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Issue 9/23



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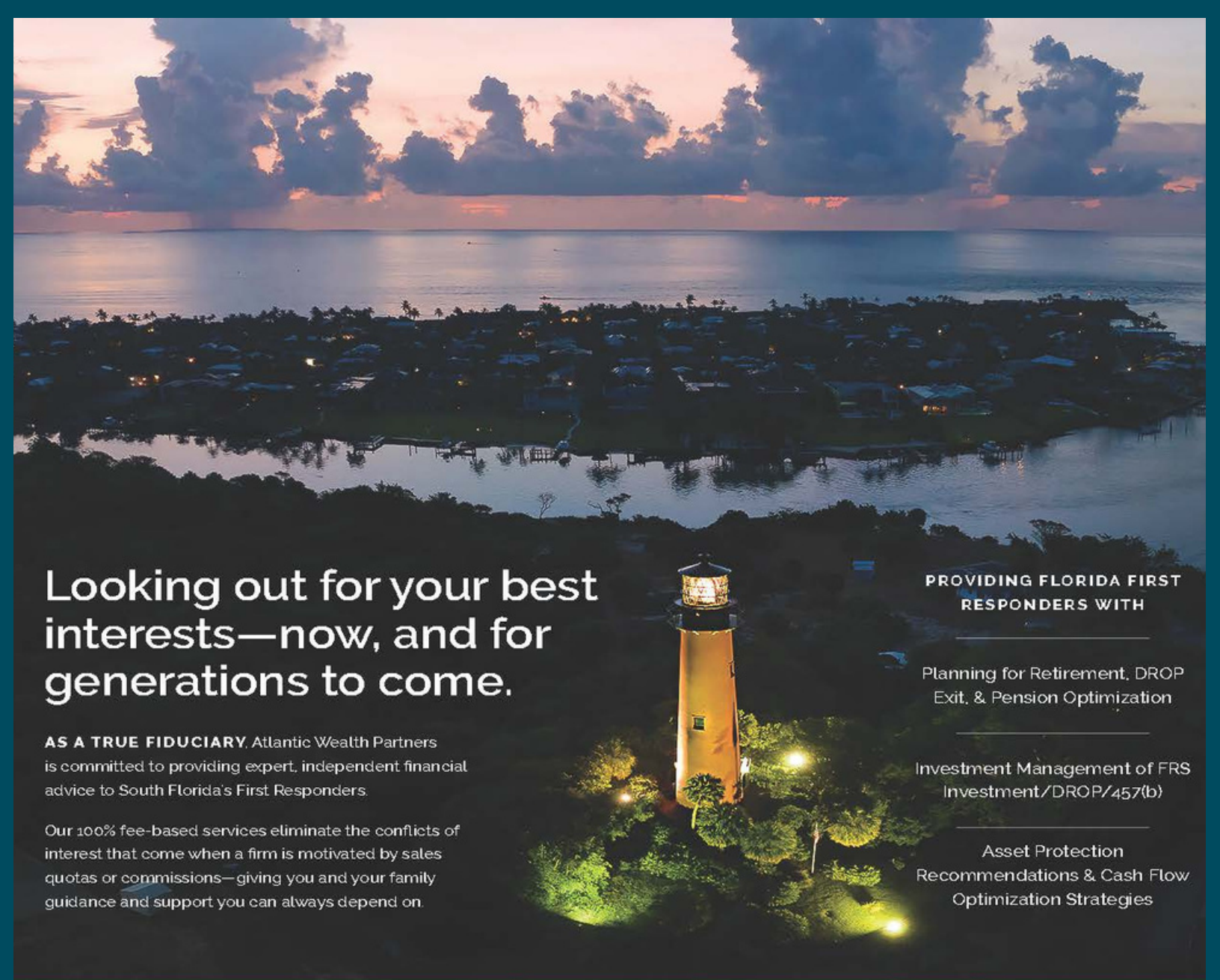


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SCHOLARSHIPS

THE FUTURE IS HERE

It's summer in South Florida. The temperatures are rising like crazy, but so are the standards these kids are setting for their futures. Take a look through to see what your children have accomplished. Congratulations to all the winners!

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A Note from Kaz

THERE IS ALWAYS SOMEBODY TO CALL



I would like to start off by saying that I hope everyone had a great summer. It sure was a hot one. I usually speak about how important it is getting better salaries and benefits for our members, bringing up our PBA charities fundraising, or bashing some politician who

doesn't support the police. This article is a little different, but is very important. I believe we have to address what's happening within the law enforcement community, and I know a lot of us don't want to talk about it. SUICIDE. It's a growing problem within our ranks and seems to be getting worse. In 2022, there were 170 suicides, 2021-165, 2020-181, and 2019-236. Every year, more police officers commit suicide than are killed in the line of duty.

ALLEAPS Critical Director, Dr. Tim Faulk, says an officer involved in a high stress event has a 70% chance of suicide following the next incident if they do not seek any intervention. There is only a 3% chance for those who do seek help. Tragically, law enforcement officers have a 54% increase in rate of suicide rise when compared to the civilian population. Also, what is stunning is a 2012 study published in the International Journal of Emergency Medical Health, it found that departments with less than 50 full time police officers had a suicide rate over triple that of departments with over 500 full time officers.

What is concerning about the study is that 49% of all police departments in the United States employ less than 10 fulltime officers. Also 80% of police suicides have communicated their intent with cries for help.

DON'T IGNORE THESE BEHAVIORS:

- Maybe more aggressive when handling serious calls or situations
- Risk taking behavior
- Cries often
- Seems more agitated or nervous
- Seems to lose their love of the profession
- Become disillusioned
- Giving away possessions

VERBAL CLUES:

- I wish I was dead.
- I'm going to kill myself.
- I can't take the way I feel any longer.
- I'm really getting tired of life.
- I can't take the pain.
- You would be better off without me.
- Nobody needs me anymore.

You may not know this, but my best friend growing up, Mike Goad, was a retired Jupiter police officer. Mike killed himself back in 2020. I lost communication with Mike over the years. However, Mike did come to me and Joanne in support when we lost our daughter, Kaitlin, in a car crash. I only wish he would have called me or someone from his family. I really think if I was able to get him the help that he needed then he would probably be alive today.

Remember, we have experts here at the PBA and in all police agencies. If you ever feel alone --

DO NOT HESITATE TO CALL THE PBA OR YOUR ORGANIZATION. WE CAN HELP.

FOR THE NATIONAL SUICIDE PREVENTION LIFELINE-988.

[HTTPS://988LIFELINE.ORG/](https://988lifeline.org/)

Palm Beach County and
Florida PBA President

The first six months on the Executive Board have been an interesting and rewarding experience. As a union representative, I did not realize the amount of work that the Executive Board puts in to help us secure better benefits. We assist with several fundraising events that are organized for the charity and scholarship funds. Then there is the Police Officers' Ball, where an award is presented to the Officer of the Year. The new staff members at the PBA office really do an excellent job and put in hard work to make these events a success.



Meer Dean
Treasurer
PBCPBA

During the first few months, I had the privilege of going to Tallahassee a couple of times to meet with elected officials. The PBA's grill team even came up there on one trip and provided lunch to all the elected officials who came by the office. A lot of time is spent away from home to ensure that we protect the rights and enhance the benefit of law enforcement, correctional officers, and civilian members. We are fortunate to have a Governor, state cabinet, and many legislative friends who understand the issues that we are facing and are committed to making sure that law enforcement in Florida is a top priority. People are flocking to Florida because we have such a robust and positive commitment to public safety.

On June 5th, Governor Desantis approved Senate Bill 7024, a bill that restored many aspects of the Florida Retirement System (FRS) back to pre-2011 benefits. Under the revised policy, our members can retire at age 55 or with 25 years of service, whichever comes first. It's the same threshold that employees had prior to 2011 when legislators cut benefits in the wake of the Great Recession and extended first responders' retirement date by five years. The PBA is been fighting for this change for quite some time now, and we are happy that this is finally done.

How does this change to the FRS affect municipal pensions? Well, after the years of service requirements for FRS were raised to 30 years in 2011, most municipal plans piggybacked on this and raised their years of service requirements for law enforcement. Some municipal plans raised their years of service requirements from 20 years to 25 years, and they even increased the pension contributions that the employees must pay into the pension plan before the employees are eligible to retire or enter the Deferred Retirement Option Program (DROP). While other cities did not make a change to their pension plan and realized that this change to the FRS was "bad for business". The cities that did make the change to their pension plans will have to come up with some money to solve this problem, but if they had left their pension plans where they were (instead of following the changes of FRS in 2011), they wouldn't be in this position today. The cities need to proactively engage in a conversation with the union, provide transparent information about the impact of the FRS changes, and discuss how it will affect retention and recruitment for their police departments. Moving forward, this is a topic that the PBA reps with a municipal pension plan need to think about and address with their city at the bargaining table.

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This is my first year as Sergeant at Arms on the Executive Board. I was honored to be nominated for and voted into the position.



Kenneth Youngblood
Sgt at Arms
PBCPBA

With this new position, I have seen a lot more of what goes into making the Palm Beach County PBA top-notch. From traveling to Tallahassee to help with our charity events.

Tallahassee was a great experience, where I met with other PBA members from around the state and saw how the legislative process works. Going into the Capital and seeing how everything runs was awesome. A lot of hard work goes into getting laws put in place, especially ones that help first responders. The dedication and work from our team are incredible. And this year, several new laws went into effect on July 1st that will allow members to make more money in DROP and complete 8 years of DROP. Also, FRS requirements for age and years of service were brought back down to "25 years or age 55", this was another huge win.

Being involved with and seeing how much hard work and dedication goes into our charity fundraising is amazing. It's definitely all hands on deck when it comes to putting these events together. As it's my first year involved, it was awesome to see how well everyone works together and you can definitely tell the team has streamlined and perfected the process over the years.

Meer Dean

From starting the year with Kaitlin's Angel Run, next up the Kaitlin A. Kazanjian Memorial Golf Tournament, and not long after the Police Officers' Ball. It's definitely a busy few months! When it's all said and done, it's amazing to see how much we raise each year for the Charity Funds.

Another first for me was doing the interviews for the recipients of the scholarships. All the kids did a great job during the interviews. I may not have done the best job pronouncing some of the names while handing out the scholarships, but I tried my best.

All in all, my first 6 months on the executive board have been awesome. I've learned a lot of new things and I will continue to work hard and learn as much as I can to help represent our members.

Thank you,

The PBA statewide supporting each other

Top Cops



South Florida PBA Gala



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Family

PBA
Family



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Mike Kennedy, Secretary
PBCPBA

Eight months into my new role as Secretary, and I am still learning the ropes. I am now involved in the day-to-day operations of the PBA. I now have a front row seat where I can more clearly see the amazing and challenging things that go on at the PBA. Each day brings something new. Our attorneys stay very busy ensuring that each employee gets the attention and help they need with any problems that may arise, along with doing Agency Contract Negotiations. In these very busy and sometimes chaotic moments, the support staff does an astounding job keeping the PBA running. They seem to keep everyone calm and help to ensure everything gets accomplished. Before becoming secretary of the PBA, I was completely unaware of how much goes on inside the walls of that building. Being a part of this team is an amazing feeling, and I'm grateful for the opportunity.

The most important realization I have come to understand is how the PBA became what it is today. The years of negotiating experience by the on-staff attorneys and office staff have proven and continue to be a great resource. However, the relationships that were started years ago by Ernie, Kaz, McAfee, and many others have made today's conversations possible. No matter what the request is, the most important factor is having the ability to even have the conversation. These discussions now can occur and are started with a level of mutual respect between both negotiating parties.

Now my most difficult task, is learning to work for two different bosses. My primary job as a Warrants Lieutenant at the Palm Beach County Sheriff's Office and my secondary job as the PBA PBSO President and the Palm Beach County PBA secretary. Both of these assignments are demanding. Fortunately, I have an awesome staff at both PBSO and The PBA to rely on, which allows me to stay on track, as they really are the secret to me being successful. I am also truly grateful for my wife and two daughters who continue to motivate and inspire me.

As I continue in this role, I am still focused on the issues with the Florida Retirement System. The PBA continues to fight for the COLA in the pension plan and to work hard on another option for the investment plan participants. I am hopeful that the numerous trips to Tallahassee and the conversations with the Legislature will be a success.

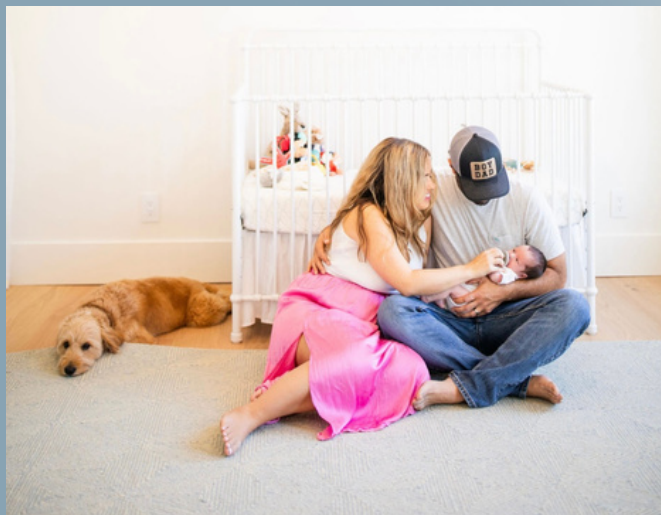


KATIE'S KORNER



Katie Mendoza
PBCPBA Attorney

Please join us in welcoming Grady Mendoza and congratulating his awesome parents. He was born 6-9-23 at 7 lbs. 10 ounces and just after 8 pm.





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THE BRIEF



Brennan Keeler
PBCPBA Attorney

No Constitutional Right to Use Medicinal Marijuana

Corrections Officer Samuel Ortiz (“Ortiz”) was terminated by the Florida Department of Corrections (“DOC”) after he tested positive for marijuana metabolites. Ortiz presented his Florida issued qualifying patient identification card.

However, DOC had a strict policy against using marijuana, including medicinal marijuana. Ortiz contested his termination with Florida’s Public Employees Relations Commission (“PERC”) on the basis that he had a “constitutional right to use medicinal marijuana when he was not working and that he had never worked while he was impaired.” Ortiz v. Dep’t of Corr., 48 Fla. L. Weekly D1238 (Fla. 1st DCA June 21, 2023). PERC upheld the DOC’s termination.

On appeal, Florida’s First District Court of Appeal acknowledged that Ortiz can legally possess and use medicinal marijuana under state law; however, his use of it under federal law creates a moral character violation:

To possess good moral character, a correctional officer cannot engage in any activity that could give rise to a felony conviction even if he is never charged with the offense. Fla. Admin. Code R. 11B-27.0011(4)(a). These requirements lead us to believe Mr. Velez Ortiz cannot use medicinal marijuana and maintain his certification as a correctional officer even if Article X, section 29 of the Florida Constitution extends as far as he contends.

