



President's Message

John Kazanjian

Do you believe the Palm Beach County School Board and Art Johnson? The PBA and the School District were once again at impasse. This is getting to be a regular practice for the School Board when it comes to “negotiating” contracts with any union. Why not? Art Johnson has the majority of the Board wrapped so tight around his finger, it is a waste of time sitting down and trying to negotiate in good faith because they vote in favor of what he proposes anyway. All we were asking for our members was a 5% COLA. Johnson proposed a 2% COLA to the Board. When we did the math, the total difference between their 2% and our 5% was going to equate to \$150,000; a fraction of a percentage of what the Board spends on some single projects! Six out of the seven Board members voted for Art Johnson’s proposal. Only ONE (1) member, Dr. Robinson, voted in favor of the relatively modest increase the PBA proposed for the men and women protecting the school children, teachers and administrators. One member, Monroe Benaim, stated in the meeting that it was his fiduciary duty to the citizens of Palm Beach County to vote against the increase. Well, the citizens of Palm Beach County are going to find out exactly how much money is wasted by the Palm Beach County School District, and we all will be educated as to Mr. Benaim’s activities as a self-proclaimed fiduciary watchdog.

Did you know that the School Board approved \$4.5 million to redo just one (1) football field? That’s right, \$4.5 million dollars to redo a field, but they could not find the money their police officers’ families need to approximate the increased cost of living here. That is pathetic. I don’t know how they sleep at night.

When the School Board chose to give Art Johnson his big fat \$150,000 raise last year (you read it correctly, that was his **raise**) they justified it by saying **his** pay should equal that of his peers in the area. Chief Kelly’s \$145,000 base salary similarly is pegged to equal (and actually exceeds) most of the police chiefs in Palm Beach County. When it comes to their officers’ salaries, however, their assertion that the pay is comparable with other agencies calls into question their very selective understanding of what most dictionaries tell us the word “comparable” means. Here are the facts: School police start out at \$35,010, which is “similar, like, alike” when compared to most law enforcement agencies in the area. However, after starting out, School police have to climb 27 more “steps” in their pay plan, at 1.98% each step of the way, before they can top out. When they get to the top step they reach \$63,504, but it will have taken **28 years** to get there. Oh, I forgot, the 1.98% is not guaranteed; it’s whatever the School District decides to give their officers. In plain English: this year the District gave our members a 2% raise, which is 1.98% for the Step and .02% for the cost of living. It’s the same old story; there’s always plenty of money to keep administrators’ pay “similar, like, alike” over the full course of their careers, but when it

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Officer Of The Month



Officers of the Month - January 2008

School Police Officers **Ken Morrisette** and **Tony Phillips** ~ Nominated by: Det. Bob Walton, School Police PBA Rep

Through anonymous information received by Officers Morrisette and Phillips, a potentially dangerous situation was averted at Dwyer High School. These officers became aware of a male student in possession of a semi-automatic handgun in his book bag. This male student handed this book bag to a female student in the cafeteria. A search of the book bag revealed a loaded 40 caliber High Point semi-automatic handgun with a 10 round clip. The quick action taken by Officers Morrisette and Phillips in identifying the students involved led to the recovery of a loaded firearm prior to its use at the school or on the school bus, and in all likelihood prevented a tragedy from occurring.



**Officers of the Month
January 2008**
School Police Officers
Ken Morrisette and
Tony Phillips

Officer of the Month - February 2008

Boynton Beach Officer **William Muhleisen** ~ Nominated by: Boynton Beach PBA Representatives

Officer Muhleisen became involved in a vehicle pursuit on I-95 of a vehicle suspected in an armed carjacking. The suspect vehicle exited I-95 and stopped. Officer Muhleisen stopped several car lengths behind the vehicle when the suspect exited the vehicle and began running toward Officer Muhleisen while pulling a gun from his waistband. In an effort to protect himself, Officer Muhleisen was forced to discharge his firearm, striking the suspect in the shoulder. The suspect then fled on foot and was located nearby by the West Palm Beach PD K-9 unit. Officer Muhleisen utilized clear and concise radio transmissions and sound tactics during this stressful situation. The professionalism exhibited by this officer during this incident reflects positively on both Officer Muhleisen and his Department.



**Officer of the Month
February 2008**
Boynton Beach Officer
William Muhleisen

A Personal Rant (Times Two)

Respectfully Submitted by Lt. Michael Antonopoulos, PBA Representative

A few months ago the voters of Palm Beach County decided that saving about \$250 on their taxes was better than hiring extra law enforcement, fire/rescue personnel and teachers to keep their county safe, healthy and well educated. While I can understand the average person's thought of saving their money during these hard economic times, I can't quite understand the thinking of our County Commission when, just a few weeks earlier, it made the Sheriff's Office trim its budget request by millions of dollars because it claimed we were requesting too much and it could not afford the increase. However (AND HERE COMES THE RANT), just a few days after the S.O. trims its budget, the Palm Beach County Commissioners MIRACULOUSLY come up with \$86 MILLION dollars as their share to have the MAX PLANCK SOCIETY (a research institute) move to Palm Beach County. DID I MISS SOMETHING HERE???? WHOSE SIDE ARE THESE PEOPLE ON??? EVIDENTLY NOT OURS!!!! TAKE THIS INTO ACCOUNT THE NEXT TIME YOU VOTE ON THE COUNTY COMMISSIONERS RACE.

WHICH LEADS TO MY NEXT RANT

LAW ENFORCEMENT CARRYING GUNS IN THE COURTHOUSE. Again, you would think this is a common sense "no brainer". But common sense must be one criterion that is not figured into the equation when a Chief Judge is selected in this County. I've been told that most of the judges at the courthouse are in favor of deputies and police officers being allowed to carry their weapons there, because the judges would feel more secure. Additionally, the added armed security would most likely deter any would-be shooter. But the Chief Judge is not in favor of this, and this becomes problematic for us and the citizens of this County. Luckily, the PBA and the Sheriff are trying to alleviate this ridiculous rule. Hopefully, this will be taken care of soon. Again, FOOD FOR THOUGHT AROUND ELECTION TIME!!!

HEY... DID YOU HEAR THE ONE ABOUT THE JUDGE WHO FURLOUGHED SOME GANG MEMBERS FROM JAIL FOR THE WEEKEND SO THEY COULD ATTEND ANOTHER GANG MEMBER'S FUNERAL??? Well, I'll tell you about that one some other time...

ARE YOU CURRENT?

Have you gotten married or divorced?

Had a baby?

Changed numbers or address?

Please contact Suzanne at the PBA Office (561) 689-3745 to update your information. The PBA is not notified of changes made within your department.



HAVE YOU MADE YOUR NOMINATION?

Submit the names of your nominees before the end of every month.

Send your submissions to Gail@pbcpcb.org

THE CODE THREE

A Palm Beach County
PBA Official Publication

The CODE THREE is our official
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the supervision of the
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Ernie George - Editor
Gail Seldomridge - Assistant Editor

Code Three is dedicated to the advancement of the law enforcement profession through better and stronger community relations. The opinions expressed in this publication are not necessarily the opinions of the Palm Beach County Police Benevolent Association.

Members or readers submitting letters to the editor or articles for publication are requested to adhere to the following: Submit letters or articles to: Palm Beach County PBA, Code Three, 2100 N. Florida Mango Road, West Palm Beach, FL 33409-6400. Letters and articles must be accompanied by the writer's true name and address. The name, but not the address, will be published with the article. All articles submitted for re-publication must be accompanied by a statement giving permission for the Code Three to republish the article. Unsigned letters and articles will not be used. The editor reserves the right to add an editor's comment to any article or letter submitted.

Disclaimer: \$12.00 of your dues per year is used for Political Committee/Committee of Continuous Existence Funds. The PBA opened a Justice PAC and active, individually billed members will contribute \$15.00 out of their dues to this PAC. IF YOU CHOOSE NOT TO GIVE THIS AMOUNT, PLEASE NOTIFY THE PBA IN WRITING.

PALM BEACH COUNTY PBA

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www.pbcpcbpa.org

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Palm Beach County PBA

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Mike Leas, Appt.

Board of Directors Meeting Attendance - 3/24/2008

WELCOME NEW MEMBERS

Executive Board	
John Kazanjian	Yes
Ernie George	Yes
Rick McAfee	Yes
Lou Penque	Yes
Vinnie Gray	Yes
Bob Odell	Yes
Representatives	
Boynton Beach	
Craig Anthony	Yes
Toby Athol	Yes
Doc Davis	Yes
Henry Diehl	Excused
Kelly Harris	Yes
Frank Ranzie	Unexcused
Delray Beach	
Sal Arena	Yes
Joe Hart	Yes
Scott McGuire	Excused
Adam Rosenthal	Excused
Rodney Stevenson	Excused
Paul Weber	Excused
FAU	
Scott Broedel	Yes
Darren Courtney	Unexcused
Greenacres	
Joseph Rendueles	Unexcused
Josh Silvey	Unexcused
Dylan Vaughan	Unexcused
Juno Beach	
Pat Nicoletto	Excused
Jupiter	
Jeff Bernstein	Yes
Quinn Harris	Unexcused
Jason Levinstein	Yes
Mike Lilienfeld	Yes
Chris Smith	Yes
Lantana	
Chris Decker	Yes
Troy Schaaf	Unexcused
MCSO-LE	
Brian Bergen	Yes
Michael Dougherty	Yes
Mike Ferguson	Yes
Doug Moore	Unexcused
Tom Neild	Yes
Richard Parks	Unexcused
Bruce Pinkman	Excused
MCSO-Corr	
Jackie Gore	Excused
Tom Randazzo	Yes
Warren Rogers	Yes

