

# CODE THREE

Official Publication of the Palm Beach County PBA

**WINTER 2023** 

# **Etched in Our Hearts**

For 20 years, the Kaitlin A. Kazanjian Memorial Golf Tournament has inspired the essence of benevolence and honor









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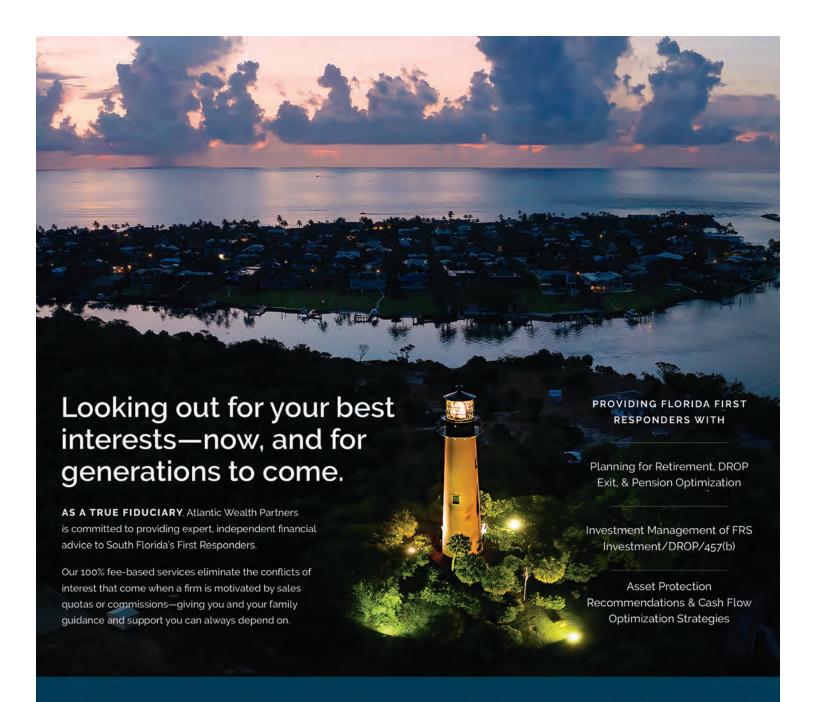




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## IN THIS ISSUE OF CODE THREE

## **COVER STORY**





# The Joy of Fundraising

The 20th anniversary of the Kaitlin A. Kazanjian Scholarship Golf Tournament was not only an opportunity to revel in honoring the PBCPBA's Angel and the way members, friends and family have stepped up to raise so much money to help. It was also a chance to recognize how the PBA's fundraising events have become true celebrations, including Kaitlin's Angel Run, which keeps getting better and better. An inside look at the 2023 Angel Run and Scholarship Golf Tournament confirms how the PBA truly has put the FUN in fundraising.

**COVER DESIGN BY GINA CROTCHFELT** 

## **INSIDE STORIES**





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## THE PRESIDENT'S MESSAGE

# Raising funds, faith, hope and so much more



KAZANJIAN **PBCPBA PRESIDENT** 

Joanne and I never imagined how the group therapy of the Kaitlin A Kazanjian Memorial Golf Tournament would be able to lift us up. Twenty years ago, we were coming off our terrible tragedy and decided to start a golf outing to honor our beloved daughter Kaitlin and raise funds to start a scholarship program to benefit children of PBCP-BA members in her name.

Twenty years and millions of dollars donated later, this event has become so much more than a fundraiser. It has become a spirit raiser, a faith

raiser, a hope raiser and a happiness raiser.

I think that's why we do this. We feel like our family swells to hundreds of people on this day with the support of those who participate, those who work and those who volunteer to make the Scholarship Golf Tournament such a success.

When I tell you that we raised more than \$100,000 at this year's golf tournament, it's a tribute to all those people. And you know we never have to ask anybody to play or help.

I'm not shy about also calling the event we held on Feb. 13 at Trump National in Jupiter a party. It's not even about playing a round of golf for me anymore but making the rounds to see everybody. Having the event the day after the Super Bowl just kept everything going, with people coming in from all over the country on Friday and Saturday, straight into Monday.

We do really know how to put the fun in fundraising, and it only starts with the golf tournament. You have seen how Kaitlin's Angel Run has also grown to epic proportions.

Sometimes, you start events like our 5K run/walk or a golf outing, and they start to die off after a couple of years. But we're going on 20 years with this golf tournament, and it's getting larger and larger. It's a great feeling.

And to see how the run has taken off, I'm just so impressed. We're going to keep the run on the Martin Luther King holiday weekend, where we moved it to this year. We run it on Sunday, everybody has Monday off, and I think we will continue to top the nearly 200 people who ran and walked this year.

This is a thank-you note from Joanne and me to all those who participated, the support staff, the workers right down to our people in the office, from Angela to Kathy to Gaby to Andrea. Man, they just go out of their way to make these events happen.

It just blows our minds. They put everything aside for those weekends, and you see the reward in June when we hand out thousands of dollars in scholarships. Seeing the smiles on those kids' faces when we give out those checks, now that's a party.

In March, our focus expands with the start of the Florida legislative session. We started the session off on March 7 by bringing our fallen officers memorial motorcycle to Tallahassee to display in front of the state Capitol. We held a little ceremony in front of the PBA monument there and invited a lot of legislators and the governor to come by.

Turning to the business of the session, our first priority is legislation to make a change to the Police Officers' Bill of Rights. We need a correction.

Right now, if you get an IA investigator who lies on the report or whatever, there's really no recourse that we have to go after that investigator. We used to have injunctive relief, where we could go in front of the court and stop the whole process. We can still stop it now, but there's no recourse or discipline that's going to happen to an investigator who does lie.

Some of the investigators are very trustworthy. But some of them listen to the chiefs, the sheriffs or whatever, and they get sucked in. They drink the Kool-Aid, and then we have some innocent officers getting railroaded. So we've got to protect them.

We will also be devoting a lot of effort to regain what Rick Scott took away from us in 2011 when he was governor, to start collecting our pensions. When I first got hired, you could retire at 25 years of service or at age 55. Rick Scott changed it to 30 years of service or age 60. We need to get it back, because 60 is too old to be a police officer.

Not that we're "talking out with the old," but we do have an in with the new taking place at the Palm Beach County PBA. On Jan. 24, we had a training day for our new PBA reps, and I love the fire I see burning in these women and men.

When I first got to the PBA, nobody wanted to get involved in the union. It was kind of taboo to be a freaking union guy. But now, everybody sees what the PBA has done for members' benefits and salaries, and they want to be part of it.

I believe we can draw a line that connects all facets of our union. From fundraising to political action to representation, we have all hands on deck. And that's so uplifting.

As always, be safe, and thank you for all you do for the PBA.



## PALM BEACH COUNTY PBA

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

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## Weingarten: The right to a representative during investigatory interviews



**MENDOZA** 



Under federal case law, when an employee reasonably believes that he or she may be subject to disciplinary action, the employee is entitled to request a union representative to be present at the investigatory interview. See N.L.R.B. v. Weingarten, Inc., 420 U.S. 251 (1975). The representative is not only allowed to be present at the interview, but also is allowed to clarify the questioning

and meaningfully participate in the process.

In fact, the failure to allow a union representative a meaningful opportunity to question the employee during the investigatory interview may constitute an unfair labor practice under section 447.501(1)(a), Florida Statutes. The best internal affairs investigators and/or supervisors recognize the employee's right to a representative, welcome the representative's presence during such questioning and allow all details of the subject incident to be discussed and placed into the record. The better investigators search for the truth and are not there simply to "sustain" allegations.

While the right to a representative is often discussed and has been covered in this magazine, it is worth discussing again, as we often receive questions about when an employee is entitled to a representative and how that process is initiated. The employee must assert his/her right to a representative and affirmatively request such representation, and they can express their concern that they may be subject to discipline concerning a specific subject matter or line of questioning.

That is, the right is not automatic. It must be "self-activated" by the individual member. At that point, all questioning should stop, and the employee should be given a meaningful opportunity to have his/her representative present. At that point, and depending on the depth and nature of the investigation, the representative should be sure that the employer is complying with all aspects of Chapter 112, Florida Statutes, and the Law Enforcement Officers' Bill of Rights (at some agencies, including the Palm Beach County Sheriff's Office, the applicable collective bargaining agreement makes such statute applicable to even civilian bargaining unit members).

