An active shooter is an active shooter. The venue varies but the tactics are the same."

MCSO also found itself having to act when a 13-year-old boy threatened on social media to bring a gun to Murray Middle School in Stuart. The message read:

*At school at 11:00, I'm pulling out my gun. This is a warning.*

Ever since the Parkland shooting, the charges for making such a threat have increased to a second-degree felony. The boy later called officials to state that the threat was a joke, but Martin County Sheriff William Snyder stressed that when it comes to school safety, they'd rather be safe than sorry.

"We learned from Parkland, where you had so many pieces of evidence and a trail of breadcrumbs leading toward what became that final outcome," Snyder told WPTV News. "We can't take any chances. The first time we see it, we have to do something." ♥



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# Mission: back to school

While children enjoyed summer vacation, Palm Beach County PBA members joined a group effort to prepare them for the first day of school

In addition to making sure that students were safe as they returned to school on Aug. 13, officers also ensured that they were fully stocked with supplies to kick off the school year. The back-to-school mission started in mid-summer for the many police departments that organized school supply drives. They also planned events to ensure that when the first day of school arrived, all students had backpacks filled with everything they needed for the classroom.

Foster children throughout Palm Beach County benefitted from the Boynton Beach Police Department Supply Drive, as members from the community worked together to stockpile backpacks, paper, glue sticks, pencils and more for distribution to children in need. Members delivered the supplies to schools including Galaxy Elementary, where the principal was happy to accept the donations for students who could put them to good use.

Meanwhile, the West Palm Beach Police Department continued its tradition of selecting two schools to receive charitable donations for the school year by donating \$1,000 worth of supplies to Roosevelt and Pleasant City elementary schools.

Community Response Team officers attended a “meet the teacher” event at Roosevelt Elementary School to personally distribute the must-have supplies and meet many excited students.

In Stuart, officers used the return of the school year as an opportunity to host another Back to School Bash in the community on Aug. 4. Members of the Stuart Police Department and East Stuart prepared for the highly anticipated bash by gathering for a night of backpack stuffing, where volunteers helped pack more than 500 backpacks with supplies and goodies to help students get excited for the school year. Hundreds of families attended the Back to School Bash, where they enjoyed Jimmy Smith's Barbeque, music and games while students dug through their new backpacks filled with goodies.

On the morning of the first day of school, PBC PBA members saw their hard work pay off as students arrived with wide smiles and full backpacks. Officers across Palm Beach County welcomed them with high fives and hugs that made students feel safe, confident and excited about the year ahead. ❤️



Officers from the West Palm Beach Police Department delivered piles of school supplies to Roosevelt Elementary School.



Stuart Police Department officers and volunteers from the community spent hours stuffing backpacks with supplies in preparation for the Back to School Bash.







The Boynton Beach Police Department worked with the community to fill its lobby with school drive donations.



Riviera Beach Police Department Officer Cherise Phillips gave children a warm welcome back to school.



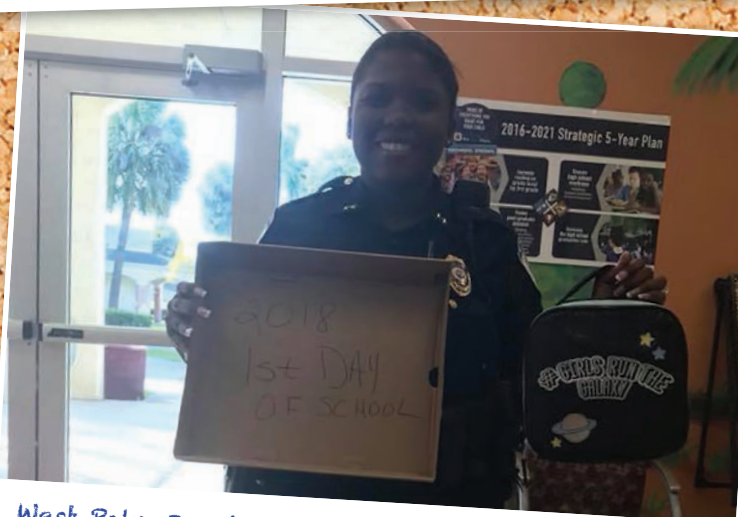
Stuart Police Department officers and members of the community worked together to plan an unforgettable Back to School Bash.



Boynton Beach Police Department officers filled trunkloads of donated school supplies for foster children in need.



A Back to School Bash hosted by the Stuart Police Department helped kids get excited to start the school year.



West Palm Beach Police Department officers made sure they had a presence at all schools in the community to kick off the school year.



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# Votes of consequence

Primary results emphasize how PBCPBA voting bloc can be significant in November election

■ BY MITCHELL KRUGEL

Watching election returns come in from the Florida primary on Aug. 28 elicited an eerily similar feeling to how stunned many voters felt in November 2016. The presumptive Republican and Democratic candidates for governor – the ones the Florida State PBA and the Palm Beach County PBA had endorsed – slipped into second place.

On the Democratic ballot, Gwen Graham fell 45,000 votes behind Tallahassee Mayor Andrew Gillum, an even more surprising winner than a certain New York billionaire in 2016. On the Republican side, Ron DeSantis used the endorsement of that New York-billionaire-turned-president to nearly double the votes of closest competitor Adam Putnam.

But PBCPBA members tuning into the returns should not lose focus on the big picture. Channeling results from state, county and local elections provides a positive feeling for law enforcement for the November general election and beyond. Even the gubernatorial race offers evidence of opportunities to turn up law enforcement's political voice as a voting base that candidates want and need.

"What you saw in this election was the base of both parties going against the establishment," appraises Matt Puckett, executive director of the Florida PBA and its political point person. "It's a dissatisfaction with the party apparatus in general. Voting bases are tired of the establishment trying to pick the winner. They expect the party to listen to them, and not them to listen to the party."

CONTINUED ON PAGE 26

## The Scorecard

Charting the success of Palm Beach County PBA-endorsed candidates in the Aug. 28 primary election

Candidate	Office	Percentage of the vote
Ashley Moody	Attorney General (Republican)	56.8%
Sean Shaw	Attorney General (Democrat)	73.8%
Matt Caldwell	Agriculture Commissioner (Republican)	34.6%
Jeremy Ring	Chief Financial Officer	Ran unopposed
Brian Mast	U.S. Representative District 18	77.7%
Ted Deutch	U.S. Representative District 22	86.5%
Bobby Powell, Jr	State Senate District 30	75.3%
David Silvers	State Representative District 87	62.7%
Matt Willhite	State Representative District 86	Ran unopposed
Joe Casello	State Representative District 90	Ran unopposed
Emily Slosberg	State Representative, District 91	Ran unopposed
Tina Polsky	State Representative District 81	62%
Rick Roth	State Representative District 85	Ran unopposed
Joseph Anderson	Port of Palm Beach Group 5 Commissioner	49.8%
Melissa McKinlay	Palm Beach County Commission District 6	Re-elected unopposed
Stacey Hetherington	Martin County Commission District 2	
Robert Weinroth	Palm Beach County Commission District 4	Ran unopposed
Gregg Weiss	Palm Beach County Commission District 2	49.7%
Scott Kerner	15th Judicial Circuit Group 13	41.2%
Robert Meadows	Circuit Judge 19th Judicial Circuit Group 19	40%
Ted Booras	County Court Judge Group 2	79%
Karen Brill	School Board District 3	Ran unopposed
Erica Whitfield	School Board District 4	Ran unopposed
Marcia Andrews	School Board District 6	Ran unopposed
Debra Robinson	School Board District 7	61%

Nobody capitalized on the independency of voters more than Gillum, who according to Puckett ran a campaign empowering citizens to vote for candidates they align with best, rather than voting for who the party is telling you to. That has been a growing perspective among law enforcement officers in Palm Beach and Martin counties, where PBA-endorsed candidates carried 12 of 13 U.S. House, Florida State Legislature and county commissioner primary races.

