

*The voice of local law enforcement*



# Florida COPS

Official Publication of the Palm Beach County PBA



## Follow the Leaders

Kaz set to guide state board into new era  
as Florida PBA President







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COVER STORY

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# Leading Edge



Palm Beach County PBA President John Kazanjian was sworn in as the new Florida PBA president on Oct. 27, along with eight other members of the new state executive board. An unprecedented weekend in the history of the state PBA paid tribute to those who led the union to its current high point and looked ahead to how Kaz and his team plan to lead members to even more success.



## The force of the endorsement

The PBA endorsement of Ron DeSantis was not only a key factor in the new governor getting elected, but it helped gain political strength that will be of great value to all members during the next four years.....**Page 18**

## New bill of health

Noted attorney and law enforcement advocate Geoff Bichler led an effort to pass groundbreaking legislation that will provide much-needed mental health coverage for first responders throughout the state .....**Page 22**

## To be determined

Acting Delray Beach Police Chief Javaro Sims has shown the determination and support to become the department's permanent leader .....**Page 24**

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# CODE THREE

## THE PRESIDENT'S MESSAGE

# A great year in 2018... ...and wait 'til next year



JOHN  
KAZANJIAN

What a year 2018 has been – a year to remember for so many reasons.

The culmination came on Nov. 6, when the PBA's political access intensified to a level that will have a significant effect on all members. More about that in a minute.

For so many members, 2018 will be remembered for all the successes we have experienced negotiating new collective bargaining agreements with many of the departments the PBCPBA represents. We were all pretty much blown away by the Highland Beach police chief writing a thank-you note to the PBA after we reached a new agreement. And, hey, that was a unit that came to us this past year because the members were looking for better representation.

That was indicative of how good a year it was because the contracts we negotiated with some of the major departments went so well. The credit for that great work goes to the unit reps.

When we negotiate contracts, we depend a lot on the reps from those cities. We provide some legal expertise and some political influence, and we support our reps when they negotiate their contracts. They know what benefits are lacking. They know what they need. And I'm telling you, these reps are getting it done.

I'm thinking 2019 is going to even be a better year for us at the bargaining table. We have some big negotiations coming up, and some of the leaders in these cities and counties were worried going into Election Day. There was an amendment on the ballot granting a homestead exemption that would have hurt all cities financially. It could have cost millions in revenue. But it didn't pass, so 2019 looks very optimistic from a contract perspective.

And we will have a great group of leaders on the front lines. We just completed our rep elections, and I want to congratulate all the members who were elected to the PBCPBA Board of Directors for the four-year term beginning Jan. 1, 2019. They will be following in the footsteps of a great group that is completing an unprecedented four-year term of achievement and dedication to the union. I want to thank all these reps for the incredible work they have done.

What made this year one for the books occurred on Election Day. Or during the days following, considering we rarely have a governor's race in Florida that gets decided by more than one-

tenth of a percent. We knew going in that our members were split, and a lot of them who leaned Democratic voiced their opinion about our decision to endorse Ron DeSantis for governor.

I can tell you that we met with both candidates before determining our endorsement. We felt Ron DeSantis was very genuine. He showed us that he really cares about public safety. Andrew Gillum hit us with too many one-liners, and let's face it, as the mayor of Tallahassee, he treated our members like crap. They each knew that it came down to salaries and benefits, and when Gillum had the chance to support our salaries and benefits, he was nowhere to be found. Listen, everything comes back to haunt you.

For the past eight years, we didn't have a friend in Tallahassee. Rick Scott wouldn't even entertain a meeting with us. He didn't care about public safety. But with this man, Ron DeSantis, we're going to have a seat at the table. We're going to be involved in what happens in the state of Florida when it comes to public safety.

And he has already walked the walk on this. On Nov. 17, I received a call from the governor-elect. He asked me to be part of his transition team to represent public safety through the state of Florida. I'm honored and humbled to be asked, and I feel like it's a great confirmation that we now have a chip in the game. We put our eggs in one basket, and it turned out to be the right guy. He's had our backs all the way.

Now it's time to look ahead to 2019, which can be the best year ever for law enforcement officers throughout Palm Beach and Martin counties. And the state of Florida. I wish all members a safe and joyous holiday season. Please take some time to be with your families, for they are the ones who make every day of the year great. Here's to all of them and to all of you and to making next year our best ever.

Cheers,

Kaz

JOHN KAZANJIAN  
PBCPBA PRESIDENT



# PALM BEACH COUNTY PBA

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Effective Jan. 1, 2015 - Dec. 31, 2018

**John Kazanjian, President**

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Executive Director**

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**Larry Fagan, Legal Counsel**

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**Angela Barbosa, Legal Counsel**

**Brennan Keeler, Legal Counsel**

---

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Angela, Office Manager

Courtney, Legal Assistant

Elizabeth, Membership Secretary

Joanne, Office Assistant

Kathy, Office Assistant

Shannon, Office Assistant

---

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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Omar Felix, Alt.  
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Kayai Graham, Appt.  
Ray Griffith, Appt.

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Dorian Hawkins  
Randall Anderson  
Brian Nauss, Appt.  
Michael Means, Appt.

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Darrell Russian, Alt., Appt.

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Lou Collura  
Joe DeRogatis, Alt. Appt.

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Cornelius McGriff  
Jeremy Summers  
Michael Brown, Alt. Appt.

### SOUTH PALM BEACH

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Chuck Branch  
Jay Donde  
John Rebholz  
Michael Ferrera  
Eric Evrley, Alt.  
Joseph Herb (Lt.), Appt.





# A legacy that will live on



LOU  
PENQUE  
TREASURER

Sergeant William Nealy started with the West Palm Beach Police Department in February 2007. His life was tragically cut short by illness, and he passed away on Sept. 12. Sergeant Nealy was an inspiration to all who knew him. He dedicated his life to the community he served, and he will be truly missed. He was an avid supporter of underprivileged youth and started programs to help bridge the gap between law enforcement and the community.

One example of his dedication to the community was back in 2015, when Sergeant Nealy met five children who did not have Halloween costumes, and the family did not have the means to buy them. Utilizing his own money and gathering donations from officers on the platoon, he was able to raise enough money to ensure that these children could share in the Halloween activities like other children. The children ranged in age from 3 to 10. This is just one small example of Sergeant Nealy's caring nature toward the community he served.

A few examples of successful programs that Sergeant Nealy initiated, which are still being carried out today, include:

**Operation Youth Violence.** This program is geared toward first-time felony offenders ages 13 and 24. The goal is to provide them with the necessary resources and mentoring in hopes of preventing recidivism. This program has received national recognition, and its full potential remains to be seen.

**Cops and Scholars.** This program is aimed at encouraging inner-city youth to focus on positive relationships and higher academic standards. Those who showed academic improvement over a period of time would be rewarded with a sit-down style meal at a local restaurant with a uniformed police officer. The goal is to build positive relationships between the police and the community.

Sergeant Bill Nealy was born on Jan. 14, 1974 to John "Packy" and Barbara (Coffey) Nealy in Fort Lauderdale. He graduated from St. Thomas Aquinas High School, where he played football. He later played college football at Dakota State University. He will be missed by his entire community. Bill is survived by his mother, wife, Heather Nealy, two sons, Colin and Jacob Nealy, and two brothers, Jack and Mike Nealy. He also leaves many loving uncles, aunts, cousins and friends. He will be truly missed as his legacy lives on.

## Opening of the new 5.11 police supply store

On Oct. 6, the 5.11 police supply store had its grand opening. The store is at 2272 Okeechobee Blvd. The owners reached out to the PBA and invited us to attend the event. Along with the PBA, members from the West Palm Beach Police Department were also in attendance. Our very own Stacy Boddie performed the national anthem before the ceremony began.

Honorary awards of accomplishment were presented to the Palm Beach County PBA Grill Team for all that they do for the organization. The West Palm Beach Police Department also re-



*In Memoriam*

**Sergeant  
William Nealy**

West Palm Beach  
Police Department

Date of passing:  
Sept. 12, 2018

ceived awards for their Hostage Negotiation and SWAT Teams. The final award went to Sergeant Nealy. I want to thank the crew of 5.11 for inviting us and acknowledging our members and their accomplishments.

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**-John Kazanjian**

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# Fitness-for-duty evaluations under the ADA



BRENNAN  
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An employer may require a psychological evaluation of fitness for duty if it is “job related and consistent with business necessity.” Owusu-Ansah, 715 F.3d at 1311; Watson v. City of Miami Beach, 177 F.3d 932, 935 (11th Cir. 1999). If the employer has a “reasonable, objective concern about [plaintiff’s] mental state,” a fitness-for-duty evaluation is permitted. Owusu-Ansah, 715 F.3d at 1312. The test for a business necessity under the Americans with Disabilities Act (ADA) to perform a medical examination of an employee is objective; the employer bears the burden of demonstrating business necessity. ADA of 1990, § 102(d)(4)(A), 42 U.S.C.A. § 12112(d)(4)(A).

Courts recognize that “[e]mployers need to be able to use reasonable means to ascertain the cause of troubling behavior without exposing themselves to ADA claims.” Cody v. CIGNA Healthcare, 139 F.3d 595, 599 (8th Cir. 1998). “Where inquiries into the psychiatric health of an employee are job related and reflect a concern with the safety of employees, the employer may, depending on the circumstances of the particular case, require specific medical information from the employee and

may require that the employee undergo a physical examination designed to determine his ability to work.” Williams v. Motorola Inc., 303 F.3d 1284, 1291 (11th Cir. 2002), (quoting Krocka v. City of Chicago, 203 F.3d 507, 515 (7th Cir. 2000) (internal citation omitted)); Watson, 177 F.3d at 935.

The ADA does not require a police department to forego a fitness-for-duty examination to wait until a perceived threat becomes real or questionable behavior results in injuries. Rodriguez v. Sch. Bd. of Hillsborough Cty., Fla., 60 F. Supp. 3d 1273, 1277 (M.D. Fla. 2014). For example, the Eleventh Circuit held that a police department was permitted to conduct a fitness-for-duty examination on an officer who was perceived to be paranoid, hostile and oppositional. The court determined that because police officers who act irrationally can do tremendous harm, the fitness-for-duty examination was proper. Watson v. City of Miami Beach, 177 F.3d 932, 935 (11th Cir. 1999).

If you are ordered to undergo a fitness-for-duty examination, call the PBA immediately to discuss your rights. Ultimately, justification for the fitness-for-duty evaluation must be job related and consistent with business necessity.