North Palm Beach	
Rob Coliskey	Excused
Damian Izquierdo	Yes
PBSO-LE	
Mike Antonopoulos	Excused
Dan Burrows	Unexcused
Rich Diberardino	Unexcused
Ray Griffith	Unexcused
Kevin Igo	Excused
Terry Maguire	Unexcused
John McGuire	Yes
John Navarro	Unexcused
Charlie Nicaastro	Yes
Paul Vrchota	Unexcused
PBSO-Corr	
Tammy Bussey	Excused
DJ Dowling	Yes
Jeff Jackson	Yes
Sandra Nealy	Unexcused
Will Pinto	Excused
Willie Powell	Yes
Patrice Quinn	Yes
Jerry Sneed	Unexcused
Pete Tartaglione	Yes
Palm Beach Gardens	
Greg Allen	Yes
Rich Geist	Unexcused
Jim Shackelford	Yes
Cecil Wagner	Unexcused
Palm Beach Shores	
Tom Clark	Excused
Michael Simmons	Unexcused
Palm Springs	
Rusty Lee	Unexcused
Sean Grant	Yes
School Police	
Gregory Cafaro	Unexcused
John Hawes	Excused
Bill Lammie	Excused
Harry Rawlings	Yes
Rick Saxe	Excused
Bob Walton	Yes
James Wilkerson	Yes
Tequesta	
James Pike	Unexcused
Charlie Weinblatt	Yes
West Palm Beach	
Matt Bessette	Unexcused
Brian Gaudette	Excused
Rick King	Excused
Mike Leas	Yes
Tony Lutz	Yes
Troy Marchese	Yes
Chris Roaf	Excused
Ed Thomas	Yes

JANUARY

Jean Adea - Lake Worth
 Gardenia Arguello - Lake Worth
 Diane Christian - Lake Worth
 Justin Clayton - Lake Worth
 Bobby Dail - Lake Worth
 Patrick Desir - Lake Worth
 Joshua Eley - Lake Worth
 Charles Ferry - Lake Worth
 Dave German - Lake Worth
 Derek Harrison - Lake Worth
 Charles Johnson - Lake Worth
 Carl Jolimeau - Lake Worth
 Mark Lozano - Lake Worth
 Timothy Mccarthy - Lake Worth
 Jonathan Mock - Lake Worth
 Stephanie Moncavage - Lake Worth
 Christian Padilla - Lake Worth
 Timothy Rebholz - Lake Worth
 Paul Riddle - Lake Worth
 John Tatum - Lake Worth
 Giselle Winer - Lake Worth
 Joshua Carhart - PBSO
 James Herron - Juno Beach
 Martin Kimberly - Lake Worth
 Vaughn Mitchell - Lake Worth
 Joel Morganstern - Lake Worth
 Delrois Oh - Palm Beach Gardens
 Denise Pagan - Palm Beach Gardens
 Robert Piantoni - Juno Beach
 Scott Bates - PBSO
 Christopher Bergsma - Lake Worth
 Gerald Deneen - Lake Worth
 Ryan Reza - Lake Worth
 Javier Santos - Lake Worth
 Christoper Wink - PBSO
 Earl Bakke III - Lake Worth
 Michele Bouchard - Lake Worth
 Francine Davis - Lake Worth
 Tana Donadio - Lake Worth
 William Evans - Lake Worth
 Lorenzo Gatti - Lake Worth
 Christopher Gideos - Lake Worth
 William Goldstein - PBSO
 Brian Hermanson - Lake Worth
 Neil Honkala - Lake Worth
 Melody Hughes - Lake Worth
 Daniel Jozwick - Lake Worth
 Patrick Maddox - Lake Worth
 Brendan Maduri - Lake Worth
 Michael Mahoney - Lake Worth
 Constantin Miclea - Lake Worth
 Lonney Moral - Lake Worth
 William Mosley - Lake Worth
 Enrique Ponce - Lake Worth
 John Pope - Lake Worth
 Robert Rashkin - Lake Worth
 Pamela Reeves - Lake Worth
 Eric Stull - Lake Worth
 Troy Sutton - Lake Worth
 Deborah Wilson - Lake Worth
 William Noguera II - PBSO
 David Varone - Greenacres
 Ingrid Engle - Lake Worth
 Shenick Grimsley - Lake Worth
 Lori Kelley - Lake Worth
 John Roberts, III - Lake Worth
 John Martin Jr. - Stuart
 Sherry Baker - PBSO
 Oscar Cardenas - Lake Worth

January (continued)

Peter Hussey - Lake Worth
 Craig Knowles - PBSO Corr.
 Daniel Lort - PBSO
 Steven Robertson - Palm Springs
 Jennifer Smalling - PBSO Corr.
 Tyrell Patt - PBSO
 Robert Wheelihan - PBSO
 Andres Giraldo - PBSO
 Yhon Gutierrez - PBSO
 Bernardo Hernandez - PBSO
 Timothy Howe - PBSO
 Justin Martella - PBSO
 Jason Nebergall - PBSO
 Matthew Newman - PBSO
 Paul Rich - PBSO
 John Schaefer - PBSO
 Jeff Templeman - PBSO
 Jason Vasquez - PBSO
 Andre Walther - PBSO
 Eric Davis - PBSO
 Patricia Matthew - PBSO Corr.
 Thomas Petrovick - PBSO

FEBRUARY

Gregory Ferraro - PBSO
 Gwendolyn Turnbull - PBSO Corr.
 Michael Brown - Delray
 Justin Gratton - Manalapan
 Marc Bujnowski - Jupiter
 Erica Mullins - PBSO Corr.
 Kristopher Knight - Greenacres
 Kevin Bearsby - North Palm
 Heather Barnett-Smith - PBSO Corr.
 David Furtado - Stuart
 Isabel Garcia-Nuez - PBSO
 Jamie White - PBSO Corr.
 Kathleen Zeranski - PBSO
 Parker Henry - MCSO Corr.
 Nicole Hettich - Greenacres
 Tony Kendrick - PBSO Corr.
 Rasheeda Abraham - Delray Beach
 David Ackerman - Delray Beach
 Jacquelyn Brown - Delray Beach
 Rella Butler - Delray Beach
 Margarita Castillo - Delray Beach
 Gwendolyn Crutchfield - Delray Beach
 Amber Declercq - Delray Beach
 Victoria Dinan - Delray Beach
 Kimberly Gunning - Delray Beach
 Linda Gutierrez - Delray Beach
 Carrie Hellenbrecht - Delray Beach
 Allison Maybee - Delray Beach
 Nicole Mckessy - Delray Beach
 Shari Roth - Delray Beach
 Michelle Rotondi - Delray Beach
 Laura Shenkman - Delray Beach
 Jennifer Speers - Delray Beach
 Shana Taylor - Delray Beach
 Amy Thomson - Delray Beach
 Melissa Tobey - Delray Beach
 Matthew Warne - Delray Beach
 Richard Weinstein - Delray Beach
 Farrah Ferguson - PBSO Corr.
 Marcus Janes - PBSO Corr.
 Ana Joseph - PBSO Corr.
 Lynden Porter - PBSO Corr.
 Vivian Russell - PBSO Corr.
 Daniel Willis Jr - PBSO Corr.



Gary Lippman,
General Counsel

Ten Thirty Three

IA's and Criminal Charges and Your Truthfulness



Larry Fagan

Submitted by Larry Fagan, PBA Attorney

While members have heard us say (*ad nauseum*) that the “thrust” of Garrity protection in your Internal Affairs statement is that the words that come out of your mouth there can't be used “substantively” against you (to prove a criminal charge), there is an entire part we advise on next that must be remembered, lived, breathed and incorporated into the very fabric of your beings: Lying (“perjury”) or leaving “important” items out of your I.A. statement (“obstruction of justice”) are **not** covered under Garrity protections.

Furthermore, as you may remember, you are not protected by Garrity from subsequent (new or additional) Departmental “policy” charges from your individual employing Agencies.

Your IA statement is about telling the complete truth—so much so that there are three or four instructions/forms/affidavits (in addition to the oath you are given to tell the truth) in properly conducted IA's that are ABOUT the legal need/requirement of giving a completely truthful statement. That includes, no guessing, no speculating, no “connecting the dots” by you, the “target” or “subject,” in an effort (as you say) not to “jam yourselves up.”

Your IA statement may also be able to be used in the future by the State (in court) in an effort to impeach you (show you are lying). So the truthfulness implications and boundaries of IA's are far reaching and must be strictly adhered to.

The need to give a completely truthful, responsive IA statement has broad, overriding implications, (potentially even more than the very charges themselves) and no form provided by investigators and read to you or signed by you can relieve or protect you or your recorded statements in that regard. Period.

This is not to imply or suggest that members may intentionally fabricate responses under oath. It may, however, be simply normal, human behavior for any of us in a good faith attempt to explain or guess when asked a question, perhaps in an effort to achieve some kind of “closure” for the investigator. It is, however, best legally to assist yourself and the investigation by stating on record only what you know and believe to be true with the information that you know at the time you give your statement.

There will then be no doubt to you, personally, about your own truthfulness, regardless of any “perceptions” or allegations to the contrary. And, regardless of the (any) policy charges themselves.

Legal Updates

Submitted by Larry Fagan, PBA Attorney

Make no mistake, the PBA WILL NOT BE USED!

In recent months, two (2) Agencies have expressed real needs for our assistance: The Towns of Jupiter Island and Palm Beach.

Believing in the merit of the law enforcement causes of each Town and in good faith, the PBA jumped into the legal frays of zealously fighting for unionization at both Agencies. We began to engage in the fights for fair pay and employment benefits for both Officers and Sergeants.

Unfortunately, the individuals at these Agencies seem to have had something else in mind. Although both Agencies' representatives came to us for “help,” and we said in no uncertain terms: “Do not use us as a leverage to get ‘what you want’ and then drop us...,” that is *precisely* what happened.

For the PBA to navigate the legal machinery for unionizing at each Agency, from written briefs and oral arguments, to attending live mid-night and early morning elections and “slugging it out”

with Town officials, we believed in your respective causes. Apparently, that made one (1) of us.

It seems that once these individuals got “what they wanted” (salaries, benefits, who knows what else) from their Towns, having used the PBA as leverage for their own self interests, we were quickly dropped like “hot potatoes.” They should be aware that “gentleman's agreements” are only as good as the people making/agreeing to them.

Make no mistake, it will likely be the officers ultimately that suffer. Whether it comes as wealthy citizens behind the scenes donating large sums of money to (or their possible *threats* of potentially ceasing substantial donations there), or the “frosty” response we received on-going after the start of unionization proceedings at Jupiter Island, when the smoke clears and the day-to-day law enforcement fight for fairness for these employees continues, they are on their own. They get one (1) shot with us. According to President Kazanjian, we will **NEVER** return to either Town. These Agencies have spoken loud and clear. And, so has the PBA.

To Contact the PBA Office: (561) 689-3745

President's Message (continued from page 2)

comes to the working officers, after the first year the word "comparable" means "capable of being compared" **unfavorably**.