The Court relied on the fact that federal law makes it a felony for certain “prohibited persons” to possess a firearm. 18 U.S.C. § 924(a)(8) (2022). The Court opined:

(Because Mr. Velez Ortiz uses medicinal marijuana to treat his posttraumatic stress disorder, he is a regular user of marijuana. Although he can legally possess and use medicinal marijuana under state law, his use of it is illegal under federal law. Accordingly, he cannot lawfully possess a firearm. Each time he does, he is committing a felony. And each year, he is required to possess a firearm to qualify. As a result, he is violating his requirement to maintain good moral character, which is required to keep his correctional officer certification).

Ultimately, the Court found his termination to be lawful because “Ortiz could not perform an important requirement of the job of corrections officer, training with and using firearms, without being in violation of federal law and causing other agency personnel to be in violation of federal law....” Ortiz v. Dep’t of Corr., 48 Fla. L. Weekly D1238 (Fla. 1st DCA June 21, 2023). In Florida, there is no constitutional right to use medicinal marijuana as a certified law enforcement officer.

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**Scand to update your
member info**



Larry Fagan
PBCPBA Attorney

“The (Lack Of) Science of Arbitrator Selection.”

A necessary part of your individual Collective Bargaining Agreements’ Grievance Procedure is the ability to go to Arbitration. It is the Arbitrator that issues the binding decision that helps enforce your rights. But, the process of selecting “neutral” Arbitrator is flawed.

Arbitrator lists are ordered from a body called the Federal Mediation Conciliation Service (FMCS). Typically random list of 7 arbitrators is sent to both parties as the last step in the Grievance process.

Arbitrators are selected to resolve Grievances under your individual CBA’s with an “award” written by them. Our management attorney adversaries want a pro-management Arbitrator and WE want a pro-union or pro-labor Arbitrator. That’s not a secret. Based on the language of the individual CBA at issue, the parties typically alternate strikes (or eliminate Arbitrators that they don’t want) until the parties are left with one name on the list. THAT last name is the Arbitrator that will decide your issue. The irony is, this Arbitrator was both sides’- LAST choice, ie neither party wanted him.

He/she was the one that was left. The process is therefore, more like Arbitrator DE-SELECTION. The Arbitrator “chosen” typically has a history of decisions for BOTH Labor and Management, favoring neither one. This Arbitrator is usually neither labor nor management oriented.

Experienced Counsel already knows before striking who the other side with eliminate. The remaining name was not a “MUST STRIKE”, possibly due to some of his/her prior awards. There is no true science to this selection “process.”

Because arbitrators, unlike Judges, are not elected, but are business people, they want to be hired again by either or both parties in the future. This is often evident from the bland way they draft their awards, not attacking either side but still ruling in favor of one.

Other than the Arbitrators’ track record on awards, other considerations include “do we want an attorney or a non-lawyer, do we want someone who has ruled in our favor in the past, do we want someone who runs a tight hearing or someone who is more lax and informal. These are areas to think about and are factored into choosing an Arbitrator but none of these factors are guaranteed absolutes. Many times, I have chosen an arbitrator and was right to do so but as it turned out for the wrong reasons. In the final analysis, it’s a lot of trusting your gut based on your experiences. It’s just as good as any selection process including placing great emphasis in evaluating the arbitrator’s educational pedigree and basing their selection on that. The general theme here is that there is no exact rule to this process. You can be thrilled with your selection and still not prevail or you could win with someone who was a definite strike. There is no way to tell until you are in the hearing itself and are dealing with the individual facts of your individual case.

The good news is that we have done this hundreds of times so we can properly navigate you through the process with a view toward winning your case with an award in your favor! Be safe.



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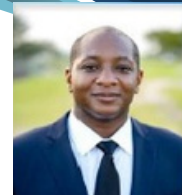


Rick Carter and Meer Deen PBA Treasurer

Thank you
Rick Carter
CJs Sports Bar Grill
for your continuous support.



ESTATE PLANNING? WHAT IS IT ALL ABOUT???



Kevin Thompson

Well first of all, the basic estate plan for **PBA Members is FREE!** There is no reason not to take advantage of it! Estate planning is a crucial process that ensures your assets are distributed according to your wishes and that your loved ones are provided for after your passing.

1. Importance of Estate Planning: Providing for loved ones

- One of the primary objectives of estate planning is to ensure that your loved ones are taken care of after your passing. A well-crafted estate plan allows you to specify how your assets will be distributed among your family members, friends, or charities, ensuring that your intended beneficiaries receive the support they need. Furthermore, estate planning can help you establish guardianship for minor children, ensuring that they are cared for by someone you trust in the event of your premature death. By creating a comprehensive estate plan, you can provide financial stability and peace of mind for those you care about most.

· Minimizing taxes

- A carefully planned estate can also help minimize taxes for both your estate and your beneficiaries. Estate planning allows you to take advantage of various tax exemptions, deductions, and strategies that can reduce or eliminate estate, gift, income, and capital gains taxes. By employing these tax-saving strategies, such as creating trusts or making strategic charitable contributions, you can maximize the assets that pass on to your beneficiaries and minimize the tax burden on your estate. This ensures that your hard-earned assets are preserved for your loved ones, rather than being diminished by excessive taxes.

· Avoiding probate as much as possible

- Probate is the legal process through which a deceased person's estate is settled, including the distribution of assets, payment of debts, and resolution of any claims against the estate. Probate can be a time-consuming, expensive, and public process that can place additional stress on your loved ones during an already challenging time. By creating a comprehensive estate plan that includes tools such as trusts, beneficiary designations, and joint ownership, you can help your estate avoid probate or minimize its impact. This can result in a more efficient distribution of your assets, reducing the stress and financial burden on your beneficiaries.

2. Components of a comprehensive estate plan:

· Wills and Trusts

- Wills and Trusts are foundational elements of an estate plan that deal with the management and distribution of your assets upon your death.

- A will is a legal document that outlines your wishes regarding the distribution of your assets and the guardianship of any minor children. Trusts, on the other hand, are legal entities that hold and manage assets on behalf of designated beneficiaries.

- Trusts can be used for various purposes, such as avoiding probate, minimizing taxes, or providing for a disabled family member.

- By incorporating both wills and trusts into your estate plan, you can ensure that your assets are distributed according to your wishes and that your loved ones are provided for.

· Power of Attorney

- A power of attorney is a legal document that grants a designated individual (known as your agent or attorney-in-fact) the authority to act on your behalf in financial, legal, and personal matters if you become incapacitated or unable to manage your affairs. There are several types of powers of attorney, such as a durable power of attorney, which remains in effect even if you become incapacitated, and a springing power of attorney, which only takes effect upon a specific triggering event (e.g., your incapacity). By including a power of attorney in your estate plan, you can ensure that someone you trust will manage your financial and legal affairs if you are unable to do so.

· Advanced Healthcare Directives

- An advanced healthcare directive, also known as a living will or medical power of attorney, is a legal document that outlines your preferences for medical care and end-of-life decisions in the event that you become incapacitated and unable to communicate your wishes. This document can include instructions regarding life-sustaining treatments, organ donation, and the appointment of a healthcare agent who is authorized to make medical decisions on your behalf. By incorporating an advance healthcare directive into your estate plan, you can provide guidance for your medical care and ensure that your healthcare wishes are followed.

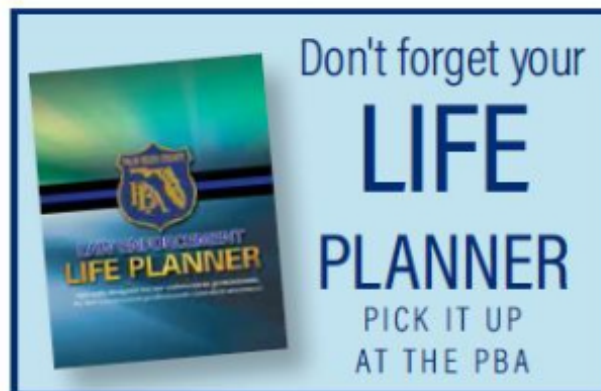
3. Assessing your needs

- One of the first steps in the estate planning process is understanding your personal and financial situation, your family dynamics, and your long-term goals. This in-depth assessment ensures that your estate plan is tailored to your unique circumstances, providing for your loved ones, and managing your assets according to your wishes.

· Ensuring legal compliance

- Estate planning laws and regulations can be complex and are subject to change. Especially dealing with disinheritance.

Estate planning is an essential process that provides peace of mind and security for you and your loved ones. Blue Line Law along with PBA are here to help you create an estate plan tailored to your unique needs and circumstances regardless of complexity. Please contact the PBA first and complete the legal request form to get started!



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 listen to offensive language
THE RIGHT not to be forced to resign

Notice: Legal Advisory

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

STAY CALM

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 8:00 a.m.-4:00 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 sentence on any statement, report, or memorandum that 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.pbcdba.org/membership/legal/>



"SCHOLARSHIP AWARD WINNERS SHINE ONCE AGAIN - SUPPORTING OUR PBA MEMBERS' CHILDREN"

By Angela Twomey

Police officers put their lives on the line every time they put on their uniform and step out into the community they serve. It is a profession that comes with many challenges and risks, but also requires a deep sense of duty to serve and protect. The Police Benevolent Association (PBA) recognizes the dedication of its members and their families in the face of these challenges, and to support them, we have established a scholarship program for the children of our members. The PBA Scholarship Programs recently recognized and celebrated its 2023 scholarship award winners, and the impact of the program on the lives of the children of PBA members is truly remarkable. This article will provide an in-depth look at the PBA Scholarship Program and highlight the success stories of its recent scholarship award winners.

The PBA Scholarship Program was established many years ago to recognize the hard work and dedication of the children of our law enforcement, correctional, and civilian members. The program aims to provide financial support to help fund the education of these students, who are often balancing academic pursuits with the challenges of having a parent in law enforcement.

Each year, the Police Benevolent Association (PBA) awards scholarships to the children of its members who are pursuing higher education. Recently, the latest batch of scholarship winners were announced, and they have once again demonstrated the outstanding academic achievements of the PBA children.

You'll notice there was a 4th place winner this time. These kids just knocked it out of the park with their submissions and personal interviews, making the committee's task to narrow the winners down to just 3 students that much more difficult.

Scholarship programs play a crucial role in supporting the education of the children of law enforcement, correctional and civilian members. These scholarships ease the financial burden that families face in funding their children's education. In addition, these programs provide important recognition and encouragement for the hard work and dedication of these young scholars.

To be eligible for the PBA Scholarship, applicants must be the child of an active PBA member in good standing with the organization. Applicants must also be pursuing a degree or vocational training. The scholarship is open to all eligible students, regardless of their chosen field of study.



The application process for the PBA Scholarship begins each January, with applications being accepted through and including April 15th, at which time each application is reviewed for completion. Completed applications must include transcripts, an essay of no more than 500 words about themselves, their college and career goals, and their families. Once all applications have been received and reviewed, in-person interviews are scheduled for each applicant (except 1st time submissions) and a single Saturday is picked sometime in May, June or July. The committee then comes in for a full day to interview each child/applicant individually. The committee members give their own personal time to this cause, and they look forward to promoting the scholarships and meeting students every year.

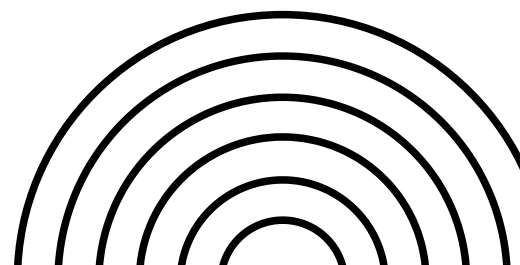
2023 Scholarship Winners

PBA Charity Fund

1st Place - Emily Wells
2nd Place - Ashlyn Hirsch
3rd Place - Sophia Porcelli

Kaitlin A Kazanjian Memorial Scholarship Fund

1st Place - Audrey Kennedy
2nd Place - Angelo Cinque
3rd Place - Jaiden Lagalo-Blinston
4th Place - Justin Sterling



The specific criteria for each scholarship are:

1. Child (under the age of 25) of a Palm Beach County PBA member with a minimum of 5 years membership or with prior Board approval. Children of Retirees are NOT eligible to apply. Grandchildren of PBA members are NOT eligible to apply.
2. Be, or plan to be, a part-time or full-time student at an accredited two-year or four-year college. Graduate students and students that have already received four (4) scholarships from any of the PBA Scholarship Funds are not eligible to apply.
3. Include an essay, no more than 500 words, about yourself, college/career goals, and your family. Essay must be double spaced in 12-pt font (Arial or Times New Roman ONLY!).
4. Provide or have delivered official transcript with GPA.

The education and career achievements of PBA Scholars are truly impressive. These students have overcome the challenges of being a law enforcement officer's child and have excelled in their academic pursuits. Many have gone on to pursue advanced degrees and have established successful careers in a variety of fields. In addition, many of the scholarship recipients are following in their parent or guardian's footsteps for a career in law enforcement themselves

Many times, it is a “family business.”

The benefits of PBA Scholarships go beyond just providing financial assistance for higher education. These scholarships also offer recognition and encouragement to the children of PBA members, who are often dealing with unique challenges related to their parent's profession.

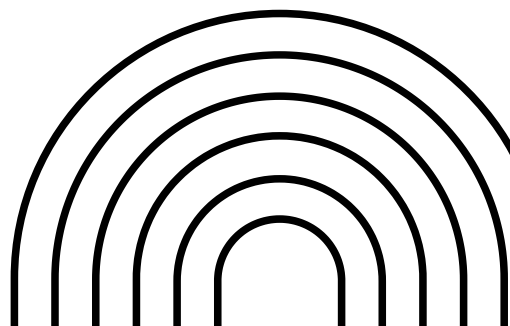
The PBA Scholarship Program plays an important role in encouraging education and career advancement among the children of police officers. By providing financial support and recognition to these students, the program helps to encourage and motivate them to pursue their academic and professional goals. This, in turn, helps to build a brighter future for themselves, their families, and their communities.



The PBA Scholarship program is a source of immense pride for the organization and its members. Each year, the PBA Committees award scholarships to deserving students who are children of PBA members. The annual scholarship award ceremony is an opportunity to recognize and celebrate these accomplished students. The scholarship award ceremony is a highly anticipated event within the PBA community. The ceremony is held in the PBA Ballroom and features a dinner and awards presentation in the presence of not only their families but also the Board of Directors for the PBA (elected and appointed representatives from each department).

The PBA Scholarship program has had a significant impact on the lives of countless students over the years. To continue this legacy of support and success, the PBA Committee is dedicated to the future of the scholarship program. Each year, our Events Committee plans and executes wonderful events to raise money for the Charity Funds in our efforts to give back. We have Kaitlin's Angel Run in January, the Kaitlin Kazanjian Memorial Golf Tournament (which this year was our 20th year) the Police Officers Ball, and other events throughout the year.

