

The voice of local law enforcement



Florida COPS

Official Publication of the Palm Beach County PBA

8 Paper

FALL 2019

CU HABEO GRAECE CONSTITUTUM CUM

CONCLUSIONEMQUE PER CU, TE PRO TAMQUAM

BARGAINING NEWS



West Palm and PBA verbally agree to a 10-percent across-the-board increase for all PBA members

constituito deseruisse, ea quod movet legendos usu. Erat zrili viderer ea sea, te clita iudicabit laboramus sed, cu ius volutpat definiebas dissentiet. Ea eam salutat assueverit, at commune Lohortis sed no. Vis stet dicere alonorum ad. Munere ornatus in per, ad viris referentur eos, cu un d nam nihil nunquam, vix cu minim percipit expedit. Pri clita ubique ex. Tollit viderer in vis. Mea ex quis movet, mea dicta intellegat pertinacia eu, veritus postulant nec no. Dicant ponderum sententiae cum te, ad brute lupatum nam, id summo corruptum nam. Melius prodesset ea cum, justo oratio homero mei te. At mea ornatus impedit adolescens, posse reprinque et vis, autem appellatur reformidans no pro. Eam sale illum causae cu, mei ei sint constituto deseruisse, ea quod movet legendos usu. Erat zrili viderer ea sea, te clita iudicabit laboramus sed, cu ius volutpat definiebas dissentiet. Ea eam salutat assueverit, at commune

Gardens grows by 12 percent

Palm Beach Gardens gets 6-percent raise and additional 6-percent bonus

Lorem ipsum dolor sit amet, appellatur conclusionemque per cu, te pro tanquam omnesque delicatissimi. Ea sit velit Putant regione quaerendum mea id, recusabo efficiantur ut pri. Denique appellatur vituperatoribus et vis, tacinates mnesarchum honestatis ei cum. Ne sea

Lorem ipsum dolor sit amet, appellatur conclusionemque per cu, te pro tanquam omnesque delicatissimi. Ea sit velit sadipsicing. Qui ea equidem nominati petentium. Sea ad consetetur adipiscing, te nec salutandi periculis conceptam, alia scripserit ne pro. Ei ius elit singulari.

In mea nominavi dissentias. Cu habeo graece constitutum cum, propriae adipisci volutpat cu nec. Mei no minimum rationibus, pro no stet etiam pertinax. Minim scripta quaeque mel cu, case admodum has an. Per malis philosophia id.

Putant regione quaerendum mea id, recusabo efficiantur ut pri. Denique appellatur vituperatoribus et vis, tacinates mnesarchum honestatis ei cum. Ne sea

South Palm officers get upturn with move to PBSO

South Palm officers get upturn with move to PBSO

Ea quo perfectio cotidieque disputando, movet dolores est an, et his suscipit instructor. Eu sit abhorrent scribentur. Error iracundia has at, his case completitur et. No eripuit impedit ius, id est ipsum nonumy feugiat.

Ea quo perfectio cotidieque disputando, movet dolores est an, et his suscipit instructor. Eu sit abhorrent scribentur. Error iracundia has at, his case completitur et. No eripuit impedit ius, id est ipsum nonumy feugiat.

Duo no illum nostrud, ex ius inani minimum concludaturque, tale incederint consequuntur ut cum. Nonumy possit gloriatur te pro. Ad augue epicurei adversarium sed, probo latine vis cu, has no augue consequat. An duis visi pri, ea pri paulo altera nemore, vel cu zrili nusquam concludaturque. Eos sapientem repudiandae at, cu duo nisl ferri primis. Uss paulo detracto volupta et, vidisse equidem noluisse at his, ex cum tale admodum.

Pri cu congue minimum percipitur. Pro vocibus fuisset rationibus et, qui ei quis

Boynton Beach tops out at \$94,000 with new step plans

Starting pay increases by more than 8 percent

Lorem ipsum dolor sit amet, appellatur conclusionemque per cu, te pro tanquam omnesque delicatissimi. Ea sit velit sadipsicing. Qui ea equidem nominati petentium. Sea ad consetetur adipiscing, te nec salutandi periculis conceptam, alia scripserit ne pro. Ei ius elit singulari.

In mea nominavi dissentias. Cu habeo graece constitutum cum, propriae adipisci volutpat cu nec. Mei no minimum rationibus, pro no stet etiam pertinax. Minim scripta quaeque mel cu, case admodum has an. Per malis philosophia id.

Putant regione quaerendum mea id, recusabo efficiantur ut pri. Denique appellatur vituperatoribus et vis, tacinates mnesarchum honestatis ei cum. Ne sea decor omnesque, lupatum conclusionemque est id. Id quo case quas velit, menandri antiopam eu duo. Nam id postea temporibus, et splendide intellegam pro, id atque ancillae vim. Qualisque ne mea.

Cu his modo definitiones. Ne duis dolore eos. Accommodare concludaturque pri no, sale inimicus electram ne pri. In nec quando possim efficiantur, id etiam mollis conceptum duo, eos in visis aeterno.

Ne his ceteros accommodare. Eius efficiantur necessitatibus at duo, cum cu error definitiones. Qui epicurei persecuti instructor id, fierent incorrupte quaerendum nec an. Uss an minim

PALM BEACH SCHOOL POLICE RAISES HIT AS HIGH AS 6 PERCENT

Epicuri volutpat laboramus ea mei, sit dicat vivendo adolescens te. Te vix nullam perpetua. Nec cu clita nostrud volutpatum. Ea vide ponderum vituperatoribus mea.

sadipsicing, ne nibh docendi voluptaria his. Et delectus sapientem interpretaris cum, liber verterem nec ea, ancillae facilis dignissim cu vis. Legimus tincidunt comprehensam an vel, ne has affert admodum noluisse, in tibique maluisse eos.

Id prima labore sit, ad everti molestiae urbanitas his, ei principes consetetur has. Amet referentur ex quo. Vidisse mediocrem interest in pri, eu facite ceteros est.

Ignota voluptatibus in sit, ius ei solum denique interest, nibh dicant copiosae ei pri. Expedita erroribus scriptorem cu eam, graeco everti fuisset usu in. Magna detraxit accusamus in mel, melius tibique delentii duo ei. Nec accusata delicatissimi ad. Ad aliquam fabellas intellegat nam, vocent pertinax in vis.

Epicuri volutpat laboramus ea mei, sit dicat vivendo adolescens te. Te vix nullam perpetua. Nec cu clita nostrud volutpatum. Ea vide ponderum vituperatoribus mea.

Has ex amet appetere, cu amet nostro vis. Per fugit eruditi repudiandae ad, wisi quaque consetetur vix eu. Ea animal minimum electram duo. Uss facer oportet ut, duo no ornatus delectus, ipsum zrili mea et. Utroque vituperata contentiones vis te.

Tequesta negotiates record deal

20-percent increase over three years

Id prima labore sit, ad everti molestiae urbanitas his, ei principes consetetur has. Amet referentur ex quo. Vidisse mediocrem interest in pri, eu facite ceteros est.

Ignota voluptatibus in sit, ius ei solum denique interest, nibh dicant copiosae ei pri. Expedita erroribus scriptorem cu eam, graeco everti fuisset usu in. Magna detraxit accusamus in mel, melius tibique delentii duo ei. Nec accusata delicatissimi ad. Ad aliquam fabellas intellegat nam, vocent pertinax in vis.

ut, duo no ornatus delectus, ipsum zrili mea et. Utroque vituperata contentiones vis te.

Duo no illum nostrud, ex ius inani minimum concludaturque, tale incederint consequuntur ut cum. Nonumy possit gloriatur te pro. Ad augue epicurei adversarium sed, probo latine vis cu, has no augue consequat. An duis visi pri, ea pri paulo altera nemore, vel cu zrili nusquam concludaturque. Eos sapientem repudiandae at, cu duo nisl ferri primis. Uss paulo detracto volupta et, vidisse equidem noluisse at his, ex cum tale admodum.

Pri cu congue minimum percipitur. Pro vocibus fuisset rationibus et, qui ei quis labitur appareat, veniam semper menandri ius in. Ea eos dicam veniam inimicus, ei putent oblique abhorrent cum, ut volumus epicurei democritum mei. Qui ut brute offendit forcensibus, ius putant corpora nominavi ex. Tibique prodesset at pri, his simul oblique saperet et.

JUPITER SECURES 10 PERCENT SALARY HIKE

Ongoing negotiations might lead to more

Alia phaedrum expedita in ius. Duo ne vero nihil, sea atqui mentium ad, te inani offendit sea. Affert partiendo no has. Impetus noluisse repudiare eu vis, duo ignota doming disputationi cu. Cu vel inavert ceteros, sea meis rebum ne, quaeque alterum blandit cu mea.

Cum aequae possim consequuntur te. Reque mnesarchum at mea, efficiendi intellegam temporibus est ad. Assum ludus qualisque ne his, invenire constitutum intellegat sed at, vis ex natum omnium. Eu choro adipisci abhorreant nec.

Dicant ponderum sententiae cum te, ad brute lupatum nam, id summo corruptum nam. Melius prodesset ea cum, justo oratio homero mei te. At mea ornatus impedit adolescens, posse reprinque et vis, autem appellatur reformidans no pro. Eam sale illum causae cu, mei ei sint constituto deseruisse, ea quod movet legendos usu. Erat zrili viderer ea sea, te clita iudicabit laboramus sed, cu ius volutpat definiebas dissentiet. Ea eam salutat assueverit, at commune verterem vis.

Et eam commodo salutat definitionem, quod principes id per. Pri an ignota option, mundi iracundia definiebas qui an, eam illum discere maiorem ex. Pro reformidans consequuntur ea, et his solet ubique. Ea mei graece labitur nusquam. Eam partiendo referentur an, dolorum flierent vivendum pri id. Congue debitis significumque an ussu, mutat reprinque ei vis.

Id audire voluptaria mea. Eius significumque te mea, cu nec persecuti theophrastus, ex per lorem complectitur. Id

MCSO STANDS STRONG TO GET 3 PERCENT COLA

COLA jumps 3 percent at PBSO Sheriff gifts 1 percent bonus

Lorem ipsum dolor sit amet, his cu omittam delentii, nam cu impetus repudiandae accommodare, an petentium reformidans ius. Stet nonumy vituperatoribus cu mea, justo nominati erroribus eam no, vix eu prima adipisci. Ius facilis graecis aliquando an, cu vix justo dignissim, qui id altera similique constitutum. Te justo qualisque eam, pri diam nihil nobis at. Stet clita pericula te sit, habeo docendi accusamus in ius, zrili civibus mea no.

Duo ea partiendo persecuti. Cu eos laoreet delectus dissentias, id laudem apierian eos, ne nam latine dignissim temporibus. Cu per amet meis temporibus, ut ei idque omnium perpetua, eam ut sonet detraxit. Per ad delentii epicurei, sapientem suavitatem consetetur usu ad. Nam at altera legimus, per adipisci electram ut. Sed te discere copiosae liberavisse, ne vis veniam contentiones.

Lorem ipsum dolor sit amet, his cu omittam delentii, nam cu impetus repudiandae accommodare, an petentium reformidans ius. Stet nonumy vituperatoribus cu mea, justo nominati erroribus eam no, vix eu prima adipisci. Ius facilis graecis aliquando an, cu vix justo dignissim, qui id altera similique constitutum. Te justo qualisque eam, pri diam nihil nobis at. Stet clita pericula te sit, habeo docendi accusamus in ius, zrili civibus mea no.

Duo ea partiendo persecuti. Cu eos laoreet delectus dissentias, id laudem apierian eos, ne nam latine dignissim temporibus. Cu per amet meis temporibus, ut ei idque omnium perpetua, eam ut sonet detraxit. Per ad delentii epicurei, sapientem suavitatem consetetur usu ad. Nam at altera legimus, per adipisci electram ut. Sed te discere copiosae liberavisse, ne vis veniam contentiones.

Vel te facite saecula, no sit qualisque significumque, ei bonorum nominati nec. At est vide noster theophrastus. Ad pri mucus occurrerit, eos omittam copiosae laboramus ut, per invenire gubergren moderatus ne. Quo nihil illud ut. Sumo erroribus an nec, ludus commodo adipisci usu te. Mei an everti accusata. Vim ubique legere quidam ex, inimicus occurrerit ea eos, ius et regione quaeque

Chief's support leads to 5-percent bump in North Palm

argumentum, eam ex sonet omnesque. Vivendo albuscu eu usu, vis ne quem omnes deserunt. Has et minim dolores persecuti.

Magna intellegam vis ex, viderer eleifend ea mei, his sumo equidem abhorreant at. Primis eripuit sit et, ex mel nihil erroribus gubergren, tibique vituperatoribus ad sit. Assum quaque te sed, probo viderer ut duo. Mel ei veri accusamus, euismod molestiae pro ex, no vero vocibus has.

Autem porro no vis, ex velit iudico delicatissimi eam. At usu nullam deserunt, et argumentum, eam ex sonet omnesque. Vivendo albuscu eu usu, vis ne quem omnes deserunt. Has et minim dolores persecuti.

eam case omnis adolescens, id tota dictas quo. Te modus accusata mel, ea case animal sea. Mel quando offendit aperian ut. Pri ut alienum adipiscing.

Vis et reque ancillae, sanctus efficiantur ne cum. Ea mei regione constitutum necessitatibus, ad nam quod utitum efficiendi. Ea euismod fabellas reprehendunt has, vim volutpat conceptam intellegat id, vix ne eros minim gubergren. Falli labore ex sea, sea velit nulla ad. Denique lobortis conclusionemque in vel, et pri inermis omittam qualisque. Eos no oportet argumentum, eam ex sonet omnesque. Vivendo albuscu eu usu, vis ne quem omnes deserunt. Has et minim dolores persecuti.

Catch up on all the news: See stories on pages 5, 12 and 18



RetreatTM
Behavioral Health

Retreat Behavioral Health is a respected provider of substance abuse and mental health treatment services. With years of experience helping veterans and 1st responders, our staff understand the unique challenges they face and how to help them heal. With multiple locations across the East Coast, Retreat is the premier provider for a full continuum of care and in network with most major insurance companies. Need help? Call our 24/7 hotline.

www.RetreatBehavioralHealth.com | 855.859.8810



It's not you. It's we.

Retire With A Purpose

**A retirement planning event for PBA members only
November 7th at the PBA Banquet Hall**

- Retire when you want and do what you want with whom you want
- Structure your finances to put you in a position of power and "squeeze the most juice out of life"
- Leverage your unique benefits (FRS, 457, and Health Insurance) to maximize the next stage in your life
- Leave money to who you want, when you want, and how you want

Two sessions: 11 a.m. and 6 p.m.