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# Board of Directors Meeting Attendance - Wednesday, Sept. 5, 2018

## BOARD OF DIRECTORS

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

## Boynton Beach

Henry Diehl..... Unexcused  
 Daniel Dugger..... Unexcused  
 Doug Gilbert, Appt. .... Excused  
 Rayner De Los Rios, Appt. ....X  
 Brian McDeavitt, Appt. Alt..... Excused

## Delray Beach

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

## FAU

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

## Highland Beach

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

## 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. .... Unexcused  
 Brian Berlingo, Appt. .... Unexcused

## Lake Clarke Shores

William Howell..... Excused

## Lantana

Troy Schaaf..... Excused  
 Janice Brinkman, Alt. Appt.....X  
 Shawn Johnson, Appt. ....X

## Manalapan

### MCSO - Law Enforcement

Karl Nelson.....X  
 Brian Tison..... Excused  
 Wayne Trocan..... Excused  
 Jon Hanton..... Excused  
 Andrew Porcelli..... Excused  
 William Weiss, Alt. ....X  
 James Holloran, Alt. ....X  
 Jake Sirmans, Appt. .... Excused  
 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  
 Alex Lopez..... Excused  
 Brian Qualters, Appt..... Unexcused

### PBSO - Law Enforcement

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

## PBSO - Corrections

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

## PBSO - Civilians

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

## Palm Beach Gardens

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

## Palm Beach Shores

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

## Palm Springs

Sean Grant.....X  
 Louis Collura, Appt.....X  
 Joseph DeRogatis, Alt. Appt. ....X

## Riviera Beach

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

## South Palm Beach

Jason LaForte, Alt..... Excused

## Stuart

David Duran, Appt..... Unexcused

## Tequesta

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

## West Palm Beach

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

# Congratulations to newly elected PBCPBA Representatives for three-year terms, Jan. 1, 2019-Dec. 31, 2022

## **Boynton Beach**

Cory Herny  
Daniel Dugger  
Rayner De Los Rios  
Jermaine Jones

## **Delray Beach**

Meer Deen  
Edward McCabe  
Vincent Gray  
Gary Ferreri  
Aaron Siegel, Alt.  
Brian Cambell, Alt.

## **FAU**

William Hernandez  
Miguel Cardona, Alt.

## **Highland Beach**

Rick Wentz  
David Scherer Jr., Alt.

## **Juno Beach**

Michael Graham  
Steven Smith, Alt.

## **Jupiter**

Scott Kimbark  
Jonathan Gentile  
Salvatore Mattino  
Paul Gundlach, Alt.  
Jason Alexandre, Alt.

## **Jupiter Island**

Palm Beach County PBA

## **Lake Clarke Shores**

John Connacher  
Antonio Gerena, Alt.

## **Lantana**

Shawn Johnson  
Troy Schaaf, Alt.

## **Manalapan**

Palm Beach County PBA

## **MCSO - Law Enforcement**

Karl Nelson  
Jon Hanton  
Bradley Spencer  
Michael McMahan  
Kenneth Youngblood

William Weiss, Alt.  
James Holloran, Alt.  
Andrew Porcelli, Appt.

## **MCSO - Corrections**

Michael Trimble  
Samuel Haidy  
Dean Mihalko  
Edward Burke  
William Evans  
Lawrence Lutrin, Alt.  
Thomas Randazzo, Alt.

## **Martin County Tax Collector**

George Sterner

## **North Palm Beach**

Joseph Yungk

## **Ocean Ridge**

Jimmy Pilon  
Mario Galluscio, Alt.

## **School Police (Palm Beach County)**

Kevin O'Sullivan  
James Wilkerson Jr.  
Alexander Lopez

## **PBSO - Law Enforcement**

Daniel Glisson  
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Carlos Ugalde  
Michael Kennedy  
Layford "Brandon" West  
Marlow "Butch" Altonen, Alt.  
Kevin Lindardos, Alt.  
William Gale, Appt.  
John Kazanjian II, Appt.  
Alex Nunes, Appt.  
Jason Johnson, Appt.  
Cory Gray, Appt.  
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## **Riviera Beach**

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Nir Mordechay  
Michael Brown  
Kenneth Jones, Alt.

## **South Palm Beach**

Jason LaForte  
Adam Farrish, Alt.

## **Stuart**

Palm Beach County PBA

## **Tequesta**

Aaron Johnson  
Raymond Korkowski, Alt.

## **West Palm Beach**

Dennis Hardiman  
Joseph Herb  
Michael Ferrera  
Charles Branch  
James Louis  
Christopher Nebbeling, Alt.  
Jay Donde, Alt.



# Welcome New PBCPBA Members

## SEPTEMBER 2018

NAME	AGENCY
ALEKSEY SASOV	DELRAY BEACH POLICE DEPARTMENT
CARLOS RODRIGUEZ	JUPITER INLET COLONY PD
BRETT KEATING	LAKE CLARKE SHORES
MARK APPLER	MARTIN COUNTY SO - LAW ENFORCEMENT
HEATHER KASPROW	P.B. COUNTY SCHOOL POLICE
RICHARD MCDERMOTT	P.B. COUNTY SCHOOL POLICE
JAMES MCDOWELL	P.B. COUNTY SCHOOL POLICE
ALYSSA RIVERA	P.B. COUNTY SCHOOL POLICE
BRYAN BROWN	PBSO
KATHLEEN COLLINS	PBSO
DANNY DEAN	PBSO
ROBERT HENTZE	PBSO
JENNIFER JONES	PBSO
SCOTT KELLERMAN	PBSO

## OCTOBER 2018

NAME	AGENCY
SETH DUBINSKY	BOCA RATON POLICE DEPARTMENT
CARA CARDARELLI	BOYNTON BEACH POLICE DEPARTMENT
JAMES BUTNER	DELRAY BEACH POLICE DEPARTMENT
VINCENT WILDER	DELRAY BEACH POLICE DEPARTMENT
RANDALL WILSON	GULF STREAM POLICE DEPARTMENT
JUSTIN SEIGLER	MARTIN COUNTY SO - LAW ENFORCEMENT
JASON SLAY	MARTIN COUNTY SO - LAW ENFORCEMENT
DIANA HAYES	P.B. COUNTY SCHOOL POLICE
MICHAEL LYNCH	P.B. COUNTY SCHOOL POLICE
ELIZABETH RUPP	P.B. COUNTY SCHOOL POLICE
XENIA VELASQUEZ	P.B. COUNTY SCHOOL POLICE
JOSHUA GOLDBERG	PALM BEACH GARDENS
JODI KALISH	PALM BEACH GARDENS
ZACHARY ZIMANDY	PALM BEACH GARDENS
FRED WAYMIRE	PALM BEACH POLICE DEPT
MARK ALONSO JR.	PBSO
ELIZABETH CANDELARIA	PBSO
KEITH CASAZZA	PBSO
TORREY COX	PBSO
CEARA EADDY	PBSO
CONOR ELLIS	PBSO
CATHIA GENOIS-ROBINSON	PBSO
MADELEINE GERSCHICK	PBSO
KENNETH GRAY	PBSO
MAUREEN GRECO	PBSO
IMANI HENDRICKS	PBSO

MELANIE HILLES	PBSO
KELLY IGO	PBSO
MARIE JOHNSON	PBSO
KELLE JONES	PBSO
CHRISTOPHER KONICKI	PBSO
LENORA LOGAN	PBSO
CINDY LOPEZ	PBSO
BASENAYE MAGGITT	PBSO
AUBREE MUEHLBERGER	PBSO
HALLIE RICHARDS	PBSO
RAMON RIVERA RESTO	PBSO
ROSANA RIZZUTI POLO	PBSO
WILLIAM ROTHAM	PBSO
JUDY-ANN SAINT JUSTE	PBSO
BRIANNA SANTIAGO	PBSO
JAMIE VAZQUEZ	PBSO
CURLISHA WASHINGTON	PBSO
SHANADIA WATERS	PBSO
CALEY WENSYEL	PBSO
HOLLY WROTE	PBSO
JOHN SCOTT	PORT ST. LUCIE PD
JAMES ALDOLPH	RIVIERA BEACH POLICE DEPARTMENT
CHERRISE KNIGHT-ENNIS	RIVIERA BEACH POLICE DEPARTMENT
JETHRO PIERRE LOUIS	RIVIERA BEACH POLICE DEPARTMENT
ISRAEL ROBERSON	RIVIERA BEACH POLICE DEPARTMENT
BRANDON ROBERTS	RIVIERA BEACH POLICE DEPARTMENT
ELIAN RODRIGUEZ	RIVIERA BEACH POLICE DEPARTMENT
CARLOS ROJASS	RIVIERA BEACH POLICE DEPARTMENT
ANDREW RUBIN	RIVIERA BEACH POLICE DEPARTMENT
GROEME WEDDERBUM	RIVIERA BEACH POLICE DEPARTMENT
TIMOTHY BALDWIN	TEQUESTA POLICE DEPARTMENT
CHRISTOPHER BRYAN	WEST PALM BEACH
DENA CONCHESO	WEST PALM BEACH
GESNER MICHEL	WEST PALM BEACH

## NOVEMBER 2018

NAME	AGENCY
AUGUSTYN ARBUZOW	P.B. COUNTY SCHOOL POLICE
AMALIA DONES	P.B. COUNTY SCHOOL POLICE
MARIO PETRUZZIELLO	P.B. COUNTY SCHOOL POLICE
BLAKE FARDELLA	PALM SPRINGS POLICE DEPT
VICTOR JONES	PBSO
DEREK MORROW	PBSO
WALTER PROPST	RIVIERA BEACH POLICE DEPARTMENT
REBEKAH BOUVIER	WEST PALM BEACH

# Honoring Retired Members

NAME	RETIREMENT DATE
DANIEL SEAGER	OCT. 1, 2018
NICHOLAS IZZO	OCT. 1, 2018
KATHLEEN ZERANSKI	OCT. 17, 2018

# Taking the Lead

## New Florida PBA Board will follow the path that has made the organization that state's strongest public labor union

■ BY MITCHELL KRUGEL

This is not about Kaz. But for John Kazanjian, the path to inheriting the Florida PBA presidency swerved on Nov. 5, 2003.

Back then, Kaz had ascended to president of the Palm Beach County Sheriff's Office PBA unit, and that fulfilled his ambition regarding union leadership. He set his goal on climbing the PBSO ladder and eventually becoming a major or a colonel.

Then, on Nov. 5, 2003, the life of Joanne and John Kazanjian's beautiful daughter, Kaitlin Ashley, was taken too soon. Recovery from the tragedy led Kaz to a higher calling than just policing, if there is such a thing.

He wanted to serve and protect the people as well as serve and protect the people who served and protected the people. He dedicated himself to raising millions of dollars for charity in Kaitlin's name and battling to improve the salaries, benefits and working conditions for members of the Palm Beach County PBA. And he became renowned throughout the state for being a special kind of servant.

But this is not about Kaz. It's about the members, and John Kazanjian has jumped into serving as Florida PBA President with his special kind of service. He is bringing his tireless can-do intensity and a foundation of teamwork and elbow grease to lead the 30,000-plus members of the Florida PBA toward getting the benefits, working conditions, support and safety that they so deserve.

"It's going to be a challenge, but I'm up for the challenge," notes Kaz, who was sworn in along with other members of the state board on Oct. 27, during a celebration of PBA leadership past, present and future in Orlando. "I am a firm believer that everything happens for a reason, and I took this approach because every member counts for me."

Even before the weekend of Oct. 27-28, when the first-ever Florida PBA Leadership Conference was held (see page 16), the new state board was already busy addressing member interests. The Leadership Conference, which got started from a Kaz vision derived from attending the



The new Florida PBA Executive Board, from left, James Baiardi, Abe Carmack, John Rivera, Mick McHale, John Kazanjian, Steve Slade, Bill Smith, Nick Marolda and Jeff Marano.

National Association of Police Organization (NAPO) annual conference, was one of those interests. It manifested in expanding the state board with two additional vice presidents, a statement on the teamwork Kaz lives by and has seen do so much to serve the Palm Beach County PBA and its members.