The impact of the PBA Scholarship program is best measured through the testimonials of its recipients and supporters. PBA members and scholarship winners alike have shared their thoughts and feedback on the program. PBA members have expressed pride in the program and its ability to support the families of its members. Scholarship winners have shared stories of the transformative impact that the scholarship had on their college experience. The impact of PBA Scholarships on the lives of the winners cannot be overstated. The scholarship has enabled students to pursue their educational dreams and achieve their goals, while also providing financial relief for their families.



GIRL POWER



Emily Wells: 1st place winner for the PBA Charity Fund scholarship is attending school at the University of Florida studying Aerospace Engineering.

Having had the pleasure of speaking with **Ms. Emily Wells** regarding her 1st place win for the PBA Charity Fund scholarship award and her goals she was quite enthusiastic about her future in Aerospace Engineering, which she informed is “a more specified branch of mechanical engineering,” going into how planes work. She advised that her pilot, flying aspirations were cultivated by her father, Dean Wells, who works as a Police Officer with the Palm Beach County School District, started his law enforcement career with the Sheriff’s Office, and has been with the School District police since 2003. Ironically, her father was the officer assigned to her high school, Seminole Ridge, while she attended. Ms. Wells continued that her desire to fly started at the young age of 7, and at her current age of 19, she stills exudes passion for her chosen path.

Having also received a Bright Futures scholarship, Ms. Wells was very appreciative and thankful for the opportunity to apply for the PBA Scholarships. She stated “being 100% honest, I did not expect to win first place . . . that was pretty shocking . . . I was like Wow ... this was completely unexpected and I’m really grateful for it.”

Our 2nd Place PBA Charity Fund winner, Ashlyn Hirsch, shared her thoughts with me. At 19, she is attending school at the University of Florida studying Environment Engineering and plans to continue her education through to a Masters in Civil Engineering. To see someone at such a young age working towards our future with the environment is very encouraging for our future, as well as to Ashlyn’s. She stated she “always cared about protecting the environment and making a difference in the world.” She, of course, was vocal of her appreciation of her parents, giving her the opportunity not only financially and encouraging her that she could do anything. Having won 2nd place, Ashlyn stated she was “really, really excited and thankful for the opportunity” in receiving her scholarship and going through the process for the scholarship. She continued that it taught her how to prepare for an interview, “being comfortable talking to people about [herself] and properly presenting [herself].”



Ashlyn Hirsch, 2nd place winner for the PBA Charity Fund scholarship is also attending school at the University of Florida and also studying engineering.

I was finally able to connect with Sophia bright and early in the morning. I think we woke her up! She will have to get used to that though, as her aspirations are to finish her degree, return to her home town in Martin County, and become a teacher.

She is currently attending Florida Atlantic University and studying early elementary education. Sophia stated she “always wanted to work with kids . . . and [she] always wanted to do something that would really make a difference in a kid’s life.” Her enthusiasm is apparent in her goals, and she speaks highly of her past teachers who influenced her decision for education. Having the support of her parents and her sister, who by the way is also a teacher, has helped in her continuing towards her endgoals. She further advised she was shocked she had won 3rd place, as she wasn’t aware there were place winners for the scholarships. She continued saying going through the process taught her to “be proud of the little accomplishments” and that the little things end up kind of being the big things, like interviewing for the scholarship and then winning.



Sophia Porcelli, 3rd place winner for the PBA Charity Fund scholarship is attending school at Florida Atlantic University studying elementary education.

Rockstar Parents, Awsome kids



Audrey Kennedy, 1st place winner for the Kaitlin Kazanjian Memorial Scholarship is attending school at the University of Central Florida studying emerging media.

Audrey was our 1st Place winner for the Kaitlin Kazanjian Memorial Scholarship. She is attending the University of Central Florida with studies in Emerging Media, which she said she chose this field of study because she would “like to get into the character animation program . . . so that one day [she] can produce animated films.” Stating that she draws her strength from her parents, who are her biggest supporters. Having found out she had won first place, she stated that she “felt very honored that [she] was able to take part in such a meaningful scholarship.”

I was able to catch up with Angelo Cinque. That is pronounced “Cheen quay”, NOT “sink.” He’s 21 years old, majoring in health sciences with a minor in business administration at the University of Central Florida. He advised that he “really enjoys the sciences and [he likes] medicine because it encompasses all of them . . .

biology, chemistry, physics”. Not surprising, but he wanted to be a police officer when he was younger, but was steered another direction because of the dangers faced by police officers. So he opted for medicine as a way to help people, just in a different way. Not limiting his options, he applied for many scholarships, but said he “felt great” winning the 2nd place Kaitlin Kazanjian scholarship and that it’s really helpful going to med school which is “ridiculously expensive”. And any funds are a huge help.” Angelo is set to graduate in December and then will apply to med school and focus on cardiology. He also advised going through the scholarship process with the PBA enabled him to “look back and reflect on [his] years in college and how [he has] changed and grown, and kind of pinpointed strengths and weaknesses” and how he can improve as a person.



Angelo Cinque, 2nd place winner for the Kaitlin Kazanjian Memorial Scholarship is also attending school at the University of Central Florida studying pre-med.



Jaiden Lagalo-Blinston, 3rd place winner for the Kaitlin Kazanjian Memorial Scholarship is attending school at the University of Alabama studying public relations/communications.

I was finally able to connect with Jaiden regarding her experience, and she had the following to share with me. “My parents have always been hard on me when it comes down to my accomplishments. I used to get frustrated with them because I thought they were just being overprotective and strict. Now that I have spent one year in college I can confidently say that they were right about almost everything. . . . Going into my sophomore year of college, I recognize now that they just want me to have opportunities that they didn’t have, and knowing that makes me want to work even harder.” In addition, she offered that she had “learned that I am incredibly blessed and privileged to have people in my life who support me and want the best for me. Whenever I am struggling to do work or find ways to advance my personal development, I just remind myself of what I have achieved in my life to get where I am. I find that expressing gratitude is the best way to become successful because you aren’t focusing or limiting your mindset to negative thoughts.”

In Memory of

Communications Supervisor David Overturf

With a heavy heart, members and coworkers were notified of the passing of David Overturf. He served in Commo for 25 years. During that time, he distinguished himself as a Communications Officer, Communications Training Officer, and Communications Supervisor. David served our community and agency with honor and dignity.

Just a review of comments regarding his passing shows that he touched many people throughout his lengthy and distinguished career. He was described as a fine man who will be missed, not only at PBSO but as a teacher at the Dispatch Academy. Others continued with similar sentiments, such as "He made working midnight shift bearable" and prayers for both his own family and his PBSO family.

So many memories from co-workers describe him as a loving, caring person who, not only would cover a shift for a co-worker to attend their child's baseball games, but training scenarios that don't always go as planned.

Rest in peace #6183.



Pictured L-R Mark Roode (WPB), John Kazanjian (PBSO),
Dave Maharrey (PBSO), Mike Collister (PBSO),
K-9 Astra and Michele Shaffer (PBSO). March 28, 2003.

David Byron Maharrey

David Byron Maharrey, age 59, passed away on July 9, 2023, after an extended illness. Born in Fort Myers, FL on June 5, 1964, to Byron Edward and Patti Lee (Witte) Maharrey, he grew up in Palm Beach County. He is a graduate of John I Leonard High School, where he was a member of the undefeated wrestling team.

David was a Palm Beach County Sheriff's Deputy. He started as a cadet at the age of 19 and retired after 33 years in multiple PBSO positions. His passion was training canines and he served proudly with his German Shepards Boy and Freebie. Some of David's favorite hobbies were outdoor recreational activities including fishing, lobster diving, boating, and going to the beach. He touched many lives with his years of service and will be dearly missed by those who knew him.



R.I.P

JOHN JOSEPH SWARBRICK
9/10/1943 - 7/29/2023

HONOR BIKE RIDE

On May 1, 2023, and May 2, 2023, the PBSO motor unit and BSO motors unit escorted the Law Enforcement United (LEU) bike tour from Broward County through Martin County.

Law Enforcement United focuses on honoring the fallen and remembering the survivors. The organization was founded in 2009. LEU membership includes federal, state, and local law enforcement officers, survivors, and civilian support members, stretching across 40 states and Canada and with over 1500 active participants.

The LEU organization is 100% voluntary with the vision of raising awareness for law enforcement officers who have died in the line of duty. LEU provides monetary and awareness support for The Road to Hope Bicycle Ride, Project Active Armor, Concerns of Police Survivors (COPS), The Officer Down Memorial Page (ODMP), and Spirit of Blue Foundation, along with other charitable organizations that share our common goals.

LEU has three main rides each year that are three days in length, usually starting in Virginia, Pennsylvania, or New Jersey and ending in Washington, DC. A more rigorous ride called the “long ride” started this year in Miami, Florida, and traveled 914 miles to Washington, DC. LEU chose Miami so the riders could stop at the memorial for the two Federal Agents killed in a shooting in April of 1986. BSO and PBSO motor intercepted the escort at the Hollywood Police Department and escorted the group to the Broward County Sheriff’s Office, where they honored the lives of the fallen deputies in Broward County.

After two stops in Broward, they ventured north to Palm Beach County. The group stopped at the Palm Beach County Police Benevolent Association to honor our fallen law enforcement officers. The second day of the escort commenced early with a stop at Riverside Memorial Park to pay respect to Officer Bruce St. Laurent, who was killed in the line of duty on September 9, 2012, escorting President Obama. Day two ended at the Martin County Sheriff’s Office. LEU continued its ride up the east coast, where it joined other riders and rode into Washington, DC, for National Peace Officer Memorial Day.



It was our honor to escort the LEU ride for two days, and from all of us with PBSO motors and the Police Benevolent Association, we thank them for their dedication on their 914-mile journey, honoring those who paid the ultimate sacrifice and remembering those who are left to carry on.

Lt. Ryan Mugridge, PBSO



STAY INFORMED...

PBA IS
SOCIAL

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NEWS WITH US



FOLLOW US

NEWS

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FACEBOOK

INSTAGRAM

Board Meeting Attendance

June 8, 2023

John Kazanjian **X**
Ernest W. George **X**
Greg Allen **X**

EXECUTIVE BOARD

Mike Kennedy **X**
Meer Deen **X**
Ken Youngblood "Tater" **X**

BOYNTON BEACH

Cory Herny **X**
Brian McDeavitt **X**
Jason Llopis **X**
Aramis Grigorian **X**
Jose Rivera, Alt **X**
Brad Leitner, Alt **E**

DELRAY BEACH

Meer Deen *****
Edwin Hernandez **X**
Brian Cambell **X**
Vinnie Gray **X**
Edward McCabe, Alt **E**
Charles Reed, Alt **X**

FAU

Rickey Robinson, Jr. **X**
Miguel Cardona, Alt **E**

GULF STREAM

Randall Wilson **X**

HIGHLAND BEACH

Paul Shersty **A**
Jeff Kaplan, Alt **A**

JUNO BEACH

John Kenny **A**

JUPITER

Sal Mattino **X**
Brandon Rhodes **X**
Ryan Kolenich **X**
Branden Zesut, Alt **X**
Cameron Cook, Alt **X**

JUPITER ISLAND

Robert Brown **X**
Matthew Potsko, Alt **X**

LAKE CLARKE SHORES

Rogel Dominguez **A**
William Howell, Alt **A**

LANTANA

Shawn Johnson **X**
Troy Schaaf, Appt. Alt. **E**
Linda Mikkelsen, Appt. **X**

MANALAPAN

MCSO - LAW ENFORCEMENT

Daniel Foote **X**
Kenneth Youngblood *****
Andrew Porcelli **X**
William Jaques **X**
James Holloran **X**
Ryan Pearlman, Alt **E**
Matt Fritchie, Alt **X**
Willie Weiss, Appt'd **X**

MCSO - Corrections

Samuel Haidy **A**
Edward Burke **X**
Stephen Piekara **X**
Tiffany Robertson **X**

NORTH PALM BEACH

Edward Ciezak **A**
Louis Pearson, Alt. **X**

OCEAN RIDGE

Mario Galluscio **A**

PALM BEACH GARDENS

Tatsuaki Hayashi **E**
Robert Boschen **E**
Brian Tiyaloglu **E**
Mathew Komara **X**
Peter Reynolds, Alt **X**
Adam McHone, Alt **X**
Cameron Carver, Appt'd **X**

PALM SPRINGS

Ralph Fequiere **A**
John Gee, Alt **X**

PBSO - LAW ENFORCEMENT

Michael Kennedy *****
Chris Caris **E**
Brandon West **E**
Walter Robinson **E**
Ryan Mugridge **X**
Cory Gray, Alt **X**
Kevin Marks, Alt **X**
Carlos Ugalde, Appt'd **X**
Nathaniel Krause, Appt'd **X**
Cesar Tejada, Appt'd **X**
William Gale, Appt'd **X**
Billy Gray, Appt'd **E**
John Kazanjian, II, Appt'd **X**
Jeremy Campbell, Appt'd **X**
Austin Parent, Appt'd **X**
Brennen Lewis, Appt'd **E**
Tamika Payne, Appt'd **X**
Christopher Padgett, Appt'd **E**
James Harding, Appt'd
Richard Anderson, Appt'd **X**
Gary Chan, Appt'd **E**
Grant Henderson, Appt'd **X**
Angelo Labate, Appt'd **X**
Charles Bahruth, Appt'd **X**
Michael Sasson, Appt'd **E**
Matthew DeJoy, Appt'd **E**
Jackie Garrett, Appt'd **E**
Deneisha Leggett, Appt'd **X**
Jeff Taschner, Appt'd **X**
Humberto Mejia, Jr., Appt'd **X**
Jonathan Berger, Appt'd **X**
Aaron Silver, Appt'd **X**
James Benedict, Appt'd **X**
Steven Lipinski, Appt'd **E**
Joseph DeRogatis, Appt'd **E**
George Baldino, Appt'd **E**
Jason Johnson, Appt'd **X**

PBSO - CORRECTIONS

Thomas Jordan **E**
Mike Santoro **X**
Robert Tozzi **X**
Berthony Lorfils **X**
Marvin Marty **X**
Antonio Osborne, Alt **X**
Brandon Wilson, Appt'd Alt **E**
Mark Putnam, Appt'd **E**
Helga Santana Young, Appt'd **X**

PBSO - CIVILIANS

Sallyann Josef **X**
Ray Griffith **X**
Mariam Glisson **X**
Kristen Lassinger **E**
Tequesta McKinney-James **X**
Eddie Aviles, Alt **X**
Sharon King, Alt **X**
Tanya Fresneda, Appt'd **X**
Nicole Pure, Appt'd **E**
Stephanie King Appt'd **X**
Nichol Fields, Appt'd **E**
Marty Hopper, Appt'd **X**
Kayai Graham, Appt'd **E**