Sometimes, an administrative investigation will be secondary to/overlap with a criminal investigation, such as with critical incidents. During these situations, the administrative investigation is often tolled until the criminal investigation has concluded. In certain situations, information may be needed to arrest a criminal suspect, in which case it may be appropriate for the employee to provide such targeted information for the underlying "predicate crime" only. Bottom line: The employee should be read his/her Garrity rights when giving an administrative, compelled statement, and these rights will protect them from criminal liability. A representative will help you understand and proactively assert these rights at the appropriate times.



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# Know Your Rights

If you are under investigation, remember, as a law enforcement officer, you have rights.

#### They include:

THE RIGHT to have a PBA representative present during an interview

THE RIGHT to know who's in charge of the investigation

THE RIGHT to know what the charges are and the name of the person bringing the charges

THE RIGHT to have the interview at a reasonable time and for a reasonable length of time

THE RIGHT to have any interview tape-recorded from start to finish

THE RIGHT not to be threatened or bribed or to have to listen to offensive language

THE RIGHT not to be forced to resign

## **Notice: Legal Advisory**

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

DON'T FORGET YOUR RIGHTS! CALL THE PBA AT Monday-Friday 8:30 a.m.-4:30 p.m.: 561-689-3745 After Hours: 561-371-7200

DO NOT TALK to anyone until you have consulted with a PBA ATTORNEY.

## **PROTECT YOUR RIGHTS**

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

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

#### **REMINDER**

The legal defense policies of the Florida and Palm Beach County PBA have an important provision regarding representation. If a member elects to secure representation by anyone other than the PBA (a private attorney, for example), that member is considered to have waived representation by the PBA. Once this happens, it is the PBA's option whether or not to continue to represent the member in that matter. Please call the PBA office if you have any questions regarding this policy.

**Download PBC PBA Legal Defense Policy** 

**Download Florida PBA Legal Defense Policy** 

**Download PBA Bylaws** 

**Download PBA Constitution** 

https://www.pbcpba.org/membership/legal/

## Welcome, New PBCPBA Members

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NAME **AGENCY** ADRIAN SANTIAGO MANALAPAN EFRAIN COLLADO P.B. COUNTY SCHOOL POLICE DIMLTRLOS KATSAROS P.B. COUNTY SCHOOL POLICE JACOB ZAINO **JUPITER** JOHN KO **RIVIERA BEACH** 

#### **JANUARY 2023**

**BRANDON JORDAN** 

ELISA LEHENY

NAME **AGENCY EUGENE GLENNON III** STUART JORDAN GROSE **STUART RUBEN CARTER** PALM BEACH GARDENS KATIE TISDALE PALM BEACH GARDENS KYLE HOLLOWAY WEST PALM BEACH SCOTT LANGILL WEST PALM BEACH **RAUL SANDOVAL** WEST PALM BEACH MELISSA MOYA PALM BEACH GARDENS TERRANCE GADSON JR. MCS0 ROBERT MATT **MCSO** KRISTINA ROLLE P.B. COUNTY SCHOOL POLICE **BRIONCA HUNTER** RIVIERA BEACH RASHAD SMITH RIVIFRA BFACH LAKE CLARKE SHORES VINCENT AUSANIO SAMANTHA WOOTEN **PBSO** PIETRO PIZZANI **MCSO CHASE BROWN PBSO** PARKER BROWN **PBSO** MADELINE CORDERO LASANTA **PBSO** JON GOLDBLATT **PBSO HOWARD GRAPEK PBSO** BRIAN GUTHRIE-BUCKLEY PBSO JILLIAN HOLCOMB **PBSO** 

**PBSO** 

**PBSO** 

NAME **AGENCY** SARAH MCCARTHY **PBSO** ANTONIA READ **PBSO** YOHANET RODRIGUEZ **PBSO** CARMEN SANABRIA **PBSO LUCAS SCHANCK PBSO PBSO** LINDSEY SKELTON KIMBERLY SLAGLE **PBSO JOSE ALBA PBSO** NATALEE ARMSTRONG **PBSO** FERNANDO HONEGAN **PBSO** RONALD JEMMOTT JR. **PBSO** SHANIA JORDINE **PBSO ALIYAH MARTINEZ PBSO BRYON RUSSELL PBSO** COLEMESHA SHERROD **PBSO** SHENGRONG ZHU SAGRISTA **PBSO PBSO** KALL MOSS ISABEL TEJADA **PBSO AUSTIN TAYLOR DELRAY BEACH** DAMIAN COLON **PBSO** TAYYIBA CHOUNDRY **PBSO** TONIANNA VESSA **PBSO** 

#### **FEBRUARY 2023**

NAME **AGENCY BRIEANA LUKINS** P.B. COUNTY SCHOOL POLICE P.B. COUNTY SCHOOL POLICE KENNETH MORRISSETTE **GEORGE MCLAIN STUART** JOSHUA NEAL **MCSO** CHRISTOPHER GORSKI **MCSO BROOKE CACCAVALE PBSO** JEFFREY LINARES **PBSO** SEMSETTIN SMITH **PBSO** TIMOTHY GUTHRIE MCSO ANDREA OLSEN **MCSO** 

## Honoring Retired Members

NAME RETIREMENT DATE **GREGG NEWTON** DEC. 30, 2022 **PAUL STODTKO** DEC. 15, 2022 STEVEN VENETUCCI JAN. 2, 2023 DAVID KAHN JAN. 15, 2023

## Remembers Sisters and Brothers Who Have Passed

**NAME DATE OF PASSING** MICHAEL KOSICK JUNE 15, 2022 OSCAR CARDENAS DEC. 25, 2022 FEB. 20, 2023 LEONARD CRAWFORD

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## **PBCPBA News**



## **April 15**

## **PBCPBA Scholarship Deadline**

Applications are available at the Palm Beach County PBA or by going to https://www.pbcpba.org/about-us/scholarship/



### **April 22**

### Police Officers' Ball

The annual ball that recognizes the Officers of the Year will once again be held at Trump National in Jupiter. The PBCPBA is already working on inviting political leaders from



across the state to attend and honor the way officers in Palm Beach and Martin counties go above and beyond every day.



### May 5

#### **Casino Night**

PBCPBA Hall 5-10 p.m.

To attend, contact Gaby at 561-689-3745 or gaby@pbcpba.org. For sponsorship info, contact Angela at 561-689-3745 or angela@pbcpba.org



## Lantana

## Submitted by Linda Mikkelson, Lantana PBA Rep

Officer Cecil Tipton was selected as the Lantana Police Department 2022 Employee of the Year. Without hesitation or reserve, Officer Cecil Tipton has accepted additional responsibilities throughout the year as well as continually volunteering for community events and establishing a great rapport with the youth in our community.

Lantana PD PBA representatives are currently beginning negotiations with management for the contract years of Oct. 1, 2023-Oct. 1, 2026.

### **PBSO Corrections**

## Submitted by Berthony Lorfils, PBSO **Corrections Rep**

Corporal Eric Peters has been chosen as the American Jail Association's Correctional Officer of the Year for 2023. The award will be presented at AJA's 42nd Conference and Jail Expo on May 23 in Omaha, Nebraska.





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As the Kaitlin A. Kazanjian Memorial Golf Tournament and Kaitlin's Angel Run continue to generate memorable tributes and boundless donations, the events have truly become the best of times for all who take part

- BY ESTHER GONZALES
- PHOTOGRAPHY BY BILLY GRAY

The FUN in fundraising could easily be seen in the faces of the nearly 200 participants of the seventh annual Kaitlin's Angel Run. Despite the colder than usual conditions on Jan. 15, the only required attire for this event was a smile.

As they ran or walked, they flashed thumbsups and raised their arms in the air at the starting line, finish line and every line in between. They received high-fives, cheers and words of encouragement to keep running, especially from the law enforcement officers working the security detail for the event.

PBSO Detective Krystal Gornall exemplified how participants soaked up the fun with no sun just by being able to run alongside her 9-year-old daughter, Aubrey. Clearly, the Sunday of this holiday weekend provided an opportunity for Palm Beach County PBA members, their families and so many from the community who came out to let the good times roll.

"It's an uplifting day for the whole family," declared PBCPBA Secretary Mike Kennedy, who ran/walked with his entire family.

The scene of fun extended to the Trump National Jupiter Golf Club during the Kaitlin A. Kazanjian Me-

morial Scholarship Golf Tournament on Feb. 13, where the wife of a certain Palm Beach County sheriff experienced a high-five eruption after dramatically dropping a 25-foot putt. As Dorothy Bradshaw unleashed the putt, the ball rolled toward the cup and teetered on the edge before dropping, Caddyshack-style.

Bradshaw smiled triumphantly at the sight. But her elation had less to do with the shot and more to do with the opportunity to be part of this monumental, exhilarating, rollicking event.

