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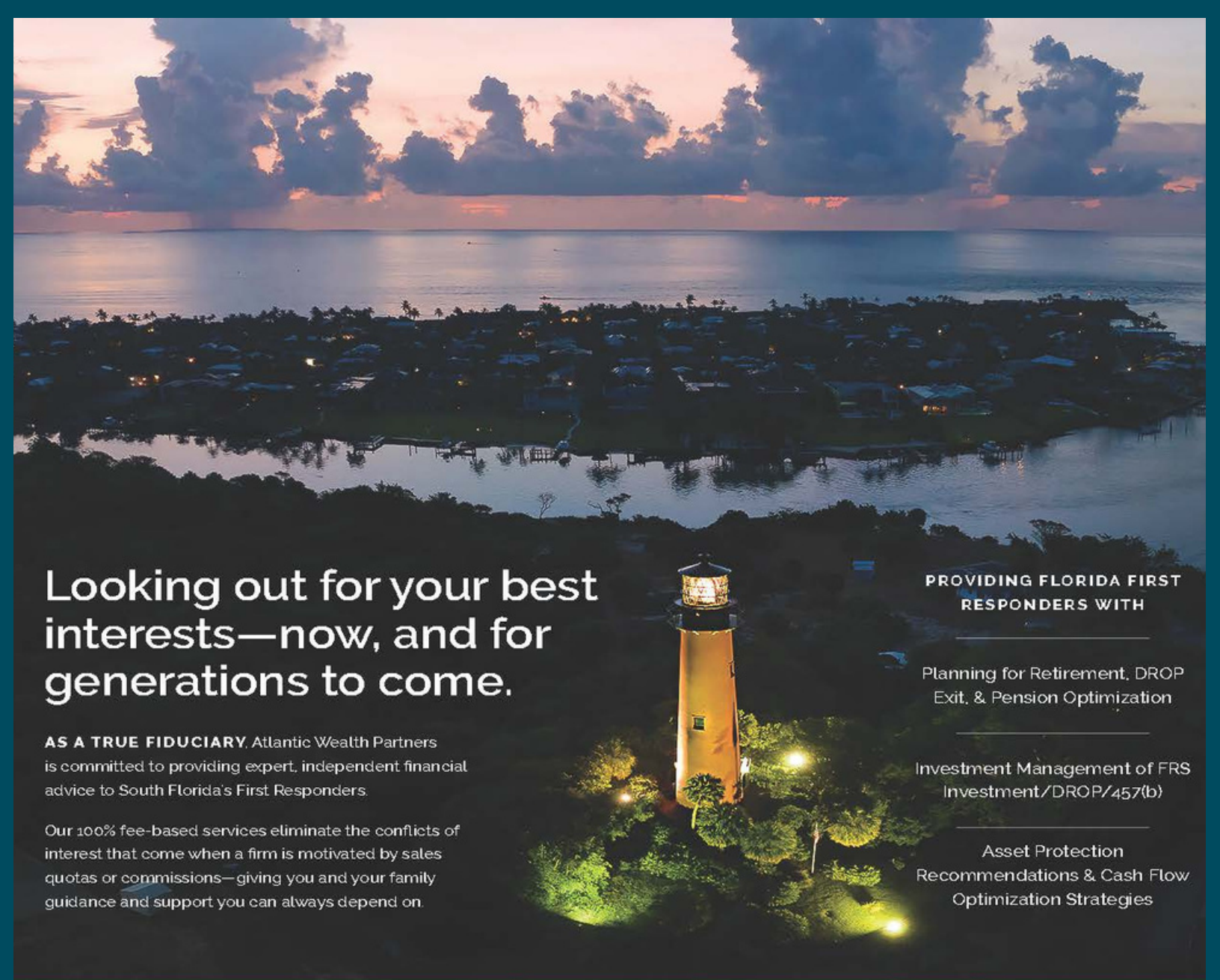


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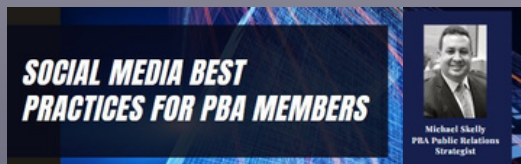
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PAGE

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## INSIDE



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### The Honor Guard Carrying the Colors of Freedom



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### EDITORS

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Issue 02/24

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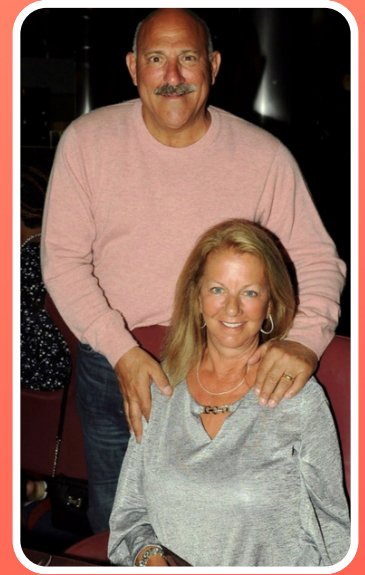
# Joanne Natsios Kazanjian



Joanne Natsios Kazanjian was a loving, devoted and adored wife, mother, grandmother, daughter, sister, aunt, friend and a true gift to the world. She passed away peacefully at her home in Stuart, Florida on January 20, 2024 at the age of 64.

Joanne fought a courageous battle with a long time illness, which was reflective of the inner strength she possessed throughout her life. The abundance of love she gave out to the world was shared by so many who knew her and loved her equally.

Born on February 27, 1959, Joanne grew up in Dracut, Massachusetts, the fourth oldest child of Catherine and Anthony Natsios. She graduated from Dracut High School and then attended classes at Northern Essex Community College in Essex County, Massachusetts.



She met her husband, John Kazanjian, in the fourth grade and they would have celebrated their 45th wedding anniversary in May. Joanne and John moved to Palm Beach County, Florida, where they raised their family. After moving to Florida, Joanne first worked as a cafeteria manager in the Palm Beach County School District. She then worked as an office assistant with the Palm Beach County Police Benevolent Association. She was a very loving and caring presence within the PBA office at all times and always there to lend a helping hand to anyone that needed assistance, especially law enforcement officers and their families.

After the tragic death of her daughter Kaitlin, at the age of 16, Joanne and her husband John, turned their grief into purpose, by forming the Kaitlin A. Kazanjian Memorial Scholarship Fund, which raises money every year to support local charities that provide scholarships and other forms of assistance to deserving children in both Massachusetts and Florida. For over 20 years, the Kaitlin Kazanjian Memorial Scholarship Fund has raised over \$5 million thanks to the unyielding dedication of Joanne and John Kazanjian.

In addition to her work at the Palm Beach County PBA and the Kaitlin A. Kazanjian Memorial Scholarship Fund, Joanne was a vibrant woman who lived her life to the fullest. She enjoyed traveling, cruising with her family, photography, and riding her bike.

She is survived by her husband John Kazanjian, the president of the Florida PBA and the Palm Beach County PBA; her son, John Kazanjian II and his wife, Kelly; her daughter Kristen Lassinger, and her husband, Jordan; her grandchildren Jaxon, Jake, Kora and Knox; her sister Sandra Graham, and her husband Andrew; her brother Chris Natsios and his fiancée Debra Michaels; her brothers Tony Natsios and John Natsios; her brother-in-law Randy Davis; her mother-in-law, Marguerite Kazanjian; her brother-in-law Alan Kazanjian, his wife Sue-Ellen; her brother-in-law Michael Kazanjian, his wife Denise; her sister-in-law Marybeth Kazanjian, and her fiancée TJ McCarthy; and many nieces and nephews. She was predeceased by her daughter Kaitlin, her parents Catherine and Anthony Natsios, and her sister, Olga Davis.





# A Note from Kaz

I want to thank everyone on behalf of my entire family. Thank you for the support and prayers during Joanne's treatment and after. Because of Joanne's illness, which many, but not all, were aware of, we will be making changes to Kaitlin's Charity to help our members who have to go through the trials and suffering that go along with the cancer of an immediate family member. I learned, we all did, how so very difficult this is, not only as a spouse, but also as the caregiver. The support provided helped us to get through the days that we didn't think were possible.

Medical bills, lodging or financial issues related to cancer treatments for our members or their immediate family members will be reviewed so that we can be there to support you, like you were there for my family.

A stylized, handwritten signature in blue ink that reads "Kaz". The signature is fluid and cursive, with a prominent "K" and "Z".

Palm Beach County and  
Florida PBA President



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If your agency participates in the 457 plan or the Roth IRA and you contribute to the plan, you may want to increase your contributions as the IRS has announced updated retirement plan contribution limits for 2024. Below is a snapshot of the updated limits:

Plan	Normal Limit	"Age 50" Catch-up Limit	"Pre-Retirement" Catch-up Limit
457	\$23,000	\$7,500	\$23,000
401(a)	\$69,000	N/A	N/A
403(b)	\$23,000	\$7,500	\$ 15,000-lifetime cap
Roth IRA/Roth 457	\$7,000	\$1,000	N/A
N/A = Not applicable			

## 457 Plans

The normal contribution limit for elective deferrals to a 457 deferred compensation plan is increased to \$23,000 in 2024. Employees age 50 or older may contribute up to an additional \$7,500 for a total of \$30,500. Employees taking advantage of the special pre-retirement catch-up may be eligible to contribute up to double the normal limit, for a total of \$46,000.

## 403(b) Plans

The annual elective deferral limit for 403(b) plan employee contributions is increased to \$23,000 in 2024. Employees age 50 or older may contribute up to an additional \$7,500 for a total of \$30,500.

## Roth IRAs/ Roth 457

The contribution limit for Traditional and Roth IRAs increased to \$7,000. Employees age 50 or older are eligible to contribute an additional \$1,000, for a total of \$8,000.

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Since being involved with the PBA, I have been able to attend several leadership conferences. Each time I learn something new, from tools to properly represent our members, better ways to conduct contract negotiations, and knowledge of different vendors that help our members.



**KENNETH YOUNGBLOOD**  
SGT AT ARMS PBCPBA

## CONTINUOUSLY LEARNING HOW WE REPRESENT YOU.

These leadership conferences are a great way to meet the members of our other PBA Chapters and to make new contacts. I was recently able to connect a deputy from a northern agency in Florida with Richard Murphy, who is from the North Florida PBA. It's having these contacts and resources available that allow us to represent our members to the best of our abilities.

As another example, at our recent leadership conference, I was able to reach out to Richie Tschernia from Crosscountry Mortgage. Crosscountry, who is the #3 US Retail Mortgage Lender for 2023, offers excellent benefits, and guidance for first responders, to include numerous fees that are waived when applying for your mortgage. I asked Richie if these same benefits were also available to firefighters, and the answer was yes.

Within a few days, Richie sent me a new flyer to present to our local firefighters union, which goes to show the PBA is about helping anyone we can.



# THANK YOU

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Katie Mendoza  
PBCPBA Attorney

## Snitches Don't Always Get Stitches: An Overview of Florida's Whistle-blower's Act

While countless articles have been dedicated to explain the nuances and requirements of Florida's Whistle-blower's Act, I want to give a brief overview of the topic. Under the Act, the State aims to prevent:

retaliatory action against an employee who reports to an appropriate agency violations of law on the part of a public employer or independent contractor that create a substantial and specific danger to the public's health, safety, or welfare. . . [and] . . . retaliatory action against any person who discloses information to an appropriate agency alleging improper use of governmental office, gross waste of funds, or any other abuse or gross neglect of duty on the part of an agency, public officer, or employee.

§ 112.3187, Florida Statutes. The most common example of a "whistle-blower" is someone who experiences adverse employment action (termination or demotion, etc.) after disclosing information regarding a threat to the public or the misuse of governmental authority.

There are very specific requirements for application of the Whistle-blower's Act and receipt of its protections, including the nature of the information disclosed, to whom the employee should report the information (to an entity with authority to investigate or to the local government entity's chief executive officer), and the very short time limitations for filing a complaint and pursuing relief. When an employee reports agency violations, he or she may file a complaint with the appropriate local governmental authority, if applicable, and eventually may pursue civil action after exhausting administrative remedies. In the alternative, the employee may elect to pursue his/her remedy under an applicable bargaining agreement.

Often, in the realm of law enforcement, scenarios implicating the Whistle-blower's Act may involve threats against public servants, such as situations wherein someone in a position of authority attempts to improperly influence an officer's decisions (discretion) through his or her chain of command (i.e., a clearly unlawful order, which the officer may then report). See § 838.021-022, Florida Statutes. In response to a report of improper use of office, the local agency or authority may argue that the action was lawful and/or that the employee was disciplined for other justified reasons. Notably, the Whistle-blower's Act applies to state, county, and local employees, whether or not they are in a contractual bargaining unit. It also safeguards other groups of individuals who engage in protected activity, including but not limited to applicants for employment, persons who are requested to participate in an investigation, and people who refuse to participate in the prohibited actions.

All in all, the Act applies to various situations, which also may need to be analyzed from the viewpoint of status-based discrimination (i.e., was the actual cause of the prohibited conduct discrimination based on race, sex, etc.?). If you do believe that you are or may be subject to unfair retaliatory treatment, Florida does provide a Whistle-blower's Hotline at 800-543-5353. As always, if you have any questions or concerns, please let us know.

