

Code Three

FALLING FOR FUN: THE PBA'S BIG FALL FESTIVAL & BEYOND



Your list of retirement worries...

..is about to meet its match.

- Are my investments too risky?
- Am I paying too much in fees?
- How can I increase my investment returns?
- How do I maximize my pension?
- Which pension option should I select?
- Should I wait, or enter DROP now?
- How much income will my spouse have if I die?
- Should I contribute to Traditional or Roth accounts?
- How can I save on taxes at age 72 with RMDs?
- Why did I have to pay so much this year?
- How do I stop giving so much to Uncle Sam?
- When can I retire?
- How much income will I have in retirement?
- Will I have enough to retire comfortably?



Pension Max Analysis



Tax Return Analysis



Get a Free Retirement Assessment:

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CODE THREE

"The voice of law enforcement"



(561) 689-3745



Angela@pbcoba.org



www.pbcoba.org



PBA's First Fall Festival was a Splashing Success



ANGELA TWOMEY



GABY LABATE

EDITORS

KATIE MENDOZA
COPY EDITOR

2M - PRINT. INC.
PUBLISHER

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A Note from Kaz

I am proud to report that the PBA has accomplished a lot since our last edition of CODE Three, both at state and county levels. We are working vigorously to enhance your working conditions, improve your benefits, and ensure that you continue to receive the best union representation possible.

Recently, the Florida State PBA held our annual leadership conference to formulate our agenda for the upcoming legislative session. As a reflection of our robust political relationships, our conference was attended by political powerhouses from across the state, who came to express their deep gratitude for the essential services our members perform and to pledge their unwavering support. I was personally proud to moderate a panel discussion with Governor Ron DeSantis, First Lady Casey DeSantis, and Lieutenant Governor Jay Collins.

We were also proud to be joined by Attorney General James Ulthmeier, Congressman Byron Donalds, Representative Danny Alvarez, Florida Senate President Ben Albritton and Senator Jason Brodeur.

Building relationships and developing strategic partnerships with the leaders of our state is a vital part of our legislative advocacy in Tallahassee.

As the new legislative session approaches, we will be focused on addressing Marsy's law to strengthen the protections of the identities of law enforcement officers involved in critical incidents, we will be addressing gaps in Florida Statute section 112 to protect officers' rights during internal investigations, and we will continue to hold productive discussions with legislators to address the COLA with a cost analysis and funding sources.

Here in Palm Beach County, the PBA has delivered on our commitments to bring back contracts with significant salary increases and enhanced benefits. As we have demonstrated time and time again, there is no fight that is too big to take on and there are no political bureaucrats that can stand in our way when it comes to fighting for our members and their families. Our most recent fight to take on the Mayor of Delray Beach and the City Commission is a perfect example. We launched an aggressive public relations campaign that mobilized our members and brought media attention to the staggering numbers of officers leaving the Delray Beach Police Department for other agencies that provided better salaries and retirement benefits. After over a year of our relentless advocacy, the City of Delray finally offered our Delray Beach members a stronger contract with significant raises and for the first time, an 8-year DROP. The contract was ratified overwhelmingly by our members.

In addition, we are currently negotiating a new CBA for the City of Stuart Lieutenants, St. Lucie County SO Sergeants, St. Lucie County SO Lieutenants. The PBA is also taking on units at the Indian River County SO, City of Sebastian PD, and St. Lucie County SO. The Collective Bargaining Agreements for Martin County SO, Village of Tequesta, City of Palm Beach Gardens, Juno Beach, and Sewall's Point have also been finalized. We have brought back a new CBA for our Highland Beach members with a great new step plan, including a take home car program and we have finalized a contract for Jupiter Island. We are also in the process of finishing contracts at Palm Springs, Riviera Beach, Jupiter, and with the Palm Beach County School District as well.

It is evident from the great work of your PBA legal team, that the PBA is growing in both numbers and strength and your continued support and solidarity makes all these efforts possible.

Looking ahead, we have several fun upcoming events this winter, starting with the 10th Annual Kaitlin's Angel Run on January 18th, followed by our golf outing on February 23rd, and we are working with Palm Beach State College on a Motor's Rodeo in March. Stay tuned to our social media channels for the latest information and please stop in the office any time you are in the area. We are always ready to assist you.

Until next time... Stay safe.

Palm Beach County and
Florida PBA President



PBA'S FIRST FALL FESTIVAL WAS A SPLASHING SUCCESS

The inaugural Fall Festival organized by PBA was a resounding success, bringing together community members for a day filled with fun, festivities, and local flavor. Set against the backdrop of autumn's vibrant hues, the event featured a variety of activities that catered to all ages, encouraging participation and engagement among residents and visitors alike. The festival not only celebrated seasonal traditions but also fostered a sense of community spirit.

The inaugural PBA Fall Festival, which was originally to have happened October 2024, was sidelined due to natural and unnatural tragedies. Not to be deterred, the PBA came together in October with a goal aimed to celebrate the vibrant spirit of our community. Goals included fostering connections among residents, promoting seasonal festivities, and of course, indulging in some delicious fall fun and treats.

The festival kicked off on October 11th, 2025, right here in the parking lot of the PBA Hall, which was transformed into a full area for fun and crafts. It was the perfect backdrop for a day of fun and festivities. Bonus points for the stunning photo ops!

Festival-goers were treated to a cornucopia of attractions, including PBSO's Therapy dogs, arts and crafts, carnival games, gaming trucks, and wrapping up with the possibility of winning fabulous baskets and prizes. Add in hay bale photos and mouthwatering food trucks, and you have a recipe for a fun-filled day!