"It's just a fun day," Bradshaw related. "It's a day to be with people that you care about and enjoy being with. There's no pressure to win. You're there because you



The spirit of Kaitlin's Angel Run seems to inspire Kristen Lassinger as she makes her way through the 5K in Abacoa.

want to support the foundation and just have a good time."

Nobody seems to put the FUN in fundraising like the Palm Beach County PBA. Honoring the memory of Kaitlin and supporting the Kaitlin A. Kazanjian Memorial Scholarship Fund has created don't-miss-this moments that extend throughout Florida, up the East Coast and even throughout the country.

On the 20th anniversary of the golf outing, it was abundantly clear that the festivities nearly outdid the party the day before over that super football game. And you can be sure that the hundreds who gathered to raise hundreds of thousands of dollars felt the same way about it as Kaitlin's big sister did.

"It makes our hearts happy when we see that she's still remembered," commented Kristen Kazanjian Lassinger, who represents the Kaz family and is a rep for the PBSO civilian unit. "These people are coming out, supporting not only my family, but my sister and the charity. So, it's a happy time."

## FUN on the run

Kaitlin seemed to be having her own fun when the sun came up on the Angel Run. They all knew there was a reason for the unseasonably chilly weather.

"We were all laughing," Kristen quipped. "Only Kaitlin would give us the coldest day of the year."

Music blasted from a DJ station in downtown Abacoa. And after enjoying warm breakfast sandwiches, PBA members, family, friends and residents of the Martin and Palm Beach county communities assumed their positions on the starting line.

Johnny Kazanjian took his place in line beside some friends he hadn't seen in a while. But before long, he noticed several children racing past him. The sight boosted his energy, and he kicked his speed up a notch. As he began running, the cold hit him, and he said he loved it.

"It is so much fun and such a great cause," confirmed Johnny, Kaitlin's older brother and a PBSO unit rep. "I love bringing the community together."

Walking past security guards who were stationed along the route of the 5K, Kennedy beamed as he received high-fives and stopped to pose with a thumbs-up. In fact, the thumbs-up was the prominent pose throughout the day, right up to the point when PBCPBA President John Kazanjian posed with first-place

**CONTINUED ON PAGE 16** 



Palm Beach County PBA President John Kazanjian, left, gives a thumbs-up standing on the podium at the Angel Run with Ricardo Safford.



Basam Geha, James Chacio, Dave Glover and Karl Faris laugh together as they enjoy playing the golf tournament at Trump National.



The rewards for playing in the golf tournament included fundraising and fun.



Mallory Thomson was all smiles as she ran in the 5K.



Tanner Tosto signals he is having a fun time with a thumbs-up and Jupiter resident Brea Ashcraft shares in a wide smile.



the same emotion that all participants felt during the Angel Run.

#### **FUNDRAISING CONTINUED FROM PAGE 15**

winners in the various divisions.

As runners raced past him, Kennedy seemed to know they were serious. But his mission was to have fun and, most importantly, not finish in last place. He completed his mission with a specific strategy.

"I don't have a runner's physique," Kennedy admitted. "When I was in the academy, they called me the Ground Pounder. When I go out there and I'm walking, I stay at a pretty good pace. I can't let Kaz's mom beat us. We got to stay in front of her. So at least I

didn't come in last place. We had a good time."

PBSO member Krystal Gornall rounded a corner with Aubrey beside her. It was the first time her daughter had joined her in the Angel Run. And the mother-daughter duo had the ultimate FUN surprise when they realized Aubrey had won first place for her age category.

"It was a lot of fun, she had no idea," Gornall related. "She was really shocked and excited. It was a great experience."

When Jupiter resident Brea Ashcraft arrived at the Angel Run, she said she immediately felt the FUN in the atmosphere between hearing the music and seeing participants in such a good

Ashcraft had signed up less than a week in advance and it was her first Angel Run. After the experience, she promised she would be back next year with friends joining her.

"I don't think I'd ever had that kind of runner's high before," Ashcraft described. "I immediately sent some video messages to my friends, because I wanted to just capture the moment of just how awesome it was, and I wanted other people to experience the joy that I had just come off of."

Joy and FUN seemed to continue to radiate through runners like Leah Wilson-Griffith, who is currently studying at the Police Academy.

Wilson-Griffith equated the exhilaration of crossing the finish line to receiving a promotion at work or receiving a good grade on a test.

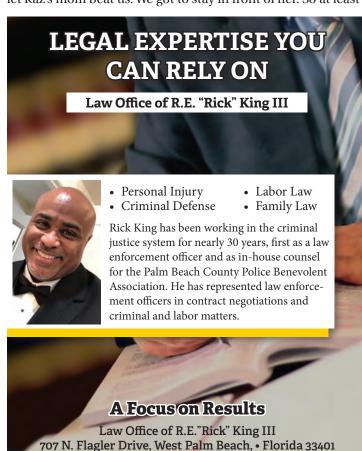
"It was a blast," she declared. "Everyone's there to bond with each other and to have a great time. But getting across that finish line is the most rewarding thing. It's an overwhelming feeling of just happiness, joy and gratitude."

The day of FUN is one that PBSO Civilian Rep Sally Ann Josef revealed she will never miss if she is in town.

"It's always fun for us to all get together," Josef added. "Especially to support a cause such as this."

## **TUN** on the green

FUN seemed to permeate the atmosphere at the Trump National Golf Course. Beyond the trimmings of the barbecue smoked ribs prepared by the PBCPBA Grill Team that have been at every outing, and a beautifully decorated cake that was laced in pastel pink roses and strawberries, PBA members, friends, spectators and volunteers created an atmosphere that helped Kaz once again experience this as a day of good cheer. Hell, great cheer.



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Golfers explained there was no pressure to win. They were just there to have a good time. And to cheer each other on, like when Bradshaw made that long putt.

"People come back time after time because it's a fun event, and they know that it's going to a great cause," Bradshaw related. "It's absolutely one of the best tournaments that we play in. It's relaxed, which helps you play golf a little better.

When Jordan Lassinger began playing in the tournament 14 years ago, he admitted he was playing to win. But now he is in it for the FUN.

Lassinger finds the fun on the golf course comes from sharing jokes and laughs with other golfers and from entering some of the classic raffles, like for restaurant gift cards, a cigar basket or a beauty salon basket.

"It's always been a party," Lassinger described. "It's never been a day of mourning. It's always been a day of celebration."

Grill Team Leader Ray Griffith, a retired PBSO deputy whose daughters have been past recipients of the scholarship fund, noted that the fun begins the moment you see hundreds of your friends, all together and all happy.

"It's old home week," Griffith related. "The golf, the sportsmanship, the food, it all brings people together. The camaraderie is what keeps us going and it's just a delightful day. It's one of the definite highlights of the year."

Robert Cresswell sported the bright red shirt from the 2022 Kaitlin's Angel Run and a wide smile as he played. The PBSO deputy, who works in the warrants division, expressed that it was good to be back, surrounded by the brotherhood, because that is what makes it so fun for him.

"Everybody's out there for the same reason, so we all know each other," Cresswell remarked. "It's basically the same guys almost every year out there participating. It's always good to



Grill Team lead Ray Griffith dons the apron that celebrated what made the golf outing extra special this year.

see everybody and have some fun with them. It's always a good time."

The radiant smiles and cheerful expressions sweeping through both the golf tournament and the Angel Run seemed like another reminder of just how much fun it is to be part of these events. And confirmation that the fun of honoring, fundraising and participating is only just starting.

"It took me a while to realize Kaitlin definitely wouldn't want the family and the close friends moping around," Johnny added. "She would want us to put a smile on our face."