In fact, some of these candidates scored as much as 75 percent of the vote or higher with historically high voter turnout. And though there was a higher concentration of Democratic candidates endorsed, there were enough endorsed Republicans prevailing to confirm that the PBA's approach to backing those who are going to be the best for law enforcement continues to be a viable and successful strategy.

"Don't worry about party affiliation," Puckett confirms. "Worry about how the candidate responds to and respects law enforcement and corrections officers."

Palm Beach County Commissioner Dave Kerner, a former law enforcement officer whose wife, Jacqueline, is a PBSO deputy, has maintained a view of how police officers continue to be a voting base of growing influence. He has seen this not just on the front lines and as an elected official, but also in his day job as an attorney.

"I think no matter what the political climate is throughout the U.S., the informed and intelligent voter is going to put a lot of weight to the law enforcement community," Kerner stipulates. "I speak from a position as an attorney as well. Whenever

we have officers testify, the judge instructs the jury not to give greater weight to the testimony. The reason they give that instruction is because people tend to have a lot of trust in law enforcement."

A manifestation of following the lead of law enforcement might have seen in the primary for the state representative seat left open with Joe Abruzzo not running for re-election in District 81. The PBCPBA endorsed Tina Polsky for the seat and put significant effort behind her to get out the vote. Polsky carried the Democratic primary with 62 percent of the vote.

Two other big wins PBCPBA-endorsed candidates came in U.S. House races. Republican Brain Mast won 77.7 percent of the vote in District 18, and Ted Deutch won 86.5 percent of the vote in District 22. Incumbents Bobby Powell, Jr., David Silvers, Matt Willhite, Joe Casello and Emily Slosberg saw PBCPBA endorsements help them prevail in Florida state Senate and House of Representatives primaries as well.

If these candidates emerge victorious in November, their presence in Tallahassee could have a profound impact on law enforcement.

"The biggest issues every year, hands down, is the leadership in Tallahassee trying to reduce or do away with pension benefits," notes Kerner, who served as a state representative from 2012 to 2016. "I know that these candidates stand 100 percent in preserving or increasing the benefits and will fight anybody who tries to reduce or do away with them."

Races that hit home with even more impact were those for county commissioner seats. In Palm Beach County, Greg Weiss catapulted off the PBA endorsement to oust two opponents



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and win the District 2 Democratic primary with 50 percent of the vote. The PBA also endorsed District 2 Commissioner Melissa McKinlay, who was re-elected, and Robert Weinroth, who has the inside track to winning the District 4 Commissioner seat in November.

These three, along with Kerner, will enhance the PBA's relationship with the county commission, which is the budgeting agency for PBSO.

"PBSO is a big voting bloc," Kerner reminds. "It is important that deputies and PBA members use that influence properly and remain committed to supporting the candidates they endorsed."

On the state level, the PBA's biggest success came with its endorsements for attorney general. Democrat Sean Shaw carried 74 percent of the vote to win, while Republican Ashley Moody garnered 56.8 percent of the vote.

Puckett indicated the PBA will not make an endorsement for attorney general in the general election. "These are two friends, two supporters, and either one will be a great attorney general for law enforcement," he notes.

The races for state chief financial officer and agriculture commissioner feature great opportunity for law enforcement. Democrat Jeremy Ring has the PBA endorsement for chief financial officer, and his victory in November would have a powerful impact.

"He will be a great steward of the retirement system because he knows the system better than any elected official in the state," Puckett adds. "And he is pro law enforcement and pro taking care of that system."

Republican Matt Caldwell is the PBA candidate for agriculture commissioner. Members can provide a big lift for Caldwell, who has a tough opponent in November.

"He's going to be a big voice for us if he gets elected, especially for corrections officers," Puckett continues.

The overall motivation for PBA members to come out for the endorsed candidates comes from the union's growing voice in state politics. A new governor will offer law enforcement a seat at the table to have its agenda heard in the executive branch.

And Puckett submits that candidates know how important it is to listen.

"We've seen what happens with candidates who don't want to sit down with law enforcement," he asserts. "Law enforcement is a representation of the general voting constituency, and candidates know that with the primary over, they will have to look outside their niche."

In turn, members must remember to get out there and have a conversation with the candidates, especially ones running for local and county offices, as well as the state legislature. Support for candidates can be parlayed into momentous returns come November and beyond.

"Not just because it will help candidates win their elections, but because it gives members the opportunity to develop personal relationships with those who will represent them," Kerner details. "Those relationships can be very important. The candidates will be very appreciative of the help, and they will get a chance to learn about the real-life implications of working in law enforcement." ♥



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# The path of most persistence

## A long career of 'loving police work' leads Gregory to become Boynton Beach chief

■ BY MITCHELL KRUGEL

Working at Searstown steered Michael Gregory on the path to becoming a policing disciple who could proliferate passion through the Boynton Beach Police Department.

He had been raised by a single mom in one of Fort Lauderdale's low-income housing projects near Sistrunk Boulevard. In the historically black neighborhood, kids did not have positive interactions with police. They were often greeted with the "Do you belong here?" warning.

When Gregory was in college, he took a part-time job doing security at the Searstown shopping center, where he worked closely with the two police officers who changed his life. They encouraged him to join the Fort Lauderdale PD. At first, he told them, "Thanks, but no thanks." Kids from Sistrunk just didn't become police officers.

"But they kept encouraging me, and I had a complete turnaround," Gregory, 51, explained. "I found out who police officers really were, and when I joined the police department, I found a lot more people who have good hearts."

For the ensuing 31 years, the path led Gregory through practically every assignment in the Fort Lauderdale Police Department: patrol officer, organized crime detective, narcotics detective, patrol sergeant, administrative support sergeant, information services captain, patrol captain, criminal investigations captain, internal affairs captain, assistant chief and a half-dozen other posts. Such a journey could easily be termed a life well spent. Or an illustrious career.

But for Michael Gregory, it was all preparation to become the Boynton Beach Police Chief.

"I love police work. I consider myself a student of policing," Gregory related. "I feel that I am well-acclimated to the characteristics and contemporary issues of policing in Florida, and I hope I have walked in the door with a level of experience and knowledge that can help."

As soon as he walked in the door, Gregory made sure to address one of the vibes he had experienced when chiefs twice were hired from the outside in Fort Lauderdale. He went beyond an open-door policy by scheduling one-on-one meetings with every member of the department, including every patrol officer, every investigator, every member of the command staff and even every civilian.