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**Special Report:**

Mike Gauger, Jeffrey Epstein, Special Treatment, and the Resignation that Followed.

After years of enduring duties being stripped of him for varying degrees of incompetence, mismanagement, and cronyism, in the end, former Chief Mike Gauger was left with only one responsibility: The Palm Beach County Jail.

Gauger was relentless in the protection of this last real authority at PBSO. In interviews about the Epstein affair and other issues, Gauger made one thing clear: he and his "team" made the big decisions. He made the decisions and informed others after they were made. The jail was Mike Gauger's and his alone.

Beginning later this month, we will begin to feature the work of a coalition of amazingly committed law enforcement experts, citizen-reporters, and survivors of sexual abuse who have united in a 12-month-long project to document in detail former Chief Gauger's incredible favoritism and special treatment of serial pedophile Jeffrey Epstein.

Over the past 12 months, these experts and citizen-reporters have culled through thousands of pages of documents, court records, video interviews, and previous reporting by the mainstream media. They've also interviewed, often with assurances of anonymity and confidentiality, over 2-dozen current and former PBSO employees and contractors --- all to reach some astonishing conclusions.

They will not only be chronicling all that former Chief Gauger did for Epstein, they'll help answer the question of why did he do it? What was in it for Gauger to have provided Epstein with a level of special treatment and accommodations unattainable by any other inmate --- ever. Why would Gauger, who was known to want to run for Sheriff, risk so much to ingratiate himself with Epstein? Why would he set himself on a course that would eventually end with his resignation and force PBSO to end the work-release program for inmates? A program that had been successful and rehabilitative for chosen inmates in years past, and had no previous record of abuse before Gauger.

Stay with us in the months ahead to learn the answers to these questions and many more.

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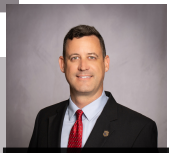
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Brennan Keeler  
PBCPBA Attorney

## Failure to Exhaust Remedies Can Prove Fatal to PERC's Jurisdiction

Arbitrations often do not end with an arbitrator's award. There are questions that can arise regarding interpretation of the award. These issues can sometimes be resolved mutually between the parties. Other times, the parties need to go back to the arbitrator for clarification or relief regarding their award. For this reason, arbitrators typically reserve jurisdiction for 30 days after issuing their award. What happens when one of the parties to an award does not seek further clarification or relief within this 30-day period? This issue came to light in a recent decision by Florida's First District Court of Appeal:

The arbitration award at issue arose from a grievance filed by Louis Rodriguez, a Union member and County-employed firefighter in the rank-and-file unit. Rodriguez had worked as a Shift Lieutenant at fifty-six hours a week, then was promoted to Training Officer/Lieutenant working forty hours per week. While in the latter position in 2020, he was discharged for behavior that had occurred in 2015. The Grievance Adjustment Board rescinded the discharge and reinstated Rodriguez at the two-ranks-lower position of Firefighter.

The grievance entered arbitration challenging the demotion, and the resulting arbitration award directed the County as follows: "Rodriguez is to be returned to the rank of Lieutenant with full back pay and benefits effective May 30, 2020, the date on which his rank was reduced." The arbitration award expressly provided that the arbitrator "retain[ed] jurisdiction for 30 days from the date of this award to resolve any back pay or benefit disputes."

(*Orange Cnty. Fire Fighters Ass'n, I.A.F.F. Loc. 2057 v. Orange Cnty. Bd. of Cnty. Commissioners*, 363 So. 3d 119, 120 (Fla. 1st DCA 2023).)

The County reinstated Rodriguez into a floating Lieutenant position, not the Training Lieutenant position he held prior to demotion. Rather than seek relief from the arbitrator or the circuit court, the Union filed an unfair labor practice with PERC arguing that the County failed to follow the arbitrator's award when it failed to reinstate Rodriguez into a Training Lieutenant position. The Union argued that the County's failure to follow the award was "interference with a right guaranteed under Part II of Chapter 447, refusing to bargain collectively and in good faith, or refusing to discuss grievances in good faith under the CBA." *Id.* at 121.

Florida's First District Court of Appeal found that "[w]ithout first establishing that the award mandated reinstating Rodriguez to the same position he occupied immediately prior to demotion, the Union could not establish the existence of an unfair labor practice within PERC's exclusive jurisdiction...." *Id.* The proper forum for establishing this was either before the arbitrator or in circuit court.

Ultimately, the Union's failure to exhaust its remedies under Florida's Arbitration Code (Ch. 682, F.S.) was fatal to PERC's jurisdiction of its unfair labor practice claim.

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### Changes in personal circumstances:

- Marriages, divorces, or remarriages: A change in marital status may require you to update your will and trust to include or exclude your current or former spouse, children and/or stepchildren, or to revise the distribution of assets accordingly.
- Births, deaths, or changes in family relationships: The arrival of a new child or grandchild, the death of a beneficiary or trustee, or changes in family dynamics may necessitate updates to your estate plan to ensure that your wishes are still accurately represented.
- Change of guardians or trustees: If you need to appoint a new guardian for minor children or change the trustee managing your trust, it is crucial to update your will and trust accordingly.
- Relocation: Moving to a different state or country may require you to update your will and trust to ensure compliance with local laws and regulations.

### Changes in the law:

- Tax laws: Changes in federal or state tax laws may require you to revise your will and trust to take advantage of new tax benefits or to avoid potential tax liabilities.
- Estate and trust laws: Updates to estate and trust laws may necessitate changes to your estate planning documents to ensure that they remain valid and effective.
- Changes in probate laws or procedures: If there are changes in probate laws or procedures that could impact the administration of your estate, it is essential to update your will and trust accordingly.

### Asset growth and diversification:

- Increase in assets: As your assets grow, it may be necessary to update your will and trust to ensure that the distribution of your estate is still in line with your intentions.
- Changes in asset types: If you acquire new types of assets (e.g., real estate, business interests, or investments), you may need to update your will and trust to address the distribution and management of these assets.
- Charitable giving: If you decide to include charitable donations in your estate plan or change the organizations you wish to support, updating your will and trust can help ensure that your philanthropic goals are achieved.

It is generally recommended to review your estate plan at least every three to five years or after significant life events or changes in the law.

### Similarly, when Should You Update Your Estate Plan?

#### Major life events

- Marriage, divorce, or remarriage: Changes in marital status can have significant implications for your estate plan, necessitating updates to include or exclude your current or former spouse, children and/or stepchildren, or to revise the distribution of assets accordingly.

- Birth or adoption of children or grandchildren: The arrival of new family members may require updates to your estate plan to include them as beneficiaries, appoint guardians, or establish trusts for their benefit.
- Death or incapacity of a spouse, beneficiary, trustee, or executor: If someone named in your estate plan passes away or becomes incapacitated, you will need to update the plan to appoint new individuals to fulfill those roles.
- Changes in family relationships: If relationships among family members change significantly, it may be necessary to update your estate plan to reflect your current wishes regarding the distribution of assets or the appointment of guardians, trustees, or executors.

### Periodic reviews

- Regular intervals: It is a good practice to review your estate plan every three to five years to ensure that it still aligns with your wishes and circumstances, even if there have not been any major life changes.
- Retirement: Upon retirement, you may need to update your estate plan to reflect changes in your financial situation, including the distribution of retirement accounts or the management of assets.

### Legal and tax changes

- Changes in tax laws: Federal and state tax laws can change at any time. There is always a potential that those changes will impact your estate's tax liabilities. Reviewing and updating your estate plan in response to tax law changes can help minimize taxes and ensure that your assets are distributed according to your wishes.
- Changes in estate and trust laws: Updates to estate and trust laws may necessitate changes to your estate planning documents to ensure that they remain valid and effective. This is especially important if you move to a new state or country, as estate planning laws can vary significantly among jurisdictions.

**Changes in probate laws or procedures:** If there are changes in probate laws or procedures that could impact the administration of your estate, it is essential to update your estate plan accordingly.

Continued on page 16 ...



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(start here)



Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. All borrowers must meet minimum credit score, loan-to-value, debt-to-income, and other requirements to qualify for any mortgage program. CrossCountry Mortgage, LLC NMLS3029 ([www.nmlsconsumeraccess.org](http://www.nmlsconsumeraccess.org)). Licensed Mortgage Banker – New York State Banking Department.



By staying proactive and updating your estate plan in response to major life events, periodic reviews, and legal and tax changes, you can help ensure that your plan remains effective and accurately represents your wishes.

### How to Update Your Will and Trust

- Consult with Blue Line Law Firm's estate planning attorneys: Schedule a consultation with an estate planning attorney at Blue Line Law Firm to discuss your current will and trust, as well as any changes you would like to make. The attorney will review your existing documents, assess your current circumstances and goals, and provide recommendations on the most appropriate updates.

- Amend or restate your documents

Based on the advice of your attorney, you may need to amend your existing will and trust or create entirely new documents. An amendment involves adding changes or modifications to the existing documents, while a restatement involves drafting an updated version of the documents that includes all the desired updates.

For a will, you may create a codicil, which is a separate document that outlines the specific changes to the will. Alternatively, you may draft a new will that revokes and replaces the previous one.

For a trust, you may create an amendment to the trust document outlining the specific changes. If extensive changes are needed, a full restatement of the trust may be more appropriate. Keep in mind that if the trust is irrevocable, modifying the document may be more complex and may require the consent of the beneficiaries or a court order.

- Sign and formalize updated documents.

Once the necessary changes have been made, you will need to sign and formalize the updated documents according to the legal requirements of your jurisdiction. This may involve having witnesses present when you sign the documents or having the documents notarized.

For a will, the signing typically requires the presence of witnesses who also sign the document.

For a trust, the signing process depends on the type of trust and the jurisdiction. Some trusts may require notarization or the presence of witnesses.

- Communicate changes with relevant parties

After updating your will and trust, it is important to communicate the changes to all relevant parties, such as family members, beneficiaries, trustees, and executors. This ensures that everyone is aware of the updates and can plan accordingly.

Additionally, provide updated copies of the documents to your attorney and any other advisors, such as financial planners or accountants, who may need to reference the updated documents in their work.

By following these steps and working closely with Blue Line Law Firm's estate planning attorneys, you can ensure that your will and trust accurately reflect your current wishes and circumstances, providing peace of mind for you and your loved ones.

**NICK COPPOLA**  
FOR CITY COMMISSION

*I Stand With Our*  
**LOCAL POLICE**  
*and thank them for their service  
to Palm Beach County!*

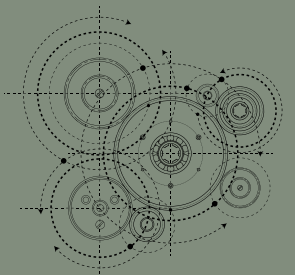
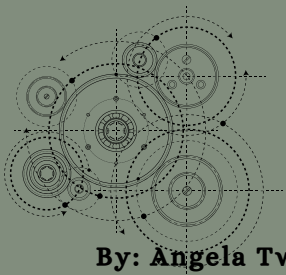
PAID BY NICK COPPOLA FOR CITY COMMISSION

**CHRISTINA LAMBERT**  
WEST PALM BEACH  
CITY COMMISSIONER  
DISTRICT 5

**THANK YOU**  
FOR ALL YOUR SUPPORT!

PAID FOR CHRISTINA LAMBERT FOR CITY COMMISSION





# IF IT'S NOT BROKE, DON'T FIX IT

By: Angela Twomey

The Palm Beach County Sheriff's Office (PBSO) plays a crucial role in maintaining public safety and upholding the law in one of Florida's most populous and diverse regions. Last checked, Palm Beach County's<sup>[1]</sup> population was at 1,543,809 with a growth rate of 1.13%. That's a substantial area to provide law and order. Let's look at what PBSO does for us.



The Agency, led by Sheriff Ric Bradshaw, is comprised of six departments, 4,300 employees, and roughly 1,500 volunteers. PBSO has been a pillar of law enforcement in the community for years. With a dedicated team of deputies and staff, they are responsible for maintaining safety and order within the county.

PBSO is a fine example of an effective law enforcement agency. Its dedication to strengthening community relations, implementing proactive crime prevention strategies, promoting transparency, and maintaining accountability has made PBSO a trusted partner in keeping the community safe.

By actively engaging with the community through events, outreach programs, and open dialogues, its team creates opportunities for mutual understanding and trust. This approach fosters a sense of partnership between law enforcement and the public, ultimately leading to safer and more secure neighborhoods.

Community policing is at the heart of PBSO's approach to law enforcement. By involving the community in the decision-making process, deputies can gain valuable insights, collaborate on problem-solving, and tailor their strategies to local needs. Through initiatives such as neighborhood watch programs and community advisory boards, the Sheriff's Office ensures that residents have a voice in shaping their own community safeguards.

As engaging with the community is a fundamental aspect of effective law enforcement, PBSO goes beyond the call of duty by partnering with local community groups and nonprofits. By working hand-in-hand with these organizations, they are able to address social issues, build trust, and create a safer environment for all residents. These partnerships also provide valuable resources and support, strengthening the bond between law enforcement and the community they serve.

PBSO also understands the power of data in combating crime. By analyzing crime patterns, trends, and hotspots, they can allocate resources strategically, proactively addressing potential issues. This data-driven approach also enables them to identify emerging threats and develop preventive measures, enhancing the safety of the community.

