



CODE T H R E E

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

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PUBLISHED QUARTERLY FOR MEMBERS

August 2009

PBA Charity Fund Awards Over \$140,000 in Scholarship Funds for 2009



The Palm Beach County PBA Charity Fund (which is comprised of Scholarship Awards from the Palm Beach County PBA, the Kaitlin Kazanjian Scholarship Fund, the Brian Chappell Memorial Scholarship Fund, the Babbitt Johnson Osborne and Le Clainche, P.A. Awards, the Matt Weiner Award for Computer Science and the Robert Preston Scholarship Awards) is pleased to announce that there were 132 applicants interviewed on Saturday, May 30, 2009 with a total of over **\$140,000** in scholarship monies being awarded to the children of PBA members. PBA President and Charity Fund Chairman John Kazanjian would like to thank the following Committee members for their participation in the interview process: Charlie Nicastro, Bob Brown, Rick McAfee, Billy Gray, Mike Antonopoulos, Kevin Igo, John Navarro, Jeff Jackson, Lou Penque, Mike Licata, Sandy Licata, Greg Allen, Chris Roaf, Bob Odell, Dylan Vaughan, Sal Arena, Vito Camardella and Mr. Tom Chappell.

All scholarship applicants received awards to assist them and their families with the cost of higher education. We wish all of our scholarship recipients much good luck with all future endeavors. The students below should be recognized for the following awards:

Babbitt Johnson Osborne and Le Clainche, P.A.

1st Place	\$2,500	-	Avery Amero
2nd Place	\$1,500	-	Kerry Roaf
3rd Place	\$1,000	-	Symone Barnes

Matt Weiner Award (Computer Science)

\$500	-	James Shackelford
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Bob Preston Awards

1st Place	\$2,500	-	Jessica Shaffer
2nd Place	\$1,500	-	Nicole Nugent
3rd Place (Tie)	\$ 500	-	Kit DeZolt & Alexa Matlack

Brian Chappell Awards

1st Place	\$1,500	-	Kelley Sargent
2nd Place	\$1,000	-	Riley Otero
3rd Place	\$ 700	-	Mohamed Ghumrawi

See photos on pages 12 and 13



President's Message

John Kazanjian

Lately, while negotiating with many cities and Palm Beach and Martin Counties, all I have heard is how we all need to be like other employees and take a reduction in salary in order to balance their budgets. I understand, and it's no secret that the economy is in terrible state of affairs. But, I am sick and tired of being compared to other employees!

By no means am I criticizing other people for the jobs they do. I respect what they do and how they do it. However, we at the PBA represent over 4,000 law enforcement and correctional officers and they come first. Politicians and City Managers must realize that our job is different from theirs in many ways. While attending negotiations I have asked the administration many questions. For instance, how many other employees have to don a bullet proof vest when reporting to work? Or, what about responding to a call of a drowning, learning it is a small child, trying to save the child utilizing CPR, after all your efforts, the child dies. Let's not forget being shot at, spit on, kicked, punched, etc.! Get the point? Being a law enforcement officer you are expected to make arrests, give citations, and take reports of various incidents and crimes. We certainly know what this equates to: COMPLAINTS. We see it everyday at the PBA office - it is all so familiar. A member comes into the office and says they are under investigation because the person(s) that they have just arrested or given a ticket files a complaint on the officer or deputy. A majority of the complaints are unfounded, but just knowing there is an internal investigation can stress someone out. THIS IS WHY WE ARE DIFFERENT FROM A CAFETERIA WORKER, SECRETARY OR A VEHICLE MECHANIC WHO DOES NOT HAVE TO ENDURE SUCH STRESS!

We at the PBA know these are tough times right now, and there will be more tough times ahead. But, we will not sit in these negotiation meetings and have some administrator tell us that we have to freeze our salary plans, relinquish longevity monies and eliminate other benefits we have worked so hard to obtain because other employees are willing to do so. County, city and town politicians have to understand EXACTLY what our job entails and take this into account when considering budget cuts. They have to realize how important law enforcement and correctional officers are to our citizens in Palm Beach and Martin Counties!



Officer Of The Month



Officer of the Month - March 2009 West Palm Beach Officer Luis Maroto

Nominated by: Officer Troy Marchese

On January 11, Police received information that a boat transporting drugs was going from the Bahamas to the United States, through Palm Beach Inlet. The vessel was docked when West Palm Beach Police Department K-9 assistance was requested.

K-9 Officer Louis Maroto and "Ike" searched the vessel and were alerted to the presence of a narcotic in the refrigerator in the galley. Ninety-two kilograms of cocaine were located, leading to the arrest of five individuals on federal drug and conspiracy charges.



Officer of the Month - March 2009
West Palm Beach Officer Luis Maroto

Officers of the Month - April 2009 Delray Beach Detectives Paul Weber and Gene Sapino

Nominated by: Sgt. Thomas Tustin

On July 19, a 17 year old female, eight months pregnant, reported she was a victim of sexual battery.

The case was adopted by the Palm Beach County Sheriff's Office Fugitive Task Force, to locate the suspect, who was believed to be in Ohio. Detectives Sapino and Weber obtained court orders for phone records, video from a bus station in Ohio, and exercised great compassion for the victim; resulting in an arrest and a full confession by the



Officers of the Month - April 2009
Delray Beach Detectives Paul Weber and Gene Sapino

Officer of The Month Continued

assailant to the Detectives in Ohio. The individual had no real ties to our community, and it was only the good detective work here that brought him to justice.

Officer of the Month - May 2009

PBSO Lt. Marcos Martinez, D/S Peter Tapia and Cpl. Christopher Wolf

Nominated by: Captain Bob Brown

On May 15, 2009 a call was received to a communications officer regarding a suspicious incident. The call was on a 911 open line, from which a verbal altercation between a male and a female could be clearly heard. The officer could specifically hear the female ask the male why he had a knife. A second 911 call was received shortly thereafter, indicating that a man had kidnapped a woman at knife point, forcing her into a vehicle and to drive it away.

After gathering information at the individuals' residence, D/S Pete Tapia and Cpl. Chris Wolfe spotted the described vehicle driving westbound. Further information verified that this was, in fact, an actual kidnapping. A felony traffic stop was effectuated and the suspect quickly ordered the victim/driver to flee. Lt. Marcos Martinez further verified that this was in fact a kidnapping at knife point. Lt. Martinez then authorized stop sticks and a vehicle pursuit. The suspect was seen holding a knife to the throat of the victim/driver by D/S Tapia.

Eventually, the vehicle was boxed-in by the deputies as the suspect continued to say he was going "to kill" the victim. Lt. Martinez said "we have got to stop him." On a count of three, each deputy simultaneously fired at the suspect (Lt. Martinez using superior fire power), killing the suspect, and enabling the victim to be pulled free.

All three men acted heroically and bravely; they thought quickly, and each of their actions directly saved the victim's life.



Officers of the Month - May 2009

PBSO D/S Peter Tapia, Lt. Marcos Martinez, and Cpl. Christopher Wolf

THE CODE THREE

A Palm Beach County
PBA Official Publication

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(561) 689-3745

Ernie George - Editor
Gail Seldomridge - Assistant Editor

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Officer of the Month



HAVE YOU MADE YOUR NOMINATION?

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

Send your nominations to Gail@pbcdba.org

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Board of Directors Meeting Attendance - 6/24/2009

WELCOME NEW MEMBERS

APRIL

Mark Putnam - PBSO Corr.
 Victor Rosado - PBSO Corr.
 Stephen Roberts - PBSO
 Maria Lloyd - PBSO
 Jason Cooke - PBSO
 Robert Vickens - FAU
 Robert Brockway - Greenacres
 Michael Rouse - PBSO Corr.
 Obed Colon - Riviera Beach
 Douglas Kimball - Boynton Beach
 Anthony Felitti - Boynton Beach
 Matthew Singer - Riviera Beach
 Steven Penna - PBSO Corr.
 Evelyn McClendon - PBSO
 Shaunte Brown - PBSO Corr.
 Brian Gettig - PBSO Corr.