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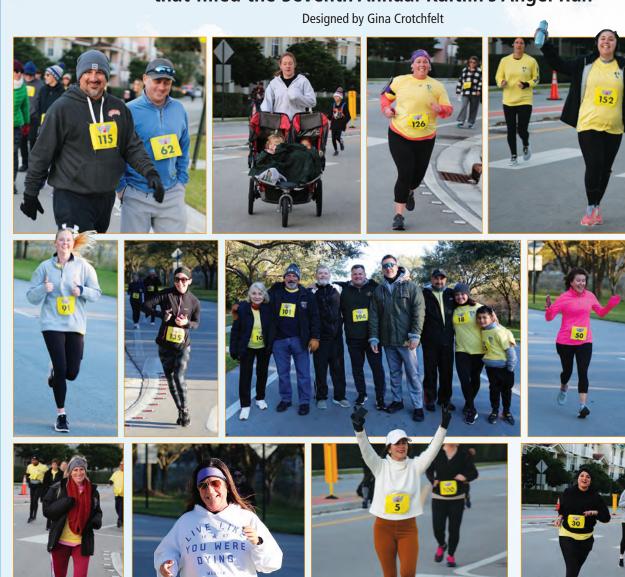






# Fun in the Ru

A look at the smiles, the enthusiasm and the camaraderie that filled the Seventh Annual Kaitlin's Angel Run









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# Fore Fun

## Teeing up the extraordinary moments that make the Kaitlin A. Kazanjian **Scholarship Golf Tournament a cheerful tribute**

Photos by Billy Gray • Designed by Gina Crotchfelt

































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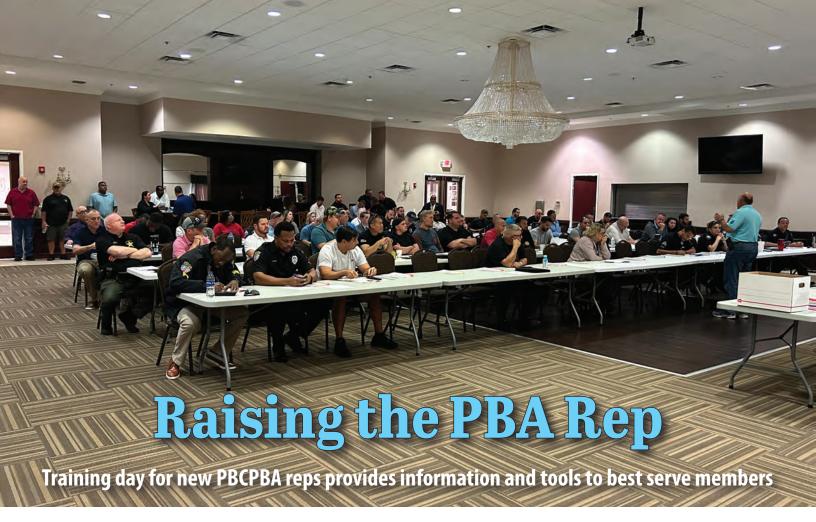
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#### BY MITCHELL KRUGEL

Reps from agencies across Palm Beach and Martin counties took up positions at tables in the PBCPBA Hall and prepared for the most intense information download any had experienced since perhaps the academy. Cell phones were set on silent, and iPads locked in on the keyboard screen. Nobody had any intentions, or opportunity, to get distracted with playing Candy Crush Saga.

For the next several hours, the 50-plus reps representing all 21 PBA units would scribble furiously but tactically to make the most of the Palm Beach County PBA Representatives Training Day. On Jan. 24, newly elected and appointed reps sponged up vitals related to officers' rights, labor law, the collective bargaining process and half a dozen other topics filling a 63-page bible/manual about how to consummately serve and protect their members.

A subliminal, even surreal, view within the hall could have witnessed something akin to fireworks popping with all the proverbial lightbulbs flashing over reps from what they learned. Having so much passion for representing members and expertise in play switched on so many of those I-didn't-know-that bursts among attendees.

"You could feel the electricity," reported Daniel Foote, a new rep for the Martin County Sheriff's Office. "It was definitely motivating. I thought that it was a wonderful collaboration."

The value the training day generated certainly began with extending the network of reps meeting reps to reach out to for ideas of how to best serve members. Especially more experienced reps to dial up for detailed explanations or experiences about how to navigate the growing complexity of labor relations.

And all those reps coming together under one roof accentuated the breadth and power of the PBCPBA. Several attending reps described the atmosphere as inviting due to speakers from the PBA's uniquely qualified legal team and other resources.

"All the speakers were there to basically help, so it wasn't like they felt like they were compelled to help us. It's like they're passionate about what they do," commented Berthony Lorfils, a new rep for the PBSO corrections unit. "And they wanted to give us the best training so that we can do our job to the best of our abilities."

It's not hard to visualize how reps filling several long tables set up in the hall kept eyeballing each other's notes like they were in a college econ lecture because they didn't want to miss anything. To be sure, training day blended the PBA's best for an environment to help reps make things happen or make change for the maximum benefit of members.

"It was eye-opening because you actually saw so many reps that you know you're not alone," commented Riviera Beach's Brian Jackson, who took on his first foray as rep in his 18th year on the job. "And you're confident that the PBA knows that you're not alone, so they're making procedures and classes like this to help you."

## The basics of training

Walking back and forth between those tables, conversations could be heard about why reps wanted to be there. And why they wanted to serve as PBA reps.

One of the reasons resonating included being able to help peers by becoming educated about the rights officers have and the benefits that are available. Another one reverberating confirmed that when you want changes, you lead by example.

They walked in wanting to get a better grasp of the functions of a PBA rep and what the union can do as a collective.

**CONTINUED ON PAGE 24** 

#### **RAISING CONTINUED FROM PAGE 23**

They walked out being able to explain it in a way that officers can understand rather than in the technical jargon that can make labor relations confusing.

And those were the means to a very substantial end.

"I think the adjective I'm going to use is transparency," expressed Tatsuaki Hayashi, who stepped up as a rep for Palm Beach Gardens 12 years in to the job. "Just to be able to have a voice in the good fight and provide a reliable source of comfort among officers. A trusted source, really. So they can be comfortable that whatever Hayashi says, for the most part, has been combed through and filtered in the best way possible so that everyone can understand it and digest it."

Tiffany Robertson, a corrections officer for the Martin County Sheriff's Office, had experienced the security of PBA reps when she was called in to see her supervisors in the past. Robertson was accompanied by a PBA rep to some of those meetings, not necessarily to speak up but to be there as a witness.

She has called her reps in the past to let them know what was happening. And so, after nearly 20 years on the job, Robertson wanted to become one of those



PBCPBA attorney Larry Fagan presents information about collective bargaining and officers' rights.

people members could call on and count

"We have a lot of new people, and I don't want them to be intimidated," she explained. "I want to see them covered, and I don't want to see them get in trouble over nonsense."

The outcome of training day leaves all units with multiple reps who members can speak to and who can guide them in the right direction. There are now that many more reps who know a lot more than just the common knowledge of administering labor relations.

"This was more meaningful to know the insights and the importance of things that do mean a lot," Foote added. "It's got to be done right, and I'm kind of proud to be chosen to be one of those individuals to make sure that it does get done right. It's important that you have those pieces put together for when you need it, when the membership counts on you to deliver."



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## The strength of training

As the PBCPBA's legal team provided details on the many facets of representation, training day certainly became a study in the do's and don'ts of being a rep. Armed with the tools presented, reps came out ready to make sure their members are treated fairly and have a safe and trusted resource so that they can just do their jobs.

Reading the lines of the 63-page manual - and between them to some extent - equipped reps to help members resolve situations so they don't have to escalate. Many of those in attendance, like PBSO Deputy Cesar Tejada, who is in his second year as a rep, added their own pages of notes to the manual.

As Tejada detailed how learning more about the officers' rights bill impacts what they can and cannot do, he further specified some of the powerful learning events of the day.

"That we have goals when it comes to retirement benefits, medical benefits that are needed for officers and the changes that are happening in the laws," Tejada itemized. "And that we have to support our local politicians that are out there so we can get our benefits and benefits for our families."

And so what will be the power of all



More than 50 new PBA reps from agencies across Palm Beach and Martin counties gathered for the PBA reps training on Jan. 24.

this knowledge?

"Learning about administration and working along with the PBA so you can talk to your peers, or you can talk to the bosses," Tejada added. "You want to make sure that you're not trying to be better than the others. You want to be someone that makes yourself available to assist and help, but not take advantage of the situation. Now that you are able to talk to people at the PBA, you can help to resolve a situation before it goes any further and try to work that out, so it doesn't have to escalate."

An incomparable learning experience like this made a lasting impact, for sure. And perhaps one that might not have been anticipated.

"I really didn't know what to expect, but after I finished the class, I was glad that I went," commented Riviera Beach's Jackson. "It started from the basics, things

**CONTINUED ON PAGE 26** 



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PBCPBA President John Kazanjian begins the training day with some words of motivation to the new

#### **RAISING CONTINUED FROM PAGE 25**

that you didn't know and things that you did know. And it kind of reaffirmed some of the stuff that I heard about the union, like terms like impasse and the procedure with impasse. It confirmed a lot of what I was already thinking and solidified what I knew."

## The weight of training

After training day culminated with insight about how the Public Employees Relations Commission (PERC) works.

reviewing PBA procedures for responding to a critical incident and what to do if a member is called to IA, reps had a clearer, more definitive way to serve and protect in their units. As Hayashi noted, "That's what cops like."

Clearly, the take-home to share with members is the detailed information. Information is what officers need to, as Foote submits, stay above water. Or stay out of hot water, perhaps.