The highlight of the festival was a dunk tank and our very own Kaz was the first one in – who went down many many times with roars of laughter and challenges. Also joining in the fun was Chief Darrell Hunter of the Delray Beach Police Department who altered his plans to join us and participate in “taking a dunk for cancer.” Additionally, the DJ kept the music flowing all afternoon for everyone and various college football games streaming on all the TVs for those wanting to relax.



A hearty shoutout to the unsung heroes of the festival—the volunteers! Included in those volunteers were the members of PBSO's Explorers Post 611. Our volunteers worked hard for days and the day of to help with everything from setting up booths to directing people and providing assistance in the carnival gaming tents. Their tireless efforts ensured the festival ran smoothly, proving that teamwork makes the dream work!

The kiddos were in for a treat with a variety of activities tailored just for them! From face painting and balloon art to arts and crafts painting pumpkins, making beaded jewelry and turkey chip clips. Bonus: there were zero meltdowns—an absolute win for parents everywhere!

As the day was coming to a close, everyone gathered in the Hall for a chance at the wonderful baskets color coordinated for age appropriateness. Even the littlest of children could follow the flow on where to put their tickets for a chance to win. Prize baskets included everything from lotto tickets, go-kart racing, Busch Gardens tickets, a bike with all the accessories and many, many more.

Shout out to our sponsors. Some financial sponsors that covered the expenses of the various trucks and supplies, but also to those that supplied tents for our carnival gaming area and relaxing stations.

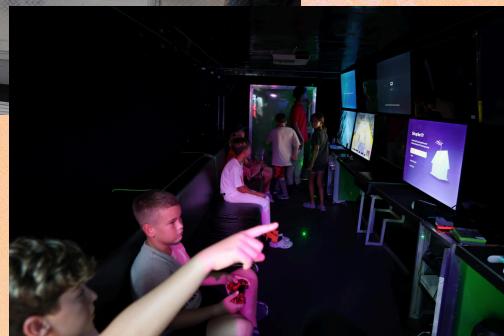
- **DryveBox Palm Beach** (Golf Simulator)
- **Atlantic Wealth Partners**
- **Mazda Palm Beach**
- **Injured Response Pharmacy**
- **Palm Beach National Chapel**
- **Trustmark**
- **Former Chief Rick Jenkins / North Palm Beach**

The festival wasn't just about fun and frolic; it also highlighted our dedication to raise funds for our Cancer Fund to assist our members and their families going through Cancer. With activities ranging from friendly crafts to raffles that made you feel good about spending money, attendees left not only with goodies but also with a sense of contribution. It's always nice when a good time comes with a side of goodwill!

GOOD TIMES, GREAT PEOPLE — PBA FALL FESTIVAL FUN!







SEE YOU NEXT YEAR
SAME TIME - SAME PLACE
RIGHT HERE AT HOME AT THE PBA

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/>



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

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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

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 Lawrence,
Legal Assistant

Kathy Hanbury,
Membership Services

Gaby Labate,
Social Media Coordinator

Andrea D'agostino,
Office Assistant

Kristen Penque
Rental Hall Manager

Sheralyn Felix,
Social Media Coordinator

Meet The PBA

BOARD OF DIRECTORS



Boynton Beach

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

Delray Beach

Meer Deen
Brian Cambell
Edward McCabe, Alt
Charles Reed, Alt
William Morales, Alt
Michael Cianciarulli, Alt
Charlie Lunsford, Appt'd

Gulf Stream

Randall Wilson

Highland Beach

Paul Shersty
Jeff Kaplan, Alt

Juno Beach

John Rossini, Appt'd

Jupiter

Brandon Rhodes
Ryan Kolenich
Branden Zesut, Alt
Cameron Cook, Alt
Daniel Bigtree, Appt'd Alt

Jupiter Island

Robert Brown
Matthew Potsko, Alt
Eric Hinson, Appt'd

Lake Clarke Shores

Rogel Dominguez
Reynaldo Pulles, Appt'd Alt

Lantana

Shawn Johnson
Linda Mikkelson, Appt.

Manalapan

MCSO - Law Enforcement

Daniel Foote
Kenneth "Tater" Youngblood
Andrew Porcelli
William Jaques
James Holloran
Ryan Pearlman, Alt
Willie Weiss, Appt'd Alt
Erick Day, Appt'd
Jake Sirmans, Appt'd

Palm Beach Gardens

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

MCSO - Corrections

Samuel Haidy
Edward Burke
Stephen Piekara
Michael Joseph, Appt'd
Angel Louijuste, Appt'd Alt
John Keating, Appt'd Alt

MCSO - Civilians

Andrew Holsinger, Appt'd
Heidi Gleason, Appt'd
Amanda Everett, Appt'd
Vicki Johnson, Appt'd
Philip Albright, Appt'd
Rachel Braese, Appt'd Alt.

North Palm Beach

Edward Ciezak
Trevor Davis, Appt'd Alt.
Daniel Bussek, Appt'd

Ocean Ridge

Mario Galluscio

Palm Springs

John Gee
Kristopher Kubiak, Appt'd Alt

PBSO - Law Enforcement

Michael Kennedy
Chris Caris
Brandon West
Walter Robinson
Cory Gray
Kevin Marks, Alt
Carlos Ugalde, Appt'd Alt.
Nathaniel Krause, Appt'd
Cesar Tejada, Appt'd
Billy Gray, Appt'd

John Kazanjian, II, Appt'd
Austin Parent, Appt'd

Brennen Lewis, Appt'd
Tamika Payne, Appt'd
James Harding, Appt'd

Richard Anderson, Appt'd

Gary Chan, Appt'd

Luciano "Angelo" Labate, Appt'd

Charles Bahruth, Appt'd

Michael Sisson, 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

Shawn Del Homme, Appt'd

Ruben Cruz, Appt'd

Bill Feaman, Appt'd

Alex Nunes, Appt'd

PBSO - Corrections

Thomas Jordan
Mike Santoro
Berthony Lorfils
Marvin Marty
Brandon Wilson, Appt'd Alt
Helga Santana Young, Appt'd
Robbie Castillo, Appt'd