The Sheriff's Office takes a proactive stance in patrolling and deterring crime. Through visible presence and proactive engagement with the community, deputies create a deterrent effect, making potential criminals think twice before engaging in illegal activities. This proactive approach not only prevents crime, but also builds a sense of security among residents, as they know that law enforcement is actively working to keep their neighborhoods safe.

Transparency is key to maintaining public trust. PBSO strives to enhance communication with the public, providing regular updates, sharing important information, and actively addressing concerns. By fostering an environment of open dialogue, they ensure that the community remains informed and involved in matters of public safety.

## PBSO RECOGNIZES THE IMPORTANCE OF BUILDING POSITIVE RELATIONSHIPS WITH RESIDENTS



[1] Palm Beach County stretches from Florida's Atlantic coast into the state's rural center and includes the northern edge of the Everglades national park. Its coastline has numerous golf courses and sandy beaches. Industrialist Henry Flagler's grand 1902 mansion in the town of Palm Beach is now a museum. Some of the town's other Gilded Age mansions have tunnels that lead to the shore. — Google



To maintain accountability within the organization, the Sheriff's Office has established internal oversight mechanisms. These mechanisms ensure that deputies adhere to established protocols, ethics, and best practices. By holding themselves accountable to the highest standards, they set an example for the entire law enforcement community, fostering a culture of integrity and professionalism.

Also, in today's digital age, it's essential for law enforcement agencies to stay up-to-date with the latest technology. PBSO recognizes the importance of leveraging innovative tools for crime-solving and embracing digital solutions for operational efficiency. PBSO understands that solving crimes requires staying ahead of the game. That's why they actively seek out and utilize innovative tools to aid in their investigations. From advanced forensic techniques to cutting-edge surveillance systems, they are committed to using technology to its fullest potential in solving crimes and ensuring the safety of the community. This allows them to focus more time and resources on proactive policing and engaging with the community, ultimately leading to safer streets.

Furthermore, no agency can tackle crime and community safety alone. PBSO understands the importance of building collaborative relationships with local agencies and organizations to maximize their impact. PBSO actively works alongside other law enforcement agencies in the area, fostering a spirit of cooperation and collaboration.

By sharing resources, they effectively address complex issues that transcend jurisdictional boundaries. This interagency cooperation ensures that they are collectively tackling crime and keeping the community safe.

PBSO recognizes that there will always be challenges in law enforcement. However, they are committed to identifying and overcoming these obstacles to ensure the continued success of their operations. PBSO proactively identifies challenges and takes the necessary steps to address them. This can range from implementing new training programs to adapting strategies based on changing trends in criminal activity. By staying innovative, they are one step ahead in the ever-evolving landscape of law enforcement.

In conclusion, through its strong community relations, effective crime prevention strategies, commitment to transparency and accountability, utilization of technology, collaborative efforts with local agencies and organizations, and dedication to continuous improvement, PBSO has successfully served and protected the residents of Palm Beach County. By recognizing its accomplishments and addressing any challenges that may arise, PBSO will continue to thrive, ensuring a safe and secure community for years to come. PBSO's commitment to continuous improvement ensures that they will continue to serve and protect the people of Palm Beach County with dedication and excellence.

# Making Your Vote Count!

# THANK YOU



## FOR YOUR SERVICE TO OUR COMMUNITY!



Paid by Wendy Sartory Link, Democrat, for Supervisor of Elections







## Negotiations with Your City Can Have Real-Life Effect in Your World

“Collective Bargaining” means PBA negotiates the wages, hours and other terms and conditions of your employment with your individual cities, (or Sheriff’s Offices).

Sometimes, these negotiations extend to policy agreements between the parties for such important issues like Officer Involved Shootings/Critical Incidents that may seem a little more “tangible” to you, than let’s say, a negotiation involving a topic like “Bereavement Leave.”

In City of Pittsburgh, 55 PPER 14, 2023 WL 5524776 (PLRB Hearing Examiner’s Decision, 2023) the Labor Relations Board found that the City improperly failed to separate officers involved in a shooting, even though those officers were mere witnesses, immediately after the shooting occurred. See City of Pittsburgh, supra.

The City and the Union had previously negotiated a policy regarding the rights of involved and witness officers immediately after an officer-involved shooting. It found even a negotiated policy between the parties is an agreement need to be followed. A violation of a negotiated policy could amount to bad faith bargaining and ultimately an Unfair Labor Practice charge with PERC (the Public Employees Relations Commission).

Following the agreements between the PBA and your individual agency can make the difference in the results of your involvements with something as serious as a critical incident or shooting. Your first line of defense at your agency is your PBA Rep. Then the Rep will pass any information on to the lawyers. Make sure you keep the Reps informed as to what is happening at your agencies day to day, even on policy or general order changes, and makes sure to copy us on the changes (as they have real life ramifications attached.)

Don't forget your  
**LIFE**  
**PLANNER**  
PICK IT UP  
AT THE PBA

**STEPHENS & STEVENS**  
MARITAL & FAMILY LAW  
**EDDIE STEPHENS, ESQ.**  
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West Palm Beach, FL 33409  
info@ss-familylaw.com

**WE SUPPORT THE  
PBA BECAUSE THEY  
SUPPORT US.**

\*\*\*

*Thank you*  
**FOR YOUR SERVICE!**

**Cathleen** RE-ELECT  
**WARD**  
CITY COMMISSION

Paid by Cathleen Ward for City Commission

# BECAUSE YOU ASKED:

## WHAT IS THE LEGAL INTERPRETATION FOR HR218 (THE LAW ENFORCEMENT OFFICERS SAFETY ACT)?

Under the law, private people or entities (like concert halls, etc.) are still allowed to make their own rules if they don't want firearms on the property, based on the individual state law.

Specifically , 18 USC 926 (C) - provides in part :

(b) This section shall not be construed to supersede or limit the laws of any State that-

- (1) permit private persons or entities to prohibit or restrict the possession of concealed firearms on their property; or
- (2) prohibit or restrict the possession of firearms on any State or local government property, installation, building, base, or park.

The other sections of the law state:

(a)Notwithstanding any other provision of the law of any State or any political subdivision thereof, an individual who is a qualified retired law enforcement officer and who is carrying the identification required by subsection (d) may carry a concealed firearm that has been shipped or transported in interstate or foreign commerce, subject to subsection (b).

(b)This section shall not be construed to supersede or limit the laws of any State that—

- (1)permit private persons or entities to prohibit or restrict the possession of concealed firearms on their property; or
- (2)prohibit or restrict the possession of firearms on any State or local government property, installation, building, base, or park.

(c)As used in this section, the term “qualified retired law enforcement officer” means an individual who—

- (1)separated from service in good standing from service with a public agency as a law enforcement officer
- (2)before such separation, was authorized by law to engage in or supervise the prevention, detection, investigation, or prosecution of, or the incarceration of any person for, any violation of law, and had statutory powers of arrest or apprehension under section 807(b) of title 10, United States Code (article 7(b) of the Uniform Code of Military Justice)

(3)

- (A)before such separation, served as a law enforcement officer for an aggregate of 10 years or more
- or
- (B)separated from service with such agency, after completing any applicable probationary period of such service, due to a service-connected disability, as determined by such agency

(4)during the most recent 12-month period, has met, at the expense of the individual, the standards for qualification in firearms training for active law enforcement officers, as determined by the former agency of the individual, the State in which the individual resides or, if the State has not established such standards, either a law enforcement agency within the State in which the individual resides or the standards used by a certified firearms instructor that is qualified to conduct a firearms qualification test for active duty officers within that State;

(5)(A)has not been officially found by a qualified medical professional employed by the agency to be unqualified for reasons relating to mental health and as a result of this finding will not be issued the photographic identification as described in subsection (d)(1) or

(B)has not entered into an agreement with the agency from which the individual is separating from service in which that individual acknowledges he or she is not qualified under this section for reasons relating to mental health and for those reasons will not receive or accept the photographic identification as described in subsection (d)(1)

(A)has not been officially found by a qualified medical professional employed by the agency to be unqualified for reasons relating to mental health and as a result of this finding will not be issued the photographic identification as described in subsection (d)(1)

or

(B)has not entered into an agreement with the agency from which the individual is separating from service in which that individual acknowledges he or she is not qualified under this section for reasons relating to mental health and for those reasons will not receive or accept the photographic identification as described in subsection (d)(1)

(6)is not under the influence of alcohol or another intoxicating or hallucinatory drug or substance; and (7)is not prohibited by Federal law from receiving a firearm.

In sum, you must be a “a qualified retired law enforcement officer “and carry specified identification to enjoy the benefits of this law, and certain restrictions apply.



(d)The identification required by this subsection is—

(1)a photographic identification issued by the agency from which the individual separated from service as a law enforcement officer that identifies the person as having been employed as a police officer or law enforcement officer and indicates that the individual has, not less recently than one year before the date the individual is carrying the concealed firearm, been tested or otherwise found by the agency to meet the active duty standards for qualification in firearms training as established by the agency to carry a firearm of the same type as the concealed firearm; or

(2) (A)a photographic identification issued by the agency from which the individual separated from service as a law enforcement officer that identifies the person as having been employed as a police officer or law enforcement officer; and

(B)a certification issued by the State in which the individual resides or by a certified firearms instructor that is qualified to conduct a firearms qualification test for active duty officers within that State that indicates that the individual has, not less than 1 year before the date the individual is carrying the concealed firearm, been tested or otherwise found by the State or a certified firearms instructor that is qualified to conduct a firearms qualification test for active duty officers within that State to have met—

(I)the active duty standards for qualification in firearms training, as established by the State, to carry a firearm of the same type as the concealed firearm; or

(II)if the State has not established such standards, standards set by any law enforcement agency within that State to carry a firearm of the same type as the concealed firearm.

(e)As used in this section—

(1)the term “firearm”—

(A)except as provided in this paragraph, has the same meaning as in section 921 of this title;

(B)includes ammunition not expressly prohibited by Federal law or subject to the provisions of the National Firearms Act; and

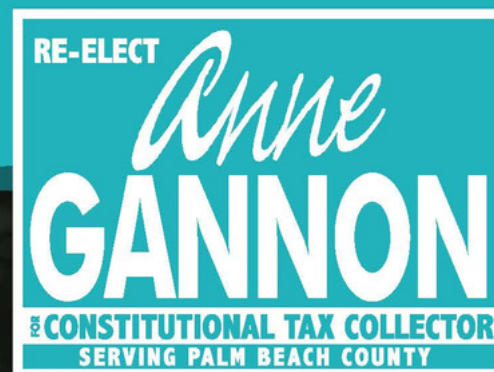
(C)does not include—

(i)any machinegun (as defined in section 5845 of the National Firearms Act);

(ii)any firearm silencer (as defined in section 921 of this title); and

(iii)any destructive device (as defined in section 921 of this title); and

(2)the term “service with a public agency as a law enforcement officer” includes service as a law enforcement officer of the Amtrak Police Department, service as a law enforcement officer of the Federal Reserve, or service as a law enforcement or police officer of the executive branch of the Federal Government.



**THANK YOU**  
— TO THE —  
**PBA FOR KEEPING  
PALM BEACH  
COUNTY SAFE!**

PAID BY ANNE GANNON, DEMOCRAT, FOR TAX COLLECTOR

# Florida PBA Leadership Conference

## ALL GOOD LEADERS CONTINUE TO LEAD AND CONTINUE TO LEARN

### THE FLORIDA PBA LEADERSHIP CONFERENCE

The Florida PBA Leadership Conference is an annual event that brings together law enforcement professionals from across the state. This highly anticipated conference is a platform for sharing knowledge, fostering professional growth, and building meaningful connections within the PBA community. With a focus on leadership development, the conference offers a diverse range of sessions, interactive workshops, and networking opportunities. Attendees can expect to hear from esteemed keynote speakers, to participate in hands-on training sessions, and to engage in thought-provoking discussions. In this article, we will explore the various aspects of the Florida PBA Leadership Conference, including the impressive lineup of speakers, program highlights, networking events, and the great impact that the conference has on attendees' personal and professional lives.



### THE PURPOSE AND IMPORTANCE OF THE CONFERENCE

Leadership is the secret sauce of any organization, and the PBA is no exception. The Florida PBA Leadership Conference is an annual gathering of law enforcement professionals, who understand the importance of cultivating strong leadership skills. This conference aims to provide valuable insights, strategies, and inspiration to help our leaders (who are from various areas of the state and different departments and agencies) excel in their specific roles and navigate the ever-changing landscape of public safety.



### OUR 6TH LEADERSHIP CONFERENCE

This year marked the Florida PBA's 6th Leadership Conference. Leadership plays a critical role in shaping the success and effectiveness of our representatives, as well as our membership, and we wanted an event to bring our team members together. The conference allows professionals from various ranks and departments throughout the state to collaborate, share experiences, and discuss different topics in the realm of public safety. Additionally, different experts in their fields, including leaders of law enforcement agencies, state legislative representatives and speakers, and legal advocates, discuss their background, knowledge, and experiences. These presenters provide a wealth of knowledge and experience, including real-life examples and practical advice. From celebrated police chiefs, experienced trainers, and attorneys dedicated to specific areas of law (including but not limited to worker's compensation, probate, and criminal law), the speakers at the Florida PBA Leadership Conference are the best of the best.