Going shift by shift and roll call by roll call, Gregory set out to build relationships one by one. He wants to get to know them, of course, but he wants to share his personal story and feelings and let them get to know him.

"I don't want to be a name on a door," Gregory confirmed. "I want them to feel comfortable with me and be comfortable with my plans."

A new chief might be inclined to institute a new plan or establish new objectives. Gregory has focused on bringing a philosophy that puts attention on three primary areas.

First is crime reduction. Officers can expect to be a voice in daily and weekly conversations about what's going on with crime in the



Michael Gregory was sworn in as Boynton Beach Police Chief on July 9, when his daughter pinned on his badge.

city: what the patterns are, who the players are and looking at strategies to disrupt it.

Secondly, Gregory wants to be a very strong community policing advocate, including enhancing the department's programs to share crime prevention messages and interacting with citizens through initiatives like "Shop with a Cop" and "Coffee with a Cop."

Perhaps most important of all is assuring that officers are well-trained to deal with what they encounter on the roads. "We need to provide them with the resources and tools they need to do the job as safely as we can," he detailed.

Gregory had been attracted to Boynton Beach by the city's growth spurt, buoyed by the Town Square project that will inject more than \$500 million of development into the city, including building new police headquarters. When he came on the job, he set out to learn more about the community and found immense support for police from the business community, which was furthered by a stop at the renowned Troy's Barbecue.

Residents will see Gregory out and about, and there will probably be many photos making the rounds on social media like the one of the new chief at Troy's. Apparently, the attraction to this job was a town where he could pay it forward and help others find a successful path.

"I look at where I was as a young guy and the two officers I worked with who presented such a professional but human perspective of police officers," Gregory recalled. "I think about that when I meet





During his first two months, Gregory made the rounds to meet citizens and local business owners, including Anthony Barber, an employee at the famous Troy's Barbecue.



Delray Beach Chief Jeff Goldman (left) attended Gregory's swearing in to welcome him to the job and offer support to help lead the way.



Gregory (left) pins a badge on the uniform of Chris Waiters during a program that welcomed seven new Boynton Beach Police Officers.

young people or when somebody at Starbucks says hello. This person might take away something just like I did."

Gregory is all about looking forward but looking back at the past 31 years of his career provides some valuable insight. As the assistant chief running the support services bureau, he had two endeavors that should make a positive impact on PBA members.

Gregory represented police management on the labor contracts negotiation committee to provide operational expertise. And he led the finance team and other police bureaus through the annual \$100 million police department budget planning process.

Further discovery reveals that he is a graduate of the FBI National Academy and the Senior Management Institute for Police program conducted at Harvard University. But his most valuable academic experience seems to have come through serving as an

## Meet Boynton Beach Chief

*Michael Gregory*



- Born and raised in the Sistrunk Boulevard neighborhood of Fort Lauderdale
- Associate Degree, Criminal Justice, Broward Community College, 1992
- Bachelor of Arts (B.A.), Criminal Justice, Florida Atlantic University, 1992
- Master of Arts, Public Administration, Florida International University, 2014
- Joined Fort Lauderdale Police Department in June 1987 starting as a detective with the Organized Crime Division Investigative Bureau.
- Promoted to patrol sergeant in December 1993.
- Promoted to captain in April 2000, serving as Information Services Division captain, patrol captain, criminal investigations captain, staff support captain, special operations captain and internal affairs captain.
- Promoted to operations major in December 2013.
- Promoted to acting assistant chief – operations bureau in July 2014.
- Named assistant chief in September 2014.
- Adjunct professor at Florida International University
- Advanced education includes:
  - Future Police Chiefs Seminar – Florida Police Chiefs Association
  - FBI National Academy Session 248
  - Senior Management Institute for Police – P.E.R.F. & Harvard University
  - FBI-LEEDA – Executive Leadership Institute Program
  - Executive Leadership Program – Nova Southeastern University

adjunct professor at Florida Atlantic University, where he received a Master of Arts in Public Administration in 2014.

"I'm staying in touch with what are best practices and what the results of research are in special event and emergency management, preparing for a crisis either terrorist or natural disaster, homeland security and other aspects of law enforcement," Gregory noted about his work in academia. "The interaction with the students also helps me have my finger on the pulse of that segment of the community."

Another segment of the police community he noted as being a priority is the PBA. During his first week on the job, he sat with unit reps from the Palm Beach County PBA. Nothing heavy. Just a chit-chat to present philosophy about working in a fair and practical manner with the union.

"I am committed to having regular labor-management meetings," he added. "I had a very positive relationship working with the union in Fort Lauderdale. I want to be able to hear about what is on their radar, and if there are any sore spots we need to discuss."

It almost seems like Gregory hasn't stopped to breathe since being sworn in on July 9. That day began with his 22-year-old daughter pinning on his Boynton Beach badge for the first time. From that point, the path ahead continues to present opportunities and challenges that take him back to the beginning at Sears, whose slogan preaches a "Life well spent." Because for Gregory, that appears to be the foundation for his love of policing. ♥

Spotlighting female officers shining on the job

## Take it from an expert

By Amber Ramundo

Serving 10 years as the official DUI enforcement officer for the Palm Beach Gardens Police Department, Melinda Hanton has dealt with the belligerent, suddenly awakened or passed-out drivers behind the wheel in the middle of intersections. She's handled impaired drivers who were naked. She has responded to more drunk-driving crashes than she'd like to count.

At each of these scenes, Hanton's evaluation of a driver's attempt to stand on one leg, walk in a straight line or even recite the alphabet slowly have added to the number of lives she's saved by getting impaired drivers off the road. And since Hanton is PBGPD's longest-standing DUI officer, it's safe to say that number tallies into the thousands.

"No matter what, when I arrest somebody for DUI, it's at least one life that I've saved," she reasons. "There's the life of the person that I arrest, and who knows how many other people I would have saved by getting the impaired driver away from the streets."

Hanton's experiences on the road began in 2003, when she was hired to PBGPD after working five years as a Martin County Sheriff's Office dispatcher.

"I really enjoyed being a dispatcher," she states. "But the more I did it, the more I wanted to be out there actually on the other side of the (911) call."

Away from the dispatcher's desk, Hanton discovered a passion for traffic and DUI enforcement. She began taking intense courses that led to her becoming a certified Drug Recognition Expert (DRE) and the first official female DUI officer for PBGPD.

"It's a passion. You either have it or you don't," Hanton expresses.

But PBGPD Sergeant Bethany Rigney admits that finding an officer who has a knack for DUI enforcement like Hanton's is rare.

"There's a lot of work outside of the job with DUIs. Almost every case gets seen in court," explains Rigney, who is also a certified DRE and encouraged Hanton to earn the federal distinction. "But (Melinda) didn't shy away from that. She is part of an elite group who protects the roads."

When Hanton is on duty, the roads are a safer place. Since becoming a DUI enforcer in 2008, she has made the most arrests and had the least amount of reports for use of force in the department. She has been praised on numerous occasions for her pa-

tience while dealing with drivers under the influence. The ultimate compliment came from a PBGPD officer who claimed Hanton has the ability to "sweet talk people into handcuffs."