PBSO - Civilians

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

Riviera Beach

Michael Brown
Brian Jackson
Javares Harvey, Alt
Justin Borum, Appt'd Alt
Melvin Menard

School Police (Palm Beach County)

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

Sewall's Point

Joshua Deblaker, Appt'd

Stuart

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

Tequesta

Raymond Korkowski
Matt Muniz, Alt

Vero Beach

West Palm Beach
Christopher Nebbeling
Dennis Hardiman
James Louis
Michael Ferrera
Charles Branch
Ryan Patterson, Alt.
John Rebholz, Alt.
Demetrius Latham, Appt'd

FAU

Rickey Robinson, Jr.
Miguel Cardona, Alt

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– John Kazanjian

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Trustmark
benefits beyond benefits

A112-2577 (3-20)

Board Meeting Attendance June 6, 2025

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

DELRAY BEACH

Meer Deen *
 Brian Campbell **X**
 Edward McCabe **X**
 Charles Reed **X**
 William Morales, Alt **X**
 Michael Cianciaruli, Alt **E**
 Howard Lunsford, Appt'd **X**

FAU

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

GULF STREAM

Randall Wilson **X**

HIGHLAND BEACH

Paul Shersty **E**
 Jeff Kaplan, Alt **E**

JUNO BEACH

John Rossini, Appt'd **A**

JUPITER

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

JUPITER ISLAND

Robert Brown **X**
 Matthew Potsko, Alt **X**
 Eric Hinson, Appt'd **X**

LAKE CLARKE SHORES

Rogel Dominguez **E**

LANTANA

Shawn Johnson **X**
 Linda Mikkelson, Appt. Alt. **X**
 Anthony Harvey, Appt'd **X**

MANALAPAN

MCSO - LAW ENFORCEMENT

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

MCSO - CIVILIANS

Andrew Holsinger, Appt'd **A**
 Heidi Gleason, Appt'd **A**
 Amanda Everett, Appt'd **A**
 Vicki Johnson, Appt'd **X**
 Philip Albright, Appt'd **A**
 Rachel Braese, Appt'd Alt. **A**

MCSO - CORRECTIONS

Samuel Haidy **X**
 Edward Burke **E**
 Stephen Piekara **X**
 Michael Joseph, Appt'd **E**
 Angel Louijuste, Appt'd Alt **X**
 John Keating, Appt'd Alt **E**

NORTH PALM BEACH

Edward Ciezak **A**
 Trevor Davis, Appt'd Alt **E**
 Daniel Bussek, Appt'd **X**

OCEAN RIDGE

Mario Galluscio **E**

PALM BEACH GARDENS

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

PALM SPRINGS

John Gee **A**
 Kristopher Kubiak, Appt'd Alt. **A**

PBSO - LAW ENFORCEMENT

Michael Kennedy *
 Chris Caris **X**
 Brandon West **E**
 Walter Robinson **X**
 Cory Gray **X**
 Kevin Marks, Alt **X**
 Carlos Ugalde, Appt'd Alt **E**
 Nathaniel Krause, Appt'd **X**
 Cesar Tejada, Appt'd **X**
 William Gale, Appt'd **A**
 Billy Gray, Appt'd **X**
 John Kazanjian, II, Appt'd **X**
 Jeremy Campbell, Appt'd **X**
 Austin Parent, Appt'd **X**
 Brennen Lewis, Appt'd **E**
 Tamika Payne, Appt'd **E**
 James Harding, Appt'd **A**
 Richard Anderson, Appt'd **X**
 Gary Chan, Appt'd **X**

Luciano "Angelo" Labate, Appt'd **E**
 Charles Bahruth, Appt'd **X**
 Michael Sasson, Appt'd **X**
 Matthew DeJoy, Appt'd **X**
 Jackie Garrett, Appt'd **X**
 Jeff Taschner, Appt'd **X**
 Jonathan Berger, Appt'd **E**
 Aaron Silver, Appt'd **X**
 James Benedict, Appt'd **X**
 Steven Lipinski, Appt'd **X**
 Joseph DeRogatis, Appt'd **X**
 George Baldino, Appt'd **X**
 Jason Johnson, Appt'd **X**
 Glenn Palmer, Appt'd **X**
 Shawn Delhomme, Appt'd **X**
 Ruben Cruz, Appt'd **X**
 Bill Feaman, Appt'd **X**
 Alex Nunes, Appt'd **X**
 Brooke Thomas, Sr, Appt'd **E**

PBSO - CORRECTIONS

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

PBSO - CIVILIANS

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

RIVIERA BEACH

Michael Brown **X**
 Brian Jackson **X**
 Javares Harvey, Alt **X**
 Justin Borum, Appt'd Alt **X**
 Melvin Menard, Appt'd (Capt) **A**

SCHOOL POLICE (PBC)

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

SEWALL'S POINT

STUART
 John "Billy" Martin, Jr., Appt'd **A**
 Christopher Heitfeld, Appt'd Alt **E**

TEQUESTA

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

VERO BEACH

Brad Kmetz, Appt'd **E**
 Wyatt Brumley, Appt'd **A**
 Norman Farquharson, Appt'd **A**
 Jeff Otis, Appt'd **A**
 John Scroggin, III, Appt'd **A**
 James Doty, Appt'd **A**
 Thomas Harrelson, Appt'd (LTs) **A**
 Brian Kerensky, Appt'd (LTs) **A**