ENOUGH IS ENOUGH, AND WE ARE NOT GOING TO TAKE IT ANYMORE. There are three (3) School Board members running for re-election, plus one who was appointed by the Governor who has to run for a seat. The PBA has assured our members at the School District that we will be involved in ALL FOUR RACES. I will need the support and hard work of all 4,000 of our members, their families, their neighbors, and their friends, for these elections. Here are the four that need to be educated about democracy this up-coming election: District 1 - Monroe Benaim, District 2 – Paulette Burdick, District 4 – Carrie Hill and District 5 – Mark Hansen.

I want to thank all the PBA members who came out to the protest the day of the impasse Hearing. The weather was bad, outside and inside, but you stuck it out anyway.

Because many of you were unable to attend, let me tell you what it was that the School Board did in order to make sure you were kept out of your impasse Hearing. They scheduled the proceeding for 2:30 in the afternoon, knowing full well that School police do not get off work until 3:30. Suspecting the start time was no "accident," but believing the Board might be shamed by that

particular shenanigan being dragged out into the light of day, we requested the time be changed to 4:00 p.m., so all of the officers would have the opportunity to attend after work. THE SCHOOL BOARD REFUSED TO CHANGE THE TIME, and offered no reason why. And they denied officers' requests for personal time in order to attend; which made very clear their reason why. This was the most mean-spirited, blatant disregard of good faith bargaining I ever have been part of, and confirmed for me that with only one (1) exception, that Board actually is shameless.

They have left us no choice. They have forced our hand. **THEY HAVE TO GO.** We, as citizens of Palm Beach County, need to elect Board members whose priorities are in order. As for the School Board members who have chosen to follow whatever their Superintendent does, we need to deliver a civics lesson.

Oh, by the way, according to the recent Channel 5 news story, "Our schools are safe and we don't rely on the school police to keep our schools safe," says Johnson. "That's the responsibility of principals and vice principals. It always has been and it always will be. The school police are there as a last line of defense." If this is how Art Johnson plans to provide safety for our children, then the citizens of Palm Beach County need to know this and Art Johnson needs to resign!

School Police News

This article was written on March 10, 2008. Well, here we go again. I was at the meeting in front of the Board to argue our case against the Board to try and get implemented the parts of the Contract that we were able to re-open. I stood outside with a contingent of officers from other departments throughout the County to show support for us including PBA President Kazanjian, Executive Director Ernie George, other members of the PBA, our attorney and plenty of news media. So, the stage was set. We came together in the Board room with PBA logo shirts and waited for the entourage to begin. As the Board members slowly walked in, it became evident to this writer that the only thing missing was the clothesline because we were going to be hung out to dry. It became funny to me that the first order of business was Superintendent Johnson deciding to take attendance; how many officers from School Police, how many were from the Sheriff's Office and how many from other departments. I never saw that done before with any other organization, and what did that have to do with anything??

The District presented its case to the Board; they had 30 minutes, after which we presented our case, and we had 30 minutes. Once our presentation was done, the Board now had it under discussion. The best part about this whole scenario was the Board had already been given instructions by the Superintendent, in writing, that his demands were already in place. It was a done deal even before the Pledge to the flag. So we went through the motions, they went through the motions, we danced, the smoke and mirrors came out, and before we knew it, the dance was over.

Mr. Monroe Benaim, a member of the Board stated, "I don't know how we can treat you differently than any other employee." Notice he did not say teacher or other police department, he said other employee. We were classified right in with bus drivers, cafe-

teria workers, custodians and general workers. I don't want this to turn into a battle with them because they are all very hard workers and do a great job for the District. Don't get me wrong, they all provide a very important service to this School District and deserve to be treated accordingly. But every morning when we come to work, there is a bullseye on our back, not to mention gun belt, vest, uniform and most important, a BADGE. We took an oath to serve and protect not just School Police but all police. We have to answer not only to our superiors, but to the School District, FDLE and Criminal Justice Standards and Training Commission, the public, the media etc. Every move we make is videotaped, scrutinized and we are continually explaining in one way or another our actions or lack of. We have a lot of baggage but you know what, we do it because we love it, we're dedicated to our profession, to the commitment to the community, the kids, to our administrators, and we bump our chest out everyday because we are who we are—Police Officers.

So in closing, let's see where we are. "No" to the car insurance. "No" to the 4% raise, but we will give you 2%. Oh, well. Probationary guys were helped a little; an additional 2% after probation is over, and pay for performance, a wait and see attitude is all I can say. Our next step is to have a vote, so a meeting will be called as soon as the ink dries. We now have to look forward to a change in pay structure from 26 pays to 21 pays. Pay will be for actual time worked, so we will take a wait and see attitude with this also. I believe the PBA did all it could, but to no avail. So let's move forward, with the Nation heading towards recession, it will be real interesting to see what comes down the road when this Contract expires. Stay safe.

Submitted by: Harry Rawlings, School Police PBA Rep

PBA In The News

The Palm Beach Post

School board rejects 5 percent pay raise for school cops

By CHRISTINA DENARDO ~ Palm Beach Post Staff Writer • Wednesday, February 13, 2008

The Palm Beach County School Board rejected the school police union's demand for a 5 percent raise Wednesday.

Instead, the board approved Superintendent Art Johnson's recommendation for a 2 percent cost-of-living increase for the 160 officers who serve on the school police department.

The two sides have been at an impasse since December. On Wednesday,

each side made their case to the school board.

Johnson's 2 percent offer for school police is similar to those offered to school bus drivers, cafeteria workers and mechanics and reflects the district's budget crunch, Johnson said.

"Police officers are very important to the school district, but it has to be within the budget we have," Johnson said. "You

have to look at the big picture."

Union officials responded to the board's vote by promising to wage a battle against school board members up for election this fall.

"They have just waged a war with the police and we're up for it," said John Kazanjian, president of the Palm Beach County Police Benevolent Association.

The Palm Beach Post

School police decry 2% hike

By CHRISTINA DENARDO ~ Palm Beach Post Staff Writer • Thursday, February 14, 2008

The Palm Beach County School Board rejected the school police union's proposal for a 5 percent raise Wednesday, angering school police who said the district has neglected them at a time when crime is rising.

Instead, the board approved Superintendent Art Johnson's recommendation for a 2 percent cost-of-living increase for the 160 officers in the school police department.

The two sides have been at an impasse since December, the third time in as many years. On Wednesday, each side made its case to the school board before the board voted 6-1 to approve Johnson's plan.

The 2 percent increase is similar to those for school bus drivers, cafeteria workers and mechanics and reflects the district's budget crunch, Johnson said. During the summer, teachers received a 3.7 percent raise.

"Police officers are very important to the school district, but it has to be within the budget we have," Johnson said "You have to look at the big picture."

Union officials said they weren't surprised at the board's vote and promised to wage a battle against school board members up for election this fall.

"I have never seen a less caring group of public officials," said Bob Walton, a school police detective and union representative.

At least 30 officers have left the district during the past three years, Walton said.

Before the meeting, a group of police from other agencies rallied briefly outside school district headquarters in suburban West Palm Beach to bring attention to the union's proposals.

With fewer than 170 school police in the department, officers say the financial investment would not have been a large one to make. They estimated it would cost about \$150,000 to bridge the gap between the union's and the district's proposals.

"There is nothing unreasonable about what we are asking for," said Jim Spearing, a consultant with the Police Benevolent Association. "The schools are dangerous and they are getting more dangerous every day."

The starting salary for school police officers is \$42,000, comparable to other police departments, but officers elsewhere can boost their salary significantly after a few years.

District officials countered that school police work less than officers in other departments. They don't work during the summer, get days off for winter and spring break and have lots of opportunities to work overtime. About 20 officers made at least \$70,000 with overtime, according to a district analysis.

Some board members said they support higher salaries for school police but simply can't afford it.

"I'm disappointed this is what we have to offer," said school board member Sandra

Richmond. "It's probably more difficult than any of the other decisions I have had to make in the past year."

The package includes a pilot program to give officers performance pay bonuses up to 6 percent, one-step increases for officers who complete a probationary period and supplemental pay for on-call youth court officers.

Board member Debra Robinson, the only one to vote against Johnson's recommendation, said the district can afford the raises and should not lump police with other employees.

"It's unreasonable to hide behind the 'We have to do the same for everybody' mantra," she said. "We need people who can tell the good guys from the bad guys and make sure our schools are safe."

Statistics from the union show that school police officers handled more than 250 thefts, nearly 300 batteries and assaults, 97 weapons complaints and 30 sex-related crimes between January and May 2007. There were four batteries against officers and 78 batteries on school employees.

"We respond to burglaries, rapes. The gangs—schools are where they breed," said John Kazanjian, president of the Palm Beach County Police Benevolent Association. "These officers are on the front lines protecting our kids. We are struggling to keep the veterans we have and recruit new officers to make sure our schools and our children are safe."

Sun-Sentinel

Police union sends mailer asking voters to oust School Board members Fliers oppose members' re-election

By MARC FREEMAN ~ South Florida Sun-Sentinel Staff Writer • Thursday, March 6, 2008

Palm Beach County's police union is firing back at the School Board after losing a bid last month for better raises for school officers.

The Police Benevolent Association, which represents police officers countywide, recently mailed a flier to thousands of county registered voters and supporters. It accuses the School Board and Superintendent Art Johnson of "not making law enforcement protection in our schools a priority."

On Feb. 13, the board awarded a 2 percent raise to the 170-officer force, which protects more than 168,000 students, ending a negotiating impasse with the union. Officers sought 5 percent raises, but district administrators said there wasn't enough money in the budget. School police leaders say their salaries are out of line with other police agencies in Palm Beach County.

Union President John Kazanjian on Wednesday said the mailing — which cites school crime statistics — is the first shot by police in a campaign to oust some School Board members from office.

This year, four of the seven board members are up for re-election to four-year terms. The superintendent is appointed, not elected.

"We're in for a fight," said Kazanjian, a Palm Beach County Sheriff's Office sergeant. "We're

going after their jobs. If they don't support police, police don't want to support them."

Board member Sandra Richmond, who is not up for re-election until 2010, said school police "are worth more than what we can pay them."

The school district is facing an extraordinary budget crunch, administrators say. The state Legislature cut about \$17.6 million from this year's funding for county schools since October, and another \$15.5 million reduction is expected from legislators meeting in Tallahassee.

"I don't think there's anyone on the board who wouldn't see fit to give them as much as we possibly can," Richmond said. "We would do more if we had it."

Board member Debra Robinson, whose term also is up in 2010, cast the lone vote against the 2 percent raise. She supported giving the police a 5 percent pay increase.