Becoming a master of the craft began at the Checkers Drive-In on Northlake Boulevard, where Hanton made her first solo DUI arrest after pulling over a pickup truck that was swerving all over the road around 10 p.m.

"As soon as I walked up to the car, I could smell alcohol and could see all of the signs," Hanton recalls. "It was still very new to me, but I knew this guy was impaired."

Following protocol, Hanton waited for backup to arrive before asking the driver to exit the vehicle. She then began performing the roadside sobriety exercises that she had studied. The field sobriety test didn't last very long before the intoxicated driver started to fall asleep while trying to touch his finger to his nose. Had Hanton not pulled him over, sleep likely would have ensued behind



Melinda Hanton is the first female and longest-serving DUI enforcement officer for the Palm Beach Gardens Police Department.

the wheel.

"I arrested him, took him to jail and he blew triple twos," reports Hanton, noting the reading on the Breathalyzer.

That incident stuck with Hanton as the first time she arrested a driver who could have killed himself – and several others. Since then, she has made it her goal to do whatever it takes to arrest unsafe drivers.

Whatever it takes isn't an understatement. On one memorable occasion, she was called to the scene where a reckless driver had been pulled over. Just before Hanton approached the vehicle, the first responding officer informed her that the female behind the wheel wasn't wearing any clothes.

"Even though it was dark and we were in the middle of a residential area, I still didn't want her standing in the middle of the road butt naked," Hanton recalls thinking. She quickly solved the problem by temporarily wrapping the woman in a biohazard gown that she had in the back of the patrol car before asking her to step out of her vehicle to take a sobriety test.

Hanton's record for DUI arrests has led her to be named an expert by judges in court on multiple occasions. She's been nominated for a 2017 MADD Hero Award and PBGPD Officer of the Year. And Hanton also played a pivotal role in PBGPD receiving





Melinda Hanton received a MADD Hero Award for the number of DUI arrests she made in 2017.

first place in the Florida Law Enforcement Traffic Safety Challenge this year by being a traffic safety instructor for officers in the department and leading by example on the road.

But the rewards that mean the most to her are the multiple thank-you notes and calls from civilians who share how Hanton changed their lives for the better.

In March, Hanton left the traffic unit to become a Field Training Officer. She now shares her expertise with new officers in the hope that they will embrace the gravity of DUI enforcement.

"If you get trained by Melinda Hanton, then you're getting some solid information," Rigney asserts. "There's not a lot of female DUI



Palm Beach Gardens Police Department received first place in the Florida Law Enforcement Traffic Safety Challenge. Present to accept the award, from left are, Palm Beach Gardens Mayor Maria Marino, Vice Mayor Carl Woods, DUI Officer Melinda Hanton, Chief Clinton Shannon, Councilman Matthew Jay Lane, Councilwoman Rachelle Litt and Councilman Mark Marciano.

officers out there, and she's one of the best. Her name is known throughout the county for being on top of her game."

Though Hanton's days with the traffic unit might be behind her, her crusade to make the roads safer is still very much in action. New officers who go on patrol with her learn from the best as she passes on her knowledge and shares her expertise whenever a dangerous driver swerves her way.

"I'm really proud to be in the position that I'm in," Hanton assures. "I love teaching and trying to help other officers get that spark to really love traffic and DUI enforcement." ❤️

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# Retiring young can mean high health and custodial care costs



STEPHEN OSTROFSKY

During a recent client meeting with a PBSO deputy, we reviewed the employer benefits designed to subsidize health care costs during retirement. The retirement benefits provided significant sums to my client, but was it enough to offset expected health and custodial care costs?

What we found is that many retirees face statistically significant risks from health and custodial care costs, due to their early retirement age relative to the overall workforce. Law enforcement retirees enrolled in the Pension Plan are protected from investment and longevity risks because the FRS assumes these risks. No matter what investment returns are realized by the FRS Pension Plan, and no matter how long you live, as an FRS retiree you will receive monthly pension payments, along with the Cost of Living Adjustments (COLA) that you have vested.

Nonetheless, health and custodial care costs can outstrip your expected FRS Pension Plan and Social Security income. Law enforcement professionals should develop retirement plans which include expected health and custodial costs based on your individual age, health status, family medical history, gender and state of residence.

## Medical health care costs in retirement

FRS Pension Plan participants receive a monthly income based upon an average income/years of service formula and the survivorship/beneficiary election that is made. In addition, Social Security retirement income benefits should be included as a part of the retirement income/expense analysis. The HealthView Services: 2017 Retirement Health Care Costs Data Report, which includes data from more than 50 million medical health care cases, predicts that “health care expenses will rise at an average annual rate of 5.47 percent for the foreseeable future — almost triple the U.S. inflation rate from 2012-2016 (1.9 percent) and more than double the annual projected Social Security cost-of-living adjustments (COLAs — 2.6 percent).” As this report details, the compounding impact of health care inflation means that health care costs will be one of the most significant expenses in retirement.

The report estimates that the total projected lifetime health care premiums (Medicare Parts B, D and supplemental insurance) for a healthy 65-year-old couple in 2017 is expected to be \$321,994 in today's dollars. The report details additional costs, including out-of-pocket health costs such as deductibles, co-pays, hearing, vision and dental care, resulting in total expected costs grow to \$404,253 in today's

dollars. Furthermore, Medicare “means-testing” thresholds may be raised, which could lead to greater income-based surcharges. According to the 2017 report, over a lifetime, a 55-year-old retired couple can expect to spend up to 92 percent of their pre-tax Social Security income benefits on medical health care costs. The estimate is 59 percent for a 66-year-old couple — the percentage is greater the earlier you retire, because Social Security retirement income grows at a slower rate than the rise in health care costs.

## Custodial health care costs in retirement

Custodial health care costs are not covered by Medicare (after the first 60 days) for services including assistance with activities of daily living (ADLs) such as bathing, dressing, eating, getting in or out of bed or a chair and moving around. According to the Genworth 2017: Cost of Care Survey, at least 70 percent of people over the age of 65 will require some form of long-term care services and support during their lives. The Genworth survey includes data from more than 15,000 surveys from nursing homes, assisted living facilities, adult day care facilities and home care providers. The current median annual costs of custodial care in the state of Florida during 2017 for home health aide services is projected to be \$45,760, and \$94,900 for nursing home care (semi-private). For detailed cost-of-care expenses in your specific Florida county, refer to the specific survey data.