The rest of the weekend accentuated the current state of the state PBA, including a nod to long-time servants such as outgoing president John Rivera of the Dade County PBA, treasurer Ernie George of the PBC PBA and others whose guidance will remain omnipresent. A tribute to those profounding fathers came in a manner that seemed utterly appropriate: a roast that served up the humor and honor accentuating the vitality of the PBA that is set to go from great to greater.

"The opportunity exists to expand the executive leadership under President Kazanjian that will elevate the high level of leadership in place," confirms Mick McHale, the new Florida PBA Senior Vice President, who doubles as president of the Southwest Florida PBA and triples as NAPO president. "Our elected leadership has a commitment as a team to ensure every aspect of public safety we serve will be recognized and fought for. And that no one shall be left behind."



John Kazanjian addresses the Florida PBA after being sworn in as the new state president on Oct. 27.

### All roads lead to this

Come January, Kaz plans to start a tour of the 18 state PBA charters and chapters, along with PBA Executive Director Matt Puckett. The plan is to attend board meetings at all 18 and hang out to talk with members.

This will carry out a mission accentuated with Broward County PBA President Jeff Marano taking the new board posi-



tion of Vice President for Charters serving the six largest PBAs in the state. Steve Slade, president of the Big Bend Chapter encompassing Tallahassee, is the Vice President for Chapters, and he and Marano will support the objective of the Kaz tour.

"I created two more positions – we have a total of nine board members now – because I wanted to bring a little bit more activity and spread it out so the chapters have just as much say as the charters," Kaz reasons. "I want to hear from every member. I don't care what part of the state you are from or what agency. If you have something to talk about, I want to listen."

Kaz apparently wants to bring his personal service - style of leadership that PBC PBA members have come to know and follow. He will be doing this in addition to his day job of leading the union serving officers in Palm Beach and Martin counties.

Not exactly the consummate job description for a 61-year-old, but Kaz has a quintessential attribute that has always gotten it done.

"He has a relentless energy," Puckett praises. "He's a sharp guy, and he's got a lot of ideas that has everybody really excited. Kaz's vision is, 'Let's take advantage of the situation in front of us.'"

Like Adams following Washington or Truman following Roosevelt, the natural inclination is to compare a new president to the previous one. And to hope that passing the torch keeps the fire burning.

Under Rivera's leadership, the Florida PBA went from owing the IRS \$2 million to generating a \$20-million reserve. There were unprecedented legislative achievements.

Whether the new regime can generate similar success is probably a question best put to Rivera.

"I think it's exciting times, and with Kaz, it will move on up to the next level," Rivera observes. "I said it publicly to the board – he brings a new perspective, a new vision. Kaz gets it. He understands the trials and tribulations that our members go through every day."

## Follow their lead

At the Florida PBA's annual board meeting in June, the new leadership honored the union's elder statesmen by gifting them plaques adorned with their likenesses. Recipients Rivera, George, Senior Vice President Dick Brinkman of the Broward County PBA and Secretary Mike Clifton of the Dade County PBA could have formed a PBA Mount Rushmore on that morning.



## All a Board

### The members of the new Florida PBA Executive Board:

**President:** John Kazanjian, Palm Beach County PBA

**Senior Vice President:** Mick McHale, Southwest Florida Chapter

**Vice President for Services:** James Baiardi, State Corrections Chapter

**Vice President for Charters:** Jeff Marano, Broward County PBA

**Vice President for Chapters:** Steve Slade, Big Bend Chapter

**Vice President for Affairs/Charity:** Bill Smith, Florida Highway Patrol Chapter

**Secretary:** Abe Carmack, Tampa PBA

**Treasurer:** John Rivera, Retired, Dade County PBA

**Sergeant-At-Arms:** Nick Marolda, West Central Florida Chapter



At the Florida PBA meeting in June, new president John Kazanjian handed out plaques of recognition to members of the previous administration, including past president John Rivera.

Their contributions as part of a board that resuscitated the state PBA so many years ago are certainly mountainous. And at the Leadership Conference weekend, there was similar recognition and praise for what the past means for the future.

"The previous board went through so many changes in the 1980s and '90s, and we are where we are today because of them," extols Florida Highway Patrol Chapter President Bill Smith, who has assumed the other new position on the

state PBA board, Vice President for Affairs/Charity.

"If it wasn't for their core values and the foundation they built, it would be an uphill battle," Smith continues. "When you build a house, you have to have a great foundation. That's definitely what they have done and beyond."

In addition to the financial turnaround, the previous regime achieved pushing through more legislation to benefit law enforcement officers throughout the

CONTINUED ON PAGE 14



Kaz takes a photo op with members of the Dade County PBA after the swearing-in ceremony.

**TAKING** CONTINUED FROM PAGE 13

state than any union has for its members in Florida. Going from being politically and financially struggling to probably the strongest public labor union in that state has created the platform of enhancing membership inclusion that President Kazanjian has asserted as the mission for the Florida PBA going forward.

"I think the leadership, guidance and direction they have established as a nationally recognized organization that represents the wellness, terms and conditions of law enforcement has made this transaction a very smooth transition for

the new leadership team," McHale commends.

So there appears to be a great deal of momentum in transition to build on. The mission of the past administration to become financially stable and politically strong is now a basic PBA operating principle. A philosophy of reaching out to members to improve conditions of employment is also entrenched.

In handing Kaz the keys, Rivera offers an important piece of advice.

"I hope the decisions, while they appear right today, continue to be that way in the future," he accentuates. "In the

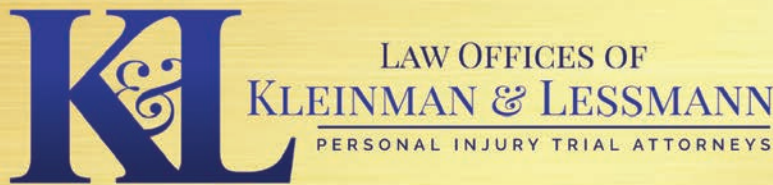
past, we've made the right decisions and still were wrong. And we made the wrong decisions and they came out right. Sometimes, it's like walking a minefield."

**Lead this way**

It's not a walk without artillery. Rivera is staying on as treasurer with a goal to double the financial reserve. And in Kaz, McHale, Marano, Vice President for Services James Baiardi, the trustee for the State Corrections Charter and others, the new state PBA board includes many leaders who have grown up through the difficult times and have a vast database of institutional knowledge.

The outlook on taking it to the next level is also particularly encouraging because the leaders are officers who are performing the duties and responsibilities of the respective areas they represent. They will be able to draw upon their experiences as a way of advocating for the necessities of why equipment, training, compensation and benefits are so richly deserved and need to be maintained.

"I think we have diversity that comes from working inside of the agencies at the city, county and state levels," Smith details. "The challenge will be to provide what we provide now and for future ben-



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efits and pay increases without making ourselves look like we're greedy."

With an eye toward the future, the new state board has articulated some objectives to keep the union upwardly mobile. Kaz has designated bringing back some of the agencies lost to other unions by going door to door to show how the PBA has become a more productive entity of representation.

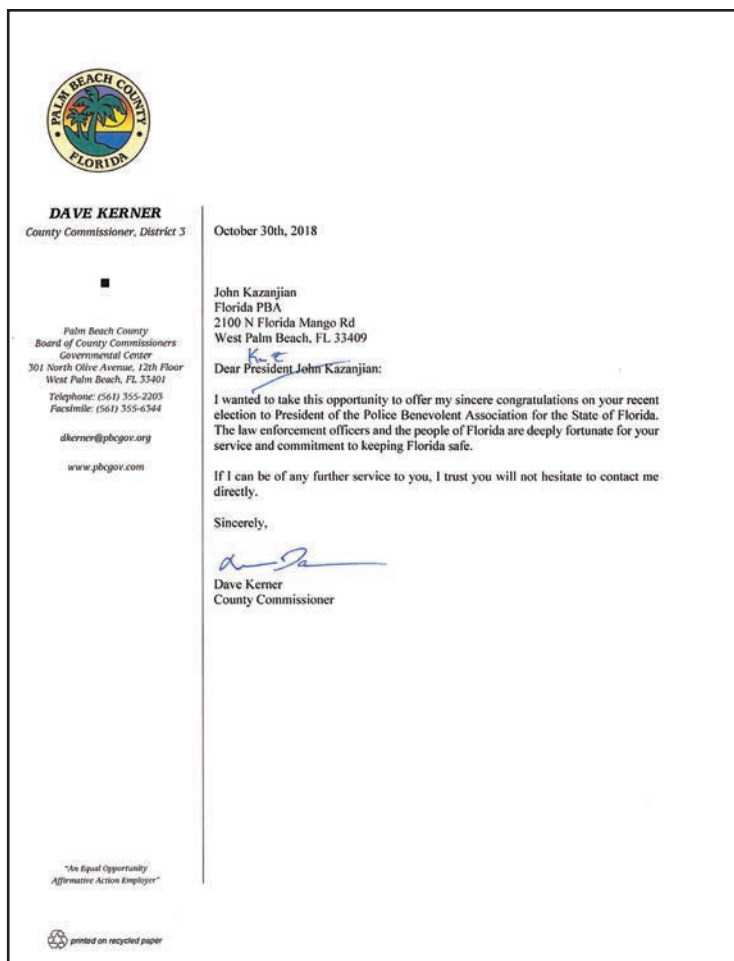
Another operating improvement for the next generation will be to make use of generation-next mechanisms – specifically the various social media and digital channels – to upgrade communication that will ensure members' needs and interests are being addressed. And perhaps the most important initiative will be a career development plan to attract more people to become police officers, including making sure compensation and benefits remain enticing, especially for officers in state agencies.

"The true measurement of a successful organization is securing the ability for officers to know they are never alone while in performance of their duties," McHale explains. "I think it's our job to ensure that the worries that often exist can be put aside by our members so they can concentrate on their duties and be confident that their efforts are recognized."

The tie that binds the past to the future of the PBA, the sensation that permeated the weekend of Oct. 27-28 is spawned by passion and desire. Passion for the members and by the members will converge to take the Florida PBA to the next level.

And to get there, Rivera offers one more piece of perspective.

"I just think they need to stay focused, which they will, and they will see their visions and dreams carried out," he states. "We had our challenges, and they were onerous. They will have their challenges, but they will work together as a team to get through them."



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# Lead Time

## New state PBA era off and running with first-ever leadership conference

The opening act for the new Florida PBA board came approximately 48 hours after being sworn in. The first Florida PBA Leadership Conference convened on Oct. 29 for two days of training for the 150-plus members who came to the Sheraton Lake Buena Vista Resort in Orlando.

Experts from outside the PBA came in to present seminars focused on leadership training, ideas for working with the media and legal issues and other topics to help with state PBA and chapter and charter operations. When Palm Beach County PBA President John Kazanjian was elected state PBA president in June, he wanted to put together a statewide event on the weekend the new board was inaugurated.

"This is part of the vision Kaz had to build on the bright people we have in the organization," explained Florida PBA Executive Director Matt Puckett. "We want to continue to professionalize our leadership, and a way to do that is through these seminars that help bring the best ideas out of everybody."

Kaz was inspired for the idea of an extended weekend confab after attending the annual National Association of Police Organizations (NAPO) annual conference for the past several years. The gathering included a board meeting and vendor expo.

Plans are already underway to reprise the Florida PBA Leadership Conference in 2019 at the same venue. The goal will be to get more representatives from PBA chapters and charters to attend by adding seminars that focus on technical training, growing pensions and benefits and use of force.