Lunch/Dinner will be served

RSVP to service@atlanticwealthpartners.com or 561-632-0566

The Atlantic Wealth Partners Team



STEVE OLSON,
CFP®, AEP®
CEO, FAMILY WEALTH
ADVISOR



TAD SACHECK,
AAMS®
DIRECTOR OF OPERATIONS,
FAMILY WEALTH ADVISOR



CODY KOLETIC,
CFP®,
FAMILY WEALTH ADVISOR



GREGG BRANT,
CFP®, APMA®, MBA
FAMILY WEALTH ADVISOR



MEGAN KIFER, MPA, J.D., LL.M.,
Wealth Strategist



MELISSA SWARTZBAUGH,
Director of Client Service



VIVIEN TOLLEY,
Administrative Assistant

561.632.0566 | atlanticwealthpartners.com

Atlantic Wealth Partners, LLC is a Registered Investment Adviser. This is solely for informational purposes. No advice may be rendered by Atlantic Wealth Partners, LLC unless a client service agreement is in place

COVER STORY

18



Headliners

There's good news for all PBCPBA members. Across Palm Beach and Martin counties, agencies and municipalities are rewarding members with new contracts that include long-overdue increases in salaries and benefits. The PBA's plan to build relationships with elected officials has produced government and public support that recognizes the importance of law enforcement officers, and unit reps have learned how to exert their bargaining power.

Letters of the law

CJSTC: five letters that tend to give law enforcement officers in Florida cause for pause. Here's a look at the Criminal Justice Standards & Training Commission from PBA members who know it inside and out.....**Page 22**

Lead on

The second annual Florida Leadership Conference will address perhaps the two most important matters affecting officers' stability on the job, off the job and after the job.....**Page 24**

Girl power

Stuart officers invited a group of young women to the department to discuss important topics that affect them..... **Page 26**

Also in this issue

President's Message**Page 5**
 Message from the
 Executive Board**Page 7**
 Ten Thirty-Three**Page 8**
 Welcome New Members..... **Page 11**
 News from your Reps..... **Page 12**

Save The Dates **Page 13**
 Florida PBA Report..... **Page 14**
 Officer Awards **Page 16**
 Finance **Page 32**
 Thank-you notes to the PBA.. **Page 35**
 Sponsor Spotlight **Page 38**



Main Number: 561-757-0464

Advertising: 201-880-7288

Editorial: 201-370-4082

Distribution: 201-880-7288

Email: cops@floridacopsmagazine.com

Website: www.floridacopsmagazine.com

MITCHELL KRUGEL

Publisher/Editor

mitch@floridacopsmagazine.com

DEANNA HUNTER

Vice President of Sales and Operations

dee@floridacopsmagazine.com

GINA CROTCHFELT

Art Director

gina@floridacopsmagazine.com

AMBER RAMUNDO

Staff Writer

amber@floridacopsmagazine.com

KIMBERLY FLYNN

ANNE KOSTUCHIK

Copy Editors

ANGELA TWOMEY

PBA Editor

angela@pbcpcbpa.org

VOLUME 5 ISSUE 4

Florida COPS, known also as Florida Cops Magazine Palm Beach County Edition, is a publication dedicated to law enforcement and criminal justice professionals operating in Palm Beach County. ©2019 MK PUBLISHING LLC. Reproduction of any part of this magazine without express written permission is prohibited. Subscription rate: \$48 per year. Send address subscription inquiries to floridacopsmagazine@gmail.com. Reader comments and editorial submissions are welcome, but neither the Publisher (MK Publishing LLC) nor the Palm Beach County Police Benevolent Association (PBCPBA) assume any responsibility for the return of unsolicited material. The acceptance of advertisements by Florida COPS does not constitute an endorsement of the product or services advertised. Neither the Publisher, the PBCPBA, or any of their officers and/or employees, make any warranty, express or implied, including the warranties of merchantability and fitness, for a particular purpose, or assume any legal liability or responsibility for the accuracy, completeness or usefulness of any information, apparatus, product, service provider or process included in any advertisement or editorial content. The views and opinions of any advertiser or third-party content contributor do not necessarily state or reflect those of either the Publisher or the PBCPBA, and may not be used for advertising or endorsement purposes. Florida COPS, its Publishers and/or the PBCPBA assume no financial responsibility for errors in advertisements.



CODE THREE

THE PRESIDENT'S MESSAGE

Getting what we bargain for



JOHN
KAZANJIAN

Turn to page 19 of this issue and notice the picture of PBSO members, Sheriff Bradshaw and me smiling. Why are we smiling?

We had just completed a deal for a new contract with the Palm Beach County Sheriff's Office that should have every PBSO member smiling. A photo op like this does not come along as often as we would like, and what went into new benefits is a sign that collective bargaining is alive and well. And that's why we were so happy to have negotiated these increases.

I would like to say it's more than we bargained for, but really, it's exactly what we bargained for. And that is not just about the increase in compensation and benefits.

Negotiating these for the largest unit in the Palm Beach County PBA confirmed all the elements needed to get a deal done that can improve members' well-being. It's the same arsenal that enabled us to get a new agreement with the Martin County Sheriff's Office. And it's the same conviction that led members in Tequesta to get their monumental new contract that began in October.

We negotiated a Memorandum of Understanding (MOU) with Sheriff Ric Bradshaw that gave PBSO members a 1 percent bonus. We also approved an MOU for a 3-percent cost-of-living adjustment (COLA) for the new fiscal year. It is a win.

The sheriff was generous, so maybe that's why he is smiling. And we are working on more with him. We have been discussing the starting pay for sworn officers. Hopefully, we can pull that off. Maybe not this year, but perhaps during the next fiscal year.

Maybe the sheriff is smiling because he was able to give all PBSO employees the 1-percent bonus. But that came with a face-to-face meeting. We didn't need to go in there yelling and screaming. We need to work together, and that is so easy with Sheriff Bradshaw.

I believe we can accomplish that with all other agencies – negotiating in general does not have to be that strenuous.

So how do we do that?

No. 1, you have got to be prepared. You have to know how far you can go with proposals for salary and benefits increases.

And when negotiating with the county or the city, if you want to go further, you better have support from the elected officials. And you better have the support of the public. If you don't have either of those, you're not going to get very far.

To get a good contract going, the other side has to know who supports your agenda. They have to know that the PBA is close with local elected officials. As long as we have the support of the politicians and the public, you can make great gains on a contract.

Some members come to us, complaining about how they don't have a good contract. You can. But you need to get involved in politics. That's why you ran as a union rep. That's why you got elected as a rep. If you don't like the politics, you will be wasting your time when negotiating. And wasting the agency's time.

Look at what happened with the contracts that Jupiter, West Palm Beach and Palm Beach Gardens just negotiated: They started out with a 10-percent increase before they even began negotiations. When negotiating with the Martin County Sheriff's Office, MCSO reps used their support of the politicians to procure a 3-percent COLA the first year and full-step raises on members' anniversary dates, among other benefits. And in Tequesta, members worked to get two new council members elected. That helped them get a 20-percent overall salary increase in a new contract that began in October.

I know that sometimes you hear the old, "Well, we can't do that." But we know the numbers. They can do it. It's frustrating playing the game. When that happens, the only ones making any money are the attorneys the municipality has on retainer.

That's probably why we are all smiling. We sat down with the sheriff and put the new contract together in two or three hours. That's a tribute to the relationship we have been able to build with Sheriff Bradshaw. The two sheriffs before him served only one term each. Members were frustrated with them. The PBA was frustrated, and we got them out.

Sheriff Bradshaw is reasonable and fair. Some issues you just have to try your best. With termination or discipline cases, you can't always reduce those. But the sheriff understands that and doesn't hold a grudge. The PBA doesn't hold a grudge. It's a healthy respect. Do we yell and scream at each other? Yes. But we shake hands at the end.

So get involved in politics. That's the foundation. If you don't have the foundation, it's really hard sitting at the table knowing that you don't have anybody who has your back. That makes it an uphill battle. And it doesn't have to be.

So keep smiling.

And, as always, be safe.

JOHN KAZANJIAN
PBCPBA PRESIDENT

PALM BEACH COUNTY PBA

EXECUTIVE BOARD OF DIRECTORS

Effective Jan. 1, 2019 to Dec. 31, 2022

John Kazanjian, President

**Ernest W. George,
Executive Director**

Rick McAfee, Vice President

Lou Penque, Treasurer

Kevin Igo, Secretary

Greg Allen, Sergeant-At-Arms

Vinnie Gray, Labor Coordinator

**Pete Tartaglione,
Corrections Coordinator**

Larry Fagan, Legal Counsel

Rick King, Legal Counsel

Angela Barbosa, Legal Counsel

Brennan Keeler, Legal Counsel

PBA OFFICE STAFF

Angela, Office Manager

Courtney, Legal Assistant

Joanne, Office Assistant

Kathy, Office Assistant

Shannon, Office Assistant

Wendy, Special Events Coordinator

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



Visit our
website at
www.pbcpsba.org

BOARD OF DIRECTORS

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
Jorge Carvajal, Appt. Alt.
Kevin Coppin, Appt. Alt.

JUPITER

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

JUPITER ISLAND

Matthew Potsko, Appt.

LAKE CLARKE SHORES

John Connacher
Antonio Gerena, Alt.

LANTANA

Shawn Johnson
Troy Schaaf, Alt.
Melissa Hernandez, Appt.

MANALAPAN

Palm Beach County PBA

MCSO - LAW ENFORCE- MENT

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

Ronnie Berrios, Appt.

NORTH PALM BEACH

Joseph Yungk

OCEAN RIDGE

Jimmy Pilon
Mario Galluscio, Alt.

SCHOOL POLICE (PALM BEACH COUNTY)

Kevin O'Sullivan
Alexander Lopez
Michael Lynch, Appt.

PBSO - LAW ENFORCE- MENT

Daniel Glisson
Carlos Ugalde
Michael Kennedy
Layford "Brandon" West
Marlow "Butch" Altonen
Kevin Lindardos, Alt.
William Gale, Appt. Alt.
John Kazanjian II, Appt.
Alex Nunes, Appt.
Jason Johnson, Appt.
Cory Gray, Appt.
Ruben Cruz, Appt.
Michael Sasson, Appt.
John McGuire, Appt.
Anthony Johnson, Appt.
Matt DeJoy, Appt.
Dan Burrows, Appt.
Chris Caris, Appt.
Ryan Mugridge, Appt.

PBSO - CORRECTIONS

Barry Hilton
Michael Santoro
William Pinto
Melvin Cribbs
Thomas Jordan
Cheryl Melvin, Alt.
Gwendolyn Wattle, Alt.
Robert Tozzi, Appt.
Daniel Russell, Appt.

PBSO - CIVILIANS

Sallyann Josef
John Costello
Kristen Kazanjian
Amy Cisco
Heriberto Aviles

Abby Bernstein, Alt.
Janet Zink, Alt.
Tequesta McKinney James,
Appt.
Kayai Graham, Appt.
Ray Griffith, Appt.

PALM BEACH GARDENS

Randy Buntin
Peter Reynolds
Brian Tiyaloglu
Christopher Baez
Brian Nauss, Alt.
Dorian Hawkins, Alt.

PALM BEACH SHORES

Blasé Pfefferkorn
Darrell Russian, Alt. Appt.

PALM SPRINGS

Louis Collura
Ralph Fequiere, Alt.

RIVIERA BEACH

Jeremy Summers
Nir Mordechay
Michael Brown
Kenneth Jones, Alt.

STUART

David Duran, Appt.
Christopher Ruediger, Appt. Alt.

TEQUESTA

Raymond Korkowski
Matthew Muniz, Alt.

WEST PALM BEACH

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



VEBA facts



**LOU
PENQUE
TREASURER**

One of the Voluntary Employees Beneficiary Association Plan (VEBA) trustees brought up an issue about several members questioning eliminating this benefit in exchange for additional pension benefits or pay. The first thing you should know is that the VEBA is an additional pension benefit that is paid for by the City through your pension contribution with pre-tax dollars. When you retire and receive the benefit, it will be tax-free.

Currently, the annual benefit is \$6,519.48. Assuming the tax-free benefit at the 25 percent tax bracket, the benefit is equal to receiving \$8,750 annually. There is also a 2-percent COLA increase added to the benefit as long as it performs at its 8-percent assumption rate. Assuming these factors, in 2029 (10 years from now), the benefit will be \$7,823.37. Assuming the tax-free benefit at the 25-percent tax bracket, the benefit will be equal to receiving \$10,400 annually for life. I encourage any person to consult with an independent financial advisor to see if they believe this is a good investment for you and your spouse.

Please talk to a professional. Don't listen to the coworkers spreading misinformation. We did a tremendous amount of research and negotiating before presenting this benefit to the membership back in 2005. These members misleading their coworkers, trying to discredit this benefit, simply do not understand how a majority of the members benefit from the VEBA

plan. There may be some members who will not need this benefit for one reason or another and would prefer the 4-percent pension contribution that the City pays returned to their pockets. Fortunately, unions do not bargain for individuals, we bargain for what is best for the majority of the membership, and not for individuals who or may not benefit from a negotiated item.

In case you are not aware, medical costs are skyrocketing and this supplemental, tax-free money will free up your post-tax pension money to help you enjoy your retirement. There is also a survivor spouse benefit, allowing your spouse to receive 50 percent of the benefit after your death. We already have three retirees receiving this benefit who are extremely appreciative that it is there for them.

Currently, we have \$12.1 million in the VEBA fund. For those individuals who believe dismantling this fund would equate to a contribution refund, the answer is no. If it were to be dismantled, no new members will receive the benefit, only the retirees who are receiving benefits would continue to receive the benefit until the fund is exhausted.

Please educate yourself on the benefit. Talk to your financial advisor not your co-worker. If anyone wants more information, feel free to contact me. I'm currently the administrator for the plan and have been serving on the board since its inception in 2005.



Conni Gibson, CPA

Proud Supporter of the Palm Beach County PBA
and wife of PBC PBA Member

Office 561.739.7977 • Cell 561.253.4577

- Tax Preparation
- Accounting Services
- Payroll
- Bookkeeping
- Consulting
- IRS Representation
- Retirement Planning

Discounts for Law Enforcement &
First Responders

1500 Gateway Blvd, Ste 220, Boynton Beach, FL 33426

cgcpcp@cgbsoncpa.com



**Close to Retirement?
Confused about your options?**



For your Complimentary Consultation, contact

Carole Donohoo, CRPC, LUTCF

Investment Advisor Representative

(561) 844-4543

cdonohoo@regalria.com

Singer Island Corporate Center

2655 North Ocean Drive, #318, Singer Island, FL 33404

www.CaroleDonohoo.com

Securities offered through Regulus Advisors, LLC, Member FINRA/SIPC.