WEST PALM BEACH

Christopher Nebbeling **E**
 Dennis Hardiman **X**
 James Louis **A**
 Michael Ferrera **A**
 Charles Branch **E**
 Ryan Patterson, Alt. **X**
 John Rebholz, Alt. **E**
 Demetrius Latham, Appt'd **E**

X - PRESENT

E - EXCUSED

A - ABSENT

Board Meeting Attendance September 23, 2025

EXECUTIVE BOARD

John Kazanjian **X**
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 Ken Youngblood "Tater" **X**

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 Amanda Everett, Appt'd **A**
 Vicki Johnson, Appt'd **X**
 Philip Albright, Appt'd **A**
 Rachel Braese, Appt'd Alt. **A**

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 Edward Burke **X**
 Stephen Piekara **E**
 Michael Joseph, Appt'd **A**
 Angel Louijuste, Appt'd Alt **X**
 John Keating, Appt'd Alt **X**

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Edward Ciezak **X**
 Trevor Davis, Appt'd Alt **X**
 Daniel Bussek, Appt'd **X**

OCEAN RIDGE

Mario Galluscio **X**

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

PALM SPRINGS

John Gee **X**
 Kristopher Kubiak, Appt'd Alt. **X**

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 Walter Robinson **X**
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 Kevin Marks, Alt **X**
 Carlos Ugalde, Appt'd Alt **X**
 Nathaniel Krause, Appt'd **X**
 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 **X**
 Austin Parent, Appt'd **X**
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 Alex Nunes, Appt'd **X**
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 Mike Santoro **X**
 Berthony Lorfils **X**
 Marvin Marty **X**
 Antonio Osborne, Alt **X**
 Brandon Wilson, Appt'd Alt **X**
 Helga Santana Young, Appt'd **X**
 Robbie Castillo, Appt'd **X**

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 Kristen Kazanjian Lassinger **X**
 Tequesta McKinney-James **X**
 Heriberto "Eddie" Aviles **E**
 Sharon King, Alt **X**
 Tanya Fresneda, Alt Appt'd **X**
 Nicole Pure, Appt'd **X**
 Stephanie King Appt'd **X**
 Nichol Buckland, Appt'd **X**
 Marty Hopper, Appt'd **X**
 Kayai Graham, Appt'd **X**
 Julia Levey, Appt'd **X**

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 Brian Jackson **X**
 Javares Harvey, Alt **E**
 Justin Borum, Appt'd Alt **E**
 Melvin Menard, Appt'd (Capt) **X**

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 Alphonso Brat **X**
 Joseph LaPaugh **X**
 Michael Lynch **X**
 Khashayar Khatami, Alt **X**
 Chad Aubrey, Altn **X**

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 John Rebholz, Alt. **X**
 Demetrius Latham, Appt'd **X**

X - PRESENT
 E - EXCUSED
 A - ABSENT

Katie Mendoza
PBCPBA Attorney

Key Takeaways from Section 112.532, Florida Statutes, Et. Al. (Law Enforcement and Correctional Officers' Bill of Rights)

While this topic has been addressed many times before in this magazine, it can never be addressed enough. As a sworn LEO or correctional officer, you should be very aware of some statutory rights that apply to you when you are under investigation for alleged misconduct by your employer/agency (whether from an internal or external complaint) that could lead to discipline (including suspension, demotion, termination). Some key takeaways include -

- These provisions apply to both law enforcement and correctional officers, and when included in a collective bargaining agreement or contract, can also be applied to civilian employees.
- If your agency is investigating you for misconduct, your interview should be taken at a reasonable time. While this may be on your shift time, you have the right to choose the representative of your choice to be present, and the statement must be taken at a time when you and the representative are available.
- You have the right to review all evidence gathered and in the file prior to your investigatory statement, including the origin of the complaint, any witness statements, documents, or GPS locator information. You also can add evidence to the file.
- You may not be threatened with transfer or disciplinary action during your statement.
- Only one (1) investigator may question you during your statement.
- Notice of any discipline must be provided to you within 180 days of the date that the agency received notice of the alleged misconduct. This 180-day period is tolled during limited circumstances, such as during a pending criminal investigation.

If you are asked to waive any of the provisions, you should not consent, as each of these rights is designed to provide you with a fairer investigatory process. You should be sure to have your representative present during any statement and/or to consult your representative during any step of the investigation process, so as to ensure full compliance. As always, if you have any questions, do not hesitate to reach out to us. While you do have to obey orders and report when called, if you ever feel that any "discussion" is turning into an interrogation or could reasonably lead to discipline, then you have the right to request a representative and to not answer any questions until that interrogation may continue with your representative present (see Weingarten).



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SPECIAL CONSIDERATIONS FOR POLICE OFFICERS IN ESTATE PLANNING



CHAD E BROCATO SR., ESQ.
ATTORNEY/PARTNER

Every day, police officers put on the uniform knowing the risks that come with serving and protecting the community. While body armor and training keep you safe on the job, protecting your family at home requires a different kind of preparation—estate planning. For first responders, estate planning is not one-size-fits-all. Pensions, retirement benefits, and survivor options make it especially important to plan carefully.

T Pensions and Retirement Benefits

Most officers participate in pension or retirement systems with unique rules. These benefits can provide a strong financial foundation, but they don't always cover every situation.

- Survivor benefits may pass only to a spouse or dependent children—not parents, siblings, or other loved ones.
- Officers often have to choose between a higher monthly benefit during their lifetime or a reduced benefit that continues for a spouse after death.
- DROP (Deferred Retirement Option Program) accounts or supplemental retirement funds may have separate beneficiary rules that bypass a will or trust.

If these elections aren't coordinated with a larger estate plan, your family may face unexpected gaps.

