



# CODE THREE

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

VOLUME 24 NUMBER 4

PUBLISHED QUARTERLY FOR MEMBERS

October 2008



## DON'T MAKE THE WRONG CHOICE!

### November 4, 2008

Palm Beach County Commissioner  
District 7

Addie  
Greene



Liz  
Wade

Lake Worth City Commissioner  
District 2

Cara  
Jennings



Mary  
Lindsey

Palm Beach County School Board Member  
District 5

Mark  
Hansen



Frank  
Barbieri



## President's Message

John Kazanjian

Well, once again, the PBA and its members are facing another important Election Day on Tuesday, November 4th. The PBA has been actively engaged in three (3) local races in Palm Beach County since the primary election. Namely, the Palm Beach County School Board District 5, Palm Beach County Commission District 7, and Lake Worth City Commission races.

School Board Commission candidate Frank Barberi was narrowly defeated in the primary by incumbent Mark Hanson, by a 2% margin. We have been working hard in this race in order to win the face-off in November.

The PBA endorsed Liz Wade who will challenge Addie Greene for County Commissioner. We can **NOT** allow another four (4) years of Addie Greene's negative remarks and constant hate preaching against our law enforcement and correctional officers. Palm Beach County needs a commissioner who will unite the community rather than divide the community.

In the Lake Worth race for City Commissioners, we have endorsed Mary Lindsey in District 2 and Dave Vespo in District 4. They have always supported law enforcement issues and now it is our time to support them.

And, let's not forget the Martin County races where, of course, we are again supporting Sheriff Crowder, and have been actively involved in the Martin County Commission race. For County Commissioners, the PBA has endorsed Doug Smith in District 1 and Edward Ciampi in District 5.

We will need a lot of help from our members in order to get our endorsed candidates elected. Please call the PBA office and let the office personnel know when you are available to volunteer and help with these campaigns. The PBA office will have specific dates and times when volunteers will be needed.

Finally, good luck to all the Lake Worth officers and dispatchers who came over to PBSO as a result of the recent merger between the City and PBSO effective October 1, 2008.

## 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.

## Officer Of The Month



### Officers of the Month - June 2008

Boynton Beach Sergeants Richard McNevin and Phillip Hawkins, and Officers Justin Harris, Justin "Jay" Harris, Thomas Murphy and Cory Gray

Nominated by: Boynton Major Frank Briganti

Responding to a report of an armed robbery at a Boynton Beach Burger King where the suspects had fired several shots in the parking lot as they fled, Officer Justin Harris spotted the suspect vehicle (with four suspects in the vehicle) entering I-95 southbound at Woolbright Road. Officer Harris initiated a pursuit of the suspect vehicle with Officers Gray, Murphy and Jay Harris as back-up. The pursuit continued south through Delray Beach and into Boca Raton. By this time, Sgts. McNevin and Hawkins had engaged in the pursuit as the vehicle exited at Hillsborough Blvd. The suspects continued to fire at the pursuing officers. Sgt. Hawkins fired at one of the suspects. Boynton officers along with FHP and BSO Deputies established a perimeter. After an extensive manhunt, three (3) suspects were captured (one had a gunshot wound to the leg as a result of Sgt. Hawkins firing when they fled the vehicle). The three (3) men were suspects in over twenty (20) armed robberies of fast food restaurants in Broward and Palm Beach Counties. Although the capture of these men was a team effort by all officers involved, Sgts. McNevin and Hawkins and Officers Justin Harris, Jay Harris, Murphy and Gray were especially key elements in the pursuit, establishment of the perimeter, and capture of the suspects even after being fired upon several times throughout the pursuit.



### Officers of the Month - June 2008

Boynton Beach Major Frank Briganti, Sergeants Richard McNevin and Phillip Hawkins, and Officers Justin Harris, Justin "Jay" Harris, Thomas Murphy and Cory Gray

### Officer of the Month - July 2008

MCSO Deputy Jason Howard

Nominated by: MCSO Sgt. Bruce Pinkman

On June 1, 2008, D/S Jason Howard was on routine patrol and stopped a driver for speeding. While he ran the driver's license, the driver got out of the car unannounced as the passenger (seemingly intoxicated) began to actively interfere with D/S Howard's duties. D/S Howard attempted to put the passenger in handcuffs for officer safety. As he began to do so the passenger swung his fist at D/S Howard's head and began a "full-on fist fight" with him. Then, the driver ran and

## Officer of The Month Continued

tackled D/S Howard, knocking him to the ground, as the passenger continued to attack him with kicks to the head. The passenger stood over D/S Howard, straddling him, and kicked away his baton and police radio. D/S Howard knew he could not take even one more kick to his head or he would lose consciousness. Dazed, battered, and believing he was "going to be killed," D/S Howard was able to grab his gun and fire 2 rounds, thereby eliminating the threat, saving his life and killing the passenger. The driver was arrested for Aggravated Battery on a Law Enforcement Officer. D/S Howard was taken to the hospital with injuries. Later, a Martin County Grand Jury returned a "NO TRUE BILL" verdict, further evidencing D/S Howard's justifiable shooting and amazing reactions in using his training and abilities during this critical incident.