JUNE continued

George Angle III - PBSO Corr.
 James Donahue - Misc. Non-Sworn
 Eduardo Donate - PBSO Corr.
 Stephan Coe - Palm Beach Shores
 Ulysses Boldin III - FAU
 Scott Deatley - Jupiter
 Colette Burney - PBSO
 Martin Flynn - PBSO Corr.
 Vivian Lawrence - PBSO Corr.
 Corando Garcia, Jr. - PBSO
 Terry Sneed - PBSO
 Sherry Kula - PBSO Corr.
 Nicole Greenia - WPB
 Jason Morris - WPB
 Jairo Ruiz - WPB
 Lawrence Buffolino - South Palm Beach
 Sonji Wilson - PBSO Corr.
 Vera McCrae - PBSO Corr.

MAY

Dannielle Wyatt - PBSO Corr.
 Brandon Roth - Juno Beach
 Paul Goldstein - PBSO Corr.
 Quentin Collins - PBSO Corr.
 Nicholas Alvaro - South Palm Beach
 Andrew Anderson - Stuart
 Laura Bassett - MCSO
 Bridgett Bott - PBSO
 Christopher Ficarra - PBSO
 Steven Guido - PBSO
 Scott Levey - PBSO

JULY

Laura McKinlay - WPB
 Lenelda Allen - PBSO Corr.
 Corey Oliver - PBSO
 Paul Leffler Jr. - Palm Beach Gardens
 Chad Smith - Jupiter
 Alexander Piltz - PBSO
 Rafael Bejarano - PBSO
 Tuileva Taliau - PBSO
 Armando Sabugo - PBSO
 Robert Butler - PBSO
 Paul Duros - PBSO
 Ronald Cercy Jr. - PBSO
 Frantz Felisma - PBSO
 George Jones - PBSO
 John Reid - PBSO
 Patrick Vie - PBSO
 Philip Berling - PBSO

JUNE

Patrick McGinty - PBSO Corr.
 Bruce Visentin - PBSO

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

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



Gary Lippman,
General Counsel

Ten Thirty Three

That's One Small Step For Florida Law, One Giant Leap For Florida Law Enforcement and Correctional Officers



Larry Fagan

Submitted by Gary Lippman, General Counsel

Neil Armstrong's comments 40 years ago and more than 227,000 miles away from Earth were remembered recently. From that distance our planet appeared small and beautifully serene; a soft white cloud cover hiding entirely the Cold War, the carnage in Southeast Asia, and the socio-political convulsions engulfing its inhabitants below. It was a stark moment then for some perspective, revisited so long afterwards for perspective on that moment this past July. Launched suddenly so far and fast into our future then, it seems we haven't really moved all that much since, now. We take for granted that our cellular telephones operate on computer technologies more sophisticated than all of the mainframes that hurled the Apollo 11 to the Moon and back. We forget the small steps and inching progress that has gotten us to where we are. But progress is measured in small steps.

"Rights of law enforcement officers and correctional officers while under investigation" in Florida first came into being 35 years ago, in 1974, probably at about the time many of our current members did, also. Since that time, the words within the statutes establishing those "rights" from Tallahassee have had to be modified many times to stake-out and preserve the fundamental notion of due process from which they first sprung: the "right" to confront one's accuser (which includes the rights to know who is the complainant; to know what the complaint is about; to know what witnesses and evidence exist relating to the complaint, etc.). These are not foreign things thought up by bleeding-hearts with too much time on their hands, but uniquely American things; revolutionary things, much as this Nation's animating "Bill of Rights" was. Because to "revolutionize" means "to change fundamentally or completely," by definition, it is a *response* to something that is real.

So too the "rights" our members have won are responses to, and the reasoned remedies for, real and readily identifiable "wrongs" our members have experienced. Sadly, because the wrongs our members experience are peculiarly apparent to their public employment, the statutes relating to their "rights" have had to be revisited and reworded on a regular basis. Compare, for example, the Florida "Firefighters Bill of Rights:" first established in 1986, the legislative history for s.112.82, F.S. reflects not one (1) amendment since then. Sure, people don't file complaints against firefighters. Involved, as I was in the representation of IAFF members years ago, I recall only one or two "investigations" during that time, personally. And that's the point of this installment.

Since at least 2001, this office has been generating amendments to ss.112.532 and 112.533, F.S. in response to the conduct of interrogations and investigations we experienced right here in Palm Beach County. The examples are many. The dizzying and demeaning duo interrogators at one agency wrought s.112.532(1)(c)'s "right" to be questioned only by "one interrogator during any one investigative interrogation." The withholding of the I.A. report from subject officers' review at another agency before pre-disciplinary meetings (rendered meaningless as a result), wrought a lawsuit, an unfavorable 4th DCA decision and, in response to that, s.112.532(4)(b)'s "right" to "a complete copy of the investigative report and supporting documents and with the opportunity to address the findings in the report . . . prior to the imposition of the disciplinary action." The unnecessarily protracted length of investigations occasioning unnecessarily lengthy and humiliating administrative leaves and costly (but not "punitive") losses of overtime pay, wrought s.112.532(6)'s "180 days" limitations.

"...for whatever the reason, some personalities experience their duty to search for facts as a 'them versus us' competition..."

And violation of the statutes' provisions regarding the conduct of interrogations, and the recurring omissions of exculpatory and/or mitigating information from investigative reports wrought s.112.533(1)(a)'s required verifications; the two (2) things that are supposed to be sworn to by "the person preparing the report . . . at the time the report is completed."

And yet, the work never is done. Much as that "law of physics" provides that for every action there is an equal and opposite reaction, for whatever the reason some personalities experience their duty to search for facts as a

"them versus us" competition, we are too often confronted by law enforcement investigators either unwilling to follow "the law" governing their investigations, or contriving interpretations of the law licensing conduct at odds with the law's clear intent.

While s.112.534(2) provides that violation of Chap. 112, F.S. rights long has been "**official misconduct**" and a **3rd degree felony**, no different than the crimes for which some officers are selected for arrest and prosecution, we've never heard of a State Attorney prosecuting this particular species of criminal activity, and we've never heard of the FDLE's CJSTC decertifying anyone for it, either. And to the extent that s.112.534(1) has provided only *injunctive* relief against an "agency [that] fails to comply with the requirements" of the law, such "official misconduct" has remained a wrong for which there never has been any effective remedy; **until this past July 1, 2009.**

Effective July 1, 2009, our State Legislature and our Governor

have animated new provisions to ss.112.532 and 112.533, Florida Statutes that make clear what should have been clear before. For example, the recorded and/or transcribed statements from “[a]ll identifiable witnesses” required to be taken and provided to subject officers “prior to the investigative interview,” now specifically includes the statements taken from others labeled “subject officer,” also. Similarly, interrogations of our members with regard to conduct captured on video or audio recordings before permitting them to see and to hear what their interrogators have seen and heard, finally should be over.

Very recently a supervisor told me of specific directions received from an experienced IA “investigator,” that a subordinate should be ordered *first* to answer questions about an incident, *and then* shown the video about which the sworn testimony had been elicited. Other than to preserve for oneself the malicious prerogative to additionally “find” a co-worker’s career-ending “untruthfulness,” I cannot begin to understand how *anyone* reasonably could consider that a legitimate investigative technique; especially when the underlying incidents involve the *recollection* of observations during those circumstances everyone’s training identified as “tense, uncertain, and rapidly evolving.” We all know the caselaw and we all know about those “split-second judgments” and, frankly, I’m tired, personally, of the third-hand judgments being made from a comfortable chair behind a desk, looking at a video my clients haven’t been allowed to see. That kind of “investigation” could be outsourced to India, and free up more personnel for the road.