Union leaders insist the school district has the money to pay police better wages but chooses to snub the officers for other expenses, including lawsuit settlements and \$4 million to de-muck land for a new Pahokee football field.

"When they want to spend the money, they spend it," said Robert Walton, a school police detective and union representative.

The union said the difference between a 2 percent raise and a 5 percent raise would cost the district \$150,000.

"The rank and file are demoralized because year after year they are shown no respect," Walton said.

The union mailer lists crime statistics such as "126 drug busts and 30 sex-related crimes in our schools last year alone."

"School Board Police are struggling to stem the tide," it states.

Walton added, "It's time that everybody realizes that if it weren't for school police there would be a heck of a lot more reported crimes on school campuses."

Officials said 2 percent is consistent with what the district offered most other employee groups, except teachers, who got a 4.2 percent raise.

School Board Vice Chairwoman Paulette Burdick, who is seeking re-election this year, said she has received dozens of the union fliers in the mail.

"If money was available, I could certainly support increases for all of our employees for their professionalism and dedication to education in Palm Beach County," she said.

Marc Freeman can be reached at mjfree-man@sun-sentinel.com or 561-243-6642.

School Police News

Once again, we approach the spring and summer with no Contract and a lot of unanswered questions that will affect all of us. The question I get the most is, "What is happening with the payroll schedule that the Superintendent recommended, and the Board approved at the Impasse Hearing?" Based on the Contract language, it is to begin July 1, 2008. I have heard several different beginning dates that are between July 1, 2008 and July 1, 2009. No one seems to know for sure, but based on what was approved by the Board, July 1, 2008 is what we have to prepare for. As information becomes available, I will put it out. This year's round of negotiations, if you can call it that, was the worst I have ever seen. PBA members from other departments have said that they cannot believe how poorly we were treated. You expect that type

of treatment from the bad guys, but not from your employer. I want to commend all of our officers for their professional attitude throughout this process. The PBA has listened to your concerns and requests and has pledged to do what is necessary to correct the inequities we have been forced to deal with. Please continue to stay involved and we will prevail. I would like to give a special thanks to the officers from other departments who gave up their time to come and support us at the Impasse Hearing. Also, thank you to Board Member Debra Robinson for supporting us at the Impasse Hearing. She was the only Board Member who did! Stay safe!

Submitted by Bob Walton, School Police PBA Rep

Visit Our Website at: www.pbcpsba.org

School Police News

"Abandon hope all ye who enter here." This phrase is written above the gates of hell in *Dante's Divine Comedy*, written about 700 years ago. While we are not exactly at the gates of hell just yet, Dante's words could be used to aptly describe the current conditions and morale at the School District Police Department. Many of you are thinking of leaving and have applications at various law enforcement agencies. Many more are considering such a move. I'd like to address those issues.

What I'm about to say nearly kills me. Despite everything, I still love this Department, to which I have given 16 years of my life. But, it's too late. The damage has been done, and the Board and Dr. Johnson have demonstrated their true colors. So, if you're not sure what you are going to do with regard to your future, allow me to make it perfectly clear: Dr. Johnson and the School Board will never treat us with respect, hold us in any regard, and **NEVER** will give us a decent raise or benefit package. It is not going to happen here! Never! At least not with the current Board and Dr. Johnson in place. So if you're thinking of leaving the Department to work for an agency that pays more, has better benefits, values you as an employee, and has a fair and impartial process for promotions and specialized assignments, I can't blame you or stop you. I hate to see what the drain on the talent pool will be here, but no one will blame you for leaving. But please consider the following before you leave.

There are tough economic times on the horizon here in Florida. You don't need an MBA from Harvard to see it coming. If you leave the School District now, you'll give up any seniority you have here and start over at another agency. Most cities and counties are saying they won't lay off cops or firefighters. Take it from someone who has been around long enough to have lived and worked through the recession of the late seventies and early eighties and has suffered through layoffs. Layoffs can come and they will layoff cops. Just ask some of our Officers from NYPD, Philadelphia, Youngstown, Pittsburgh and Chicago. I am **NOT** trying to get any of you that are considering leaving to change your mind. I'm simply asking you to look at the big picture. Is it worth the risk to give up seniority and at least some job protection and go somewhere else and risk being laid off six months or a year down the road when the economy gets worse? Only you can make that decision. If you're certain that your future is secure with another agency that values your skills, talents and abilities, then God bless you, and I hope you have a wonderful and successful career. Just please, please be sure of your job security.

Another item to consider is why we came to the School District Police Department in the first place. Our mission, protecting the schools and the young people of Palm Beach County, is a noble one. No less noble than what our brother and sister officers sign up for in their respective cities or PBSO. Being dedicated to

protecting our most precious commodity, our children, speaks volumes about our motivation and willingness to invest ourselves in the betterment of society by working with the children of Palm Beach County. It is shameful and disgusting that Dr. Johnson and the Board have made it so bad that we have to decide between that noble mission and providing for our families and our own children's future. The question is: Are we going to let them get away with it?

Contrary to Dante, we do have some hope in our Department. The public information campaign launched by the PBA is working. The Board Members and Dr. Johnson are mad and want us to stop. Sorry, it's too late for that. If they don't like what they see or getting letters from constituents, then they should have bargained with us in good faith and treated us fairly. They are reaping what they have sown. Our hope lies in the political process. We must remove Dr. Benaim, Paulette Burdick and Mark Hansen from office this election. They have consistently voted against us and have to go. If we, as a bargaining unit, successfully exercise our political strength and get these Board Members out of office, the message will be sent. They'll either begin treating cops fairly, or be removed from office. This is our only hope.

By the way, Dr. Benaim got upset with me during the Impasse Hearing when I mentioned all the payroll problems associated with Peoplesoft. He took offense and said that Peoplesoft was a success and that he was a big proponent of Peoplesoft in the District. So, if your overtime was screwed up for a year and half, if you didn't get paid for overtime, if you are in the investment plan and went seven months without any postings because of Peoplesoft, write Dr. Benaim from home and remind him of the awful truth about Peoplesoft. Mark Hansen said that he is in the real estate business and we all have to make sacrifices, including him. Write Mr. Hansen from home and tell him of the sacrifices you had to make and will continue to make because of the dismal pay and benefits at the School District Police Department. Get your friends and neighbors to contact them as well.

Dante's words should not be for us. They don't need to be placed over the Police Department. We are too good of a Department and have too much talent to allow political hacks to ruin our livelihoods and insult us. If we work within the political process and get these Board Members thrown out, then perhaps Dante's words can go over the Board chambers with some slight modifications.

"Abandon hope all ye who enter here and treat cops unfairly and mess with the PBA."

Hang in there and we can win this thing together. Stay safe.
Submitted by: Sgt. Bill Lammie, School Police PBA Rep

PBSO SCHOLARSHIPS PAYROLL DEDUCTIONS

PBSO has set up a payroll deduction for the PBA Charity Fund, Inc. If you are interested in giving toward this worthy cause, please contact the PBSO Payroll Department and request a payroll form.

If you have any questions regarding the payroll deduction, call Kaz at 689-3745.

School Police News

I wanted to divide this into two sections so it would be easy to follow. So, let me start with the good news from the Palm Beach County School District Police.

OK, now that I have that out of the way, the rest of the news is that this year is no different than the past three years, as we ended with Impasse again. This year, we also took a chance to see if the School Board Members would step up to the plate and offer more than the 2% that we were offered in talks. Well, that didn't work out either. Even more troubling than the 2% raise, is the fact that we are now going to a "pay as you go" system. This means no more 26 equal pay checks during the year, but you will be paid for the number of hours you work in each two weeks period. So, let's say we are at the winter break where we are off 17 days. When we come back to work, we will not get a check for that period. During the months of June, July and August, there will be only one (1) check each month, but we will have to have double benefits taken from that one check to maintain our benefits. This will come out to a system of 22 pays, with 6 or 7 of them being less than 80 hours, which would be full time.

There are a few other items that were also put into the contract that will not benefit the officers of this Department or their fami-

lies. We can only hope that it doesn't take an event like Virginia Tech or Illinois last week to wake the School District up and remind them we are police officers, not bus drivers or custodians.

I would like to say THANK YOU to President Kazanjian and the other PBA Officers and members who came out and supported us at the School District Board meeting, as again, the School Board wouldn't change the 2:30 PM start time so our officers could attend.

We can only hope that this Contract is not an effort by Dr. Johnson to have this Department implode, as it appears many officers are looking at other Departments, where pay is steady and 2% is not the norm.

We should also give a big thank you to Sgt. Bill Lammie and Det. Bob Walton for the hours they spent on this Contract and dealing with the District on every issue.

Also the biggest item for me and my family, I wish to thank my wife, Lt. Cynthia Hawes, who retired from the Village of North Palm Beach Police Department after 33 years and 11 months. We are so proud of her and all she was able to do in her career.

Submitted by: John Hawes, School Police PBA Rep

PALM BEACH COUNTY SCHOOL BOARD

THEY NEED TO GO!



Monroe Benaim



Carrie Hill



Art Johnson



Paulette Burdick



Mark Hansen

PBSO News

First, I would like to thank President Kazanjian for allowing me to publish an article in the *Code 3*. While I am no longer a member of the bargaining unit, I am still a PBA member and will be for life.

As a Command Duty Officer, I walk a line between the needs of the administration and the needs of the deputies on the road which I support. I always believed that from the top down, it was everyone's responsibility to support the working deputy who is actually doing the job. That is why everyone who is not assigned to road patrol duty is called a "support" unit. As I rose through the ranks to Captain, I learned that it was also our job to support the Sheriff and help him, help us. In the past year, we have seen our economy plummet; especially here in Palm Beach County. Property values are dropping; while the cost of living continues to rise faster than we can afford. Our Sheriff was pressured by the Board of County Commissioners to open your Contract and reduce benefits during the last budget meeting. He fought for you, and won. You continue to receive all of the benefits that the PBA negotiated and the Sheriff agreed to.