**Officer of the Month - July 2008**  
MCSO Officer Jason Howard

### Officer of the Month - August 2008

**Delray Beach Sgt. John Crane-Baker, Boynton Beach Sgts. Henry Crowell and Richard McNevin, and Officers Michael Arco and Matthew Medeiros**

Nominated by: Boynton Sgt. E. Paul Sheridan

On August 17, 2008, police officers from the Boynton Beach Police Department were pursuing a violent felon who attempted to shoot two people in Boynton Beach. The vehicle pursuit led Boynton Beach and Delray Beach officers into Broward County (where BSO joined the pursuit), and then back into Delray Beach. After stop sticks flattened the suspect vehicle's tires, the driver bailed out, with Boynton and Delray officers in foot pursuit. In a backyard nearby the suspect's mother's house, Boynton Beach Sgt. Richard McNevin intercepted the suspect, slamming him into a vehicle parked under a carport. As the suspect bounced off the vehicle, McNevin went for his Taser. Suddenly, the suspect pulled a handgun from his pants and fired at McNevin, striking him in the abdomen with one 9mm round from a Glock semi-automatic pistol. Sergeant McNevin went down, as Delray Sgt. John Crane-Baker, Boynton Sgt. Henry Crowell, and Boynton Officers Matthew Medeiros and Mike Arco continued the foot pursuit. The officers engaged the suspect as he crossed SW 11th Avenue, with his firearm aiming back at them. Appearing to be knocked down by the officers' rounds, the suspect got up and fled from where he had fallen. Fleeing east into a fenced backyard, the suspect again pointed his gun at officers and began pulling the trigger while climbing over the fence. Sergeant Crane-Baker, Sgt. Crowell and Officer Arco all engaged the suspect in gun fire. The suspect fell to the ground on the other side of the fence, where he refused to surrender until officers coming from the east swarmed him and took him into custody. These officers' disregard for their own safety and the cooperation of their two agencies, among others, resulted in the capture of a violent criminal (with no regard for law enforcement), with no injuries to citizens. Sergeant McNevin's gun shot wound resulted from the round caught by his bullet proof vest; preventing a far more serious wound and/or death.



### Officers of the Month - August 2008

**Delray Beach Sgt. John Crane-Baker, Boynton Beach Sgts. Richard McNevin and Henry Crowell, and Officers Michael Arco and Matthew Medeiros**

## THE CODE THREE

A Palm Beach County  
PBA Official Publication

The CODE THREE is our official  
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(561) 689-3745

Ernie George - Editor  
Gail Seldomridge - Assistant Editor

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

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

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



# PALM BEACH COUNTY PBA

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Michael Dougherty  
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Damian Izquierdo  
Rob Coliskey, Alt.

### PALM BEACH COUNTY SCHOOL POLICE

Bill Lammie  
John Hawes  
Bob Walton  
Harry Rawlings

### PALM BEACH COUNTY SHERIFF'S OFFICE

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Dan Burrows  
Mike Antonopoulos  
Charles Nicastro  
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Rick Barnett  
Patrick Bolton  
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Greg Fernandez  
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Dean Johnson  
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John Rivers  
Rick Ruffolo  
Jay Shears  
Steven Sherman  
Darren Stinnet  
John Sylvester  
Kelly Whittles

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Tammy Bussey  
Pete Tartaglione  
Willie Powell  
Jeff Jackson  
Will Pinto, Alt.  
DJ Dowling, Appt.  
Patrice Quinn, Appt.

### PBSO Corrections Site Reps

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Calvin Robbins  
Beverly Morrison

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Greg Allen  
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Jim Shackelford, Alt.

### PALM BEACH SHORES

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Sean Grant, Appt.

### STUART

Tammy Farnham, Appt.

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James Pike, Alt.

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Troy Marchese  
Ed Thomas  
Brian Gaudette  
Matt Bessette  
Chris Roaf, Alt.  
Tony Lutz, Alt.  
Mike Leas, Appt.

## Board of Directors Meeting Attendance - 9/24/2008

Executive Board	
John Kazanjian	Yes
Ernie George	Yes
Rick McAfee	Excused
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	Unexcused
Frank Ranzie	Unexcused
Delray Beach	
Sal Arena	Yes
Joe Hart	Yes
Scott McGuire	Yes
Adam Rosenthal	Yes
Rodney Stevenson	Unexcused
Paul Weber	Yes

FAU	
Darren Courtney	Yes
Greenacres	
Joseph Rendueles	Unexcused
Josh Silvey	Unexcused
Dylan Vaughan	Unexcused

Juno Beach	
Tom Nicholson	Excused
Jupiter	
Jeff Bernstein	Yes
Quinn Harris	Yes
Jason Levinstein	Yes
Mike Lilienfeld	Yes
Chris Smith	Yes

Lantana	
Chris Decker	Yes
Troy Schaaf	Yes
MCSO-LE	
Brian Bergen	Yes
Michael Dougherty	Yes
Mike Ferguson	Excused
Doug Moore	Yes
Tom Neild	Excused
Richard Parks	Unexcused
Bruce Pinkman	Yes

MCSO-Corr	
Jackie Gore	Unexcused
Tom Randazzo	Yes
Warren Rogers	Yes
Christina Bardzinski	Yes

North Palm Beach	
Rob Coliskey	Unexcused
Damian Izquierdo	Excused

PBSO-LE	
Mike Antonopoulos	Yes
Dan Burrows	Yes
Rich Diberardino	Excused
Ray Griffith	Excused
Kevin Igo	Yes
Terry Maguire	Excused
John McGuire	Yes
John Navarro	Yes
Charlie Nicastro	Yes
Paul Vrchota	Yes

PBSO-Corr	
Tammy Bussey	Yes
DJ Dowling	Yes
Jeff Jackson	Yes
Will Pinto	Unexcused
Willie Powell	Yes
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	Yes
Michael Simmons	Unexcused

Palm Springs	
Rusty Lee	Unexcused
Sean Grant	Unexcused

School Police	
John Hawes	Unexcused
Bill Lammie	Yes
Harry Rawlings	Yes
Bob Walton	Excused

Stuart	
Tammy Farnham	Unexcused

Tequesta	
James Pike	Unexcused
Charlie Weinblatt	Yes

West Palm Beach	
Matt Bessette	Yes
Brian Gaudette	Yes
Mike Leas	Yes
Tony Lutz	Unexcused
Troy Marchese	Yes
Chris Roaf	Excused
Ed Thomas	Yes

