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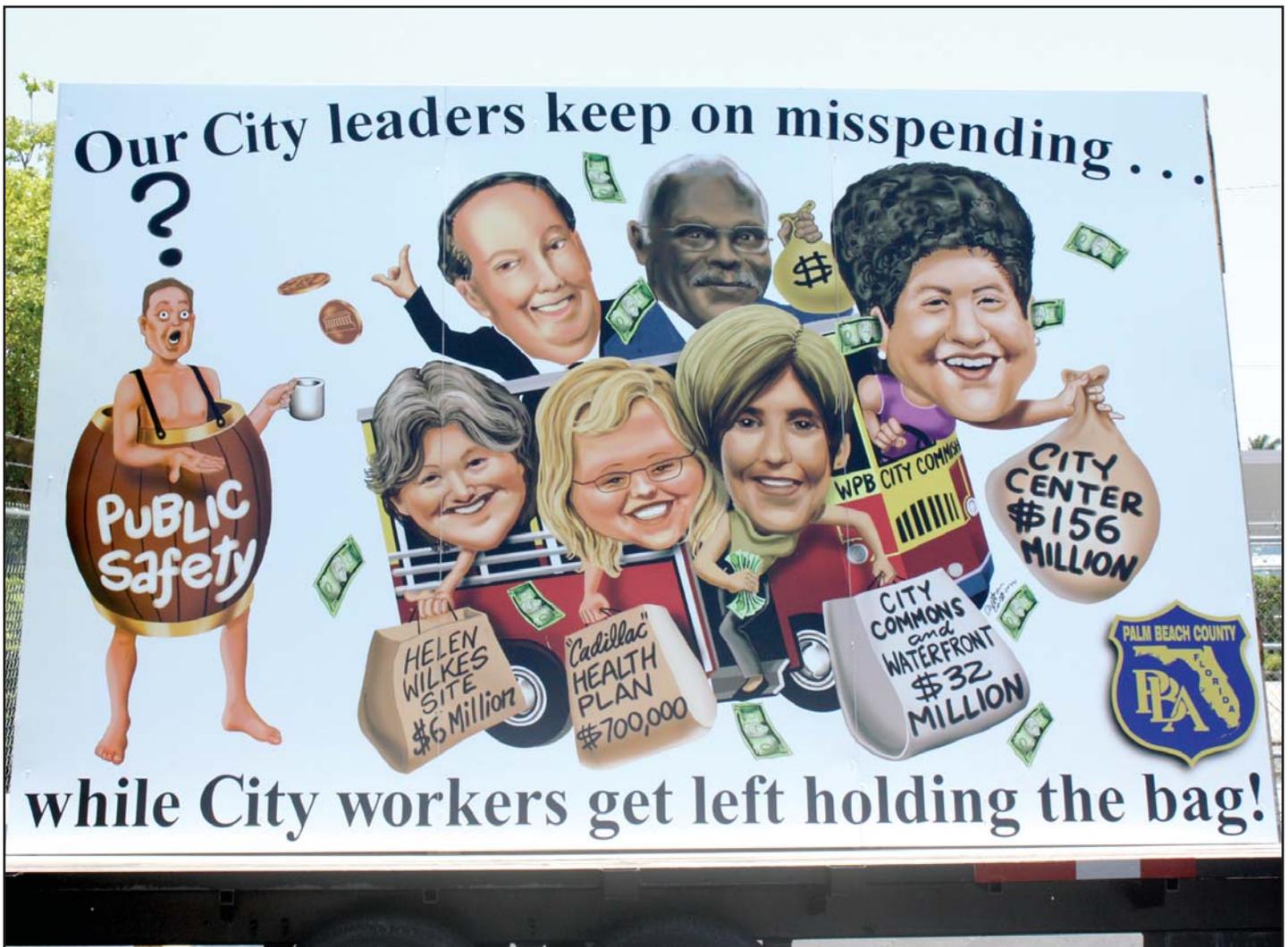
A Palm Beach County P.B.A. Official Publication

VOLUME 26 NUMBER 2

PUBLISHED QUARTERLY FOR MEMBERS

May/June 2010

No West Palm Beach Raises



No City Commission Praises



President's Message

John Kazanjian

It was great to see so many dedicated members out at the SunFest protest. The protest started on Wednesday, April 28th and went through Sunday, May 2nd. We had over 100 members attend the event for the first couple of days, together with other unions experiencing similar mistreatment from the City, who were there to lend a hand. If you ask the people who were present and participated what they think about the protest, they will tell you that it was effective. Many citizens didn't understand why we were at SunFest protesting. We educated many West Palm Beach citizens regarding the Mayor's and the Commissioners' mispending taxpayers' money and mismanaging the City. The Mayor and *The Palm Beach Post* were putting a spin on our protest, attributing it to our West Palm Beach officers not getting pay "raises." *The Post* reported WPB police officers were the 2nd highest paid in the State (according to a League of Cities' salary survey) and that our WPB officers' average salary was \$85,000 a year. The PBA disputed those "facts," and asked to see the survey. To this day, *The Post* has not produced the thing. Also, *The Palm Beach Post's* editorial page editor published an opinion piece he entitled, "TO SERVE AND POUT!" (see article). He called us cry babies. I responded to Schultz's opinion, (see article) Randy called me and demanded certain changes in my wording, among other things, as a condition on his publishing our response. After I complied with all of his demands, he refused to publish it. The PBA had to pay *The Post* for a two day advertisement, in order to get our message out (and they wouldn't even publish our advertisement unless we deleted the part about their dishonoring their promise to print our editorial response!). It should come as no "news" that *The Post* is in the Mayor's and the Commission's corner. They control the printing presses, so we have to get the truth out to the citizens in other ways.

As you go through your 25 or 30 year careers (we hope), there probably will be only a few occasions when you are called upon by the PBA to join our ranks in a political fight. The West Palm Beach situation, and our demonstration at SunFest was one of those occasions. Let me be clear: it wasn't because our WPB officers didn't get raises, like Mayor Frankel and *The Post* misstated; it was because of recklessly self-serving mispending by that City's administration. *The Palm Beach Post* reported that we requested a meeting with the Mayor; that is not true. But I am obligated to my members to clarify how this all went down.

A week before SunFest, I received a call from the Mayor telling me she wanted a truce, and asked if it would be possible to meet with her in an effort to resolve the issues so as to head off the protest at SunFest. I agreed, and made myself available whenever would be convenient for the City. Ernie, Lou and I met the Mayor and City Administrator Ed Mitchell on Friday, April 23rd. The

Mayor brought up our proposal to fund the step plan with our money from the health care savings surplus fund. The only catch was that the Mayor wanted us to put up two (2) years of funds (\$460,000) in order to have the money in place for 2010 and 2011. While we were not thrilled by her conditions on a deal, we caucused for a while and then came back and accepted her terms. The PBA would provide the money for the two years. Knowing we no longer can trust the Mayor and her administration, we let them know our deal would need to be in writing. The Mayor told me she would get back with us after she had the City Attorney review the deal. I gave the Mayor until Monday, two days before SunFest, to give us an answer, because we needed the time to organize the protest. We left the Mayor's Office and encountered the media outside waiting for comment on what had transpired.

"Knowing we no longer can trust the Mayor and her administration, we let them know our deal would need to be in writing."

We reported that the Mayor had made a proposal, that we had looked it over and agreed to it, but she wanted to have her lawyers look it over. We expected to hear from her on Monday. When asked if we still were going to protest, our response was that the Mayor is considering a proposal, and if there is an agreement, we will not protest. It wasn't an hour and half later before I received a call from the Mayor telling me that she doesn't know if she can honor the proposed settlement. I asked the Mayor why? She told me that, because the PBA had spoken with the media about her proposal, they're going to think the PBA extorted her and she'll appear to have caved in to the PBA in exchange for the officers not protesting at SunFest.

Monday came and the Mayor called wanting to meet with us. Lou Penque and I went over and, sure enough, the Mayor informed us she'd met with the Commission and the Commissioners agreed with her not to settle the issue with the PBA because the current/imposed Contract will not expire until September, and we have "plenty of time." Oh, I almost forgot to tell you the most important thing she said on Monday: the Mayor told Lou and me "the City already has taken the health care fund money." The City hadn't appropriated it yet, but will be considering what to do with that money. So no one thinks we're just going to let the City loot our funds, the PBA already has sent a notice to the City demanding it disperse the money to our members, and we're getting an accounting, too.

Ultimately, the protest went very well. ALL OF OUR MEMBERS ACTED PROFESSIONALLY AND PEACEFULLY. There was only one (1) incident, on Thursday. Mayor Frankel along with her bodyguard, Willie Perez, walked past our officers, who were holding signs. When the Mayor reached the end of the line, she did an about face and pointed to four of our members. Mayor Frankel, the CEO of the City of West Palm Beach herself, made a threatening remark to her employees: "I want to remember your faces." She then abruptly turned and walked away, which is when she got

into a confrontation with another person not associated with our members. It was alleged by witnesses that Mayor Frankel's bodyguard, Willie Perez, attempted to head-butt this individual protester, and spit on his boots. West Palm Beach Police was called and a report was done.

Friday, I had the opportunity to address him at an event for the Sheriff. When I asked him if he had made the comment about the West Palm officers and our other members protesting SunFest, he replied that he did, and that he was disgusted over what we were doing.

To serve and pout

Police union Treasurer Lou Penque told *The Post* this week that West Palm Beach doesn't "care about the police and taking care of their employees." To show their anger over a contract dispute, officers are refusing overtime work at SunFest.

The facts released by the city to counter Mr. Penque's absurd statement are these: The city spends \$52 million a year on police. The average income for officers is \$82,000. Eighty-two police union employees have incomes of more than \$100,000. Pensions for officers are 75 percent of their highest salary for life. The last five officers who retired received a pension of about \$70,000 a year, a \$329,000 one-time payout and \$212,000 in a retirement account.