When I started my career with Broward SO in 1978, the price of fuel was around \$.39 per gallon. Needless to say, it's gone up a little in the past 30 years. As I write this, the price of fuel is hovering around \$110 a barrel, an all time high, and around \$3.50 per gallon. As a patrol Captain, I have the opportunity to show up on many radio calls. I have noticed somewhat of a trend lately among patrol units—some of you like to keep the engine running on your vehicles while on a call. Several months ago while I was off duty eating lunch at a restaurant, there was a uniformed deputy sitting at a table next to me. A few minutes later another deputy pulled up to the front of the restaurant and came in to have lunch with his zone partner. After 20 minutes I left, at which point I observed that the marked patrol car of the second deputy still had its engine running. I get several complaints a week from citizens on things that deputies do, and I can justify most of them, but how do I justify the engine running for that length of time on an unattended vehicle? There was no prisoner, no K-9, no trainee doing paperwork in the passenger seat; just an empty car with the engine running. I know it gets hot out and I don't enjoy getting into a hot car any more than you do, but come on!!!! We're in a serious budget crunch and it's our responsibility to help the Sheriff keep costs down. On any given day we have approximately 300 units, marked and unmarked, driving around in a 24 hour period. If only half of those units wasted one gallon of fuel, it would still be wasting 150 gallons a day. Multiply that by 365 and that's 54,759 gallons of wasted fuel a year; multiply that by \$3.50 per gallon and that's \$191,625 wasted taxpayer dollars. We can put almost two more deputies on the street for that kind of money; and that's by just half of you saving only one gallon of fuel a day!

If you want to continue to receive the best pay and the best benefits of any agency around, you must do your part to help the Sheriff so he can continue to help you.

Submitted by: Captain A. Bilardello, PBSO

PBSO News

He's at it again! Putting his nose in Sheriff's Office business. You guessed it—Deacon Bieluch. He couldn't run the Sheriff's Office but now he has all the answers. I'm talking about the tragic loss of our two brothers in Pahokee. He's forgotten Sheriff Bradshaw is the Sheriff now and I can assure you all, and I know you'll all agree with me, he knows how to run this Office. For some reason, Deacon Ed thinks he has all the answers as to what happened out there. This is still an on-going investigation, so all the evidence is still being investigated. Deacon Ed, remember a few things. First, you are not the Sheriff. We gave you that chance and you screwed it up. Second, what Sheriff Bradshaw forgot you'll never know. Third, stay out of Sheriff's Office business. Stop interfering in this investigation. Go to North Carolina and preach. Maybe you'll do better there than you're doing here. All you have to do is ask any employee who is the best Sheriff we ever had and 99% will tell you: Ric Bradshaw. I say 99% because there are a few who have your mentality. So, please make like the wind and blow. The Carolinas are calling you. I think it's killing you how smooth the S.O. is running with Sheriff Bradshaw at the helm. Just in case you don't know, we now have laptops among other items. We should have gotten these when you were Sheriff. Oh well, I'm tired of talking about you, so please stay out of Sheriff's Office business.

Submitted by: PBSO PBA Vice-President Charlie Nicastro

Together

I write this the evening after the Palm Beach County School Board voted to deny the School Police Officers their fair and well-deserved pay and benefits package. It is with heavy heart that I must inform everyone that the School Board members chose to deny our fellow officers just compensation for the **EXCELLENT JOBS THEY DO!**

What I am proud of, though, is the turnout from **OTHER** agencies who came to support **OUR FELLOW OFFICERS!** From Tequesta to Delray Beach, officers came to show their support for fellow PBA members! We didn't have to do this! We chose to do this! When one of us is attacked, all of us should come to the rescue. When one agency is having difficult times in contract talks, it affects all of us! Other city governments may well take the route the School Board has chosen, and that is very dangerous! If we want our compensation packages to stay the same or grow, **WE MUST STAND UNITED!** Otherwise, we are beaten.

The PBA stands for all of the members; not one agency or rank! We may not always agree with the final decision, but we must support the outcome. The next few months will be crucial for us, as several cities are dragging their feet before committing to our members. **WE MUST SUPPORT ONE ANOTHER!** There is no one else!

Submitted by: Terry Maguire, PBSO PBA Rep

Boynton Beach News

Congratulations to Detective Charles Ramos. For the second consecutive year, the Palm Beach County Association of Chiefs of Police has honored a Boynton Beach Police Officer as its 2007 Distinguished Officer of the Year. The Association awarded the distinction to Detective Ramos, a 7-year veteran who works in the Department's Special Victims Unit.

In 2007, Ramos' work led to dozens of significant arrests, including a 32-year-old man who impregnated a 16-year-old mentally challenged girl; a mother who tortured her 10-year-old son by digging her fingernails into his arms; a 42-year-old father who had been sexually abusing his step-daughter from the time she was 15 years old until she turned 17 years old; and, a convicted sex offender who took pictures of little girls' underwear during the City's holiday parade. He also worked with Palm Beach County School Board Police in the arrest of a high school teacher who had sexual relationships with two of his students.

Boynton Beach Police Officer Charles Turco was honored as the Palm Beach County Association of Chiefs of Police 2006 Distinguished Officer of the Year.

New Police Facility: The new police facility start date has been moved up a year. This shift will result in up to a 20% reduction on construction costs, as opposed to waiting until 2010. The new facility is estimated to be 80,000 square feet and will meet the City's increasing population over the next 50 years. Kudos to Lt. Jeffrey Katz, who has been working diligently with the architect to design an efficient building, and has solicited "subject matter experts" from within the Agency for realistic needs for space and personnel.

Chief's Advisory Meetings: For those of you that might not know, our Collective Bargaining Agreement (CBA), Article 10, provides an opportunity for officers/detectives to sit down with the Chief of Police to discuss issues, ask questions, request equipment and/or offer suggestions (to name a few). In past meetings, the Chief has had only one rule—that there are no rules. He will discuss and try to answer all the questions presented. These meetings are only as good as the participation, so I implore you to get involved. This is YOUR UNION and you can make a difference.

Amendment 1: Yes, it passed and it's unknown what, if any, ramifications the Police Department will have in the coming months. It has been disclosed that the City's property tax revenues might decrease by an estimated \$3.5 million in the first year. Stay tuned for future updates on this matter.

Be Safe!!!

Respectfully submitted by: Detective Henry Diehl, PBA Rep

Palm Beach Shores News

To open on a positive note, congratulations are in order for Officer Sean Alex and Officer Steve Deck. These two officers were chosen as co-Officers of the Year 2007. Their efforts in aggressively attacking the rising crime issues in Town show their professionalism as well as their tenacity when dealing with drug activity. They generated a number of search warrants and were instrumental in helping organize an entry team to deliver those warrants.

Well, it's back to the table and work on the new Contract has started. Our effort to work with the Town on our pension issues has been an item of contention. We have started with the FRS program and are still waiting to close out with Principal. That "gray area" dealing with money in its plan has gone on from October until now and we have been told that there might be closure in April. We have contacted the PBA Attorneys and the Town's attorney. The up side? Only one phone call needed to get the same answer or in this case, an explanation of sorts.

We have been attempting to get the Town to handle the special detail dollars but that request has come under much debate. I had hoped to clear up this issue before we went to the Contract talks, but the Town is unsure of the process. It appears that the attorney is unsure on the issue and the impact to the Town. So we will re-invent the wheel and hope for a positive outcome.

Remember: Live simple, Love generously, Care deeply, Speak kindly—Leave the rest to God.

Be Safe Out There...

Submitted by Officer T. Clark Sr., PBA 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
- 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, bribed or to have to listen to offensive language
- THE RIGHT . . .** not to be forced to resign



Show your support for Palm Beach Co. PBA!
See the list of PBA wearables and collectibles on page 15.

FLORIDA POLICE BENEVOLENT ASSOCIATION 2008 LEGISLATIVE AGENDA

- Equitable pay increases for state correctional, correctional probation, and law enforcement officers represented by Florida PBA, including but not limited to, pay compression and retention issues.
 - Legislation extending the period of DROP participation for Law Enforcement, Correctional and Correctional Probation Officers, at the rank of Captain and below, an additional 36 months (**Representative Julio Robaina HB 501 and Senator Carey Baker – SB 706**)
 - Legislation including Institutional Security Specialist to the definition of Certified Correctional Officer. (**Representative Pat Patterson – HB 427 and Senator Ted Deutch – SB 924**)
 - Legislation allowing for purchase of Special Risk credit for certain academy time. (**Representative Anitere Flores – HB 379 and Senator Mike Fasano – SB 106**)
 - Legislation changing the Special Risk upgraded credit from two percent to three percent. (**Representative Ed Hooper – HB 397 and Senator Mike Fasano – SB 294**)
 - Support for the Officer Malcolm Thompson Act. (**Representative Frank Attkisson – HB 57 and Senator Steve Oelrich – SB 1024**)
 - Support for legislation to place security cameras in certain late night business parking lots (**Representative Ari Porth HB 325/HB 327 and Senator Jeff Atwater SB 2770/SB 2774**)
 - Support for legislation to require life sentences for murder or attempted murder of a law enforcement officer. (**Representative Will Snyder – HB 321 and Senator Paula Dockery – SB 1064**)
- With reference to other legislation, the Board of Directors gives authorization to the Director of Legislative Services to support legislation favorable to the membership or oppose legislation harmful to the membership.

Acceptable Standards

There is a great deal of talk about this topic, especially when working within a modern accredited law enforcement agency. Working within a paramilitary environment these standards are required to maintain order and define the chain of command. As society changes, it appears that law enforcement leans more toward the ways of the military, encountering threats never before seen. This is unfortunate, but necessary.

Whether a rookie or veteran, we grow accustomed to meeting or exceeding the standards set by our superiors; it boils down to “doing the right thing.” What becomes difficult is when we discover the existence of two sets of standards. There are a set of standards for the many, and a set for the few. The existence of double standards is common regardless of the size of the agency, and also is to be found in the private sector; commonly referred to as the “Do as I say, not as I do” mindset.

There are many old-fashioned phrases that help characterize this type of situation, I’m sure you have heard them all. Some examples are, “Actions speak louder than words,” or “Talk the talk-walk the walk.”

The fact that this parallel exists is not so disturbing, until certain individuals take this to an extreme, and almost flaunt their “standards” in the face of others and good judgment. This kind of behavior sends mixed messages to all employees, and causes a slow erosion among the ranks. The erosion eats away at the structure of order at all levels of the agency. Isn’t it true that “what is good for the goose is good for the gander”?

The prevalence of double standards is detrimental to the goals and mission of an organization, and can leave some employees disillusioned about the prospect for fair treatment; wondering why they don’t “Practice what they preach.”

Just as a street cop fights complacency every day, senior managers must fight these double standards in order to have credibility and to preserve the agency’s reputation both inside and out; hence, the term “Leadership by example.”