## WELCOME NEW MEMBERS

### JUNE

JOHN CHAPMAN - PBSO  
SCOTT KOZAKOFF - PBSO  
MATTHEW LONGHINI - PBSO  
SUSAN ALLEN - PBSO

### JULY

DENNIS ROLLE - School Police  
ROGER KRONBERGER - PBSO  
MARLO JOHNSON - Delray Beach  
GIOVANNI MILICCHIO - Delray Beach  
JONATHAN TAYLOR - Delray Beach  
KENNETH FISHER III - PBSO  
SHARON FULLER - PBSO  
NICHOLAS TU - PBSO  
JEREMY CAMPBELL - Riviera Beach  
BRADLEY JORDAN - Jupiter  
KATHLEEN BOGART - Lake Worth  
CARLOS BUCHELI - Lake Worth  
ROBERT CINTRON - Lake Worth  
LUCIANO KOVALSKI - Lake Worth  
WILLIAM MELOY - Lake Worth  
SCOTT MC ANDREW - Lake Worth  
DAVID WASHINGTON - West Palm Beach  
DEVIN ZUCHOWSKI - Lake Worth  
VIVIAN FERNANDEZ - PBSO

### AUGUST

ADAM TAFT - Palm Springs  
JHON CHAVES - PBSO  
DANEEN BRUNO - PBSO  
TERRANCE SENEAL - PBSO  
CHRISTOPHER CAREY - PBSO  
BERNARD JACKSON - PBSO Corr.  
RAYMOND LUGO - Boynton Beach

### AUGUST (continued)

GARY DICKINSON - North Palm Beach  
MICHAEL DEVER - PBSO  
GILBERT GARCIA III - PBSO  
SHANDON HOOD - PBSO  
DAVID MOODY - PBSO  
NATASHA WHITE - PBSO  
DENNIS CASTRO JR. - Boynton Beach  
VINTYRE FINNEY - Boynton Beach  
CLAYTON HARRIS - Boynton Beach  
ALEX LINDSEY - Boynton Beach  
CALVIN MCGRILL - Juno Beach  
TIMOTHY MORAN JR. - Boynton Beach  
JONATHAN VARGAS - Boynton Beach

### SEPTEMBER

GERALD MONROE - Boynton Beach  
ANTHONY CARBONE - Delray Beach  
MATTHEW SAPYTA - Delray Beach  
CHRIS TRAPASSO - Delray Beach  
MARIA DELISO - North Palm Beach  
JAVIER GARCIA - Palm Beach Gardens  
ANGELA MCLEOD - PBSO Corr.  
GUSTAVO DE LA CRUZ - West Palm Beach  
DANIEL DILLARD - West Palm Beach  
JAMES GRAHAM - West Palm Beach  
WENDY SAMAROO - West Palm Beach  
MATTHEW STEINBERG - West Palm Beach  
ANGEL VARGAS - West Palm Beach  
DONALD WELCH - West Palm Beach  
SPENCER THOMPSON - PBSO Corr.

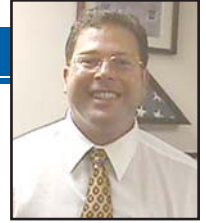


Gary Lippman,  
General Counsel

# Ten Thirty Three

## Proof Burdens in IA's (in General)

Submitted by Larry Fagan, Esq.



Larry Fagan

A question that comes up from members (without fail) continues to be: "How do Internal (Affairs) charges get proven against me?"

The usual confusion and incorrect perception is that Internal Affairs Investigations are somehow "interchangeable" with criminal cases or charges because that is the usual "business framework" with which members are most familiar. However, Internal Affairs charges and what it takes to prove them are very different from criminal charges and proofs there. It is actually EASIER for an Agency (any Agency) to prove alleged policy violations in Internal Affairs cases against a "target" than it is for the State (any State) to prove a criminal charge against a given "Defendant" – any Defendant. That is, the Burden of Proof in a criminal case is the one with which we are all most familiar: the burden of Beyond (and to the exclusion of) each and every Reasonable Doubt. However, the Burden of Proof in Internal Affairs (administrative/non-criminal/policy matters) is proof by a PREPONDERANCE OF EVIDENCE. Using a model to describe the different burdens helps to explain them. Mentally picturing a football field often provides the best analogy for these different Proof Burdens. For proof Beyond a REASONABLE DOUBT, the State would have to move the "football" of evidence (that is, any and all proof of the charges) all the way down a fictitious "football field," about just one (1) yard or so from the goal line in order to have enough proof of GUILT in a criminal case. But, with the much *easier* burden of proof standard of proof by a PREPONDERANCE OF EVIDENCE in an IA case, the Agencies' IA investigator need only move the football (the evidence) just "across the 50 yard line" to have

enough "proof" to have the alleged Internal charges SUSTAINED against the member, and your personnel jackets reflected accordingly.

The criminal burden of proof of Beyond a Reasonable Doubt does *not* even enter into the Internal Affairs picture. It is, therefore, much easier for an individual Agency to prove an Internal Affairs case than for the State to prove a criminal case. That is, proof in an IA just needs to get to around the "51 yard line" to have an investigation sustained against a member.

Simply put, it takes just the "greater weight of the evidence" to prove an IA case. It is important to recognize this mental "picture" framework before, during, and after an IA statement is given so that members understand the "procedural ability" and the process itself that their own individual Agencies have to navigate in proving (sustaining) policy charges against them.

Internalizing this model helps to give perspective to members throughout the entire "IA experience."