RIVIERA BEACH

Jeremy Summers **X**
Nir Mordechay **X**
Michael Brown **X**
Brian Jackson, Alt **X**
Javares Harvey, Alt **X**
Justin Borum, Appt't **A**

SCHOOL POLICE (PALM BEACH COUNTY)

Carol Session **X**
Jodi Anne Novella **X**
Alphonso Brat **X**
Joseph LaPaugh **X**
Michael Lynch **X**
Khashayar Khatami, Alt **A**
Chad Aubrey, Alt **A**

SEWALL'S POINT

STUART

David Duran **A**

TEQUESTA

Raymond Korkowski **X**
Matt Muniz, Alt **X**

WEST PALM BEACH

Christopher Nebbeling **X**
Dennis Hardiman **X**
James Louis **A**
Michael Ferrera **X**
Charles Branch **X**
Ryan Patterson, Alt. **X**
John Rebholz, Alt. **X**

X - PRESENT

E - EXCUSED

A - ABSENT

EXECUTIVE BOARD OF DIRECTORS

Effective Jan. 1, 2023 to
Dec. 31, 2026

John Kazanjian,
President

Ernest W. George,
Executive Director

Greg Allen,
Vice President
Mike Kennedy,
Secretary

Meer Deen,
Treasurer

Ken Youngblood,
Sergeant-At-Arms



Rick McAfee,
Special Projects
Coordinator

Vinnie Gray,
Labor Coordinator

Tommy Jordan,
Corrections Liaison

Larry Fagan,
Legal Counsel
Brennan Keeler,
Legal Counsel
Katie Mendoza,
Legal Counsel
Rick King,
Of Counsel

PBA Office Staff

Angela Twomey,
Office Manager
Courtney Lawrenson,
Legal Assistant
Joanne Kazanjian,
Office Assistant
Kathy Hanbury,
Membership Services
Gaby Labate,
Social Media
Coordinator
Andre Dagostino,
Office Assistant

Meet The PBA



BOARD OF DIRECTORS

Boynton Beach

Cory Herny
Brian McDeavitt
Jason Llopis
Aramis Grigorian
Brad Leitner, Alt

Delray Beach

Meer Deen
Edwin Hernandez
Brian Cambell
Vinnie Gray
Edward McCabe, Alt
Charles Reed, Alt

FAU

Rickey Robinson, Jr.
Miguel Cardona, Alt

Gulf Stream

Randall Wilson

Highland Beach

Paul Shersty
Jeff Kaplan, Alt

Juno Beach

John Kenny

Jupiter

Sal Mattino
Brandon Rhodes
Ryan Kolenich
Branden Zesut, Alt
Cameron Cook, Alt

Jupiter Island

Robert Brown
Matthew Potsko, Alt

Lake Clarke Shores

Rogel Dominguez
William Howell, Alt

Lantana

Shawn Johnson
Troy Schaaf, Appt. Alt.
Linda Mikkelsen, Appt.

Manalapan

MCSO - Law Enforcement

Daniel Foote
Kenneth "Tater" Youngblood
Andrew Porcelli
William Jaques
James Holloran
Ryan Pearlman, Alt
Matt Fritchie, Alt
Willie Weiss, Appt'd

MCSO - Corrections

Samuel Haidy
Edward Burke
Stephen Piekara

North Palm Beach

Edward Ciezak
Louis Pearson, Alt.

Ocean Ridge

Mario Galluscio

Palm Beach Gardens

Tatsuaki Hayashi
Robert Boschen
Brian Tiyaloglu
Mathew Komara
Peter Reynolds, Alt
Adam McHone, Alt
Cameron Carver, Appt'd

Palm Springs

Ralph Fequiere
John Gee, Alt

PBSO - Law Enforcement

Michael Kennedy
Chris Caris
Brandon West
Walter Robinson
Ryan Mugridge
Cory Gray, Alt
Kevin Marks, Alt
Carlos Ugalde, Appt'd
Nathaniel Krause, Appt'd
Cesar Tejada, Appt'd
William Gale, Appt'd
Billy Gray, Appt'd
John Kazanjian, II, Appt'd
Jeremy Campbell, Appt'd
Austin Parent, Appt'd
Brennen Lewis, Appt'd
Tamika Payne, Appt'd
Christopher Padgett, Appt'd
James Harding, Appt'd
Richard Anderson, Appt'd
Gary Chan, Appt'd
Grant Henderson, Appt'd
Luciano "Angelo" Labate, Appt'd
Charles Bahruth, Appt'd
Michael Sasson, Appt'd
Matthew DeJoy, Appt'd
Jackie Garrett, Appt'd
Deneisha Leggett, Appt'd
Jeff Taschner, Appt'd
Jonathan Berger, Appt'd
Aaron Silver, Appt'd
James Benedict, Appt'd
Steven Lipinski, Appt'd
Joseph DeRogatis, Appt'd
George Baldino, Appt'd
Jason Johnson, Appt'd
Glenn Palmer, Appt'd

PBSO - Corrections

Thomas Jordan
Mike Santoro
Robert Tozzi
Berthony Lorfils
Marvin Marty
Antonio Osborne, Alt
Brandon Wilson, Appt'd Alt
Mark Putnam, Appt'd
Helga Santana Young, Appt'd

PBSO - Civilians

Sallyann Josef
Ray Griffith
Mariam Glisson
Kristen Kazanjian Lassinger
Tequesta McKinney-James
Heriberto "Eddie" Aviles, Alt
Sharon King, Alt
Tanya Fresneda, Appt'd
Nicole Pure, Appt'd
Stephanie King Appt'd
Nichol Fields, Appt'd
Marty Hopper, Appt'd
Kayai Graham, Appt'd

Riviera Beach

Jeremy Summers
Nir Mordechay
Michael Brown
Javares Harvey, Alt
Justin Borum, Appt't Alt

School Police (Palm Beach County)

Carol Session
Jodi Anne Novella
Alphonso Brat
Joseph LaPaugh
Michael Lynch
Khashayar Khatami, Alt
Chad Aubrey, Alt

Sewall's Point

Stuart

Martin, Jr. John "Billy", Appt'd
Heitfeld, Christopher, Appt'd, Alt.

Tequesta

Raymond Korkowski
Matt Muniz, Alt

West Palm Beach

Christopher Nebbeling
Dennis Hardiman
James Louis
Michael Ferrera
Charles Branch
Ryan Patterson, Alt.
John Rebholz, Alt.

FAILURE IS NOT AN OPTION . . .

"FAILURE IS NOT AN OPTION" IS THE TAG LINE OF THE 1995 FILM APOLLO 13. IT IS SPOKEN IN THE FILM BY ED HARRIS, WHO PORTRAYED GENE KRANZ.



By: Angela Twomey

Apollo 13 is one of my favorite movies because it had to do with the infancy of the space program and “against all odds” situations. Failure was not an option; they had to work through the problems, not create more.

In law enforcement, our members and the PBA (more on this in the next issue), face many obstacles. Failure isn’t an option. We must find the best resolutions. To that end, our members are continuously training and learning. Yes, mistakes are made. Mistakes are the stepping stones to improving oneself. Think about it, you couldn’t ride a bike the first time you got on it. You fell, tried again, fell again and tried again, until you mastered it. As we grow, maybe we forget that ambition to learn. Maybe some, not all!

Throughout their careers, our members, (law enforcement, correctional officers, and civilians) are continually training to better themselves in their duties . . . to be the best representatives in the field of law enforcement personnel.

In today's fast-paced and competitive world, success is not merely a result of luck or chance. It is the outcome of deliberate actions, continuous improvement, and acquiring the necessary skills and knowledge. Training plays a fundamental role in this process, serving as the key catalyst for personal and professional growth. Whether it be individuals striving to enhance their capabilities, or organizations aiming to stay ahead of the curve, training is an essential investment. By understanding the significance of training, we can embrace it as an indispensable tool for achieving success.

We all want to succeed in life, both personally and professionally. But let's face it, success doesn't just fall into our laps like a plate of warm cookies. It takes hard work, determination, and yes, you guessed it, training! Whether it's learning a new skill, staying updated on industry trends, or honing our existing abilities, training plays a vital role in our journey towards growth and accomplishment. It's like the gym for our brains, giving us the tools and knowledge we need to tackle challenges head-on and reach our full potential.

Law Enforcement agencies are like well-oiled machines, made up of individuals working towards a common goal. And just like any machine, they need regular maintenance and upgrades to stay efficient and competitive. This is where training comes in. Inadequate training can lead to costly errors, tarnished reputations, and even job loss. So, if failure is not an option for you, then training should be a top priority.

We live in a fast-paced, ever-changing world where yesterday's cutting-edge technology is today's ancient artifact. If we don't keep up with the latest practices and tools, we risk being left behind in the dust.

In today's rapidly changing world, industries can transform overnight. What was considered cutting-edge yesterday may be old news today. To stay relevant and valuable, continuous training and improvement are crucial. By remaining adaptable and open to learning, we can embrace new technologies, trends, and methodologies. It's like being a chameleon in a world of fashion, always ready to change and adapt to our surroundings. So, don't let the fear of change hold you back; instead, let it fuel your desire for growth and improvement.

Life is full of challenges and roadblocks, like a never-ending game of "Whack-a-Mole." But instead of feeling overwhelmed, we can develop our problem-solving and critical thinking abilities through training. By learning new strategies, techniques, and approaches, we become better equipped to navigate the obstacle course of life. So, the next time you face a problem, embrace it as an opportunity for growth and apply those training-honed skills to find creative solutions.

Remember, failure is not an option – but training is essential.

One key aspect of creating a culture of learning is fostering a growth mindset among employees. A growth mindset is the belief that abilities and intelligence can be developed through dedication and hard work. By encouraging employees to embrace challenges and view failures as opportunities for growth, organizations can cultivate a mindset that values continuous improvement and learning.

Investing in training and development not only benefits organizations, but also has a significant impact on employee engagement and job satisfaction. Training empowers employees by equipping them with the necessary skills to excel in their roles. Training can also help employees see a clear path for career advancement within the organization.

Recently, one member attended "TSA Explosives Detection Canine Handler School" in San Antonio, Texas. **Jeremy Campbell**, a K9 handler for PBSO, spent 12 weeks in the heat to train. "The TSA National Explosives Detection Canine Program" trains and deploys both TSA-led and state and local law enforcement-led canine teams in support of day-to-day activities that protect the transportation domain. These highly-trained, explosives-detection canine teams are a reliable resource to detect explosives and provide a visible deterrent to terrorism directed towards transportation systems. TSA trains canine teams to operate in the aviation, multimodal, maritime, mass transit, and cargo environments. Considered the "center for excellence" for explosives detection canine training, the program is the largest explosives detection canine program in the Department of Homeland Security and the second largest in the federal government after the Department of Defense."



- Located at Joint Base San Antonio-Lackland in San Antonio, Texas, the \$12 million Canine Training Center includes 25,000 square feet of space with seven classrooms, office space that accommodates 140 employees, and a 100-seat auditorium.
- There are 17 indoor venues on the premises that mimic a variety of transportation sites and modes. This includes a cargo facility, an airport gate area, a checkpoint, a baggage claim area, the interior of an aircraft, a vehicle parking lot, a light rail station, a light rail car, an air cargo facility, two mock terminals, and open area searches venues for air scenting.
- Kennels that can accommodate approximately 350 dogs.
- The canine training center also utilizes a variety of training venues in and around the San Antonio area including San Antonio International Airport, local shopping malls, the ATT Center, and the VIA Bus Terminal.

In speaking with Jeremy regarding his 12 week stint at the facility, he stated that he felt "so fortunate to have been selected as one of PBSO's newest explosive detection canine handlers assigned to PBI. With that, comes training here in San Antonio, Texas at the TSA training center with some of the best trainers in the world. It is truly an honor. I have a new found respect for canine handlers and trainers. It takes a lot of hard work and tenacity to train and handle canines no matter what function."

He continued, "12 weeks of training will come and go in a blink of an eye and our class of 13, a great group from all over the country (Denver, Chicago, Georgia, Kentucky) is determined to be the best that TSA produces. Nothing will hinder that, not even the 107° degree daily Texas temperatures. We'll see ya at the end of September at PBI." His final words of encouragement - **"Read the change, Make the call"**.

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Rewards of training can result in recognition for the job well done.

You may have seen the story “White House recognizes ‘best of the best’ of law enforcement in fight against fentanyl, drug trafficking” which we shared on our social media pages. As stated in the article, “The awards will also highlight the Drug Enforcement Administration’s Operation Titan Fall — which took down a violent drug trafficking organization in Florida and seized firearms and over 100 kilograms of cocaine, fentanyl and heroin.”



PBSO K9 Deputy Cesar Tejada

PBSO K9 Deputy Cesar Tejada and **Agent Henry Ramos** were recently recognized in Washington DC for their part in a major investigation in concert with the Department of Homeland Security, FBI, Postal Service, and the Palm Beach County Sheriff’s Office, aimed at containing a web trafficker of fentanyl, heroin, MDMA and cocaine. The alleged trafficker had been linked to at least one death. Thankfully, these officers shut down the operation and arrested those associated with it.

K9 Deputy Tejada stopped by to share his experience with me and stated “it was an awesome experience. Because of training and experience you can attain one of your greatest goals, receiving an award at the White House.” Years of training and experience lead to these investigations culminating in great results, as in this case.

Agent Ramos also shared his feelings on the award, saying, “Receiving the USIC National award at the White House was one of the greatest experiences of my career. Working narcotics investigations since the beginning of my career in 2014 has enabled me to conduct a successful investigation into a high profile dark web vendor selling fentanyl, methamphetamine and cocaine.

With the help of our federal partners, we were able to arrest three individuals running an organization that distributed hundreds of thousands of fentanyl pills and fentanyl powders responsible for numerous deaths around the country. Being recognized for the hard work put in by the team of agents on this investigation by the Executive Office of the President of the United States will truly be one of the proudest moments of my career.”

A job well done getting these dangerous drugs off the streets and away from our friends and family’s children.



Agent Henry Ramos



Training and learning doesn’t start and end with the BIG stuff. Community outreach programs are vital to our connecting with people, beginning at a young age. As is seen throughout the law enforcement agencies in Palm Beach and Martin counties, the officers are reaching out to the youth in an effort to communicate and educate them at a young age so they don’t have to face them in more dire situations and to keep the youth of today on track for success.

So many community programs are in place, like Shop with a Cop at Christmas time to give back to those less fortunate, Toy Drives, Homeless Intervention, and PAL (Police Athletic League) programs to name only a few. Our officers (members) take great pride in the various community outreach programs that are out there. Their goal is to “get them while they’re young” so they can prevent the cycles of gangs, violence, and drugs in the street. It’s an effort to teach the children and the community that they can call on the law enforcement for good things and help, not only for the bad things that we all face every day in this world.