Think about it—Oh, here is another one: “Well done, is better than well said.” (Benjamin Franklin)

Submitted by: Lt. Michael Rispoli, Palm Beach Gardens PD

NOTICE: LEGAL ADVISORY

**POLICE SHOOTINGS, IN-CUSTODY DEATHS
OR SERIOUS TRAFFIC ACCIDENTS**

WHAT TO DO?

STAY CALM

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

**DON'T FORGET YOUR RIGHTS!
CALL PBA AT (561) 689-3745**

Do not talk to anyone until you have consulted
with a PBA ATTORNEY

PROTECT YOUR RIGHTS

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

It is my understanding that this report is made for administrative, internal police department purposes only. This report is made by me after being ordered to do so by lawful supervisory officers. I have not been permitted a reasonable amount of time to confer with a PBA representative or attorney. It is my understanding that by refusing to obey an order to write this immediately, that 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.

NEW BENEFITS OFFERED THROUGH THE PALM BEACH COUNTY PBA

The Palm Beach County PBA has recently negotiated additional benefits that will be available to ALL its actively employed members. These new benefits are now available.

Here is a brief summary of the offering:

- Funded in total by the Palm Beach PBA
 - \$5,000 of group term life
- Available on a Voluntary Basis
 - Permanent Term Life Insurance
 - Available for member and spouse
 - Children coverage available as a rider
 - Guaranteed Issue for active member – no physical exams
 - Guaranteed premium – no increases
 - Accumulation of Guaranteed Paid-Up coverage
 - Accident Coverage
 - Off the job coverage
 - Simplified Issue – no physical exams
 - Benefits paid in addition to other coverage
 - Accidental Death and Dismemberment
 - Hospital confinement benefit
 - Additional riders
 - Critical Illness Coverage
 - Available for member and family
 - Simplified Issue – no physical exams
 - Lump sum benefit payment
 - Benefits paid regardless of other coverage
 - Covered conditions
 - Heart attack
 - Stroke
 - By-Pass Surgery
 - Alzheimers
 - And more!!
 - Cancer Coverage
 - Available for member and family
 - Benefits paid directly to member
 - Benefits paid regardless of other coverage
 - Simplified Issue – no physical exams



All plans issued by "A" category rated companies by A.M. Best.



PBA Tag Emblems:	\$3.00
	\$5.00
Mag Lite:	\$93.00
Bulbs:	\$5.00
Batteries:	\$34.00
Sure Fire Batteries:	\$25.00
Mini-Flashlight:	\$16.00
PBA T-Shirts:	\$8.00
PBA Men's Polo's:	\$20.00
PBA Women's Polo's:	\$20.00
PBA Hats:	\$12.00
PBA Throw:	\$25.00
PBA Keychain:	\$5.00
PBA Cufflinks:	\$5.00
PBA Tie Pin:	\$5.00
PBA Travel Mug:	\$7.50
PBA Notepad:	\$8.50
WPB O/T Polo's:	\$20.00
WPB O/T 511 Polo's:	\$36.00
Memorial Bands:	\$1.00
Misc. Lapel Pins:	\$5.00
Handcuff Keys:	\$7.00
James O. Born Novels:	\$20.00



DC Has 180 Days to Complete Disciplinary Investigation – Here's How You Count The Days

By Hal Johnson, Florida PBA General Counsel

Recently, the Florida PBA has received telephone calls from several of our correctional members wanting to know whether their rights had been violated because they were not disciplined within 180 days of the date of the incident which lead to the discipline. The answer in most of the situations was: “No, you used the wrong dates.”

For your information, in 2005 the Florida Legislature adopted a new provision in the Law Enforcement and Correctional Officers' Bill of Rights that set specific limitations on how long a disciplinary investigation by an agency can take. **Here is the general rule: the officer has to receive a PREDETERMINATION NOTICE OF PROPOSED DISCIPLINE** within 180 days after the “agency receives notice of the allegations by a person authorized by the agency to initiate an investigation of the misconduct.” A final letter of disciplinary action **does not** have to be given by any specific date as long as the notice of proposed discipline was given to the officer within the 180 days.

As we told you earlier, several officers have contacted the PBA and asked if they were protected due to the “180 day rule”. Unfortunately, most of them calculated the 180 days by using two wrong dates: (a) they used the date of the incident as the “start” date for the 180 days, and (b) they used the date of the actual dis-

cipline as the “end” date for the 180 days. These dates are incorrect.

The investigation “starts” on the date “a person authorized by the agency to initiate an investigation” receives notice of the alleged misconduct. In normal circumstances, the Florida PBA considers this person to be the warden, the DC inspector general's office or the institutional inspector.

The investigation “ends” on the date the agency gives “notice in writing ... of its intent to proceed with disciplinary action, along with a proposal of the action sought.” In normal circumstances, the Florida PBA considers this date to be the date that the member receives his or her predetermination letter.

In conclusion, the Florida PBA wanted you to be aware of what the “180 day rule” is and how it is calculated. If you think your disciplinary action falls outside the 180 days, make sure you point that out to your staff representative or PBA attorney so the issue can be raised at either the predetermination hearing or during the career service appeal process.

[Be aware that there are several “exceptions” written into the law that extend the time for running of the 180 days. Exceptions are made for criminal investigations, emergencies or natural disasters, multi-jurisdictional investigations, unavailability or incapacitation of the officer under investigation and written waiver by the officer under investigation. So the “180 day rule” is not absolute.]

Informal Disciplinary Inquiries – Where Do You Draw the Line Under the Law Enforcement Officers' Bill of Rights?

By Hal Johnson, Florida PBA General Counsel

Over the past several years more and more law enforcement agencies have begun to use what are frequently termed “preliminary inquiries”, “initial inquiries” or “supervisory inquiries” when processing complaints against their officers. Certainly, the Florida PBA recognizes that these inquiries can, **when used correctly**, be useful and resolve minor complaints both quickly and without resort to the formal internal affairs process.

Unfortunately, certain law enforcement managers will use these inquiries to “investigate” a complaint knowing at the outset of the inquiry that: (1) the charge, regardless of the officer's response, will require a formal internal affairs investigation, or (2) the charge, if admitted to by the officer, will result in significant discipline, i.e. a suspension, demotion or termination. In these types of situations, it is the Florida PBA's position that a formal internal affairs investigation should take place and an informal inquiry, regardless of what you call it, should not be used.

So, the real questions are: “Where do you draw the line?” and “What do you do when you receive notice of an inquiry?” First, it is our suggestion that when this type of situation arises, be reason-

able and use good common sense. If your supervisor wants to know why you have been late to work for the third time this week or if you were rude to Mr. X yesterday when you gave X a ticket, be reasonable. In most instances, supervisors or other ranking officers are truly just trying to solve a problem or find an answer, quickly and informally. You don't want to make a “federal case” out of it, especially if your response to the alleged conduct will only get you exonerated, counseled or reprimanded. Clearly, you don't want to make a simple work inquiry into a “big deal” and in the process make an enemy of your supervisor or commanding officer. Remember: be reasonable and use good common sense.

On the other hand, if you have a pretty good idea that your response to a seemingly minor offense (or you know that it is not a minor offense) is likely to result in significant disciplinary action, use good common sense and contact you PBA representative. Don't be discourteous to the supervisor and, certainly, don't disobey a direct order – but if you think you're going to have a problem – advise the supervisor that you would first like to contact a representative for assistance. This is especially true if you are told to “put it in writing.” [At least take the time, if you can, to contact

the PBA office and discuss your response with one of the attorneys or representatives.]

Here is an example. Let's say you ticket Mr. X and he is a total jerk. Let's also say that your responses to him were not only less than professional, but profane and abusive. Bottom line is that you know you are in significant trouble. When that supervisory inquiry is made and you are requested to put what happened in writing or provide an explanation to the supervisor, use good common sense. Be courteous to the supervisor, but advise him or her that you want to get in touch with your PBA representative before responding.

Finally, be aware that there are a few law enforcement managers who just plain don't like the LEO Bill of Rights and will try to avoid it whenever possible. These managers make "informal inquiries" knowing that the case will be sent to internal affairs for investigation no matter what is said. The purpose of their inquiry is not to get an informal understanding of the facts or get the matter resolved. The purpose is to get your "position" on the record so that it can be used against you later in the formal investigation. This is a violation of the rights!

You need to be extremely careful in these types of inquiries. Again, be reasonable and use good common sense, but be protective of your personal interests. When you get contacted about

such an inquiry (and you will have a pretty good feel when the matter is serious), be courteous, but ask a few questions of your own, like: "Am I the subject of a complaint?" "Is this likely to be investigated by internal affairs?" "Is this likely to result in serious discipline if it is sustained?" and "Have you taken statements from complainant or other witnesses?"

If the answer to any of the questions listed above is "yes" then you need to contact your PBA representative as soon as possible for assistance. Once again, don't disobey any direct orders but make sure you contact the PBA for help, especially if the response to your questions is either "you don't need the PBA's help" or "you don't have the right to the PBA's help". Remember, it is always "better safe, than sorry" so contact the PBA for assistance.

In closing, the Florida PBA recognizes that in many instances "informal inquiries" can, and do, serve a legitimate purpose. But there will always be abuses and you need to be aware of that. If someone in your agency is constantly abusing the "inquiry" process, please let us know. Abuses of the "inquiry" process can be corrected, but they cannot be corrected unless we know about them. Certainly, it is easier to correct these abuses before it becomes your personal "problem" and your "disciplinary case"!

Stay safe, and if you have questions about "inquiries" please give us a call at (800) 733-3722, ext 406.

Where Will You Retire? State income tax may help you decide

One of the benefits of living in Florida is that there is no state income tax. But many of our members dream of moving out of state after their careers are over. When deciding where to relocate, there are several factors to consider. The most important one may be whether or not your pension will be taxed in your new home. This list should help you decide.