When members speak to their PBA lawyer privately when reviewing the statements taken in individual IA's (directly before they give their own statements), together we will evaluate at that stage how the "scales" of proof will be "tipping" in an effort to further prepare our members to give their responsive, truthful IA statements with a working knowledge of whether IA can sustain its proof burden against them. Final Note: regarding the serious charge of "Untruthfulness" and Agencies' use of a "Clear and Convincing" evidentiary standard of proof (higher than preponderance of Evidence, but lower than Beyond a Reasonable Doubt on the Burden of proof scale) will be the subject of future CODE 3 Articles as it is deserving of an Article (or more) in and of itself.

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## Associate Members

MICHAEL BADER

JOHN CHALIF

ROBERT CROZER

PAUL DENNIS

EDWARD FABRICANT

GEORGE FEUERMAN

LAWRENCE FRUMAN

MARVYN GARBER

BARRY GOLDMAN

HARVEY HARRIS

GARY HLANDER

MARTIN KASEN

ALAN KAUFFMAN

GARY LEFFERTS

MARC LEON

NORMAN LEVINE

HOWARD MILLER

LAURENCE NAGLE

AL PUTTERMAN

STAN RABINOWITZ

SAM REICH

IRVING SPARAGE

JEROME SPEVACK

HARVEY STEWART

DANIEL VOSOTAS

NATHAN WOLK

MARTIN YUDELL

AL BURKHARDT

SANFORD GOLDFARB

MARVIN HASPEL

GENE LERNER

MARVIN RUBIN

DICK SPIERS

## PBSO News

To All PBA members,

In case you don't know by now, Ric Bradshaw will be with us another four years. He took 90% of the early votes. It was a great turnout for his election. Now he doesn't have to run in Nov. That's got to be a great load off his shoulders.

After eight years of our previous Sheriffs (Neumann & Bieluch), we finally have a Sheriff who is for all law enforcement, not only the S.O. If the PD's need assistance, he gives them the help they need. Thank God we have him to take care of our needs in dealing with the County Commissioners.

Times are rough right now and I know he will do his best to see we are all treated fairly. If he and the PBA have to make any changes to our new Contract, I hope everyone will understand whatever he and the PBA have to do is in our best interests. We have to stand by him and the PBA and not complain if there are some changes. The Sheriff and Kaz will always look out for us. Remember, Sheriff Bradshaw is also one of us.

**Submitted by: D/S Charles Nicastro, VP, PBSO PBA**

## Palm Beach Shores News

Our Contract was going well, but some issues have been addressed so the paperwork is back on the table. Mayor Mills and I have met over a number of issues with positive outlooks for each side. The current adjustments are being reviewed by the PBA and those documents will again be presented to the Town for its approval. Salaries are an issue, but like most budgets, cuts and adjustments were made. With the budget issues presenting shortfalls, we are signing off on a one (1) year Contract and will start the push of 'more 'n better' next year – when the economy improves as is projected.

We have again hired another officer to fill the ranks. Officer Charlie Hoeffler has been here a couple of months from the Riviera Beach Police Department, and is fitting in his new environment quite well.

Officer Vince Walasek is still dealing with some issues that are keeping him out of work. He has been working with the Town, among others, to resolve those issues.

I had an issue with part-time dispatchers but have filled a number of openings. I have also been able to complete backgrounds for part-time officers who will help cover workload issues.

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**

## Correction

The article on page 12 of the July 2008 edition of *Code 3*, "Complacency – The Silent Killer," was submitted by Capt. Brett Patterson of the West Palm Beach P.D.

## Lantana News

To bring our membership up to date on Contract bargaining issues, our next bargaining session will be on October 15, 2008. To date, the Town has been receptive to many of the items which we have brought to the table. Unfortunately, these items mostly comprise additional language for benefits which we already receive or are common practice. The big ticket item, a cost of living adjustment, has not been received well. In fact, while attending two Town budget workshops, the majority of Town Council members made it abundantly clear that moneys would not be budgeted for cost of living adjustments this year and Mayor Stewart was very forthcoming that next year's budget would likely be even more lean.

While we understand that the Town was forced to roll back its tax rate because of the major property tax amendment, and because decreasing home values have also cut into the Town's income, the Town Council chose to significantly lower the tax rate below what was required. The day after the second workshop meeting, we also learned that our college reimbursement program was suspended.

While I commend the Town Council for taking care of the taxpayers and voters, I truly believe that by not striking a balance between the needs of the taxpayers and our members, the long term costs will be far reaching.

I do, however, want to give credit where it is due. The Town has continued to absorb nearly all increases to health insurance costs, for our members and family coverages. We are in the process of getting a needed new building, also.

We thank Officer Desire McGovern and Officer Rick Kindall, both veteran officers, for their service with our Agency. Officer McGovern took a position with the State Insurance Investigator's Office and Officer Kindall left to pursue different interests. These two officers are being replaced by first time Officers Joe Margolis and Tom Dipolito. I know that we wish these four the best of luck in their futures.

With Officer McGovern's resignation, an opening on our Pension Board was created, which was filled by Captain Tyson.

Congratulations go out to Officer Kenny Young for being awarded Officer of the Quarter for the first quarter. Officer Young initiated and was a key figure in a multi-agency operation at a local bar that had become a known hot spot for open drug sales at the establishment and by the management. This operation resulted in a search warrant being executed, several arrests and, more importantly, this establishment has not reopened.

Finally, our Agency just posted the results of the ranking of the sergeants' eligibility list. We would like to congratulate the following officers who made it to the list, in the order they appear: Officer Jim Eddy, Officer Nelson Berrios, Officer Joel Shackelford, Officer Daniel Navas, Detective Todd Dwyer, Officer Stephanie Wilt, Officer B. Petrokus, Officer Shawn Johnson, and Officer Edward Tavcar.