If West Palm Beach cared any

more about its police officers, the city might go bankrupt. Oh, yes, there's that, too. West Palm Beach is looking at a \$20 million shortfall in next year's budget, caused by continuing property value declines.

Police went to impasse on their contract and protested a reasonable city commission decision to stop "step" raises. The police union doesn't accept losses graciously, but the boycott shows the union at its worst. It has had its way at the local and state level for years through campaign contributions and public appeals over risks of the job. Now, the SunFest boycott exposes the union's real priorities, which don't include public safety. Having failed to get their way, the police are acting like crybabies.

4-15-10

Afterwards, the members who had been threatened came to me. Because of their fear of retaliation, they asked to remain anonymous, but they were at a loss as to what they could do. The members told me there was a *Palm Beach Post* reporter right there when the incident happened. I walked up to the reporter and he told me he knew there had been an altercation, but he claimed that he DID NOT HEAR THE THREATS. Go figure. But the incident was reported in *The Post* as our members had described it.

The next day, the Mayor was heard on 97.9 WRMF, claiming at first that she had made no threats. Later in the broadcast she admitted saying what our members had heard her say, but claimed SHE WAS ONLY KIDDING. Yeah, right.

Finally (and believe me this hurts me to even write about this), a matter that needs to be mentioned here. I would like to apologize to my brothers and sisters from West Palm Beach for the comments PBSO Lt. Steve Thibodeau made about all of us who participated in the protest at SunFest. It was brought to my attention on Thursday that this lieutenant, while on-duty, told deputies how embarrassed he was to be a law enforcement officer because those of us who stood together at SunFest looked like fools. On

Well, if anybody knows me, I did not hold back. I reminded him that he would be the first one knocking on my door if he was losing the benefit that the West Palm Beach officers had lost. I will remind everyone what benefits the City of WPB took from its officers: It started with the taxation of the officers' take-home cars; their step plan; four (4) holidays; longevity; their patrol incentive; and, it's been compounded by a 30% increase in health care premiums. I suggested he keep his uninformed opinion to himself, and walked away. When I arrived later that day at the PBA, I was told this lieutenant from PBSO would be quitting the PBA. What a baby! But I think I know why he really quit. And by the way, this same lieutenant came to me when the PBA was negotiating the last Contract, and asked if I would try to get him an extra 5%; which I did. There's more to this story, but I have taken way too much of your time.

In closing, I want all our members to remember what happened to our West Palm Beach members. Don't think for one minute, it can't and won't happen to you!

ADVERTISEMENT



POST GIVES FRANKEL AND HER PUPPETS A FREE PASS

The Post doesn't get it. The dispute with the City never was about "raises;" it's about mismanagement. City administrators don't want to see the light of day.

So, the City's on a mission; embarrass and silence its police. And the City has the Post doing public relations. The City claims an "average" income for its police, which the Post publishes without question. School children have to "show their work," but not the City and not the Post. The City's "average" includes its Police Chief (\$193,000), 3 Assistant Chiefs (\$165,000 x 3 = \$495,000), and 7 Captains (\$150,000 x 7 = \$1,050,000). Look at the Contract. The PBA doesn't represent those commanders.

The City claims the last 5 officers to retire average pensions of \$70,000/year; which the Post published without question, too. Three (3) of those 5 were Captains!

The Post continues to publish falsehoods about police officers' salaries. It recently referred to a League of Cities survey claiming West Palm Beach police officers are the 2nd highest paid in the State. How can that be, when those officers' pay and benefits rank 6th in Palm Beach County alone, and are on the way to being the lowest paid? This is the same old propaganda the Mayor and The Post have been shoveling on the public, and the PBA had to pay for this space to respond: IT IS A BIG FAT LIE.

The City's hurting only its lowest paid personnel. And the PBA offered to pay for them, itself; actually giving the City \$200,000 to cover those men and women.

If our officers were "greedy," they'd be grabbing up all that money being thrown around downtown for SunFest. They've chosen not to be part of a fiction: SunFest promotes; of a prosperous destination for which its police are proud ambassadors. The truth is: West Palm Beach is a shameful dead-end of broken promises to its police, and an epicenter for self-serving politicians.

When it comes to the Mayor's, Commissioners' and the Administrator's health care costs, money's no object. They raise employees' costs, but don't contribute a dime to their own health care, and get all of their co-pays back. And when it comes to the Mayor's and the Commissioners' pet projects, money's no object. Just look around the City. But when it comes to police officers, the Mayor and the Commissioners and the Post object!

Submitted by: John Kazanjian, President, Palm Beach County Police Benevolent Association
www.pbcpsba.org

THE CODE THREE

A Palm Beach County
PBA Official Publication
The CODE THREE is our official
Publication and is published under
the supervision of the
Board of Directors.
Palm Beach County PBA
2100 N. Florida Mango Road
West Palm Beach, FL 33409-6400
(561) 689-3745
Ernie George - Editor
Gail Seldomridge - Assistant Editor

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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.

Solidarity at Sunfest

Submitted by Louis Penque, Treasurer

I would like to thank each individual who took the time to stand with us and support us in our efforts to inform the public about our issues with the City Administration. We had officers from Boynton Beach, Juno Beach, Delray Beach, Palm Beach County School Board, and the Palm Beach County Sheriff's Office stand with us. I hope I didn't miss any municipalities, and apologize if I did. I would be remiss if I did not give recognition to Kevin Igo from PBSO who was out there every day with us, and Ray Griffith, who not only gave us his vehicle to tow the billboard, but also spent all day Saturday cooking for the officers. There were other groups from the Stagehands Union, as well as retired officers from NYPD. I was most impressed with the solidarity among the municipalities which refused to work this event when the City put out an SOS requesting "Mutual Aid."

Regardless of whether you agreed with what we did or not, officers stood together. There were fewer than ten officers from other agencies who were willing to cross our line. I guess there are scabs in every organization (our union lawyers will not let me write what I really want to call you). For the West Palm Beach Officers who did not show up, especially if you are in the step plan, and who took extra jobs instead of protesting, you should be ashamed of yourselves. While the senior officers were standing out there fighting for your benefits and your future, you were not there to support them.

Was this a success?? Absolutely!! I was there every day and for the most part, the public support was positive once they knew what our issues were; issues we have tried to get the City Administration to recognize and address for some time, and issues local media refused to give air time, until the general public noticed a problem with officers not volunteering for the City's annual main event. Sure, there were some negative comments from a few people who hated us long before the protest, for reasons having nothing to do with the value of our jobs or the sacrifices we make. They already called us names, and this situation only gave them new adjectives like "overpaid" and "greedy" to put in front of the names they already called us. Guess what?? They still don't like us, and it still has nothing to do with our salary or benefits.

The main purposes of our stand were to inform the public through media exposure and personal communication, and to show our Mayor and Commissioners there is solidarity among us. Solidarity and participation is what makes a union strong. We, as a union, are not going to just stand there and allow the City Administration to punch us in the face again like they did last year with the Contract they imposed on us. Many people have asked, "what's next?" Stay tuned and participate, you WILL be impressed.





Officer Of The Month



December 2009

West Palm Beach Officer David Washington

Nominated by: Sgt. Troy Marchese

On November 14, 2009, Officer David Washington responded to a call regarding a mentally incapacitated citizen. Upon his arrival, Officer Washington noticed two (2) individuals with their faces covered, dressed in all black, who fled from the nearby Kwik Stop upon noticing his patrol car. He notified dispatch of a potential robbery in progress. Dispatch confirmed that the Kwik Stop was just robbed. A perimeter was set up and the suspects were apprehended. These individuals were the same suspects involved in a recent Lake Worth armed robbery where the clerk there was shot and killed. Officer Washington's good police work resulted in two (2) violent offenders being taken off of the street.



WPB Officer David Washington

January 2010

West Palm Beach Officer Malcolm Allison

Nominated by: Lt. Kevin Coppin

On December 28, 2009, while on patrol, Officer Malcolm Allison witnessed two (2) vehicles chasing each other. Officer

Allison got both vehicles stopped. Vehicle 2 was said to contain narcotics. The driver fled on foot and Officer Allison apprehended him, recovering approximately \$22,000 in currency, 331 grams of cocaine and a semi-automatic handgun. The suspect has been indicted federally as a result of Officer Allison's police work.



WPB Officer Malcolm Allison

February 2010

PBSO D/S Keith Richards

Nominated by: Sgt. Kevin Marks

Above and beyond his scheduled shift, Deputy Keith Richards voluntarily (along with his K-9) assisted in the search of a home where K-9 Kanto showed a slight interest in the "kick plate" under the kitchen cabinets. The plate was removed and \$100,000 in currency and 13 kilograms of cocaine were found and seized.



PBSO D/S Keith Richards

The same month, D/S Richards assisted PBSO TAC Units in the search for a murder suspect. D/S Richards and Kanto systematically searched the home and found the suspect on the roof where he was apprehended.

PALM BEACH COUNTY PBA

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Greg Fernandez
Rich Frankiewicz
Bill Gale
Billy Gray
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Jason Johnson
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STUART

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TEQUESTA

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WEST PALM BEACH

Louis Penque
Troy Marchese
Ed Thomas
Brian Gaudette
Matt Bessette
Chris Roaf, Alt.
Mike Leas, Appt.
Kevin Coppin, Appt.

Board of Directors Meeting Attendance - 3/30/2010

WELCOME NEW MEMBERS

FEBRUARY

Tina McGuire-Shaw - Palm Springs
 Maria Rodriguez - Palm Springs
 Michael Baglino - PBSO Corr.
 Stephen Himick - PBSO Corr.
 Marco Villari - Boynton Beach
 Teresa Cook - PBSO
 Vito Sesta Jr. - MCSO Corr.
 Matthew Ladd - WPB
 Covelle Padgett - WPB
 Julian Santana - WPB
 Christopher Tatum - WPB
 Thomas Walsh - WPB
 Peter Croft - MCSO
 Jason Alotta - PBSO Corr.
 Rechina Johnson - PBSO Corr.