Survivor Benefits Aren't Enough

It's a common misconception that survivor pensions will take care of everything. In reality, they usually replace only part of your income—sometimes as little as half. That may not be enough to cover a mortgage, tuition, or daily living costs.

Life insurance helps, but a lump sum can be spent down quickly if it isn't structured carefully. An estate plan allows you to direct how those funds are used, ensuring long-term financial support for your spouse and children.

For officers with blended families, remarriage, or children from prior relationships, planning is even more important. Survivor benefits may not flow the way you intend without a trust to provide fairness and clarity.

Why Coordination Matters

The most important point is that your pension, retirement accounts, life insurance, and estate plan should work together. When they don't, families can be dragged into probate court, facing delays, costs, and even disputes.

Proper coordination helps by:

- **Avoiding conflicts** between beneficiary designations and wills.
- **Protecting children** by holding assets in trust until they are ready to manage them responsibly.
- **Streamlining transfers** so assets pass quickly without court involvement.
- **Preparing for incapacity** with powers of attorney and healthcare directives, in case of serious injury.

Just like every successful operation depends on teamwork and coordination, your financial plan must align across all fronts to protect your loved ones.

Taking Action

Here are a few simple steps to start:

1. Review your pension and survivor benefits.
2. Confirm your beneficiary designations.
3. Consider a will, trust, healthcare directive, and power of attorney.
4. Think about long-term financial needs beyond survivor pensions.

Conclusion

Police officers dedicate their careers to protecting others. Estate planning is a way to extend that protection to your own family. Survivor benefits and pensions are important, but without coordination, they may fall short. With a clear estate plan in place, you can serve with confidence, knowing your family is protected no matter what happens.



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ARE YOUR ASSETS PROTECTED?



Steve Olson
Atlantic Wealth

Qualified immunity for law enforcement officers has continued to be a major topic of debate, raising important questions about personal and financial protection. Asset protection is a complex issue, and the best approach is to prepare in advance—before any potential legal challenges arise. This article explores ways that you can try to safeguard your assets and families from financial risk - both on and off duty.

Easy Ways to Better Protect Your Assets

1. Homestead your primary residence.

In the State of Florida homesteaded property is creditor protected. Property is not automatically homesteaded though, you have to complete Form DR-501 on the Florida Department of Revenue website to apply for the exemption or complete the application process through your local property appraiser's office.

2. Close gaps in coverage.

Ensure you have adequate liability coverage on your auto & homeowner's policies and that you have no gap in coverage with an umbrella policy by having the following coverages:

Auto Insurance

- Minimum of \$250k/\$500k or \$300k/\$300k coverage for liability and uninsured/underinsured motorists.
- Recommend a minimum of \$100k coverage for property damage

Homeowners Insurance

- Minimum of \$300k liability coverage. Note: Some condos limit liability coverage to \$100k. In this case, you would want a bridge/gap policy for the gap in coverage before the umbrella protection begins.

Umbrella Policy

- Utilize a personal liability umbrella policy with at least \$1M in coverage. Note: Depending upon your income/assets, this may need to increase.

3. Check your vehicle title(s).

Confirm that only the primary driver's name is on the title of each vehicle you own. Remember: Joint title = joint liability. Also, ensure that your names are not on the title of adult children's cars. If they get in an accident, you could be exposed.

4. Go Confidential

Florida law provides strong confidentiality protections for the personal information of certain public employees, including law enforcement officers and their families. Under Florida Statutes §119.071 and related provisions, LEOs can request that their home addresses, telephone numbers, photographs, and information about their spouses and children be exempt from public records disclosure. This protection extends to records maintained by agencies such as the county clerk of court, property appraiser, and tax collector. You must submit a written request to these offices to have identifying information removed from publicly accessible databases and documents. These confidentiality provisions aim to protect officers and their families from harassment or harm - and can aid in asset protection (by limiting visibility of what you own). These privacy benefits are afforded to the spouses and children of law enforcement officers as well.

5. Optimize the titling of your assets.

Ensure that you own all bank accounts, financial assets, business interests, and personal property as Tenants By the Entirety (TBE) or in a Tenants By The Entirety Trust when married.

- This titling can only be used between spouses. This titling gives both parties an equal and undivided interest in the property, which can protect against a creditor of one spouse who would try to break the tenancy to have a claim against the assets.
- This title does not provide asset protection for creditor claims against both spouses.

But, what if I put my assets in a trust?

There are aspects of your life that qualified immunity and the basic asset protection strategies listed above do not cover. This is where proper estate planning comes into play.

There is a lot of confusion surrounding using trusts for asset protection – so much, that most professionals don't even understand how the different variations of Trusts work. There are many different types of trusts and we will dive into some of the most common ones below:

Individual Revocable Living Trust

This trust is created while alive and can be changed by the creator of the trust. Assets held in an individual revocable trust avoid probate and provide privacy. Assets held in an individual revocable trust do not qualify for asset protection for the Grantor/Owner because the terms of the trust can be changed at any time. You remain in control of these assets.

TBE (or TbyE) Trust

If you want to have creditor protection while still being able to make changes to your trust then a TBE trust might be the best course of action for you. This titling can only be used for a trust for spouses. The death of one spouse removes the TBE nature of the trust, which removes the asset protection benefits. The surviving spouse can “Disclaim” their interest in the TBE property and allow the decedent’s half of the property to pass into a protected trust for the spouse or other family member to retain asset protection.

How do you know if a trust is a TBE trust? In the State of Florida, a trust is considered to be a TBE trust if the six unities of ownership are present. These are the same requirements of directly held Tenants by the Entireties protection.