**Submitted by: Troy Schaaf, Lantana PBA Rep**



## Lake Worth News

Starting September 7, 2008 through October 6, 2008, the Lake Worth Police Department began the merger transition with the Palm Beach County Sheriff's Office. The transition has been going very well with all employees working together. A swearing in ceremony was held on September 29, 2008. The "Green Day" for Lake Worth Police Department employees was October 1, 2008. The City of Lake Worth will be PBSO District 14 under the command of Captain Rolando Silva.

Submitted by: Sgt. Mike Mendelsberg



## Catch a Wave

Submitted by Lt. Michael Rispoli  
Palm Beach Gardens PD

Every agency, regardless of size, has an organizational chart and clearly defined chain of command. Somewhere on that chart is a level that is considered "the administration." In some agencies, based upon its size, this may begin at the level of Colonel, Major, Captain, or in some cases even Sergeant.

Clearly defined and consistent lines of management are an extremely efficient and effective way to direct people and resources within an organization. But, is this how it works in the real world?

It is easy to picture the bold and normally straight line that separates the administration from the rank and file employees. Take a moment and picture that line of demarcation as a wavy line. There are alternating highs and lows that divide most employees from the "brass." In this situation most employees will float along, moving with the tide.

An administration that uses this type of divider will ride high (on the wave) when things are going well, often times leaving behind levels of administration/management. When things go wrong however, the wave dips lower, engulfing the previously omitted employees to help share the burden of whatever problem or problems that have surfaced.

The problem this poses to the typical employee is that there is little or no reliance on the steadying force that should exist within the organization. This is in addition to the rapidly changing environment outside the agency. This is situational, inconsistent, and counterproductive to the normally stable chain of command and the agency. Some may view this approach to administering a modern day law enforcement agency as flexible, adaptable, highly advanced, superior, or even cutting edge. NOT!!

Check out the organizational chart of your agency and compare it to the real world. If after a few moments you begin to feel a little queasy, "hang ten" or hang on, you could be in for a wild ride.

## "Talk To Me..."

Submitted by Det. Charlie Weinblatt  
Tequesta PD PBA Rep

It's been said over and over again, and it is used as part of a standard approach by Hostage Negotiators all over the country. But we should apply it to ourselves as union representatives...of all unions, especially in the case of insurance benefits.

As a standard, municipalities will usually purchase their insurance benefits package for the entire workforce. This means that every city, town or county employee will get the same choices for themselves and their families when it comes to the benefits package. We, as the voice for "our people," should strive to have as much input into that process as possible. Instead of being handed a package and told "this is it," there should be quite a bit of say from our side of the table. But is this the case? In almost every jurisdiction, there are usually several unions representing various aspects of the municipal workforce; public works, police, firefighters and sometimes more. Whereas, we understand each of those factions have their own concerns that are specific to their needs, when it comes to insurance benefits, we're usually all in the same boat. Would it not be in our best interest to sit down with the representatives from the other unions and on this issue present a more united front? What good is it if every other union agrees to the package and we don't? Is that actually going to have any impact at all? Maybe, if your contract language is specific enough in that article... maybe not. In any case, there are always enough articles in any contract to go back and forth about and *this* article is certainly not meant to ignite yet another fight with management. It is, however, a call for us to think about better relationships with other unions in our house. After all, doesn't what we do eventually come down to relationships, good or bad? Be safe!

## 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.



# A Law Enforcement Warrior

Submitted by Craig Wiles, DEA



Robert  
Montgomery

My fellow Law Enforcement Brothers and Sisters, a few months ago we all lost a great friend and ally in Mr. Robert Montgomery. As many of you know Mr. Montgomery carried each of us in his heart and soul. Mr. Montgomery was introduced to law enforcement through law enforcement's greatest friend, my father Ralph Wiles. Mr. Wiles started with Mr. Montgomery approximately 20 years ago when he himself retired honorably from the State Attorney's Office, as the Chief Investigator. Little did any of us know that this partnership would become one of law enforcement's greatest supporters. His mark on law enforcement was felt through years of fighting for what was right when officers and families were injured during the course of their lives, as well as his many behind the scenes contributions to our profession. The creation of the annual PBA scholarship fund created for the college bound children of law enforcement officers, the very generous contribution to the PBSO Officers memorial, which stands in front of the headquarters building on Gun Club Road and to the many years of supporting survivors during the annual Law Enforcement Officers Memorial in Washington D.C. I would ask each of you to take a minute and give thanks, through thought and prayer, to a Law Enforcement Warrior. We have truly lost a Great Friend.

Mr. Montgomery, I thank you for always being in law enforcement's corner.  
Through your actions your community is a better place...

**Editor's Note:** Craig Wiles is a former PBSO Sergeant and PBSO PBA Representative. Craig was instrumental in establishing Mr. Montgomery's long-standing financial contributions to the Palm Beach County PBA Charity Fund. Mr. Montgomery's generous financial assistance has enabled the PBA to award numerous scholarships to children of past and present PBA members.

## 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.pbcnpba.org](http://www.pbcnpba.org)

## 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.



*Recent Developments In*  
*Public Safety Labor Relations*  
 A service of Labor Relations Information System

# IRS Is Considering Rule That Would Bar Public Employee Retirements Before Age 55

*From The Last Vegas Review-Journal, September 22*

CARSON CITY, NV – A major change proposed by the IRS for public pension plans, including Nevada's public employee retirement system, could eliminate early retirement pay for government employees in less than two years.

A new regulation the agency is pursuing would prohibit most public pension plans from allowing participants to retire and collect benefits earlier than age 55, with a preferred retirement age of 62. This would cover everyone from teachers to police to city and state workers in Nevada and across the country.

The Nevada Public Employees' Retirement System, for example, allows most participants to retire and receive benefits at any age after 30 years of service. Police and firefighters can retire even earlier.

The IRS regulation, which public pension systems have been fighting since it was first proposed, would end such a practice. The IRS has the ability to implement the rule because public pensions have tax deferral status given to them by the federal agency.