MARCH

Nasim Al-Ameen Davis - Boynton Beach
 Denise Schrecengost - Boynton Beach
 Perry Washington - MCSO Corr.
 Luis Blasco - PBSO
 Bryon Karp - PBSO
 Stephanie Barge - PBSO
 Salvatore Cardella - PBSO Corr.
 Cesar Vera - PBSO
 Michael Costello - Delray Beach
 Oscar Leon - Delray Beach
 Ranada Leslie-Helmes - PBSO Corr.

APRIL

Brent Tretz - Tequesta
 Gwendolyn Morales - PBSO Corr.
 Nicole Mckenzie - PBSO
 Rick Shifley - Juno Beach
 Thomas Sands - PBSO
 Ebony Dames - PBSO Corr.
 Gabriela Espin - PBSO Corr.
 Bridget Huley - PBSO
 Michael Kuecher - PBSO Corr.
 Dawn Matthews - PBSO Corr.
 Lydia Swift - PBSO Corr.
 Robert Graham, Jr. - PBSO Corr.
 Leo McCabe - Delray Beach
 Michael Porath - Greenacres
 Amanda Tulucci - Npb

MAY

Daniel Duran - Stuart
 Cindy Frederic - PBSO
 Tina Norwood - PBSO
 Kevin Raftery - Atlantis
 Dana Schack - Lake Clarke Shores

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	Unexcused
Kelly Harris	Excused
Frank Ranzie	Yes
Delray Beach	
Sal Arena	Excused
Joe Hart	Yes
Scott McGuire	Excused
Adam Rosenthal	Unexcused
Rodney Stevenson	Yes
Paul Weber	Yes
FAU	
Darren Courtney	Excused
Gary Grande	Excused
Greenacres	
Joseph Rendueles	Unexcused
Josh Silvey	Unexcused
Dylan Vaughan	Unexcused
Juno Beach	
Chris Andrews	Excused
Julio Rios	Excused
Jupiter	
Jeff Bernstein	Yes
Quinn Harris	Yes
Jason Levinstein	Excused
Mike Lilienfeld	Yes
Chris Smith	Unexcused
Lantana	
Chris Decker	Unexcused
MCSO-LE	
Brian Bergen	Excused
Michael Dougherty	Excused
Mike Ferguson	Excused
Doug Moore	Unexcused
Tom Neild	Excused
Richard Parks	Excused
Bruce Pinkman	Excused
MCSO - Corr	
Jackie Gore	Unexcused
Tom Randazzo	Yes

North Palm Beach	
Scott Hindle	Yes
PBSO-LE	
Mike Antonopoulos	Yes
Dan Burrows	Excused
Rich Diberardino	Yes
Ray Griffith	Excused
Kevin Igo	Excused
Terry Maguire	Yes
John McGuire	Excused
John Navarro	Yes
Charlie Nicastro	Yes
Paul Vrchota	Excused
PBSO-Corr	
Tammy Bussey	Unexcused
DJ Dowling	Yes
Jeff Jackson	Yes
Will Pinto	Yes
Willie Powell	Unexcused
Patrice Quinn	Excused
Jerry Sneed	Yes
Pete Tartaglione	Yes
Palm Beach Gardens	
Greg Allen	Yes
Rich Geist	Yes
Jim Shackelford	Unexcused
Cecil Wagner	Unexcused
Palm Beach Shores	
Tom Clark	Excused
Michael Simmons	Unexcused
Palm Springs	
Darrell Diez	Yes
Sean Grant	Unexcused
School Police	
John Hawes	Unexcused
Bill Lammie	Excused
Harry Rawlings	Excused
Kevin O'Sullivan	Excused
Stuart	
George McLain	Yes
Tequesta	
James Pike	Unexcused
Charlie Weinblatt	Excused
West Palm Beach	
Matt Bessette	Yes
Kevin Coppin	Yes
Brian Gaudette	Yes
Mike Leas	Yes
Troy Marchese	Yes
Chris Roaf	Yes
Ed Thomas	Yes



Gary Lippman,
General Counsel



Larry Fagan

Ten Thirty Three

PBSO Career Service Appeals Boards

Submitted by Larry Fagan, Legal Counsel

Recently, many PBSO Deputies in receipt of discipline have pursued the route of exercising their right to a Career Service Appeals Board (CSAB). Under Chapter 93-367 (House Bill No. 601) as enacted by the Florida Legislature:

“Employees of the Palm Beach County Sheriff’s Office...may only be suspended or dismissed for cause...”

Personnel actions brought under the rules, regulations or policies of the Office of the Sheriff which result in dismissal, suspension, demotion or reduction in pay (greater than two days) may be appealed via a Board appointed to make findings of fact and recommendations to the Sheriff. While the Sheriff is not necessarily bound by the findings, he may consider them in making his final decision.

Career Service Appeals Boards are essentially “mini-trials” with strict rules of evidence and procedure not applying. For intents and purposes, it is “your day in court,” with swift results received the very same day we make our case.

In termination cases, CSAB’s are often used in the place of Arbitrations. The decision whether or not to go to Arbitration is decided by the Union, although after evaluation of the totality of the circumstances as it holds the rights to Arbitration. There are pros and cons of exercising either rights to a CSAB or an Arbitration.

CSAB’s are (sort of) a peer review Board. Every person on the Board “wears green.” To make up the members of the Board, we get to hand-pick two (2) of your colleagues, the Sheriff picks two (2) individuals and these four (4) together pick a fifth (usually a Captain) who would “preside” over the hearing itself and the four (4) other Board members. To be reinstated in a termination case using a CSAB, we must have a minimum of a 4-1 (supermajority) vote in your favor. It is a fast process, and if we win, you can get put back to work relatively quickly.

Arbitrations are costly propositions, with results determined by one (1) individual deciding sometimes many months after the original termination or discipline was imposed. Many times arbi-

trators (who are civilians) may miss “the big picture” of your case that law enforcement (or corrections) daily practitioners could readily understand. One good rule of thumb is arbitrations have a “judge,” the Arbitrator CSAB’s have a “jury,” the CSAB and, unlike in the judicial system, this jury’s decision need NOT be unanimous.

Unfortunately, however, many times peer review is tougher on the *appellee*. That is, your peers may decide that “you should have known better,” despite the particular issue or explanation we may have for your alleged conduct.

The PBA is currently litigating the issue in Palm Beach County Circuit Court as to who bears the “burden of proof” in CSAB’s, the union or the Sheriff. Before CSAB’s convene, Board members have already been provided (by PBSO) “out of Hearing room” Internal Affairs files on members prior to their Hearing day. As of late, the Sheriff has been adding no additional evidence whatsoever to the IA files at the Hearing, but rather (our position) he has been shifting the “burden” to our side to “prove your innocence.”

The Sheriff’s position here is that CSAB’s are the member’s opportunity to “offer mitigation” in his/her cause “down from” the previously recommended discipline that put us there in the first place. The Sheriff’s attorney sits at each CSAB and advises the Board live, in our presence, operating as a “would-be-judge” before the panel. He is not, however, a judge in that matter at all but rather he serves to procedurally help advise the panel as to how to issue its findings of fact under the law. These get drafted while we wait.

At CSAB’s, you have the right under the law to be “represented by the counsel of your choice.” We, therefore, make your arguments for you and navigate the proceeding on your behalf. After arguments, the Board decides 1) should the violations be sustained and 2) if so, what the punishment should be.

At the end of the day, CSAB’s are an expedited avenue in which to receive a decision about your future employment. They are a live event that can be used successfully in certain disciplinary situations.

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.pbcpsba.org

Palm Beach Gardens News

The high-tech and state of the art MaCom–Open sky radio system is being updated to improve the quality of transmissions/reception. Testing has taken place to improve conditions throughout the city.

The Honda Classic is over and, although it was the “best Honda yet,” some of the lingering problems still exist. Positions/ posts are set for a few individuals which exclude others from participating. We will continue to highlight this extra duty detail in the future. The goal is to make it equitable for all.

We are in the midst of reorganization. We will now be operating with two bureaus (rather than three), Administration and Operations.

The city offered a severance package to all city employees which included six month’s salary. Several police officers have reviewed the package and a few have accepted the terms.

We say good-bye to Captain David O’Neill who retired in March after 26 years of service to the city. We hope he has a healthy and happy retirement with his family.

Wherever you work—make a difference!

Submitted by: Lt. M. Rispoli

Juno Beach News

On 03/26/2010, at approximately 1:14 A.M., an unknown person attempted to gain entry into my home. My wife called me frantically saying someone is coming in the back door. My heart dropped from my chest as she says “call 911, someone is coming in the house.” I had to take a deep breath and ask my police dispatcher to send deputies to my home. My wife immediately turned on the back floodlights and scared the person away. She was prepared for him, she had her gun in her hand.

Deputies were at my house within three minutes. They found a break in the screen, by the edge of the door. They didn’t find anyone.

The reason why I wasn’t home that night was because I was patrolling a town 45 minutes away.

My family and I understand the responsibilities with being an officer, working night shifts and long hours. The problem I have is I am protecting a town that does not care about me or its employees. I have to rely on other people to protect the ones I love. We are expendable. They are constantly cutting and slashing into our benefits and budget, while there is money in the reserve. I am out here patrolling the night so people can jog safely around the lake, walk their dogs, and can sleep safely in their beds, them knowing we keep our eyes on any cars that stray from US 1 into the residential neighborhoods. How do they repay us, or show appreciation, I constantly hear, “Well you’re lucky to be working.” We are not lucky. THEY ARE LUCKY to have us as officers and dispatchers, maintaining this town, leaving our children every night, with a chance we may never return. Even though they do not care about us, I still care to do the best job I can.

I only ask for one thing from our PBA members, I ask that we keep the fire strong, strong in achieving our goals.