Effective July 1, 2009, **“all other existing evidence, including, but not limited to, incident reports, GPS locator information, and audio or video recordings related to the incident under investigation, must be provided to each officer who is the subject of the complaint before the beginning of any investigative interview of that officer.”** So, for example, if your patrol car’s Event Data Recorder (“EDR”) print-out reflects a certain speed or whether you were wearing your seatbelt, you’re going to be *shown* that information *before* being asked to swear to such things. And all of that “evidence,” now more clearly than ever before, must be provided together with the IA report, *before* you go into a pre-disciplinary meeting. Modifications also have been made to the language of the 180 days limitation provision responsive to some artful dodges there, too.

Many of you out there are thinking: “*That’s because of my case!*” All of you are correct.

But the most momentous change to Chap. 112 is neither to s.112.532 nor to s.112.533, F.S. While the changes to those subsections are significant, and address the many “wrongs” we have seen, the biggest step of all has been made with regard to a **REMEDY**. Section 112.534, Florida Statutes has been rewritten in its entirety thanks to the Florida PBA, its President Rivera, its Vice Presidents and Treasurer (our own Ernie George), its Executive

Directors, General Counsel Hal Johnson, attorneys, staff and lobbyists in Tallahassee. Every Florida sworn law enforcement, corrections, and probation officer owes them thanks.

Effective July 1, 2009, the threat of a career-ending “insubordination” for refusing to answer compelled investigative questions during a coercive or otherwise illegal interrogation no longer is the exclusive trump card of a coercive or otherwise lawless investigator. **Whenever and wherever any investigative personnel “intentionally fails to comply with the requirements of [Chap. 112, F.S.],” the subject officer or the officer’s representative can initiate a process authorizing a “refusal to respond to further investigative questions [which] does not constitute insubordination or any similar type of policy violation.”**

And it doesn’t end there, or a year later in a courthouse waiting around for a judge to declare something. If the subject officer carries his or her “burden of proof to establish that the violation [] was intentional,” the investigator gets removed from the case, and becomes a subject of investigation. And if the investigator is sustained (or “substantiated”) with regard to the violation(s), the matter goes up to CJSTC “for review as an act of official misconduct or misuse of position.”

Certainly, the establishment of some kind of remedy, and some relatively fast-tracked administrative procedure, for an “official misconduct”/felony ignored all these years has been very long overdue. So, 40 years from now the amendments, themselves, probably will not be remembered as a major change in the body of Florida law. And the word “*if*” does appear no less than four times in the new subsections. But all of this took nearly a decade to accomplish, and this is the “giant leap” I’ve been talking about. It no longer is just talk.

WARNING: Do not recklessly activate this launch procedure. The ink is still wet on the statutes, and like any others, there are specific steps that must be taken within very abbreviated timeframes in order to preserve the statutory rights. The PBA will be doing training, distributing materials and, as always, providing advice and counsel. “The Eagle has landed.”

The PBA would like to welcome a new member to our Legal Department



**Retired Lt. Rick King
of the
West Palm Beach
Police Department**

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

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Keep calling. You will get a response.

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

Palm Beach Shores News

First quarter went well, but now the up hill battle has begun. After starting our “talks” early, it seems that the town has run out of funds. Accordingly, the PBA made a request to get a copy of the budget and where it stands for the upcoming year for the Town of Palm Beach Shores.

After the request was fulfilled, we were informed that the town is ‘out of money’. It appeared that some of the questions/requests for information were incomplete and would be addressed at a later date. A request to have that later date not so much later, has been met with agreement, and the middle of June starts the town’s budget workshops and I [PBA] will be attending.

This department has given its share; it has held back and tried to work with the town in these economic times. We have asked the town to remember our cooperation with the understanding they’ll “make it up.” “Show good faith and it will go a long way...” Yeah. Not so much... We are now dealing with a completely new administration, and it will be interesting to see what value they place on us.

We understand that the economy is not doing well, and we’re willing to work with the town, but I would hope that all doors are not closed and good can come from this year’s contract.

We are willing to work to ensure that those items agreed to last year that were positives for the agency aren’t compromised, and to take it from there.

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

North Palm Beach News

Our first contract negotiation meeting for this year took place July 7th, which I am anticipating will only involve initial proposals from both sides. A second meeting, which is already scheduled, will then be taking place a couple of weeks after. This second meeting will most likely give us an idea of what kind of challenges we will be facing, if any, this year. At the current time we do not have an alternate PBA representative for the department. With this said, I hope everyone understands the difficulties at hand when only one (1) person is dealing with this year’s contract negotiations. Hopefully, other officers will help me as these negotiations progress. For now we are fortunate that we have the assistance of the PBA to help us through this vital process.

Although, I have already received many proposals for contract changes, I am still soliciting any ideas anyone may have. I do ask that individuals not only offer ideas, but documentation to back up these ideas. I believe the process will go smoother if an argument could be backed up with documented facts. I also need members to please refrain from anonymously placing news articles in my department mail box in order to present an argument. If you have anything of importance, please come see me and we will work out a strategy with your complete participation. A successful conclusion to any resolution is not only measured by commitment, but full participation.

July 1st marked the first day that the improved Officer Bill or Rights went into effect. Please be familiar with your new rights. At the current time there are a handful of Internal Affairs investigations taking place, and everyone needs to know how these new rights will affect the way current and future investigations will be handled by the agency. If anyone has any questions regarding their rights, please contact the PBA, which will be able to provide you with more accurate information pertaining to your new rights.

Submitted by: Damian Izquierdo, North Palm Beach Rep

Tequesta News

Tequesta PD is now in the process of negotiating insurance benefits for the upcoming year Oct. 2009-2010, as agreed to in our current CBA. While it is clear we are all in the middle of a strained financial climate, there is certainly light at the end of the tunnel (and no, it’s not a train!). A committee has been developed to help choose the best coverage available at the best rates. The Police Department is represented well on this committee.

Kudos to management, which is willing to look at all options and not just come in with automatic increases. I am confident we will find the right plan for our members at little or no increase! In these times I believe that is a worthy accomplishment, and a great help to all of our members. This kind of cooperation fosters good relations, which is imperative to successful bargaining. Updates to our progress will follow. Until then...

Be Safe

Submitted by: Charlie Weinblatt, Tequesta PBA Rep

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.

Does your agency have an article in this newsletter? If not, ask your rep “Why?”

School Police News

Well, after eight months of negotiations we finally have a contract with the School District. This is after the School District negotiators told us in November that it was the board's intention to get a contract done before Christmas break! Yeah, right. It is not anywhere near what we would have preferred, but it's something. We were able to secure a Glades supplement that matches the CTA Contract, and we got a foot in the door as far as an attendance supplement. Yes, I know the attendance supplement is far from perfect, but it's a start. We were also able to secure a sick bank for officers, and got the District to back off its attempt to take away our overtime for weeks we work that include a District holiday. Additionally, officers will no longer be required to use their personal cars to respond to calls for service at other school sites or District property locations; this was a huge issue that we have fought for years, and we finally have some success.

You may have read elsewhere or been told that the few items we were able to secure are due to the District finally giving us some respect. Don't believe it! Dr. Johnson does not respect us at all, and he has the board wrapped around his finger. If they had any respect for us, they would stop lumping us into the same category as carpenters and bus drivers when it benefits them, and then in the same breath denying us something else, reasoning that if they give it to us they have to give it to all the other bargaining units. This was never more evident than when we were making our argument for additional sick days for line-of-duty injuries. The District refused, saying that if they gave it to us they would have to give it to other bargaining units. We replied that when a train derails behind Lake Worth Middle School, all the other bargaining units are running away from the train, and we are running to the train; risking serious injury that doesn't result from a felonious intentional act. However, the District with Chief Kelly sitting with them at their side of the table, refused to budge. Later, while discussing the attendance supplement we showed their hypocrisy when we pointed out what the bus drivers get on a *monthly* basis for attendance. We asked for less money for ten months and were told "no" and that just because one bargaining unit has something doesn't mean everybody is entitled to the same benefit.