Labor unions and pension officials across the country, including Nevada, are fighting implementation of the rule. They are taking their case to Congress but are not sounding the alarm to their members just yet.

Others are welcoming the proposal as a modest but necessary reform.

A briefing paper on the proposed regulation prepared by officials with the city of Henderson says the impetus for the regulation is that the IRS believes a normal retirement age younger than 55 is not reasonable.

Workers covered under the Social Security program cannot receive full benefits now until they reach the age of 67.

The IRS regulation is set to take effect June 30, 2010, although a large number of national groups, from the Fraternal Order of Police to the National Education Association, asked in April for a delay in its implementation.

The IRS has not responded to the request, according to the Henderson briefing paper dated Aug. 11.

The state retirement system is questioning the new regulation as well.

Tina Leiss, operations officer for Nevada PERS, said the agency is waiting for more direction from the IRS on how this regulation would affect the Nevada retirement system before it reacts to the proposed regulation.

Employees in the state's retirement system are believed to have constitutional rights under the contracts clause to the bene-

fits as they currently exist, she said. Any changes to the benefits for current participants could provoke lawsuits from employees or their associations, Leiss said.

"It's just not clear yet how this would affect any of the public pension plans," Leiss said.

The IRS regulation would apply to public pension plans such as PERS because they are tax qualified plans under the agency's regulations, she said. Such a designation provides tax benefits to participants who might otherwise have to pay taxes on their retirement contributions, Leiss said.

Dave Kallas, an official with the Las Vegas Police Protective Association, said he is fielding a number of calls from concerned police officers about the rule but suggested there is no immediate cause for alarm.

Public pension officials and other stakeholders are working with the IRS to come to an agreement on the issue, which was never intended to apply to public pensions in the first place, the union official said.

Kallas said it is his understanding that the legislation that prompted the IRS rule, a pension reform bill sponsored by Rep. Sam Johnson, R-Texas, was aimed at private pensions and not intended to apply to public pension plans.

"I'm not worrying about this issue quite yet," Kallas said. "We have to wait and see what transpires over the next few months."

Public awareness of the potential IRS change to the nation's public pension systems has come at the same time as calls for reforms to the plans.

A study released earlier this month by the Las Vegas Chamber of Commerce concludes that the government support of the public retirement system has become a drain on state and local government resources, leading to the underfunding of important programs such as education and transportation.

Hugh Anderson, vice president of the ABD&F Group at Merrill Lynch in Las Vegas and chairman of the chamber's government affairs committee, said the proposed IRS change is the right move.

A retirement age should better reflect today's demographic reality that people are living much longer, he said.

It is conceivable that a public employee could retire at age 55 with 30 years of service under today's rules and end up receiving retirement benefits for longer than the years worked, Anderson said.

"This whole demographic shift is here," he said. "It is no longer in the future. The baby boom generation is here and they are living a long time."

Withdrawals from personal retirement accounts are not permitted before age 59.5, so why should public employees be immediately entitled to retirement benefits at age 50 or 55, Anderson asked.

While there might be legitimate reasons why public pension rules should not be changed for those approaching retirement, ignoring the longevity issue puts the long-term viability of the public pensions at risk, he said.

A decision by the IRS to move forward could take the politically difficult decision out of the hands of elected officials, some of whom may be reluctant to implement such a reform, he said.

The development of the IRS regulation began about three years ago following passage of the pension reform legislation in Congress.

Those opposed to the new regulation are seeking help from Congress, circulating letters in both the House and Senate to get the IRS to hold off on the change.

Letters are also being sent to the Treasury secretary and the head of IRS suggesting the IRS overstepped its bounds and indicating that Congress never intended to give the agency such authority.

The Henderson memo states a public pension plan would completely comply with IRS regulations if the retirement age is set at 62.

But if a plan wants participants to receive benefits before they reach age 62, and no earlier than age 55, the plan administrator must prove to the IRS that such an age range is reasonably representative of the industry in which the covered workforce is employed.

A delay is being sought in the regulations in part because of concerns about the rights of those participating in the pension plans.

The memo states that when the Nevada Legislature made changes to the retirement system in 1989, a lawsuit arose and the state lost. The finding was that once an employee joins the PERS system, a contract is established and benefit levels, such as retirement after 30 years, cannot be taken away.

With the potential effective date of the IRS regulation nearly two years away, those now in public pension plans will have the opportunity to determine whether to pursue retirement to avoid the mandatory retirement age policy.

PERS has a \$6.3 billion unfunded liability and \$22 billion in assets. Nearly 104,000 state and local government workers and teachers and school staffers are PERS members.

An additional 37,000 retired workers are receiving benefits.

Contact Capital Bureau reporter Sean Whaley at [swhaley@reviewjournal.com](mailto:swhaley@reviewjournal.com) or 775-687-3900.

**See related IRS letter on page 12.**

**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@pbcpcb.org](mailto:Gail@pbcpcb.org)

# 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.**

## 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.



**National Conference of State Legislatures (NCSL) • American Federation of State, County and Municipal Employees (AFSCME) • National Association of Counties (NACo) • American Federation of Teachers (AFT) • United States Conference of Mayors (USCM) • National League of Cities (NLC) • International Association of Fire Fighters (IAFF) • International City/County Management Association (ICMA) • National Education Association (NEA) • National Association of State Auditors Comptrollers and Treasurers (NASACT) • National Association of Police Organizations (NAPO) • National Association of State Treasurers (NAST) • Government Finance Officers Association (GFOA) • International Public Management Association for Human Resources (IPMA-HR) • National Association of State Retirement Administrators (NASRA) • National Conference on Public Employee Retirement Systems (NCPERS) • National Council on Teacher Retirement (NCTR) • National Conference of State Social Security Administrators (NCSSSA)**

April 30, 2008

**VIA ELECTRONIC MAIL**

Internal Revenue Service

CC:PA:LPD:PR

Ben Franklin Station, Room 5203

Washington, D.C. 20044

Re: Treas. Reg. Section 1.401(a)-1(b)

Dear Sir or Madam:

On behalf of the national organizations listed above – representing state and local governments and officials, public employee unions, public retirement systems, and more than 20 million working and retired state and local government workers and their beneficiaries—we are writing to request an extension of the effective date of Treasury Regulations Section 1.401(a)-1(b) (the “Final Regulations”) for governmental plans.