In conclusion, “There is no such thing as good enough. You, your team, and your equipment must be the best. That is how you will win victories.”

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– John Kazanjian

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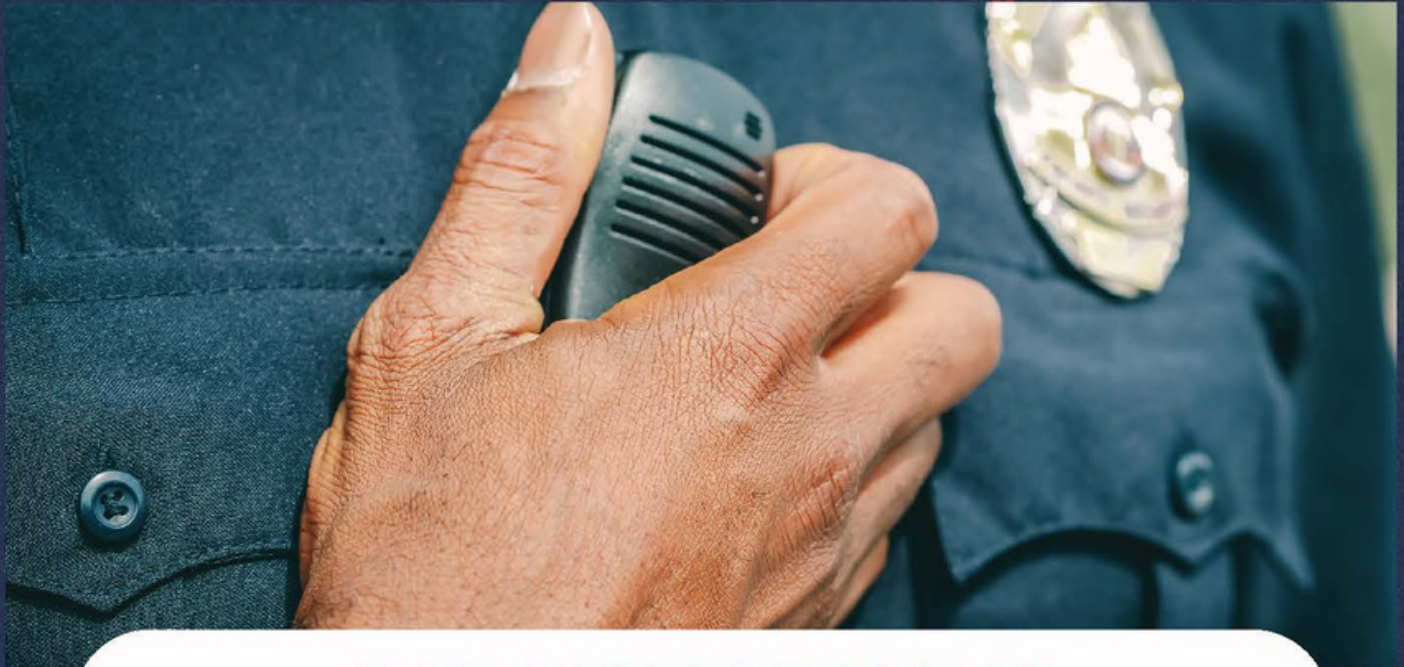
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The PBA would like to welcome its new members

MAY 2023

DELRAY BEACH

Jacqueline Monterrey
Brooke Tartis

FLORIDA ATLANTIC UNIVERSITY

Cydni Vecchio

HIGHLAND BEACH

David Skrabec

LAKE CLARKE SHORES

Douglas Toohey

MCSO

Omar Cedeno
Brandon Greis
Jasmine McKinney
Wyatt Obrien

PB SCHOOL POLICE

Ryan Hanford
Adrian Lopez
James Moore
Juan Vital

PBSO

Krysti Demario
Kimberly Hengel
Kirstyn King
Shenica Miller
Lukas Vasconcelos

JUNE 2023

BOYNTON BEACH

Genesis Bueno
Jeremy Matlock

FLORIDA ATLANTIC UNIVERSITY

Harvey Atkinson
Samuel Castro

MCSO

Christian Crandall
Jose Garduno
Nickolas Hatton

PALM BEACH GARDENS

Elias Alshaier
Victor Pross
Quinton Speed

PB School Police

Edgar Peralta

PBSO

Ervin Black Jr
Zaldy Cortez
Guirlene Dolcine
Erin Gaskins
Melisa Gutierrez
Rebecca Judy Amazan
Tyrese Jones
Daniel Matula
Sharon Peart Crenshaw
Keithshara Reese

JULY 2023

DELRAY BEACH

Meaghan Cushnie
Kevin Davalos
Kevin Garcia
George Ponce
Benjamin Sacks
Brooke Schultz
Nicholas Screciu
Marc Soto
Austin Stickley
Felipe Vasquez
Gabrielle Washington

FLORIDA ATLANTIC UNIVERSITY

Sarah Dougherty

MCSO

Amy Allison
Eurilla Bain
Joan Baldwin
Hoffpauir John Bettineschi
Samantha Bisbano
Frank Crugliano
Brandon Derector
Amanda Everett
Joaquin Ferreira
Kimberly Firpo
Heidi Gleason
Kathryn Harper
Andrew Holsinger
Sarah Johnson
Maria King
Jonathan Lester
Tiffany Lopez
Thea Mathers
Adrian Mitchell
Rebecca Patrick
Kelli Pfeifle
Patricia Regis
Kent Smith
Natalie McFadden
Jamie Ward
Cynthia Murphins
Alice Keddell

Mary Ellen Souza
Robert Springs II
Jabneel Townsend
Paige Walsh

PALM BEACH GARDENS

Julie Plant

PB SCHOOL POLICE

Matthew Miller

PALM SPRINGS

Alexander Kim

PBSO

Marcelo Andrade Liberato
Tatyana Aris
Joelle Ashton
Fraser Austin
Corrie Boggess
Natasha Bradshaw
Terrence Brown
Marshon Brown
Christian Castor
Karla Ceraso
Charles Cordero
Megan Couley
Dustin Dimpflmaier
Ryan Fisher
Clarice Garcia
Victoria Garcia Pech
Jonnathan Gonzalez
Batista Justine Hasting
Magalys Hernandez
Nodier Hernandez Novais
Karen Holman
Michael Jalouga
Troy Jenneiahn
Brandon Martins
Amy Mccarroll
Ana Palacios
Katie Perez
Raul Quinones Rodriguez
Diego Ramirez Buitrago
Lisa Read
Milton Sequeira
Carmen Stanfill
Jasmine Thomas
Gina Vallarella
Michael Vitalone Jr
Travis Weatherington
Cameron Wilson
Leah Wilson Griffith
SLCSO Ivan Johnson Jr

WEST PALM BEACH

Johann Donawa



Breanna Prieschl

Dear PBA Scholarship Committee,

Thank you very much for the educational scholarship. Your generosity will help me pay for my expenses as I further my studies at Florida State University.

Kind regards,
Breanna Prieschl

Dear PBA,

Thankyou so much for the scholarship check. It will be put to good use as I prepare for college. Thankyou for your support.

, Anthony

ASHLEY
MOODY
ATTORNEY GENERAL

Dear John,
Thank you so much for the incredibly kind recognition and award. It really means so much to me. I look forward to seeing you again soon. Best, Ashley

Thanks for your kindness and thoughtfulness. Hope you know how very much you're appreciated and what a difference you make.

Thank you again
-Lanteria Brown

Thank You

Thank you

Dear Kaz + PBA,

Thank you so much for the scholarship. The money will be spent well towards my academics at FSU. Your generosity truly means the world.

- Erin Mooney

Thank you

Dear Scholarship Committee,

I hope this message finds you in good health and high spirits. I am writing to express my profound gratitude for the excellent opportunity to interview for the PBA and Kaitlin Kazanjian Memorial scholarships. Participating in the interview process has been a significant experience, and I am sincerely honored to have been considered a candidate.

The chance to share my aspirations, experiences, and goals with your esteemed committee was truly invaluable. When I stepped into the interview room, I felt an atmosphere of warmth, support, and genuine interest. In addition, the thoughtful questions posed by each committee member allowed me to delve into the depths of my passions and reflect on the impact I hope to make in my chosen field of study. Interviewing for both scholarships reminded me of my stepfather's work, a PBA Rep, Napoleon Taylor. At the same time, he served with PBA by serving and advocating to get the sheriff's office a five percent raise for specialized units, and with my stepfather and mother's tenacity to serve, I would love to serve and help the PBA Board as a student/youth representative. As discussed in my interview, I would like to be the first Black Governor of Florida, but before my Governorship comes, I would love to serve my home first in Palm Beach County.

Moreover, I am deeply grateful for the scholarship committee's dedication and commitment throughout the selection process. Your attention to detail, meticulous evaluation, and careful consideration of each candidate's potential is a testament to the integrity of this esteemed scholarship program. It is evident that you have poured countless hours into this endeavor, and your efforts have not gone unnoticed. Thank you again to the Kazanjian family, who is tenacious in their approach, which is a testament to the work of PBA, the scholarship committee, and most importantly, Kaitlin Kazanjian, whose legacy is lived out through not only the scholarship but the true meaning of service and vigor.

Regardless of the outcome, I want to express my appreciation for your consideration. Your support has ignited a fire within me, fueling my determination to make a difference and honor the memory of Kaitlin Kazanjian.

With sincere appreciation,

Darrien Johnson

Nothing says thank you quite like the words

THANK YOU!

Dear PBA Scholarship Committee, Thank you so much for the scholarship award. This is going to be a great help towards my future life in college. Thank You.

I pray God continues to glow and build your organization up strong. I pray that every weapon formed against you will not prosper, and that all will be well within your community. Thank you again for this award! In Jesus name.

-William Andrew Myers III

To the PBA,

Your kindness is appreciated so much.

Thank You

Thank you for awarding my son Ryan a scholarship - We really are appreciative for your support.

Many Blessings to all -

Debbie Sotom

Background provided by
Audrey Kennedy

PBA Officers of the Month Honorees



D/S Ith Samnang responded to reports of an adult woman drowning at a home in Wellington, finding her pulseless and unconscious in a hot tub. The 9-11 caller was attempting to perform CPR, but could not remove the woman from the hot tub. D/S Ith helped to carry the woman from the water and performed CPR until EMS arrived. The patient eventually was resuscitated and returned home in good health.

April

In February 2022, Agent Viti was assigned a fugitive investigation regarding a long-absconded suspect, who was awaiting trial for lewd assault and sexual battery against a minor, his step-daughter. From 1996 to 1997, the sexual batteries continued for over a year, resulting in the victim's pregnancy, at which time the girl reported the ongoing abuse. After securing DNA evidence, the suspect was arrested and placed on bond, but he then fled to an unknown location outside the country.

With the case outstanding for over twenty years, Agent Viti developed a detailed background profile of the suspect. He found email information and out-of-country associates tied to the man. IP address information eventually placed the suspect in Jamaica and then London, England. Agent Viti secured a red notice and extradition of the suspect, working with a fugitive investigative law enforcement body in London and providing information that led to the man's capture in March 2023.

Due to Agent Viti's diligence, talent, and dedication to his work, this criminal will finally be brought to justice. The community is safer because of Agent Viti. Well done.



May



June

District 8 deputies received reports of an intoxicated driver and recklessly-driven cargo van. Deputy Aime and others located the van, which refused to yield but eventually drove off the road, into a field, and stopped short of a fence. The driver exited the vehicle and fled from the deputies, jumping the fence and running through a dark field. Agent McDonald immediately jumped the fence and pursued the suspect, while D/S Aime and other officers secured the van and the inner crime scene. Inside the vehicle, they found a deceased male passenger with multiple stab wounds to his neck, and D/S Aime made sure to preserve all evidence. Agent McDonald was able to catch and secure the driver, who had a bloody knife and hands, and he then secured the area. VCD Homicide arrived, and they learned that the subject was a killer from Mexico, who was looking for a place to hide the body at the time of his capture.

Agent McDonald and D/S Aime's fearless, quick reactions ensured the apprehension of a dangerous killer and the safety of our citizens. Outstanding job.

Good Vives

Boynton Beach Police Department
6m · 🌐

Thank you to all who came out to Swim with a Cop on Saturday. It was a great time for all, and a perfect day to jump in the water and cool off!! Thank you [City of Boynton Beach Recreation and Parks Department](#) for hosting this great event. #swimwithacop #densonpool #bbpdpride #summerfun



Boynton Beach Police Department
3d · 🌐

Back pack giveaway courtesy of the Sara Sims park crew!!! Thank you Mrs. Rene!! #cookoutwiththecops



Delray Beach Police Department
July 6 at 5:09 PM · 🌐

Through the Delray Beach Police Department Law Enforcement Trust Fund, Chief Russ Mager presented a check to the [Gulf Stream Council, Boy Scouts of America](#). Scout Executive/CEO Terrence Hamilton and District Director Eroy Burns say the donation will go a long way in helping kids attend their Law Enforcement Explorer Academy later this month and programming.



Delray Beach Police Department
1d · 🌐

More than happy to lend a helping hand during Habitat For Humanity's Rock The Block.



Riviera Beach Police Department
July 11 at 11:12 AM · 🌐

Big shoutout to [Shannon Cake](#) from [WPTV](#) for visiting our Police substation and meeting the incredible PAL kids! 🥰 We're truly grateful for the generous donation made by her two sons through their foundation called "Kids Can Make Change." ❤️

Not only did Shannon cover our program in their story but they also lent a helping hand to the kids with a community trash pickup. 🌍 We can't wait for the heartwarming story to air! 📺

Thank you so much, Shannon, for your support! 🙏



Martin County Sheriff's Office
May 26 at 2:36 PM · 🌐

Congratulations to MCSO Marine Unit Deputy Morgan "Buddy" Sprott and Deputy Daniel Hill who won the top honor at the 2023 First Responder Appreciation Foundation ceremony. The deputies took the top honor for their heroic save of a boater who was trapped inside his burning vessel. The deputies put their own lives on the line and went face to face with raging flames to save the trapped boat owner.

Also, Congratulations to Crime Scene Detective Mark Weaver, who earned this ye... See more



PBSO - Palm Beach County Sheriff's Office
15h · 🌐

Steve and Stacy battled homelessness and substance abuse in PBC. 🌱❤️ The PBSO Homeless Intervention Team stepped in, offering resources and services, but first faced resistance. However, through building a genuine friendship, providing support like laundry and transportation, and continuous encouragement, the team made a difference. Now, Steve and Stacy are clean, employed, and have a home. They even plan to volunteer to help others. Special thanks to Mira from [lovehubrecovery.org](#). 💙🌟 Contact our Homeless Intervention Team at homelesshelp@pbso.org to help us make a difference or to connect.