Mick McHale, Florida PBA Senior Vice President and NAPO President, addresses the Florida PBA Leadership Conference.



Jim Baiardi, Florida PBA Vice President for Services and President of the State Corrections Chapter, presents ideas to members.

"Being a part of NAPO, you get a lot of ideas from different members representing different agencies throughout the country," Kaz noted. "We wanted to bring the same opportunity to Florida to get a lot of feedback. We think the first one was a home run, and we're already looking forward to next year."



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# Get Tricky with It

## Spooky shots from the first-ever Palm Beach County PBA members' Halloween party

On Oct. 26, Palm Beach County PBA members and staff went undercover at the 2018 Halloween bash. Superheroes, villains, rock stars and even Sonny and Cher gathered at the PBC PBA Banquet Hall for an evening of music, food and foolery. The first PBC PBA Halloween party was a howling success that members hope to continue for years to come.

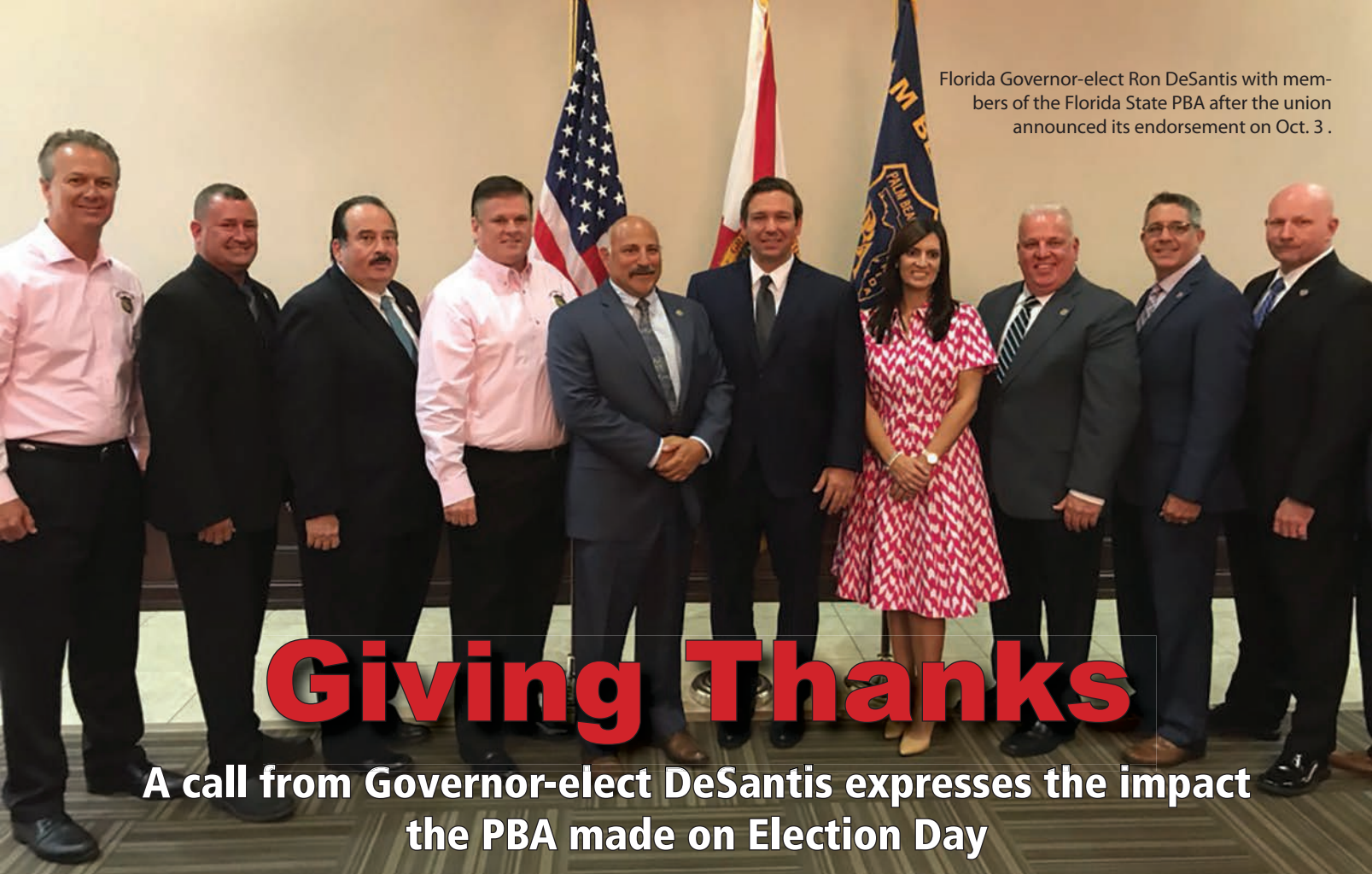


Palm Beach County PBA members, staff and family in costume, from left, Joanne Kazanjian, President John Kazanjian, Kathy Hanbury, Maryanne Williams, Ashley Williams, Dave Williams, Shannon Kletzky, Angela Barbosa, Alex Briggs, Pete Tartaglione, Angela Twomey and Elizabeth Moya.





Florida Governor-elect Ron DeSantis with members of the Florida State PBA after the union announced its endorsement on Oct. 3.



# Giving Thanks

A call from Governor-elect DeSantis expresses the impact the PBA made on Election Day

■ BY MITCHELL KRUGEL

Why would a St. Augustine number be flashing on Palm Beach County PBA President John Kazanjian's cellphone this Saturday afternoon? Enjoying lunch with PBA colleagues at Bobby Brown's, Kaz thought about letting it go to voicemail. Instead, he hit speaker.

A voice bellowed, "This is Ron DeSantis."

Kaz immediately responded, "Congrats, Governor-elect!"

And then the governor-elect proceeded to deliver words that lauded exactly how much law enforcement had achieved during the 2018 election. And what that achievement would mean going forward.

As Kaz recounted, DeSantis praised, "If it wasn't for you guys, this never would have happened. I want to thank you guys."

Then, the governor-elect laid the big news on the PBA president. He invited Kaz to become part of his transition team to set up the new administration governing the state of Florida. Kaz is representing all of Florida public safety on the team. It's a thank-you note, of course, but also notice that law enforcement will not be short-stacked in state government — as has been the case for the past eight years.

"I'm honored to be on the team," Kaz states. "For the past eight years, we didn't have a friend in Tallahassee. Rick Scott didn't care about public safety. But Ron DeSantis has had our backs all the way."

The PBCPBA, as part of the Florida State PBA, endorsed DeSantis, and his victory was one of the 15 PBCPBA-endorsed candidates registered in the general election. That includes Ashley Moody, the new Florida attorney general, and only two PBA-endorsed candidates failed to get elected.

Election success, though, begins from the top down. The Florida State PBA has already established open lines of communication with the DeSantis staff, and that seems to have been elevated

with the inclusion of Kaz on the transition team.

"It means we will have a voice in the decision-making," explains Florida State PBA Executive Director Matt Puckett. "We feel like we will have an open door with the governor we haven't had at that high of a profile in the past. He gets it, and his actions are already matching his words."

Suffice it to say, however, that it wasn't easy getting here for the PBA, not to mention DeSantis and several other candidates. Another Florida election in which extended several races beyond Election Night awaiting results confirms how relationships with elected officials formed through the endorsement process can make a difference for the next two-to-four years.

DeSantis' defeat of Andrew Gillum by 32,463 votes — or .4 percent — is just slightly less than the margin Scott was elected by in each of his gubernatorial elections. So in a year when the voter turnout was as high as it has ever been in a non-presidential election, it's easy to understand why there was such thanksgiving from DeSantis to the PBA.

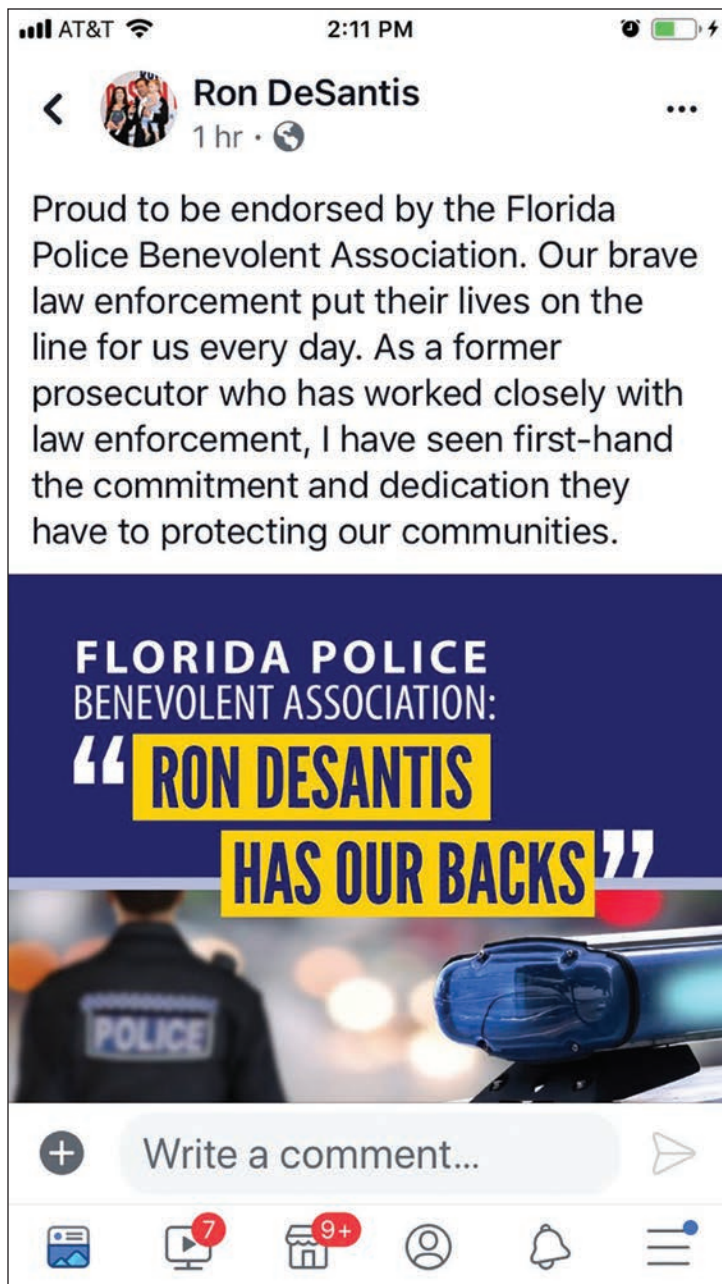
"We want to look at repairing some of the damage that was done to FRS," Puckett calls. "We need to be open-minded about how we proceed. We can't turn back the clock, but we can be innovative and come up with a way to enhance benefits from a state operations standpoint."

Beyond the omnipresent appeal to ante up on FRS, the PBA has another pressing request for the new governor.

"The Florida Department of Corrections needs help because it is hemorrhaging staff and money," Puckett continues. "Governor DeSantis has to jump in with both feet to work on the department of corrections, and we're ready to work with him on some innovative ideas."

Another big winner ready to work with the PBA is Attorney General-elect Ashley Moody. Moody had procured the PBA endorsement in the Republican primary, and her background as a





prosecutor, judge and law enforcement spouse augments a long-standing relationship with PBA chapters and chapters in the Tampa area.