Law enforcement professionals who rely upon FRS Pension Plan benefits for their financial well-being should consider long-term care insurance strategies to protect against significant medical and custodial health care costs, which could impact the amount of retirement income available to meet living expenses. ♥

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*Stephen Ostrofsky, CFP, is registered with and offers securities through Kovack Securities, Inc. Member FINRA/SIPC. 6451 N. Federal Highway, Suite 1201, Ft. Lauderdale, FL 33308 (954) 782-4771. Advisory services offered through Kovack Advisors, Inc. True North Financial Advisors, Inc. is not affiliated with Kovack Securities Inc. or Kovack Advisors, Inc. He has more than 30 years of experience in the securities industry and has been a certified financial planner since 1997. He offers financial planning and investment advisory services to law enforcement professionals throughout South Florida.*



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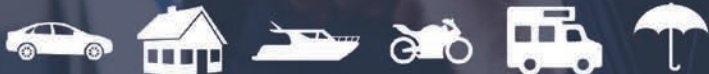
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# Members Only Section

Celebrating PBC PBA members and the way they serve every day

## Another Night Out to remember

Neighborhoods across the country may have been quieter than usual on Aug. 7, as residents locked their doors and left their homes to attend National Night Out. Cities and towns throughout Florida joined the thousands across the country that participated in the annual tradition designed to build relationships between the community and the police.

Delray Beach, Jupiter and Riviera Beach were just a few of the police de-

partments that organized an evening filled with games, music, food and giveaways that connected officers with members of the community as they took a stand against crime.

From Jupiter Police Department K9 and SWAT team demonstrations on the Roger Dean Chevrolet Stadium field to Delray Beach Police Department officers handing out more than 300 sheriff badges to the children who gathered in Old

School Square, each department provided an unforgettable experience for the community to enjoy.

Cities across America have participated in National Night Out on the first Tuesday in August since 1984. Here's a look at some highlights from the 35th annual National Night Out across Palm Beach County. ♥



The Jupiter Police Department held National Night Out at Roger Dean Chevrolet Stadium.



It was all fun and games in Jupiter as members of the community took their best shot at dunking Jupiter Police Department officers.



The Stuart Police Department hosted a National Night Out breakfast with members of the community at Mulligan's Beach House Bar & Grill.



The Delray Beach Police Department set up its police trailer as a concession stand at National Night Out.



Kids explored the inside of Army tanks with Riviera Beach officers.



The Riviera Beach Police Department K9 Unit attended National Night Out and impressed the community with a K9 demonstration.



The Jupiter Police Department SWAT team led a demonstration on the Roger Dean Chevrolet Stadium field.



Members of the Delray Beach Police Department distributed backpacks filled with school supplies at the community event.



# Lip Sync Challenge superstars

Forget singing competitions like “The Voice” and “American Idol” — officers across the nation are now competing in the “Lip Sync Challenge.” This fad has gone viral on social media outlets like Facebook and Twitter ever since law enforcement agencies in Texas posted on-the-job videos of themselves mouthing the words to well-known hits like “Iron-ic” by Alanis Morissette and “Ain’t No Mountain High Enough” by Marvin Gaye and Tammi Terrell.

Now, Palm Beach County PBA mem-



Delray Beach Police Department: “It’s Not Unusu-al” by Tom Jones



Delray Beach Police Chief Jeff Goldman: “Don’t Stop Believin’” by Journey

bers are joining in on the fun by coming up with creative settings, scenes and songs for the Lip Sync Challenge and posting them to social media. The videos have gained thousands of views on social media and plenty of attention from the community. From cruising through the ocean, jamming to Katy Perry in Boynton Beach, to an up-close and personal ballad shared between a Jupiter Police Department K9 officer and his dog, to a montage of hits performed by Delray Beach Police Department officers (in-



Boynton Beach Police Department: “Firework” by Katy Perry

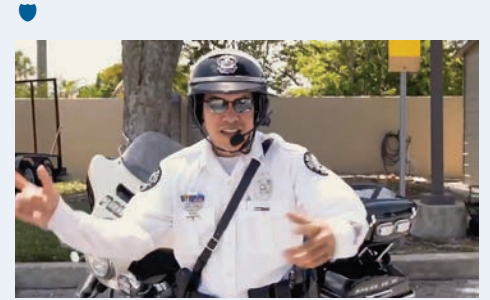


Jupiter Police Department K9 officer Chad Norman and K9 Sherlock: “Ol’ Red” by Blake Shelton

cluding the chief), it’s hard to pick a favorite.

And the good thing is, you don’t have to, since the Lip Sync Challenge is nothing but a friendly competition that is linking law enforcement across the country and showing the public a more human side of the job.

Here are some screen pulls from this month’s Lip Sync Challenge hall of fame:



Delray Beach Police Department: “Miami” by Will Smith



Delray Beach Police Department: “Rescue Me” by Fontella Bass

## Delray Beach scholarship keeps Braswell’s legacy alive

A Delray Beach Police Department Facebook post on July 23 declared, “She was tenacious and she was strict, and one aspiring officer is following in her footsteps.”

That focused and dedicated officer was Christine Braswell, who was lost in an off-duty motor scooter accident when a car crashed into her in April 2017. The department is keeping the memory of its favorite SWAT officer alive by creating a scholarship in her name.

Backed by the support of the Delray Beach Citizens for Delray Police, the first Christine Braswell Memorial Scholarship was awarded on July 19.

The recipient of the scholarship is Luis Bonet, who is currently in the police academy to become a Delray Beach

officer. Braswell served as a drill instructor for Bonet while he was in the Delray Beach PD Explorers program.

“She was always striving for young kids, mentoring them,” recalled Bonet, who is scheduled to graduate from the academy in October. “That is one thing I am looking forward to doing with this city.”

After spending two years as an Explorer and achieving the rank of major in DBPD’s Criminal Justice Academy at Atlantic Community High School, Bonet was hired by DBPD as a community service officer in June 2017. When receiving the honor, he talked about Braswell’s ability to motivate young people, earning their admiration and respect.

“I’m really appreciative of getting this



honor to represent DBPD and Officer Braswell and show that her legacy will go on with this department,” Bonet added.

# PBSO books community with program to promote reading

Palm Beach Sheriff's Office District 14 deputies in Lake Worth have been furnished with some new equipment to further positive interaction with members of the community, especially the kids.

Through the support of the nonprofit organization Little Free Library, PBSO deputies now have mobile libraries in their patrol cars. Lake Worth resident Mary Lindsey approached District 14 Captain Todd Baer with the idea of posting a Little Free Library in the department lobby, which led to the creation of the mobile libraries. On July 24, the library in the department was unveiled, and deputies loaded their cars with the mobile reading units.

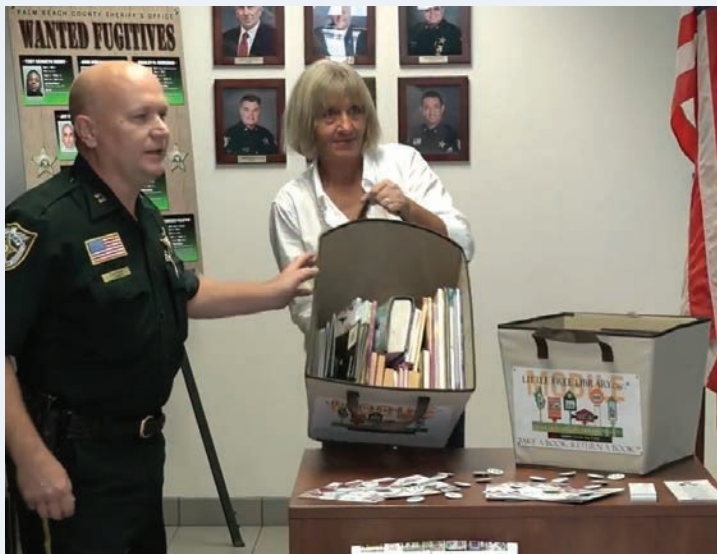
"The goal is to carry them around, and when they see kids at the park, the beach, playing ball or whatever to pull up their cars, pull out the books and interact with the kids on that personal level," Captain Baer explained. "They're used to us coming out and throwing a ball around. I like this one because it

helps them out with their schooling and their reading comprehension."