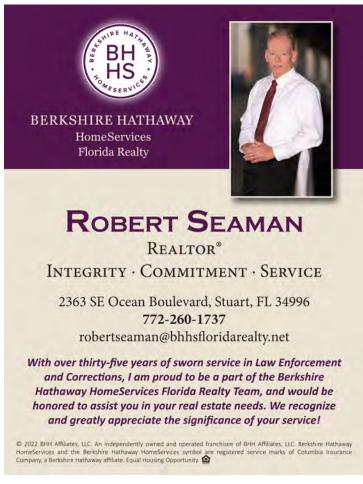
And following the information and the manual is a great resource for reps to

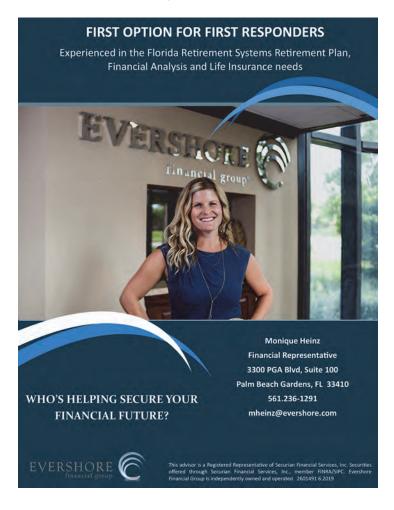
help their members maximize the support and service the PBA offers.

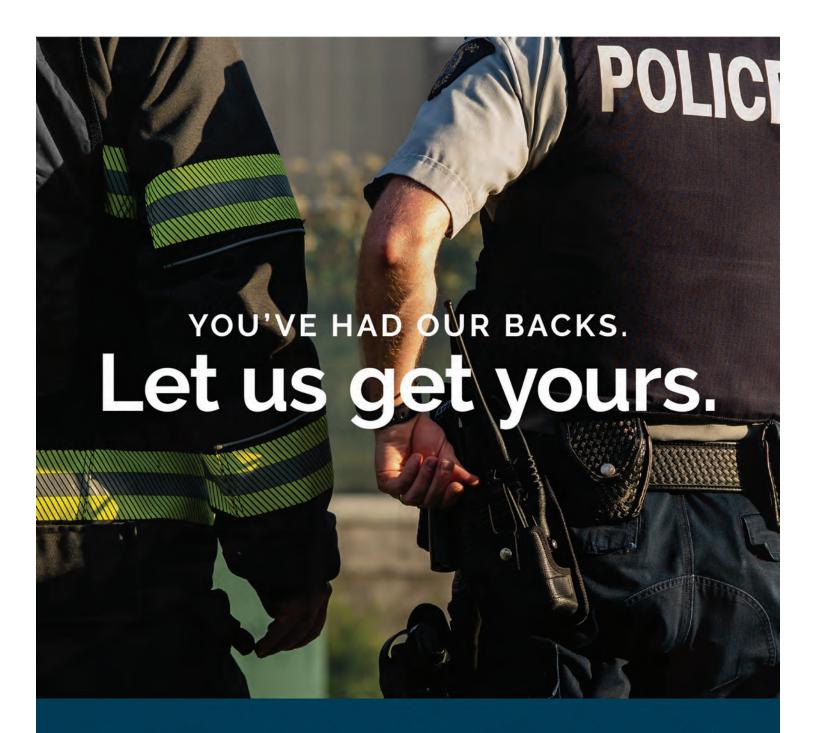
"The importance of knowing that you have reps and knowing that you have a PBA is knowing that you got somebody looking out for your best interest," Jackson related. "You can love your department. You can literally lay your life down for the department and the citizens in the community. But to know that you have somebody looking out for your best interest and have your back is knowing that if you're not perfect and if you make a mistake, you can actually depend on somebody and that it won't just hang you out to dry for a political type of reason."

As members talk to their reps who attended, they will learn more about how the PBA provides them a place of reprieve and a fighting chance against anything that may arise from just doing the job. And how that support and protection can boost morale.

"I think empowerment is the word I'll use," Hayashi concluded. "Having a person with knowledge of the workings of the relationship between the department and then the rest of the troops allows us to just keep doing our job without the fear of repercussion for just doing our job."







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# Going the Extra Mile

## Palm Beach Gardens officers respond to help a local resident get to work

#### BY ESTHER GONZALES

Standing in a Dunkin' on Feb. 8, Palm Beach Gardens Major Randall Anderson overheard shouting coming from behind the counter. Immediately, Anderson stepped in to intervene. He asked the manager and an employee, who had been yelling at each other, to step outside with him.

While defusing the situation, Anderson learned that Jay, the employee, had been enduring some difficult circumstances. He was a single dad with a baby, making ends meet by working at Dunkin'. He did not have transportation to and from work. Every day, he would walk miles from Belle Glade and often arrived at work late.

Without hesitation, Anderson decided to find a way to resolve the situation. He reached out to fellow officers for help.

"I think the cool thing for us as officers is we have the power to change the world in positive ways," Anderson remarked. "And our officers, the more and more we do that, I think we can change the perception of what law enforcement is by getting a sense of empathy and opening up your heart to people."

Palm Beach Gardens FTO Juan Romero, who was training an officer at the time, also overheard part of the argument. When Anderson approached him to lead a community policing project to assist Jay, he said he felt refreshed to know they were on the same page.

"It made me realize that I was in the right place and that I work for the right agency," Romero related. "We see these things going on often, and to see somebody in a leadership role actually notice that and right away say, 'Hey, we got to do something about it,' it felt really good."

Romero decided to use this opportunity as a teaching tool to show his trainee that this is what community policing is all about.

They began brainstorming solutions and found that there was a bicycle in evidence that was clear from holding. After putting air in the tires, the group of seven



From left, Palm Beach Gardens Officer Juan Romero, Sergeant Geoff Soule, Captain Javier Garcia, Major Randall Anderson, Sergeant Ivan Fantauzzi, Sergeant Karl Cooper and Officer Joe Strzelecki donate a bicycle to a resident who needed transportation.

officers drove back to Dunkin' to present the gift, including a new helmet and lock, to Jay.

Right away, Romero noted how Jay's demeanor shifted. Earlier that morning, the Palm Beach Gardens officers had witnessed Jay venting his frustrations. But now, he beamed with joy.

"It was overwhelming," Romero described. "As a grown man, I can tell you that there's not a lot of things that put tears in my eyes, but this one actually got me. He realized that we were listening and that we paid attention to address what his issue was. It was very rewarding to see that."

Jay embraced the officers, declaring that he had never received a gift before. And as he repeatedly expressed his gratitude, Anderson noticed tears in Jay's eves.

"That moved us, because here we are, constantly getting gifts from the public, and here's a guy, he's never gotten a gift like that before in his life," Anderson remarked. "It really moved him, you could

Jay's manager, who Anderson said was blown away by the scene, began hugging the officers as well. She later posted a message on social media stating how thankful she was from the bottom of her heart for their kindness.

The moment had solidified for Romero just how important it was to be engaged with the community, which he says is 90 percent of the job. He added that the situation could have turned out differently if they hadn't taken the time to listen.

"We don't know what's going on in their life if we don't engage with them," Romero added. "It opens that door for us to see that there is a potential for possibly de-escalating any issue in the future. We're always looking for a way to close the gap and to highlight the other side of law enforcement. We are fathers, we are brothers, and we're part of the community."



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The Palm Beach County Police Benevolent Association Charity Fund was established in 2004 in an effort to assist our members and their children with scholarships to defray the "skyrocketing" costs of higher education. We have long-provided charitable assistance to our members and their families, as well as to those citizens whose accomplishments or suffering have touched the hearts of our membership.

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## 'The badge meant something to him'

PBSO Deputy Leonard Crawford exuded an invincible aura. He worked out every day. He had that stout presence that defines PBSO.

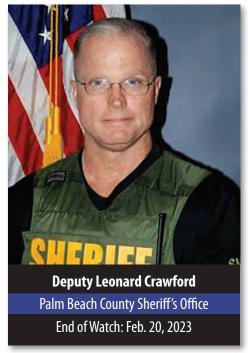
So losing Crawford suddenly on Feb. 20 at 55 sent an understandable shock wave through the department.

"He was a very strong individual who worked in one of the busiest district his whole career," described PBSO Lieutenant Mike Kennedy, the PBA unit president. "He loved the job. The badge meant something to him, and he just did a great job at it."

After graduating from high school, Crawford enlisted in the U.S. Marine Corps, where he served with distinction for five years and achieved the rank of sergeant. From there, he enlisted in the U.S. Army and served for approximately two years, which included a 13-month deployment to Afghanistan in support of Operation Enduring Freedom.