Submitted by: PBA Rep. Ofc. Julio Rios

Palm Beach Shores News

We are beginning to look into the current budget and the impact that the reduced taxes are going to have on our chances for a raise in the upcoming salary talks. The town had commented that taxes would have to be raised to keep the town budgeted items on track. One of our concerns in the decrease in property assessments/values may offset the new – to be proposed – tax adjustments.

The members of the police department continue to give the town one hundred percent and we have been told that our efforts have not gone unnoticed. The police have agreed over the past two years to go without a raise. The town did not ask us to give up any of the other benefits listed in the contract at the time of signing so we are working to keep those items “on the books.”

Chief Steve Kniffin is making progress in his effort to complete his upgrades and changes for the department. His efforts, although not seen or recognized by many, are paying off. Chief Kniffin has been working hard with the members of the Town Council, Town Administrator, and the Mayor to keep our efforts and performance in the forefront. This exposure should work in our favor as a show of good faith on the part of the police to continue to provide services under these economic hard times. Like everyone else, we are paying more for products and getting along with less which is impacting our families and putting undue pressure on everyone. These cutbacks and the additional stress from trying to make it paycheck to paycheck put additional stress on our officers, but they are still giving and doing what it takes to keep the community safe and protected. These efforts should be rewarded and that reward should not be limited to “You should be thankful you have a job.” We are—no question about that—but that should not be the final reward for what has been given.

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

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.

School Police News

To all Sworn and whoever else wants to read this blog: I am writing this article for the *Code 3* on March 19, 2010. Hopefully you all have recovered from St. Patrick's Day. Today in the *Palm Beach Post* front page "Brutality of School Attacks on Rise," experts say. Twice in the last three months, your PBA reps have been before the Board trying to open their eyes as to school violence and the safety of school police officers and teachers, not to mention the students, because we are being subjected to one man high schools. The first time we were before the School Board, we were allowed to exceed our time limit of three minutes, I guess a thank you is in order for that. The next time we were before the Board we were "chopped-off" at the knees; three minutes and you're done. I could not help but walk away from the table disgusted that we are only a second thought to the powerful board. Obviously, we have people who want to see us fail or who are disillusioned and love throwing axes to keep the pot stirred up. So here we go, RUMOR MILL at its finest. Talk to me directly if you have any concerns or misgivings and I will address them directly.

More importantly, it seems to me that the School Board does not want to recognize that there is violence in our schools or that we are dangerously low in manpower, being stressed to the limit almost every day. I really am confused by the Board as they sit in their chairs listening to what we have to say and not responding to it. As they sit on their lofty perch, I can't help to think that several of them are up for election this year and I believe it is time for the tail to stop wagging the dog.

Negotiations are a slow process because the District relishes the thought of stretching it out, delay, delay, delay. Our next meeting is set for March 24 at the DAK but it will be over before this article is put to print. We were able to get the Dist. to agree (thanks to Kevin O) that we want the proceedings recorded. This will stop the inconsistencies which have been happening when we argue points in the contract that the Dept. is violating, eventually winding up as grievances. If you have a problem or feel that there was an incident with you that you feel is a contract of G.O. problem, avail yourself of your right to file a grievance. We, as your reps, would be more than happy to assist you. In closing, this year there will be PBA elections for Reps. If you are interested in running, registration will be sometime around Oct. or Nov. I am seriously considering running again, along with Kevin O'Sullivan. Stay safe.

Submitted by: H. Rawlings, 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 towards 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.

Communications

Submitted by Mark Filla

In August of 1999, the Palm Beach County Board of County Commissioners signed a contract with Motorola Inc. to construct a County-Wide 800 MHz Trunking Radio System (TRS) that would bring together the disparate VHF, UHF, and Low Band communications systems of the county for the Sheriff's Office, Fire Rescue, General Government, and other municipal partners for which the county provides communication support.

The system's design was a cooperative effort of technical staff from the Sheriff's Office, Fire Rescue, and the county's Electronic Services & Security (ESS) Division under Facilities Development & Operations (FDO). Many months were spent by the design group assembling the radio coverage and capacity requirements and required tasks that would allow for the system to support the current and future communication needs of the users. The County's ESS Division was chosen to lead the implementation of the system and further developed a 300 page Statement of Work that identified the critical requirements and acceptance of the system.

The system was successfully completed and accepted in August 2001 and to date has been the primary communications system in the county that has supported millions of push-to-talks and has provided support to countless number of day to day and mission critical situations for over 70 agencies and almost 10,000 radio users that all have county-wide interoperability on the standardized Common Talk-Groups that are in everyone's radios.

We have had a number of public safety operations migrate their needs to the county so they could reduce costs by allowing for the county to assume managing their public safety radio communications needs. Those agencies include but are not limited to; Federal Fish and Wildlife, Highland Beach PD; Riviera Beach PD/FD; Port of Palm Beach Security; North Palm Beach PD/FD; Greenacres Public Safety; Palm Beach Shores PD; Lantana PD; South Palm Beach PD and Ocean Ridge PD.

In addition to supporting full-time users, the system also supports full interoperability with other local, state and federal partners along with adjoining counties that share the same communication technologies. To date we have coordinated and have successfully connected with the FBI, US Marshals, TSA, Coast Guard, Martin County SO & FD, Broward County SO, Cities of Deerfield Beach FD, Margate PD/FD, Coral Springs PD/FD, and the City of Miami PD/FD.

Since the radio systems inception, the county's ESS Division has been tasked with managing the network and is currently researching the future requirements for our users to include requested features such as:

- APCO 25 Digital Voice

- Utilization of full-time encryption for dispatch operations

- Text Messaging

- Portable Radio GPS and Radio Unit Monitor (Remote PTT)

The county is currently planning the road map to increase our capacities and to provide additional features and functionality to keep our public safety officers safer.

Additional information can be found on the county's website: www.pbcgov.org/fdo/ESS/800MHz.htm

Never Give Up

Submitted By Chris Roaf, West Palm Beach Police Department

In these financial times, everyone has to tighten their belt. Cities are in a financial crisis. Police departments are told that they need to not work overtime. They are told that they need to come up with ways they can help the cities to cut untold millions of dollars. They are not only asking their heads of the police departments to make cuts, the city administrations have asked the union to come up with creative ways to cut costs in the cities that they represent. Ok, the union plays the city's little game and it gives a list of ideas. It does this in an attempt to help officers keep from being laid off and benefits being taken from them.

The police administrations are none to happy with these suggestions—I can't blame them. This, in my opinion, is a slap in the face to the police department heads. Oh, I forgot to mention, the city immediately rejects all of these suggestions! The union goes to impasse, then arbitration and eventually to their city commission to attempt to plea with the city government. The hope is, that clearer heads prevail. Well, apparently in some cities, there is an epidemic head cold that a case of Sudafed can't clear up. The city, of course, takes most of the police officers' benefits that they had been promised when they were hired. They even try to take things from the officers that they aren't legally allowed to take. Here we go, the city will now turn into a training ground for other departments that have much better benefits. The "Head Cold" gets worse. The cities have not taken enough from police officers. Now, they attempt to take their defined benefit pensions from them. They may have been stopped this year, but they will try again next year. They will keep trying until they succeed unless we stop them.

Oh, I'm not done yet. The city, now obviously in their delirious Sudafed induced state, tells the police department that the next fiscal year is almost upon us. They want to get together and start negotiations for the next contract. The city administration tells the police administrations and unions they should be ready to come to the negotiations table and be ready to make substantial cuts. The city administration will not come to the table to negotiate—only to dictate. They apparently believe that they can make

demands, instead of coming to meet with the union for interest-based bargaining. These negotiations should be in the interest of the officers and the city. The head cold was misdiagnosed. Bacteria has apparently gotten through the tainted water system, and through the gold faucets of some city halls. It has now begun to eat away at the cerebral cortex of these city administrators. I am sure they will say that it can probably be corrected with a large inflow of cash, (a.k.a., officers' future benefits, pensions, etc.). It will be described, or disguised, as grants, bonds or through some other obscure avenue. The head cold has now become a systemic bacterial infection that has spread and there is only one way to treat it. These politicians have got to be sent home. They need to be taken out of office.

The point of my diatribe is this: The members have got to come together. We have to show that we are stronger than we have acted of late. We need to stay together. Officers with less than 15 years on have got to get involved. I mean involved. I have stated this in quite a few articles. It has come to the point now that if you officers don't care about your benefits and just about overtime, then that's fine. I started 27 years ago and this is a career, ladies and gentlemen, not a job. You have to work for benefits. There were about 60 - 65 people at a commission meeting to fight for your step plan. Are you kidding me!?!?

We can have discussions and disagreements as long as we have a plan in the end. Everyone is not going to agree on things all the time. Understood. However, we need to come together as union members to be able to formulate a discussion, talk about issues and come to terms on a well thought out strategy. Discussions need to be done prior to the implementation of anything. We need to have a plan and we have people at the PBA who can help. The PBA has inside and outside resources that can be brought in to assist and guide us in removing Commissioners, City Administrators and Mayors from office. Everyone has got to step up to the plate. We have done it before and we will do it again. Remember, "Never, never, never give up" – Winston Churchill.

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!