The six unities of ownership are:

1. Unity of possession (joint ownership and control)
2. Unity of interest (the interests in the account must be identical)
3. Unity of title (the interests must have originated in the same instrument)
4. Unity of time (the interests must have commenced simultaneously)
5. Survivorship (100% must pass entirely to the spouse if living)
6. Unity of marriage (the parties must be married at the time the property became titled in their joint names) Source: SouthFloridaTrial

Note: Not all Joint Revocable Trusts have this protection.

Gifting Trust

A Gifting Trust provides asset protection because the assets that are moved into the trust are considered an irrevocable gift. A Gifting Trust is used when you want to leave an inheritance to your heirs, while also removing assets from your estate (and sometimes your control)– and thus providing creditor protection for the assets.

Post-Death Planning

Leaving assets directly to your heirs is not the most beneficial way to leave an inheritance. Rather, utilizing sub-trusts within your living trust provides vast benefits.

Typically, when the grantor passes away, their trust creates sub-trusts for each beneficiary and allocates their share of the trust to each of their respective sub-trusts. The beneficiary then becomes the Trustee (or Co-Trustee) of their sub-trust.

The sub-trusts transfer the assets outside of probate (privately) to your heirs and are not subject to creditors, predators, divorce or estate taxes of the beneficiary.

In addition, the trust is likely the best way for your heirs to receive an inheritance because it provides privacy with your financial affairs for anyone who might be interested to see what you left to your family.

This is especially important in your line of work. You don’t want somebody who has a personal vendetta against you to see how much money you left your loved ones.

Sub-trusts are available for all trust types.

The Bottom Line

With all of the uncertainty currently surrounding Qualified Immunity, and in general, the increasing litigation risks of the society we live in, you want to be proactive and make sure you are protected. You’ve worked hard to get where you’re at. Don’t let someone take it away.

Note: This is not intended to provide legal advice and is for educational purposes only.

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Who are the people at the PBA?

Not counting the Executive Board which consists of police officers of various agencies, but who is actually at the PBA day in and day out for you?

Starting from when you walk in the door, you'll be greeted by Kathy Hanbury. Kathy started out as a volunteer youth many moons ago labeling the Code Three newspaper for mailing and distribution to members. She has always been a staple at the PBA and will always greet you with a smile. Kathy moved on after her Golfing Pro days to come back to the PBA and work as an office assistant for whatever needed to be done for anyone. Once the position opened up in Membership, Kathy slid right in with a smile. So, if you need to verify your membership information or status or pay your dues, Kathy is the lady to help you.

As you round the corner, you will come upon Kristen Penque. As was published in our last issue, Kristen also has been around the PBA for a very long time in the background. She stepped in to take over the duties Joanne (God rest her soul) handled for so many years and also manages the Hall Rental which she took over from Kathy.



Next on your way down the hall, you will run into Andrea Dagostino. Andrea came to us in 2022 as a VERY organized person, ready, willing and more than able to assist in any duties throughout the office. Over time, we found Andrea has a niche for the Charity events. She's always preparing the beautiful baskets you see at the events for raffles and coordinates and organizes those efforts. In addition, if you are getting your Will done, she will be there with you to set you up and connect you with the attorney(s) handling it and will be there for the signing as well.

A little further down the hall and you will find a smiling and laughing Gaby Labate. She came to us in 2021. Gaby's primary duties were all social media related, however, due to a change in editors for the magazine, she took on the responsibility of building the magazine and preparing it for publication. You won't find her without a smile on her face and sometimes with a camera in front of her!

Next up and just across the hall you'll meet Angela Twomey. Angela started working with the PBA in 1989 through Kaplan & Bloom. They were the attorneys for PBA prior to in-house attorneys. After various moves, Angela returned to the PBA as an employee in 2000 as a part-time receptionist and membership services greeting those that entered. In 2003, Angela left to work with the PBA attorneys (Hanson, Perry & Jensen) but after a few years and the retirement of one of the law firm's attorneys, Angela found her way back to the PBA as a legal assistant. In 2015, Angela was then moved to Office Manager after Gail passed away.

Just a few more steps down the hall and you'll find Larry Fagan. Larry has been with the PBA as legal counsel since 2004. Many of you have met with Larry at some point in your career. If you haven't yet, it's more likely than not that you will need one of our fine attorneys to assist you with something. Larry came to us from working with the public in private practice and the Public Defender's Office. Larry has been a steadfast litigant and counsel for PBA for over 20 years now.

Next is Mrs. Katie Mendoza. Katie joined the PBA in 2020. Katie was previously law clerk to Judge Warner at the 4th DCA. Katie has given the PBA quite a staunch counselor for the agencies to contend with. Always there for the members, Katie will give you her best at all times.

Down the hall and in the nook, you will find Courtney Lawrenson. Courtney started with the PBA in 2009 while finishing her college classes and worked as an assistant to the legal assistant at the time. Courtney has, over the years, carved her place in the PBA heart and soul. Starting with no legal experience, she dove right in and learned all the necessities of being the best assistant to all the attorneys.

Just a note to members - If you receive an email from the PBA that doesn't interest you, hit **DELETE**, not **UNSUBSCRIBE** or you just might miss out on important information regarding contract negotiations, etc.