As the state's top cop, Moody has started her service by communicating a message to the general public about the officers she is championing.

"The law enforcement leaders across the state of Florida are some of the most hard-working, admirable and focused people I have met in my professional career," General Moody praises. "Florida citizens should be feeling good about those they have entrusted to lead law enforcement."

Moody campaigned on a premise of understanding what law enforcement officers face on a daily basis through her work in the courts and with help from her husband, who works for the DEA and previously served as a police officer in Florida. She has set combatting the opioid epidemic, addressing mental health issues for law enforcement and in the criminal justice system and targeting specific crimes as her key priority initiatives.

With a transition team made up of law enforcement officers and state's attorneys, Moody confirms who must be involved in her administration and what they must accomplish.

"The ideas and experience of these stakeholders must be a part of any strategy that is implemented," she professes. "My top priority is that law enforcement officers have the tools and resources to not only complete their mission but complement their ranks."

To complement the relationships on the executive side of state government, the PBA is working on its relationships with the leaders in the Florida House and Senate. The Senate came out a little closer to an even split in the election, with Republicans holding a 23-17 edge. The PBA's close relationship with Senate President Bill Galvano should be a plus when looking at key legislative issues such as the health of the FRS and some of the policing issues that were front and center during state legislature campaigns.

After the election, Kaz joined Dade County PBA President Steadman Stahl and Jim Baiardi, leader of the state corrections PBA chapter, to meet with House Speaker José Oliva. That meeting ran long because the PBA was able to make headway on one of its key legislative priorities.

"We were able to bring our concerns to him about FRS COLA and getting it back to where it was," Kaz shares. "The speaker agreed that we need to get a study done to see where we are. That's a very good thing."

As far as other priorities that might be addressed in the 2019 legislative session, State Representative Matt Willhite, who won reelection in Palm Beach County's 86th District, suggests that there is considerable room for improving working conditions and benefits for first responders at the state level. He also anticipates that the topic of improving the FRS will come up.

"Actually, not just improvements, but not diminishing it," Willhite comments. "There has been some interest in the past to do that. But if we have a good economy, it should stay where it is."

Willhite reasons that the defeat of the homestead exemption that was on the November ballot will keep money in municipal

CONTINUED ON PAGE 20

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## GIVING CONTINUED FROM PAGE 19

and county budgets that can be used to move forward with benefits for first responders. And in addition to hurricane preparedness, he hopes one issue that will come up for significant discussion in the legislature is school safety.

"We have some high schools where we have 3,000 students on a campus and only one school resource officer. We really need to get it down to one officer per 1,000 students at least," Willhite says. "And certainly we need some kind of legislation that would require automatic training, response and communication with any of the outside agencies that are required to respond to a school situation. We should require automatic aid and response as a requirement to receive state funding."

During the past two years, the state legislature has been able to put mechanisms in place to benefit first responders, including increases in pension benefits and changes to the workers' compensation act to provide coverage for officers suffering from post-traumatic stress disorder. More action of this nature would certainly align with the we've-got-your-back sentiment coming from the state's newest high-ranking elected officials, which would confirm to law enforcement officers that theirs is not a thankless job.



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# Documenting Change

Historical legislation provides groundbreaking coverage for Florida officers dealing with mental health injuries

■ BY MITCHELL KRUGEL

At the September PBC PBA Board of Directors meeting, Geoff Bichler, noted attorney and champion for Florida law enforcement, unveiled a document mounted in a picture frame that exuded all the significance of a bill of rights. The charter he posted at the front of the hall lays the groundwork for emancipation that law enforcement officers throughout the state have needed for many years and will finally experience.

Bichler's doctrine shows the governor's signature dated March 27 on an amendment to Section 112.18.15 of the Florida Workers' Compensation Act. This groundbreaking legislation grants first responders access to coverage for treatment of mental health injuries related to post-traumatic stress disorder (PTSD). In effect, the upgrade to the law compels agencies to be proactive in recognizing and addressing the potentially tragic consequences of PTSD by requiring training and assigning liability for injury and disability resulting from the disorder that increasingly inflicts officers.

"I really believe this is going to save lives," declares Bichler, whose firm, Bichler, Oliver, Longo & Fox PLLC, has worked relentlessly to provide benefits for officers dealing with health problems related to the wear and tear on the job.

"I've seen too many suicides, and too many families impacted by this horrible disease," Bichler continues. "Departments can't bury their heads in the sand anymore because now there is a legal liability. We need to change the culture regarding PTSD and mental health injuries, and this is how we do it."

The push for the legislation started in the aftermath of the Pulse nightclub shooting in June 2016. Bichler, Oliver, Longo



Attorneys with the law firm Bichler, Oliver, Longo & Fox PLLC, from left, Paolo Longo Jr., Suzanna Scarborough and Geoff Bichler show the new amendment to the Florida Workers' Compensation Act with PBC PBA President John Kazanjian (second from right).

& Fox took on a couple of cases for Orlando officers involved in the shooting who had experienced psychological injuries during the months following the response to an unprecedented scene of mass horror.

Realizing the Workers' Compensation Act did not cover mental health injuries, here was a path to highlight the inadequacy of the law. The lobbying effort began with some of the affected first responders meeting with legislators. But the bill to change the act died in committee in both the Florida House and Senate in 2017.



For the 2018 session, the lobbying effort intensified. Officers who responded to the Pulse shooting and began suffering more and more mental health issues, along with their family members, testified at committee hearings in both the House and Senate. That made the difference.

"We highlighted the failings of the law by telling the individuals' stories," Bichler explains. "It really had a compelling impact. We didn't get any negative comments in committee, and the bill passed unanimously in the House and Senate. It was a bipartisan lovefest, and that doesn't happen very often."

What legislators confirmed is that with mass casualty events becoming more frequent, the horror scenes have had a visceral impact on the first responders. Additionally, the legislation has validated that the psychological impact building up over time leads to stress-induced meltdowns, and debriefings after incidents to recognize the mental trauma also need improvement.

Agencies will also be required to provide training on what constitutes PTSD and mental nervous injuries. Though the training component is not yet fully defined, it could be the most important element to change the culture.

"The three components of the amendment are medical recognition of the issues, identifying best practices in wellness approaches and legal compliance," Bichler specifies. "But the main goal here is to be proactive and provide early intervention so these don't become debilitating problems."

For some of the officers involved in the Pulse response, the Workers' Compensation Act change comes too late to actually help them. But their plight is what brought the situation to light, and Bichler gives them the credit for making this change.

One of those officers procured a copy of the amendment after the governor signed it in Tampa and had it framed for Bichler as a gift. He brought it to the PBA Board of Directors meeting so that members could see tangible evidence of the state giv-



PBC PBA President John Kazanjian and Treasurer Lou Penque discuss the newly signed legislation that provides law enforcement officers access to coverage for mental health injuries.

ing something back to them for their day-after-day-after-day sacrifices, much of which proliferates the traumatic stress they experience.

PBA President John Kazanjian emphasized Bichler's presentation of the document by showcasing it to make a statement about the impact of the coverage that the amendment to the law provides. In other words, this is a big deal and he wanted PBA members to see how big.

"I've heard from a number of people that nothing more important than this came out of the 2018 legislative session," Bichler asserted. "Now, we can make sure officers get the benefits of treatment. We can destigmatize these mental health issues. And we can change the culture."



**Yvette Trelles, Esq.**  
*Of Counsel*



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# Sims' City

## Acting Chief Javaro Sims has big plans for the Delray Beach PD

■ BY JOSHUA SIGMUND

If there's one word that best describes Delray Beach Acting Police Chief Javaro Sims, it's "determined."

He was a determined athlete who played in the Canadian Professional Football League, and qualified for the 1980 Olympic Track and Field Trials, until the U.S. boycott against the Soviet Union cancelled that plan.

He was determined to mentor kids, so he spent four years as a teacher in the Dade County school system — until the self-labeled "old school-style teacher" put that behind him because he became "disheartened with the lack of discipline in the system."

Hoping to find everything he was looking for in law enforcement when he was hired by the Delray Beach PD in 1992, Sims was determined to rise through the ranks and make a difference.

"Leaving one profession and going to another at the age of 32, I had aspirations for what I wanted to accomplish," Sims recalls. "One of those things was to have a positive impact, both internally and externally."

Sims spent the next 26 years gaining law enforcement experience as a sergeant in the community policing and street-level narcotics units and community patrol division. He then worked as a lieutenant in the West Atlantic Avenue Task Force Section and commander of the community response, criminal investigative, support services and community patrol divisions. He also earned a master's degree in criminal justice administration from

Lynn University in Boca Raton, and in 2013, attended the FBI National Academy, until a government shutdown cancelled that plan as well.

"Just like the Olympics, this was beyond anyone's control," he comments.

But, of course, determined to complete the course, Sims returned the next year to graduate with the Academy's 255th session. And upon his return, Sims was promoted to assistant chief — his fourth promotion under just as many chiefs.

"I've been able to develop four different outlooks on law enforcement," Sims extrapolates. "I've observed all four chiefs in their capacities and taken dos and don'ts from each. I've learned from their mishaps and their successes and taking all that under consideration helped me mold my perspectives and dealings with situations and people."

Now, Sims and a vocal majority of the hundreds of sworn officers, civilian employees and volunteers who make up the Delray Beach PD are determined to jettison "Acting" from his current title. He has experience and has shown the determination to permanently affect positive change in the department and the community.

"The troops like him; the public likes him; he's a humble, homegrown guy, raised in the community he serves," Delray Beach PBA Unit Rep Vinnie Gray professes. "We have a gem inside our department, and we want the people outside the department to know that as well."



A police department under Sims' leadership is one that balances unwavering rule of law with fairness and adaptation. For the city at large, that means customized community engagement.

"One thing we know for certain is that different areas have distinct differences when it comes to crime," Sims explains. "When it comes to community policing, you need different approaches when some neighborhoods are in dire need and others aren't. My job as chief is to determine which services are needed in each neighborhood."

In addition to sending his officers out into the community – including determining several locations to establish pop-up mobile command stations – Sims is also partnering municipal departments such as code enforcement, buildings and streets to supplement what he calls "community engagement," which is essentially Community Policing 2.0.

"As law enforcement, we have to value the other resources we have in our city," he elaborates. "We're trying to establish and build relationships in those communities, but also provide resources to the community so (citizens) can help themselves. We've had situations where we couldn't get information because we didn't have trust in certain areas. We need to make those adjustments."

And for the rank-and-file PBA members, Sims' leadership means an open mind and a square deal.

"He plays very nice with the union and wants to make things better," Gray affirms. "He is great at overcoming adversity and making both sides feel like they've won. That takes talent."

Talent, sure. But perhaps it just comes back to Sims' determination. Determination to treat all people fairly, continuously.

"I want all my officers to never sugarcoat anything for me, regardless of what it is," Sims confirms. "That's the only way we get to the bottom line of what we need to do. Sometimes, we'll agree or disagree, or agree to disagree, and sometimes you have to put



the hammer down. But if you can articulate why things are being done, you get minimal opposition."

What Sims is determined to do, though, is have a dialogue with his officers to work toward solutions.

"Negotiations are opportunities to discuss what everyone wants and how everyone feels," he continues. "I like keeping that line open so all officers can voice their opinions and have a level of protection. I was there, so it can't be good for me then and then bad for the current officers now."