PBSO - Palm Beach County Sheriff's Office
22h · 🌐

Join us in congratulating our Motor Unit, our dedicated team received a Distinguished Service Award by the [Safety Council of Palm Beach County, Inc!](#) Their primary mission is to reduce traffic collisions, ultimately leading to fewer injuries and fatalities. In the past year alone, they've issued over 40,000 citations and provided over 30,000 warnings. Today, they will be conducting enforcement activities in the county, starting at 5 PM. 🌟 Let's show our support for these offi... See more



Good Vibes



Stuart Police Department

May 6 · 🌐

Gertrude Walden Child Care Center had their annual school sleepover last night. Every year right before bed Stuart Police Officers working the overnight shift stop by to read bedtime stories to the kids. The officers also do some extra patrols throughout the night to make sure all is well.



Tequesta Police Department

4m · 🌐

This morning was truly heartwarming as Officer Ramirez went above and beyond to organize a special gathering in celebration of Retired U.S. Navy Colonel Lee C. Miles' 96th birthday. Col. Miles, a cherished resident of our Village.

Over the years, Officer Ramirez and Col. Miles have built a strong bond, bonding over their shared love for the United States Military and exchanging captivating stories from their times of service. Their camaraderie is truly inspiring.

In a remarkable gesture of respect and admiration, Officer Ramirez collaborated with Tequesta Fire Rescue and his fellow shift members to create a truly unforgettable moment. They even arranged for a specialized birthday cake, which was presented to Col. Miles during the gathering.

Kudos to Officer Ramirez for exemplifying the true essence of community and compassion. It's heartwarming to witness such acts of kindness that bring us all closer together. Let's take a moment to celebrate Col. Miles' incredible milestone and the meaningful connections that enrich our lives every day. 🇺🇸

#CommunitySpirit #CelebratingAMilestone



Palm Beach Schools Police Department

May 30 at 10:00 AM · 🌐

🚒 WEEKLY RECAP! 🚒 Last week, Officers Piazza and Haag were honored for their outstanding service at the First Responders Appreciation Foundation Awards Ceremony 2023. These officers along with their families, were treated to an amazing lunch and accolades from our School Police Command Staff who were also in attendance. Thank you both for your outstanding service to our students, staff, and teachers!



Martin County Sheriff's Office

June 14 at 12:59 PM · 🌐

As always, we are thankful for the outpouring of support we receive from our community!

A special thank you to The Sovana at Stuart for hosting the Hometown Heroes Coffee Truck, provided by the Googan Coffee Shop, at their location today. Deputies from the Martin County Sheriff's Office were treated to coffee and breakfast as a thank you for all their hard work in our community.

We are grateful for your support!



PBSO - Palm Beach County Sheriff's Office

1h · 🌐

One of our own took us with him all the way to Jerusalem and placed a prayer note at the Western Wall for our PBSO family and law enforcement community. This is what we stand for - unity. 🙏💙 #PrayersAtTheWesternWall



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BETTER STARTS NOW

The PBA was Honored to Host the 9/11 Remembrance School Police Officer Event

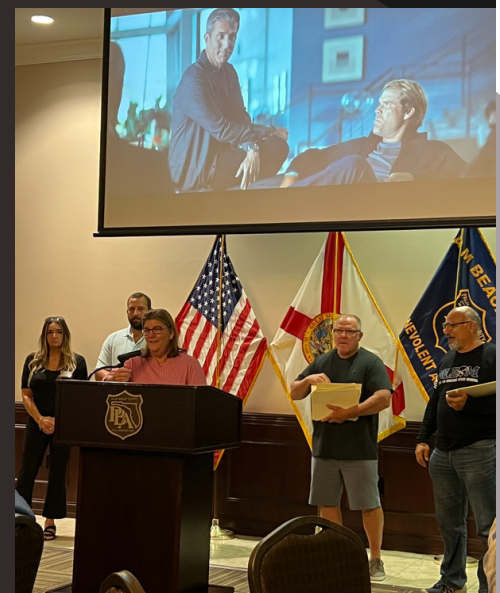


In Recognition of Those Who
Served at Ground Zero, the
Pentagon, and in Pennsylvania
during the September 11, 2001,
Terrorist Attacks





The PBA was delighted to host a 9/11 Remembrance Day in appreciation of those School District officers who worked the targeted grounds on that terrible morning. We thank our members who came out and shared their experiences, reminiscing about those friends we lost and enjoying a genuine camaraderie. We look forward to continuing this tradition and sharing it with others in the future.





The Palm Beach County Police Benevolent Association



- Students 18 and under: \$20.00
- Early Registration: \$30.00
- Race Day Registration : \$35.00
- Race Starts: 7:30 am
- Check-In Starts: 6:30 am



Finisher Medals &
Awards for Top 3 Finishers

All Proceeds Benefit the
Kaitlin A. Kazanjian Memorial Scholarship Fund



**8TH ANNUAL
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HIGHLAND BEACH POLICE DEPARTMENT CONTRACT NEGOTIATIONS FOR 2023 - 2026.

First, I would like to say that I have been a Police Officer in Palm Beach County for over 32 years. For the first 21 years, I worked for a neighboring Police Department. In my previous department, we would always want to start the contract negotiations early so they could set the new budget for the city accordingly. This never happened, and they would always stall the negotiations till after the budget was set, and then offer very little compensation for their officers (saying that is all they could offer). I would see this happening every three years and would see the officers' attitudes negatively change about the city they worked for. I still see this now with quite a few departments all over Palm Beach County.

I came to the Highland Beach Police Department 11 ½ years ago because I believed Chief Hartmann had a plan and vision for this small department. At that time, we had 12 Police Officers working 4 shifts on the road. We still have 12 Officers working, but also 10 Community Road Patrol Officers, 1 Detective, and 1 full-time Marine Patrol Officer. We also have a new full-time Officer joining our team in August. We have 4 part-time reserve officers who assist with road and marine patrol when there is a need. All our officers are proactive, community patrol officers that are involved in their cases from start to finish. All our officers are the front-line liaisons with our town's residents, who are constantly giving praise to our officers. This was also a large factor in receiving a great collective bargaining agreement for the next contract term.

Our agency was no different from any other agency during the pandemic. We felt inflation and the consumer price index increasing at a tremendous rate over the last 3 years. Our salaries were not keeping up with the economy, and our town manager realized this. We had a new 2-year officer leave and go to another agency starting at over \$17,000 more than he was making with our department. We experienced the issues of recruitment and retention just like every other agency. Three of our newest officers were being recruited from other agencies for more pay and the possibility of more growth within their departments. Our Chief and Town Manager realized this was a major issue to the welfare and stability of the town. With only 12 officers, and the possibility of losing 3 to other agencies (and the potential of 3 other senior officers leaving for retirement), this could have been catastrophic for the town.

The town and the union representatives agreed to start negotiation 7 months before the current contract ends on September 30th, 2023. We met without attorneys from either side to start our negotiations. Our 1st meeting went very well, with each side stating what was important to them. We made our requests primarily to increase the salaries and the benefits of the officers. We adjourned and set the next meeting for approximately 1 month away.

During that month, the town manager met with the 5 council members, one at a time, and explained all the factors and how far we were behind in pay compared to other police agencies. He must have advised them that we had an open position for a police officer for almost 5 months, and no qualified officers filled the position because of the low starting salary.

At our 2nd negotiation meeting without attorneys, we were presented with an offer that was approximately 90 to 95% of what the union members wanted in their next contract. The contract looked pretty good, and we thought it was worthy of a union vote. The Town also presented a Memorandum of Understanding (MOU) for the union to consider. Per the MOU, once the contract is ratified, the new pay scale begins for the officers immediately upon signing the new Collective Bargaining Agreement. Our current step plan was 9 years to top out and is condensed to 8 years to top out in the new CBA. The starting salary was raised in Step 1 to \$70,000, and there is also a provision to start any new experienced officer (based on experience and history) up to Step 4 in the new CBA. This will be appealing to retired, experienced officers when they leave from other agencies, looking to continue work and to bring their expertise to Highland Beach.

Our Union Members voted on the proposed CBA and MOU, and it passed with 100% of votes to ratify the contract. The town was notified, and this CBA was placed on the agenda for the Town Council to vote on. I was present when the council voted on both items and every council member voted yes and gave praise to our Police Department and our officers.

Continued in page 46

RIVIERA BEACH POLICE DEPARTMENT

Riviera Beach PD has been attempting to bargain with the city in good faith, prior to the expiration of our current contract, which has expired since April 2023. The city's bargaining team was firm regarding the replacement of vacation and sick time with "PTO" (Paid time off). We are headed to an impasse; We hear the city will be raising their health insurance premiums again in October, which would potentially negate any raise. It seems when we enter into a negotiated contract for three years with the city, our insurance goes up, which in effect only pays for the rising healthcare cost.

The Riviera Beach Police Department is now an accredited agency.

We moved

The Riviera Beach Police Department has been moved from 600 West Blue Heron Blvd. to its temporary building located at 2051 Martin Luther King Jr. Blvd. The city is anticipating a brand-new police department being built within the next three years.

A new Chief of Police

Michael Coleman and Deputy Chief Kevin Coppin.

Submitted by
Riviera Beach Representatives
Jeremy Summers
Nir Mordechay
Michael Brown
Javares Harvey, Alt
Justin Borum, Appt't

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★ FAIR
★ TOUGH

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life to protecting
this community.
Please join my fight
to keep us safe."*

- Rolando Silva

**VOTE for A TRUE
PUBLIC SERVANT
with A LIFETIME of
FIGHTING CRIME**

Paid by Rolando Silva, Democrat, for State Attorney, 15th Circuit

BOYNTON BEACH POLICE DEPARTMENT UPDATE AND HAPPENINGS

Leadership:

The City of Boynton Beach and the Boynton Beach Police Department has been at the peak of high morale and employee satisfaction since City Manager Dan Dugger and Police Chief Joe DeGiulio have taken their seats. Throughout the past couple of years, we have had our challenges; the unknown of the PBSO merger, low morale through poor leadership, having an astronomical amount of police vacancies, extremely high health insurance costs, and so on. Since our new leadership, all these challenges have been addressed. By the end of August, we are set to only have four police vacancies from the thirty-plus we were in the hole; that's with the added six police officers the City Manager and City Commission granted us recently. I think I can speak on behalf of our members and say; The Boynton Beach Police Department has never been better. There will always be issues to address and room to improve but, it's nice to see us headed in the right direction.

CBA Opening for Career Officer Program:

The PBA Representatives of BBPD will be sitting down with the city regarding the Career Officer Program, due to our prior agreement to revisit this article in August of 2023. The reps have created this program with the assistance of Chief DeGiulio and look forward to coming to an agreement with the city.

Congratulations to the following personnel for their promotions

- Police Deputy Chief Matt Zeller
- Assistant Chief of Police John Bonafair
- Major Jon Kautz
- Captain Yolando Sanders
- Sergeant Fabrice Jeanniton.



Our cook out with a cop event, was a huge success!



Palm Beach County School Police

We just had 20 officers issued certificates from Chief Mooney for excellent police duty during this past school year. They took police action, from gun and weapons violations, saving lives, to mentoring the children at various schools throughout Palm Beach County.

Congrats to:

- OFFICER MICHAEL ANTINORO
- OFFICER CHANTRES ALLEN SMITH
- OFFICER CORRINE BUSSEK
- OFFICER FRANK BIALASZEWSKI (2 AWARDS)
- OFFICER COREY BLACKWELL
- OFFICER ROBERT BLANC
- OFFICER SCOTT BRESALIER (2 AWARDS)
- OFFICER CANDICE CARMINE
- OFFICER LILIANA CASTELLANOS
- OFFICER JENIFFER DRANGUET (2 AWARDS)
- OFFICER TERESA HAAG (LIFE SAVING AWARD)
- OFFICER EDMOND HYPPOLITE
- OFFICER JORDAN LAUGINIGER (2 AWARDS)
- OFFICER RICQUEL LYLES



- OFFICER WARREN MADORMA
- OFFICER COREY PIAZZA (Life Saving Award)
- OFFICER RANDON PRASSE (Life Saving Award)
- OFFICER ELIZABETH RUPP (Life Saving Award)
- OFFICER ANDREW RUNDLE
- OFFICER SHAWN TUTTLE

Best regards,
Joe La Paugh
PBC PBA Representative

PBA TRIUMPHS IN PERC ULP DECISION AGAINST THE PALM BEACH COUNTY SCHOOL BOARD AND WINS IMPASSE REGARDING MEMBER WAGES AND BENEFITS.

The new slate of Palm Beach County School Police PBA Representatives along with the PBA Attorney declared an impasse during contract negotiations for the most recent re-openers. Appearing before a perc impasse magistrate were PBC PBA Representatives, Officer Joe La Paugh and Officer Mike Lynch along with PBA Attorney Katie Mendoza.

In the matter of the impasse between the PBC PBA and the PBC School Board, the Special Magistrate overwhelmingly sided with the PBA! Some of the bargaining issues were salary plans for sergeants, sergeant's Promotions Criteria, and yes wages!

Wages

The Union proposed a 7% increase across the board plus a 7% increase to minimum and maximum salary ranges. The School Board proposed a 3.5% reoccurring raise, plus a one-time bonus of 3% or \$1,500, whichever was greater; or a tiered raise ranging from 3.0% to 5%, and a one-time bonus of \$1,500 or 3%, whichever was greater. After the hearing, the magistrate found a re-occurring base wage increase was necessary.

Workweek and Overtime (School Police Calendar)

After due consideration of the parties' arguments, the Magistrate concluded that the Union's arguments in favor of modifying the current language of Article 17.14, was the more compelling. Because the district and PBA met to bargain the calendar every year, that practice should continue.

Salary Plan for Sergeants

Under Article 20.3, the PBA proposed to increase the Sergeant's assignment pay from \$4,000 to \$5,000. The PBA won on that issue!

Sergeant's Criteria

Having considered the positions of the parties, the Magistrate found that the School Board failed to offer any compelling evidence to demonstrate why the requirement for years of service in the department should be reduced from 3 years to 2 years. However the PBA recently agreed to a MOU and the sergeant's criteria and need to have a Sgt's text (see next article).

Wages and the School District's ability to pay:

The 2023 Palm Beach County School District provides for a \$4.97 billion budget, with over \$2.56 billion in the general fund, which marks a \$215.1 million increase, or 9.2%. Governing 2023 District Budget) Notably, that budget increase is almost equal to the increased Consumer Price Index Rate (CPI) of 9.9% in Broward and Palm Beach County, which takes a toll on our working officers.

As a recruiter for District Police Department, officer LaPaugh is responsible for advertising and recruiting in an attempt to acquire more sworn staff. LaPaugh explained that younger officers tend to use the position as a stepping stone to other local agencies. The problem is not the starting salary, but officers want to know what they can make 3, 4, or 5 years down the road, and the District does not provide for step increases or any of the other incentives offered by many other departments in the area. He also explained that although the District does manage to recruit many officers who have retired from law enforcement jobs up north because many of those officers have pensions or other sources of income to fall back on, they tend to leave the District if they are unhappy with any part of the job. All in all, the District need to provide for more competitive, long-term salary plans.