In July 2006, Crawford continued his commitment to protecting and serving by joining PBSO.

During the next 16 years, Crawford distinguished himself as an exemplary law enforcement officer, serving in the road patrol division and street crimes unit of District 1. He received a host of commendations during his tenure including being selected as PBSO Deputy of the Year.



Kennedy confirmed how Crawford was widely respected by his peers and supervisors for his professionalism and tireless work ethic. Further tributes to Crawford praised him as one of those brothers who never had a bad word to say about anybody. And nobody had a bad word to say about him.

"We never heard anybody say anything negative about the guy. He figured out a way to get along with the officers that were lazy, with the officers that were hard workers, with the all the officers no matter what," Kennedy commented. "The bosses loved him. The deputies loved him. He never had issues."

Kennedy added that Crawford was known as a great zone partner in District 1. He always, always showed up and became a partner that everybody could and did count on.

So the biggest shock came when Crawford started calling out sick a couple times during the past few months. He never did that.

Crawford had some heart trouble and approximately six years ago had some stents put in to address the issue. He had come home on Feb. 20, saying that he didn't feel well and wanted to take a nap.

The shock of his passing that afternoon left a hole in the heart of the entire agency and the PBA. And Crawford leaves an indelible image on PBSO.

"He was a people person. He loved the guys. He loved the work," Kennedy added. "He always had a smile on his face."

Crawford is survived by his devoted wife, Stefanie Bruce Crawford, and stepson Robert Bruce. To honor him, the family asks that any contributions in his name be made to the Wounded Warrior Project and/or the American Heart Association.



# 'A huge-hearted guy'

Palm Beach County Sheriff's Sergeant Oscar Cardenas knew from an early age, growing up in Peru, that he wanted to be a police officer.

"My father was a police officer, so I grew up admiring the profession. I witnessed firsthand how beautiful it was to help others," Cardenas said in a 2021 interview.

For 27 years, Cardenas was known as much for doing all he could to catch bad guys as he did to earn himself the reputation as a good guy who everyone wanted to be around. Just 10 days away from retirement, Cardenas died peacefully on Christmas Day after a long battle with cancer. Only 61 years old, Cardenas is survived by several members of a family he put first and foremost, according to his obituary.

"Oscar was a huge-hearted guy," said PBSO Lieutenant Mike Kennedy. "The guy that kind of showed you the ropes of how to do your job, do it the right way and not cut corners."

# 'He treated people with a lot of dignity'

Very few Delray Beach Police Department officers knew much about Michael Kosick. Except that he showed up for his tours on patrol every day.

When Kosick was honored with recognition from the city for working 30 years, his sisters and brothers in Delray were not surprised. Of course he did. Kosick was always there to fulfill his passion of serving the citizens in Delray Beach.

"Dependability was his thing," Delray Beach Officer Andy Arena remembered about Kosick's 30-plus years, which ended with his retirement in 2014. "He very rarely took time off, so I presume it was something he really loved and enjoyed. He did the job. He was always here."

Kosick never wanted any fanfare. He was a quiet, private professional. And when he passed away from cancer in June 2022 at age 72, the department's Facebook page offered simple recognition.

"Rest In Peace Officer Michael Kosick, 197. Love u man!"

Arena's older brother, Sal, who worked all 26 of his years on Delray with Kosick, submitted that he brought a military-like intensity to the job. Kosick was always squared away. He was meticulous about every aspect of the job.

"I think he loved the regiment of everyday shift work and the camaraderie of people," Sal described. "He was very loyal to his fellow peers and customer-service oriented. He treated people with a lot of dignity and respect."

**Patrol Officer Michael Kosick Delray Beach Police Department** Date of Passing: June 15, 2022



Michael Kosick with his sister Debbie, a retired NYPD officer.

Sal recalled how he would often see Kosick reading. Not just books for relaxation. He was known as a big fan of manuals, trying to devour information. Especially those related to his passions, which included firearms and accessories.

"He knew everything about them," Andy commented.

But Kosick wasn't really a gadgets guy. In fact, he didn't really take to computers and cell phones. He might have been old school, but his fellow officers seemed to revere Kosick for being old school.

"They looked up to him as somebody with a cool, level head that you could ask questions to," Sal added. "And you'd always get a good, honest opinion from him, and you were able to bounce things off of him."



After being honored at city hall for serving 30 years with the Delray Beach Police Department, Michael Kosick, left, receives congratulations from retired Community Service Officer Chris

Another tribute to Kosick is the 30-plus years he did in patrol. In fact, he worked in patrol his whole career, opting not to pursue promotion or working in any specialty units. Sal suggested that's how Kosick deployed the customer service to the community that he felt was the most important part of the job.

Sal had learned that Kosick was a track star in college, a sprinter and hurdler who was part of a relay team that came close to making the Olympics. He also noted that Kosick maintained his runner's frame through working out every day in the gym he fashioned in his garage.

And he leaves a legacy that Sal says all officers would do well to follow.

"He always spoke to people with respect and tried to solve their issues," Sal explained. "He just liked doing different things to help people."

Kennedy is part of a police family that Cardenas never stopped caring about to the very end.

"He was suffering through cancer [and] he was hurting to come to work," added Kennedy, who is also the PBSO PBA unit president. "I think he was in the hospital, and he calls up the sergeant that we're trying to get to replace him. [Cardenas] is trying to tell him how to take care of his guys — on his deathbed."

Before arriving in the United States, Cardenas attended the Peruvian naval academy and spent four years in the country's navy. Once in America, Cardenas served eight years in the U.S. Navy. During that time, he also began his police career with the Lake Wellington Police Department in 1994.

Cardenas worked his way up to sergeant with Lake Wellington before the department merged with the sheriff's office in 2008. He stayed on as a sergeant serving in the Lake Worth and Wellington districts for 14 years until his death, leaving an impression on seemingly everyone who worked with him.

"Just a great boss. If [someone] couldn't come in for overtime ... he would sacrifice and come in for them as a boss," Kennedy shared. "You just don't have bosses who are willing to do that."

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YEAR	PENSION INCOME	SOCIAL SECURITY INCOME	NET MONTHLY EXPENSES	RETIREMENT FUNDS
2023	\$5,738	\$1,621	\$6,631	\$629,750
2024	\$5,852	\$1,648	\$6,767	\$648,643
2025	\$5,969	\$1,675	\$6,890	\$668,102
2026	\$6,089	\$1,703	\$7,017	\$688,145
2027	\$6,210	\$1,732	\$7,145	\$708,789

This chart is hypothetical and provided for illustrative purposes only and not indicative of any actual investment.

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- ✓ Last Income Tax Return
- List of Expenses (Household, Transportation, Hobbies, Entertainment, Education, Insurance, Groceries, Eating Out, etc)
- ✓ Statements of your Investment & Savings Accounts
- ✓ Your Social Security & Pension Information

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## A Night to Shine

## Jupiter PD officers help create a prom night for young adults with special needs

#### ■ BY ESTHER GONZALES

One by one, young adults with special needs stepped out of their vehicles and onto the red carpet. A group of Jupiter PD officers, who all volunteered their time to be part of this special event, stood on either side of the carpet waving pom-poms and handwritten signs that said, "You are beautiful."

The officers, Jupiter PD police explorers and members of the Jupiter PD Honor Guard welcomed the group of 95 young people into Generation Church on Feb. 13 for the Night to Shine Prom, a worldwide annual event hosted by the Tim Tebow Foundation.

"It's just awesome to see everything that I'm doing is not only making an impact in the special needs community, but that I'm able to do that for our officers as well," explained Jupiter Officer Diana Zeitz, who helped organize the event and has worked with members of the special needs community for the past five years. "It's just really cool to see that they care just as much as I do and enjoyed that night easily just as much as I did.'

As the Night to Shine unfolded, each volunteer was partnered with a buddy, who stayed with them throughout the night. A room was dedicated for hair, makeup and a shoe-shine station. There was also the karaoke room, complete with a stage and instruments, where anyone could sing the night away.

Throughout the night, many promgoers took advantage of a photobooth to capture the moment with their buddy. Adding another incredible experience, a party limousine drove groups around the neighborhood, blasting music. And Jupiter PD's therapy K-9, Bandit, made an appearance as well.

Then it was finally time for a crowning moment. Each volunteer presented a crown or tiara to their buddy.

"I definitely teared up during that moment," Zeitz said. "The crowning was just the most emotional, because you see the biggest smile on their faces. They just feel like they are movie stars. The smiles around the room and the cheering was definitely





the icing on top of the cake."