- Alabama**—No state income tax if you retire here
- Alaska**—No state income tax
- Arizona**—Your pension will be fully taxed
- Arkansas**—Up to \$6,000 of your local government pension will be taxed
- California**—Your pension will be fully taxed
- Colorado**—Your pension is exempt up to \$20,000 for ages 55-64, and up to \$24,000 for those 65 and over
- Connecticut**—Your pension will be fully taxed
- Delaware**—\$12,500 of your pension will be exempt if you are over 65
- D.C.**—Your pension will be fully taxed
- Florida**—No state income tax
- Georgia**—\$35,000 is exempt for individuals over 62
- Hawaii**—Your pension is fully exempt from state income tax
- Idaho**—Your pension is fully taxed
- Illinois**—State and local pensions are exempt from state taxes
- Indiana**—Your pension is fully taxed
- Iowa**—For those over 55, \$6,000 is exempt for individuals and \$12,000 for married couples

- Kansas**—Out-of-state pensions are fully taxable
- Kentucky**—Up to \$37,500 is state-tax exempt
- Louisiana**—\$6,000 is exempt for individuals over 65, \$12,000 for married couples
- Maine**—\$6,000 is exempt but may be offset by Social Security benefits
- Maryland**—Your pension will be fully taxed
- Massachusetts**—Your pension will be fully taxed
- Michigan**—\$36,090 is exempt for individuals and \$72,180 for married couples
- Minnesota**—\$6,000 is exempt
- Mississippi**—Your pension will be fully taxed
- Missouri**—\$6,000 is exempt
- Montana**—\$3,600 is exempt, but is phased out if your federal adjusted gross income exceeds \$33,600 for married couples and \$31,800 for individuals
- Nebraska**—Your pension is fully taxed
- Nevada**—No state income tax
- New Hampshire**—Your pension will not be taxed
- New Jersey**—For those over 62, \$9,375 for individuals and \$12,500 for married couples is exempt
- New Mexico**—For those 65 and over, \$8,000 is exempt if your income is under \$28,500 for individuals and \$51,000 for married couples
- New York**—For those over 59 1/2, \$20,000 is exempt
- North Carolina**—\$4,000 is exempt

- North Dakota**—Your pension is fully taxed
 - Ohio**—Your pension is taxed after a \$200 credit
 - Oklahoma**—Has a modified Oklahoma adjusted gross income formula that may allow a \$5,500 exemption for people over 65
 - Oregon**—Your pension will be fully taxed; people over 65 may qualify for a tax credit
 - Pennsylvania**—Those over 59 1/2 are exempt from state income tax
 - Rhode Island**—Your pension will be fully taxed
 - South Carolina**—\$3,000 is exempt for those under 65 and \$10,000 over 65
 - South Dakota**—No state income tax
 - Tennessee**—No state income tax
 - Texas**—No state income tax
 - Utah**—If you are 65, you may exclude up to \$7,500 if your income is under \$25,000 for individuals and \$32,000 for married couples
 - Vermont**—Your pension will be fully taxed
 - Virginia**—Those 62-64 are exempt up to \$6,000 and those over 65 have \$12,000 exempted
 - Washington**—No state income tax
 - West Virginia**—Your pension is fully taxed
 - Wisconsin**—Your pension is fully taxed
 - Wyoming**—No state income tax
- Source: American Police Beat*
- NOTE:** Please be aware that this information is reprinted and assumed to be correct. Please verify the information by going to the individual state websites before making any retirement relocation decisions.

MONEY SENSE

The New Retirement: From Vision to Reality

By Michael Falcon of Merrill Lynch

The generation that introduced “business casual” into the workplace is the same generation now giving the definition of retirement a makeover—the baby boomers. Sixty-five is no longer the magic number for retirement. In fact, according to *The 2006 Merrill Lynch New Retirement Study*, 71% of boomers say their ideal retirement actually involves working full- or part-time. Since there are no signs that this trend is waning, there are a few things you can do to help ensure that your own vision of the “new retirement” becomes a reality.

Determine Your Retirement Dream

Thinking about what kind of retirement lifestyle you would like to have is the first step in making your own vision of the new retirement a reality. Whether your vision entails embarking across the world or starting a new career or business, knowing how your vision will impact your financial life is important. Having an essential partner to help you develop a strategy for any of your goals from the very beginning may help ensure all of your goals are met successfully.

Have a plan

The Merrill Lynch study also found that individuals who have a comprehensive retirement plan are five times as likely to feel financially prepared than those who do not. Preparations such as planning to reduce debt help alleviate financial concerns. Planning future health care costs early can also help to answer lifestyle questions about where to live and to work. If you plan on working, it's important to know how the continued income stream can impact your employer-sponsored 401(k). The study showed that those who have comprehensive plans already are significantly more likely to be looking forward to retirement and are less likely to fear running out of money or possibly Social Security cutbacks.

Consider a New or Second Home

One of the many changes that come with retirement may be choosing where to live. If you want to live maintenance-free, you may want to downsize into a condo. Or, since your children are no longer a concern, you may want to relocate to a different area. Investing in vacation property may also be an enjoyable option. While most vacation properties are expensive, since costs include maintenance even when you're not visiting, some vacation properties may turn out to be a lucrative investment. Early planning with a trusted Financial Advisor and real estate agent can help ensure that you're spending your retirement savings wisely.

Invest in Yourself

Despite concerns over ageism in the workplace, only 25 percent of those who are already living the “new retirement” and have wanted to find work since turning 60 said that they had difficulty finding work that they wanted. As more baby boomers move into their 60s, this is likely to become even less of a concern. Because

of this, many see retirement as a time to explore new opportunities or achieve a lifelong dream. Whether it's teaching, going back to school or working as a consultant, boomers may find it's never too late to consider paths they have always wanted to pursue.

Embracing the New Retirement Realities

Retirement today is fresh and active – complete with the flexibilities of other life stages, balancing work and leisure on one's own terms. While there are many uncertainties of aging, the one thing you can plan for is retirement. With the help of a Financial Advisor, you can both work together to develop a comprehensive approach to prepare for the type of retirement lifestyle you envision. The people who are finding the new retirement to be the most fulfilling are the ones who have defined their goals, planned for their new experiences and built the financial foundation on which they can rely on and fully enjoy their golden years without worry.

Michael Falcon is a Managing Director and Head of the Retirement Group at Merrill Lynch.

The Merrill Lynch New Retirement Study: A Perspective from Individuals and Employers was released in May 2006. For more information on the study, visit: www.totalmerrill.com/retirement.

“For more information, contact Merrill Lynch International Financial Advisor, David H. Fagenson, First Vice President – Investments, in the West Palm Beach Office at 561-514-4866.”

EMERGENCY NUMBER!

Members, please be advised the emergency number is for **CRITICAL INCIDENTS ONLY. Please contact our attorney(s) after hours only for critical incidents; that is, an officer-involved shooting, an in-custody death, or an on-duty vehicle accident with injuries.**

If you have questions about an IA or any other work-related incident, please contact the Legal Assistant, Amy, at the PBA Office (689-3745) during business hours 8:30 AM–4:30 PM Monday through Friday.

West Palm Beach Election News

Submitted by Louis Penque, West Palm Beach PBA

On March 11th, we had our City Commission elections; each of the candidates we endorsed won their respective races. Molly Douglas and Bill Moss were re-elected to their Commission seats. Congratulations to both of them. We are looking forward to working with them on our upcoming Contract.

I would first like to thank the screening board members who dedicated their time to the process. I know it is time consuming, but election related activities are the most important union functions. We talk about the importance of this at almost every union meeting.

As in every election, we combined our efforts with the Fire Department. We had activities on March 1st and March 8th, when we walked the neighborhoods endorsing our candidates. I informed all of our union reps to get as many members as possible to attend these walks. The reps told me they attended briefings, and placed fliers around the Department. The Fire Department was very successful—they had 20-25 members on each walk. The Police Department was not as successful—we had a total of 0 officers. NO, THAT IS NOT A TYPO; ZERO OFFICERS ATTENDED! Several people told me they knew nothing about this, even though we do this for every election. This is not good. One of the Commissioners commented to me about it at one of the

debates I attended. I was embarrassed at the lack of support our members put out at this election.

Then there was the election on March 11th, when we staffed the polling locations showing support for our candidates. I once again contacted our reps to get as many members as possible to help out at the polls. We also do this at every election and everyone knows this one. I waited for phone calls from members for scheduling, which was not that successful. I received only one (1) phone call regarding this, but I did receive 20 phone calls in the same time span about complaints on overtime.

Once again, the Fire Department crushed us with 27 members at the polls, while we had four. Two of the four were Rick King and me who stayed at Riverwalk all day until the polls closed at 1900 hours. It would have been nice to get a little relief, but I guess everyone was busy.

This union is only as strong as the members who are willing to work at it, which includes supporting the candidates we endorse. That means being at the polls on Election Day. That means walking the neighborhoods at election time. That means standing at the candidates' debates at election time. If the Commissioners and mayoral candidates do not think we have the power and influence to get them into or take them out of office, then we have no power at all.

"I was embarrassed at the lack of support our members put out at this election."

West Palm Beach Health Insurance Update

Submitted by Louis Penque, West Palm Beach PBA

I just received our health insurance claims history for 2007 and, for the first time, we had a deficit for the year. This is not good news for negotiating the upcoming policy.

We started 2007 with a surplus of \$296,029 and ended the year with a surplus of only \$110,707. That means that including fees, we ended 2007 having lost \$187,779.90.

So far, in 2008 this trend is continuing. We are expecting to receive a huge increase in premiums from Blue Cross and Blue Shield this upcoming year. We will be going out to bid for different insurance companies to see who will give us the best deal.

Please check your E.O.B.'s (explanation of benefits forms) when

you receive them from B/C& B/S and check them for accuracy. There are often errors submitted by physicians and hospitals. If you have any questions or feel you have been charged for a service you did not receive, call B/C & B/S and inform them so that they may recoup the lost monies. If we do not keep our claims history in the positive, you can expect huge increases in costs to the employee in the upcoming years.

We would like to be able to keep our insurance as a PPO plan, but if the claims history continues at its current pace, we will have to consider a POS or HMO plan.

We will keep you updated on the progress with the 2009 health insurance.

EMERGENCY CONTACT PROCEDURE

To contact a PBA Attorney, day or night, seven days a week, use the following numbers:

- Regular Business Phone:(561) 689 3745
- Digital Pager:(561) 326-8252
- Regular Business Fax:(561) 687 0154
- 24 Hour Emergency Voice Pager:(561) 751-6298

[Call voice pager, leave message including a contact number, hang up. The machine will automatically dial the attorney's pager, and play back your message]

Keep calling. You will get a response.

NOTE: For updated PBA information, please visit our website at www.pbcdba.org



**BUY A
"SUPPORT LAW
ENFORCEMENT" TAG &
SUPPORT THOSE WHO
PROTECT YOU**

Twenty dollars of the proceeds from the tag will be deposited into a charitable fund, the **Florida PBA Heart Fund**, for the Association's members.