Sims is looking forward to the opportunity to become chief of the Delray Beach PD, and he is excited about involving those around him who are interested in the initiatives and projects he has in the works.

Whether he gets that opportunity is to be determined. In the meantime, Sims remains determined.



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# Palm Beach County PBA Officer of the Month Honorees

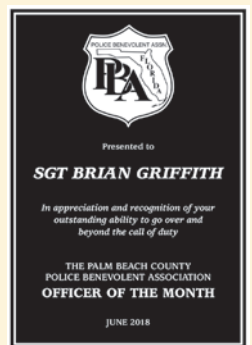
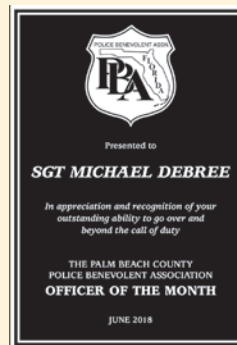
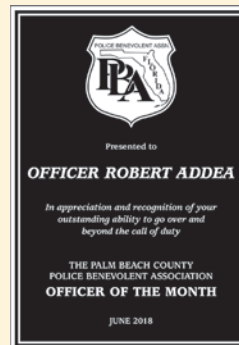
June 2018



The officers responded to a call that a woman and her two toddlers were perched on the narrow ledge of a building, refusing to come down. The woman and her children, ages 1 and 3, were standing in the rain on a 1-foot ledge, 15 to 20 feet high.

The officers rushed upstairs, and Sergeant Michael Debree shuffled across the ledge and grabbed the children from their mother, who clung to them. Sergeant Brian Griffith was able to restrain the shouting mother and eventually pulled her inside. All three officers maintained their composure and risked their own safety to rescue the children and their mother.

**Officer Robert Addea**  
**Sergeant Michael Debree**  
**Sergeant Brian Griffith**  
**Delray Beach Police Department**



July 2018

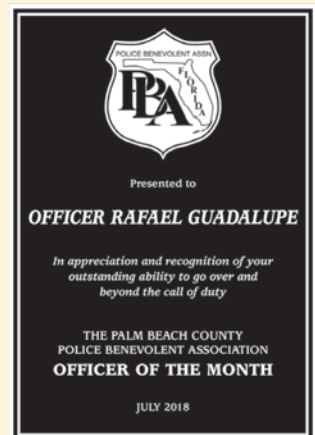
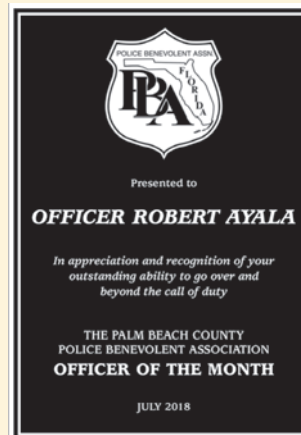


Officers Robert Ayala and Rafael Guadalupe were enjoying their lunch in the Gardens Mall food court when they noticed a woman frantically reaching for her child. The officers ran over and realized that the child was not breathing.

Officer Ayala grabbed the child, noticed the obstructed airway and began performing the child version of the Heimlich maneuver. At the same time, Officer Guadalupe called fire rescue and attended to a very frantic mother. Officer Ayala was able to dislodge a chicken nugget, and the child began breathing again. The officers' vigilance and willingness to spring into action — even on their lunch break — saved a young child's life.

**Officer Robert Ayala**  
**Officer Rafael Guadalupe**  
**Palm Beach Gardens**  
**Police Department**

Nominated by Officer Greg Allen











# Members Only Section

Celebrating PBC PBA members and the way they serve every day

## Members put down their razors for a good cause

The Palm Beach County PBA's burliest members put down their razors and stocked up on beard butter to participate in No-Shave November. For 30 days, officers from multiple agencies have grown out their facial hair to raise awareness for men's health and join the fight against prostate and testicular cancer.

Captain Rich McNevin is one of 37 members of the Boynton Beach Police Department (BBPD) who made a scruffy statement in November. A cancer survivor himself, McNevin knows the importance of cancer research and joined the BBPD mission, which has already raised more than \$3,000 for the cause.

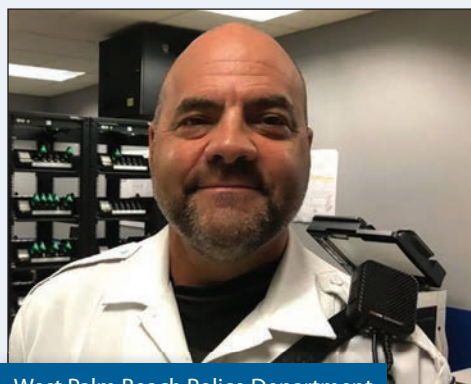
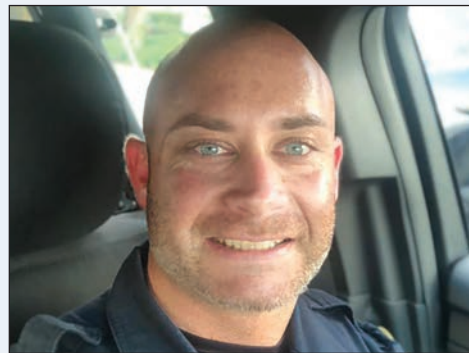
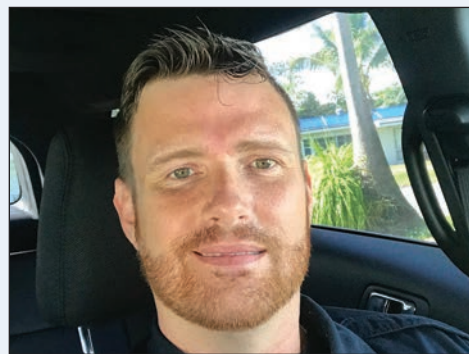
Other members from West Palm Beach, Jupiter and Riviera Beach have also set a fundraising goal of \$5,000 to donate to cancer research organizations, including the Movember Foundation and the American Cancer Society.

More members have been proudly showing off the power of the beard as they join this growing effort to advocate for men's health.

Riviera Beach Police Department



Boynton Beach Police Department



West Palm Beach Police Department



Jupiter Police Department



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# PBA members proudly take part in Breast Cancer Awareness Month

Plenty of Palm Beach County PBA agencies went pink for Breast Cancer Awareness Month in October.

In Stuart, members participated in the Making Strides Against Breast Cancer Awareness Walk. Stuart Police Department Interim Chief Joseph Tumminelli and many other members showed their pink pride while participating in the walk, which took place at Memorial Park on Oct. 27.

The Palm Beach Sheriff's Office put breast cancer awareness in motion with a pink patrol car that was parked at the Royal Palm Beach Chick-fil-A on Oct. 26. Members participated in the restaurant's "Shake for a Cure" event to raise funds for cancer research. Members of the community were also invited to share

their connection with the cause by signing the pink patrol car if they had been affected by breast cancer.

The Riviera Beach Police Department wrapped up Breast Cancer Awareness Month by sharing a token of respect, encouragement and support for breast cancer warriors. Members recognized six survivors and fighters of breast cancer by distributing \$100 Spafinder gift cards at the Riviera Beach Police Department.

The department used the proceeds from Breast Cancer Awareness Month T-shirt sales to fund this effort to provide a special gift to these strong women, who deserve everyone's support and encouragement.



The Stuart Police Department looks strong in pink at the Making Strides Against Breast Cancer Awareness Walk.



Members of the community sign a pink Palm Beach Sheriff's Office patrol car to represent those affected by breast cancer.



The Riviera Beach Police Department recognizes breast cancer survivors with \$100 spa gift cards.





# Palm Beach Sheriff's Office remains 'Slater strong'

The Palm Beach Sheriff's Office SWAT and K9 teams combined forces to make up Team Slater in November. Members recently sent a gift package and virtual message to a young fighter of stage 4 cancer.

PBSO members have been with Slater every step of the way during his brave fight. The agency recently supplied Slater and his brother Sawyer with SWAT Sheriff and K9 Unit gear to grow into as they continue to become strong young men.

Members of the PBSO also sent Slater a special message to let the young warrior know that they are thinking of him, especially as he begins radiation therapy. The minute-long video shows numerous members of PBSO sending sentimental messages of strength to Slater. They urged him to keep fighting and let him know that the PBSO will always have Slater's back.

Slater's family shared its gratitude for the PBSO's continuous support with this thank-you note:

*How can we possibly thank Palm Beach County Sheriff's Office (PBSO) any more for what they have done and continue to do for our boys?!!!! Here is a continuation, a follow-up gift package they sent to our boys, as part of their induction into the force...this summer. Slater has just been readmitted back to the hospital and hasn't had a chance to really be out until recently and is finally being more alert and awake and EXCITED, each day! We are bracing ourselves for the next part, radiation therapy, next week with a 'practice run' on Friday to make sure everything works as planned — and it's only fitting these boys know that they have one of the finest and best individuals right behind Slater every step of the way.*

*I honestly don't even know how to properly thank PBSO, SWAT and K9 teams. Every time, you make them smile bigger than I've ever seen, and we fight back tears of joy and promise. Your department has shown him humanity and compassion, has given him courage, has promised him hope of great things to come in his future. As a parent, our fear is always that...well, you all know what the fear is...but seeing him in these adult SWAT and SHERIFF jersey uniforms, it is giving us and him, the*



*determination that they will both grow into those shirts big and strong and that they will wear these jerseys every single year of their lives, as we will take photos of a time lapse every year to see them grow into these. He will make it into adulthood and beyond, into his golden years. He has to.*

*Sergeant Matt Longhini, Palm Beach County Sheriff's Office, K9 and SWAT teams are some of the most noble, giving, sympathetic, honorable heroes we have ever known. Our boys will wear these proudly, they are so honored to. We will thank you in person when we leave St. Jude and go home next year. You are THE BEST! Thank you from the bottom of our hearts.*

## Thanks and giving in West Palm Beach

Bags of groceries and Thanksgiving fixings filled the Palm Beach County Convention Center on Nov. 16 as the West Palm Beach Police Department ramped up its two-day campaign to deliver meals to families in the community.

Many members of the WPBPD participated in the turkey giveaway, which provided 150 meals to families in need for the holiday. West Palm Beach families showed their gratitude for the first responders who went above and beyond the line of duty, giving back by partnering up with local grocery stores and food providers to put food on the table for many families this Thanksgiving.





# No tricks, just treats in Palm Beach and Martin counties

The Martin County Sheriff's Office (MCSO) and Riviera Beach Police Department (RBPd) continued their tradition of safe trick-or-treating by hosting trunk-or-treat events in their communities in October. Residents, families and children enjoyed dressing up as their favorite superheroes, animals and characters for a night of fun games and sweet treats.

It was the fifth year that MCSO hosted its highly anticipated Halloween event. Crowds in costume were able to interact with law enforcement and collect plenty of treats.

Residents in Riviera Beach got into the Halloween spirit on Oct. 27, when the police department opened the door to its House of Horror. Riviera Beach Police Department members thanked Lantana Explorers Post 221 for working with the Riviera Beach Explorers and School Resource Officers Unit to organize the "frightful" event.



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## Martin County participates in Veterans Day Parade

Members of Martin County Sheriff's Office honored U.S. veterans by participating in the Stuart Veterans Day Parade on Nov. 11. The Stuart Police Department led the parade from Amerigo Avenue to Memorial Park. Hundreds of residents gathered along the parade route to cheer on the families, organizations, first responders and army tanks that marched and drove by. Martin County Sheriff William Snyder stopped to take photos with many members of the community, including local Girl Scouts and U.S. veterans, who have bravely served this great nation.