We all know the economy is rough right now, and we did not expect any raises. However, if the District had treated us better the past five years or so, this contract could have been concluded by Christmas. If there were decent salary and benefit proposals coming from Dr. Johnson and the Board when the DOW Jones was closing at over 12,000, and two bedroom condos in Jupiter were reselling at \$400,000, this last contract would have been settled quickly. But, unfortunately, that is not the case.

If there were any respect at all for the brave men and women of this department they would demonstrate it at the bargaining table and in our department budget. We are starting the 2009/2010 school year down about 23 or 24 officers. That is not only a student and staff safety issue, but an officer safety issue as well. Yet, the District will simply go along until we have a critical incident on a campus, and I guarantee you the first words out of their mouths will be; "Where were the cops? Where was School Police?"

If they were concerned at all with the officer shortage in our department, Dr. Johnson would not have the newly created position of Chief of Staff to the Superintendent making \$183,000.00 per year. Rahm Emmanuel, the Chief of Staff to President Obama, doesn't make \$183,000.00 per year! Yet, Dr. Johnson, who already has an executive secretary, needs a Chief of Staff that makes more money than the chief of staff to the President of the United States! Think about how many cops that \$183,000 plus benefits would cover. No, if there was respect for our officers, if they really cared about campus safety, if they truly understood what we as School District Police Officers do on a daily basis, we would not be in this dire situation.

Now more than ever be careful this year. I don't know what August 17th has in store for us, but please be careful. Remember why you joined this Department, and do the best you can with what you have. Sooner or later this economy will turn around. Hopefully, things will get better for us. Either way, the PBA will always be there to fight for and support the officers of the School District Police Department.

Stay safe,

Submitted by: Sgt. Bill Lammie, PBA Rep

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.

West Palm Beach Contract Negotiations

Submitted By Sgt. Lou Penque, West Palm Beach PBA

We have been meeting with the city, attempting to agree on a contract we can bring before the membership for ratification. We will continue negotiating for a fair agreement to vote on. Remember, it will be the membership's decision to accept or deny any contract proposed. I have been attending the city budget meetings to get educated on the budget shortfalls. According to the information presented in the last meeting I attended in late June, the city still had a 7.2 million dollar shortfall. Sadly enough, this shortfall was calculated with the presumption of the city being able to negotiate with all the unions, a citywide freeze in all Merit, Steps, and ATB (across the board) raises. Obviously, we rejected this "offer" when it was presented to us.

The bottom line is: there are going to be cuts made to every budget in every department of the city. The PBA has rejected every cut to our pay plan and benefits the city has asked for in negotiations to date. The city did ask the union to submit suggestions for departmental cuts to help it meet its budget. As we were negotiat-

ing in good faith, we submitted suggestions which could save the city approximately \$3 million dollars. I know the department managers do not agree with the union suggestions, but in tough times tough decisions have to be made. Cutting our pay and benefits is not an option when cuts could be made elsewhere, and those options are ignored. Leaving positions vacant through these hard times had been what the PBA advocated for the past two years. Our leaders knew for years this crisis was coming, and they did nothing to prepare for it. Their solution is to cut our pay and benefits. This is UNACCEPTABLE! We should not have to suffer for their failure to prepare for the future, but we do need to participate in solving this problem, and we have submitted several reasonable options to help alleviate this situation.

I also have been meeting with union leaders from IAFF, SEIU, and PMSA. We have been working on strategy for these negotiations. Although we all have separate issues, the meetings have been very informative. We will keep you guys informed.

Inner Circle

Submitted By Lt. M. Rispoli, Palm Beach Gardens Police Department

Besides being the name of the band that recorded the ever popular "**Bad Boys, Bad Boys**" theme for the COPS television show, the term "inner circle" is popular in other ways. Let's look at how the inner circle can play a role within an organization.

Every organization has an "inner circle" to varying degrees. These groups may be big or small depending on the hierarchy and the size of the organization. In some cases they can be very positive and can be a driving force within the organization. The people that make up an effective inner circle have similar work traits/habits and positive attributes that make them successful. They communicate well with each other and other employees. Their focus is the work at hand; they expect a professional, high quality work product from their employees. Realistic goals are set and maintained and by their credibility these inner circle members earn the respect of peers, and subordinates. As individuals they accept the risk and responsibility for their decisions, whatever the result is of those decisions. When critical decisions need to be made, they are made quickly and resolutely. Much of the business is out in the open for employees to see, and there is clear accountability.

There are "inner circles" that can be detrimental to an agency. The characteristics of this type of "inner circle" vary greatly from the one described above. Some of the attributes of this group are not so positive. The work is not the focus. This kind of inner circle is made up of individuals who need to maintain individual "deniability." Any time something bad happens, it's somebody else's fault.

Self preservation, isolation, and subterfuge are ever lurking. Instead of creating stability they remain flexible only to the point of keeping employees guessing about what may happen next. This inner circle is normally exclusive to others except when an occasional outsider is allowed in that may *compliment* the original group. This is situational, short lived, and obvious to employees at all levels of the organization. Transparency or "openness" is threatening to this kind of inner circle's decision-making and work processes.

What ya' gonna do?

Counterproductive inner circles suffer from a serious case of "group think," and we can envision them all sitting around a large table vigorously nodding in agreement with each other at the wonderful ideas each has dreamed up. This looks more like a convention of bobble head dolls than a staff meeting. What is sad is this insulated group makes many of the decisions that steer the Agency. These decisions are not based on the priorities or vision of the organization. They do not help move the organization forward. They are based on a completely different priority list (many self-serving) that is too long to list here. The organization stalls and employees quickly lose confidence in the executives of the organization.

This is certain to adversely impact the employees, the organization, and the community until people sing out for change. Luckily the most significant career damage is limited to a small group. So, if this tune sounds familiar, you know the words, you know the players; sing it!

What ya' gonna do when they come for you?

Management By Crisis

Submitted By Terry Maguire, PBSO PBA Rep

As many of you know, lately I have been on light duty due to a personal injury. I have been working at District 6 in an administrative capacity. In that time, I have witnessed firsthand the phenomenon known as 'Management by Crisis.' This is when planning, or the lack of, creates a crisis situation that suddenly appears and must be managed as a crisis*. This is a disruptive situation, in that if not properly dealt with, it can become a normal business practice. When this happens, the crisis becomes the norm and the burnout factor increases.

PBSO has a leader who wants us to plan ahead, yet somewhere down the line, that message has been sidetracked. I have had to provide manpower for other districts with a minimum amount of lead time, and when asked for the future needs, I have yet to get a reply. In a time of increasing crime, patrol time has to be spent in various meetings that have been called for scheduling with less than a week's notice! I say this is outrageous! We are

shorthanded on the road, and now we are tasked with additional responsibilities.

As the union representing the deputies, detectives, sergeants and lieutenants, the PBA has a vested interest in seeing to it that the members are not subject to unnecessary stress, not overburdened with meaningless worries, and kept informed of needs and agency responsibilities. If you recognize yourself or your district in the description I have given, please take the initiative to effect the needed change to stop this type of behavior! Begin to plan and seek assistance from other districts ahead of time. Stop making everything a priority. Remember, when everything is a priority, nothing is a priority!

Start planning ahead. We are a large agency moving into very uncertain times. We must all work together for a successful future.

*Time Management Worst Practices: TimeThoughts.com website.

Hard Times

Submitted By D/S C. Nicastro, Vice President PBSO PBA

Here we are halfway through another year. A year we all want to go away. We can thank Ex-President Bush for a war we didn't need and Governor Crist, who thought by cutting taxes it would help the public. Taxes are what pay our salaries, the firefighters' and school teachers' salaries. So, now the county is raising taxes wherever they can to make up the difference. I hope they don't forget to add a penny sales tax. This would help all of us and the public so that these important functions are not cut even more.

Sheriff Bradshaw will do all he can to take care of us. Again,

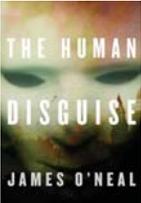
thank g-d we have him for our Sheriff! Imagine if we still had "you know who"!