Little Free Library is a nonprofit organization that inspires the love of reading, builds community and sparks creativity by fostering neighborhood book exchanges around the world. The program has put more than 250,000 books into communities under the notion of taking a book to read and then sharing it with a friend.

When kids are finished with a book, they can deposit it back into one of the free libraries, which will promote the type of interaction with youth that PBSO would like more of.

"Unfortunately, when they think of deputies, they think of getting arrested or us giving them tickets. This is a way to get to know us on a different level," Baer added. "This is a way to get to know our deputies when they're not making a traffic stop or making an arrest or doing something negative. This is all positive." ♥



PBSO District 14 Captain Todd Baer, Lake Worth resident Mary Lindsey (white shirt) and deputies unveil the Little Free Library in the department lobby, as well as mobile libraries that will bring books to members of the community.



# Stuart PD youth counselor honored for work in gang prevention

For showing individual ability to reduce gang activity, demonstrating knowledge in the area of juvenile gang members and using resources with creativity and innovation to combat gang activity, Stuart Police Department Youth Intervention Counselor Kathleen Lannon was named the 2018 Juvenile Prevention Gang Coordinator of the Year by the Florida Gang Investigators Association (FGIA). The award was presented at the FGIA 2018 Conference in Orlando, held Aug. 6-10. ♥



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# MCSO officers get kids hooked

Martin County Sheriff's Community Operations Division officers put the "Gone Fishin'" sign on the door and set out to give 20 kids in the community a day to remember.

With the help of the Port Salerno Seafood Festival Inc. and Marine Industries Association of the Treasure Coast, MCSO

hosted a "Cops and Bobbers" day in mid-July. Deputies took the kids aboard the Safari charter boat for an offshore fishing trip. The kids and deputies were able to problem-solve, laugh and share in the enjoyment of catching fish together. ❤️



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## Jupiter officers send a message to stop bullying

Jupiter Police Department Officers Robert Volpe and Diana Zeitz spent some time with campers from Jupiter Youth and Teen Summer Camp in July to discuss bullying. Over the course of four class sessions, the officers were able to share anti-bullying presentations with dozens of children. The interactive presentations included videos, songs and discussion. Campers also were encouraged to join the anti-bullying challenge by sharing encouraging notes with others in order to stand up against hurtful behavior.

Volpe and Zeitz's anti-bullying lessons provided impactful information to the children, and hopefully the message will stick with them and help stop bullying from a young age. ♥



## A repair saves the day in Stuart

Officers do more than make arrests and write speeding tickets. When Stuart Police Department Officer Chris Ruediger learned about an incident that left a female senior citizen without a handrail at her home, he knew he wanted to help.

Ruediger reached out to the Salvation Army, where he was able to receive a donation of the materials needed for the repair. While Ruediger set up the supplies for the repair, resident Phillip Lambert offered to assist with the construction.

Ruediger and Lambert worked together to help a citizen in need and successfully installed the new handrail to make life easier for a member of the community. ♥





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# Thank-You Notes TO THE PBA



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2100 N Florida Mango Rd  
West Palm Beach, FL 33409

Thanks so much for your support of my Stuart City Commission Campaign and for your very generous contribution. Your confidence in me is greatly appreciated.

Sincerely,

Nick Blount

THANKS, CHIEF  
NICK

Copy: City of Stuart Police Dept



July 18, 2018

Police Benevolent Association Political Committee and Issues Fund  
2100 N Florida Mango Road  
West Palm Beach, FL 33409

Dear Friend,

Thank you for your contribution to my reelection campaign for Florida State House, District 87. I greatly appreciate your support and I am thankful to have you as part of my team.

Over the last two years, I have worked hard to look out for District 87, Palm Beach County, and Florida. I am proud to say I sponsored or co-sponsored three bills that have prioritized local education, mental health, and public safety in our community. Under my leadership, nearly \$2 million in funding has been allocated for local neighborhood and infrastructure projects.

Your contribution will help me continue my work in the Legislature to represent our community. Thank you again.

If I may ever be of assistance, please don't hesitate to contact me at 561-558-7255, or by email at [David@VoteDavidSilvers.com](mailto:David@VoteDavidSilvers.com).

Thank you.

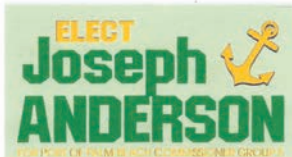
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Florida State Representative  
District 87

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

Dear John:

On behalf of my entire campaign, I would like to thank you and your entire team for endorsing our latest election campaign. Your endorsement is a critical role in helping us achieve our goal within the Port District. I am running a grassroots campaign in the hopes that I can serve the residents, businesses & taxpayers of the Port District and surrounding areas. I look forward to seeing you along the campaign trail. If you would like to get more involved in my campaign or if there is anything you need from me, please do not hesitate to contact me at [electjosephandersonppb@gmail.com](mailto:electjosephandersonppb@gmail.com) or call me at (561) 856-9079.

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Palm Beach County PBA Justice PAC  
2100 N. Florida Mango Road  
West Palm Beach, FL 33409

Dear Friend,

Thank you for your recent contribution to my campaign for Florida Senate. Art and I are humbled by your support and grateful for the faith you have placed in me to bring effective leadership to Tallahassee. I am running to protect what our family believes is the American Dream—hard work, patriotism, more jobs and opportunities—to ensure a vibrant economy and safer communities for our children and families.

For the last 40 years, Keiser University has prepared thousands of graduates including hundreds on the Treasure Coast to serve and lead in much needed professions. Seeing our students develop their talents and become leaders in their chosen careers has been my life's work.

With your help and generosity, I will be able to bring my perspective as an educator and economic development leader to benefit our community. I look forward to being your voice and advocate at home and in Tallahassee as your Florida Senator.

Thank you once again for your generous contribution. Your support and friendship are the foundation of our campaign. Please do not hesitate to call me on my cell phone if you ever need anything.

Your friend,

Belinda Keiser  
772-332-0664

PS. The Primary Election is on Tuesday, August 28. Let me know if you would like to help in other ways between now and then. Hope to see you again soon!

Paid for by Belinda Keiser, Republican, for State Senate District 25.



# Thank-You Notes TO THE PBA



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

To the Police Benevolent Association Board & Members,

## You made my day!

As I find myself at the end of the campaign, thinking over what a wild ride this has been, I find myself overwhelmed with gratitude for the support of those around me. This has proven to be a competitive election, but your financial support allowed us the tools to share our message with the voters of Martin County in a positive way.