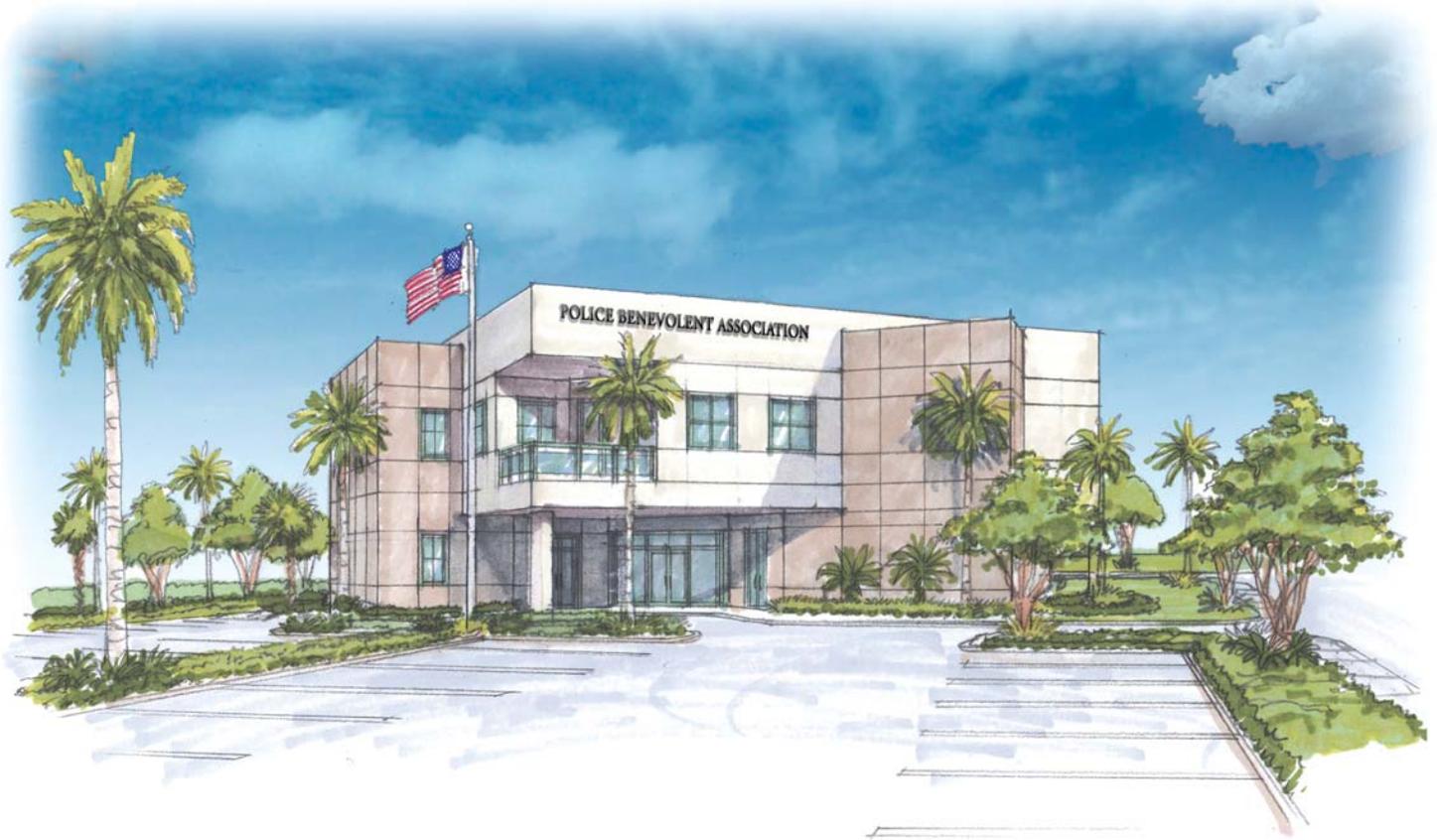
PROTECT YOUR RIGHTS

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.

Palm Beach County PBA Building Expansion

At the Board of Directors meeting held on March 30, 2010, the Board approved moving forward with the PBA Building Expansion Project and the procuring of the necessary construction financing. Competitive project bids were sought and architect Keith Spina of Glidden, Spina & Partners was selected and proposed several plans for the expansion project. This is the plan approved by the Board. Currently, the Board is seeking bids from builders for the project.



Police Benevolent Association

ENTRY VIEW
SCHEME A



MADD Awards

The Palm Beach County PBA is proud to announce that the following PBSO Deputies were presented this year's MADD Awards: Dan Diaz (first award), John Cardascia (third award), John Godden (first award) and Kenneth Noel (fourth award).

These deputies were honored by MADD on March 29, 2010 in Tallahassee. The awards are presented every year to officers with 100 or more DUI arrests. Congratulations!



MADD
Activism | Victim Services | Education®



What Is A Police Officer?

Submitted by D/S C. Nicastrò
V.P. PBSO PBA

Police officers are a special breed of people, caring for all, no matter what religion or color. They are loved and hated, but still do a job not many can do. They put their lives on the line every minute of every day they work. True, it's a job they chose to do, knowing the dangers and consequences they face. Responding to calls which, at times, are ridiculous, but require a response nonetheless. The public reminds them that it pays their salaries, without considering how little it is for what's expected. Law enforcement means doing the job no matter what law is broken—traffic or criminal. Yet, they're called all kinds of nasty names and wished the worst. Does it matter? Can it matter? No. Police officers must still respond and be there for all. No matter what, my brothers and sisters, keep up the good work and remember: go home at the end of your shift to your family, and thank God he gave you another day. Remember: it's the job you chose to do, so do it the best you know how.

PBSO PBA Cases for 2009

Submitted by Terrence Maguire
PBSO PBA Rep

2009 was another busy year for the PBSO PBA. Our total number of cases break down as follows:

- Arbitrations - 2
- IA Complaints/Investigations - 117
- PC Complaints/Investigations - 61
- Hearing/Termination Review Boards - 9
- Grievances - 13
- Critical Incidents - 11
- Civil issues - 2
- New Collective Bargaining Agreements - 5

These numbers cover both corrections and law enforcement. However, they do not include on-going cases, or the myriad phone calls and questions members ask of the union each day. As your representatives, we are happy to answer your questions, and always try to get you an answer when asked. We may not be successful all the time. But, we take each question seriously.

We also brought you the 2nd Annual Policeman's Ball at the Ritz-Carlton Palm Beach, scholarships for our kids, and other fundraisers throughout the year. We plan even more fun events in 2010.

The year ahead promises to be a challenge for both PBSO and the PBA—the economy is still flat, jobs are scarce, crime is on the way up; but we look forward to serving you, the member, for your service to the community. Stay Safe out there.

Problems

Submitted by Lt. Michael Rispoli
Palm Beach Gardens PD

I have written many articles for the *Code 3*, mostly addressing management topics, such as decision-making, priorities, acceptable standards, and communication. I appreciate all of the positive feedback that I receive from these articles and am surprised when someone outside law enforcement reads them and says something like, "That happens where I work!" The reason this happens is because, regardless of whether you work in the public or private sector, these concepts exist.

Some think I am unhappy with my organization, yet others feel I have written about them as individuals and have taken things written personally. Still others feel I am "airing dirty laundry" and there are problems within my department. Of course there are problems within my department, but doesn't every organization (public or private) have problems? What makes the difference is how the administration and employees effectively work through those problems. In the past 25 years, I have seen many issues resolved for the betterment of the agency and employees.

When faced with a problem, we have options in how we deal with the dilemma. Confront and take actions to make adjustments and ultimately reach resolution. Making circumstances better should be the goal. All of the topics I listed above will help in reaching resolution if applied correctly and grounded on a foundation of integrity and credibility.

Other options include ignoring the problem (hoping it will go away), and despite all good sense, making decisions that exacerbates the problem(s). It is this final option that poses the most peril for all employees. Turning a blind eye to problems often makes things worse. We can all say things are great and there are no problems, but will that really make things better?

If the topics I listed at the beginning of this article are not applied correctly or are not part of the vision and values of an organization, the problems that arise will not be resolved. Over time, the truth will become evident and all employees will see the "real" mission. This mission has little to do with the success of the agency and more to do for the individual.

Employees in this circumstance will see through the façade and identify the insecurity, lack of leadership, and competency levels. This is why organizations like the PBA are so important for employees because they offer protection and support when working conditions deteriorate.

This job is hard enough; these tough times are hard enough. Why would anyone want to make things worse?

Officer of the Month



HAVE YOU MADE YOUR NOMINATION?

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

Send your submissions to Gail@pbcpcbpa.org

South Florida PBAs Host Fundraiser For U.S. Senate Candidate Charlie Crist

Palm Beach County PBA President John Kazanjian, along with Florida and Dade County PBA President John Rivera and Broward County PBA President Pat Hanrahan hosted a fundraiser for Governor Charlie Crist on March 13th. The event was held at President Rivera's home in Miami.



In addition to John, the Palm Beach County PBA was represented by Ernie George, PBA Executive Director and Florida PBA Treasurer. Also in attendance representing the Florida PBA were David Murrell, Executive Director; Jim Baiardi, Vice-President for Chapters and State Correctional Officers Chapter President; and Mike Clifton, Secretary.

10 – 24 “Financially Speaking”

By Arthur Abrahamsen, Registered Representative, Arthur@centerforplanning.com

Do You Need A Will?

Most Americans need a will but over half die without one. Why? Dealing with death is not a pleasant topic and not one most people want to address. However, if you do not have a will, it is important that you understand the implications. If you already have a will and have had a change in circumstances, it may be time to consider updating your will.

If you die without a will, state law will determine what happens to your property. This process is called “intestate succession” Your property will be distributed to your spouse and children or, if you have neither, to other relatives according to a statutory formula. If you have no apparent heirs and die without a will. It's possible the state will claim your estate. Without a will, a court will determine who will care for your minor children and their property. Do not assume that your spouse will automatically receive your assets upon your death. Without a will, that is most likely NOT the case. Many people with children believe that the surviving spouse would take all of the deceased spouse's property, especially if the children are young. That is also NOT the case. In this situation, the law of most states awards one-third to one-half of the decedent's property to the surviving spouse, and the remainder to the children, regardless of age. Moreover, your real property may be inherited by minors or numerous co-owners, and either result will be costly. Taking the time to prepare your will now can save your heirs significant expense and trouble later.