Just to inform everyone, Kaz (our President) is working hard for the best contract he can get for us. He realizes the Sheriff also has problems getting money. I can assure you all, between the two of them, we will come out ok.

These hard times won't be here forever. I say by 2010 we should be back the way it was before. Remember, Broward is laying off. I only hope we don't get into that kind of predicament. I can't see it happening here again as long as we have Ric Bradshaw behind us.

Shock Wave ♦ Walking Money ♦ Escape Clause ♦
Field of Fire ♦ Burn Zone
Our own FDLE Agent / PBA Member - James O. Born
Autographed Copies Available - Personalized Upon Request
Hardcover - \$20.00

The Human Disguise
James O'Neal is the pseudonym of crime novelist of James O. Born.



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.

Detective Tom Wilner struggles to raise his two young children while facing the devastating fact that his wife has left him for another man. A veteran of the Second Iranian war, Wilner has seen more misery than most. But Tiget Nadovich, the man who stole his wife, has plans to make part of the now desolate Florida his own. Leaving a path of violent conflict in his wake, Nadovich seeks a safe haven for his people, and he doesn't care how many must die to attain his goal.

Wilner comes between two families that have been feuding for centuries, controlling history and causing untold sorrow. He must piece together the evidence to discover the identity of the families, stop a terror attack and reunite his family while the world goes to hell around him.

Watch for the sequel - The Double Human coming in 2010
www.jamesonealbooks.com

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

**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.

PBA Charity Fund awards over \$140,000 in Scholarship Funds for 2009





Law Enforcement Torch Run for Special Olympics

Submitted By Lt. Sarah J. Mooney, West Palm Beach Police Department

On Wednesday, April 22nd, 2009, the Law Enforcement Torch Run for Special Olympics traveled through Palm Beach County. Over 150 officers participated in this multi-agency event, which covered 5.5 miles from Lantana Public Beach to the Royal Palm School. At the conclusion of the run, the participants met with the special students at the school, and then had a continental breakfast reception made possible through a donation from the **PBA**. In addition to sponsoring the breakfast, additional money from the PBA donation helped to increase the total money raised within the County by participating agencies. Participating agencies sold hats and shirts in addition to doing other fundraising events, with all proceeds going toward the support of Special Olympics. Palm Beach County law enforcement agencies consistently raise about \$20,000 each year which enables Special Olympics Athletes to travel and participate in events throughout the state, at no cost to their families.

This year, there was a great turn-out by runners, motorcycle officers, bicycle escorts, and marked vehicles, including several agency command posts and SWAT vehicles. The participation of all of the officers involved was a tribute to local law enforcement's commitment to serve the community. The agencies actively involved in the fundraising efforts or the Run itself included **Palm Beach County SO, Atlantis PD, Boynton Beach PD, Delray Beach PD, Department of Corrections, Federal Probation and Parole, Palm Beach Gardens PD, Jupiter PD, West Palm Beach PD, Lantana PD, Boca Raton PD, Juno Beach PD, the FBI, and several PBCC-CJI cadets and staff members.**

The beneficiaries of the event, the Special Olympic Athletes, were very appreciative of the efforts of the officers. They cheered as the caravan of runners and support personnel arrived at the school, and were absolutely thrilled with the interaction, whether it was giving "high fives" or receiving "honorary badges" from the officers. It was an honor to participate in this event, which is made even more special by the fact that so many fellow officers from different agencies participate simply because it is a great cause. The Law Enforcement Torch Run is held every year, usually in April. There are a few officers who have participated since the inception of the event; the feeling of goodwill and camaraderie during this event is contagious. Thanks to everyone who supported and participated this year; I hope to see you (and some friends) again next year!



Member Involvement

Submitted By Terry Maguire, PBSO PBA Rep

Negotiations for the next PBSO PBA Collective Bargaining Agreement are set to begin in early August. Meetings were set to explain the bargaining units' positions for two separate days, two meetings for each day. Sheriff Bradshaw allowed the PBA to put out an ALL USER Outlook message, followed by his secretary doing the same thing two days before the meetings. We had a Power Point presentation, PBA Representatives at each meeting to answer questions, and FOOD at the evening meetings. Wow you say. What a deal!

Yep, unfortunately, only 140 PBSO members took advantage and showed up! Out of almost 3,000 members! One can only surmise that everyone else is happy and content with the way things are being administered. I will bet, though, that we will begin hearing about how the PBA should have asked for this or demanded that. Some will say we should have asked the Sheriff to compro-

mise on any particular issue not already in the contract. I say to those of you who didn't show, DON'T CRY TO US!

We have done all we can do to give you an opportunity to express your preferences and desires. What more can we do? How can we get the information to YOU, while maintaining some level of confidentiality so those who do not need to know will not find out what we intend to ask for? You ask us to use YOUR dues efficiently, so we try to do this in as efficient way as possible.

Sure, some of you were working, and couldn't get away from work. Fine, you get a pass. I just find it impossible to believe that almost 2,800 of you couldn't find time to attend! Anyone who has followed my missives here knows I will take the administration to task for issues, and I will not shy away from calling out my fellow members for NOT taking a more active role in THEIR future! I have said this before, YOU NEED TO GET INVOLVED!

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.

Summit Christian School's
9 1 1
Scholarship Program

In honor of your commitment to our community,
 it is our privilege to extend a
\$500
SCHOLARSHIP

to each dependent child of a full-time
 law enforcement officer,
 including civilian employees.

Due to the nature of private school funding, this scholarship will be offered on a year-to-year basis.

"Excellence in all things, and all things to God's glory"

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Whiplash Injury To The Neck And Spine: Is It Serious?

By Sandra Hernandez, D.C.



Whiplash injuries of the neck and spine can occur from a variety of traumas, but probably the most common cause is auto accidents. Many people believe that if there was minor damage to the car or they feel no pain immediately following the accident, they didn't suffer any damage. Some people do feel pain immediately following an accident, but most people don't feel the full effects of the impact until days or even weeks later.

A study in the science journal SPINE (Dec 15, 1994) observed fifty patients with MRI and bending x-rays, one year and then five years post injury. The researchers found that 48% of the subjects continued to have neck pain and 38% of those developed radiating pain within six weeks. Radiating pain can develop when a disc protrudes and pinches a nerve exiting the spinal column. MRI studies are helpful in determining whether there is disc injury affecting your nerves.

All types of accidents, auto or work related should always be reported immediately, regardless of lack of symptoms, since they can have a delayed onset. As with any injury, you should only use ice the first three days after the injury and avoid heat, which will exacerbate symptoms. It is not advisable to remain in bed completely immobile, as this could impair recovery. You should keep your neck moving. Pain is a good thing because it lets us know that something is wrong and we need to take care of it. So if you do have pain following an accident, make sure you get a spinal check up. This normally includes x-rays and

palpation to determine if your vertebrae are aligned properly and moving properly. This is extremely important because improper motion in the spine will lead to arthritic and degenerative changes over time. If you already have arthritis in your spine at the time of the accident, this could slow or prevent recovery altogether.

Chiropractic care, progressive rehab therapy, and manual therapy can all help in correcting any damage done to the spine and probably most important, help prevent permanent conditions, such as, arthritis and disc degeneration from forming in the spine. Because symptoms and disc disease can show up later, it is important to have a detailed neurological exam following a neck injury. If it is treated soon enough, most people do well under conservative care and avoid surgery in the future. This is very important since surgery has substantial risks involved.

Whiplash trauma is significant. Getting diagnosed properly is the first step to determining what type of care is best for you. If you would like more information or to set up an appointment, call Gisela at (561) 792-4016.



Dr. Sandra Hernandez D.C. is located in Royal Palm Beach and she accepts most Health Insurances. Ask about our law enforcement officer discount.

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.

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

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.