For example, at this year's conference, experts on Worker's Compensation and the Heart and Lung Bill provided updates on legal matters throughout the state. Other speakers discussed critical contract negotiations, legislative news, matters of public relations, recruitment of law enforcement, the future launch of the PBA Member Application ("PBA Ap"), and tips for dealing with critical incidents. Speakers discussed everything from crisis management and community engagement, to ethical leadership and organizational change. Attendees gained valuable insights into building effective teams, improving communication skills, and staying ahead of the curve in a rapidly evolving world.

The conference always kicks off with an energetic opening ceremony, featuring the Honor Guard, that sets the tone for the entire event. Attendees can expect captivating speeches, inspiring stories, and maybe even a surprise or two. The welcome address provides an overview of the conference and prepares participants for the days ahead, creating a sense of camaraderie and excitement.

Not only do our speakers keep you interested with their knowledge and anecdotes, but they also include interactive sessions that allow attendees to delve deeper into specific topics of interest and engage in meaningful conversations. From exploring innovative policing strategies to addressing the unique challenges faced by leaders at different departments, these sessions provide practical takeaways that can be implemented immediately.

At the Conference, you also have plenty of opportunities to mingle and network with the vendors who attend and set up booths during a break. The vendors answer your questions immediately or schedule a time to delve deeper into the topics that you wish to discuss. Examples of past vendors include service providers, insurance resources, individuals in the medical field, and other supporters of law enforcement.

Continued on page 24...

Thank You!



FOR YOUR SUPPORT AND DEDICATION TO OUR COMMUNITY



Re-Elect  
**MARIA SACHS**  
FOR COUNTY COMMISSION  
**FIGHTING FOR YOU!**

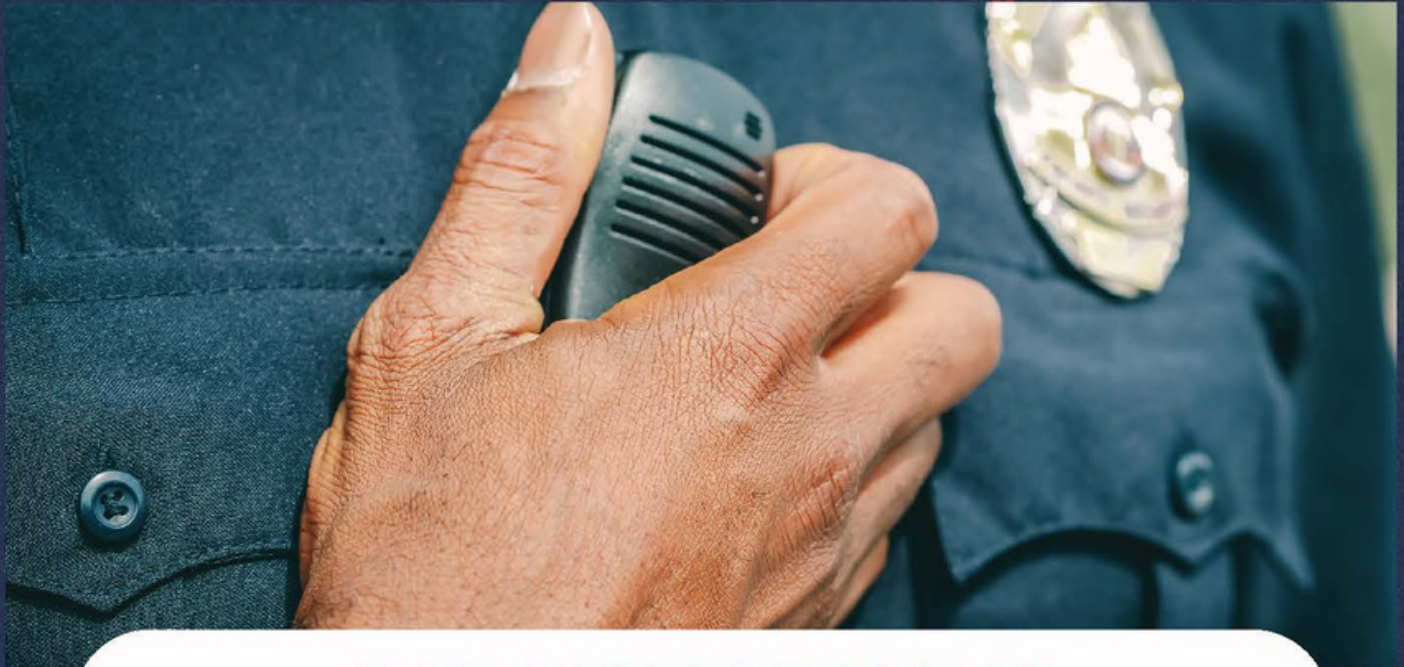
Paid by Maria Sachs, Democrat, for County Commission





INJURED RESPONSE  
PHARMACY

# How is your heart?



## DID YOU KNOW?

- High Blood Pressure is a "SILENT KILLER." Many people don't even know they have it.
- Untreated, high blood pressure increases the risk of heart attack, stroke, and other serious health problems, including E.D.
- Approximately three-quarters of emergency responders have prehypertension or hypertension.
- A first responder who is suffering from hypertension, PTSD, high blood pressure, heart disease, or TB should discuss their rights with an Attorney that specializes in the Heart & Lung Bill as soon as possible.



If you are currently covered under the Heart & Lung bill, contact this PBA Sponsor for all your prescription needs.



Pharmacist consultations available.

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[www.InjuredResponsePharmacy.com](http://www.InjuredResponsePharmacy.com)





## A CHANCE TO MAKE CONNECTIONS

It's not all seriousness and business at the Leadership Conference – we know how to have some fun too! There are plenty of opportunities to unwind and to enjoy the comradery of those around the state, allowing you to relax, bond with your peers, and recharge your batteries. After all, a little bit of fun can go a long way in boosting morale and fostering a positive work environment.

Networking is not just about collecting business cards and adding contacts on LinkedIn – it's about building meaningful relationships and finding opportunities for collaboration. By attending the Florida PBA Leadership Conference, you open yourself up to a vast network of professionals, who are valuable resources for advice, support, and future partnerships. Plus, by building a strong professional network, you'll always have someone to turn to when you need insights, recommendations, or just a friendly ear.

The PBA values this great event, and we are committed to maintaining our cohesiveness and learning from our members.

*But don't just take our word for it – here are some testimonials from attendees:*



*"I mentioned ... multiple times how fortunate I felt attending. Not only for the information presented but networking with our brothers and sisters from chapters within the state to our partners/sponsors. I find the legislative information great. Knowing that attorneys are working diligently for us is awesome. Also, the Oliver Fox [workers comp information] is also very informative. ... All of the [information] obtained will be presented ... to the troops so they are fully aware PBA is working for them and we are all PBA STRONG."* **Jeremy Campbell, PBSO Representative**



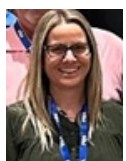
*"I truly enjoyed attending the PBA leadership conference. I got to share a lot of information with PBA leaders across the state and from the conference speakers. My favorite section of the training, put on by the Broward County PBA legal staff concerning officers in the line of duty shootings. ... I also found the presentation about the Heart and Lung bill from Attorney Jason Fox [of Oliver & Fox] to be very informative. I brought [with me] to the meeting members, of the Corrections Chapters board of directors so they [could] pass the information they learned on to our members in their respective areas. I am already looking forward to next year's conference and sharing of information important to our membership."*

**James Baiardi, State Corrections Chapter President and Florida PBA VP for Services**



*"I proudly attended the conference as the Vice President of Chapters. The training was great, and I always enjoy hearing from attorneys and I especially liked the presentation from the FDLE Supervisor. He provided important information regarding updated and relevant information that is occurring currently on the scene of officer involved events. I share the information at my membership meetings, or when I have rep training. I would like to see the conference incorporate more attorneys from different parts of the state. Have them each speak on experiences that they have come across on the scene in their area of responsibility. I can attest that the process is different, and it would be good information to provide."*

**Nick Marolda, West Central Chapter President and Florida PBA VP for Chapters**



*"I attended first out of curiosity and second to see how the leadership conference could benefit [me] and others in our agency. I was pleasantly surprised to hear from the multiple venders of how to help one with investments and to plan for possible emergencies that most people don't always plan for. I also enjoyed meeting other people from other agencies and hearing about the upcoming trips to Tallahassee to network and to push for future legislations that will benefit our agency and the state of Florida as a whole. The heart bill was something I was not fully aware of and found it especially interesting. The prevention of assisting our LEO longevity and their quality of life is something that I find important for all of our men and women who serve. Being a part of the PBA has granted me the privilege of learning new things and to be able to share the information with others within our agency. It truly has given me a new perspective on how hard our Union members work for the better of the agency."*

**Tanya Fresneda, PBSO Representative**



*"I like the over all networking with the other chapter/chapter Presidents, attorneys, reps, PBA staff, etc. I particularly like the legislative forecasts from Matt and Mat as their knowledge and experience is invaluable in this arena and the issues they are present greatly pertain to the statewide chapters such as my chapter. I learned more about the heart and lung bill and obtained resources to share with members. As for getting info out, I meet with my board and they then share in their respective areas. I also post information on our CPO Facebook page. I also send articles to have published on the state PBA website."*

**Tammy Marcus, Florida PBA Probation Officer Chapter President**



*"I attended the conference to get a deeper understanding of how we as representatives of the PBA can best help our members. It's truly incredible the network created by this association that uses every tool in the bag in order to ensure that our members are getting the absolute best results both in the members' individual agencies and at a state level. That being said I most enjoyed the current future plans the PBA has to support its members at a state level. I try to spread all information gathered for our members in settings like lineups, or group activities. I would love to see a focused effort towards the care of our members after their retirement."*

**Glenn Palmer, PBSO Representative**

# 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 (you must request one!)  
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.pbcpba.org/membership/legal/>





## "SCHOLARSHIP AWARD WINNERS SHINE ONCE AGAIN - SUPPORTING OUR PBA MEMBERS' CHILDREN" (continuing from last issue)

By Angela Twomey



Justin Sterling, 4th place winner for the Kaitlin Kazanjian Memorial Scholarship, is also attending school at Florida Atlantic University and studying public safety administration.

Speaking with Justin Sterling, who at the age of 21, has focused his career goals of Public Safety Administration with a focus in law enforcement and working up the ranks. He advised that his dream has always been to be a police officer, helping out in the community. Justin said he was "honestly surprised to be placed 4th and [he is] honestly grateful for the opportunity" going forward. Justin is planning on staying right here in Palm Beach County and working, down the road, to pursue his bachelors and his master's degree. In final, Justin said this process taught him to keep pushing forward and to not give up.

2024

# SCHOLARSHIPS

Deadline is April 15, 2024

Don't forget to mark your calendars! The application for the scholarship is available online by January 1, 2024. The deadline for submission is April 15, 2024

**BOBBY** District 7  
**POWELL**  
& COUNTY COMMISSION

“  
**THANKS, PALM BEACH  
COUNTY POLICE  
BENEVOLENT ASSOCIATION  
FOR KEEPING OUR  
COMMUNITY  
SAFE AND SECURE.**

”  
*Bobby*

PAID BY BOBBY POWELL, DEMOCRAT, FOR COUNTY COMMISSION

**A LIFE OF SERVICE  
IS A LIFE THAT  
COUNTS**



# In Memory of

## Frank Conforti

“Well folks if you are reading this my time on earth has come to an end.

Please don't grieve my loss, celebrate the time we had together. Knowing each and every one of you has been my pleasure and I was blessed to have you all in my life.

Remember the good times, the fun times we had together.

For those who knew me, you know I lived my life to the fullest each and every day.

I like to believe that the good things I did in my life and my career out weight the bad things. So after what I hope to be a short time in purgatory I will see all of you again on the other side. Life is short don't ever take it for granted, dream often and chase those dreams so that you can

make them reality”

Until we met again

*Frank*



## Constantin Miclea

The sudden and untimely passing of Deputy Sheriff Constantin Miclea was a shock to all of us, and we must now deliver the devastating news that he has died with heavy hearts and profound sadness. Not only was Deputy Miclea a hardworking public worker, but he was also a treasured part of our law enforcement family and left an indelible impression on the community that he was sworn to protect and serve.

In addition to his remarkable track record, Deputy Miclea gave his expertise and compassion to the Community Action Team (CAT), which was working to address underlying issues in the community and aiming for good change that would be long-lasting. Since the City of Lake Worth and the Palm Beach County Sheriff's Office (PBSO) amalgamated into one agency, he has continued to provide great service. Before beginning his dedicated career in Court Services, Deputy Miclea made a smooth transfer into the Road Patrol unit of District 14, where he had been working.

This devoted deputy will be remembered for his high level of professionalism and his unwavering dedication to the protection and prosperity of the community he was sworn to protect. His death has not only left a significant gap in our law enforcement family, but it has also created a void in the hearts of those who knew and cared about him. Deputy Miclea is survived by his wife and two cherished children, and it is imperative that we keep the Miclea family in our thoughts and prayers during this difficult time.

Deputy Miclea was a dedicated law enforcement officer who served his community with honor. When we think of Deputy Miclea, we honor the unyielding commitment he had to serving the public and the enormous effect he had on those whose lives he touched. He will be sorely missed, and the history of our law enforcement community will forever bear his name in honor of his service and sacrifice.