Having a will is especially important if you have young children because it gives you the opportunity to designate a guardian for them in the event of your death. If you die without a will, have minor children, and your husband or wife did not survive you, a court will appoint a guardian. A will allows you to exercise your right to appoint the guardians who will take care of your children upon the deaths of you and your spouse. A will also allows you to

designate when your children should receive their inheritance. Many parents like the concept of creating a testamentary trust for their children so that they don't receive a large lump sum distribution at age 18. Rather, they designate that their trustee distributes a portion of the trust to their children as they reach certain ages, such as 25, 30 and 35.

A will also lets you name your executor, the person who will oversee the settling of your affairs after you die. Without a will, the court will step in and choose the person responsible for wrapping up your affairs. This person is called an administrator and might not be the person you would have wanted. Sometimes, family conflict develops over who should be appointed as administrator by the judge. In that case, a neutral lawyer may be appointed, and must be paid with estate funds. In addition, the administrator may have to pay certain fees or post a bond at the expense of your estate before he or she can begin to distribute your assets.

In general, your will affects only those assets that are titled in your name at your death. The assets that are not affected by your will include life insurance, retirement plans assets owned as a joint tenant with a right of survivorship, “pay on death” accounts, and assets held in a living trust. If any of your assets do have a named beneficiary, be sure to check them periodically to make sure the individual you want to receive those assets is designated.

Finally, keep in mind that a will is just a part of the overall estate planning process. It is often recommended that you also have a durable power of attorney, a health care proxy, and a living will. The best estate plan for you will depend on your individual circumstances and may also include trusts or even a family limited partnership. Since many different factors will affect what is the best estate plan for your particular situation, you should [contact us today](#) for your free estate planning consultation.

Kaitlin A. Kazanjian Golf Tournament

Submitted By Kaitlyn Igo, Student of the University of Florida

A tragic moment that took a 16-year-old girl's life has led to a benevolent annual event that benefits many young people and families whose loved ones work or served for the Palm Beach County Sheriff's Office.

The Kaitlin A. Kazanjian Golf Tournament is a fundraising tradition that raises money for the children of police officers to aid in the cost of higher education or vocational training. Proceeds also go to families who lost someone killed in the line of duty.

The Kazanjian family founded the scholarship program to serve as a charitable service and to honor their beloved daughter's memory. Kaitlin's essence is felt by her picture and name displayed on shirts, visors and banners distributed before and during the tournament.

Perhaps all the great effort in the planning and execution of the event by the family and numerous volunteers help in the healing process that is crucial after experiencing such a dramatic loss.

John Kazanjian, president of the Palm Beach County Police Benevolent Association, heads the scholarship fund and started the event seven years ago after his daughter, Kaitlin, died in a car crash. Because of media coverage of the tragedy and the court case that followed, public awareness and support for the fundraiser has spread rapidly.

"There was never a charitable organization initiated through the police union before this scholarship fund," Kazanjian said.

Over the years, because of many sponsors, golf enthusiasts and volunteers, the scholarship fund has raised a total of \$1.3 million with \$140,000 given to recipients last year alone.

Ray Griffith, a PBSO officer, has been a volunteer for five years and serves on the pre-event committee. Prior to the day's activities, he determines how much product needs to be purchased, then he prepares and serves it.

After the tournament, he works on the scholarship committee to interview recipients. "It is a very enlightening, delightful and fulfilling experience. I am happy to do it," Griffith said.

Typically about 300 to 350 people attend this golf tournament. Family, friends and business acquaintances of the PBSO and Kazanjians get together to raise money for hundreds of young people and to financially assist family members of fallen police officers. (See photos on next two pages.)

From an emotional and personal perspective of the Kazanjian family, the most important goal is to honor the short lived life of their beloved daughter, Kaitlin.

"It is my goal to keep the Kaitlin Kazanjian Scholarship Fund going strong every year for as long as I possibly can."

The 7th Annual Kaitlin A. Kazanjian Scholarship Golf Tournament was held on Saturday, February 27th at the Palm Beach Gardens Golf Club. It was a great success, with everyone in attendance having a wonderful time! (See photos on next two pages.) As usual, the PBA Barbeque Grill Team (Mark Bohne, Ray Griffith, Mark Bannon, Kevin Igo, Bobby Brown, Paul Miles, Bill Gale, Jack Frost, Chris Kneisley, Bill and Gail Stewart) did an outstanding job with the food. This year's event raised more than \$32,000 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. Many thanks go out to the following people for their time and effort in this year's fundraising event:

Committee Members

Bobby Brown	Sonny Kazanjian
Dan Burrows	Kevin Igo
Ray Griffith	Rick McAfee
Lou Penque	Allan Ortman
Al Kazanjian	Ernie George
Billy Gray	Mark Bohne
Bob Cresswell	David Gray
Beth Krivda	Tommy Wills
Christine Christofek	Andy Bilardello

Volunteers

Karen Burrows	Marla Maroe
Colleen Iannitti	Tony Iannitti
Gail Seldomridge	Amy McCart
Suzanne Ferrari	Lynn McGuire
Dianna George	Andrea George
Charlie Nicastro	Helene McAfee
Courtney Lawrenson	Kara Bannon

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.

7th Annual Kaitlin A. Kazanjian Scholarship Golf Tournament

Saturday, February 27th, Palm Beach Gardens Golf Club





The Double Human

By James O'Neal

Coming from Tor in June, 2010.

ISBN-13: 978-0765320155

Visit WWW.Jamesonealbooks.com for all the details.

In this sequel to 2009's **The Human Disguise**, James O'Neal tells a crime story set in the near future that explores the social changes as well as the political issues that could face a world shattered by disease and war.

Unified Police Detective Tom Wilner has a close encounter with the first serial killer seen in Florida since the collapse of society. As he pieces together more evidence it becomes clear that this killer has operated for almost fifty years. Now he knows he faces a member of the undocumented hominid species that now has two branches: The ancient Simolit family or Halleck family. Their genetic ability to live abnormally long lives and heal make it plain that catching this elusive killer will push Wilner to the limits of the law.

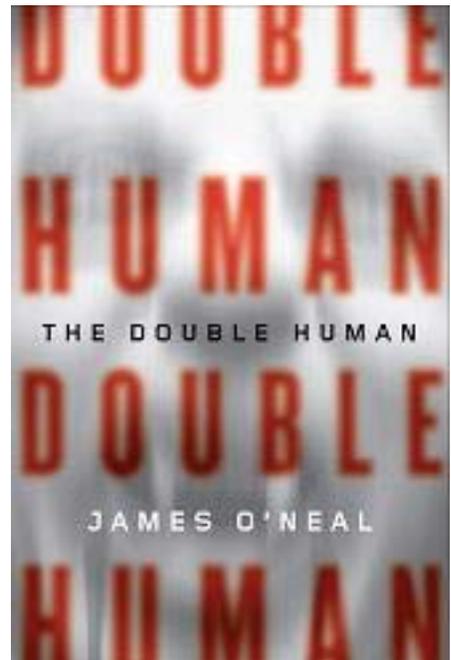
Just another day in the near future where criminals are sentenced to the military and terror attacks occur on the anniversary of September 11. Every year.

Amid the turmoil of forced relocation to Florida and the discovery of nomadic tribes living in the wilderness of the empty Southwest Florida peninsula, Wilner must seek an alliance with the Simolits to find the killer

In the Miami Quarantine Zone, Wilner learns that the killer has operated for years without repercussion. In the desolate, ravaged former "Jewel of the Caribbean," the killer's habit of stabbing victims in the neck has earned him the nickname, "The Vampire."

To complicate his life, Wilner has fallen hard for a beautiful teacher in the Quarantine Zone. He must make difficult choices when he's told not to pursue the killer outside the United States and relocation riots force him to focus on many problems at once.

Wilner must risk everything to stop this killer, protect the citizens of the United States as well as save the poor people sealed off in the Quarantine Zone.



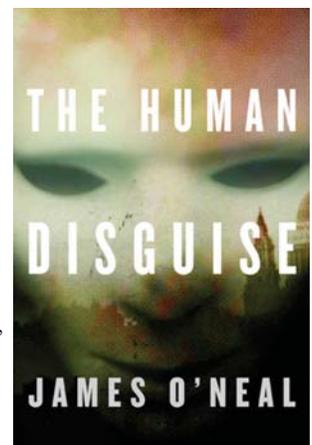
James O'Neal is the pseudonym of crime novelist James O. Born. He is the winner of the Florida Book Award and has appeared across the country for libraries and other groups as a speaker and writing teacher.

Publishers Weekly gave **The Human Disguise** a starred review, calling it "Wildly entertaining," and said, "(The Human Disguise) will keep readers enthralled."

**WATCH FOR THE HUMAN DISGUISE IN MASS MARKET PAPERBACK
COMING THIS SUMMER.**

"One helluva story from one helluva writer! Only a cop like James O'Neal could create futuristic bad guys like those in *The Human Disguise*. And only O'Neal could weave them into such a slick, fast-paced story--one you're convinced is the real world. This is a ride--and a writer--you're long going to remember."

--[W.E.B. Griffin](#)



"Newcomer James O'Neal presents a gritty, down-and-dirty vision of the near future with plenty of action and suspense that keeps the story moving from page one to the end." --[Ben Bova](#), Hugo award-winning author of *The Immortality Factor*

"James O'Neal puts the ultimate twist on the modern crime tale." - Bestselling author [Paul Levine](#)

Contact Information:

James O'Neal : E-mail: Jamesonealbooks@comcast.net

Justin Golenbock, Publicist, TOR : E-mail Justin.Golenbock@tor.com

Phone : 646.307.5413

We Must Police Ourselves

Submitted by Terry Maguire
PBSO PBA Rep

This past year was not a good one for us at PBSO. We have fallen victims to the economy and did not see a COLA in our new contract (even though by other agencies' standards, our contract is pretty good). Most of us have had family members or others close to us lose jobs, property values drop, and were sent into issues of foreclosure, bankruptcy and financial ruin. Times have been very tough.