For the past five years, Zeitz has taken the lead on Jupiter PD's special needs program. She can often be seen driving the autism patrol car — wrapped in a design she created herself — and organizes and teaches the department's annual special needs training.

So when Generation Church reached out to Zeitz for information on how to create an inclusive event, she didn't hesitate to help. And when she sent out a department-wide email to ask for volunteers, she received help right away.

Before the night came to a close, many officers approached Zeitz to thank her for



the opportunity to participate in Night to Shine.

"Every single one of them said, 'Thank you for this experience and giving this to me,' and 'Thank you for what you did, that I got to be a part of this," Zeitz noted. "They said, 'I'm going to tell everybody, and more need to experience this.' They were just grateful and so happy they made the decision to do it."

Any agency that would like more information on how your department can get involved with the special needs community and how to be inclusive should contact Officer Diana Zeitz at 1172@jupiter.fl.us or 561-741-2426.

# A Rally for Cali

# PBSO members create a memorable birthday f or six-year-old Cali Franklin, who is fighting cancer

#### BY ESTHER GONZALES

Colorful streamers hung from the doorway of a room at the Greenacres Community Center as a crowd gathered to celebrate the birthday of a special six-year-old: Cali Franklin, who is fighting an aggressive form of brain cancer. Pink, white and green balloons filled the room where so many children, PBSO deputies, therapy dogs and community members had come on Jan. 28 to create a day Cali would never forget.

"She was so happy, smiling. That day was a very special day for a very special girl," explains PBSO Deputy Kenneth Torrence. "No kids should have to go through what Cali is going through and deal with this horrible disease. We just wanted to all make sure it was all about Cali and nothing else. It was her day to shine."

Cali's special day also included face painting, a bounce house and a surprise visit from Disney princesses Anna and Elsa. Torrence says one of the biggest highlights came from the PBSO Therapy Dog Unit. One by one, their therapy dogs walked up to Cali to offer their paw and cover her in kisses.

"She just lit up when those dogs came," Torrence says. "The way the dogs responded to Cali, as if they knew that she was dealing with something and they were there to love upon her and go through the fight with her, it was amazing. Each and every one of them wanted to comfort her, and they did."

But the day was also special for Torrence as well. He had met Cali a year earlier, before she was diagnosed with cancer, and has become a father figure in her life.

Patrolling through Dyson Circle, Torrence came across a group of a dozen boys walking through the community. Torrence called them over to his squad vehicle and offered to buy them a snack. Right away, the boys urged Torrence to follow them to a house in the neighborhood that sells snacks.

When they arrived at the house, Cali's mom, Kierra Hollis, opened the door.

"'They told me you are the lady that sells snacks in the neighborhood, and I want to buy them something," Torrence says he told Kierra.

Before he knew it, word spread that Torrence had bought all the snacks to give to kids in the neighborhood. And before Torrence had left, Cali walked up to him and relayed an important message.

"'When, I grow up, I want to be a police officer," Torrence says Cali told him. "I said, 'Really?' She said, 'Yes.' Then I said, 'Oh wow, that's so sweet. Can I have a hug?' So she came and she hugged me around my legs and I bent down and hugged her. I told her, 'You are my new friend, and I'm going to make sure that I help you become a police officer when you grow up.'"

From that moment, Torrence built a relationship with Cali and her mother. When he learned Cali had been diagnosed with cancer, Torrence promised them that the PBSO would be behind them every step of the way and that they are not alone in this fight.

"At the end of the day, when everything is over, you just want people to know that you care," Torrence adds. "Kindness matters. You just never know who out there needs it."







## PBA members join the community in celebrating MLK Day

The third Monday of January every year has become a monumental day to honor Dr. Martin Luther King Jr. To further his dream, PBA members throughout Palm Beach and Martin counties hosted and participated in events with the community throughout the holiday weekend.

It was a busy weekend for Delray Beach members, as officers attended a MLK Day brunch at the Spady Museum. This year's brunch theme was "Honoring Those Who Serve." Then on Monday, the department participated in the city's MLK Memorial Walk.

Riviera Beach also celebrated with a parade. Riviera Beach Police honored Dr. King by attending the city's commemoration.

Palm Beach County Sheriff's Office commemorated MLK Day by spending time with the children in their community. Officers from the department's mentoring program caught up with the kids from the Shepherd's School.







## Protecting and serving never gets old

Officers and other employees in every department retire. It's inevitable, but that doesn't mean they're ever forgotten by their department.

On Jan. 18, Delray Beach Police helped one of their own celebrate a major milestone, as Delray Beach resident Phil Goldstein turned 104 years old. Goldstein was a volunteer with Delray Beach Police for 23 years.





## **Coffee and conversation** with MCSO

Every good day starts with a cup of coffee. A cup of coffee with Martin County Sheriff's Office deputies makes it an even better day.

So Martin County Sheriff's Office took a coffee break with residents to hear their opinions and concerns on Feb. 7.

Thanks to the employees at 3 Baristas, MCSO deputies were able to build better relationships with the local residents.

## **Puppy Love**

## Stuart members seal dog adoption with a kiss on Valentine's Day

On Valentine's Day, in partnership with the Humane Society of the Treasure Coast, Stuart PD created a kissing booth to showcase dogs that were ready to be adopted. The kissing booth displayed colorful hearts and Valentine's decorations with a banner that read "Love."

Each dog took a turn posing in the booth, and Stuart PD officers joined in the snapshots as well. After the photoshoot, Stuart PD posted the photos to its Facebook page to promote the adoption. And each photo included a description of the dog, like Nala, a four-year-old female who loves water, and Doc Jr., a four-year-old male who loves belly rubs and taking





## A day for safety in Palm Beach Gardens

You hear about first responders doing good work, but what does it actually take in the event of an emergency?

In an effort to keep their community safe, Palm Beach Gardens Police held a Public Safety Day on Feb. 4. With the help of the Palm Beach Gardens Fire Department, they conducted several demonstrations of what first responders do in critical situations.

The day also included officers running an obstacle course for the kids who attended, offering face painting and even reading them stories.







## PBSO deputy more than a mentor

January marked National Mentoring Month. To commemorate the occasion, on Jan. 31, students at Belle Glade Elementary School gave a huge thank you to Coach T.

Coach T, better known as Deputy Kenneth Torrence at the Palm Beach Sheriff's Office, dedicates his time to building relationships with children and young adults in the Palm Beach community. And for all of his hard work, the students thought he deserved to hear how much he's appreciated.



## Jupiter officer gets major honor

Jupiter Police is celebrating Officer Ryan Ferguson. On Jan. 26, Ferguson was recognized as the American Legion's Officer of the Year for all of his hard work serving the community.

Ferguson is used to being recognized for his good work. Last year, Jupiter PD named him Officer of the Year for 2021.

## Eggs, bacon and K-9s

When duty calls — to eat breakfast — you answer that call. That's what the Martin County Sheriff's Corrections K-9 Unit did on Jan. 26.

The Palm City Chamber of Commerce hosted Deputy Charles Jenkins and his K-9, Patches, and Deputy Michele Pope with her K-9, Remi, at breakfast.

Patches is a rescue who's been trained to become a therapy dog, while Remi is a tracking bloodhound. The dogs were a huge hit with the attendees, and one even tried to steal a plate of food.













## The Kings of **Three Kings Day**

On Jan. 6, the Palm Beach Sheriff's Office celebrated Fiesta de Pueblo, or "Three Kings Day," which marks the 12th day of Christmas in Latin culture. The event was full of colorful costumes, food, fun and donated toys for local children.



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## For the Kids

## PBCPBA events help members strengthen ties with youth in the community

Throughout January and February, Palm Beach County PBA members hosted various events to continue building bridges with youth and children in their local communities. From giving various tours in their departments to showcase what a day on the job entails, to coaching basketball games, members strengthened their ties in the community in significant ways.

Here is a glimpse of how some members bonded with kids:

On Jan. 25, Boynton Beach PD's No. 1-fan, who also happens to be a junior officer, received a tour of the department and had the opportunity to meet several Boynton Beach officers.





Boynton Beach Police Athletic League hosted its first basketball game on Jan. 27 in the newly reinstated PAL Program, which encourages fostering relationships between youths and officers.



Jupiter PD officers welcomed Girl Scout Troop 24016 to the department on Feb. 6. After a tour, the troop picked up clues to solve a crime in order to earn their detective badges.

On Jan. 31, Jupiter PD officers received a special gift from All Saints Catholic School students, who delivered thankyou cards and snacks to show appreciation for all





Several Delray Beach officers gathered at Catherine Strong Water Park on Jan. 6 to showcase what the job entails to a group of homeschool students. Officers gave the group of students a tour in various squad vehicles, explained how drones work and gave a K-9 presentation.