PBCSD Referendum Money:

When asked about the PBA's letter to Superintendent Burke and the PBA's request to use a portion of the referendum funds to improve law enforcement officer pay along with teacher pay, CFO Frederick avoided answering whether the funds could be used for such purpose, but she eventually admitted that the funds could be used towards improved law enforcement officer pay.¹⁰ She explained that the District is more concerned with its financial obligations to charter schools, as it now must share referendum funds with those schools (after recent legal action to determine that question).

Although the referendum states that the funds are used for "school safety" and "school police", the District does not use the referendum funds to comply with Marjorie-Stoneman Douglass safety requirements or officer pay, but for smaller safety purposes and expenses (i.e., wanding) and mental health services.

Although the District contracts with outside agencies to supply outside deputies/officers for District coverage, the funds used to compensate these entities is from the District's general funds (i.e., money that would be used to fill the vacancies in the District's own police department positions, not the referendum funds). Frederick testified that if there is a need to supply a second officer at a school assignment, then referendum funds could potentially be used for that purpose.

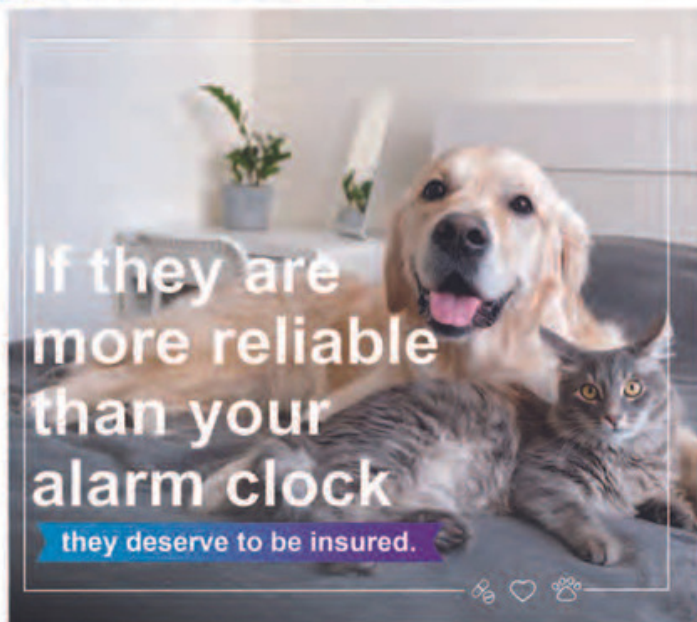
In addition, I testified that in short, while the District's starting hourly rate is comparable to other local agencies, the District's progression of pay and long-term career incentives are far behind other local agencies. Also, when presented with stats from other School District Police Departments in the state, he noted that many shown by the District are outside of South Florida, are not accredited, and/or are not made up of adequately trained officers.

Officer Lynch has been a PBA representative at the District for about four (4) years, and during that time, he has attended all bargaining sessions. Lynch described many issues the Department has experienced and continues to face. He testified that as a PBA representative, he often speaks with the membership regarding their concerns about staffing shortages, leave time, a lack of training opportunities, issues with the operation of the radio system, and wages.

The membership's main concerns are regarding low wages and poor staffing. He testified at length about the low morale amongst District police officers and the decline in the number of District officers. Public records provided by the Union establish that the District Police Department has lost at least fifty (50) of its sworn officers since January of 2022, i.e., at least a 20% loss of its sworn staffing. During Officer Lynch's brief time at the School District, he has served under at least five Chiefs of Police (permanent and interim).

The essence of the arguments, testimony, and evidence advanced by the parties in support of their respective positions regarding the issue of a wage increase has been summarized in considerable detail above. After due consideration of these arguments in light of the evidence and the relevant statutory factors, I find that the arguments advanced by the PBA are by far the more compelling. Therefore, I have concluded that the PBA's proposal of a seven (7%) wage increase to both the minimum and maximum salary ranges, and individual officer's rates of pay, is far more reasonable and equitable and should be adopted.

Article by Officer Joe LaPaugh
PBC PBA School Police Representative



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² This discount is not available to 50% or 75%. This discount is only available to individuals who are registered members of a group-term plan that has been approved by MetLife to offer pet insurance to its members. Plan (IAC) underwriting review, the discount is 10% for Groups 1-1000 and 5% for Groups 51-1000. For MetLife underwriting review, the discount is 10% for Employer Groups of all sizes and 5% for Associates of all sizes.

³ Your pet's deductible and annual limit decreases by 10% for IAC underwriting review and 5% for MetLife underwriting review each policy year that you don't submit a claim reimbursement. May not be available in all states.

⁴ 80% of claims are processed within 10 days or less.

⁵ Reimbursement options include 75%, 80%, 90% and 100%. In addition, there is also a 50% option for MetLife underwriting review and a 50% option for IAC underwriting review only.

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CAPTAIN ROLANDO SILVA IS SAYING GOODBYE

Captain Rolando Silva is saying goodbye to the Sheriff's Office after 32 years of distinguished service. Captain Silva has left his mark on Palm Beach County and many divisions throughout the agency. More importantly, he has left his imprint on the hearts and minds of many deputies and Sheriff's Office employees. Captain Silva is a man of faith and integrity. Above all, he has set an example that you can lead with your heart as well as your mind. If you were under his command, you gave your best not from intimidation or fear, but because you felt you were contributing to a family and shared a common goal and vision. Over the past 7 years, you couldn't think of the Village of Wellington without associating it with Captain Silva. He was a fixture at every meeting, party, or significant event during his tenure. He truly changed the lives of many deputies under his command and will be greatly missed.



Captain Silva, referred to as "Rolo" by his friends, will continue to live his life in service to others as he always has. Rolo does not talk about the service of helping others, he just quietly goes about his business. He thrives in helping others. Captain Rolando Silva represented the Palm Beach County Sheriff's Office, here and around the world, with professionalism, dignity, and compassion. Rolo has taken many trips to Haiti to assist victims of the deadly earthquakes in 2010 and 2021. He conducted leadership training for the Haitian National Police and helped deliver much-needed emergency supplies including food, medicines, and hospital equipment. He traveled to Puerto Rico after the 2017 earthquake to assist with relief to victims of the earthquake, including local law enforcement who were personally impacted. Rolo traveled to Zambia in 2022 with Mercy Kids Africa to help orphans at Lusungu Children's Home.

As Rolando moves on to bigger and better things, he has a full plate to keep him going. He continues to pursue his hobbies, which include golf and running. He has many lifelong friends at PBSO and new adventures to share with his new extended family. Rolando, of course, will continue to share his victories, defeats, highs, and lows with his devoted wife, Lisa.

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Once Upon a Grievance Granted: Commission Addresses Employer's Attempt to Circumvent a Grievance Disposition

By Tamara St. Hilaire, Hearing Officer

What happens when an employee organization receives a favorable disposition on a filed grievance, but the public employer later fails to comply with or circumvents the grievance disposition? The Commission had occasion to answer that question in *Palm Beach County Police Benevolent Association, Inc., chartered by the Florida Police Benevolent Association, Inc. v. School Board of Palm Beach County, Florida*, 50 FPER ¶ 3, Order No. 23U-072 (PERC 2023) [Case No. CA-2020-044]. In that case, the Union filed an unfair labor practice charge alleging that the School Board violated section 447.501(1)(a), (c), and (f), Florida Statutes, by circumventing the promotional process for Sergeants set forth in the parties' collective bargaining agreement (CBA), even after a grievance regarding the matter had been granted.

The Union had filed a grievance regarding these allegations in 2020. The grievance was granted, finding that by temporarily assigning individuals as Acting Sergeants, the School Board had allowed individuals to become Sergeants without following the CBA's outlined promotional process. The grievance disposition directed that the Police Chief relieve the individuals of their Acting Sergeant assignments, cease providing them with supplemental pay, and follow the process set forth in the CBA for all future Sergeant assignments. However, after the grievance was granted, the School Board did not take the actions required by the grievance disposition and instead created a new Detective Supervisor classification, which was essentially a retitling of the Sergeant classification.

After holding a hearing, the hearing officer concluded that the School Board's creation of the new classification violated section 447.501(1)(a) and (c), Florida Statutes. The hearing officer did not consider whether the School Board also violated subsections (1)(a) and (c) by refusing to comply with the previously granted grievance, because he concluded that the Union did not pursue that grievance to arbitration as required by *Westfall v. Orange County Board of County Commissioners*, 8 FPER ¶ 13367 (1982). As to subsection (1)(f), the hearing officer concluded that the Union could not demonstrate, under *Westfall*, that either of the School Board's actions – the refusal to comply with the granted grievance and the creation of the new classification – prohibited the Union from fully utilizing the contractual grievance procedure because the Union did not pursue the granted grievance to arbitration. Thus, the hearing officer concluded that only the School Board's act in creating the new classification violated subsections (1)(a) and (c) and that neither of the School Board's actions violated subsection (1)(f). The hearing officer also found that both parties were entitled to partial awards of fees and costs.

The Union filed exceptions. Because no exceptions were filed as to the conclusion that the School Board's creation of the new Detective Supervisor classification violated subsections (1)(a) and (c), the Commission noted its agreement with that legal conclusion and did not discuss it any further. However, the Commission disagreed with the hearing officer's conclusion that the Union was required to advance

the grievance to arbitration pursuant to *Westfall*.

Westfall is one of the seminal Commission cases involving grievances, in which the Commission held that to demonstrate a refusal to process a grievance in good faith in violation of subsection (1)(f), a charging party must show that: (1) the grievance at issue arguably involves the interpretation or application of a CBA; and (2) the employer prohibited an employee from fully utilizing the contractual grievance procedure by the manner in which it handled the grievance at some level, usually at the arbitral step.

In this case, the Commission held that where an employee organization prevails on a grievance and later alleges that the employer failed to comply with the grievance disposition, the employee organization is not required to pursue that granted grievance to arbitration. The Commission explained that a charge asserting that an employer failed to comply with the terms upon which a grievance has been resolved or settled asserts a contractual right derived from the provisions of the underlying CBA and that the contravention of this right by an employer establishes an unlawful refusal to bargain in violation of subsections (1)(a) and (c).

The Commission also determined that where a public employer fails to comply with a grievance that has been resolved in favor of the employee organization, that public employer has not discussed the grievance in good faith, thereby violating subsection (1)(f). Thus, the Commission held that under such factual scenarios, the employee organization may file an

(Continued on page 12)

(Circumvention of Grievance Disposition, Continued from page 3)

unfair labor practice charge alleging an unlawful refusal to bargain under subsections (1)(a) and (c) or a refusal to discuss a grievance in good faith under subsection (1)(f). The Commission also noted that the employee organization can also file a new grievance asserting that the employer failed to abide by the disposition of the prior grievance.

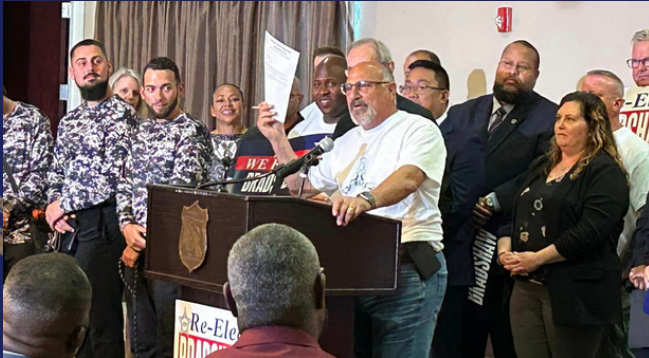
Because pursuing the previously granted grievance to arbitration was not required, the Commission reached the merits of the Union's

claims. The Commission concluded that the School Board's failure to comply with the directives of the granted grievance constituted a unilateral alteration of the promotional requirements in the CBA, which is a failure to bargain in good faith under subsections (1)(a) and (c). The Commission also determined that the School Board's actions in refusing to comply with the granted grievance and in circumventing that grievance disposition demonstrated a refusal to discuss the grievance in good faith, in violation of subsection (1)(f). Based on this resolution, the Commission held that the School

Board was no longer entitled to an award of fees and costs because the Union's claim as to subsection (1)(f) was not frivolous, unreasonable, or groundless. Instead, the Commission held that the Union was entitled to its fees and costs as to the entire charge.

Accordingly, the Commission directed the School Board to return to the status quo of the rank structure that existed prior to the assignment of several individuals to the Acting Sergeant classification and cease all efforts to circumvent the CBA's promotional process for Sergeants in the future.

The PBA proudly supports Sheriff Ric Bradshaw for Re-election



Continued from page 39...

HIGHLAND BEACH POLICE DEPARTMENT CONTRACT NEGOTIATIONS FOR 2023 - 2026.

From what I can tell, all our members and the town feel like this is a win/win situation for everyone. The 3 new Officers who were being recruited from other agencies stated that they are happy and content with staying in Highland Beach. We had 1 officer retire since ratification, and his position was filled immediately by one of our part-time reserve officers who had over 29 years of experience. This Officer started at step 4 in the new CBA his expertise in law enforcement. Since signing this new CBA, I have witnessed the revitalization of our department.

I would like to thank Chief Hartmann, Major Oh, and Town Manager Marshall Labadie, and his team for their forward thinking and for presenting a great employee package to the union members with respect and forethought.

Submitted by
Union Representative Sergeant Paul Shersty
And "Proud member of the Highland Beach Police Department"

PBA UNFAIR LABOR PRACTICE AGAINST PALM BEACH COUNTY SCHOOL BOARD MAKES FLORIDA LAW AND PROTECTS MEMBERS' CONTRACTUAL RIGHTS

Recent events placed PBA in the position of filing an Unfair Labor Practice for School Board PBA Members, pursuant to Florida Statute 447.501 whereby:

Under Section 447.501- "Unfair labor practices (1) Public employers or their agents or representatives are prohibited from: (a) Interfering with, restraining, or coercing public employees in the exercise of any rights guaranteed them under this part."

We filed a Grievance originally when the School District was improperly promoting Sgt's without satisfying the conditions required in the contract that both sides agreed to. The School District Human Resources Director agreed with PBA and granted our grievance.

Despite the granted grievance, the School Board simply re-titled Sgt's and called them "Detective Supervisors", thinking it had effectively circumvented the granted Grievance and the promotional process in the CBA.