Through all of this, it seems we have been our own worst enemies. Collectively, we do things that do not appear very bright or well thought out. At the time it might have seemed like a good idea, or that we have done it before and can do it again, or even that because we are deputy sheriffs: We can "just get away with it!" I say enough is enough!

I am not going to go through a list of incidents from this past year and call out specific occurrences, but we all know of some pretty outrageous things that have happened right here in Palm Beach County by members of our own agencies. I am not here to lambaste any of our members personally, but I want each of us to consider how we can stop some of these things from happening in the future.

I say it is up to each of US to take the steps needed to stop the embarrassment to our profession caused when one of our friends, co-workers, or partners gets out of line! I am not saying that we rat them out, or turn them in for minor issues. We watch out for each other so that no one gets into a position where there is a question of what we need to do in the first place. I am sure that in most of the past, there was something someone saw ahead of time that could have tipped that person off that their partner was about to go into a meltdown of some sort! When we see this starting to happen, we need to be the kind of friend or partner that will say: "Hey, are you okay?" or "Do you need some kind of help?" There is no shame in realizing that events in our lives are getting out of control or are beginning to overwhelm us. It happens (even to "control freaks" like US)!

As the friend or partner, is it better to speak up now, or wait until your friend is the lead news story to say 'Gee, maybe I could have stopped this from happening'?

PBSO has EAP, Insurance and the Behavioral Health Unit available to AID THE EMPLOYEE! USE IT! DO NOT BECOME THE LEAD NEWS STORY!

Tickets still available!

**3rd Annual
Palm Beach County PBA
Police Officers' Ball
June 12, 2010
The Ritz-Carlton**

**Cocktails ~ Silent Auction ~ Dinner
Awards Presentation ~ Dancing**

Call the PBA Office.

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

ARE YOU CURRENT?

Have you gotten married or divorced?

Had a baby?

Changed numbers or address?

Please contact Suzanne at the PBA Office at
(561) 689-3745

to update your information.

The PBA is not notified of changes made within your department.

ATTENTION: RETIREES

Please take notice that pursuant to §95.11(3), Florida Statutes, lawsuits, including "an action founded on negligence," and "for assault, battery, false arrest, false imprisonment, or any other intentional tort..." must be filed "WITHIN FOUR YEARS" of the incident date.

To the extent that such lawsuits may be brought against you *after* you retire, you need to consider continuing your membership for four (4) years beyond your retirement.

If you are retired but have returned to law enforcement and are currently paying a "RETIREE MEMBERSHIP," you should be aware that if you are subject to such actions at a time when you no longer are paying the appropriate dues, the PBA cannot provide legal assistance. See Palm Beach County Policy 12-1.

Enjoy the full peace of mind your retirement should mean.

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.



	Rechargeable MagLite \$93.00	
	Rechargeable Mag Bulbs \$5.00	
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	Keychain \$5.00	
	Cufflinks \$5.00	
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**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.

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

For more information on our Florida PBA-endorsed* retirement programs, please call Richard Snyder at 888-442-4230 or Bill Smith at 860-843-3932.



*The Hartford is The Hartford Financial Services Group, Inc. and its subsidiaries, including issuing company Hartford Life and Hartford Securities Distribution Company, Inc. ("HSD").
 HSD member PBA and SPC, a registered broker/dealer affiliate of The Hartford, has established certain service programs for retirement plans, including defined contribution and 401(k) 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 (H-44891, NY & FL, H-15872, H-10111, H-41302 and H-41207 series; H-44800, H-44823, H-44825, H-40000, H-71622, H-40848, H-71602, H-15020, H-15021, H-15022, H-15023) and group variable funding agreements (H-45553 and H-15553 (NY)), as applicable, issued by Hartford Life (Sunderly, 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 (H-17999) issued by Hartford Life (Sunderly, 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 programs. 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.



We Are Not The Enemy!

Submitted By Det. Charlie Weinblatt, Tequesta PBA Rep

While wages and benefits are being cut all over the country and officials claiming the economy as the reason, it seems contradictory when they continue to spend money in other areas while claiming allegiance to public safety. We are seeing all over the country including right here at home in PBC, municipalities, counties and towns spending tax dollars in questionable areas if “money is tight.” Do the citizens, the ones who voted these “leaders” into office know exactly what is going on? Are we telling them? My answer to both those questions would be a resounding “NO”! We need to begin to *inform* them. We have the means and we have the support.

These are different times, as many have said. These are hard times, you hear over and over. All elected officials want to be the good guy and nobody wants to talk of increases in taxes. Imagine that...paying for what you get! It seems like that concept is lost on the leaders of our time. My taxes went up approximately 15%...you think I enjoy that while having to fight and scrape for every nickel..? No, but guess what, it’s a fact of life. Give me a wage to live on and I’ll pay my share. Why officials loathe increasing taxes even the slightest percentage is clear...nobody wants to be the bad guy. I understand that but....”these are hard times”...gov-

ernment is struggling to pay its bills and it almost seems like a foreign concept...pay the bill, change some priorities. We are not the enemy! All hatchets turn towards public safety when money gets tight. You can hear it all over...” These guys are getting paid damn well and others are out of work”. Well, part of that may be true anyway. People are out of work. Do people know our fight? Do we tell them when opportunities arise? How it’s not really like you see on television, how LEO’s get injured and don’t get right up after the director calls “Cut.” People still want law enforcement showing up when they call for help, and we will always be there, but truth be told we are not paid damn well, and everyone reading this knows it! How do you put a price on living with an injury sustained on duty, how do you compensate one who carries an illness or disability through life sustained LOD? Yes, we all chose our professions and nobody drafted us. I understand that. When times were better, people looked at law enforcement and shook their heads. Now, we get paid *too* much, our benefits are *too* good, our pensions are *too* fat...we’re lazy, we should be happy we have a job...how many times have you heard that? I know I have. Let’s remind them that**We Are Not The Enemy!**

Be Safe!

Check out our PBA-friendly advertisers in the Business Directory on pages 27-31!

Non-Invasive Spinal Decompression Benefits

By Sandra Hernandez, D.C.



It is estimated that more than 70 million people suffer from back pain. Complicated anatomy and biomechanical movements contribute to a variety of causes. Causes may be organic, like tumors or cardiovascular disease. It is very important to have a professional evaluate you to determine if the back pain is treatable or requires further evaluation.

Basic at home treatment includes: rest, ice, heat, and stretching. The next logical step would be natural treatment by a professional such as: Chiropractor, Physical Therapist, Massage Therapist or Acupuncturist. If none of these natural alternatives work, many people may choose to go to an Orthopedic or Neurosurgeon for injections or surgery. Even these invasive procedures do not have a good success rate. There are other less invasive procedures that many people are not aware of. Spinal decompression is a completely non-invasive treatment recommended for strong, chronic lower back pain, sciatica, stenosis, herniated or bulging discs and degenerated discs.

Decompression uses negative pressure to separate the joints and relieve pressure on the spinal disc. The length of treatment depends on the individual and the severity of their condition, but the average is 20-30 sessions. The treatment is not painful and many people fall asleep during the 30 minute treatment session.

As the benefits of non-invasive spinal decompression become more known throughout the medical community, many medical doctors and other specialists are referring their patients for spinal decompression treatment before surgery. If you’re tired of living with back pain or sciatica and are running out of treatment options, spinal decompression may be the answer for you. If you would like more information or to schedule an appointment, call Gisela at 561-792-4016.

Dr. Sandra Hernandez D.C. is located in Royal Palm Beach. Ask about our law enforcement officer discount.



The Ritz-Carlton

3rd Annual Palm Beach County PBA Police Officers' Ball June 12, 2010

The Evening will Include:

Cocktails

Silent Auction

Dinner

Awards Presentation

Dancing

6:00p.m. - 12:00a.m.

Black Tie Optional

Limited Seats Available

First 300 tickets purchased:

\$125 per PBA Member

\$150 per Non-PBA Member

Make Checks Payable to:

PBA Charity Fund

Palm Beach County PBA

2100 N. Florida Mango Rd
West Palm Beach, FL 33409

For More Information

Contact Suzanne

(561) 689-3745

Special Room Rates are
Available - Mention the PBA
Police Officers' Ball

Contact the Ritz-Carlton

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Palm Beach - Manalapan

(561) 533-6000



The Palm Beach County PBA is a not-for-profit organization representing more than 4,000 law enforcement and corrections officers, public safety (firefighter/EMS), and emergency communications personnel throughout Palm Beach and Martin Counties. The PBA negotiates and administers collective bargaining agreements, provides legal representation at investigations, in departmental and State license-related disciplinary proceedings, on-scene at critical incidents 24/7, and initiates legislation and legal proceedings to secure and ensure our members' rights. The PBA also sponsors many annual events to assist and honor our members' work.

Whenever and wherever our members face personal or family catastrophes - - illness, loss of loved ones, destruction of their homes, or other threats distracting them from their service - - the PBA is there when there is nowhere else to turn.

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

We welcome you to join us in our celebration of our members' personal sacrifices and public service. The PBA is a 501(c)(3) tax deductible charity. Any donations would be greatly appreciated.

GS P

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John- I wanted to send you a quick note about last night. You probably take it for granted, but I really enjoyed listening in on your awards ceremony last night. Its really amazing to hear of the incredible things our officers do to protect us each and every day. By the way, Thanks for the check. I have enclosed a small donation to

GS P

GLIDDEN • SPINA & PARTNERS
ARCHITECTURE • INTERIOR DESIGN, INC.

Your foundation. I'm not going to be the only one from last night that didn't give atleast a portion back!

Thanks again for a great nite!

Keith Spina

Letters to the P.B.A.



To: THE BEST IN BLUE: Feb 6, 2010

Allow me the opportunity to thank you guys for doing the most tedious and sometimes a thankless job. You are the best! Stay cool, and don't let anyone (especially the thankless critics, let you down.)