SALE

	Rechargeable MagLite \$93.00	
	Rechargeable Mag Bulbs \$5.00	
	Rechargeable Mag Battery \$34.00	
	Sure Fire Battery \$25.00	
	Mini-Flashlight \$16.00	
	Tag Emblems \$3.00-\$5.00	
	Navy or Gray T-Shirt \$8.00	
	Hats \$12.00	
	Throw \$25.00	
	Keychain \$5.00	
	Cufflinks \$5.00	
	Tie Pin \$5.00	
	Mouse Pad \$7.00	
	Travel Mug \$7.50	
	Padfolio \$17.00	
	Bottle Coolie \$2.00	
	Golf Umbrella \$25.00	
	Handcuff Keys \$7.00	
	Golf Polo \$35.00	
	Button-Down Shirt \$4.00	
	WPB O/T Polo's \$20.00	
	WPB O/T 511 Polo's \$36.00	
	MCSO PBA Hat \$12.00	
	MCSO PBA Polo \$20.00	
	Memorial Bands \$1.00	
	Misc. Lapel Pins \$5.00	
	James O. Born Novel \$20.00	



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 Ed Caldwell at 866-469-4440 (Cell: 770-313-0736) or Tom Howard at 800-282-5855, ext. 63424.



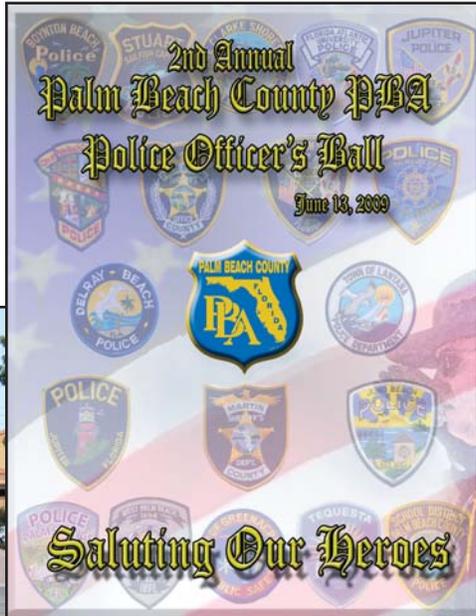
*The Hartford is The Hartford Financial Services Group, Inc. and its subsidiaries, including issuing company Hartford Life and Hartford Securities Distribution Company, Inc. ("HSD").
 HSD member PBA and SPC, a registered broker/dealer affiliate of The Hartford, has established certain service programs for retirement plans including defined contribution employee retirement benefit plans, through which a sponsor or administrator of a Plan may invest in mutual funds on behalf of Plan Participants.
 Retirement programs can be funded by group variable annuity products (H-14891, NY & FL H-14873, H-15011, H-14702 and H-21002 series; H-14600E, H-14600, H-14601, H-14600S, H-14602, H-14604E, H-14604, H-14602, H-14603, H-14607) and group variable funding agreements (H-14650 and H-14655 (NY)), as applicable, issued by Hartford Life (Simsbury, 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-14999) issued by Hartford Life (Simsbury, CT) and can also invest in mutual funds through variable accounts.
 *Hartford 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 programs.



Photo Highlights of the Palm Beach County PBA Police Officers' Ball

**Saturday,
June 13, 2009**

**The Ritz-
Carlton Palm
Beach**





7/7/09

Dear Palm Beach County PBA,

Thank you for giving me this scholarship opportunity and the chance for me to excel in my studies. I ended my first year in college with a 3.371 GPA and achieving a 3.74 for spring semester landing me on the Dean's List. I am also currently ahead of schedule and hope to continue my fast paced education with the help and support from friends, family, and the Palm Beach County PBA.

Thank you again for helping me to achieve my goals.

Jordana M. Bilardello

PBA Scholarship Committee,

I am so honored to be one of your recipients for a scholarship and couldn't thank you enough!!! The scholarship that I was fortunate to receive will definitely help me out with my college expenses. You have helped me with pursuing my dream of becoming a Gator and starting my schooling for Nursing. Thank you sooo..much!!!
Megan Myers

Dear PBA Scholarship Committee:

I can not thank you enough for all the support you have given me. It means a lot to be able to receive money towards school.

In this day and time there are so many funds that are being cut. I think, what a roller coaster it is going through college... needing to pay one thing after another.

This money helps take a little bit of stress off my shoulders, as well as my parents.

Thank you so much for your generosity!
Natalie Seifel

Letters to the P.B.A.

Dear PBA Scholarship Committee,

I would like to take this opportunity to thank you for awarding me the Brian Chappell scholarship. I am privileged to receive this particular award because it is given in honor of a fallen W.P.B police officer, Brian Chappell. I will be putting it to good use toward my education at Florida State university.

Sincerely,
Kelley Sargent

Dear Bob Preston & the Police Benevolent Association,

I just wanted to thank you for the scholarship. I am very grateful there are people that actually care about the future of students. I have never received a scholarship like that and never thought I would. I am happy to have impressed you and I am impressed with myself. It is a big help for my mom and I just wanted to thank everyone in the Police Benevolent Association for their support, and I especially want to thank Bob Preston for his gracious contribution. It is really an honor and I will be sure to apply again next year.

Thank you again,

Jessica Shaffer

Dear Police Benevolent Association,
I would like to thank you for your support of my continuing education. My family and I appreciate the generosity and concern that your office shows for college students. This financial assistance takes a good deal of monetary burden off the shoulders of the parents and students at a time when college tuition is only being increased. Your continuing assistance in student's time of need can only be defined as whole-hearted and is valued at the utmost of levels.

Thankfully,
Ryan Rowe
Scholarship recipient

July 12, 2009

To the members of the Palm Beach County PBA,

I would like to express my sincere gratitude for my scholarship award. The Palm Beach County Police Benevolent Association, reminds everyone of how generous and giving the law enforcement community is. Members give of themselves to keep people safe. Their families give courage to one another in difficult times, and extend an atmosphere of family type support. The children of law enforcement are given the opportunity to grow through awards like these. I will do my very best to use this award in achieving success in my life, through education.

Sincerely,

Meagan Petrillo

July 22, 2009

Dear PBA Scholarship Committee,

I wanted to thank you all for the scholarship that has been awarded to me. I have just registered and paid for my classes at Palm Beach Community College. I will begin in August and without your generous donation I would have had a difficult time making this possible. Therefore, I would like to thank the Police Benevolence Association for the scholarship money I was awarded and for all of their time and effort put forth to making this possible.

Sincerely,

Courtney Coleman

July 6, 2009

Dear PBA Scholarship Committee,

Thank you so much for this wonderful gift. This scholarship will be very useful during my second year of college at Palm Beach Atlantic University. I am very grateful for this scholarship because it helps me financially attend a private Christian University. The Scholarship is extremely helpful, especially when the state has lowered the amount of money being distributed to college Scholarships. Thank you for making a college education reachable during these tough times.

Sincerely,
Cassandra
Seifel

June 26, 2009

Kit DeZolt
15477 92nd Ct N
West Palm Beach FL 33412

Palm Beach County Police Benevolent Association
2100 N Florida Mango Road
West Palm Beach FL 33409

Dear Palm Beach County Police Benevolent Association,

I am very grateful to be one of the recipients of the Palm Beach County Police Benevolent Association Scholarship. Thanks to your generous support, I will be able to continue working hard at the Boston Conservatory working towards my Bachelors of Fine Arts degree. I hope to one-day work as a steady performer and I know the education I am getting will help me compete in this competitive but rewarding career. Thank you very much.

Sincerely,

Kit DeZolt

Dear Scholarship Committee,

Thank you very much for all the money you have graciously given me. When I start school in the fall it will be a great asset.

When I was being interviewed I was so nervous. I didn't think I did well. I was very surprised when the awards ceremony took place and I found out I was the 2nd place recipient! I was very flattered!!

Thank you again to the Scholarship Committee for bestowing such an honor upon me!!!!