Organizations representing governmental plans recently submitted a joint comment letter (“Joint Comment Letter,” attached) in response to IRS Notice 2007-69, which, among other things, requested comments from sponsors of governmental plans on whether normal retirement age under such plans may be based on years of service. As the Joint Comment Letter outlines, defined benefit plans of state and local governments often define their normal retirement age or normal retirement date as the date or age when participants qualify for normal or unreduced retirement benefits under the plan, and this is often conditioned, in whole or in part, on the completion of a stated number of years of service. Other governmental pension plans do not specifically define normal retirement age.

Prior to the Final Regulations, there was no authority that prohibited such practices for governmental pension plans. Moreover, the Internal Revenue Service has routinely approved service-based normal retirement ages through the determination letter process. Accordingly, the Joint Comment Letter reiterated earlier requests that the IRS refrain from creating standardized definitions for early or normal retirement age with regard to governmental plans, and instead defer to the applicable state or local laws, regulations and policies governing the plan.

Should the Final Regulations require, for the first time, governmental pension plans to specifically define normal retirement age, or redefine normal retirement age so that it is not based wholly or partly on years of service, serious problems will be created for plans, sponsors and plan participants. This is particularly problematic where attainment of normal retirement age entitles participants to rights that are protected by constitutional guarantees.

Any time a State or local retirement system is required to be amended, it generally requires a State legislative initiative or enabling authority. This is because pension plans of States and localities are established by these governments acting in their sovereign capacity and generally are adopted by and subject ultimately to popularly-elected governmental bodies. Benefits are adopted through open political processes or through collective bargaining, and are established by public laws and subject to the oversight of states, localities and the public. The benefits provided by many public employee retirement systems are also subject to state constitutional or statutory provisions that bar public employers from taking back or reducing benefits once they have been established. Furthermore, changing something as fundamental as the age at retirement could additionally have significant financial impacts on the plan and plan sponsor, and would require legislative scoring and appropriation.

Therefore, unless changes to the Final Regulations are made with regard to governmental plans, the IRS will essentially be placing States and localities in the precarious position of either being out of compliance with federal regulation or incurring enormous financial and administrative costs and violating their own constitutional, statutory or case law protections. Furthermore, without the clarifications requested with regard to inappropriate or unclear definitions, it is hard to see how they could reasonably be expected to follow the Final Regulations should they try. Finally, it would additionally be impossible for most elected governmental bodies to amend State or local governing statutes in time to meet the required effective date of the Final Regulations.

Therefore, in order to permit the IRS to fully consider and respond to public sector concerns with the Final Regulations, provide clarification with regard to unsuitable or unclear definitions, provide ample time for State and local governing bodies to respond, and to avoid confusing and potentially harmful actions, we request that the Service provide an extension of the effective date of the Final Regulations for state and local government pension plans.

If you have any questions, please do not hesitate to contact us.

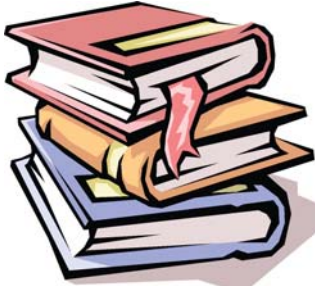
Very truly yours,

Alfred Campos, NEA, (202) 822-7345  
Barrie Tabin Berger, GFOA, (202) 393-8020  
Barry Kasinitz, IAFF, (202) 737-8484  
Bill Cunningham, AFT, (202) 393-6301  
Bill Johnson, NAPO, (703) 549-0775  
Cornelia Chebinou, NASACT, (202) 624-545  
Dan DeSimone, NAST, 202-624-8592  
Daria Daniel, NACo, (202) 942-4212

Diana Noel, NCSL, (202) 624-7779  
Ed Jayne, AFSCME, (202) 429-1188  
Hank Kim, NCPERS, (202) 624-1456  
James Driver, NCSSSA, (502) 564-6888  
Jan Oliver, IBT, (202) 624-8741  
Jeannine Markoe Raymond, NASRA, (202) 624-1417  
Larry Jones, USCM, (202) 861-6709

Leigh Snell, NCTR, (703) 684-5236  
Neil Bomberg, NLC, (202) 626-3020  
Robert Carty, ICMA, (202) 962-3560  
Susan White, NAGDCA, (703) 683-2573  
Tina Ott Chiappetta, IPMA-HR, (703) 549-7100 x 244

**PBA Scholarship Applications for 2009 will be available at the PBA Office and online ([www.pbcnpba.org](http://www.pbcnpba.org)) after January 1, 2009.**



## **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.

## **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

**Check out our PBA-friendly  
advertisers in the Business  
Directory on pages 24-27!**

## **Board of Directors Meeting September 24, 2008**



# Palm Beach and Martin County PBA Endorse The Following Candidates In The November, 2008 Election

## U.S. Representative

Dist. 16 - Thomas Rooney (R)  
Dist. 19 - Robert Wexler (D)  
Dist. 22 - Ron Klein (D)  
Dist. 23 - Alcee L. Hastings (D)

## State Senate

Dist. 25 - Jeffrey Atwater (R)  
Dist. 27 - Dave Aronberg (D)  
Dist. 29 - Christopher Smith (D)