I'm an old WWII vet. (1944-1947) who still appreciates "the big picture." Yes I've been on secret security for sometime. Nevertheless, I'm happy to send my private donation of \$500 (talk about a worthwhile contribution) However, I also want you to know

every

that a little prayer once in a while can't hurt. As a kinda "Luke Warm" Catholic I go to church on Saturdays, which means that I'll be in church this afternoon (3:30pm).

I will say a little prayer to J.C. and ask him to keep an eye on you-all and keep you out of trouble.

God Bless,

Ralph A. Oliver

P.S. If you ever need a old jazz type band, let me know. No charge, of course.

Bob
Gres
& The Rest;

Joe Russo

Thank you for your support.

It was a great victory.

I couldn't have done it without you.





Charlie Crist
FOR U.S. SENATE

April 22, 2010

Mr. John Kazanjian
2100 N Florida Mango Rd
West Palm Beach, FL 33409-6412

Dear Friend, *John*

I would like to extend my sincerest gratitude for your contribution to my campaign for United States Senate. You have considerably helped continue the momentum that will propel us into the coming months.

I am truly humbled by the generous outpouring of support I have received since launching this campaign. I promise to take your support seriously and will continue to work hard every day to honor the trust and confidence you have placed in me.

Throughout my career in public service, protecting Floridians has been my top priority. Thank you for helping me take my fight for you to Washington, DC, and to the United States Senate.

Sincerely,

Charlie Crist

P.O. Box 1694, Tallahassee, Florida 32302
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Paid for by Charlie Crist for U.S. Senate.

*Letters
to the
P.B.A.*

**John I. Leonard Community
High School**



Johnileonardlancers.fl.usfootballnet.com

April 20, 2010

On behalf of the John I. Leonard High School football and booster programs, I would like to convey my gratitude for your generous donation. Your contribution will help make our third annual golf tournament a complete success and it is truly appreciated! Here at John I. Leonard, our philosophy is to build a football program that will not only shape young men for the future but also to extend a legacy of which you and the rest of the community can be proud.

As you may be aware, the public school financial commitment to sports is at an all time low due to the rising costs of public education in general. Therefore, we must seek outside support to keep our high school sports programs intact. High school sports are important to both our children and our community. You can take pride in knowing that your donation will be leveraged to go to fulfilling basic needs such as uniforms, safety equipment, players insurance, etc.

If you have any questions or would like to get more involved in our football program, please feel free to contact Coach Monroe directly at 561-491-8318. Or, contact the Booster Club Co-Presidents, Kim Gehrman (561) 685-0502 or Robynne Ryals (561) 719-5464.

Again, we sincerely appreciate your generosity and support in building our quality football program.

Sincerely,

Wayne Monroe
Head Football Coach
John I. Leonard Community High School

We would like to thank you for your donation of 2 hole sponsors with an estimated value of \$ 200.00.

EIN 59-6000783.



Letters to the P.B.A.



Junior Achievement of the Palm Beaches, Inc.
6903 Vista Parkway North,
Suite 10
West Palm Beach, FL 33411-2728
Phone: 561-242-9468
Fax: 561-242-9469
info@JuniorAchievement.com
www.JuniorAchievement.com

April 23, 2010

Attn: Gail
Palm Beach County
Police Benevolent Association, Inc.
West Palm Beach, Florida 33409

Dear Gail:

In spite of our shrinking economy, 2009-2010 has been a year of growth and development at Junior Achievement of the Palm Beaches, Inc. We will actually reach *more* students in our classroom programs this year than we did in 2008-2009. Over 11,000 elementary students and over 6,000 middle and high school students will have participated in a Junior Achievement class in their local school. Another 2,000 students will have experienced a Junior Achievement afterschool program. Finally, another 2,500 will visit Junior Achievement BizTown.

We could not accomplish our goals without the support of our extended family. On behalf of the entire board, staff and the students we serve, I wish to thank you for your generous donation of \$1850.00 towards this year's Ric Bradshaw/Junior Achievement Golf Tournament. Your donation will sponsor a full page ad in the program book as well as sponsor three (3) foursomes in the tournament. We will be accepting registration up to the moment we tee off, so feel free to add as many foursomes as you like.

Once again, I thank you for your gracious generosity.

With respect,

James
James S. Gavrilos, President
Junior Achievement of the Palm Beaches, Inc.

OF THE OFFICIAL REGISTRATION AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF MER SERVICES BY CALLING TOLL-FREE (800-435-7352) WITHIN THE STATE. REGISTRATION DOES NOT IMPLY COMMENT, APPROVAL, OR RECOMMENDATION BY THE STATE.

Bernard J. Williams
3622 SE 23 Ave
Okeechobee Fl. 34974
863-467-8431

April 2010

Palm Beach County PBA
2100 N. Florida Mango Rd
West Palm Beach Fl. 33409

Attention: Sgt. J. Kazanjian

I am sending this letter with profound appreciation and gratitude for all the support that I have received from the PBA. The PBA helped me both professionally and personally. It was reassuring to know that the PBA and its members came to the support my family when my sons Joseph and Jason died. Over the years the PBA staff vigorously assisted me in several unproven complaints and grievances.

As a member of the PBA for over 25 years; I was an advocate and supporter of most initiatives. There were times when I was assigned to investigate members of the PBA for one reason or another. The PBA representation ensured that members were protected and all of the appropriate procedures were followed. There have been times when I was investigated and the PBA representation provided me with the same conscientious protection.

I have worked in the North, South, Western Regions and in the Investigation Divisions. Over the years I have seen many ups and down throughout the agency, but the PBA has constantly been there to assist and advocate its members when they are in need.

There are many things I will not miss as I retire this spring. Knowing that the PBA was looking out for my financial, professional, and personal interest will be greatly missed. Thank you and all the members for being there for me during my career.

With sincere appreciation,

Bernard J. Williams

Retired Lieutenant Bernard J. Williams
PBSO Watch Commander, WRB



12669 Headwater Way
Wellington, FL 33414

John + Gail,

THANK YOU SO MUCH FOR YOUR
SUPPORT. IT IS GREATLY APPRECIATED.

Darell



Letters
to the
P.B.A.

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Roger Bouchard
President

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(352) 447-2259

Florida Sheriffs
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Road
Buckman, FL
34112
(941) 776-1777

COA
The Palm Beach
Accountancy

April 6, 2010

Palm Beach County Police Benevolent Association, Inc.
2100 N Florida Mango Rd
West Palm Beach, FL 33409-6412

Dear Friends,

Thank you for your support of the Florida Sheriffs Youth Ranches through the First Annual Palm Beach County Sheriffs Office Golf Tournament. Through the years it is events like this that have helped raise funds and friends for the Youth Ranches.

The Florida Sheriffs Youth Ranches was founded in 1957 to help prevent juvenile delinquency and develop lawful, productive citizens. We have served over 109,000 children and their families since our founding.

Your gift will provide camping opportunities for Palm Beach County boys and girls. Hundreds of local children are served each year through mobile camp and residential camp. Children participate in traditional camp games and activities while building relationships with their local Sheriffs Deputies.

We appreciate your commitment to the boys and girls of your community. Please know that your gift makes a difference in the lives of needy and deserving children!

Sincerely,
Roger Bouchard
Roger Bouchard
President

RB:mk
Enclosure: Receipt Number 423495



February 24, 2010

Dear John:

I enjoyed meeting with you today, and I wanted to thank you for the Palm Beach County Police Benevolent Association, Inc.'s endorsement of my candidacy for Royal Palm Beach Village Council, Seat 3. As a former Assistant Attorney General, your endorsement means a lot to me because it shows that I have the support of our law enforcement community. I would also like to thank you for the very generous donation the PBA made to my campaign. Your donation is important because it will enable me to purchase brochures, mailers, postage, yard signs, and other campaign materials necessary to get my message out to the residents of Royal Palm Beach. With the support of PBA and the law enforcement community, I am sure that my campaign will be successful on March 9th.

Thanks again for all you have done to help support my campaign for Village Council.

Sincerely,
Richard Valuntas
Richard Valuntas

Richard Valuntas for Royal Palm Beach Village Council, Seat 3
106 Waterview Way, Royal Palm Beach, FL 33411

Political advertisement paid for and approved by Richard Valuntas for Royal Palm Beach Village Council, Seat 3





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April 21, 2010

John Kazanjian
President
Palm Beach County PBA
2100 North Florida Mango Road
West Palm Beach, FL 33409

Dear President Kazanjian,

My name is Alan Glassman; I am the Business Representative for I.A.T.S.E. Local 500, a theatrical stage employees union. Our jurisdiction spans from Vero Beach to Key West. We have been aware of the situation between the West Palm Beach Police Department, the City of West Palm Beach and Sunfest.

The Executive Board and the members of Local 500 would like to express our support to the men and women of the police department. While there is no way for us to really know what a police officer goes through day in and day out, we can understand when management tries to take advantage of its labor force, as this is a fight the stagehands have been fighting here in South Florida for over one hundred years.

If there is anything we can do to assist you in your fight, please do not hesitate to contact us.

Sincerely Yours,
Alan Glassman
Alan Glassman
Secretary-Business Representative
I.A.T.S.E. Local 500

AG/ps



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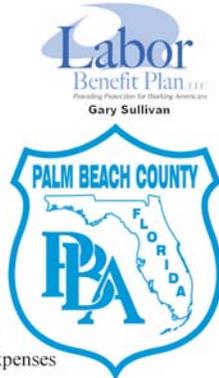
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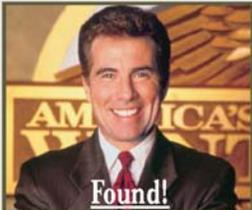
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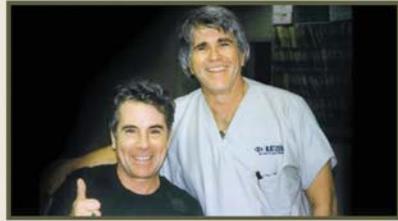
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