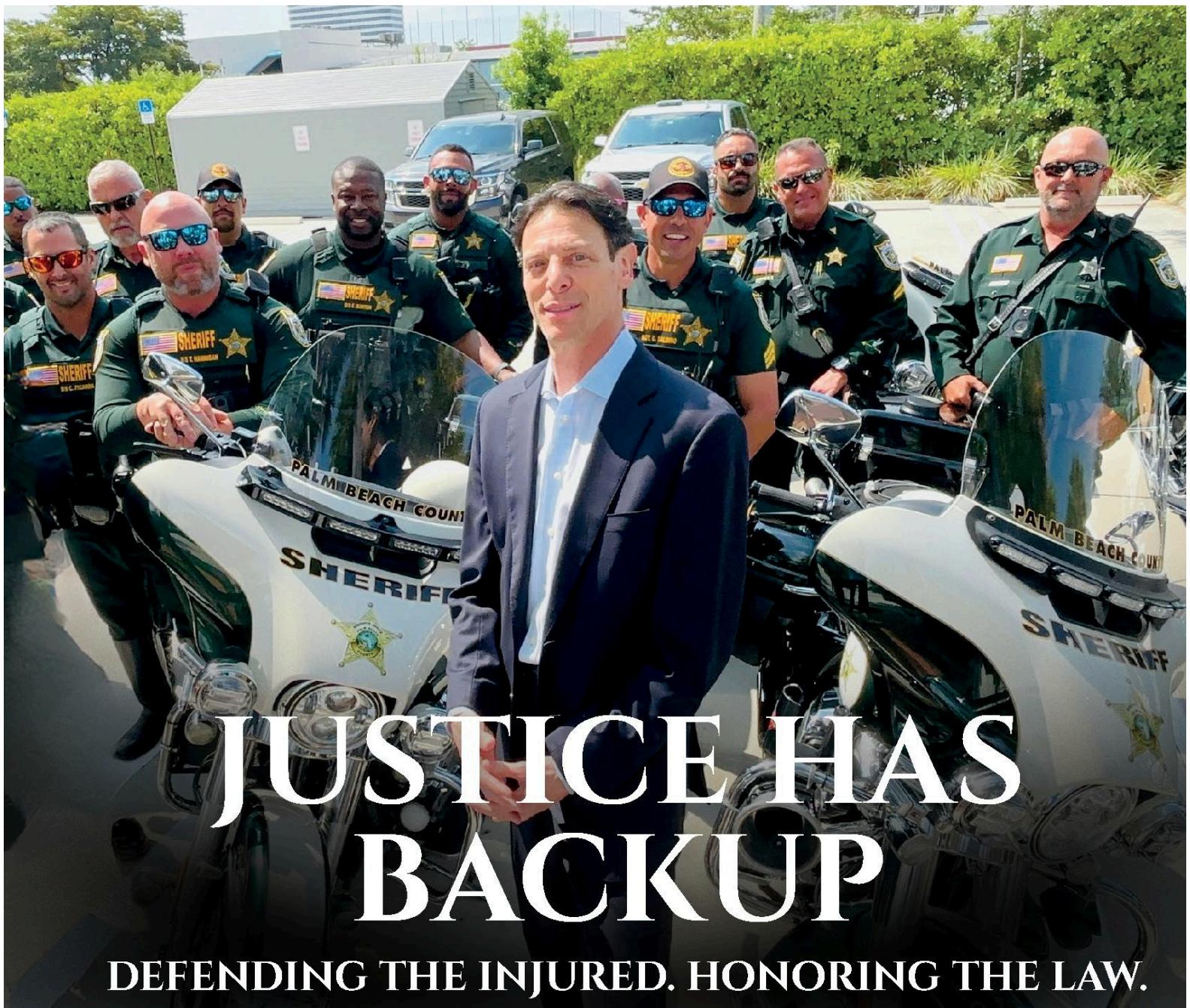
Right across the hall from Courtney, Brennan Keeler sits. Brennan came to the PBA in 2016, leaving management side labor with St Lucie County and joining us here and following his father's footsteps in standing up for PBA Members. Brennan had a short sabbatical away from the PBA to sit on the judge's bench, but we were all thrilled to welcome him back when he returned home.

In addition Sheralyn Felix recently joined the staff remotely working on Social Media.

Quite often you might find many of the staff in the hall, talking over matters before any given aspect of PBA representation. Often, ideas are bounced around to each other and joint efforts are made by all to provide the best and highest quality labor organization you can call yours.

To that end, I ask you each to look at the years and years of dedication by the PBA Staff. This isn't just a job to us.





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Palm Beach & FL PBA

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At the PBA, taking care of our members is our highest priority! As first responders, we are often more concerned with taking care of others than we are with ourselves. I, personally, had a health scare that required surgery, and luckily, I'm doing well. The best part is that it was fully covered by workers' comp with benefits provided under the Heart and Lung Bill. Navigating a workers' comp claim can be difficult, which is why I want to introduce you to Injured Response Pharmacy (IRP). They can help you navigate any workers comp claim such as a physical injury, Heart and Lung, PTSD, or Cancer, and deliver your meds directly to your home or office, and it's all free. I use their service and never have to worry about getting my meds on time. Also, everyone has direct access to Alberto Gil, the CEO of IRP and a long-time supporter of the PBA across the state. You'll never receive a bill from Injured Response Pharmacy. Don't use your health insurance for something that should be covered for you 100% for the rest of your life! If you have high blood pressure, heart disease, or an existing claim that you are receiving medications for, contact IRP today.



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CoconutCreekMazda.com

Congratulations Retirees

Congratulations on your retirement! After an outstanding and dedicated career in law enforcement, you've truly earned this next chapter. Your commitment to keeping our communities safe has left an incredible legacy—thank you for your years of service and leadership. Enjoy the well-deserved celebration ahead!