The intent of the Heart Fund is to provide financial assistance to the families of members who are killed or injured and permanently disabled in the line of duty under certain circumstances. An added plus is that contributions made to the Heart Fund are **tax-deductible!**

Support Law Enforcement tags may be purchased at the County Tax Collector office.

Go to our website at www.pbcpcbpa.org to check out the discount/promotional offers from these and other businesses:



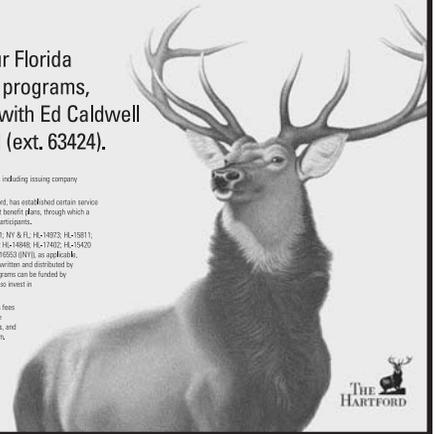
Plow & Hearth

We're proud to serve those who serve our communities.

For more information on our Florida PBA-endorsed* retirement programs, call 800-282-5855 to speak with Ed Caldwell (ext. 63421) or Tom Howard (ext. 63424).

*The Hartford® is The Hartford Financial Services Group, Inc. and its subsidiaries, including issuing company Hartford Life and Hartford Securities Distribution Company, Inc. (HSDCI).
HSD (member NASD and SIPC) a registered broker/dealer affiliate of The Hartford, has established certain service programs for retirement plans, including defined contribution employee retirement benefit plans, through which a sponsor or administrator of a plan may invest in mutual funds on behalf of Plan Participants.
Retirement programs can be funded by group variable annuity products (HL-14891; NY & FL HL-14873; HL-15811; HL-17002 and HL-17002 series; HL-14900; HL-14901; HL-20000; HL-17402; HL-14948; HL-17402; HL-15120; Jumbo Rider HL-16553) and group variable funding agreements (HL-16552 and HL-16553-BNY) in applicable states issued by Hartford Life (Sensbury, CT). Group variable annuity contracts are underwritten and distributed by Hartford Securities Distribution Company, Inc., where applicable. Retirement programs can be funded by group fixed annuities (HL-8378) issued by Hartford Life (Sensbury, CT) and can also invest in mutual funds through custodial accounts.

*Florida PBA is The Florida Police Benevolent Association, Inc. The Hartford pays fees to the Florida PBA in exchange for an endorsement of our program. As part of the endorsement, The Hartford is invited to participate in various programs, meetings, and conferences offered by the Florida PBA in order to allow us to market our program.



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.

Palm Beach Co. PBA Election Results

From the March 11, 2008 Election

Things continue to look bright for the PBA following the elections. Although we did not win every race, we certainly won some big ones. Listed below is how all of our endorsed candidates fared in the March elections.

Jupiter, North District

Robert Friedman (I) – Endorsed & **Won!**

Palm Beach Gardens

Group 3
Eric Jablin (I) – Endorsed & **Won!**

Group 5

Ed Chase – Endorsed & Lost

Tequesta, Seat 5

Calvin Turnquest (I) – Endorsed & **Won!**

Wellington

Mayor

Tom Wenham (I) – Endorsed & Lost

Seat 1

Carmine Priore (I) – Endorsed & **Won!**

Seat 4

Matthew Willhite - Endorsed/Runoff & **Won!**

West Palm Beach

District 1

Molly Douglas (I) – Endorsed & **Won!**

District 5

Bill Moss (I) – Endorsed & **Won!**



817.311 UNLAWFUL USE OF BADGES, ETC.

(1) (817.311 SS) From and after May 9, 1949, any person who shall wear or display a badge, button, insignia or other emblem, or shall use the name of or claim to be a member of any benevolent, fraternal, social, humane, or charitable organization, which organization is entitled to the exclusive use of such name and such badge, button, insignia or emblem either in the identical form or in such near resemblance thereto as to be a colorable imitation thereof, unless such person is entitled so to do under the laws, rules and regulations of such organization, shall be guilty of a misdemeanor of the first degree, punishable as provided in S. 775.082 or S. 775.083.

(2) This section shall be cumulative to any and all laws now in force in the state.

Florida Statutes (1987).

PLEASE NOTE

843.085 Unlawful Use of police badges or other indicia of authority:

(1) Unless appointed by the Governor pursuant to chapter 354, authorized by the appropriate agency, or displayed in a closed or mounted case as a collection or exhibit, to wear or display any authorized indicia of authority, including any badge, insignia, emblem, identification card, or uniform, or any colorable imitation thereof, of any federal, state, county, or municipal law enforcement agency, or other criminal justice agency as now or hereafter defined in S. 943.045, which could deceive a reasonable person into believing that such item is authorized by any of the agencies described above for use by the person displaying or wearing it, or which displays in any manner or combination the word or words "police," "patrolman," "agent," "sheriff," "deputy," "trooper," "highway patrol," "Wildlife Officer," "Marine Patrol Officer," "state attorney," "public defender," "marshal," "constable," or "bailiff," which could deceive a reasonable person into believing that such item is authorized by any of the agencies described above for use by the person displaying or wearing it.

(2) To own or operate a motor vehicle marked or identified in any manner or combination by the word or words "police," (etc.) Or by any lettering, marking, or insignia, or colorable imitation thereof, including but not limited to, stars, badges, or shields, officially used to identify the vehicle as a federal, state, county or municipal law enforcement vehicle or a vehicle used by a criminal justice agency as now or hereafter defined in s. 943.045, which could deceive a reasonable person into believing that such vehicle is authorized by any of the agencies described above for use by the person operating the motor vehicle, unless such vehicle is owned or operated by the appropriate agency and its use is authorized by such agency, or the local law enforcement agency authorizes the use of such vehicle or unless the person is appointed by the Governor pursuant to chapter 354.

(3) To sell, transfer, or give away the authorized badge or colorable imitation thereof, including miniatures of any . . .

(4) NOTHING IN THIS SECTION SHALL PROHIBIT A FRATERNAL, BENEVOLENT, OR LABOR ORGANIZATION OR ASSOCIATION, OR THEIR CHAPTERS OR SUBSIDIARIES, FROM USING THE FOLLOWING WORDS, IN ANY MANNER OR IN ANY COMBINATION, IF THOSE WORDS APPEAR IN THE OFFICIAL NAME OF THE ORGANIZATIONS OR ASSOCIATIONS.



February 29, 2008

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

Letters to the P.B.A.

Dear John,

I want to personally thank you for making a contribution to my re-election campaign. Contributions like yours are more important than ever, as we join together in a collective effort to keep West Palm Beach moving ahead.

You have made an investment in my re-election and in what matters: A City Government that listens. Thank you.

Please join me for my election night party (March 11th) at Roxy's on Clematis starting at 7:30 p.m. until the returns are in.

Sincerely,

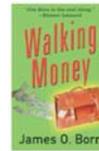
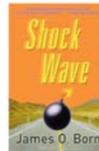
Bill Moss

PS. Please Remember to VOTE on March 11, 2008

Pd.Pol.Adv. Paid for by Campaign to Re-Elect Bill Moss for West Palm Beach City Commission, District 5. Approved by Bill Moss

Available Now

Our own FDLE Agent / PBA Member
James O. Born
Hardcover Novels
\$20.00

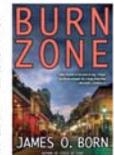


Burn Zone

A new thriller by career law enforcement agent James O. Born

It was supposed to be a low-level bust for ATF agent Alex Duarte, with the hope that he could work it up the ladder to someone important. He just didn't know *how* important. In New Orleans to check out a mysterious Panamanian named Ortiz who likes to trade guns illegally and import marijuana by the truckload, Duarte suddenly finds himself in the middle of something bigger than he has ever known. Because guns and drugs are bad enough – but there are other things that are much, much worse.

A shadowy colonel who is not what he seems...a white supremacist intent on becoming "the man who changed America"...an attractive FBI agent with a lot of pull and a lot of secrets...Duarte knows he's in deep with these characters. He just hopes it's not over his head.



For more information call Suzanne at the Palm Beach County PBA (561) 689-3745
Autographed Copies Available
Personalized Upon Request

Kaitlin A. Kazanjian Scholarship Golf Tournament

The 5th Annual Kaitlin A. Kazanjian Scholarship Golf Tournament was held on Saturday, March 1st at the Palm Beach Gardens Golf Club. What a great success with everyone in attendance having a wonderful time! As usual, the Chefs (Mark Bohne and crew) did an outstanding job with the food. This year's event raised more than \$40,000 for scholarships to be awarded from the PBA Charity Fund. Golf Committee Chairman and Palm Beach County PBA President John Kazanjian would like to extend his personal thanks to all the Golf Committee Board members and volunteers for donating their time and effort for a special cause that means so much to him and his family. Heartfelt thanks go out to the following people for their support of this year's fundraising event:

Board Members

Bobby Brown
Dan Burrows
Andy Bilardello
Bob Cresswell
Sonny Kazanjian

Joe Berkery
Kevin Igo
Rick McAfee
Allan Ortman
Ernie George

Billy Gray
Ray Griffith
David Gray
Al Kazanjian

Karen Burrows
Colleen Iannitti
Gail Seldomridge
Suzanne Ferrari
Dianna George

Volunteers

Marla Maroe
Tony Iannitti
Amy McCart
Lynn McGuire
Andrea George

Denise Lilienfeld
Helene McAfee
Charlie Nicastro
Jeff Jackson







The Mar-a-Lago Club

**The Inaugural
Palm Beach County PBA
Police Officers' Ball
April 26, 2008**

*Cocktails
Silent Auction
Dinner
Awards Presentation*

7:00p.m. - 11:00p.m.

Black Tie Optional

**BUY YOUR TICKETS
TODAY!!!!**

Limited Seats Available

**\$125 PBA Members
per Person**

**\$150 Non-PBA
Members per Person**

BUSINESS DIRECTORY



20% OFF
Your
VISO LASIK
Procedure
OR...



Absolutely FREE
with our
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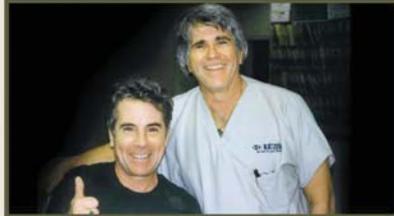
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