## Blase J Pfefferkorn

Blase J Pfefferkorn , 67, originally from Saddle Brook , New Jersey, and currently of Palm Beach Gardens, passed peacefully at home surrounded by loving family and friends on November 1, 2023.

After honorably serving and retiring as a Lieutenant from Riviera Beach Police Department and Sergeant from Palm Beach Shores Police Department, he spent time with his two passions, firearms and shooting, and successfully showing and training his beloved Rottweilers.

Blase leaves behind his adoring wife Debra, sister Kelly (Michael) Tisosky, nieces Dr Ashley (Graham) Bassett and Chelsea (Austin) Segal, and many beloved cousins and Aunts.



# SOCIAL MEDIA BEST PRACTICES FOR PBA MEMBERS



Michael Skelly  
PBA Public Relations  
Strategist

## Show Off Your Union Pride

The easiest way to get other people excited about our union is to show off your own pride! Post photos of yourself in your union swag, check in at union events and talk about the ways the PBA is fighting for all our members.

## Use Union Hashtags

Hashtags allow you to find union content and allows other to find your union content. Some good hashtags to use are:

#PBAStrong  
#UnionStrong  
#BacktheBlue

## Be Polite, But Speak Your Mind

You may run into anti-union trolls on social media. Pushing back against their messaging is an easy way to take the air out of their sails and counter their attempts to bust our union. Talk about the good things our union does and how it helps you and your community.

### Example:

**Troll:** The union doesn't do anything for me. They just take our dues money.

**Response:** I don't know what you're talking about. We are the union and our dues money goes toward winning and enforcing strong contracts and representing us when management comes after us.



#PBAReps  
#TheVoiceOfLawEnforcement  
#PBACelebrations



## Facebook

Facebook is one of the best places to share the union message, as it's where our members are most active. Here are steps you can take to use Facebook efficiently.

## Follow the PBA Facebook Page

Our PBA Facebook page is updated frequently with everything from bargaining updates, to member stories to important news for union members.

## If you're not already following us, visit us @PBCPBA

## Show Your Union Pride

Use your Facebook page to show off your union pride! Here are some easy suggestions.

Post pictures of you in your PBA swag

Check in to the PBA HQ when you visit

RSVP to and share official PBA events, like rallies or the annual picnic

## Share Pro-Union Content

Sharing pro-union content is a great way to remind your friends and coworkers of how essential unions are. If you come across an interesting story or meme, sharing is easy

Just click the "Share" button and choose how you'd like to share it. Your options are:

**Share Now (Friends)** – This immediately shares the post to your newsfeed for your friends to see.

**Share to News Feed** – This allows you to add your own commentary to the post and choose who sees it.

**Share to Your Story (Friends)** – This adds the post to your Facebook Story. Facebook Stories automatically disappear after 24 hours.

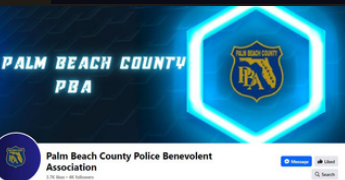
**Send in Messenger** – This allows you to share the post through Messenger.

**Share to a Group** – This allows you to share the post to a group you belong to – for example, the Not On Our Watch group.

**Share to a Page** – If you own a Facebook page for a business or community group, you can share to that with this button.

**Share on a Friend's Profile** – This lets you share the post to a friend's wall.

We recommend using the Share Now or Share to News Feed features.





## X formerly known as Twitter

Twitter is more of a Wild West than Facebook and Instagram, because it's designed to be public facing, rather than a way to socialize with friends. Twitter is a great way to stay on top of the larger labor movement and share what PBA members are doing with the world.

### Follow Our PBA Union Account @PBC\_PBA/X

Just about every local and labor organization has a twitter account, once you follow a couple, Twitter will automatically start suggesting more to you.

### Retweet Official PBA Union Content

Sharing content on Twitter is very easy. Just click the retweet button below the tweet that catches your eye.

When you click the RT button, you'll have two options:

**Retweet** – Immediately shares the tweet to your timeline

**Quote Tweet** – Allows you to leave commentary above a tweet.

### Use Hashtags

Hashtags are much more popular on Twitter and Instagram than Facebook. Hashtags allow other Twitter users to find tweets on subjects that interest them. As a bonus, if enough people use the same hashtag at the same time, a topic can “trend” which means Twitter promotes it to everyone.

“Tweet Storms,” where a bunch of people tweet about a specific rally, issue or action at the same time in order to maximize its reach and get it trending.

Be on the lookout for upcoming PBA Tweet Storms that you can participate in.



#PBACodeThree  
#TheVoiceOfLawEnforcement  
#PBAHasYourBack



## Instagram

Like Facebook, Instagram is good for sharing with family and friends more than strangers. Unlike those social networks, Instagram isn't really designed to share other people's content, just your own. However, the principles are the same as the other two.

### Follow Our PBA Union Account @PBCPBA

### Show Your Union Pride

Instagram is all about photos, so post your best Union Strong photos!

Here are a few suggestions:

You and your coworkers in your PBA gear

Any flyers or announcements you get from a worksite organizer or steward

Your union board

You and your co-workers at work serving our community. Most people don't realize how many things we take for granted like our hospitals, courts, streets, parks and more that are powered by union workers

Don't forget to use hashtags when you post!

### Tag the PBA In Your Posts

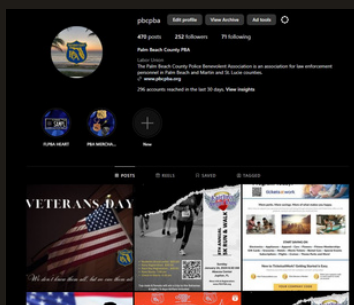
Tagging our union helps other instagram users find the PBA page, which helps get our posts in front of more people!

There are two ways to tag other users in Instagram. The first is to just include their username with the @ symbol in your caption.

The second method is to use the “Tag People” feature. To do that, write your caption, then click the “Tag People” button. It will bring up your photo and then you can click on where you want the tag to be. This is a great feature if you want to tag your friends and coworkers who are in photos with you.

If you've done it correctly, you'll see their Instagram username appear on the picture!

**FOLLOW THE PBA ON SOCIAL MEDIA AND STAY  
CONNECTED WITH YOUR UNION AND EACH OTHER!**



@pbc\_pba

FOLLOW US!





*Re-Elect Ric*  
**BRADSHAW**  
*SHERIFF*

**THANK  
YOU**



**For Your Continued  
Trust and Support**



**[www.RicBradshawForSheriff.com](http://www.RicBradshawForSheriff.com)**

Paid by Ric Bradshaw, Democrat, for Sheriff

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# Board Meeting Attendance

## September 18, 2023

### EXECUTIVE BOARD

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

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

### BOYNTON BEACH

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

### DELRAY BEACH

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

### FAU

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

### GULF STREAM

Randall Wilson **X**

### HIGHLAND BEACH

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

### JUNO BEACH

Brian Berlingo, Appt'd **X**

### JUPITER

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

### JUPITER ISLAND

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

### LAKE CLARKE SHORES

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

### LANTANA

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

### MANALAPAN

### MCSO - LAW ENFORCEMENT

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

### MCSO - Corrections

Samuel Haidy **X**  
Edward Burke **X**  
Stephen Piekara **X**

### NORTH PALM BEACH

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

### OCEAN RIDGE

Mario Galluscio **X**

### PALM BEACH GARDENS

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

### PALM SPRINGS

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

### PBSO - LAW ENFORCEMENT

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

### PBSO - CORRECTIONS

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

### PBSO - CIVILIANS

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

### RIVIERA BEACH

Jeremy Summers **X**  
Nir Mordechay **X**  
Michael Brown **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 **E**  
Khashayar Khatami, Alt **E**  
Chad Aubrey, Alt **X**

### SEWALL'S POINT

### STUART

John Martin, jr., Appt'd Alt **E**  
Christopher Heitfeld, Appt'd Alt **E**

### TEQUESTA

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

### WEST PALM BEACH

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

**Tommy Jordan,**  
*Corrections Liaison*

**Tammy Bussey,**  
*Recruiter/Retention*

**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

Brian Berlingo, Appt'd

### 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.  
Trevor Davis, Appt'd

### 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  
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  
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.



By perpetuating the historical significance of honor guards, preserving the symbol of freedom and carrying the colors, undertaking rigorous training, and executing precise flag folding and unfurling, the honor guards stand as the epitome of respect. They inspire admiration from all who witness their dedication. To be selected, a member should be a service man or woman who is able to stand as the public face of honor, and they may be competitively selected from among their peers. Once chosen, the honor guard member embarks on an intensive training program to prepare him or her for the ceremonial responsibilities. They undergo physical training to develop strength, stamina, and precision. Additionally, they engage in mental training to enhance their focus, discipline, and knowledge of military protocol.

## *THE HONOR GUARD* *Carrying the Colors of Freedom*

The Honor Guard (or Color Guard, as it is sometimes referred) stands as a revered symbol of respect, honor, and patriotism, as its members carry the colors of freedom. With their precise movements, these men and women represent the very essence of the sacrifices made by those who have served and continue to serve in the defense of our nation, as protectors of our freedoms, as well as those who serve the public on a day-to-day basis.

That's what everyone knows, but what about the rest of the story? In this article, let's get a little more into the world of the Honor Guard, exploring its historical significance, the importance of carrying the colors, and the various ceremonial duties the its members perform. Join us on a journey to discover the unwavering dedication and timeless traditions of the Honor Guard, as it upholds the valor and pride of a nation.



## *Historical Symbol of Respect and Honor*

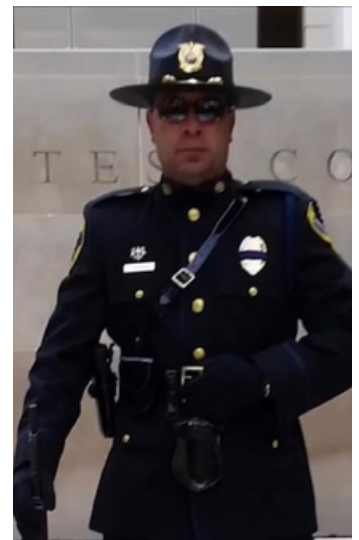
From ancient times to present-day, honor guards play a crucial role in protecting and representing their nations. Rooted in a rich history, honor guards have always been entrusted with preserving the symbol of freedom. Whether it's guarding palaces, leading processions, or participating in military ceremonies, honor guards have stood as a symbol of pride and unity for their countries.

In today's world, honor guards continue to serve an important function. They represent their Agencies' past and present members, and they embody the respect and values that their agencies hold dear. Whether they are performing ceremonial duties at a celebratory event or serving at a fallen officer's funeral, the Honor Guard upholds the dignity and legacy of their respective agency.

Many times, you will see different flags carried at ceremonies. Not only the flag of our country, but also the State flag, the flags of the agencies that the members represent, and the flag (if there is one) for the holder of the event—like the PBA flag (carried at the Police Officers' Ball). The national flag serves as a powerful symbol of a country's identity and unity. It represents both the sacrifices made by previous generations and the nation's core values. Carrying the colors represents the commitment to upholding these ideals and to preserving the freedom that the flag symbolizes.

Saying goodbye to a fallen hero is both one of the most solemn and emotional experiences imaginable. The Honor Guard provides military funeral honors with unparalleled dignity and respect. With grace, they perform ceremonial rituals, such as the folding of the American flag, and often work in conjunction with the Pipes and Drums Corp. These rituals pay tribute to the fallen and offer solace to grieving families, reminding them that their loved one's sacrifice will never be forgotten.

### *Honoring Those Lost*





# Opening to Great Celebrations

## Insight from Honor Guard Members

Conversations with some of the Honor Guard throughout the county:

In speaking with some of the Honor Guard members, **Walt Robinson (PBSO Honor Guard and former Marine)** has served with the Honor Guard in some shape or form for 20 years. He told me that recently, he made his first trip to Washington DC for National Police week and experienced the candlelight vigil, which was one of his greatest memories with the Honor Guard. That would be in addition to travelling the state to attend the funerals of fellow fallen officers.

I also managed to catch up with **Mike Donovan (PBSO Honor Guard)**. He was happy to tell me his story. He said that, "Honor Guard, to me, is the greatest honor to represent the country, agency and everything that the flag stands for while presenting the colors. When I was a child, my uncle, who was a law enforcement officer, passed away, and I will always remember the way the honor guard unit went out of their way to help my family in the most tragic time. I have been on the Honor Guard for 7 years. As a Sergeant, I don't normally carry a flag, but when I did, it normally was the American flag because of my height. Every time we put on the uniform, people are always happy to see us. In my opinion, we have one of, if not the best, uniforms. It is always hard when a child of a fallen officer speaks about their father or mother that has passed."

When it comes to national holidays and celebrations, the Honor Guard is always ready to make its mark. Whether it is standing tall during Fourth of July festivities or leading the way in a Veteran's Day parade, these dedicated individuals become living symbols of patriotism. They remind us of the sacrifices of those who came before us and inspire us to march forward with the torch of freedom.



Patriotic parades are not complete without the vibrant presence of the Honor Guard. With their crisp uniforms and precise drill movements, they capture the attention and admiration of onlookers. They bring a sense of tradition and honor to these events, reminding us of the values that make our nation great. So, next time you're enjoying a parade, take a moment to appreciate the vital role that the Honor Guard plays.