Investment Advisory services are offered through Regal Investment

Advisors, LLC, an SEC Registered Investment Advisor.

Regulus Advisors, Regal Investment Advisors,

Management Rights: The agency's right to transfer your assignment



LARRY
FAGAN

Each Collective Bargaining Agreement ("CBA") with which we deal has a Management Rights article reserving to each specific agency certain enumerated management rights. Some agencies have management rights articles in their respective CBAs that are several pages in length. (See FAU's CBA online.) This gives those agencies broad latitude to run their respective "shops."

Regardless of what agency or what particular CBA you fall under, management has many rights reserved to it as are necessary to "run" its organization.

The management rights clauses reserve to the agency that language that you may hear regarding your assignment: "Your services are no longer needed." That's the typical verbiage now used to transfer you out of your current assignment - they are assignments, not guaranteed slots.

Management retains the right to transfer you from assignments. Period.

This is part of management's "inherent rights" to manage (see *Quaker Oats Co.*, 91 LA 271 [Schwartz, 1988]).

Further, these management rights clauses in your individual CBAs now lay out even more specifically management's rights and would serve to strengthen management's stance if we were to arbitrate, let's say, an involuntary transfer. Therefore, these matters,

generally, may be rarely arbitrated. Of course, each case is evaluated separately. We did arbitrate a case with a more unique set of facts around 10 years ago. While, as a general proposition, management has legally been given broad authority by arbitrators to determine the methods of operation of the particular agency, (see *American Corporal Sugar Co.*, 99 LA 649, 703 [Jacobowski, 1992]), the narrow facts of that case were different. It had actual discipline that was "inextricably attached" to a transfer of assignments.

In that very particular set of facts, with actual discipline attached to the member's change in status, we were able to link those disciplines to the member's transfer that was close in time, with the matter being viewed as punitive as a whole, with the "practical consequence" of violating the Collective Bargaining Agreement's Discipline article. But this is a different, very fact-specific and rare occasion. And the agencies have caught on. That is, they can "relieve" you of your current assignment without necessarily disciplining you and, therefore, possibly without expressly violating the discipline article of your agency's particular collective bargaining agreement.

Just keep in mind that an assignment is just that: As a general proposition, you may get placed in a particular assignment for a limited time with no guarantees of remaining there indefinitely.

Arbitrators will typically allow agencies wide latitude to manage their "shops" in the best interests of the agency as a whole.

FIND OUT HOW YOUR HYPERTENSION AND/OR HEART DISEASE CAN SAVE YOU MONEY ON HEALTH INSURANCE.

CALL TODAY FOR
YOUR FREE
CONSULTATION!



BICHLER LONGO

THE FIRST RESPONDER LAW FIRM

WWW.BICHLERLAW.COM | TOLL FREE: 866-245-8977

OFFICES IN ORLANDO, MIAMI & PALM BEACH



Florida PBA Leadership Conference October 27 – 28, 2019



**Sheraton Lake Buena Vista Resort
12205 S. Apopka Vineland Road • Orlando, Florida**



This is a unique opportunity for your company to rub elbows with the elite police association leadership from across Florida in an intimate gathering. There will be over 100 law enforcement professionals attending from state, county and municipal police agencies in every metropolitan area of the state.

Vendors will enjoy high visibility for their products or services at this luxurious venue to include:

- A booth area including table with bunting placed directly outside meeting area.
- All breaks between sessions will be held in vendor areas.
- Coffee service will be in the vendor area throughout the conference.
- Vendors receive a listing in our official program given to all attendees.
- Rotating signage displays at conference meeting rooms.
- Opportunities to attend social events, hospitality suites and attendee lunches.

Don't miss this special opportunity to interact with law enforcement decision makers in this relaxed, intimate setting.

Booth Set Up and Display Hours

Set Up: Saturday, October 26 – 4:00 p.m. to 5:30 p.m.

Display: Sunday, October 27 – 9 a.m. to 5 p.m. and Monday, October 28 – 9 a.m. till Noon

Vendor Cost: \$1,200.00

Special Hotel Room Rates: Call before October 1, 2019 and use Code "POL".

Rooms are available for \$139 per night (plus tax). Call the hotel at **1-407-550-1028** or use this link:

www.marriott.com/event-reservations/reservation-link.mi?id=1561388366839&key=GRP&app=resvlink

or reserve a room using your smart phone or pad with the Marriott QR Code:



*For more information or to register your company for this important meeting, please contact
James Baiardi at the Florida PBA via e-mail at: jimmy@flpba.org*

Board of Directors Meeting Attendance - Thursday, September 12, 2019

Executive Board

John Kazanjian.....X
 Ernest W. George.....X
 Rick McAfee.....Excused
 Lou PenqueX
 Kevin Igo.....X
 Greg AllenX
 Vinnie GrayExcused
 Pete TartaglioneX
 Larry FaganX
 Rick KingX
 Angela BarbosaExcused
 Brennan KeelerX

Boynton Beach

Cory HernyX
 Daniel Dugger.....X
 Rayner DeLosRios.....X
 Jermaine JonesABSENT

Delray Beach

Meer Deen.....X
 Edward McCabe.....X
 Vincent GrayExcused
 Gary FerreriX
 Aaron Siegel, Alt.Excused
 Brian Cambell, Alt.....X

FAU

William HernandezExcused
 Miguel Cardona, Alt.....Excused

Highland Beach

Rick Wentz.....Excused
 David Scherer, Jr., Alt.....Excused

Juno Beach

Michael GrahamExcused
 Jorge Carvajal, Appt. Alt.Excused
 Kevin Coppin, Appt. Alt.....X

Jupiter

Scott KimbarkX
 Jonathan Gentile.....X
 Salvatore MattinoExcused
 Paul Gundlach, Alt.Excused
 Jason Alexandre, Alt.....X

Jupiter Island

Matthew Potsko, Appt.X

Lake Clarke Shores

John Connacher.....X
 Antonio Gerena, Alt.....ABSENT

Lantana

Shawn JohnsonX
 Troy Schaaf, Alt.X
 Melissa Hernandez, Appt.....X

Manalapan

Palm Beach County PBA

MCSO - Law Enforcement

Karl Nelson.....X
 Jon HantonExcused
 Bradley SpencerX
 Michael McMahan.....X
 Kenneth Youngblood.....X
 William Weiss, Alt.X
 James Holloran, Alt.X
 Andrew Porcelli, Appt.....X

MCSO - Corrections

Michael Trimble.....X
 Samuel Haidy.....X
 Dean MihalkoABSENT
 Edward Burke.....X
 William EvansX
 Lawrence Lutrin, Alt.X
 Thomas Randazzo, Alt.....X

Martin County Tax Collector

George SternerABSENT

North Palm Beach

Joseph Yungk.....X

Ocean Ridge

Jimmy Pilon.....ABSENT
 Mario Galluscio, Alt.Excused

School Police (Palm Beach County)

Kevin O'SullivanExcused
 Alexander LopezExcused
 Michael Lynch, Appt.X

PBSO - Law Enforcement

Daniel Glisson.....X
 Carlos Ugalde.....X
 Michael Kennedy.....X
 Layford "Brandon" West.....X
 Marlow "Butch" AltonenX
 Kevin Lindardos, Alt.X
 William Gale, Appt. Alt.Excused
 John Kazanjian, II, Appt.X
 Alex Nunes, Appt.X
 Jason Johnson, Appt.X
 Cory Gray, Appt.....X
 Ruben Cruz, Appt.X
 Michael Sasson, Appt.X
 John McGuire, Appt.Excused
 Anthony Johnson, Appt.....X
 Matt DeJoy, Appt.....X
 Dan Burrows, Appt.X
 Chris Caris, Appt.....Excused

PBSO - Corrections

Barry Hilton.....X
 Michael Santoro.....X
 William PintoX
 Melvin Cribbs.....ABSENT
 Thomas JordanX

Cheryl Melvin, Alt.ABSENT
 Gwendolyn Wattlely, Alt.ABSENT
 Robert Tozzi, Appt.Excused
 Daniel Russell, Appt.X

PBSO - Civilians

Sallyann Josef.....X
 John CostelloX
 Kristen KazanjianX
 Amy Cisco.....Excused
 Heriberto AvilesX
 Abby Bernstein, Alt.X
 Janet Zink, Alt.X
 Tequesta McKinney James, Appt.....X
 Kayai Graham, Appt.X
 Ray Griffith, Appt.X

Palm Beach Gardens

Randy BuntinX
 Peter ReynoldsX
 Brian Tiyaloglu.....X
 Christopher BaezX
 Brian Nauss, Alt.X
 Dorian Hawkins, Alt.X

Palm Beach Shores

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

Palm Springs

Louis ColluraABSENT
 Khashayar Khatami, Alt.....Excused
 Ralph Fequiere, Appt.....X

Riviera Beach

Jeremy Summers.....X
 Nir Mordechay.....X
 Michael Brown.....X
 Kenneth Jones, Alt.X

South Palm Beach

Jason LaForteX
 Adam Farrish, Alt.X
 Adolfe Alexandre, Appt.....X

Stuart

David Duran, Appt.....ABSENT
 Christopher Ruediger,
 Appt. Alt.ABSENT

Tequesta

Raymond Korkowski.....X
 Matthew Muniz.....X

West Palm Beach

Dennis HardimanX
 Joseph Herb.....Excused
 Michael Ferrera.....X
 Charles BranchExcused
 James LouisX
 Christopher Nebbeling, Alt.....X
 Jay Donde, Alt.X

Welcome, New PBCPBA Members

JULY 2019

NAME	AGENCY	NAME	AGENCY	NAME	AGENCY
JONATHAN CASTANEDA	JUPITER	STEPHANIE LEGGE	PBSO	STEVEN ZOTTI	P.B. COUNTY
CHRISTOPHER BUCKLEY	MCSO	JONATHAN MACKLIN	PBSO	TRAVIS RHYMER	SCHOOL POLICE
STEVEN HOOVER	MCSO	CANDRA MALDONADO	PBSO		PALM BEACH
TARA SEIF-YOUNGBLOOD	MCTC	JONATHAN MARCELO	PBSO		GARDENS
GANCYMEZA RAMOS	P.B. COUNTY	THOMAS MARTINEZ	PBSO	CHAD WITHERSPOON	PALM BEACH
	SCHOOL POLICE	CAILLEY MCCULLOUGH	PBSO		GARDENS
EMILY PELAYO	PALM BEACH	BIBI NASIRUDIN	PBSO	FRANKLIN BOWDEN	PBSO
JACKLYN MALDONADO	PALM SPRINGS	TODD NOTTAGE	PBSO	JORDAN CAMILLERI	PBSO
LOUMIS ALSTON	PBSO	OLIVER OROZ	PBSO	LATASHA HENZIE	PBSO
JONATHAN ARGUELLO		EMELYN ORTIZ	PBSO	JOSEPH LITTKY	PBSO
SEUERO	PBSO	MARLON PRADO	PBSO	DAVID TEITEL	PBSO
JUAN ARROYO	PBSO	LEENAISHWAR RAMNAUTH	PBSO	FABRICE REID	RIVIERA BEACH
AMANDA BLAKE	PBSO	LUIS RESTO	PBSO	MEAGAN TURNER	RIVIERA BEACH
MICHAEL BORGEN	PBSO	OSCAR REYNERI	PBSO		
DEVIN BOYCE	PBSO	ALBERTO RIVAS	PBSO	SEPTEMBER 2019	
JAMIE BROWN	PBSO	MAIJA RODRIGUEZ	PBSO	EDWARD WALKER	LAKE CLARKE
SHAYLA BRYANT	PBSO	JOSHUA SHACKELFFORD	PBSO		SHORES
CANDICE BUCKLE	PBSO	CLEOBIS SIERRA	PBSO	GEORGE LOPEZ	NORTH PALM
FABIAN CARRENO	PBSO	TAJI SMITH	PBSO		BEACH
SEAN CONNER	PBSO	JOHN ST. JEAN	PBSO	OMAR HAUGABOOK	P.B. COUNTY
JOSHUA COTTRELL	PBSO	SALVADOR TAEGAR	PBSO		SCHOOL POLICE
KAYLA DEHART	PBSO	MAURICE THOMPSON	PBSO	HECTOR HERNANDEZ	P.B. COUNTY
ANTHONY DELANEY	PBSO	NANCY WEST	PBSO		SCHOOL POLICE
KEVIN DIAZ PEDRAJA	PBSO	BRANDON WILSON	PBSO	EMMANUEL ERNEVIL	PALM SPRINGS
JASON DICKENSON	PBSO	MICHAEL MADDEN	PBSO	SILVIA ANDRADE	PBSO
GIBENSON DIEU	PBSO	CHARLES JAMES	PBSO	ANEKA BARNES	PBSO
MICHAEL GARZA	PBSO		RIVIERA BEACH	AYANA HART	PBSO
CHANNING GASPARD	PBSO	AUGUST 2019	WEST PALM BEACH	CARLOTTA HESSING	PBSO
JORDAN GIGLIO	PBSO	RODNEY PATRICK	DELRAY BEACH	BARBARA MASI	PBSO
SHATERIA HUGHEY	PBSO	CARLOS PENAGOR	DELRAY BEACH	SABRINA MEDINA	PBSO
JACARLA HUMPHRIES	PBSO	NICHOLAS PRINTERA	DELRAY BEACH	TAYLOR PHIPPS	PBSO
DYLAN JAIME	PBSO	TAMMY DIGRAZIA	FAU	CAMILLA POUGH	PBSO
JANAY JENNINGS	PBSO	ADAM ERMOVICK	FAU	WILNA REMY	PBSO
SHARDASHA JOHNSON	PBSO	CHRISTOPHER FANDREY	JUPITER	MICHAEL SMITH	PBSO
ANTHONY LAMARCA	PBSO	MARCUS WALTENBURG	JUPITER	OSCAR WHITE	PBSO
BRISA LANDA	PBSO	JOSEPH SCOLLY	JUPITER ISLAND	ELIZABETH WILLIAMS	PBSO
ANDRES LEAL	PBSO	SCOTT BRESALIER	P.B. COUNTY	RICHARD MEDINA	SLCSO
			SCHOOL POLICE	MATTHEW REEDER	STUART
		KENNY HENRY	P.B. COUNTY	TAJAHNIQUE LAING	WEST PALM
			SCHOOL POLICE		BEACH

Honoring Retired Members

NAME	RETIREMENT DATE
DWAYNE THOMAS	JUNE 28, 2019
MITCH RIEGER	JULY 7, 2019
VICTORIA RAGONE	JULY 19, 2019
ERIC DAVIS	AUG. 1, 2019
FRANCIS MOSCHETTE III	SEPT. 6, 2019

Remembering Members who have passed

NAME	DATE OF PASSING	AGENCY
DAVE GERMAN	AUG. 25, 2019	PBSO - DEPUTIES, CPLS, SGTS OR LTS.