Donors like you help make our hope for sustainability for Martin County possible. Donors like you help to keep families together. Donors like you help preserve the quality of life Martin County has to offer. Donors like you protect our public services.

We're not done yet! Please continue to stay up-to-date on our campaign by visiting our website at [www.VoteNikiNorton.com](http://www.VoteNikiNorton.com) and [www.facebook.com/votenorton](https://www.facebook.com/votenorton). There, you can follow us on the last legs of the campaign trail.

I hope you'll join me as we Unite the Norton Army one last time to celebrate in thanks all of the hard work and dedication that has gone into the past few months. I have enclosed a flier, and I hope you will join me.

Again, thank you! I am blessed to have your support.

With gratitude,

Niki Norton  
Candidate for District 4 County Commission

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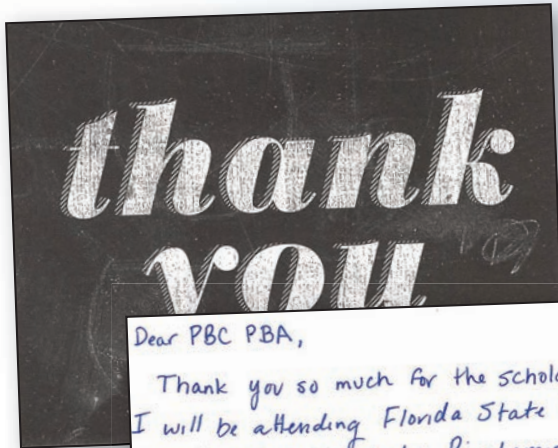


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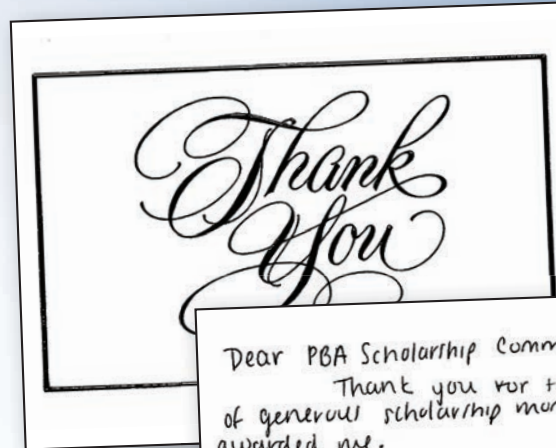
*From Scholarship Recipients...*



Dear PBC PBA,

Thank you so much for the scholarship. I will be attending Florida State University in the Fall to study Biochemistry and the money will be extremely helpful in paying for my educational expenses while I am there. Thank you for helping me further my education. I really appreciate it. Thank you again,

Katherine Bilodeau



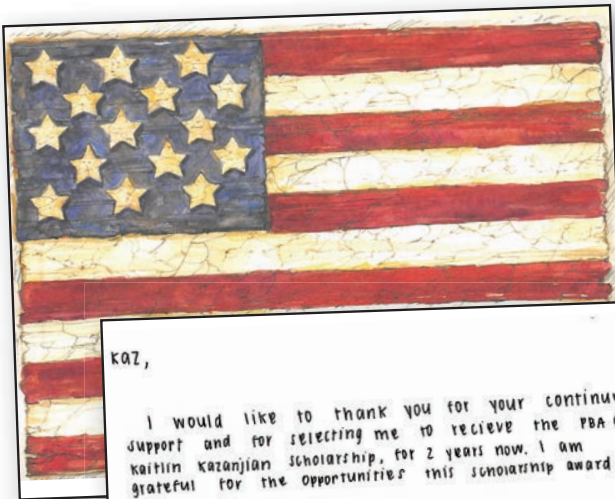
Dear PBA Scholarship Committee,

Thank you for the four years of generous scholarship money you have awarded me.

It was very helpful for myself and to my family, with books and miscellaneous college expenses.

I really appreciated it all!

Sincerely,  
Victoria Cruz



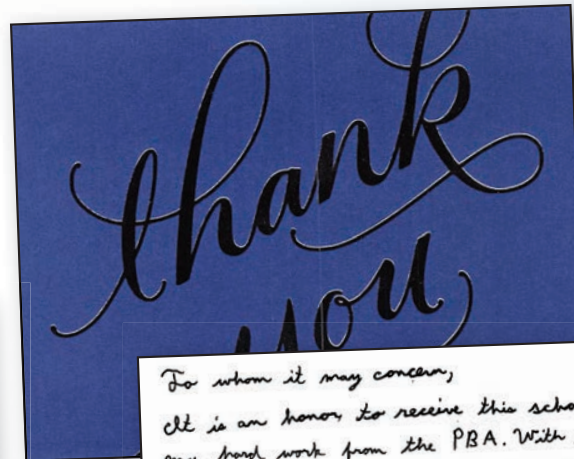
KAZ,

2018

I would like to thank you for your continued support and for selecting me to receive the PBA & Kaitlin Kazanjian scholarship, for 2 years now. I am grateful for the opportunities this scholarship award will provide me.

Your generosity and support truly makes a difference. Thank you again for all you do.

Sincerely,  
Alina Gale



To whom it may concern,

It is an honor to receive this scholarship for my hard work from the PBA. With the funds from this scholarship, I will further my education and go on to eventually enter graduate school. Thank you again.

Sincerely,

Monique Anderson



# Thank-You Notes TO THE PBA



Scholarship Committee

I would also like to thank you for my son, Stephen Gresko's, scholarship.

It is greatly appreciated.

Sincerely,

*Jeanne Gresko*  
ID 06-10146

Mrs. Jeanne Gresko

June 12, 2018

Dear Palm Beach County PBA,

As a recipient of the 2018 Palm Beach County Police Benevolent Association Scholarship, I am writing to express my gratitude for this opportunity. I was thrilled to learn of my selection for this award and am deeply appreciative of your generous support.

Beginning this current summer, I am attending the University of South Florida, located in Tampa, Florida. Over my next 4 years at this institution, I will work to obtain my bachelor's Degree in Criminology. It is my desire to participate in the process of reform to our country's criminal justice system and having a background in criminology will allow me to better understand how to properly address the needs of people who will be served by the criminal justice system. Following graduation, I may either begin to work in the career field of law enforcement and criminal justice, or enroll in law school to work towards becoming an attorney.

Without a doubt, this scholarship will allow me to achieve my educational pursuits with a reduced financial burden. Thank you for your investment into my future. I hope to one day give unto my community as you have given unto me through this scholarship. Thank you also to all current and previous law enforcement officials for your service and sacrifice.

Sincerely,

*Lillie Harris*

Lillie Harris



Dear scholarship committee,

I would like to thank you for my very generous scholarship. I am working toward my mechanical engineering degree at U.C.F and this scholarship will help me a great deal this coming year.

Thank you again.

Sincerely,

Stephen Gresko



thank  
YOU

Dear PBA,

Thank you for the scholarship. This truly makes a difference and will help better my education. Thanks to you, my textbook costs are not a worry anymore.