Sincerely,
Kerry Roaf

July 7, 2009

Katie Mook
9464 Longmeadow Circle
Boynton Beach, FL

Police Benevolent Association
2100 N. Mango Road
West Palm Beach, FL

To whom it may concern,

I was excited to hear that I had received the scholarship from the Police Benevolent Association and I wanted to take the time to thank you personally for your generosity. I am so glad that my dad is a part of such an amazing association and I feel very fortunate to have been selected. It is so important to have people like you to assist students everywhere to reach their goals. This scholarship will be very helpful in continuing my education. Your support is greatly appreciated.

Sincerely,

Katie Mook

Letters
to the
P.B.A.

Letters
to the
P.B.A.

7/7/09

Dear Palm Beach County PBA,

Thank you for giving me this scholarship opportunity and the chance for me to excel in my studies. With this money, I will be able to focus more on my school work by not having the need to work as much if I did not receive this. I appreciate the help and support you have given me and thank you again for helping me achieve my goals.



Andrew J. Bilardello

Crystal Carnahan
9606 Lily Bank Court
West Palm Beach, FL 33407
July 12, 2009

Palm Beach County Police Benevolent Association
2100 N Florida Mango Road
WPB, Fl 33409

To Whom It May Concern:

I am honored to be one of the recipients of the PBA scholarships. Thanks to your support I am able to continue with my academic studies in Nursing. I am currently employed as a Nurse Extern/Paramedic at a local emergency room. I have worked in Emergency Services for the past 9 years and have my degree in Emergency Medicine. I am grateful for your assistance to further my studies as I am halfway through my Registered Nurse degree at Palm Beach Community College. I am excited for the technology and advancement the future holds and enjoy furthering my education and broadening my knowledge whenever possible. Again, thank you for your financial assistance, it's greatly appreciated.

Sincerely,



Crystal Carnahan

Dear P.B.A. Scholarship Committee,

I would like to take this opportunity to thank the committee for honoring me with one of their scholarships. I can't thank the committee enough for the continued support over the past four years of my college career.

The scholarship has been a great help to myself & my family, as it covers the many expenses that attending college has. Again, I thank you very much.

Karl Serbel Jr.

June 27, 2009

Mr. John Kazanjian
Chairman, Scholarship Committee
Palm Beach County Police Benevolent Association
2100 N. Florida Mango Road
West Palm Beach, FL 33409-6400

Dear Mr. Kazanjian:

My family and I want to thank you and the PBA Scholarship Committee for the generous financial assistance with my college studies. It is obvious to me that you and your staff are truly concerned about your members and their families, especially when it comes to thoughts of future success. Your help is offered to so many students like me and I am sure we all take pride in our family ties to the law enforcement profession. You and Mr. George and the other staff people have been great, thanks again!

Sincerely,



Molly Anderson

June 30, 2009

Dear PBA Scholarship Committee,

I want to thank you very much for granting me scholarship money. I enjoyed the opportunity to sit down and talk to you about my future college goals. Having been raised by two seasoned police officers, it was nice to meet and get to know some of their co-workers. I have the upmost respect for all of you and for the job you do every day. Thank you again for scholarship, it will be used wisely.

Sincerely,



Christopher R. Fahey

Dear Mr. Kazanjian and the PBA Committee,

Thank you so much for awarding me with this generous scholarship for yet another year. I am so thankful that you gave me the benefit of the doubt and still awarded me with this scholarship even though I missed the interview. I thank you so much for your generosity and compassion. It will be my senior year next year. I am finally going to graduate! I am extremely excited yet a little apprehensive. Who knows what the world has in store. Thank you for supporting me these last four years that I have received these awards. I greatly appreciate everything you have done for me during my college career. The committee has seen me grow over the past four years and I have seen your generosity grow. It seems every year there are more and more young adults being helped by all of you and it is amazing. Thank you for everything you have done for me and my family and I will always appreciate what your hard work and dedication has done for me.

Sincerely,

Janyll Montes

July 1, 2009

Police Benevolent Association Charity Fund Inc.
2100 N Florida Mango Rd.
West Palm Beach, FL 33409

Dear Sir,

I thank you so much, I am honored to be one of the recipients you chose for the PBA Charity Fund scholarship. Your generosity and support will greatly help with the expenses of my college education and working towards my two degrees.

My future plans include applying for the Radiology program, followed by the Sonography program, both degrees allowing me to become a Prenatal Ultrasound Technician.

Once again I offer my sincerest thanks to the PBA Charity Fund Scholarship.

Sincerely,

J. Valenti
Jenna Vassalotti

Letters
to the

P.B.A.

Dear PBA representatives,

It was appreciated muchly.

All my gratitude

Kaitlyn Igo

TO the PBA,

I would like to thank you for donating money to me to help further my education. Your generosity is greatly appreciated and will be put to good use. Thanks again for your monetary contribution to assist me with my college expenses. I wish this scholarship fund continued success and look forward to seeing you next year.

Sincerely, Kaitlyn Igo

Dear P.B.A.,
I wish to thank you for the generous scholarship money you granted me. The money will be put to good use as I pursue my criminal justice degree.

Sincerely,
Michael McCabe

I just wanted to thank the whole PBA for your generosity in awarding my scholarship. It really makes a huge difference. I also wanted to say that I was so sorry I had to miss the awards ceremony. I didn't think it would take so long to heal from wisdom teeth. Once again, thank you, so very much.

Jessica

Scholarship Committee,

I would like to say a special thanks to the PBA for the scholarship I received in amount \$800.00. I am extremely grateful for your contribution, which will help me continue my education.

Thank you Once Again,
Darnell Campbell
Class of 2009

8826 159th Court North
Palm Beach Gardens, FL 33418
June 25, 2009

Palm Beach County PBA, Inc.
2100 N. Florida Mango Road
West Palm Beach, FL 33409-6400

Dear Mr. John Kazanzian:

Thanks goes to the P.B.A. and those that are involved with the scholarship program for awarding me a generous monetary scholarship. It will surely help me with my college expenses at PBCC. I plan to use this money for books, fees, and perhaps even to pay for any collegiate services I may require.

Thanks also for your daily service and dedication to the people of Palm Beach County.

Sincerely,

Bill Lammie III

William R. Lammie III



Law Enforcement Assistance Foundation
 501(C)3 Charitable Organization
 Post Office Box 17725
 West Palm Beach, FL 33416
 561 307-LEAF (5323)

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"Providing financial assistance to law enforcement officers seriously injured or who have suffered a catastrophic event, and the families of officers killed in the line of duty"

May 19, 2009

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

Dear Kaz,

On behalf of the law enforcement community of Palm Beach County and the Board of Directors of LEAF, I would like to thank you for your participation in our 14th Annual Golf Classic. Although our country is in the midst of hard economic times, we estimate the net income from the tournament to be \$75,000.00. The golf classic is our largest annual fund-raiser and is only successful because of the generous support of our donors, golfers, sponsors and the donors of "In Kind" donations.

LEAF is entering into its 23rd year of service for Palm Beach County law enforcement officers. Over the years we have been able to financially assist officers that have been seriously injured in the line of duty, the families of officers killed in the line of duty and those officers that suffer catastrophic injuries. *Without your help we would not be able to assist these officers and their loved ones in their time of need.*

Remember, this is an annual tournament. Please keep LEAF in mind when you budget your charitable contributions for next year. We invite you to be a participant in our next golf classic, and are most grateful for your continued support.

Attached you will find a donation receipt for IRS purposes.

May God bless you, and once again thank you for your generous support.

Mark C. Bohne

Executive Director, LEAF



Mr. Lou Penque
 Police Benevolent Association Political Committee and Issues Fund
 2100 N. Florida Mango Rd.
 West Palm Beach FL 33409-6400

July 2, 2009

Dear Mr. Penque,

On behalf of the campaign and myself, I would like to thank you for your generous donation. Without the support of organizations such as yours, this effort would be close to impossible. I look forward to the opportunity to serve the people of Florida as the State Senator for District 28, and to bringing a fresh perspective to Tallahassee.

Again, thank you for your support. Together we can continue to make Florida a great place to live!