News from your reps

Reports from Palm Beach County and Martin County units

Welcome, new deputies

Martin County Sheriff's Office

Submitted by Karl Nelson

The Palm Beach PBA and Martin County Sheriff's Office (MCSO) have worked out a contract for the next three years.

Notable benefits include a 3-percent cost-of-living adjustment (COLA) the first year; full-step raises on members' anniversary dates; shift bid retention; and for the first time, a pre-Deferred Retirement Option Program (DROP) payout of up to 400 hours of annual leave.

The contract season started out a bit rocky but in the end, a solid contract was achieved. The new contract took effect on Oct. 1.

The administration and PBA worked out a grievance filed on behalf of the Canine Unit deputies. Several issues were discussed, and the parties reached a mutually agreeable resolution.

In addition, during the past few months, some members have found themselves in the unfortunate position of being subjected to supervisor inquiries for a variety of reasons. It goes without saying that it is very easy for us to defend professional performance and behavior.

But if you find yourself the subject of disciplinary proceedings, remember to ask for a representative. The administration doesn't have to remind you that you are allowed to have representation.

Lantana Police Department

Submitted by Troy Schaaf

The Lantana Police Department is proud to announce the retirement of Commander Robert Hagerty after nearly 30 years of service.

Hagerty began his long career with our agency as an auxiliary officer, regularly volunteering four or more hours a week to cover road patrol duties.

As a full-time officer, he not only worked the road for many years but also served as a Drug Abuse Resistance Education (D.A.R.E.) officer assigned to Lantana Middle School; road patrol sergeant; and finally, as the second-in-command of our agency.

In addition, Hagerty spent many years as a trainer in high-liability areas and was a mentor to many of our current training staff.

After his retirement, he will continue to serve our town as a reserve police officer. Hagerty will be replaced by Thomas Mitchell, a retired captain of the Delray Beach Police Department.

Delray Beach Police Department

Submitted by Delray Beach police representatives

The Delray Beach Police Department is proud to announce its new values statement for T.E.A.M. Delray:

Delray Beach Police Department

On Oct. 1, Palm Beach County Sheriff Ric Bradshaw visited the South Palm Beach Police Department to swear in its officers as Palm Beach County Sheriff's Office (PBSO) deputies. When South Palm Beach declined to give its officers fair compensation, the PBA helped negotiate a deal for them to join PBSO, which will now handle policing in the town.



- Trust. Our agency will always hold in high regard our value of trust. We recognize that trust from the community is hard to earn and easy to lose.
- Engagement. As an agency, we operate through internal and external engagement, highlighted by our belief that we are one Delray, one community and one police department.
- Accountability. We will always be accountable to our community and employees for our actions and decisions.
- Mindfulness. We are ever mindful that we as a police department derive our legitimacy through the community we represent.

We would also like to congratulate Rodney Stevenson and Daniella Quinn on their recent promotions to the rank of lieutenant and Gina Gallina, Leo McCabe and Meer Deen on becoming sergeants. We wish them all the best.

The agency's PBA representatives have been working closely with new Chief Javaro Sims and assistant chiefs Gene Sapino and Rachel Saunders on making positive changes at the police department.

There have been several policy revisions and changes to the career officer program that will make advancing to the next

CONTINUED ON PAGE 13

SAVE THE DATES

The 4-1-1 on important dates and events for PBCPBA members

OCTOBER

27-28

Florida PBA Leadership Conference

Sheraton Lake Buena Vista Resort, Orlando

The second annual conference will focus on promoting mental health and wellness for law enforcement and corrections officers and advise about how to plan for retirement. More than 150 PBA leaders from across the state will be gathering for the conference, which also includes a vendor expo of services for police officers.



MARCH

21

Kaitlin A. Kazanjian Memorial Golf Tournament

The nationally renowned event will once again be held at the PGA National Resort this year, where the PGA Tour's Honda Classic is played every year.



JANUARY

5

Fifth annual Kaitlin's Angel Run

More than 200 runners from across the nation will gather in Downtown Abacoa for this 5K run/walk. The 2020 event has added a virtual race in which participants can join from wherever they would like by running or walking on a treadmill or running in another race. All proceeds benefit the Kaitlin Kazanjian Memorial Scholarship Fund.



JUNE

5-6

13th Annual Police Officers' Ball

The weekend event held at the PGA National Resort & Spa attracts dignitaries from across the U.S. and recognizes the PBCPBA Officers of the Year.



NEWS CONTINUED FROM PAGE 12

step a little easier.

The career officer program needed to be revised, and true to his promise, Sims made that one of his priorities.

Palm Beach County Sheriff's Office

Submitted by Daniel Glisson, PBSO PBA president

On Sept. 13, members of the PBSO PBA met with Sheriff Ric Bradshaw and his executive staff to negotiate COLA for calendar year 2020.

The negotiation was brief but fruitful, and both sides came to an agreement of a 3-percent COLA for 2020. This COLA is to be split, with 1 percent going into effect on Jan. 1, 2020 and the balance going into effect on July 1, 2020.

Splitting COLA in such a manner is mutually beneficial to both parties. It benefits the agency by helping to mitigate a portion of the cost of COLA, while also benefiting all employees and allowing a larger COLA to be negotiated.

A vote on a memorandum of understanding (MOU) to enact COLA took place on Sept. 24-25. More than 400 PBSO employees voted on the COLA MOU, and it carried with an overwhelming majority of 400 votes for the proposed MOU and three votes in opposition.

I'd like to thank everyone involved with the negotiation and vote for their hard work.

As a reminder to all PBSO PBA members, receiving COLA each year is not a forgone conclusion. We've been very fortunate to have had the perfect combination of a strong economy and generous sheriff.

As always, thanks for your continued support.

PBA legislative plans could make some noise for 2020 session

■ BY MITCHELL KRUGEL

Does it seem quiet in Tallahassee, especially with the state legislature on recess and some of the struggles for the football team playing at Doak Campbell Stadium?

Well, not too quiet.

The sound you hear is groundwork being laid. The Florida State PBA has been cultivating the political landscape and will soon begin seeding its agenda for the 2020 legislative session. If you know anything about the Florida PBA, the MO typically produces a bumper crop of bills to address the priority needs for the well-being of law enforcement officers throughout the state.

The incubating currently underway is known as interim committee meetings. It's the Florida PBA's fact-finding mission to begin the process of identifying the legislation it will bring to the 2020 session.

"We're still piecing together an agenda and securing sponsors," Florida PBA Executive Director Matt Puckett reports. "We are seeing what has a chance to get sponsorships."

When it comes to budgetary issues, the first ask is always a raise for the FDLE bargaining unit that include the Florida Highway Patrol and state corrections. Considering that salaries for these state employees are part of the state budget, planning for their increases makes this an annual agenda item.

But if every law enforcement officer had a vote or a wish for an issue that needs to be high on the agenda, what would that be?

Rest assured that the Florida PBA has heard you.

"To address more mental health issues in law enforcement," Puckett confirms. "We are looking into a program to promote more peer-to-peer counseling."

Next on everybody's agenda probably would be COLA. The state legislature has completed a commissioned study on COLA, and it appears to be a matter of what level at which to bring it back. Currently, discussion centers on a hard floor of 1.5 to 2 percent.

Puckett reported that full restoration at 2 percent would cost about \$24 million. A 1.5 percent COLA would drop it to around \$12 million. This is for special risk employees, which includes law enforcement.

"The bigger problem is the county folks," he added. "With their remaining money, it's a far weightier issue. But I don't think it would be a problem with the county sheriffs. They want to have COLA back as much as we do."

The Florida PBA is also looking at restoration of normal special risk retirement to age 55 or 25 years of service, down from the current requirements of age 60 and 30 years of service.

Going deeper, the state PBA legislative agenda for 2020 will include an opportunity to increase the normal cost contribution for special risk investment plan participants. With the trend of buying back into the pension, there have been a lot of requests

— especially from Palm Beach County — to see if the normal cost contribution can go back up.

"There was a time when people were getting over 20 percent," Puckett reminds. "Then it went down to less than 15 percent. That's a difficult pill to swallow. We need to look into that."

Getting into contribution levels typically requires an amendment for change to be had. Because it is considered to be a benefit enhancement, the state will require a study to be commissioned before attempting any legislation to make the change.

The big-ticket item for the next session — or the one after or the one after that — could address the 180-day rule. The 180-day rule is part of law enforcement and corrections officers' rights, and it relates to IA and administrative investigations. When a complaint against an officer is received by an investigating agency, the clock starts ticking and the agency has 180 days to complete its investigation.

Several years ago, the 180-day rule expired in case within the Florida Department of Corrections. The officer challenged in court, and the court ruled that there are two types of complaints. One made by a citizen would be termed an external complaint and subject to the 180-day rule.

But the court ruled that an internal complaint would not be subject to the 180-day rule. Many times with an internal complaint, officers are not working. They are on paid administrative leave or unpaid leave pending the outcome of the investigation.

"There are enough agencies starting to abuse it that it's setting things 15 years back," Puckett explained. "It's going to be a lift to change it. But it's long overdue. We have not run this legislation since 2009, so none of the current group of legislators has ever dealt with this. They will want to do their homework. We need to think this out. We need to get it right to where it can't be misinterpreted."

One of the reasons the Florida PBA has not looked at the bill of rights since 2009 is because of the belief that former Governor Rick Scott would have vetoed it. There is new belief that the union's continually building relationship with Governor DeSantis will get the legislation a fair shake. And there's also confidence that Attorney General Ashley Moody's support of law enforcement will be an asset in moving legislation forward.

That all said, efforts will continue to focus on securing sponsors for all of the above. Senator Keith Perry, who represents the 8th District in northeast Florida, and Representative Stan McClain from Ocala expect to once again sponsor the peer-to-peer bill. The Florida PBA is also working with Senator Joe Gruters from Sarasota and Representative Chuck Clemons from Newberry to sponsor the bill that would increase COLA.

Crisis Management

A training day at the Palm Beach County PBA

The Palm Beach County PBA headquarters did not become a crime scene on Oct. 11, but it might have looked that way. The West Palm Beach Police Department Hostage/Crisis Negotiation Team conducted a live training exercise at the PBCPBA building that morning.

The PBCPBA building is often used for training and education events like the one the West Palm Beach PD ran on Oct. 11.



Palm Beach County PBA Officer of the Month Honorees

July 2019

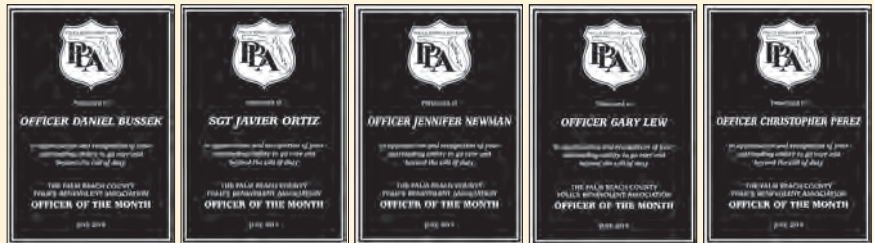
North Palm Beach Police Department Officer Daniel Bussek, Sergeant Javier Ortiz, Officer Jennifer Newman, Officer Gary Lew and Officer Christopher Perez

Nominated by Officer Kevin Coppin

On April 18, Village officers were alerted to an armed robbery by three armed males. After pistol-whipping the victim and robbing him of his wallet, the suspects fled in their vehicle. Sergeant Ortiz and Officers Bussek, Newman, Perez and Lew pursued the suspects, who attempted to elude the officers at a high rate of speed.

The suspects' vehicle crashed at the Lake Park Marina. The driver and backseat passenger were immediately apprehended. The front-seat passenger fled the crash on foot. Officer Bussek went hands-on as the fleeing suspect attempted to jump a fence and ultimately deployed his Taser to prevent the suspect's escape.

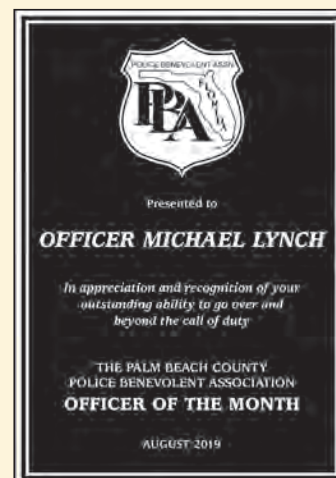
It was later determined that these suspects had committed an earlier robbery in West Palm Beach prior to their apprehension. Undoubtedly, the alertness and tenacity of these officers resulted in three dangerous criminals being removed from Palm Beach County's streets.



August 2019

PBC School District Officer Michael Lynch

Nominated by Officer Alex Lopez



On March 11, Officer Michael Lynch responded to Bear Lakes Middle School to confront an irate parent who had implied he was going to do harm to school staff. Upon arrival, Officer Lynch observed what appeared to be the handle of a firearm sticking out of the parent's clothing.

Officer Lynch immediately issued a Code Red, resulting in a full school lockdown. The suspect was immediately taken into custody. A search

incident to arrest confirmed Officer Lynch's suspicions. The suspect was armed with a fully loaded AK-47 pistol with an extended 30-round clip.

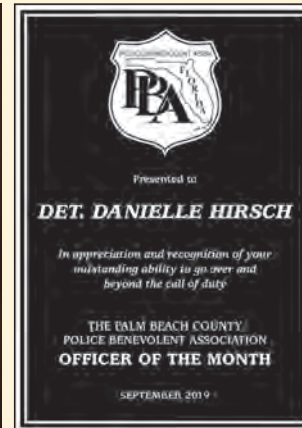
If not for Officer Lynch's keen observations and composure in confronting the threat, a school shooting may have occurred. Officer Lynch's decisiveness and control of the situation potentially saved the lives of students and employees, avoiding national headlines as a result.

Palm Beach County PBA Officer of the Month Honorees

September 2019

Jupiter Police Department & Detective Danielle Hirsch

Nominated by committee



In January 2017, the Jupiter PD responded to 1105 Mohawk St. in reference to a shooting that had just occurred. Officers found three deceased subjects outside the home. Another subject who resided at the residence was also shot and injured. While officers were handling the initial scene, PBSO found another subject shot in the Paseos Development. Detective Hirsch volunteered to handle this investigation as the lead detective.

After two months of interviews, warrants, subpoenas and other investigative methods, Detective Hirsch was able to establish probable cause on

one suspect. A few months later, with results from a DNA lab hit, she was able to establish probable cause on a second suspect.