PBA was notified of their illegal behavior and filed an Unfair Labor Practice against the School Board for improperly trying to get around the CBA's qualification for being a Sgt., including passing the promotional exam. The whole point of our filing the ULP was to protect the members' rights as we are the "gatekeepers" of the contract. PBA fights for ALL of its members. FOP would have you believe that we only fight for PBSO, another Fraternal Order of "Propaganda" lie. The PBA prevailed here and the governing body, The Public Employees Relations Commission (PERC) ruled in favor of PBA and against The School District: "The Commission concluded that the School Board's failure to comply with the directives of the granted grievance constituted a unilateral alteration of the promotional requirements in the CBA, which is a failure to bargain in good faith under subsections (1)(a) and (c). The Commission also determined that the School Board's actions in refusing to comply with the granted grievance and in circumventing that grievance disposition demonstrated a refusal to discuss the grievance in good faith." Both sides agreed to have the members that were going to be affected take the test and they can remain supervisors.

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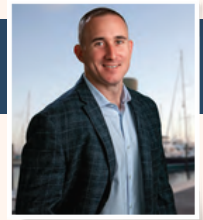
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BOTTOM LINE: DON'T GET DUPED



Is Your Advisor a Fiduciary?

A couple of years ago we wrote an article titled “Is Your Advisor Doing the Right Thing?” In this article we highlighted the differences between types of financial advisors. Those who “sell” financial products and mask themselves as “financial advisors” and are really just “financial salespeople” and those truly provide objective and unbiased financial planning - “real financial advisors”. The word “fiduciary” is a term most people have heard by now. Being a fiduciary as an advisor means that they have the legal and ethical obligation to act in your best interest. Make sure your advisor is one.

Working with hundreds of first responder families over the years, we have come across an unnerving trend where we notice certain advisors using fund families in client deferred compensation and FRS Investment plan accounts that are used with the advisors’ best interest being satisfied, not the clients.

This article breaks down one of the companies that offer these types of investments. There are several of them out in the market the ability to be able to “advise” FRS Investment Plan participants and 457(b) plan participants and “earn compensation while the employee is still working”. They specifically market to the advisory community, sell to them, the ability to make money off you – rather than selling the underlying purpose of their investment in your portfolio (it has none).

We will not mention the company’s name in this article and will refer to them as “Company ABC” going forward. This company has funds with a very short track record (typically 2-3 years or less) and they have extremely high fees. The reason the track record is so short is because after a couple of years they shut down or liquidate the fund and create a new one because the first fund’s performance substantially underperformed the benchmark index due to the exorbitant fees that it charges. The funds also have “kickbacks” to advisors who invest client assets into their funds. So, the advisor scratches the fund company’s back and puts your hard-earned savings into the fund, and in turn, receives a substantial revenue share.

Below are some screenshots from the prospectus of Company ABC outlining how the compensation works and a couple of the funds that they offer:

The Funds are primarily used by [REDACTED], an affiliate of the Adviser, to build model portfolios comprised of one or more of the Funds (“Model Portfolios”) for [REDACTED] clients, who are typically retirement plan participants and are also investors in the Funds. [REDACTED] clients may also invest in customized portfolios consisting of one or more [REDACTED] Funds (“Unified Managed Accounts” or “UMAs”). Each [REDACTED] Fund is made up of a number of Underlying Funds. Typically, Fund investors are introduced to [REDACTED] through their investment adviser/Financial Intermediary, and the investment adviser/Financial Intermediary is compensated for the introduction and for other services provided to Fund investors. The sources of the compensation paid to the investor’s adviser are the resources of [REDACTED] and the Adviser, which include profits from the investment advisory fees paid to the Adviser, and profits from the administrative services fees paid to [REDACTED]. These fees, which are paid by the Funds, are indirectly paid by the investors in the Funds. Investors should review their [REDACTED] client agreement, which provides details regarding the fees paid by the Funds to [REDACTED] and the Adviser. Additional information about the advisory fees paid to the Adviser and the administrative service fees paid to [REDACTED] may be found in the Funds’ Statement of Additional Information.

Annual Fund Operating Expenses (expenses that you pay each year as a percentage of the value of your investment)	
Management Fees	1.25%
Distribution and Services (12b-1) Fees	0.10%
Other Expenses (Administrative Services Fee)	0.70%
Acquired Fund Fees and Expenses ⁽¹⁾	0.43%
Total Annual Fund Operating Expenses	2.48%

Annual Fund Operating Expenses (expenses that you pay each year as a percentage of the value of your investment)	
Management Fees	1.25%
Distribution and Services (12b-1) Fees	0.10%
Other Expenses (Administrative Services Fee)	0.70%
Acquired Fund Fees and Expenses ⁽¹⁾	0.55%
Total Annual Fund Operating Expenses	2.60%

If you review the highlighted sections you will see the total annual fees (2.48% and 2.60%) for the two funds, and the 12b-1 fee, and the administrative services fees (0.80%) are what is paid to your advisor by Company ABC for putting your money into their funds. The advisor is getting an almost 1% “kickback” by company ABC to select their investment and ABC company receives the additional 1.48% or 1.6% depending on the investment selection.

Here's an example of why this is a problem:

If you invest into the 2.6% fee fund and the fund returns 10% your account is credited with a 7.4% gain instead of the 10%. The average comparable mutual fund has an expense ratio of 0.84% and the average comparable ETF or exchange-traded fund has an expense ratio of 0.09%. This means that their funds are charging in excess of 1.76% to 2.51% more every year.


Sure, if the fund’s performance was outsized and beat most of its competitors or the market, it may be worth paying a premium. Cost is only an issue in the absence of value. However, most of the funds underperform their peers and the two funds illustrated are at the bottom of their peer groups. ‘Fund 1’ above is in the 73rd percentile (72% of similar funds are outperforming it) year-to-date, and ‘Fund 2’ is in the 43rd percentile year-to-date. Fund 2 was also in the 91st percentile in 2022. Here lies your problem, underperformance and over-charged.

Although we outlined one company’s fees and compensation that pay advisors to put client assets into their funds, there are many other companies that do this. As fiduciaries, we would never recommend these funds to clients because of the exorbitant fees and underperformance.

There is a myriad of other more complex issues that we are happy to explain to you one on one. We just wanted to highlight this as a concern and bring it to the membership’s attention. If you work with an advisor, make sure you are the one that is compensating them and NOT the investment company.

Bottom line: DON'T GET DUPED thinking that an advisor is providing you objective, unbiased financial planning and investment advice, and they are simply masked in a “financial salesperson” Halloween costume.

We work with our clients collaboratively and invest them into a portfolio that matches their risk tolerance to maximize their growth potential or income needs. We work with a substantial number of clients who are currently in FRS Investment and we have multiple models that we use for clients that we typically allocate clients into that have near zero expenses and certainly does not pay us a “kick back.” We do this because it is in your best interest – in an effort to show you our value, so that we can build a long term partnership with you and your family. One you can truly count on now – and through all of life’s journeys. If you have questions and would like for us to review your portfolio, at no cost to you, please contact our offices to schedule a meeting at 561-632-0566.



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- **Covers admin duty, admin leave, suspension, or termination**
- **12 months of coverage/30-day elimination period**
- **\$1,000, \$2,000 or \$3,000 monthly benefit**



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Congratulations retirees

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BARRY FONDILLER
MARY BOECKLER
PAUL HATCHER

PALM BEACH GARDENS

ROSSILYN MILLER

DELRAY BEACH

DANIEL CRAMER

HIGHLAND BEACH

JEFFREY MILLER

JUNO BEACH

JOHN FLEMING

JULY

PBSO

DEBRA HEWITT
MICHAEL ANDERSON

PALM SPRINGS

SEAN HILLERY



Upcoming events

- **BOARD OF DIRECTORS MEETING**
9/18 @ 5:00 PM
- **BOARD OF DIRECTORS MEETING**
12/14 @ 11:00 AM
- **8TH ANNUAL 5K RUN & WALK KAITLIN'S ANGEL RUN**
JANUARY 14, 2024 6:30 AM
- **KAITLIN KAZANJIAN MEMORIAL GOLF TOURNAMENT**
FEBRUARY 26, 2024 @ 7:30 AM - 1:00 PM
- **ANNUAL POLICE OFFICERS' BALL**
APRIL 6, 2024 @ 6:00 PM - 10:00 PM

BEWARE OF FALSE PROPHETS

Dear PBA Members,

It has recently been brought to our attention that the Fraternal Order of Propaganda (FOP) is once again desperately trying to convince our members, within the School Board bargaining unit, to join the FOP by spreading false accusations about the PBA.

In particular, they have claimed that the PBA is only concerned with representing our members, who belong to the Palm Beach County Sheriff's Office.

I don't even need to tell you that that is completely false because you are already well aware of our proven track record in advocating on your behalf and defending your employment rights. We have not wavered in our representation and we never will.

We have successfully initiated unfair labor practices on behalf of your fellow members, we have been involved in your contract negotiations to deliver better wages and benefits, and we have even taken out members of the School Board, who sought to diminish your rights.

The FOP doesn't have a successful track record like ours but they do have an agenda.

Their ultimate goal is to have the State FOP in charge of your union representation, meaning that you would lose your local autonomy and be represented by people who are unfamiliar with your day-to-day concerns.

We have never sold out our future members to enrich ourselves, but the FOP can't say that. In fact, the FOP president head of the Jacksonville FOP, and the President of the Florida FOP agreed to toss out his members' traditional pension plan and switch his new members over to a 401K retirement plan in exchange for a raise for existing employees.

That is totally unacceptable. And that will never happen under our watch.

The PBA fights for the FAIR treatment for ALL of its members. While the FOP offers impersonal, outsourced counsel, we are always here and available to address any of your concerns 24/7.

If approached by the FOP, we hope you will choose our unprecedented track record over their smoke and mirrors and false propaganda.

Oh, by the way, the FOP Lodge in West Palm Beach is on the 3rd floor of the West Palm Beach Police Department. I was right all along, the Chief and the Assistant Chief run the Union.

If you have any questions, please call our office and we'll be happy to answer any questions you may have.

In Solidarity,
John Kazanjian
Palm Beach County PBA President



Mike Gauger was hired by Ric Bradshaw 18 years ago to be his number 2 person. We recently went to a Republican debate where Laurel Diaz and Gauger debated. Gauger had the nerve to bash Sheriff Bradshaw and his budget, How does PBSO have 4 helicopters and 2 fixed airplanes, Does he forget Palm Beach County is the 2nd largest county east of Mississippi (land-wise)? He also bashed the executives for having GMC Denalis, does he forget he drove his for years? if he thought it was wrong he should have turned his in. Gauger forgets how he would get with the PBA to make sure we would meet with the county commissioners to help approve the sheriff's budget. What a hypocrite. Gauger recently retired for the second time at PBSO, that's right he has two pensions from the sheriff's office and probably looking for a third.

The guy has been at PBSO off and on for over fifty years, oh my God, when is enough enough? In that fifty years Gauger has earned the title for being the MOST DISLIKED PERSON AT PBSO. Except if you are a FOG (friend of Gauger).

NOT LOYAL, NOT A REPUBLICAN, NOT A DEMOCRAT MOST DISLIKED PERSON IN PBSO.

This guy decides to run for sheriff in Palm Beach County and joined the Republican Party quitting as a democrat in which he has been all his life. We know why he did it, he knows he can't beat Sheriff Bradshaw in a primary. At the debate, there was a question to both candidates how long have you been a Republican? Diaz answered 1979; Gauger said about a year, he said he was a JFK Democrat. Gauger was 15 years old when Kennedy died. Did it take him 60 years to realize JFK Democrats had disappeared?

Did you see that the FOP, Lodge 50, endorsed Gauger over Bradshaw? They sold their soul to the devil, they are hoping Gauger wins and they can get their foot in the door to be the bargaining agent. After everything Sheriff Bradshaw has done for all the employees at PBSO, including all of them, better salaries and benefits. Shame on them. They are not loyal either. Remember, the primary is in August, early voting is in about 11 months. The majority of us are Republicans and have been for a long time. Gauger has not one Republican value whatsoever. That's why all Republicans need to vote for Laurel Diaz Republican for Palm Beach County Sheriff.

Who is the real Michael Gauger

- Gauger flip-flops on most issues. **Why?**
- Gauger flip-flops on his Political Party (Switched from Democrat to Republican). **Why?**
- Gauger complains about the PBSO policy he implemented **Why?**
- Gauger enhances and exaggerates stories to fit his narrative depending on the crowd he is speaking to. **Why?**
- Gauger's talking points are almost always considered fake stories to actual facts. **Why?**
- Gauger has zero loyalty unless he can use you for his personal gain. **Why?**
- Gauger had to be removed from the Sheriff's Office hiring process due to the individuals he Recommended hiring. **Why?**
- Gauger was removed from Patrol Operations and sent to Corrections to help create a better working environment, but failed and actually made it worse. **Why?**
- Gauger continues to involve himself and request information from PBSO employees related to confidential cases. **To help is political friends? Who does this benefit? Who does he owe favorsto?Why?**
- Gauger was in charge during the Epstein debacle and refused to acknowledge his failures. **Why?**
- Gauger continues to undermine the Sheriff's office and the hard-working men and women in uniform. **Why?**
- Gauger's micromanagement style shows a lack of leadership. **Why?**

When you answer why, you will understand **the real Michael Gauger.**

**Submitted by
the PBSO PBA Reps**



FUNDRAISER TO RE-ELECT SHERIFF RIC BRADSHAW

November 03, 2023

Time: 5:00 pm

at PBA Hall

Fundraiser – Re-Elect Sheriff Ric Bradshaw
Festivities will include Food, drinks, and
cigars.

Paid political advertisement by the Palm Beach County Police Benevolent Association Inc.,
2100 N Florida Mango Rd., West Palm Beach, FL 33409, provide in-kind by
the Palm Beach County Police Benevolent Association.



WHY JOIN THE PBA?

We represent over 5,000 deputies, police, and correctional officers from Palm Beach, Martin and St. Lucie Counties. We negotiate Collective Bargaining Agreements that memorialize in a written contract, pay, benefits, and various due process rights with a view toward potentially ensuring that none of our members are treated less favorably than others. And when our members are treated less favorably, or our contracts are ignored, we do what most people associate with the PBA. We engage in dispute resolution procedures and “carry the fight” wherever it needs to go. To the extent that all of our daily lives are governed, in one way or another, by politics and politicians, it is not surprising that the PBA gets involved in State and local political processes. When it comes to our members’ careers and their continuing abilities to provide for their families, the PBA is unwilling to rely on “the kindness of strangers.”

- **UNLIMITED** - Legal Defense Coverage
- Disciplinary cases
- Arbitration
- Hearing Review Boards
- Shootings
- Critical Incidents
- Civil lawsuits
- CJST
- On Call attorneys to respond to ALL critical and immediate incidents
- Professional forensic accountants in order to audit cities, towns, and counties’ budgets
- **Legislative Representation in Tallahassee**
- Professional lobbyists aggressively working for legislation beneficial to ALL law enforcement and correctional officers as well as their civilian counterparts.
- Political screening of candidates from local to state levels
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- Four IN HOUSE at all times as well as multiple conflict counsel
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- Scholarships for all member’s children for higher education
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