## Delray Beach officers connect with warriors

Members of the Delray Beach Police Department once again were given the opportunity to connect with courageous veterans by spending a morning together on the golf course. This is the third year that DBPD has partnered with the Wounded Warrior Project to share appreciation and give back to wounded veterans. The Wounded Warrior Project strives to help veterans and service members who incurred a physical or mental injury or illness while serving in the military on or after Sept. 11, 2001.

On Nov. 9, 18 veterans and 20 Delray Beach officers and firefighters shared stories of bravery and valor while spending a carefree day on the golf course at Seagate Country Club. Delray Beach Police Department thanks Shiner Law Group, Honey Delray and Boston's on the Beach for helping to make this meaningful event possible.



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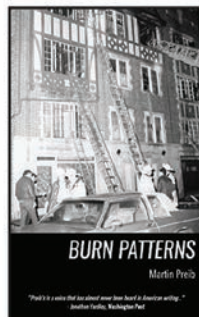
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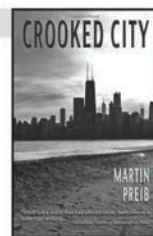
In this, his second book about a Chicago murder case in which an offender walked out of death row, award-winning writer and police officer Martin Preib documents his journey from doubt to certainty that the offender in this case should not have been released from prison.

Preib dissects the Madison Hobley arson, meticulously unraveling the convoluted tapestry of Chicago's corruption that led to a 2003 pardon of Hobley by Illinois Governor George Ryan, allowing Hobley to walk free from the 1987 arson on Chicago's South Side that left seven people dead, including his own wife and child.

**Also available on Amazon:**

**CROOKED CITY** by Martin Preib  
Paperback \$15.00, Kindle \$9.99

Chicago cop Martin Preib takes on seemingly unrelated murder cases, all dating from one year, 1982, including some in which offenders were released as part of the wrongful conviction movement.





# Wedding vows in West Palm Beach

When West Palm Beach Police Department Officer Thomas Morash was killed in the line of duty on Oct. 17, 2003, members of the WPBPD vowed to stand by his 8-year-old daughter, Tatyana. Fifteen years later, the WPBPD kept its promise by standing by Tatyana's side as she was married on Nov. 3.

Members of the WPBPD escorted Tatyana into her wedding in honor of her father, who could not be there to walk her down the aisle. Mementos of Morash and other loved ones who could not be there were placed on a chair in the audience.

The WPBPD shared pictures of Tatyana's wedding on its Facebook page, along with a message that shows how honored the officers felt to be a part of her special day:

"Tatyana, we are so proud of you and the woman you have become. Congratulations!"

Morash was killed in a motorcycle accident while responding to a minor traffic accident. Tatyana is his only daughter.



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# What Football Players and LEOs Have in Common

The need for practical, ongoing financial and investment advice



STEVE  
OLSON

According to the NFL, the average career length of a professional football player is less than 3.5 years. During this time, the average wealth accumulated by that NFL player is slightly more than the average lifetime earnings of a college-educated person in the United States — which is just around \$2 million.

Some interesting facts:

- 78 percent of NFL players file for bankruptcy within five years of retirement;
- 60 percent of all NBA players file for bankruptcy within five years of retirement;
- MLB players file for bankruptcy at a rate that is four times the national average.

Most members of the law enforcement community throughout Palm Beach County will accumulate retirement benefits alone — either through a pension or investment contributions — equivalent to that amount or more in addition to their wages over the course of their career. I estimate that the average law enforcement officer here will earn between two-and-a-half and four times more than the average college-educated person in the United States. Yet the majority do not have an emergency savings, investment, retirement or income/asset protection plan in place. Many live paycheck to paycheck or still acquire substantial debt — and yes, even file for bankruptcy.

How do you get on track to maximize your wealth and protect your hard-earned nest egg?

**Financial education.** Most people, regardless of their profession, do not have the desire, will, knowledge or time to manage, monitor and review their financial affairs and investments. I'm not telling you to become a professional in the field of finance, but rather urging you to become slightly educated so that you have a general understanding of what is going on with your money. Taking a few hours out of the year to understand how to plan for your unique financial situation could make or break the lifestyle you envision for you and your family, both now and in retirement.

Some of the keys to financial success:

**Establish a long-term budget.** This starts with knowing where your money is going, working to stay within reasonable parameters for spending and benchmarking your progress (with your spouse, if married), at least monthly. This process will involve evaluating trade-offs and require you to prioritize your goals and what is important to you. Done right, it's a bit more than just categorizing your expenses — you have to look at the immediate, short-term, intermediate and long-term goals.

**Protect what you earn.** Every one of you can appreciate the value of a bulletproof vest. I'm sure many of you have known peers who decided not to wear them at inappropriate times, for whatever reason, and have thought, to yourself, "They're out of their minds — what are they thinking?" Yet many of you don't put a bulletproof vest around your assets, your wages and your family's finances. A few of the simple and easy things you can do are:

1. Have estate planning documents prepared, including a

last will and testament, revocable living trust, healthcare surrogate designation, living will, designation of preneed guardian, and durable power of attorney.

2. Make sure your beneficiary designations are correct — even if you have the documents done already. For this to be correctly implemented, you really need to speak to a professional, as there are many bear traps that can cause problems. You don't want to simply list your spouse's and/or children's names in many situations. This can cause major issues and loss of certain benefits and controls.
3. Make sure that assets are held in protected accounts or titled correctly in a way to limit the likelihood of losing them in a liability claim; for example, if you are ever held civilly liable for an action you take on or off the job.
4. Validate that your auto, homeowners, boat and umbrella policy limits are high enough to protect your wages and assets, which could be exposed in the event of a judgment.

**Protect your ability to earn.** This starts with understanding what you would need if you were to become permanently disabled and how those benefits work — as well as how much your family would need if you die. People often rely too heavily on Social Security disability or survivor benefits, or they over- or underinsure. How much disability or life insurance do you need? What type? For what length of time? What health and family challenges exist?

**Pay yourself first and spend strategically.** Every individual needs to have a liquid, cash emergency fund to prevent debt accumulation when problems strike. It's not a matter of "if"; it's "when." In addition to this, every single one of us will have a need — like it or not — to have money invested to produce some level of retirement income, to get the growth we need to have sustainable, long-term income, earn interest on a rainy-day fund, or pay for college or other spending goals. You have to know what your goals are and start saving something. Have your investments positioned in such a way that you understand their volatility (how much they will change in value during various market conditions). The key is to not be caught by surprise — and to start saving as soon as you possibly can, even if it's not as much as you'd like. The earlier you start, and the more consistent you are, the more you will develop the discipline required to reach your goals.

**Go back to the basics your grandparents used.** Once upon a time, if you didn't have the money to buy something, you didn't spend it. Prior generations had limited access to credit, which forced them to save money for desired purchases, vacations and emergencies. Times have changed, but you don't have to be a part of the "gotta have it now" culture that we live in today. Our most financially successful clients learn early in their lives to use debt smartly and get it paid off quickly. They have a comfort level with the lives they live and don't predicate their success based on what their peers have or are doing.

CONTINUED ON PAGE 35



# Tax relief from early retirement withdrawal penalties



STEPHEN OSTROFSKY

Even today, many deputy sheriffs and firefighters that I meet with are still unaware of changes in tax laws that provide significant tax relief from IRS penalties levied against withdrawals made before age 59.5 from certain employer-sponsored retirement plans. The Trade Priorities and Accountability Act of 2015 (H.R. 2146), also known as the Defending Public Safety Employees' Retirement Act, became effective on Dec. 31, 2015. This tax law expanded an exemption from early withdrawal tax penalties from certain employer-sponsored retirement plans.

This exemption is provided to qualified "public safety employees," including federal law enforcement officers, customs and border protection officers, federal firefighters, air traffic controllers and state, county and municipality employees who provide "police protection, firefighting and emergency medical services" and have reached age 50. Public safety employees, often referred to as "first responders," work in occupations that traditionally require earlier retirement ages due to the high-risk nature of the services they provide to the communities they protect. Prior to these changes, the old tax laws did not address the need for public safety employees to access retirement accounts earlier in life than most Americans.

## What does this new tax legislation mean to public safety employees such as deputy sheriffs and fire rescue professionals?

Without an understanding of these tax law changes, retirees may unknowingly distribute too large a portion of their FRS investment plan balances to an IRA rollover account, thus limiting flexibility for generating retirement income. They can now access their entire FRS investment plan balances after age 50 without being subject to a 10 percent early withdrawal IRS penalty. Prior to the new tax law, only FRS defined benefit plans and 457 deferred comp plans avoided the 10 percent IRS penalties for early retirement withdrawals. Historically, FRS investment plan and DROP account balances were subject to early withdrawal

penalties, unless retirees followed a withdrawal regime that complied with IRC section 72(t), which requires substantially equal withdrawals based on life expectancy that must last for 5 years, or to age 59.5, whichever is longer.

## Tax law details for FRS investment plan participants

H.R. 2146 amends the Internal Revenue Code and expands exemptions for deputy sheriffs and fire rescue professionals who have reached age 50 from a 10 percent penalty tax on early distributions from retirement plans, to include FRS investment plan and DROP accounts that have not been transferred to IRA rollover accounts. For retired FRS investment plan participants who have begun to make substantially equal periodic withdrawals from the FRS Investment Plan under IRC 72(t), you can now increase the amounts withdrawn without any IRS early withdrawal penalties. In fact, the new rule is retroactive, so a 10 percent IRS penalty won't be triggered.

*True North Financial Advisors, located in Boca Raton, Florida, provides personalized financial planning and investment advisory services through personalized attention. To help with a personalized financial planning experience, we provide a web-based platform through eMoney Advisor®, which is easy for clients to upload and organize their financial information on their own personalized financial website — largely without any assistance. To learn more, go to our video library. Stephen Ostrofsky is registered with and offers securities through Kovack Securities, Inc. Member FINRA/SIPC 6451 N. Federal Highway, Suite 1201, Fort Lauderdale, FL 33308, (855) FRS-PLAN (377-7526). Advisory services offered through Kovack Advisors, Inc., and True North Financial Advisors, Inc. are not affiliated with Kovack Securities, Inc. or Kovack Advisors, Inc. This article should not be used for tax advice. In any specific case, the parties involved should seek the guidance and advice of their own tax counsel.*

## OLSON CONTINUED FROM PAGE 34

**Maintain a partnership with a wealth advisor and review your plan often.** Initiate a partnership with a wealth advisor who is competent and is only being compensated by you — and not the products they sell you. Make time to consistently (at least annually) meet to ensure you are on track to maximize your wealth, protect your assets, and live the lifestyle you envision in retirement. Plan to comprehensively discuss your unique financial situation — from estate planning to tax minimization strategies to survivor income and retirement planning — to ensure that you and your family are fully insulated and on track to realize the future that you've worked hard to achieve.

The bottom line is: do something! Take action. Break the "it's not going to happen to me" mentality — because every day it

happens to one of your peers who didn't think it was going to happen to him or her. Don't put yourself (or your family) in a position where your affairs are determined by a judge or the state laws. Help yourself realize the financial freedom most of us desire. The key is to be able to do whatever you want, whenever you want, with whomever you want. The next move is yours.