Sincerely,

 Joe Negron
 Candidate, State Senate District 28

Letters
 to the
 P.B.A.



Amanda J. Buckley
 "Give A Smile To A Child" Foundation
 P.O. Box 32021
 Palm Beach Gardens, FL 33420

May 5, 2009

Palm Beach County Police
 Benevolent Association, Inc.
 Attn: John Kazanjian
 2100 North Florida Mango Road
 West Palm Beach, FL 33409

Dear John:

Thank you so very much for your donation to the "Give A Smile to a Child" Foundation Second Annual Golf Tournament. Your donation truly helped to make the event extra special. It is with the support of people like you that we are able to offer such a great event. Your donation will also help make it possible for us to continue to assist families and children who have experienced unforeseen tragedies.

On behalf of the Foundation, we extend our heartfelt thanks and appreciation.

Sincerely,

 Tory Buckley

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Email: softballangel@giveasmiletoachild.com Websites: www.softballangel.com or www.giveasmiletoachild.com



June 12, 2009

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

Dear Mr. Kazanjian:

Thank you for supporting the Dan Sargent Fishing Tournament with your donation of the sponsorship of three teams, totaling \$1,500 in registration fees. We had a very successful tournament and raised a good amount of money to go towards finding a cure for ALS.

As you know, this is a difficult time for Mary and me and we appreciate all of the support we have received from the PBA.

Sincerely,

 Daniel P. Sargent

John S. Kazanjian, President
 Palm Beach County Police Benevolent Association
 2100 North Florida Mango Road
 West Palm Beach, Florida 33409

04/28/09

Dear President Kazanjian,

On behalf of the American Cancer Society "Re-Lei for Hope" Team, I would like to extend our sincere gratitude for the Palm Beach County Police Benevolent Association's kind and generous donation of food for our event on Friday April 24, 2009.

Our team was able to raise \$2,414.00 through regular donations, the sale of food and wrist bands.

With funding from events like Relay for Life, the American Cancer Society has supported thousand of researchers and the Palm Beach County Benevolent Association played a part in this.

With great appreciation and respect,

Christy Rabe
 Charity Rabe, Comptrol
 Re-Lei for Hope Team Captain



Letters
 to the
 P.B.A.

PALM BEACH COUNTY SHERIFF'S OFFICE
BROKEN STAR FUND
 3228 Gun Club Road - P.O. Box 24681 • West Palm Beach, Florida 33416-4681 • (561) 688-3000

GLENDIA JACKSON
 BROKEN STAR FUND
 PHONE: (561) 688-3658 FAX: (561) 688-3610 E-MAIL: jacksongle@pbsso.org

May 7, 2009

P. B. A.
 2100 N. Florida Mango Rd
 West Palm Beach, FL 33409-6400

To Whom It May Concern:

The Broken Star would like to thank you for your contribution to the 24th Annual Broken Star Golf Tournament. Because of your sponsorship we were able to accomplish our goal.

Again, thank you

Best Regards,
Glenda Jackson
 Glenda Jackson
 Secretary, Broken Star Fund

 Junior Achievement of the Palm Beaches, Inc.
 5601 Corporate Way
 Suite 400
 West Palm Beach, FL 33407-2044
 Phone: 561-242-9460
 Fax: 561-242-9469
 www.JuniorAchievement.com

April 29, 2009

Palm Beach County PBA
 2100 N. Florida Mango Road
 West Palm Beach, Florida 33409

Dear Friends:

The news continues to give us "mixed signals" on the economy. But even with the economic uncertainty facing us all, our 2009 Junior Achievement golf tournament was a tremendous success. In addition to raising funds necessary to keep our classroom programs, we also honored Sheriff Ric and Dorothy Bradshaw for their unwavering commitment to our community.

Your donation of \$1,250.00, which qualified you as a Gold Sponsor and entitled you to a foursome, was an important piece of a very successful puzzle. On behalf of our entire Board of Directors, Staff, and of course, the children we serve, I thank you for your support of Junior Achievement. We will continue to offer quality programs teaching financial literacy, work readiness and entrepreneurship. With your continued support, we will reach every student in Palm Beach, Martin and Hendry Counties with Junior Achievement's message.

Wishing you every success, I remain,

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

Let Their Success Be Your Inspiration!

 Junior Achievement of the Palm Beaches, Inc.
 5601 Corporate Way
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 West Palm Beach, FL 33407-2044
 Phone: 561-242-9460
 Fax: 561-242-9469
 www.JuniorAchievement.com

May 1, 2009

Mr. John Kazanjian
 President
 Palm Beach County Police
 Benevolent Association, Inc.
 2100 North Florida Mango Road
 West Palm Beach, FL 33409

Dear Mr. Kazanjian:

On behalf of the Board of Directors and staff of Junior Achievement of the Palm Beaches, Inc., thanks to Palm Beach County Police Benevolent Association, Inc. for the cash contribution of \$1,250.00 to Junior Achievement's Golf Classic. Your gift was received on April 24, 2009. A good faith estimate of the value of goods and services that were provided is \$70.00 per person; therefore, the amount that may be tax deductible as a charitable contribution is less \$70.00 for each person who participated in the event.

Please keep this letter as a receipt for your gift. Junior Achievement of the Palm Beaches, Inc. is a 501 (c)(3) tax-exempt charity and is a publicly supported organization as defined in sections 509(a)(1) and 170(b)(1)(A)(vi) of the Internal Revenue Service Code, as such, contributions to Junior Achievement of the Palm Beaches, Inc. are tax deductible to the extent allowed by law. Our tax ID number is 59-2333738. Upon request, we will provide you with a copy of our IRS determination letter for you record.

Thank you for partnering with us on this important event.

Sincerely,
Cynthia Tulloch
 Cynthia Tulloch
 Director of Administration

Let Their Success Be Your Inspiration!

Your kind expression of sympathy
is deeply appreciated
and gratefully acknowledged

5/31/09

To P.B.A.

Thank you for the beautiful
flowers that you sent to my church.
Whenever I needed the P.B.A.
they were there for me.
Thank you for all that you do.

Sincerely
Ronnie Thayer

Thank You

P. B. A.,

Thank you for your thoughtfulness
in sending the beautiful flowers
in honor of our Mother and my
Sister's Grandmother Margaret
Goafrey. Your kind thoughts are
greatly appreciated.

The Goafrey Family

PBA

I WANT TO THANK EVERYONE FOR
THE GIFT. IT MEANS A LOT.

I ALSO WANT TO THANK THE PBA

FOR ALL THEY HAVE DONE OVER MY

THIRTY YEARS. I DON'T THINK I

WOULD BE RETIRING ANYTIME SOON

OTHERWISE.

SEE YOU AROUND ONCE IN A WHILE.

THANKS LOVE!

Arthur

W

609

CHRISTINE CHRISTOFEK WEISS

Dear John and Everyone at the PBA
Thank you so much for the wonderful
accommodations and hospitality at the
ball. The event was beautiful and Will
and I had the best time. I also
appreciate everyone allowing me
participate on the Committee. I love it
and look forward to another year!

kindest Regards, Christine

Letters
to the
P.B.A.

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11:30 AM REGISTRATION

DEADLINE FOR ENTRY

AUGUST 22, 2009

For more information contact

Joe Van Reeth

(561) 662-7745



All donations are tax deductible and will go to the Palm Beach County PBA Charity Fund, a 501 (c) (3) charity to benefit Captain Danny Sargent.

Please visit Danny's website www.dannysargent.com

Donations are greatly appreciated!



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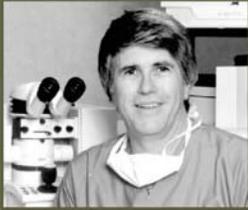
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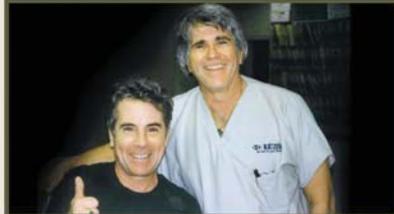


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