From,

Francesca Sperbeck

July 14, 2018

Dear Members of the PBA Board,

Thank you for the generous scholarship that you awarded me. I am currently at the University of North Florida, and the scholarship is definitely helping ease some of the cost with books, materials and classes as I continue my academic journey becoming a Registered Nurse. Again, thank you so much!

Regards,

*Kaleigh Naujoks*

Kaleigh Naujoks



Dear PBA scholarship committee,

As a recipient of the PBA scholarship, I wanted to thank you for your generous contribution in helping me to continue my studies at the University of Florida.

With great appreciation,

Alyssa Pace



# Thank-You Notes TO THE PBA

15 July 2018

Dear Police Benevolent Association,

As my sophomore year commences, I would like express my thanks for being awarded your scholarship. The generosity your organization shows to our law enforcement officers and their families is truly remarkable. I remain inspired by your dedication to our law enforcement officers and the benevolence you have shown to their families. I am honored to have received your scholarship. Your financial support will help me to maintain my focus solely on my academics whilst propelling me to be one step closer to achieving my goals of one day caring for others as a physician. On behalf of my family and I, thank you.

Sincerely,



Justin Nieves

Ariana Richter

July, 9, 2018

Dear President Kajanjan and the PBA Scholarship Committee,

Thank you so much for your generous scholarship to assist in my education at FSU. I felt humbled and honored to receive such a generous donation.

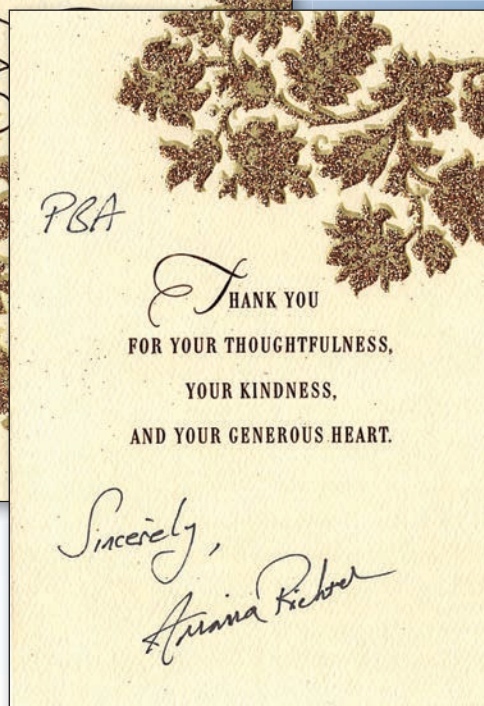
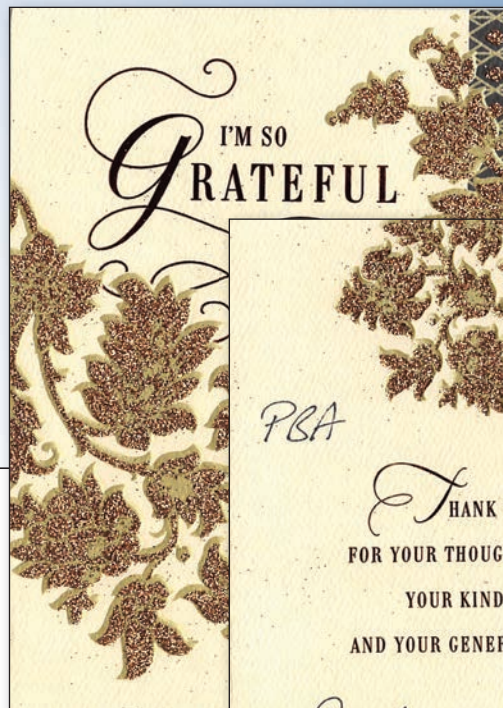
When I came to the PBA office with my dad to pick up my check, I was so impressed at how many members stopped to talk with us and ask about me, and my family. I now truly understand what my dad means when he talks about the "law enforcement family."

I will definitely put this money to good use and I won't let you down.

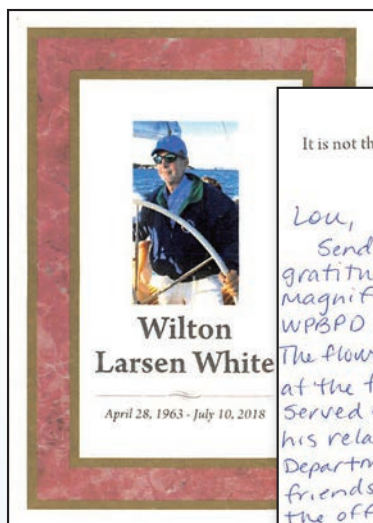
Please stay safe, doing the great things that you all do for our community.

"GO NOLES!!!"

  
Ariana Richter



## Miscellaneous...



It is not the length of life, but the depth of life.  
Ralph Waldo Emerson

Lou,  
Sending our sincere gratitude for the magnificent floral arrangement WPBPD sent to Wil's service. The flowers looked beautiful at the front of the room and served as a reminder of his relationship with the Department and his close friendships with many of the officers. Thank you very much Donna, Mackenzie & Nicole

The family of Wilton Larsen White acknowledges with deep appreciation your kind expression of sympathy.



John, Lou and PBA Family,  
I would like to personally thank you for your kind and thoughtful generosity. Your helping hand has made a difference and I am grateful.  
Sincere Regards,  
Eric Spencer



# HOST YOUR NEXT PARTY AT THE PALM BEACH COUNTY PBA *Banquet Hall*



**PALM BEACH COUNTY PBA MANAGEMENT, INC. BANQUET HALL AVAILABLE FOR ALL OCCASIONS**

**Amenities include:**

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- Tables & chairs
- Large self-contained parking lot
- Audio-Video availability
- Full prep kitchen with refrigeration and electric hot box

**Hours of Operation: 11 a.m.-midnight**

**\*No admission fees shall be charged for any events**

**\*No alcohol sales permitted**



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September, 2018

TO: All Palm Beach County PBA Members

FROM: John Kazanjian, President

RE: PBA Representative Election  
Term January 1, 2019 through December 31, 2022

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Please be advised that the current term for the Palm Beach County PBA Membership Representatives will be ending on December 31, 2018. The new four (4) year term will commence on January 1, 2019. In order to be eligible to run and to hold the position of Representative, a person shall be a PBA member in good standing and a member of an agency where the Palm Beach County PBA is the exclusive bargaining agent.

If you wish to have your name placed on the ballot for PBA Representative, please contact Angela at [angela@pbcpsba.org](mailto:angela@pbcpsba.org). No telephone calls will be accepted as notification. You may, however, complete the bottom portion of this correspondence and mail or deliver to the PBA Office. The deadline for submitting your intention to run for PBA Rep will be **Monday, October 15, 2018**. Ballots will be sent to you with a return deadline of Thursday, November 15<sup>th</sup>, 2018 at 1:00 p.m. Ballots will be counted and tallied on November 16<sup>th</sup>, 2018.

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**Intention to Run for Palm Beach County PBA Representative**

**PLEASE PRINT:**

Name: \_\_\_\_\_

Rank: \_\_\_\_\_

Agency: \_\_\_\_\_

Email (personal): \_\_\_\_\_

Cell Number: \_\_\_\_\_



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