*Steve Olson, founder and managing member of Atlantic Wealth Partners, has more than a decade of experience in focused tax planning, legal strategy interpretation, investment management and advisory services to wealthy individuals and families throughout Florida. Steve is an alumnus of Old Dominion University and the University of South Florida, where he studied finance and criminology.*

# 'He was a leader'

At the PBSO annual awards on Nov. 2, the department was set to honor Special Agent Thomas Kelly by awarding him the Combat Action Medal for exemplary actions in the face of extreme danger. The honor went on as scheduled and the ceremony was befitting a hero, after Kelly passed away on Oct. 27 following a courageous battle with cancer.

Kelly was remembered at the ceremony with a moment of silence. A few days prior to the ceremony, Palm Beach County Sheriff Ric Bradshaw hand-delivered the medal to Kelly's family.

Kelly served with honor and distinction for nine years as a member of the PBSO's tactical unit. Prior to that, he served the State of Florida as a member of the Florida Highway Patrol for 19 years.

"He was a leader in every sense of the word," commented PBSO Tactical Unit Commander Paul Vrchota. "He was a key member of our team, and he is going to be sorely missed."

Agent Kelly is survived by his wife of 28 years, Christina, and 20-year-old daughter, Hannah.

The numerous officers of the PBSO who had the good fortune to work with Kelly and learn from him expressed their feelings via a post on the department's Facebook page that read:

"We have the watch from here, brother."

Kelly's impact on the department and the community was so great that CBS 12 broadcasted a live report from the PBSO awards ceremony at the Palm Beach County Convention Center on Nov. 2 about his passing and being honored with the Combat Action Medal.



*In Memoriam*

**Thomas Roy Kelly**

**Special Agent**

**Palm Beach County Sheriff's Office**

**Date of passing: Oct. 27, 2018**

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\$450,000	\$27,000	\$15,750	<b>\$11,250</b>
\$550,000	\$33,000	\$19,250	<b>\$13,750</b>

### FIRST RESPONDER'S BUYERS REBATES

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\$350,000	\$0	\$3,500.00
\$450,000	\$0	\$4,500.00
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**Ph: (561) 634-1628**  
**Email: emilysellsfl@gmail.com**



# Thank-You Notes TO THE PBA

John, *thank you*  
Thank you so much to  
you and the board for  
meeting with me and  
endorsing my campaign.

*from*  
ASHLEY ZUCKERMAN

It is truly an honor to  
be endorsed by the PBA  
and I am so appreciative.  
Hope to see you again soon.

Sincerely,  
Ashley

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Palm Beach County PBA  
2100 N Florida Mango  
West Palm Beach, FL 33409

Dear PBA Scholarship Committee:

I would like to take this opportunity to express my sincere gratitude for your generous scholarship award. Your scholarship award alleviated some of the financial pressures associated with being a college freshman and living away from home.

I completed my summer session at University of Central Florida with a 3.5 GPA. I am currently enrolled in the fall semester studying Marine Biology. I am actively involved in Knight-Thon, which raises money for the Children's Miracle Network. I am on the marketing team. The money we raise goes to the local Children's hospital in Orlando. I enjoy being part of something that is benefiting those in need. I am truly enjoying my freshman year at college.

Thank you for the generosity you have given to the children of PBA members. Please know your financial support was put to good use and was truly appreciated.

Sincerely  
*Brady Penta*  
Brady Penta  
2018 WHS graduate  
UCF class of 2022



Dear John,

We did it! We won a second term in the Florida House and it's all because of you!

I want to share a heartfelt thank-you, from my family and I, to each and every one of you who helped out on our campaign and came out to vote. I am humbled by your support and grateful for your trust.

I am honored to continue to serve our community and to fight for our quality of life. Thank you for believing in a Florida where all our children can attend quality public schools where they feel safe, where all our seniors are treated with the respect and care they deserve, and where our water, environment and coastlines are protected and preserved for generations to come.

By working together, we truly can move the needle forward and achieve progress for our community. We did it last session by passing protections for our first responders and we can do it again.

So thank you again for believing in a brighter future and for taking action to make it so. I'm honored to serve you.

Sincerely,

State Representative Matt Willhite  
Florida District 86

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FOR STATE REPRESENTATIVE, DISTRICT 86

Thank you for your support of the Matt Willhite campaign  
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on Florida's government.

Sincerely,

Matt Willhite

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Political Advertisement Paid for and Approved by Matt Willhite, Democrat, for Florida House of Representatives, District 86

I would like to thank you for  
your generosity. I feel very fortunate  
to have been chosen as a recipient.  
The Scholarship money will greatly  
help in my path of becoming a  
Nurse.

Thank you,  
*Kristin McKenna*  
Kristin McKenna

**THANK  
YOU!**



# PBC PBA Member Benefits

## KNOW AND ASSERT YOUR RIGHTS!

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

- To be represented by a PBA attorney during any interrogation.
- To be provided any complaint, all witness statements, and all existing evidence (e.g., audio and video recordings, GPS locator information) for review with an attorney before the beginning of any interrogation.
- To be interrogated at a reasonable hour (e.g., at a time when a PBA attorney can be present for the review and interrogation).
- To refuse a polygraph.
- To refuse to respond to questions if an investigator intentionally fails to comply with requested requirements after being advised of his or her violations of those requirements.

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

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

**Carry the card of confidence...your PBA Membership Card**

## LEGAL ADVISORY

**Police shootings, in-custody deaths, or serious traffic accidents**

**What to do?**

**Stay Calm**

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

Don't forget your rights! Call the Palm Beach County PBA at 561-371-7200.

Do not talk to anyone until you have consulted with a PBA ATTORNEY!

### PROTECT YOUR RIGHTS

The following statement should be written as the first sentences on any statement, report, or memorandum an officer is ordered to write when the officer knows or has a reasonable belief that discipline may result:

It is my understanding that this report is made for administrative, internal police department purposes only. This report is made by me after being ordered to do so by lawful supervisory officers. I have not been permitted a reasonable amount of time to confer with a PBA representative or attorney. It is my understanding that by refusing to obey an order to write this immediately, that I can be disciplined for insubordination and that the punishment for insubordination can be up to, and including termination of employment. This report is made only pursuant to such orders and the potential punishment/discipline that can result for failure to obey that order.

### Legal Reminder

The legal defense policies of the Florida and Palm Beach County PBA have an important provision regarding representation.

If a member elects to secure representation by anyone other than the PBA (a private attorney, for example) that member is considered to have waived representation by the PBA. Once this happens, it is the PBA's option whether to continue to represent the member in that matter.

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

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

There's a great new way to stay up-to-date with the PBA on up-to-the-minute breaking news, events, money-saving specials and much, much more by receiving PBA texts and emails directly to your mobile device.

Visit [www.pbcdba.org](http://www.pbcdba.org) to sign up today. Signing up for the service is free. (However, standard text message and data rates may apply).

\*Be sure to add [mail@pbcpba.com](mailto:mail@pbcpba.com) to your approved sender list.

## E-PBA is Your Source For...

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

### To sign up...

Visit [www.flpba.org](http://www.flpba.org) or call 1-800-733-3722 today!

(Your email address will not be given to any other group or organization and you will receive no advertising from outside sources. E-PBA is available to PBA members only. Be sure to add "pbamail@flpba.org" to your approved sender list.)

Receive PBA's weekly "Capitol Report" newsletter during the legislative session via E-PBA, PBA's free email service! To sign up, visit [www.flpba.org](http://www.flpba.org) or call 1-800-733-3722 today. The "Capitol Report" is only available via E-PBA.

## Emergency Contact Procedure

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

Our attorney(s) should **ONLY** be contacted after hours for critical incidents; that is, an officer-involved shooting, an in-custody death, an on-duty vehicle accident with injuries or if Internal Affairs investigators are responding right now to an incident.

If you are attempting to contact a PBA Attorney for any matter that is not a critical incident, please contact the PBA Office at 561-689-3745 during regular business hours of 8:30 a.m.-4:30 p.m. Monday through Friday.



## PBCPBA Charity Fund Deductions

The Palm Beach County PBA Charity Fund was established in 2004 to assist our members and their children with scholarships to defray the costs of higher education. In addition, the Charity Fund now helps provide charitable assistance to our members and their families who have experienced a life-altering tragedy or a catastrophic event.

The PBA Charity Fund, Inc. is a 501(c)(3) organization. Contributions to the fund are fully tax deductible.

If you are a PBCPBA employee and wish to contribute to the Charity Fund, please visit [www.pbcpba.org](http://www.pbcpba.org) for instructions on donating or contact Elizabeth at the PBA 561-689-3745.

## Attention: Retirees

Please take notice that pursuant to §95.11(3), Florida Statutes, lawsuits, including “an action founded on negligence,” and “for assault, battery, false arrest, false imprisonment or any other intentional tort...” must be filed “WITHIN FOUR YEARS” of the incident date.

To the extent that such lawsuits may be brought against you after you retire, you need to consider continuing your membership for four years beyond your retirement.

If you are retired but have returned to law enforcement and are currently paying a “RETIREE MEMBERSHIP,” you should be aware that if you are subject to such actions at a time when you no longer are paying the appropriate dues, the PBA cannot provide legal assistance. See Palm Beach County Policy 12-1.

Enjoy the full peace of mind your retirement should mean.

## 817.311 Unlawful Use of Badges, Etc.

(1) From and after May 9, 1949, any person who shall wear or display a badge, button, insignia or other emblem, or shall use the name of or claim to be a member of any benevolent, fraternal, social, humane or charitable organization, which organization is entitled to the exclusive use of such name and such badge, button, insignia or emblem either in the identical form or in such near resemblance thereto as to be a colorable imitation thereof, unless such person is entitled so to do under the laws, rules and regulations of such organization, shall be guilty of a misdemeanor of the first degree, punishable as provided in S. 775.082 or S. 775.083.

(2) This section shall be cumulative to any and all laws now in force in the state.



## Palm Beach County Police Benevolent Association, Inc.

2100 N. Florida Mango Road,  
West Palm Beach, FL 33409  
(561) 689-3745 • [www.pbcpba.org](http://www.pbcpba.org)



## Get your PBA “Support Law Enforcement” Tag

Proceeds for purchases of The Florida PBA “Support Law Enforcement” license tag are deposited into the Florida PBA Heart Fund. Please ask for the PBA “Support Law Enforcement” tag when you visit your tag office and purchase this tag for your vehicles.

## Get your PBA-Logo Merchandise

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(Large and XL sizes) .....	PBA Tag emblems large.....	\$5
Oakley Thin Blue Line Flak 2.0 XL	PBA Blue Line Tag Emblems .....	\$5
Sunglasses .....	PBA Cuff Keys .....	\$7
Oakley Thin Blue Line Gascan	PBA Key Chains.....	\$5
Sunglasses .....	PBA Hitch Covers .....	\$10
Oakley Thin Blue Line G-Shock Resist	PBA Jackets (various sizes).....	\$20
W.R. 20 Bar Sunglasses.....	PBA Hats (blue or white).....	\$12
Project Peacekeeper Blue Line Sticker ...	PBA Briefcase.....	\$12.50
<b>PBA Merchandise</b>	PBA T-shirts (navy or gray) .....	\$8
Blue Line Stickers large .....	PBA Dri Fit Polos (various colors) .....	\$30
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