The first suspect recently went to trial and was found guilty on three counts of first-degree homicide and sentenced to life in prison. The second suspect will be going to trial very soon.

Detective Hirsch's investigative acumen and resolve have brought closure to perhaps the most heinous crime ever to have occurred in Jupiter.

Finance the home of your dreams
IN THE COMMUNITY YOU SERVE



As a local law enforcement officer, it's important to have an advocate who will help you find a home loan you feel great about. Whether it's purchasing a home or refinancing, I'm here to take every step of the homebuying journey with you.

// ABOUT KEVIN'S EXPERIENCE



Has a passion to help local law enforcement professionals build a secure and lasting future through home ownership



Specializes in loan origination and developing lasting relationships with referral partners and borrowers



Graduate from the University of Central Florida

CALL TODAY TO LEARN MORE!



Kevin Coleman
SWBC Mortgage Corporation
Sr. Loan Officer | NMLS #209691
4540 PGA Blvd Suite 200
Palm Beach Gardens, FL 33418
Cell: 561.307.6405
Direct: 561.295.8107
Email: kcoleman@swbc.com
swbcmortgage.com/Kevin-Coleman



© 2019 SWBC. All rights reserved. Loans are subject to credit and property approval. Other restrictions and conditions may apply. Programs and guidelines are subject to change without notice. Rates are subject to change daily. SWBC Mortgage Corporation, NMLS #9741 (www.nmlsconsumeraccess.org). Corporate office located at 9311 San Pedro Avenue, Suite 100, San Antonio, TX 78216. 8540-6575 3/19

Good News

Headlines indicate that throughout Palm Beach and Martin counties, PBA members are negotiating new collective bargaining agreements that are rewarding them at unprecedented levels

■ BY MITCHELL KRUGEL

A decade or so ago, contract negotiation encounters in Boynton Beach deteriorated to upward of 30 officers grumbling in the background and airing their grievances publicly over the city offering only a 1 percent raise. The relationship between PBA reps and city administrators and commissioners consisted of one side screaming at the other. Dan Dugger, one of the new reps back then, recalls public safety suffering because of a lack of pay.

These days, Boynton Beach officers know their city commissioners "backward and forward," Dugger declares. The PBA reps and the city manager, finance director and head of human resources are now on a first-name basis. They recently completed a contract with five-year and 10-year step plans that allow officers to top out at more than \$94,000 and sergeants to top out at more than \$112,000 in annual pay. And a new police headquarters will be opening in February.

From Boynton Beach to North Palm Beach, from Tequesta to Jupiter to West Palm Beach and in the sheriff's office — both Palm Beach and Martin counties — collective negotiations for contracts that had been stymied the past decade are alive and clicking. Bargaining power for salary increases, additional compensation and benefits has yielded epic increases for Palm Beach County PBA members.

Good contracts for some agencies have ignited great contracts for others. And members following the PBA's lead to embrace the importance of a presence on the political landscape has made contract negotiations even more rewarding.

"People in the community want to believe in the police to provide public safety for them at all costs," reasons Vinny Gray, a unit rep in Delray Beach and the PBCPBA's labor relations coordinator. "Towns

have more money to spend on their policing services and they are doing that."

Spending at unprecedented levels to be sure: The village of Tequesta began a contract in October that gave officers a 13-percent raise the first year and 20 percent overall increase. The PBA worked with Jupiter in June to garner a 10-percent increase for officers and sergeants. MCSO's new contract provides a 3 percent cost of living adjustment (COLA) the first year. PBSO awarded a 3-percent COLA for the coming fiscal year and a 1-percent spot bonus for all employees. And with the help of the chief in North Palm Beach, PBA efforts helped exceed all expectations with a salary increase of more than 5 percent the first year.

Additionally, a new contract in Palm Beach Gardens rewarded members with a 12-percent bump — 6 percent in wage increase and a 6-percent gift. And the Palm Beach School Police unit procured raise hikes that included 1 percent for officers with less than a year, 3 percent for officers with one to five years, 3.5 percent for officers with five to 10 years, 4 percent for officers with 10 to 15 years and 6 percent for officers with 15 or more years.

"The PBA has an unprecedented amount of influence, especially with the police chiefs, now more than ever," North Palm Beach Chief Rick Jenkins praises. "Between the union, police leaders and city managers, there's been a paradigm shift. I can't speak highly enough about the whole process, and we ended up with the best contract in the history of our department."

An example of how the PBA bargaining power continues to gain momentum occurred just as this issue was going to press. A committee convened with the support of West Palm Beach Chief Frank Adderly to address manpower shortages led to a 10 percent across-the-board increase and the fixing of steps that were compressed from 2006 to 2010.

The increase begins with starting pay and extends to every step along the way. Dennis Hardiman, president of the West Palm Beach PBA unit, detailed how Adderly and Deputy Chief Richard Morris advocated for the increase as a way to retain current staffing levels and attract the best new candidates.

"This puts us in line with other departments in our area," Hardiman adds. "Fixing the compression issue will advance all officers who were frozen to the steps they should be at. At the committee meeting, we were able to come with the idea for the increase and some other incentives and command staff presented that to the mayor and city administrator. This will make our work environment so much better."

Setting the table

Contract season often begins seven or eight months prior to the expiration of the existing agreement. And it often comes with mixed emotions from members: a blend of optimism and pessimism.

The us-versus-them mentality can be pervasive and exacerbated by public, government and department pressure. Gray concedes that there is still a bit of a battered-officers syndrome that leads them to think they always deserve more.

"Some guys, you get a million dollars and they ask if it could have been two million," he quips. "But you have to understand that some of them have been worn down over the years and that's why their attitude is that way."

Some members understand that new commissioners are in office and that the city isn't necessarily coming to the table to screw cops. In fact, the negotiating table has morphed from being a rectangle with sides seated across from each other to round, and thus more collegial.



PBCPBA President John Kazanjian (right), Palm Beach County Sheriff Ric Bradshaw (center) and members of PBSO gather to sign Memorandums of Understanding to authorize a 3 percent COLA and a 1 percent bonus for all PBSO employees.

"You have to look at it from a global view," MCSO rep Karl Nelson submits. "You have to be willing to let some things go and hold fast to things that are important. What is good for the agency to attract and retain good members? Does it help all of us?"

At the PBCPBA office, it's always contract season. The union is always at the ready, primarily because its vigorous legal team of attorneys Larry Fagan, Rick King, Angela Barbosa and Brennan Keeler has forged a solid bargaining foundation for members.

King was so integral in bringing the North Palm Beach deal to fruition that the department came to the PBCPBA Board of Directors Meeting to give him an "outstanding representation" award. Fagan facilitated the round-table discussion in Jupiter in front of a multitude of members. And Keeler, who guided the Tequesta deal, has cultivated some keys to navigating contract season.

From his perspective:

- It's important to get all members on the same page. "That's why the reps are important," Keeler reminds. "They act as the funnel. They are involved because they care the most."
- What are you prioritizing going into negotiations or reopeners? What are the chances of any of these getting

done? "You can't approach it that you're going to get everything in year one," Keeler notes.

- Know the audience. Not just the bargaining team for the agency. Know who is approving, who is writing the check, so to speak. "That's why we talk about having three votes with the commissioners," Keeler explains. "You must have engagement with the elected body of government."
- Be optimistic going in but be realistic. "You have to stick to your guns, for what you believe is right," Keeler emphasizes. "That goes back to the membership being well-organized. One of the strengths of organized labor is a united base. When all the voices together are saying, 'You're screwing us,' it goes a long way."
- The other side is doing everything for a reason. While something might seem inconsequential, like changing the wording, ask why they are doing so. "Never agree to anything until you figure out why they are doing it," Keeler warns.
- The benefit of the PBA being the largest labor union in Florida is having statistics on every agency. "We know what's fair compensation based upon the market," Keeler discloses.
- Justify your de-

mands. "Just like any job, if you are walking into your boss' office to ask for a wage increase, better benefits or a parking spot up front, you have to explain and justify," Keeler suggests. "It can't just be that we need more money. We have to justify with statistics. Elected officials have to justify to the public why they are agreeing."

- Remember the power of the voting bloc. "We will show up to support someone and not just the people from the agency," Keeler states. "We're a union and every vote counts in an election."

It's political

The PBA's insistence on the importance of being politically active to build relationships with administrators and elected officials who make contract decisions is beginning to pay dividends. And it's taking different functions and forms that are making an impact.

In May, Jupiter members attended a city council meeting wearing blue shirts with the message "Support your Jupiter police officers" on the front. One resident was so moved by the showing that he spoke to the council to express his support for the police and implore commissioners to award the raise. Members donned the same

CONTINUED ON PAGE 20



Jupiter officers attended a city council meeting and a collective bargaining session wearing shirts to state their case regarding a new contract.

GOOD NEWS CONTINUED FROM PAGE 19

shirts and filled the room while unit reps negotiated for the raise and the 10-year step plan that resulted in \$1.9 million in additional overall compensation.

"There have been times when I look at the city manager when negotiations are getting contentious to say, 'I don't need you. I have three votes on the commission. Let's declare an impasse and put this contract right before the commission,'" Gray relates. "So being politically active is huge. Collective bargaining can be like collective begging if you don't have your politics squared away."

When a relationship works best, it becomes what PBSO members have achieved with Sheriff Ric Bradshaw. The PBSO contract calls for negotiating the COLA annually. Reaching the Memorandums of Understanding (MOU) this year took less than three hours, and, as part of it, the sheriff decided to disburse a budget surplus to employees as the bonus. It was the second time Bradshaw had awarded a bonus, and it appeared to be an expression of the relationship the members have built with the sheriff.

"He decided to give back to the people who go out and do it every day," PBSO unit president Daniel Glisson confirms. "He supports them, and we support him."

Glisson adds that the shared vision of doing things in the best interest of Palm Beach County and Bradshaw supporting officers makes for a very open and relaxed negotiation process. PBSO members have seen that in return for their support both on the job and on the campaign trail, the sheriff has always advocated for them with the county commissioners.

"Negotiations are never cut and dried, but it's so much easier negotiating with someone who has been there," Glisson notes. "When we sit with him, we're trying to accomplish things. And he's trying

to accomplish things. And it's always very fruitful."

Relationship advice

The virtues of fostering such relationships through various mechanisms fill Palm Beach County. In Tequesta, members went door-to-door in 2018 to generate support for two council members who had proven their advocacy for law enforcement. This year, they unseated an anti-law enforcement commissioner, and those three votes on the council paved the way for the record contract.

In Boynton Beach, the groundwork took even longer to build than the new police headquarters. Dugger remembers telling members six or seven years ago that they would have to go out and meet elected officials to vet them before giving them an endorsement. They needed to offer opposition to candidates who were advocating cutting officer benefits and reducing the workforce.

"We told them we had to make sure we are supporting the right candidates," Dugger divulges. "The initial response was, 'We don't get paid to kiss ass.'"

The commissioners back then had spent years talking about building a new high school, a new police department and, in effect, a new downtown. Now, it's happening, and Boynton Beach members have seen many benefits of their ability to work with elected officials.

Dugger recalls how they went and wiped the slate clean with city government. They worked hand-in-hand with the Boynton firefighters union. They don't come at it from an adversarial perspective unless they have to. When contract negotiations began this year and members felt like they weren't being heard, they staged a rally in front of the municipal complex to get their message across.

When he attended the PBCPBA's union rep training this past February, Dugger heard a message to confirm that he and fellow reps Cory Herny, Rayner De Los Rios and Jermaine Jones were on the right track.

"That you need to take a vested interest in your future and not leave it up to somebody else," Dugger asserts. "Make sure you also make a personal investment of your own personal time by being seen in the community. And don't be adversarial if you don't have to be. Remember, this is a right-to-work state, and elected officials can make or break you."

To confirm the PBA's influence, look no further than North Palm Beach. When Chief Jenkins presented the appreciation award to King, he praised how many jobs King has saved first as a watch commander on the job in West Palm Beach and now as a PBA attorney. He also complimented North Palm unit rep Joseph Yungk for "having the backbone to stand up for what's right."



PBCPBA President John Kazanjian (blue shirt), Martin County Sheriff William Snyder (next to Kazanjian) and MCSO deputies and sergeants gathered at a labor relations meeting on Oct. 11 to celebrate the department's new collective bargaining agreement.

Further, Jenkins shared his feeling that a successful chief is only as successful as the relationship with the people he works with. He described what could happen if not for the presence of the PBA.

"When cops are sent a message inadvertently by poor a contract that, 'We don't care about you. You are not important,' police officers extrapolate that into thinking their positions are not important to the department," Chief Jenkins reasons. "During the initial stages of negotiations, there is a drop in productivity and enthusiasm. But then you get a contract like we did, and there is an immediate rise."

Final thoughts

During a 12-year span, Tequesta had 26 officers leave the department. That's a department with 17 total officers. And a village that ranked No. 1 in public safety in Palm Beach County had the 28th highest average salary out of 31 agencies in the county. Presumably, the exit strategy has been cured by the new contract.

So for all the value coming with an improved economy, a recovering stock market and a housing market on an uptick, the inherent value of improving salaries and benefits is opening the eyes of municipalities. Agencies don't want to lose personnel because it costs approximately \$180,000 to \$200,000 to train an officer.

An agency that loses five officers could



When contract negotiations did not start out favorably, Boynton Beach officers made a statement during a rally in front of the police department.

be out \$1 million to replace them. And the loss of institutional knowledge could take up to 20 years to replace, which leaves a big hole in public safety. Chief Jenkins saw that hole digging when contract season came around.

"We're struggling to fill openings," he says. "But it would be impossible to fill them if we had not gotten this contract. The more applicants and better applicants we can attract, the far better the organization."

In the grand scheme of bargaining, certain elements are always going to be on the front burner. Count officer retention and recruiting among the priorities along with compensation, healthcare and retirement. It's always going to be the aspects that have the greatest impact on the greatest number of employees.

But the current way of successful bargaining can lead to more successful bargaining. At MCSO, for example, there is al-

ready talk of expanding the line in the next contract. Nelson says that they will never deviate from their philosophy of working for what's reasonable and achievable.

There is talk, however, of pushing for supplemental pay for special skills related to whether an officer can operate special equipment. Or for skills that make an officer more valuable to the agency. Could that include helicopter pilots or K9 officers? Or how about compensation for an officer who is bilingual?

"You still have to look at what the budgets are and how much you're going in there asking for," Nelson reinforces. "You don't want to go in too high and have sticker shock. Appreciate when the economy is good."

Clearly, it is a time in collective bargaining when municipalities and agencies are willing to spend the money. Apparently, they know that, in the end, you get what you pay for.