In honor of School Day of Non-Violence and Peace, on Jan. 30, PBSO officers engaged in conversations with students and taught lessons on peaceful conflict resolutions.



On Feb. 16, Riviera Beach PD officers hosted their first Copsicle Celebration with students at Washington Elementary School. Students enjoyed popsicles and dancing to music with officers.

they do.

## **Community Service**

## PBSO members host a multitude of events to connect with residents

Throughout January and February, PBSO members continued their outreach in the community with various events. From food giveaways to the renowned Coffee with a Cop event, members invested in continuously building relationships where it matters most.

Here is a glimpse of PBSO's community outreach:



A crowd gathered at Starbucks on Jan. 18 — not just for the coffee, but for great conversations with PBSO deputies at their Coffee with a Deputy event.



On Jan. 31, PBSO deputies continued to form relationships with the community with a Conversation with a Deputy event. Posted in front of Wawa, deputies offered coffee to residents in the area as well as a chance to connect.



In partnership with Restoration Bridge International on Jan. 12, the Reserve Unit and PBSO volunteers distributed food to families in need. They distributed more than 750 bags of groceries to the local commu-



On Jan. 25, the PBSO Homeless Outreach Team attended the groundbreaking ceremony for Prosperity Village Cottage Homes in Lake Worth Beach. In partnership with the Palm Beach County Homeless Outreach Team, these new homes will provide housing for homeless families for up to 24 months until they secure permanent housing.



After meeting a homeless man named Steven, PBSO Deputy Maldonado – AKA "Candy" — decided to help him in various ways. On Feb. 9, Candy brought Steven to the Lewis Center for a shower, new clothes and a haircut. After that, they stopped at the laundromat so Steven could wash his items. Their last stop was getting Steven an ID. Next, Candy says he will help Steven find a job.





In honor of National Mentor Month, members of the PBSO Mentoring Program took children under their wings. Throughout January, members coached team practices, helped students with homework and participated in community events, like an Martin Luther King Jr. Day Parade.



PBSO members spent Valentine's Day with the senior citizens at Villa Madonna. Members offered heart-shaped donuts, brought in their therapy dogs and enjoyed live music. And of course, there was dancing.

## Attention, law enforcement officers: Don't be left out



**DRUMMOND** 

You spend your career taking care of others, but don't forget about yourself and your family. Estate planning is often overlooked and pushed to the bottom of the priority list until it's too late. Every member should have these five important documents for themselves and their family.

1. Living will. Through your living will, you will address common medical scenarios and make your wishes known. This eases the burden on loved ones when tough decisions are already made for them. They can have more confidence knowing that their

decision-making is in line with what you would have wanted, because you've gone through the trouble of documenting it.

- 2. Last will. Also referred to as a last will and testament, this should be the starting point. This legal document is the very foundation of estate planning, as it states how you want your assets to be distributed in the event of your death.
- 3. Financial (durable) power of attorney. This document allows you to designate an agent who is authorized to act on your behalf for medical decisions. They are similar to a health care proxy, but they are typically in charge of making financial, personal and business-related decisions on your behalf. A traditional power of attorney expires if you become incapacitated.
- 4. HIPPA release. This document allows you to list persons, including your health care agent, who are allowed to have the medical information necessary to make informed medical decisions. It is required to access your medical records when needed.

5. Health care surrogate or health care power of attorney. This document allows you to name an agent who is authorized to make medical decisions for you if you can't make them for yourself. This could be due to a temporary, long-term or permanent incapacitation — in other words, when you can't communicate your own needs or make your own decisions.

This package can run about \$850 to \$1,500 per person to put together, but it's free for active PBA members. We strive to make it easy, and almost everything — other than signing the documents - can be done online. We also offer members and their families discounts on other common services such as trusts, deed transfer options before passing and probate matters. Our mission is to reduce or eliminate the probate process as much as possible. Make sure your legacy — your estate — goes to the people you designate.

Please contact the PBA office to see if you qualify for the estate planning package. After approval (which must be done first), contact Blue Line Law at 888-611-9511 or visit us at www.tbllf.com to complete the required estate planning questionnaire. If you do not qualify, we will still assist you and can provide alternative discounts under first responders and/or affiliates.

Attorney Kevin Drummond handles life planning for the Palm Beach County PBA. He founded the Blue Line Law Firm in April 2019. Prior to that, he worked at the Florida Department of Law Enforcement, which included tenure in the Division of Capitol Police in Tallahassee from 2005 until 2007. You can reach Kevin by calling 888-688-0765 or texting LAWHELP to 31996.



Kevin Drummond, Esq Managing Partner, Blue Line Law Firm



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## **SECURE Act 2.0** What this new legislation could mean for your retirement



On Dec. 31, 2019, the Setting Every Community Up for Retirement Enhancement (SECURE) Act was passed into law. This bill massively overhauled the retirement plan structure in the U.S. What is being called SECURE Act 2.0 was signed into law in December 2022, providing numerous new retirement-related provisions. These changes build on the original SECURE Act of 2019, which altered the rules around how you can save and withdraw money from your retirement accounts. SECURE Act 2.0 addresses addi-

tional issues related to retirement and savings that were not part of the original SECURE Act, creating new flexibility and accessibility to help individuals plan for a more secure future.

## **SECURE Act 2.0 retirement provisions**

- Effective Jan. 1, 2023, the threshold age that determines when individuals must begin taking required minimum distributions (RMDs) from traditional IRAs and workplace retirement plans increases from 72 to 73. As a result, individuals now can choose to delay taking their first RMD until April 1 of the year following the year in which they reach age 73. On Jan. 1, 2033, the threshold age for RMDs will rise to 75. In addition, the penalty for failing to take RMDs on a timely basis is cut in half, effective in 2023, from 50 percent of the undistributed amount to 25 percent. The amount will be further reduced to 10 percent if the remaining distribution is taken in a timely manner and an amended tax return is filed.
- Catch-up contributions allow people 50 and older to set aside additional dollars beyond the standard maximum contributions to workplace retirement plans and IRAs. Two important changes were included in the SECURE 2.0 Act. The first bumps the maximum additional amount that can be contributed to a workplace plan if you're age 50 and older from \$6,500 per year to \$7,500 per year, effective in 2023. In addition, if you're age 60 to 63, you'll be able to add \$10,000 more per year above the standard limit, beginning in 2025.
- Effective immediately, the penalty for early withdrawals is waived for those certified by a physician as having a terminal illness or condition that can reasonably result in death in 84 months or less. To avoid a penalty, distributions must be repaid within three years.
- Effective in 2023, individuals can choose to have employer matching contributions directed to their Roth workplace accounts. These contributions will be considered taxable income in the year of the contribution.
- Beginning in 2024, savers can withdraw up to \$1,000

- from their 401(k) and IRA accounts, penalty-free, to cover certain financial emergencies.
- Effective Jan. 1, 2024, "hardship" withdrawals are available for individuals who have been subject to domestic abuse, equal to the lesser of \$10,000 or 50 percent of the vested balance of the retirement account. The withdrawal must occur within one year after the individual became a victim of abuse. All or a portion must be repaid within three years.
- Beginning in 2024, based on provisions in the new law for 529 plans, you're allowed to roll up to \$35,000 of leftover funds into a Roth IRA for the stated beneficiary. The 529 plan must have been in existence for 15 years, and you are limited to the annual IRA contribution limit for how much you can convert in one year.
- Under current law, Roth 401(k)s (unlike Roth IRAs) are subject to RMDs. A provision in the SECURE 2.0 Act eliminates RMD requirements for workplace-based Roth plans, beginning in 2024. This change results in Roth 401(k)s having similar treatment related to RMDs as Roth IRAs.
- Effective in 2025, most employers are required to automatically enroll all employees into their company-sponsored retirement plan. The amount automatically deferred each year will range from 3 percent to 10 percent of an individual's income. Employees who don't wish to participate in the plan can choose to opt out.
- Effective in 2026, withdrawals of up to \$2,500 per year can be made to pay premiums on certain types of longterm care contracts.

As a result of the SECURE Act 2.0, rules around retirement savings and retirement plan distributions will change over the course of the next few years. As you consider what new opportunities may be most appropriate to enhance your retirement savings in the future, take the time to assess where you stand today. A financial professional can help you review your current strategy and discuss which changes may be most beneficial. You may also wish to consult with your tax adviser to understand the potential tax ramifications of any decisions you make.

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- DPA as a 0% non-amortizing, 30-year deferred second mortgage

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