## Team Efforts

It's also important not to overlook the behind-the-scenes efforts that keep the Honor Guard running smoothly. Many unsung heroes work tirelessly to ensure that the Honor Guard is equipped with top-notch gear. From polishing buttons to maintaining ceremonial rifles, their meticulous work guarantees that the Honor Guard appears flawless and dignified.

## Future of the Honor Guard

As times change, so must our ceremonial practices. The Honor Guard recognizes the need to evolve, while also preserves the traditions that define it. Its members embrace new technologies and techniques to enhance their performances, without compromising the solemnity and respect that their duties demand. This delicate balance ensures that future generations will continue to witness the incredible displays of honor and patriotism that the Honor Guard puts forth.

In today's diverse and inclusive world, the Honor Guard remains committed to representing the rich tapestry of our nation. They celebrate the contributions and sacrifices of individuals from all backgrounds, showing that unity and respect go hand in hand with honor and tradition. By actively promoting diversity and inclusion within their ranks, the Honor Guard paves the way for a future where all Americans can proudly carry the colors of freedom.

## "High standard of conduct, honor, integrity and respect"

Connecting with additional Honor Guard members, I reached out to **Gladys Cannon of the Boynton Beach Police Department**. She offered, that while she does not have a military background, the Honor Guard "means being the finest representation of the Boynton Beach Police Department, by displaying the highest levels of professionalism at all times." Also, she elaborated that she "chose the Honor Guard because it represents a high standard of conduct, honor, integrity and respect. Police in general are held to a higher standard, and the Honor Guard is held to an even higher standard."

Gladys, having been an active member of the Honor Guard since December of 2002 (totaling 21 Years of service), shared that "prior to this year, our [Boynton Beach Police] Honor Guard hadn't attended National Police Week in our nation's capital since 1998. To have been given the opportunity to experience it this year, with live and in-person events, was nothing short of amazing! It was truly an honor, serving as an ambassador for the department at the final farewell of fallen officers." She also shared some of her fondest memories: "Three of the most touching memories of my service in the Honor Guard are the sudden and unexpected deaths of Boynton Beach Police Officers Joe Crowder, Dennis Castro, and retired Sergeant Lee Thompson. With permission from their families, the Honor Guard was able to memorialize and honor our fallen brothers that we've worked with and known so well."



## ***“Vires quod veneratio... ‘Strength and Honor.’”***

I also was able to connect with Mike Lubinski (PBSO Honor Guard). He explained that he had “been on the PBSO Honor Guard Team since 2011 and [is] still an active member. Before PBSO, [he] was a paratrooper in the U.S. Army’s 82nd Airborne Division from 2001-2005.” Further, he stated that “holding the American flag is the biggest privilege! Flags are assigned by height, so the tallest member will carry the American flag, then state flag, county flag, and PBSO flag, etc.” Because Mike is 6’2”, he usually carries the state or American flag depending on how many tall guys are assigned to the detail. His highlights included “traveling to Washington DC and Tallahassee yearly to represent Palm Beach County and PBSO. Traveling while wearing our uniform and representing our respected agencies is an honor.” Further, he said his “biggest privilege is funeral details. Honoring our fallen is a privilege we take very seriously. The most fun event for the honor guard team is the PBA Ball. I go most every year, and the food and environment is always amazing.”



Kevin Schwebs from Jupiter Police Department showed his enthusiasm for the honor of serving in this role. He relayed that he has “been part of our Honor Guard for 15 or more years (so long, I can’t remember).” Sharing what it means to him, “[n]ot only teamwork and excellence, but mainly ‘Honor, Respect, Remember’....To be there to support the family of the fallen and honor their wishes. I take pride in representing my agency, and there is no better way to do that than Honor Guard. When I put on that full dress uniform for a special event, ceremony, or unfortunately a funeral, I know that I am part of a select few who are able to do the tasks at hand. That is where teamwork and excellence comes in, our unit is constantly training, continuously going over the small repetitive stuff - but that is what makes us good and why we are constantly requested to present colors at their events.” He continued with the fact that he preferred “rifle duty, but when it comes to flags, American.” His highlights include “[t]raveling to Tallahassee and Washington DC annually and participating in the events. The comradery is awesome and priceless.” He also shared his most touching memory, a day we all remember, “Casket guard (2 rotations) and escort for fallen squad mate Bruce St. Laurent – the toughest thing I ever had to do! To be able to stay focused and to control my emotions during the services that day was a mindset that not a lot of people have and why Honor Guard is not for everyone.” He concluded with “Vires quod veneratio... ‘Strength and Honor.’”

***“The Honor Guard exemplifies the highest standards of integrity, discipline, and reverence”***

In conclusion, the Honor Guard exemplifies the highest standards of integrity, discipline, and reverence in carrying the colors of freedom and honoring those fallen. Through their unwavering commitment and meticulous attention to detail, its members honor the sacrifices of those who have served and protected the cherished symbols of our nation. The Honor Guard's presence at funerals and special events is a reminder of the values that we hold dear. As we reflect on their important role in preserving tradition and upholding the spirit of patriotism, let us express our gratitude to these dedicated men and women, who ensure that the colors of freedom continue to fly high.

**SCAN ME!**



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PALM BEACH COUNTY  
FLORIDA  
PBA



KAITLIN A. KAZANJIAN  
CHARITY



DUES &  
MERCHANDISE



PBA CHARITY

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# Thank You

for all you do,  
Palm Beach County PBA!

RE-ELECT  
**CHRISTY  
FOX**  
WPB CITY  
COMMISSIONER  
DISTRICT 3

Paid by Christy Fox for City Commission

# THANK YOU!

I stand with  
Palm Beach  
County's  
finest

**ELECT MICHAEL  
NAPOLEONE**  
FOR WELLINGTON MAYOR



Paid by Michael Napoleone for Mayor



*"Gary Sullivan and Trustmark have my full endorsement."*  
– John Kazanjian

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# NEW MEMBERS

## AUGUST 2023

### PB GARDENS

Heather Cepuchowski  
Derek Hearn  
Daniel Hernandez  
Elizabeth Renteria Gomez  
Shane Sawczak  
Sean Williams

### RIVIERA BEACH

Michael Coleman

### PALM SPRINGS

John Dickerson  
Robert Guinan  
Camden Laparche  
Luis Vazquez

### PB SCHOOL POLICE

Sean Williams

### PBSO

Mitchell Block  
Hengy Florus  
Jordan Galvan  
Toni Mccauley  
Jorge Medina  
Luz Ramirez  
Osmara Tejada

### WPB

Christian Gemignani  
Angel Matis

### FAU

Deltavain Griffin  
Melissa Malara

### MCSO

Pierce Abrams  
Christine Baker  
Lauren Betsinger  
Rachel Braese  
Tawnya Collins  
Lauren Dunnam  
Eric Ellington  
Colleen Gannon  
Doraliza Gomez  
Lorraine Guizerix  
Dawn Haas

### Ginger Hanna

Britney Hanton  
Amanda Heffron  
Amanda House  
Julie Hovsekland  
Monica Humberstone  
Karen Kneubehl  
Kristen Leach  
Andres Marquez  
Shannon Mcgee  
Kasey Mundt  
Norberthely Murphy  
Tabitha Queen  
Michelle Strunk  
Michele Thonney

### BOYNTON BEACH

Tyler Caban  
Victor Colon  
Steven Cunningham  
Frantzsl Saget  
Jeremy Slad

### JUNO BEACH

Robert Espinosa

### OCEAN RIDGE

Hayden Archer

### HIGHLAND BEACH

William Semple

## SEPTEMBER 2023

### DELRAY BEACH

Haley Mirabelli

### PBSO

Ashley Hilton  
Summer Garmon

### PB SCHOOL POLICE

Victor Negron  
Zola Yee  
Shabana Nguon  
Louis Collura

### JUPITER

Mekni Brown  
William Maldonado

### MCSO

Ileana Tojeiro  
Wendy Mcallister

### BOYNTON BEACH

Eric Langill

### PALM SPRINGS

Mariah Thompson

### PBSO

Teresa Lovelass  
Chelsea Smith  
Lauren Bruckner  
Karina Spierto  
Rae Ann Carlucci  
Shannon Mcwilliams  
Manuel Alvarez  
John Arnold Iii  
Kylie Carothers  
Christopher Chodhary  
Edwin Colletti  
Jnaya Cromartie  
Markita Cromer  
Jether Delva  
Kenderlin Dort  
Trevontae Drummond  
Isabella Fiallos  
Duckenson Florestal  
Angel Garcia  
Zoey Grant  
Ricardo Guerrero  
Kendon Harrell  
Cory Hayden  
Roy Hernandez  
Nicholas Huertas

### Christina Lavallee

Jonathan Lazo Meraz  
Darren Mccrary Jr  
Markeshia Mckinney  
Daisha Miller  
Elliot Miranda  
Diallo Palmer  
Kyle Pilgrim  
James Prestinari  
Bedson Raymond  
Carol Retamozo  
Isabella Reythel Lopez  
Alexander Rooney  
Almesha Roy  
Gavin Smith  
Charles Taylor  
Marc Arthur Thelemaque  
Mario Veloz  
Hassan Wedderburn  
Handdale Whittingham  
Marissa Hansen  
Candelaria Ramirez Marcos  
Vanessa Chamba Paaanenen

### JUPITER INLET COLONY

Jonathan Folbrecht

### HIGHLAND BEACH

Jason Nadolinski

### MCSO

Philip Albright  
Monique Moran  
Vining Karen  
Uda Lopez Jr  
Glenn Langley Jr

### JUPITER

Jonathan Ciarrone  
Emma Gibbs  
Nicole Hansen  
Kourtney Newman

### MANALAPAN

Michael Defilippis

### BOYNTON

Jessica Frye

### DELRAY BEACH

Richard Galasso  
Steven Mayor  
Emily Uplegger

### PALM SPRINGS

Shane Shepard  
Nelson Metayer

### PB SCHOOL POLICE

Sabrina Henwood  
Olivia Morris  
Victoria Milsap  
Jonathan Gross

## NOVEMBER 2023

### MCSO

Jared Muniz  
Lukas Hughes  
Juan Pepper Orellana Jr  
Victoria Vitier

### PBSO

Lakiara Melendez  
Regina Pritchard  
Valerie Engram  
Timothy Teeling

### BOYNTON

Mark Rendel  
Luis Nalerio

### FAU

Stefan Lee

### PB GARDENS

Jonathan Castro

## DECEMBER 2023

### PALM SPRINGS

Joseph Garcia  
Randy Hache  
Jeremy Williams

### BOYNTON

Endy De Jesus  
Julian Londono-Orozco

### WEST PALM BEACH

Bradley Emmons  
Mark Vertefeuille

### PB SCHOOL POLICE

John Bottone

### MARTIN COUNTY TAX COLLECTOR

Meredith Jones





October 12, 2023

Mr. John Kazanijan  
Police Benevolent Association Charity Fund, Inc  
2100 North Florida Mango Road  
West Palm Beach, FL 33409

Dear Mr. Kazanijan,

Thank you for supporting Bella's Angels 4<sup>th</sup> Annual Nine & Dine Golf Tournament held on September 30, 2023, at Delray Dunes Golf & Country Club. The Buddies and their families are so appreciative of your donation in the amount of \$2,500.00 of which 100% is tax deductible by law.

We were so inspired by the turnout and are so grateful to everyone who attended. It was heartwarming to see so many people come together to support our cause. We are so grateful to our sponsors, volunteers and staff who worked tirelessly to make our event a success. A special thank you goes out to Dorothy Bradshaw for once again being our fantastic chair. This dedication and hard work is truly appreciated.

Because of your support, we were able to raise more than \$48,000.00 to support our mission of providing financial assistance to local children with life-long disabilities, beyond what insurance covers. Currently, we support 31 families with the goal of supporting 50 families annually by 2027.

Again, thank you for your support in making this a huge success. We are so grateful to have you as a part of Bella's Angels family. Save the date for our 2024 event to be held at Delray Dunes on September 28, 2024. We hope to see you there!

Sincerely,

Deborah Jaffe  
Executive Director

*We are grateful for your continued support. Thank you for all that you do!*

This letter serves as your receipt for your donation. You have received no goods or services for this donation.

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Bella's Angels, Inc. ■ 13860 Wellington Trace #38-111 ■ Wellington, FL  
[www.bellasangels.org](http://www.bellasangels.org)

**Hey Brennan, I would just like to say thank you on behalf of my entire family. Words could never express my gratitude for all the hard work you did. You truly have a gift, I hope to never need your services again however I would not want anybody else to represent me. Thank you again for everything and I hope you have great rest of the week.**

**PBA Member**

Dear PBA,

Thank you so much for the generous scholarship. I appreciate all you do for our law enforcement community. This money will greatly aid me in my studies this year. It is evident how much you support this community. Again, thank you!

Sincerely,  
Ashlyn  
Hirsch

*Thank you*

I want to send a huge thank you out to you and your staff for standing behind me and several other officers during our recent grievances.

Without the backing of the Palm Beach County PBA, I'm certain that

I would have been unjustifiably terminated from my position. Brennan and other staff members did an excellent job in preparing and presenting our cases to the town.

My family and I thank you all very much for your dedicated services to your members!