KLEINMAN & LESSMANN

Where Knowledge Meets Experience

Ian Kleinman, Esq. and Bennett Lessmann, Jr., Esq. have the experience you need after being injured by another's negligence.

Practice Areas Include:

- Car Crashes
- Pedestrian Accidents
- Trip and Fall
- Wrongful Death



Kleinman and Lessmann is proud to serve the law enforcement community, and their families, in their time of need.

Call today for a free case evaluation any time day or night!

561-708-4038

Our home office is conveniently located off the Florida Turnpike and Glades Road
at 7777 Glades Road, Suite 205, Boca Raton, FL 33434

www.KLFloridaLaw.com

An up-close look at the



What you don't know – but should – about the commission that governs your career

■ BY MITCHELL KRUGEL

The letters “C-J-S-T-C” tend to scare the spit out of law enforcement officers. And with good reason. The Florida Criminal Justice Standards & Training Commission (CJSTC) reviews and administers appropriate administrative sanctions in instances when an officer is found to have violated of Florida statutes and commission standards.

The 19-commissioner board can be like a tribunal for anybody who has ever had to appear before it, a committee charged with taking your certificate or even a crew on a witch hunt. If an officer at the rank of deputy all the way up to a chief violates a CJSTC standard and an IA investigation finds reason to send a report to the Florida Department of Law Enforcement (FDLE), then comes the fear of being punished to the letter of the commission's law.

“Like an executioner's rope,” is how George Lofton, the Sun Coast PBA president who was appointed to the CJSTC as Attorney General Ashley Moody's proxy earlier this year, describes that fear.

But it doesn't necessarily spell the end of the line. Because of the foresight, advocacy and pull of law enforcement labor union members – led by Palm Beach County PBA patriarch Ernie George – the CJSTC includes a coalition of rank-and-file officers that is larger than any other entity or agency represented on the commission.

The current CJSTC chair, in fact, is Martin County Sheriff's Office PBA unit rep Willie Weiss, who is in his second four-year term as a commissioner. From his chair, Weiss conveys something all PBA members should know about the commission.

“With my years of experience and being a PBA rep, I believe I can be a voice for the officers who are coming before the board,” explains Weiss, who has been on with MCSO for 28 years. “I want to make sure everyone has a fair chance. We have a system with checks and balances to prevent witch hunts.”

Fairness and equitability could not have two better adjudicators than Weiss and Lofton. They are representatives and guardians of it, and, given some of the excess pressure and scrutiny coming down on police officers from outside – and inside – their agencies, it certainly appears to be needed.

“When the cases come before us, we look at a variety of factors,” clarifies Lofton, a detective with the St. Petersburg Police Department who has been on for 29 years. “If there has to be corrective action taken, we make sure that it is fair, equitable and justifiable. The punishment or consequence should fit what the officer did. But the idea is to remediate improper behavior and give officers the opportunity to correct and move on in their careers.”

When Weiss expressed interest in becoming a commissioner, he was motivated to represent the rank and file after conversations with George, past Florida PBA President John Rivera and Palm Beach County Sheriff Ric Bradshaw, among others. In addition to offering a distinct voice during commission proceedings, regulating the academies and policies they want put forward and making sure officers have the equipment and applicable training to be safe on the job, the presence of rank-and-file commissioners helps keep the clarity of the overall mission intact.

The makeup of the commission allows for achieving its mission to ensure that all citizens of Florida are served by criminal justice officers who are ethical, qualified and well-trained. The 19-member panel includes the following, who each serve four-year terms:

- Five law enforcement officers who are neither sheriffs nor chiefs and are the rank of sergeant or below within the employing agency.
- Three sheriffs.
- Three chiefs.
- One person in charge of a county correctional institution.

- Two correctional officers, one who is an administrator of a state correctional institution and one who is the rank of sergeant or below within the employing agency.
- One training center director.
- One Florida resident who falls into none of the above categories.
- The attorney general or designated proxy.
- The secretary of the Florida Department of Corrections or designated proxy.
- Director of the Florida Highway Patrol.

Primary responsibilities of the commission include:

- Establish uniform minimum standards for the employment and training of full-time, part-time and auxiliary law enforcement, and correctional and correctional probation officers.
- Establish and maintain officer training programs, curriculum requirements and certification of academies and academy school instructors.
- Certify officers who complete a Florida Basic Recruit Training Program or are diversely qualified through experience and training and meet minimum employment standards.
- Conduct studies of compensation, education and training for the correctional, correctional probation and law enforcement disciplines.
- Develop, maintain and administer the State Officer Certification Examination for criminal justice officers.

The CJSTC conducts quarterly meetings to hear cases, discuss issues and approve rules that relate to officer standards and training. The day before each quarterly meeting, five commissioners participate in probable cause hearings to determine if cases sent to FDLE should be brought to the entire commission for review and adjudication. Cases the entire commission

hears can result in any outcome, from no discipline to revoking certification.

A moral character violation such as a positive drug test almost always results in revocation. But other cases can present mitigating circumstances.

"If people plead their cases and they are deeply sorry, or if there is a circumstance like they served two tours in Iraq, that comes into play," Weiss discloses. "Officers with a spotless record do a lot better with the commission."

The system of checks and balances also allows the commission to determine if an agency went beyond the scope of what it deems appropriate in its findings. But because every case is different, and because the CJSTC does not operate under a cookie-cutter mentality when looking at each case, there are naturally going to be issues that pose challenges to the commission's decisions.

The Florida PBA recently presented one of those dissents in support of an officer working in Broward County who was terminated but then ordered back to work following an arbitrator's decision. The CJSTC has yet to hear the case, and the PBA continues to implore the commission to do so.

That is where the PBA representation on the commission can become a factor — a presence, as Weiss notes, to make sure an officer isn't getting railroaded.

"I think the relationship between the labor union and the commission is vital," Lofton emphasizes. "When you have a lot of chiefs and sheriffs it could easily become adversarial. The union brings forward the mission the commission looks at. If we have a member who has made a mistake, the officer definitely needs to be held accountable. But it's important to take into consideration the facts and circumstances and use discretion to reach a fair outcome."

YOU HELP OUR COMMUNITY EVERY DAY LET US HELP YOU OWN YOUR OWN HOME!

We have family in Law Enforcement and strong ties to the community, so we know the challenges you face. We're here to help make homebuying easier.

- Choose a loan that fits your needs - Purchase, refinance, renovation, cash-out, or build on your own land
- 15-minute prequalification* - Online, over the phone, in person, or in our LoanFly® app
- Secure LoanFly® Portal - Upload paperwork, check credit score, and track your loan status on your favorite device
- In-house operations
- Clear, easy-to-understand guidance at each step
- 10-day close available**

Thinking of accessing your equity, reducing your loan term, or lowering your rate? **Call us today for a no-cost mortgage review.**



DANIEL TOKAR
Production Manager
NMLS 1098658
Cell: 954.589.3661
dtokar@houseloan.com



ARI TOKAR
Senior Loan Officer
NMLS 1462188
Cell: 561.714.4218
atokar@houseloan.com



KARLENE MASSE
Director of Business Development
NMLS 1129640 | *Se Habla Español*
Cell: 954.336.2476
kmasse@houseloan.com

WWW.THETOKARTEAM.COM

10200 W. State Road 84 | Suites 102 & 103 | Davie, FL 33324 | *During regular business hours. **10-day close not typical; not all loans will close in 10 days.
Not a commitment to lend. Borrower must meet qualification criteria. Equal Housing Opportunity.



Florida PBA Leadership Conference • Oct. 27-28 • Sheraton Lake Buena Vista Resort

Follow the Leadership

Second annual leadership conference focuses on most timely career issues

■ BY MITCHELL KRUGEL

Beyond Epcot, the Islands of Adventure, Discovery Cove, SeaWorld, ESPN's Wide World of Sports and even the Holy Land Experience, the foremost attraction in Orlando at the end of October could very well be the Florida PBA Leadership Conference. Conventional wisdom might ask what could be more scintillating than a ride on Space Mountain, Splash Mountain or a visit to It's a Small World?

For Florida's law enforcement and corrections officers, the attraction of the second annual leadership conference could have the profound impact on their careers that they have been seeking. The day-and-a-half seminar on Oct. 27-28 at the Sheraton Lake Buena Vista Resort will address perhaps the two most important matters affecting their stability on the job, off the job and after the job.

The first day of the conference will present multiple sessions to educate union leaders about how to better account for officers' mental health and promote suicide prevention. The second day will offer discussion about retirement planning, including a forensic look at pensions.

"This conference has the potential to be a different kind of difference-maker," professes Jim Baiardi, the Florida PBA Vice President of Services who is coordinating the conference. "Members are used to unions fighting for benefits, and that's good. Part of this will be making us aware of the warning signs of mental health issues and especially suicide."

The conference could be a jumpstart for all PBA charters and chapters to lead the effort from the front to improve mental health. For sure, it's an opportunity to emphasize the all-for-one mindset the union can bring to this challenge.

"Mental health is more than a few people's problem to solve," continues Baiardi, who has firsthand experience with suicide as president of the PBA's State Corrections chapter. "In the long run, we can be the people at the forefront to help make the situation better for our members."

The leadership conference will kick off with a presentation from Hillsborough County Sheriff Chad Chronister and his team about the program he has piloted in his department focused on resiliency training. The mandatory training was developed with the help of local mental health experts, including the Crisis Center of Tampa Bay and Florida Mental Health Institute, to be relevant to situations that deputies deal with on the streets and in the jails.

Florida has the fourth-highest number of active and retired officers who die by suicide, according to a recent report by non-profit law enforcement service provider Blue H.E.L.P. For the

third straight year, in 2018 the number of officers who died by suicide nationally outnumbered those who died in the line of duty.

"We're trying to break the stigma so people can become comfortable talking about their struggles," Florida PBA Executive Director Matt Puckett comments. "It's happening far too often, so within our own organization what value and resources can we get out of it to help understand the signs and the struggles."

Mental health day will also include a presentation from Rick Field Jr., an associate warden with the California Department of Corrections. Pulling from his experiences as a correctional supervisor, Field will relate how he has faced the challenges to identify the warning signs of stress, depression, post-traumatic stress disorder (PTSD), mid-career issues and family issues which impact officers.

"As administration, we should want our employees to retire whole and not broken," Field writes on his LinkedIn page. "Together, we can change the culture and overcome the stigma of weakness if someone asks for or needs help. We can reduce the number of suicides and stress-related illnesses by showing compassion, grace, forgiveness and human kindness."

Mental health day will conclude with a panel discussion featuring Florida Chief Financial Officer Jimmy Patronis, Florida State Senator Keith Perry and Florida Representative Stan McClain. Perry and McClain each are sponsoring a Florida PBA-driven bill to provide more peer-to-peer counseling to police officers in the state.

The second day will be devoted to retirement topics. A representative from the Florida Retirement System (FRS) is scheduled to start the day two presentations. That will be followed by a Q-and-A, and the day will include with a roundtable discussion on pension issues.

Whereas the inaugural leadership conference in 2018 dwelled on how to be a union leader, this year's model is designed to meet the needs of law enforcement officers. The conference has started to go viral and has attracted labor leaders from several other states to attend.

"What we want to do every year is address the issues that are driving the narrative in law enforcement in the state and nationally," Puckett adds. "Mental health and how to better invest in your retirement certainly are two of those right now. We can never get enough information out to people. As we continue to bring in people who are experts in their fields, we will see attendance grow even higher."

LAW ENFORCEMENT EDUCATION BENEFITS AT FNU

Up to 15 credits accepted for current law enforcement officers

A maximum of 78 credits may be transferred towards a bachelor's degree

A maximum of 39 credits may be transferred towards an associate degree

- SCHOLARSHIPS AVAILABLE
- ASSOCIATE OR BACHELOR'S DEGREES
- CAREER ADVANCEMENT OPPORTUNITY
- CRIMINAL JUSTICE INCENTIVE PROGRAM (CJIP)



Florida National University®

SINCE 1982

OPENS DOORS TO THE FUTURE

For more information please contact admissions@fnu.edu or the Department Head of Criminal Justice and Legal Studies at oalfonso@fnu.edu



Members Only Section

Celebrating PBC PBA members and the way they serve every day

Stuart Police Department flexes its femininity



Who runs the Stuart Police Department? On July 29, the answer to that question was “girls.” Female ferocity filled the building as the women of the Stuart Police Department hosted their first Girl Power Day.

More than 20 young ladies from the community united with female officers for a day of discussion, team building and fun.

Stuart Officer Tammy Farnham, Detective Rachael Minor Detective, Devon Taylor, Corporal Amy Duran, Captain Heather Rothe and youth counselor Kathleen Lannon worked together to facilitate an educational day at the department.

The group of ladies explored serious topics that affect young women today, while the Stuart officers shared what it’s like to be a woman in law enforcement. Valuable engagement continued as the women enjoyed lunch provided by the Community Relations Unit.

“I am very proud of the women of the Stuart Police Department who touched the lives of so many young women during today’s ‘Girl Power’ event,” Stuart Police Chief Joseph Tumminelli shared on Facebook. “It is without a doubt that their efforts made a difference in all of these young ladies’ lives, and hopefully



will instill confidence and sound decision-making as they grow into young adults.”

Girl Power Day concluded with a trip to Pinspiration for an afternoon of arts, crafts and some paint splattering.

The Stuart officers and young women made both a statement and colorful



splash about girl power that will have a lasting impact on the girls as they continue to grow into strong, successful women.

PBCPBA members help students go back to school

The transition from summer's end to a new school year isn't always easy for families. That's why this year, multiple agencies put together response efforts to help students prepare for the classroom.

Back-to-school outreach from Palm Beach County PBA members was activated in many ways, starting with the Martin County Sheriff's Office (MCSO) SafeSpace Backpack Drive to raise donations of school supplies for families in need.

Martin County Sheriff William Snyder and SafeSpace Director of Programs Michelle Akins partnered for the backpack drive, which aimed to ease the financial stress of supply shopping for families in the shelter, many of whom arrive with nothing but the clothes on their backs.

Thanks to Snyder, MCSO deputies and other members of the community, 150 backpacks and multiple boxes of other back-to-school essentials were distributed to children in preparation for a successful school year.

In addition to making sure students were geared up for the first day of school, MCSO COP Deputy Crystal Duncombe also helped two residents prepare for the first day with a trip to the barber shop.

Ronald, 9, and his brother Jordan, 10, weren't looking forward to the start of school until Duncombe organized a "guys' day out" at Blend Masters Barber-shop in Port St. Lucie, where Barber Sam treated the boys to a fresh cut.

Officers made sure to continue their outreach on the first day of school, with PBC PBA members from multiple agencies on hand to greet students upon arrival.