- Robert Butts Jr
- Kelly Downham
- Bradley Rightler
- Beau Cisco
- Connie Rogan
- George Gasparini Iii
- Jody Hartley
- Randy Buntin
- Mark Bouchard
- James Palmer
- Steven Dickinson
- Peter Aguirre
- Clifford Phillips
- John Cummings
- Michelle Romagnoli
- Troy Marchese
- Terance Scott
- Gerard Morency
- Michelle Jennings
- Christopher Mamone
- Richard Tate
- Wayne Radford Jr
- Stephen Walter
- Troy Snelgrove
- Camilo Escobar
- Ronald Carhart
- Richard Stevens
- Richard Logsdon
- Michael Fongemie
- Stephen Chiappa
- Anissa Gibbons
- Karen Salley
- Todd Romagnoli
- John Cardaropoli
- Joseph Lorusso Jr
- Dennis Marinuzzi
- Ronald Mitchell
- Roy Vrchota
- Thomas Laroche
- Beth Krivda
- William Gale Jr
- Vivian Russell
- Deborah Kochersperger

Make sure your information is up to date in our system so you can get your copy of The Code Three right on your mailbox...

CODE THREE

www.pbcoba.org

FLORIDA FIRST RESPONDER LEGAL TEAM



Your Florida First Responder Legal Team is here to support injured First Responders and their families. Work-related conditions like heart disease, hypertension, and chronic injuries are often wrongfully denied by employers and insurers despite legal protections. That's where we come in. Our team ensures you get the maximum benefits by navigating the complexities of workers' compensation, pensions, and Social Security.

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- Public Safety Officer Benefits
- Social Security Disability
- Wills & Estates
- Workers' Compensation Claims



Eric V. Hires, Esq.
Eric@HiresLegal.com
407-841-1902



Paul A. Kelley, Esq.
Paul@KelleyLawGroup.org
321-285-2550



Christiana Hires Richardson, Esq.
Christiana@HiresLegal.com
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THE LAW OFFICE OF
ERIC V. Hires
Attorneys at Law

Obituaries

Alexi Breiner



Alex was the kind of person who made an impression the moment he walked into a room—his smile disarming, his laughter contagious. Affectionately known as “Mr. GQ,” he took pride in presenting himself with style and grace, but it was his heart that left the deepest impact. He was thoughtful, inquisitive, and unafraid to ask hard questions. Children and animals were naturally drawn to him, sensing the gentleness of his spirit. His absence leaves a hole we will never be able to fill, but his light will forever live on in the lives he touched and the love he gave.

Shawn Green



A dedicated public servant, Shawn committed 25 years of his life to the Martin County Sheriff's Office, where he served as a Deputy, with honor. His unwavering commitment to his community and colleagues left a lasting impact on all who knew and worked with him.

#Uplifting Tales



The scouts had the opportunity to learn about their local union and find out what the organization does. Stephanie King, who leads the Scouts, even shared some videos of Kaz speaking with the media about the pay issues with Delray Beach PD, which gave the scouts real insight into the challenges our officers face and the role the union plays in addressing them.



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JOIN THE PBA

www.pbcoba.org



FROM THE MAIL BAG

+

Thank You

The light of your love has brightened our hearts in this difficult time. Thank you for caring, for praying, for being there with us.

With deepest gratitude from the Family of

Shawn Robert Green

April 8, 1979 - July 30, 2025

{simplytoimpress}
SIMPLYTOIMPRESS.COM

Palm Beach County PBA,
Thank you for honoring
our son, Deputy Shawn Green
with your heartwarming words.

We give thanks for
your kindness and
support during this
difficult time

Family of
Deputy Shawn Green
Martin County
Sheriff's Dept.



PBA Scholarship Committee Thank You

1 message

Sun, Jun 29, 2025 at 9:33 AM

I am writing to sincerely thank the PBA Scholarship Committee for awarding me a PBA Scholarship. I am honored to have been selected as a recipient, and I truly appreciate your generous support of my education.

I am currently a rising junior at Arizona State University, majoring in Art History. This scholarship has not only eased the financial burden of pursuing higher education, but it allows me to continue striving for academic and personal excellence.

Thank you again for your support!

With sincere appreciation,



Florida House of Representatives Representative John Snyder

District 86

District Office:
4239 SW High Meadows Ave.
#201
Palm City, FL 34990
(772) 510-0120
(888) 309-0236 (fax)

Tallahassee Office:
303 House Office Bldg
402 South Monroe Street
Tallahassee, FL 32399-1300
(850) 717-5086

Email: John.Snyder@FLHouse.gov

August 27, 2025

President John Kazanjian
Palm Beach County Police Benevolent Association
2100 N Florida Mango Rd.
West Palm Beach, FL 33409

Dear President Kazanjian,

I am so very sorry to hear about the loss of your daughter. I can't even imagine what you and your family went through. I've said to myself, during this difficult time, at least it's me and not one of the kids. What you have done in honor of her is beyond amazing. Creating something that now gives you the opportunity to help people with crisis is truly amazing. She would be so proud and happy to know what you and your family have done!

From my entire family, thank you from the very bottom of our hearts. I am 39 years old and to go through what I've gone through the last 5-6 months is something I wish upon nobody. I got through the brain surgery and then got the awful news. I am now fighting and going though 6 weeks of chemo and radiation. I will take chemo pills for a year after that. I will then monitor with 3 month MRI's and pray every day I just get to be here with my family as long as possible. I didn't have a mom growing up, my dad raised me. All I have ever wanted in life is to be a mom and the best mom to my children. I want to see them grow up and I want to be here for them for as long as I can. They need me!!! My husband needs me. He can't do this alone. So please, just pray and pray and pray for health and wellness! I will pray for you and your family as well!

Please forgive me for taking some time to write. I knew this would be hard for me and just as expected it's brought lots of emotions. I am glad I finally did it.

Thank you!!!! I have never in my life been crossed with someone so generous! Your daughter was super lucky to have such an amazing father!!! God bless.

*John Snyder
John Snyder*

Committees: Information Technology Budget & Policy Subcommittee (Chair), Budget Committee, State Affairs Committee, Health Care Facilities & Systems Subcommittee, Pre-K-12 Budget Subcommittee, Security & Threat Assessment Committee, Joint Legislative Budget Commission



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