With Great Appreciation,  
PBA Member







**TAMPA POLICE  
BENEVOLENT ASSOCIATION  
CHARITY FUND**

1302 West Busch Boulevard, Tampa, Florida 33612  
Office: 813-228-8900 Facsimile: 813-223-3069  
[www.tampapba.org](http://www.tampapba.org)

October 2, 2023

Dear President Kazanjian,

On behalf of the nearly one thousand Officers of the Tampa Police Benevolent Association, please accept my personal thanks for your support and generous contribution from the Palm Beach County PBA to the fourteenth annual *Our Heroes' Memorial Golf Tournament* that took place on September 25th, 2023, at Hunters Green Country Club.

Thanks to you and your organization, the event succeeded in raising funds for the Tampa PBA Charity Fund. This fund supports families of Tampa Police Officers that are killed or critically injured in the line of duty and supports the Tampa Police Honor Guard.

It is important that we honor our officers and their families when an officer is killed in the line of duty. It is more important that we "Never Forget" and can continue to honor these officers when their families are in need. A donation like yours shows our families that their loved ones are not forgotten.

Again, please accept our thanks and appreciation for your involvement.

Sincerely,

Brandon Barclay, President

Registration number: CH29864

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BRANDON BARCLAY, President  
MARK BELMONTE, Sergeant at Arms



JOHN MILLER  
KRISTINA DUFF

PROTECTING AND SERVING THOSE WHO PROTECT A

I am writing to express my heartfelt gratitude for the exceptional legal representation during my recent Internal Affairs case. Brennan's expertise, professionalism, and unwavering dedication were instrumental throughout the process.

From the very beginning, I was impressed by the thorough understanding of the legal issues involved. Brennan took the time to explain every aspect of the process in a clear and concise manner, ensuring that I was well-informed.

Throughout the proceedings, he demonstrated remarkable skill and strategic thinking. He meticulously prepared each step of the case. Regardless of the outcome, his ability to present a compelling case before the Arbitrator was truly awe-inspiring.

I would also like to thank Courtney for all of her help and the board for allowing and providing such great representation.

PBA Member

Thank You

Dear PBA Scholarship Committee,

I would like to express my sincere gratitude on you awarding me a scholarship to apply to my college tuition. I am extremely blessed and appreciative of your generous gift and for you investing in my college education at Rollins College. Thank you so much for helping me strive for my dreams. God bless all of you.

Thank you so much,

Brianna Gasparini

# Meet the PBA's Officers of the Month!

## July



In July 2023, Delray Beach Officers Monterrey, Reinhart, and Williams conducted a welfare check and arrived at the residence of a man, who was armed and making suicidal comments. The subject's girlfriend let the officers into the home. The officers searched and found the man, who was lying on the garage floor and pressing a gun to his throat. After giving multiple verbal commands, the officers were able to calm and disarm him without incident. They secured the scene, where they discovered that the subject had gone to great lengths to prepare the area and himself for the act of suicide. Because of their quick thinking, empathy, and teamwork, these officers stopped this man from ending his life, and his many loved ones are extremely grateful. Terrific job.

## August

During Memorial Day weekend, Sgt. Mordechay and his family were enjoying the weather at the beach on Singer Island. A woman spotted a young boy in the water, and he was caught in the rip currents, which were especially strong that day. Without hesitation, Sgt. Mordechay jumped into the ocean to save the child, and two other men quickly joined him. The three men were able to reach the boy, who was very fatigued and at the point of drowning, and Sgt. Mordechay instructed the child to relax and to not fight the current. They were able to bring the boy to shore. Sgt. Mordechay and these strangers worked selflessly together to save this child's life. Great job!



## September

In April 2023, the residents of Palm Beach Gardens and North Palm Beach experienced a very rare tornado, resulting in the Palm Beach Gardens Communications Center handling almost 300 calls during a two-hour time period—with only four (4) timekeepers on duty during the first hour. Ms. Theriault did an exceptional job managing her call volume and personnel, addressing the need for twice as many radio talk groups, briefing her staff on the situation, and calling in night patrol shift manually to ensure public safety. Ms. Theriault conducted herself professionally and positively, and her great attitude fostered teamwork and mitigated damage. Great job!





# Congratulations Judge Brennan!



[HOME](#) [GOVERNOR DESANTIS](#) [FIRST LADY DESANTIS](#) [LT. GOV. NUÑEZ](#) [MEDIA](#) [INFO CENTER](#) [JUDICIAL](#) [CONTACT](#) [ESPAÑOL](#)

Lieutenant Governor Jeanette Núñez Highlights 2023 Administration Successes

MEMORANDUM

## Governor Ron DeSantis Makes One Judicial Appointment to the Nineteenth Judicial Circuit Court

On January 5, 2024, in News Releases, by Staff

**TALLAHASSEE, Fla.** — Today, Governor Ron DeSantis announces one judicial appointment to the Nineteenth Judicial Circuit Court.

**Brennan Keeler, of Hobe Sound, to serve as Judge on the Nineteenth Judicial Circuit Court**

Keeler has served as Legal Counsel for the Palm Beach County Police Benevolent Association since 2016. Previously, he served as an Assistant County Attorney for the Martin County Attorney's Office. He earned his bachelor's degree from Boston College and his juris doctor from Florida State University. Keeler fills the judicial vacancy created by the resignation of Judge Belanger.



CLICK HERE to APPLY to a GUBERNATORIAL APPOINTMENT

## Brennan Keeler Appointed as Judge for the 19th Judicial Circuit

By [Justin Vivar](#) Published: January 6, 2024 at 6:24 pm EST | Updated: Jan 20, 2024 at 5:26 pm EST

Since 2016, Keeler's professional journey took a turn towards representation, as he began working with the Police Benevolent Association. Here, he dealt with intricate matters of contract negotiations, internal affairs representation, and critical incidents such as officer-involved shootings. Keeler's tenure at the Association is a testament to his adept negotiation skills and his ability to navigate high-pressure situations.

### Keeler's Local Roots and Academic Journey

Brennan Keeler's connection to Florida runs deep. Having resided in the state for 33 years, he is rooted in the local culture and community. His family owns a business in Port St. Lucie, further strengthening his ties with the region. These local connections, coupled with his dedication to public service, make Keeler a fitting choice for a judicial role that requires an understanding of the local social fabric.

On the academic front, Keeler's journey is equally impressive. He received his bachelor's degree from Boston College before venturing into the realm of law. His legal education was pursued at the Florida A&M College of Law, culminating in a law degree from Florida State University.

Florida Governor Ron DeSantis has confirmed the appointment of Brennan Keeler, a seasoned attorney with roots in Hobe Sound, to the esteemed position of judge for the 19th Judicial Circuit. Keeler is all set to fill the vacancy left by Circuit Court Judge Robert Belanger, who bid adieu to his illustrious career in November of the preceding year, leaving two years of his final term unfulfilled.

### A Glimpse into Keeler's Legal Journey

Brennan Keeler's legal odyssey is marked by an impressive array of roles and responsibilities. It began with his tenure as an assistant state attorney from 2010 to 2013—a period that saw him managing an expansive caseload, with offenses ranging from misdemeanors to felonies. The subsequent years saw Keeler don the mantle of a police legal adviser in Port St. Lucie and an assistant county attorney for Martin County, further enriching his legal expertise.

## Treasure Coast Attorney Brennan Keeler Appointed 19th Judicial Circuit Court Judge

WCTV - By WCTV  
Published January 11, 2024 at 10:00 AM

Florida - Thursday January 11, 2024, Governor DeSantis has appointed Brennan Keeler as a judge to the 19th Judicial Circuit Court.

Brennan Keeler, Keeler is from Hobe Sound. He has served as Legal Counsel for the Palm Beach County Police Benevolent Association since 2016.

Previously, Keeler served as an Assistant County Attorney for the Martin County Attorney's Office.

He earned his bachelor's degree from Boston College and his juris doctor from Florida State University. Keeler fills the judicial vacancy created by the resignation of Judge Belanger.

## A note from Larry Fagan

Brennan contributed a wealth of knowledge and outstanding legal work to this office for 8 years.

He cared for his clients with patience and thoughtfulness and gave sober advice.

We will miss his great work and kind demeanor, not to mention his dry sense of humor.

Brennan's take on situations was unique and insightful. He often provided us with a different way to look at things; a better way usually.

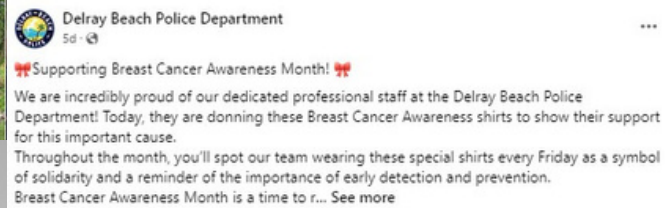
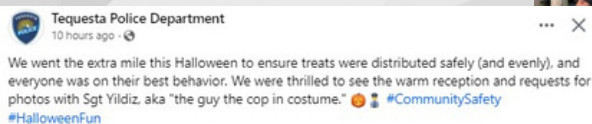
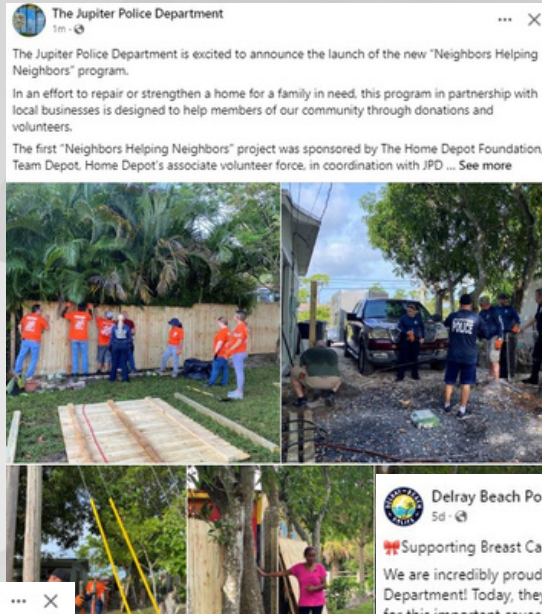
His "judicial temperament" will be an asset to the bench and to our Florida Community. We are all grateful for his enduring contribution to the PBA.

Brennan had become part of the fabric of this office and it is with great sadness that we wish him well and all the best on his next journey.

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# Let's Get Social





**Clewiston Police Department** is at Ocean Ridge Police Department.  
October 26, 2022 · Ocean Ridge ·

Want to know what a brotherhood/sisterhood looks like? Chief Richard Jones and the members of the Ocean Ridge Police Department saw a post on Facebook about a Hendry County Deputy that was severely impacted by Hurricane Ian. Although they never met the deputy before, members of his agency didn't hesitate to raise \$3,600.00 and additional donations that filled a small trailer. Our town is small, but our law enforcement family is large. Thank you to the Ocean Ridge Police! [#weareallinthistogether](#)



**Riviera Beach Police Department**  
September 21 at 2:49 PM ·

In honor of National Forensic Science Week, we want to express our heartfelt appreciation to our incredible Crime Scene Investigation Team! 🧐🔍 Your unwavering dedication and tireless efforts in the pursuit of justice are nothing short of remarkable. 🙌 Thank you for your commitment to solving puzzles, bringing closure, and making our communities safer. 💙💙 [#ForensicScienceWeek](#) [#CSIAppreciation](#) [#DedicationToJustice](#)



**Palm Beach County Police Benevolent Association**  
a day ago ·

Proud sponsor of the Miracle League Palm Beach County 2023 ML All-star weekend! Our very own Greg Allen (Vice President) on hand for the event! [#PBAcares](#) [#PBAinTheCommunity](#)



**Palm Beach Schools Police Department**  
2d ·

PRE-K DAY! 🎉 Pre-K students had a visit from Officer Diaz at Meadow Park ES today! The day's topic was safety, and the students had the opportunity to make police hats to be just like their favorite school officer. Thank you, Meadow Park ES and Officer Diaz, for sharing!



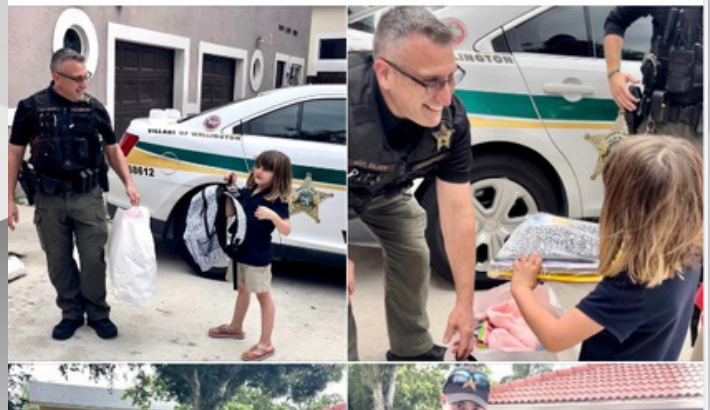
**Boynton Beach Police Department**  
2d ·

In honor of National Faith and Blue weekend, the Boynton Beach Police Department officers teamed up with incredible partners from Journey Church, Solid Waste Authority of Palm Beach County, and our amazing Boynton Beach community members to make a difference. Together, we painted the home of Mrs. Evangeline Ward—a widow and a respected member of our community. Mrs. Ward's late husband, a valiant member of the United States Marine Corps, served our great nation with selfless... See more



**PBSO - Palm Beach County Sheriff's Office**  
1m ·

Our Policing Deputies came across a single father and his 2 kids facing homelessness. So we worked together with community resources to ensure they found a place to call home. To brighten their journey, our deputies surprised the kids with new clothes, shoes, and school supplies, generously donated by our community partner, [The Giving Closet Project](#). We wish this lovely family, good luck with their new journey.