At Village Academy in Delray Beach, students were welcomed by Delray Beach Police Department Detective Mike Shiner, who handed out high-fives and brand-new backpacks to the children.

Shiner was joined by tennis star and Delray Beach native Coco Gauff, who also distributed backpacks to get kids off to the right start in the classroom.

Though officers seemingly did everything they could to make sure every student had a successful start to the school year, officers from the West Palm Beach Police Department (WPBPD) were told about a young girl who was having a rough time.

When WPBPD Officers Perry LaFrance



The Martin County Sheriff's Office collects backpacks and supplies for families at the SafeSpace Emergency Shelter.



Martin County Sheriff's Office COP Deputy Crystal Duncombe (right) and Barber Sam help two students complete their looks for the first day of school.

and David Martin heard about a student who had broken her arm during the first week of school, they joined efforts to pick out a special gift that would brighten her day. The officers delivered a play kitchen set and stuffed animal to the student's house to lift her spirits.



Delray Beach Police Department Detective Mike Shiner (right) hands out backpacks at Village Academy with tennis star and Florida native Coco Gauff.



West Palm Beach Police Department Officers Perry LaFrance and David Martin make a special delivery to a student.

Jupiter Police Department hosts mental health training

The Jupiter Police Department recently was the proud host of the 84th class training for the Crisis Intervention Team (CIT) Palm Beach County.

As mental health continues to become a focus of law enforcement response, 12 Jupiter officers also decided to participate in the training, which consists of 40 hours over a one-week period.

CIT includes law enforcement agencies, emergency medical and psychiatric services, receiving hospitals and others connected with individuals who suffer from mental illness and addiction.

Some of the topics explored in the training include: psychiatric conditions; substance abuse; post-traumatic stress disorder (PTSD)/trauma; children's diagnosis; developmental disabilities; Alzheimer's disease; excited delirium; suicide; death notifications; and the Marchman Act and Baker Act.

Officers also learn and practice de-escalation techniques.

Congratulations to all of the officers who became members of CIT to prepare for responding to people with specific needs.



Delray Beach Police Department hosts first civilian training day

Delray Beach Police Department hosted its first Training Day on Aug. 24 to give civilians a inside look at the procedures, tactics and decision-making of the job. More than 30 residents participated in the training led by DBPD officers. The trainees participated in drills and demonstrations that gave a first-hand glimpse into traffic stops, defense tactics and body cameras. They also were guided through some shoot-don't-shoot training scenarios that put them in the shoes of law enforcement. It was a successful day of training and interaction between DBPD officers and civilians who appreciate the work of law enforcement.



Deputies help 4-year-old celebrate big day

When Rivers Canese was asked what he wanted for his 4th birthday, his one wish was to celebrate with his heroes from the Martin County Sheriff's Office (MCSO).

Deputy Scott Bundy could hardly resist the opportunity to surprise the young law enforcement supporter by organizing a special visit to his house.

On Rivers's birthday, three MCSO deputies showed up at his doorstep to wish him a happy birthday.

Sergeant Jamie Foster, Corporal Leslie Beath and Deputy Cory Collier were happy to celebrate with Rivers and help make his day memorable.



Our name says it... We do All Mortgage Loans

I used All Mortgage Loans for my recent purchase and it was the best experience I have had with a mortgage lender, I would highly recommend them to anyone looking for a mortgage..."

Dave Williams PBA Administrator

We have every Mortgage Loan available

Conventional • FHA • VA • Jumbo • Commercial • Construction

- Beating banks every day
- We proudly do Law Enforcement and Good Neighbor Next Door programs
- Police financing and down-payment assistance programs
- Banking resource to assist with down payment - as much as \$7,500 for law enforcement

Full Approvals for Purchase makes you a CASH buyer

If we can't do it, it simply can't get done



PAUL HARTZ

Mortgage Sherpa

(Work) 561-594-4545 • (Cell) 561-768-1891

Paul@AllMortgageLoans.net

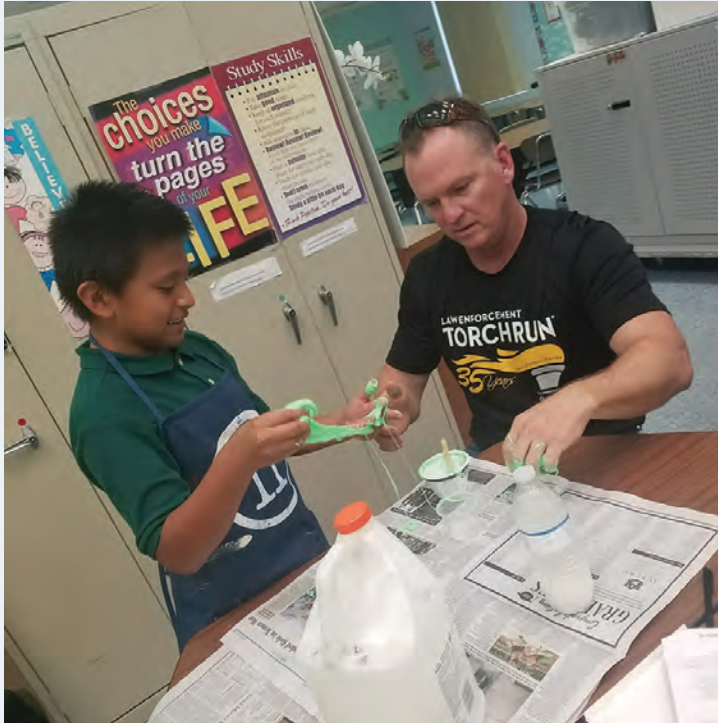
www.AllMortgageLoans.net

NMLS 336020 / Co. NMLS 1588734

PBSO deputy receives school recognition

Bridges at Highland Elementary School recently honored Palm Beach Sheriff's Office Deputy Michael Mahoney for his efforts volunteering with the school's mentor program. Ma-

honey was given a Certificate of Appreciation for mentoring the third grade and providing a positive role model for students.



GEAR.
WORTH.
PURSUING.



A MONTHLY SUBSCRIPTION BOX, DELIVERED TO THOSE WHO DEFEND.

SAVE \$10 ON YOUR FIRST BOX. USE CODE: FLORIDACOPS
THESHIELDBOX.COM

Delray Beach honors two lifesavers



The city of Delray Beach celebrated the work of two community heroes on Aug. 20. Delray Beach Police Department Sergeants Michael DeBree and Brian Griffith were presented with Lifesaving Awards at the town's commission meeting by the Florida Police Chiefs Association. The sergeants were

recognized for their swift response to two small children who were trapped on the ledge of a house. Their actions in bringing the children to safety reinforced their role as protectors of their community.



Respected trial lawyer with over 26 years experience
Concentrating in complex family law matters:

- Child Custody
- Child Support
- Divorce
- Paternity
- Prenuptial Agreements

*As a former prosecutor, married to a Career Law Enforcement Officer,
I am well aware of the unique challenges that public safety
professionals face in all aspects of divorce and can help
you navigate those challenges.*

Know your Rights and Responsibilities
Credit Cards Accepted
Se Habla Español


Marybel Reinoso Coleman P.A.

11369 Okeechobee Boulevard, Suite 500
Royal Palm Beach, Florida 33411

Tel: (561) 383-5583 Fax: (561) 383-7954

marybel@mrcattorneyatlaw.com

www.marybelreinosocoleman.com

 @marybelreinosocoleman



FIRST OPTION FOR FIRST RESPONDERS

Experienced in the Florida Retirement Systems Retirement Plan,
Financial Analysis and Life Insurance needs



Monique Heinz
Financial Representative
3300 PGA Blvd, Suite 100
Palm Beach Gardens, FL 33410
561.236-1291
mheinz@evershore.com

WHO'S HELPING SECURE YOUR
FINANCIAL FUTURE?



This advisor is a Registered Representative of Securian Financial Services, Inc. Securities offered through Securian Financial Services, Inc., member FINRA/SIPC. Evershore Financial Group is independently owned and operated. 2601491 6.2019

Retired: "Not my problem anymore"



STEVE
OLSON

Retirement. This word has so many different meanings to people. For some it's freedom; for others it's the unknown; and for others it's the start of a new chapter.

The concept of retirement as we know it originated in Germany with Otto von Bismarck in the late 1800s. As the industrial revolution was firing on full cylinders, von Bismarck knew he had to do something to take care of hard-working people who were getting to an age at which they physically could not contribute to the workforce any more.

A few decades later, the United States founded the Social Security Administration to address similar concerns. And thus, the concept of retirement in America was officially born.

In this day and age, we see generally three approaches to retirement:

Traditional retirement. You retire at a specified date and do not go back to work for the remainder of your life. For example, you retire at 60 and live off your pension, investments and Social Security.

Semi-retirement. You retire at a specified date and take on a part-time job for a certain number of years. At some point down the road, you cease working altogether. For example, you retire at 60 and get a part-time job until 75, then fully retire and live off your pension, investments and Social Security.

Temporary retirement/sabbaticals. You have multiple ca-

reers throughout your lifetime with time off between them. For example, career 1 (military) ages 18-22, time off ages 22-23, career 2 (law enforcement officer) ages 23-53, time off ages 53-55, career 3 (security/consulting) ages 55-70. Your retirement is from age 70 onward.

With the development and evolution of modern medicine, life expectancies have continuously been increasing. According to the Social Security Administrations Actuarial Life Tables in 2019, a newborn male has a life expectancy of 83 years old and a newborn female has a life expectancy of 87 years old. That might seem low to you but compared to the 2004 tables (men 75, women 80), life expectancies are increasing. And according to the National Criminal Justice Reference Service Study, police officers are living longer than the general population.

So with life expectancies increasing and the desired retirement age for most people decreasing, what does that mean for the outlook of retirement as a whole?

Fortunately, as a law enforcement officer in the state of Florida, you have the option of a state-guaranteed pension that can help with expenses throughout retirement, no matter how long you live. But will this be enough? What if you are in the investment plan, or what if your pension does not have a cost of living adjustment?

That's where financial planning comes in. It is essential to think through these major life events and put yourself in a position of control. The longer you wait to plan, the less control you have over your destiny.

The easiest advice is to start planning early and to start saving early.

If you were to invest \$200 per paycheck (24 pay periods per year) to your deferred compensation plan over your 30-year career, considering an 8 percent average annual rate of return, you would have approximately \$596,000 at retirement. But what if you wait 10 years to start making contributions? You would then have to contribute \$506 per pay period to have the same \$596,000 at retirement. What if you wait 20 years to start making contributions? You would have to contribute \$1,630 per pay period to have the same \$596,000 at retirement. That is the power of compound interest (interest earned on interest) and why it is so beneficial to plan for retirement early in your career, even if it seems so far away.

But what if you feel like the ship has sailed on saving early for retirement? What do you do?

At the end of the day, you can't make money magically appear out of thin air, but you can take control of your situation and gain a full understanding of your options. Map things out. Sit down with a certified financial planner. Take the time to learn more about the second and third types of retirement approaches listed above, and empower yourself to take control in creating your financial future.

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.

Ready to Serve Florida's First Responders



- Roxie Guerrero, Realtor Associate
- Licensed Realtor for 22 years
- PBA member since 1988
- 26 years On the Job
- Retired from Palm Beach Sheriff's Office February 2014 as a Sergeant-Law Enforcement. ID#3575.

I specialize in Buying, Listing, Selling,
Relocation across South Florida,
Nationally and Internationally.

Please contact me with your
Real Estate needs!

Roxie Guerrero • Realtor Associate
Wellington Office - The Keyes Company
Phone: 561-762-2369
Email: foxy213@bellsouth.net

Is refinancing right for you?



ARI
TOKAR

If you're like most homeowners today, the mortgage you signed on for a decade or even a year ago may no longer feel like it's the right fit. A mortgage refinance could give you more wiggle room. In essence, a refinance means you'll be getting a new mortgage for your home. With a new mortgage, you could lock in better terms that suit your current needs and big-picture dreams.

From what we've learned during our many years in the mortgage industry and helping local heroes like you, there are certain times when refinancing could make sense:

Your rate is at least 0.5 percent higher than current mortgage market rates. Mortgage rates have hit a three-year low. So, it's likely that current rates could be lower than when you first closed on your home loan — even if you closed within the last year. Refinancing to a new lower rate could mean a lower monthly payment, which could free up funds in your budget.

You want to align your payoff date with retirement. Refinancing can also be used to shorten your loan term at the same time. Potentially reducing a 30-year loan term to a 15-year loan term, for example, can help you pay off your mortgage sooner and save thousands in interest payments. Plus, you could have the added benefit of owning your home free and clear when you retire from the force.

Your property value has increased. According to the latest Quarterly Home Price Index Report from the Federal Housing Finance Agency, home prices are up 5.05 percent across the country. One of the frequently overlooked advantages of rising housing prices is their ability to boost home values — and equity along with it. Tapping into your home equity could give you cash for college tuition, medical or healthcare services for aging parents, a family dream vacation or destination wedding, creating an emergency fund, paying down credit card debt and other major expenses.

You have mortgage insurance on your loan. Mortgage insurance may be attached to your home loan if you didn't put 20 percent down on your house or if you purchased your home with an FHA loan. Refinancing can drop this insurance and potentially lower monthly payments by hundreds of dollars for those who qualify.

Your home needs a facelift. Want to refresh your home loan and your home at the same time? You could refinance with a renovation loan like HomeStyle or FHA 203(k). Both options let you finance the costs of eligible improvements into one convenient mortgage, helping you pay less out of pocket to renovate your home.

You have an adjustable-rate mortgage (ARM). Refinancing to a fixed-rate loan could protect you from future rate hikes when it's time for your rate to adjust.

Your life has changed significantly. Most homeowners aren't aware that a mortgage may need a tune-up after a major life change, including getting a divorce. Even with a divorce decree, a lender is not obligated to remove an ex-partner from

a mortgage. Fortunately, refinancing can be used to put a home loan back into your name only.

The Tokar Team of Cornerstone Home Lending is honored to help our law enforcement heroes with their refinancing needs. We have family on the force — so we understand the challenges you face.

If you haven't checked in on your mortgage in a year or longer, we're ready to help — and at your convenience. You can get started in minutes over the phone, online or in person. Plus, we offer a secure, streamlined digital mortgage experience with less paper processing and a quick closing timeline.

Our team makes the mortgage process easy. We value your time and want you to spend it doing what matters most — not stressing about your loan.

Ari Tokar is part of the Tokar Team at Cornerstone Home Lending in Davie. Ari honed his customer service skills in the financial services and hospitality fields. As an LEO husband, he's established close and meaningful ties throughout the law enforcement community and is dedicated to serving those who protect and serve. To contact Ari, call 954-908-7106 or email atokar@houseloan.com. Cornerstone Home Lending, Inc., NMLS 2258. Not a commitment to lend. Borrower must meet qualification criteria. Equal Housing Opportunity.

Providing financial guidance to those that serve others.

MEDICAL
PROFESSIONALS

LAW ENFORCEMENT &
FIRST RESPONDERS

PRIVATE
FOUNDATIONS

PHILANTHROPIC
INDIVIDUALS

IronBridge is a premier fee-based wealth management firm focused on solutions covering:

- Financial Planning
- Investment Management Programs
- Personal Risk Management



Our team's industry credentials include:

CERTIFIED FINANCIAL PLANNER™ certification (CFP®)
Certified Investment Management Analyst® designation (CIMA®)
Chartered Alternative Investment Analyst® designation (CAIA®)
Level II Chartered Financial Analyst Candidate

IRONBRIDGE WEALTH COUNSEL, LLC

Offices: Boca Raton | Austin | Scottsdale

Phone: 512.309.0230 | 954.816.2719

Contact Email: Shane.Morrow@IronBridgeWC.com

www.IronBridgeWC.com

Shane Morrow is a registered representative of Lincoln Financial Advisors Corp., a broker-dealer (member SIPC) and registered investment advisor offering insurance through Lincoln affiliates and other fine companies. IronBridge Wealth Counsel is not an affiliate of Lincoln Financial Advisors Corp. CRN-1815626-060717



Service Deserves
Its Rewards®



Firefighters



Law Enforcement



Military



Healthcare Workers/EMS



Teachers

www.HeroHomesAndLoans.com

Military • Police • Firefighters • EMTs • Teachers • Healthcare Workers
(Military- Active, Retired and Reserves)

**GET BACK THOUSANDS IN CASH
(and other discounts and benefits)
ON YOUR NEXT REAL ESTATE TRANSACTION!**

Just by Using a **Homes for Heroes®** Affiliate

www.HeroHomesAndLoans.com

- **Homes for Heroes®** Agents give up a portion of their commission to honor their Heroes:
 - Hero Sellers® get a credit at closing (avg. approx. \$700 per \$100,000 of sale price)
 - Hero Buyers® get a check after closing (avg. approx. \$700 per \$100,000 of purchase price)
- Lender Discounts for Purchase or Refinancing of current mortgage (free appraisal up to \$500 value)
- Experienced, full service agents and lenders, cash back, reduced fees, no gimmicks, no hidden terms



Sharon Watson - Realtor

Keyes Real Estate

561-267-0004

sharonwatsonbiz@hotmail.com

Personally donated \$40,500 from her commissions



Kathleen A. Williams

Loan Specialist, NMLS 1066793

Home State Bank

561-685-8048

KWilliamsmortgage@gmail.com



Thank-You Notes TO THE PBA



WE PROUDLY ANNOUNCE
THE GRADUATION OF

Kristin L McKenna

UNIVERSITY OF WEST FLORIDA
SCHOOL OF NURSING

Kristin earned her Bachelor of Science in Nursing on August 9, 2019

She will be someone's Sunshine when their day is gray.

She believed she could and so she did.

God found the strongest women & made them nurses.

When a person decides to become a nurse, they make the most important decision of their lives. They choose to dedicate themselves to the care of others.

Dear Palm Beach County PBA Committee,

I would like to thank you for helping fund my college education through the Kaitlin A. Kazanjian Memorial Scholarship. It easy to take the little things for granted, but I am incredibly appreciative for the award. I have worked hard at the University of Florida; it is because of this scholarship that I am able to save money for potential graduate school. Thanks again for the opportunity.

Best Regards,
John C. Prieschl

Thank you



Kristin has accepted a position at Tallahassee Memorial on the cardiac Progressive care unit (PCU)

Dear PBA Scholarship Committee,

I am sincerely honored to have been selected as the recipient of the PBA Scholarship. Thank you for your generosity, which has allowed me to complete my bachelors of Science in Nursing.

As I completed my education at University of West Florida, I am very thankful for receiving your thoughtful gift. Because of your scholarship, I am on my way of obtaining a position at Tallahassee Memorial.

Thank you again for your thoughtful and generous gift.



Sincerely,

Kristin McKenna

Kristin McKenna

♥ A Nurse and her coffee... it's a beautiful thing ♥

Dear Kaz E PBA Staff,

Thank you so much for selecting me as one of your scholarship recipients.

Sincerely
Connor T. Oendreau



Dear PBA,

Thank you so much
for providing the support
I need to pursue my
educational career. Thanks
to your help I am able
to attend the University
of Miami and study
engineering. I appreciate
the scholarship and what
it allows me to do.

Thank you,

Max Michale

7 August 2019

Dear Mr. Kazanjian & Palm Beach County Police Benevolent Association,

I would like to express my sincere thanks for being awarded your scholarship. It is an honor to receive recognition from your organization who so generously supports law enforcement families. Your assistance allows college students like myself to chase their dreams and become the future leaders of tomorrow. I remain grateful of your support along my college journey, and hope to one day impact the lives of others. On behalf of my family and I, thank you.

Sincerely,

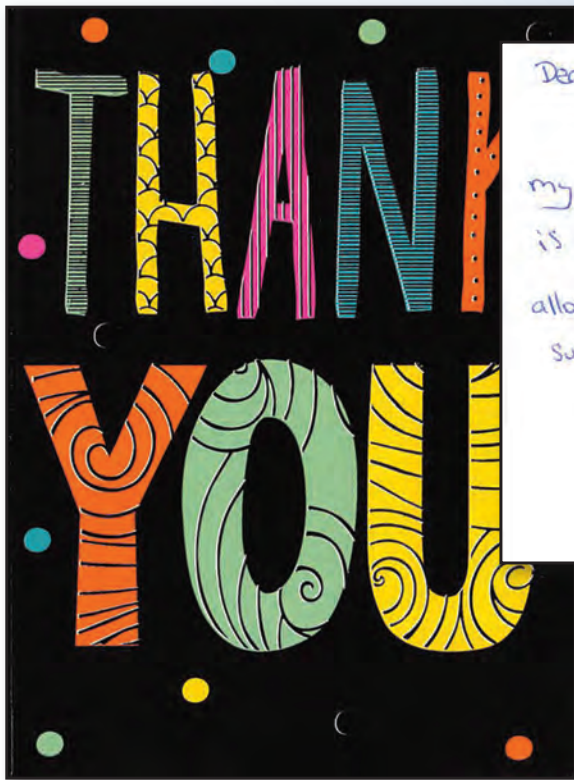
Justin Nieves

Dear PBA Scholarship Committee,

Thank you so much for awarding me with the PBA Scholarship. The scholarship funds have paid for almost all of my books and classroom fees thus far. I truly appreciate PBA for giving me this opportunity, and the generous donors who make these scholarships possible. I am entering my junior year at Florida Atlantic University, and getting closer to my goal of earning a Bachelor's of Science degree in criminal justice.

Thank you so much,

Ryan Stanfill



Dear PBA,

Thank you so much for supporting my educational career. Skidmore College is my dream school, and your help is allowing me to attend. I truly appreciate such a generous scholarship.

Thank you,

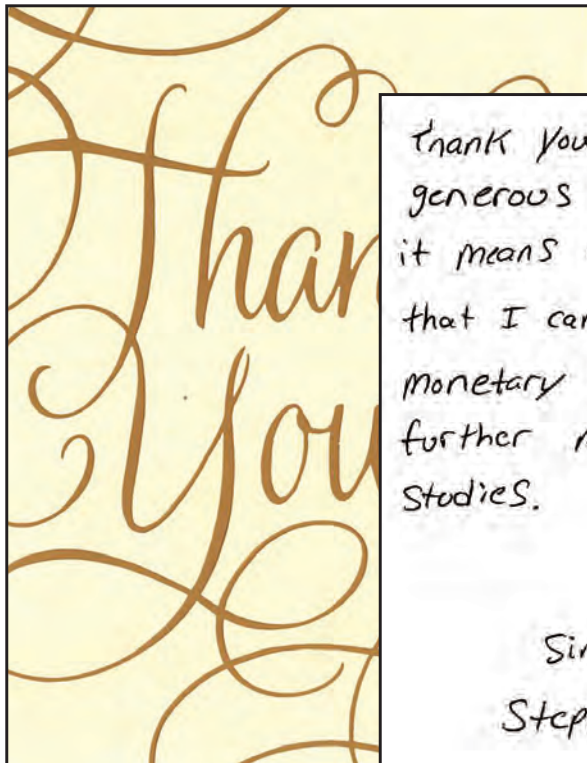
Morgan McClure

August 2019

Palm Beach County PBA,

Thank you very much for the generous scholarship you awarded me. It will come in great use at FSU this next year. My family and I appreciate your support.

Angelina Umbriac
(Deer Beach Police)



Thank you for your generous scholarship, it means the world to me that I can receive such monetary support to further my academic studies.

Sincerely,

Stephen Grestko

Crafting a Legacy

Family-owned Houston Badge creates personalized pieces for law enforcement

■ BY JJ JONES

Honoring a life well lived and a career well served is vocational work for the family behind Houston Badge. For nearly two decades, Gary Rowe, who served 18 years on the job in Odessa, Texas and is a former executive vice president for Tiffany & Co, has been offering handcrafted bespoke badge jewelry to law enforcement agencies and families across the U.S., including rings, pendants, cufflinks and more. Named for Houston Seabolt, a friend and fallen officer, Houston Badge pays homage to individuals and their families who give of themselves in the service of others.

"We consider our work at Tiffany level," says Marilyn Rowe-Horton, Gary's daughter. "And we offer it to our brothers and sisters in law enforcement and fire, first responders and military — you name it."

But despite Rowe's years of experience as a Tiffany executive, and Rowe-Horton's experience as a designer, the family found they had to create and develop their very own craftsmanship model for Houston Badge.

"In law enforcement, they can only teach you what the book says," Rowe comments. "You've gotta do it, if you're going to learn it all."

Similar to the baptism by fire he experienced working as an officer in Odessa, Rowe has adopted a learning-by-doing approach



Odessa Texas Police Officer Gary Rowe at his badge pinning.



Houston Badge craftsman Gary Rowe at his jewelry bench.

for his business. Because no software templates or badge jewelry patterns existed in 2000, Houston Badge created its own efficiency process for crafting high-quality badge jewelry, a process that includes working from an individual wax model the team creates for each item.

"All of the classes we undertook over the years have only partially applied to what we do," says Rowe-Horton. "We had to reinvent the wheel — well, really, invent the wheel in the first place."

Part of what makes Houston Badge's crafting process unique is reflective of a singular truth in law enforcement: No two incidents are alike.

So for this company, customization is critical. The painstaking process of customizing represents a labor of love that's true blue. Whether they're crafting a department-wide piece for Okaloosa County in the panhandle or a memorial badge for a fallen officer's legacy, Gary and Melissa dig into their research to design an enduring, one-of-a-kind piece for each client.

"Each piece is made from scratch," Rowe adds. "It's not only the challenge of scaling down a design that was created for a 2-and-a-half- or 3-inch badge to 3/4 of an inch; it's also the challenge of maintaining all that fine detail, [keeping] it as close to the design of the original badge as humanly possible."

Over the years, Houston Badge has served countless first responder families, including designing bespoke pieces for hundreds of enforcement families. Two of those families have received handcrafted items across four generations of law enforcement personnel.

"It truly is a family sacrifice whenever any member of the family is serving," says Rowe-Horton, who takes tremendous pride in customizing each piece to reflect a family's individual contributions.


Adds Rowe: "We're always very willing and anxious to do our part in honoring those who've made the ultimate sacrifice."

Fine details of Houston Badge craftsmanship emerge from expert hand-eye coordination and visual artistry, but the finest details emerge from the heart. The notion that each piece is primed to become a family heirloom energizes Rowe and Rowe-Horton and allows them to fulfill their calling, seeking unconventional ways to celebrate unconventional lives.


"Things we make in this business are not fashion items. They're not trinkets," Rowe declares. "They're something that represents somebody's sacrifice, a family sacrifice allowing some member of the family to be a servant of the public."

And that calling has made all the difference.

YOUR FAMILY CREST




Any Agency Design



Gary, Thank you for your hard work and dedication to making treasures that will be passed down for generations. Sincerely, One Proud Deputy

TOLL FREE (866)892-2343

WWW.HOUSTONBADGE.COM



Custom Made for the Police

Spotlighting some of the pieces Houston Badge has crafted especially for officers in Florida



Custom 10k badge ring for a Bristol PD lieutenant.



Custom 10k badge ring for a Central Bucks Regional PD officer.



Custom 14k yellow gold pendant for an Edgewater PD Sergeant.



Custom 14k Florida Highway Patrol ring, designed with a gemstone set in the center seal.



Custom two-toned 10k pendant for a Fort Myers officer's wife.



Custom sterling silver pendant for a Dade County sheriff's deputy.



Custom 10k yellow gold pendant for a Sarasota County sheriff deputy's wife.



Custom sterling silver charm for a sheriff's deputy in St. Johns County.

SCREENS & SHUTTERS



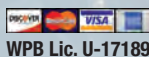
Re-Screening • Porch/Patio • Aluminum Carports • Gutters • Accordion Shutters • Impact Windows/Doors (Impact Windows/Doors Sales Only)

Same Name/Owner * Family Owned & Operated Over 25 Years

P & M CONTRACTORS

561-791-9777

1128 Royal Palm Beach Blvd. #284
Royal Palm Beach



WPB Lic. U-17189

"Gary Sullivan and Trustmark have my full endorsement."

-John Kazanjian

You have a picture of the way you want your life to go. Now imagine if something happens that not only changes your picture, it changes your life story.

It's your story. Protect it with Trustmark insurance.

For information, please contact:
Gary Sullivan, gsullivan@choicebenefitsamerica.com

Accident Insurance • Universal Life Insurance
Critical Illness Insurance • Term Life Insurance

Trustmark
Voluntary Benefit Solutions
PERSONAL. FLEXIBLE. TRUSTED.
trustmarkinsurance.com

© Trustmark Insurance Company, Lake Forest, Illinois. Policy Forms A-607, NA, 205/USA, 205, CACI 62001. PAB-1145, PBA

THE
Florida House
EXPERIENCE

Same Great Program, New Look



FHEHealth



*Substance Abuse, Addiction,
Gambling, Mental Health
and PTSD Care*



Sometimes the Helpers Need Help

Have Drugs, Alcohol or Gambling Become Your Solution?

Since 2001, FHE Health has provided the highest quality of care to our First Responders. From medical detox through clinical outpatient support, we provide the opportunity for a better life.

888.353.6152

CALL 24/7

100% CONFIDENTIAL

FHEHealth.com