**Stuart Police Department**  
September 12 at 6:07 PM ·

The Stuart Police Department is happy to announce that it is the new home of an American flag retirement box. This box is located in the lobby of the police department near the 9/11 memorial statue. Citizens who have old American flags may now place them inside the box so they can eventually be properly disposed of by members of the Daughters of the American Revolution, Halpatiokee Chapter. The box was created by Eagle Scout Jack Duke and his team from Eagle Scout Troop 840.



**The Jupiter Police Department**  
1d ·

Thank you to [NAMI](#) (National Alliance on Mental Illness) for coming to speak to our Cops & Teens Talk group today about mental health awareness. Breaking the stigma is so important starting from a young age. Thank you for helping bring awareness and advocating for mental health. [#Stopthestigma](#) [#Worldmentalhealthday](#) [#Youarenotalone](#)



**Riviera Beach Police Department**  
6d ·

The City of Riviera Beach is embarking upon a new collaborative effort between the Riviera Beach Police Department and the Riviera Beach Community Redevelopment Agency (CRA) to address crucial quality of life issues within the CRA District through their ambitious "Clean and Safe Initiative."

This groundbreaking initiative is marked by the participation of dedicated "Clean and Safe Ambassadors" and law enforcement officers, all uniting to make a visible and lasting difference... See more





8TH ANNUAL KAITLIN'S ANGEL RUN

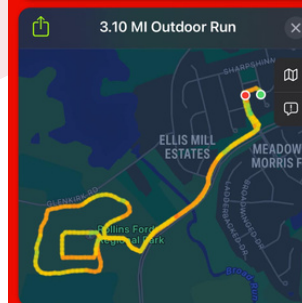
# ANOTHER SUCCESSFUL YEAR FOR KAITLIN'S ANGEL RUN



# 2024



9:15 AM-9:55 AM Gainesville	
<b>Workout Details</b> <a href="#">Show More</a>	
Workout Time	Distance
<b>0:39:49</b>	<b>3.10MI</b>
Active Calories	Total Calories
<b>396CAL</b>	<b>473CAL</b>



**Big kudos to our incredible virtual runners!**

Hats off to the rockstar volunteers, sponsors, and participants who poured their hearts and souls into making this event a roaring success year after year! The gratitude we feel is beyond words. You guys are the real deal! We can't thank you enough for everything you've done.



## 8TH ANNUAL KAITLIN'S ANGEL RUN

The sky poured like a waterfall, but our super runners didn't let that dampen their spirits.



### Top Overall Male

Bib 81

Matthew Reilly

0:17:46

Matthew ran with us and won in 2022. He said, despite the additional years he ran faster, so it felt good. Matthew did not know the prize for first place until final follow up emails on the Friday before the race. According to him, the prize didn't matter it was for a good cause. He also competes nationally at the Masters level, and this was a tune up race for a January 20th race in Richmond VA. Why does he like our race? Well, first off, a great cause and good event. Secondly, he lives in the neighborhood and likes a race close to home on a fast course. How did he feel finding out he was 1st across the finish line: It was cool. Despite the rain I felt good throughout the race and it was awesome getting support from the runners I was seeing after the turnaround point a couple of pictures (while I was running) for people and a couple of high fives!



### Top Overall Female

Bib 77

Lilia Drew

0:21:07

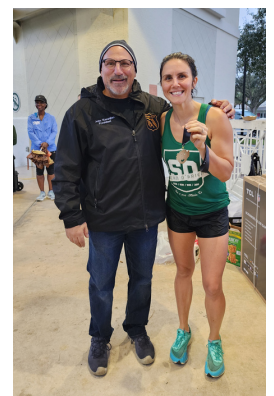
Lilia heard about the race through an email of upcoming races in the area and this was her first year running with us. She lives close by and always tries to support local races that go toward Charities.

Though she has said, it won't be her last. She didn't realize until the morning of the race the incredible 1st Place Overall prize. Her final thoughts: The race was soooo well ran. I didn't know about this cause until Friday [January 12 th ], it really touched me. The way Kaitlin's family turned such a horrible accident into positive events to help others is admirable.



The second-place winners (in both the male and female categories) each received a 55" TV as a prize provided by

David **G**OLDEN P.A.  
LAW OFFICES



Don't miss out on the fun! Swing by our social media for some stunning snaps of this epic day, and show us some love with a like! they can also be found at <https://runsignup.com/Race/Photos/FL/Jupiter/6thAnnualKaitlinsAngelRun>



# START THE NEW YEAR STRONG: FINANCIAL PLANNING TIPS FOR A FINANCIALLY FIT FUTURE



As the New Year approaches, it's time to assess your financial well-being and set the stage for your future. Establishing sound financial habits early in the year can pave the way for greater stability, security, and success. Whether you're just starting your financial journey or seeking to improve your current situation, here are some essential tips to kickstart your path to financial fitness in the upcoming year.

## Set Clear Financial Goals

Begin by outlining your financial objectives for the year ahead. Establish both short-term and long-term goals that are specific, measurable, achievable, relevant, and time-bound (SMART). These goals could range from building an emergency fund, paying off debt, investing in retirement, saving for a major purchase, boosting your income, or a combination thereof. Having clear objectives will help guide your financial decisions and keep you focused throughout the year.

## Build an Emergency Fund and Pay Off Debt

Unforeseen expenses can arise at any moment, emphasizing the importance of having an emergency fund. Aim to save at least three to six months' worth of living expenses in a separate account. Start by setting aside a portion of your income regularly until you reach this target. This fund acts as a safety net, providing financial security during unexpected events like medical emergencies, job loss, or major home repairs. When we meet with clients this is often the most overlooked item and is one of the most important. While building your emergency fund, create a plan to pay off high-interest debt, such as credit card balances, which can hinder your financial progress. Prioritize paying off debts with the highest interest rates first while maintaining minimum payments on others. Being debt-free allows you to redirect funds toward savings and investments.

## Invest in Your Future

Allocate a portion of your income toward investments that align with your risk tolerance and long-term financial goals. Whether it's your 457(b), other retirement accounts, traditional brokerage accounts, real estate, or a combination of these, investing early and consistently can significantly grow your wealth over time.

Below is a chart showing a client investing \$500 per month earning an average of 8% annually. You can see the chart illustrates how much the client could have accumulated at different increments using the assumptions below. The difference between investing over 20 years and 30 years is an astonishing \$1,272,731.59.

Year	Investment Value (8% Annual Compound Interest)
Year 1	\$6,788.65
Year 5	\$47,388.38
Year 10	\$145,264.81
Year 15	\$308,919.92
Year 20	\$596,242.32
Year 25	\$1,087,240.34
Year 30	\$1,868,973.91

\*Disclaimer: Assumes \$500 invested per month and earns 8% annually, compounded over the duration of time referenced

Financial planning isn't a one-time task; it's an ongoing process that requires regular review and adjustment. Schedule periodic check-ins with your advisor throughout the year to evaluate your progress, reassess goals, and make necessary changes to your plan or investment strategies based on life changes or market conditions.

Starting the New Year on strong financial footing involves setting clear goals, budgeting wisely, saving diligently, managing debt, investing strategically, and staying informed. By implementing these tips and staying committed to your financial plan, you can lay the groundwork for a financially fit and secure future. Remember, every small step you take today contributes to a more financially secure tomorrow, our office can help to guide you in the right direction. Cheers to a prosperous and financially-fit New Year ahead!



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For a FREE Consultation Contact:  
Executive Vice President

**Michelle Jotz**

TEL (702) 429 - 7202

EMAIL [mjotz@spectrumadvisorygroup.net](mailto:mjotz@spectrumadvisorygroup.net)

# *Congratulations Retirees*

*Congratulations on your retirement after a long and distinguished career in law enforcement. Thank you for your service and dedication to keeping our communities safe...*

## *August*

*Latonya Dukes  
Spencer Rozier  
Johnnie Wilson  
Sabrena Thomas  
Marlow Altonen  
Brett Jung*

## *September*

*Larry Fell  
Wesley Manning*

## *October*

*James Giumenta  
Todd Grossman*

## *November*

*William Howell  
Alma Wells  
Michael Vail*

## *Upcoming events*

- *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*
- *Scholarship deadline  
April 15, 2024*





# 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.”

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- Critical Incidents
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- **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
- **In House attorneys**
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- Fully staffed office outside your police department
- Free Wills and Trusts - no cost to you as a member!
- Professional Collective Bargaining Negotiators
- Access to Banquet Hall at reduced rates for members
- Member Appreciation
- Charity Events
- Scholarships for all member’s children for higher education
- Line of Duty Death Benefits
- PBA Heart Fund
- 10 Criminal attorneys on retainer.



SCAN HERE AND  
JOIN NOW

# AGENCY NEWS

## Delray Police Department

### GREED vs NEED

When we started our career in law enforcement, we were excited to wear the badge and ready to go out and lock up the bad guy. We wanted to work a long career, take advantage of the FREE 5-year DROP, and retire with our health to be able to enjoy it. The idea of an extended DROP never crossed our minds, and we were happy to have the opportunity to complete 5 years in the FREE DROP and ride off into the sunset. Well, that is not the case for a few command staff members at the Delray Beach Police Department. Now that our fire department gave up their FREE 5-year DROP and are now paying 4 percent each year for 8 years, some members of the command staff (who are currently in the DROP) are trying to convince the bargaining unit members that it is a good idea to give up a FREE DROP just to keep them around. After the PBA reps told them that we do not bargain for command staff, they attended patrol briefings with spreadsheets to try to convince the officers that it is a good idea to give up our FREE benefit to keep them sitting in the ivory tower for a few more years.

Just a couple of years ago, our union was able to get the DROP back into the CBA for those hired after 2015. They were happy that we were able to get this done and now with the recent FRS changes, they want to make changes to their pension hoping to lower their years of service back to 20 years. If we do not get this done, the floodgates will open, and officers are going to leave the department for greener pastures. Those few members of command staff are aware of this, but their GREED is getting in the way of the NEED of the department. With total disregard for the declining morale at the police department, they received misguided information and called the Florida Department of Management Services to see if they could go against our union and get the extended drop for themselves. They even went attorney shopping to see if they can get it, only to be told by each attorney that it must come from our union and it must be ratified by the rank and file.

The time has come for those few in command staff to stop letting GREED get in the way of the NEED of the police department and to stop trying to divide us. If the troops want an extended DROP, our union can bargain for it on the next contract. Time for you to start realizing that morale is at an all-time low and try to fix it.

If you are a bargaining unit member and/or a PBA member, please feel free to reach out to us with questions, concerns or ideas to boost the morale of the department. We want the Delray Beach Police Department to remain a strong department and not a training ground.

Submitted by:

Meer Deen and the Delray Beach Representatives



MCSO Deputy Mario Pierre and PBA President John Kazanjian are diligently working on behalf of our members.



D/S Sedrick Allen, D/S J. Maldonado and D/S V. Wilder reaching out in the communities doing their jobs.

NEWS

UPDATE

Do you want news from your agency here?

Share with us any news by email at [Angela@pbcpba.org](mailto:Angela@pbcpba.org)





# 16th Annual Police Officer's Ball

**APRIL, 6TH 2024 AT 6:00 PM**

**TRUMP NATIONAL JUPITER GOLF CLUB  
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BLACK TIE OPTIONAL**



L-R Joe Bober (So Fla PBA), James Baiardi (State Correctional Officers PBA), Mike Kennedy (PBC PBA), Mick McHale (SW Fla PBA), John Kazanjian (Fla PBA & PBC PBA). Greg Allen (PBC PBA), Jeanette Nunez Lt. Governor, Alex Munoz (So. Fla. PBA), Steadman Stahl (So Fla PBA), Ray Griffith (PBC PBA), Tahnee Felix (Correctional Probation Officer), Rod Skirvin (Broward PBA).



PBA IN  
*Tallahassee*  
working hard for our members...

L-R James Baiardi (State Correctional Officers PBA), Alex Munoz (So. Fla. PBA), Tahnee Felix (Correctional Probation Officer), Joe Bober (So Fla PBA), Senator Bryan Avila, Steadman Stahl (So Fla PBA), Rod Skirvin (Broward PBA), Ray Griffith (PBC PBA), Mike Kennedy (PBC PBA), Mick McHale (SW Fla PBA).



L-R John Kazanjian (Fla PBA & PBC PBA). Mick McHale (SW Fla PBA) Joe Bober (So Fla PBA), Tahnee Felix (Correctional Probation Officer), Larry Christopher (Broward PBA), James Baiardi (State Correctional Officers PBA), Steadman Stahl (So Fla PBA), Rep. Jessica Baker, Mike Kennedy (PBC PBA), Alex Munoz (So. Fla. PBA), Rod Skirvin (Broward PBA), Ray Griffith (PBC PBA).



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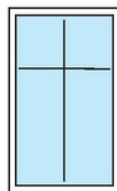


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