## State House

Dist. 82 - William Snyder (R)  
Dist. 83 - Carl Domino (R)  
Dist. 85 - Joseph Abruzzo (D)  
Dist. 86 - Maria Sachs (D)

## State House *continued*

Dist. 87 - Adam Hasner (R)  
Dist. 89 - Mary Brandenburg (D)  
Dist. 91 - Ellyn Bogdanoff (R)

## Supervisor of Elections

Susan Bucher

## State Attorney

Michael McAuliffe (D)

## County Commission

Dist. 3 - Robert Kanjian (R)  
Dist. 3 - Shelley Vana (D)  
Dist. 5 - Burt Aaronson (D)  
Dist. 7 - Elizabeth "Liz" Wade (R)

## Palm Beach County School Board

Dist. 5 - Frank Barbieri

## Martin County Sheriff

Robert "Bob" Crowder (R)

## Martin County Commission

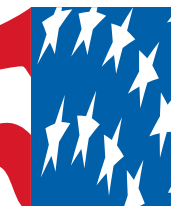
Dist. 1 - Doug Smith (R)  
Dist. 5 - Edward Ciampi (R)

## Martin County Public Defender

Diamond Litty (R)

## Lake Worth City Commission

Dist. 2 - Mary Lindsey  
Dist. 4 - David Vespo







# **SELECT PBA- ENDORSED CANDIDATES**

**First Annual  
Palm Beach County PBA  
Charity Golf Classic**

**Hosted by:  
NFL Hall of Famer  
Dwight Stephenson**



***GOLF WITH A CELEBRITY ON  
"THE CHAMPION" COURSE  
DECEMBER 1, 2008***

**For More Information  
Contact the PBA at (561) 689-3745  
Or Email [Rick@pbcpga.org](mailto:Rick@pbcpga.org) - [Suzanne@pbcpga.org](mailto:Suzanne@pbcpga.org)**



## Show your support for Palm Beach Co. PBA!

See the list of PBA wearables and collectibles on page 13.

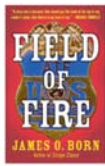
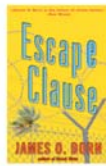
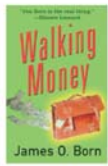
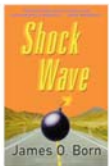
### Available Now

Our own FDLE Agent / PBA Member

James O. Born

Hardcover Novels

\$20.00

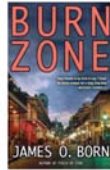


### Burn Zone

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

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

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



For more information call Suzanne  
at the Palm Beach County PBA  
(561) 689-3745

Autographed Copies Available  
Personalized Upon Request

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

For more information on our Florida  
PBA-endorsed<sup>1</sup> retirement programs,  
call 800-282-5855 to speak with Ed Caldwell  
(ext. 63421) or Tom Howard (ext. 63424).

<sup>1</sup>The Hartford<sup>®</sup> is The Hartford Financial Services Group, Inc. and its subsidiaries, including issuing company Hartford Life and Hartford Securities Distribution Company, Inc. (HSD).  
<sup>2</sup>HSD member NASD and SIPC, a registered broker/dealer affiliate of The Hartford, has established certain service programs for retirement plans, including defined contribution employee retirement benefit plans, through which a sponsor or administrator of a plan may invest in mutual funds on behalf of plan participants.  
Retirement programs can be funded by group variable annuity products (H-4581; NY & FL: H-14972; H-15811; H-141002 and H-21002 series; H-141000; H-141001; H-141002; H-141003; H-141004; H-141005; H-141006; H-141007; H-141008; H-141009; H-141010; H-141011; H-141012; H-141013; H-141014; H-141015; H-141016; H-141017; H-141018; H-141019; H-141020; H-141021; H-141022; H-141023; H-141024; H-141025; H-141026; H-141027; H-141028; H-141029; H-141030; H-141031; H-141032; H-141033; H-141034; H-141035; H-141036; H-141037; H-141038; H-141039; H-141040; H-141041; H-141042; H-141043; H-141044; H-141045; H-141046; H-141047; H-141048; H-141049; H-141050; H-141051; H-141052; H-141053; H-141054; H-141055; H-141056; H-141057; H-141058; H-141059; H-141060; H-141061; H-141062; H-141063; H-141064; H-141065; H-141066; H-141067; H-141068; H-141069; H-141070; H-141071; H-141072; H-141073; H-141074; H-141075; H-141076; H-141077; H-141078; H-141079; H-141080; H-141081; H-141082; H-141083; H-141084; H-141085; H-141086; 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H-142187; H-142188; H-142189; H-142190; H-142191; H-142192; H-142193; H-142194; H-142195; H-142196; H-142197; H-142198; H-142199; H-142200; H-142201; H-142202; H-142203; H-142204; H-142205; H-142206; H-142207; H-142208; H-142209; H-142210; H-14221

## NEW BENEFITS OFFERED THROUGH THE PALM BEACH COUNTY PBA

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

Here is a brief summary of the offering:

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



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



**PBA Tag Emblems:** **\$3.00**

**\$5.00**

**Mag Lite:** **\$93.00**

**Bulbs:** **\$5.00**

**Batteries:** **\$34.00**

**Sure Fire Batteries:** **\$25.00**

**Mini-Flashlight:** **\$16.00**

**PBA T-Shirts:** **\$8.00**

**PBA Men's Polo's:** **\$20.00**

**PBA Women's Polo's:** **\$20.00**

**PBA Hats:** **\$12.00**

**PBA Throw:** **\$25.00**

**PBA Keychain:** **\$5.00**

**PBA Cufflinks:** **\$5.00**

**PBA Tie Pin:** **\$5.00**

**PBA Travel Mug:** **\$7.50**

**PBA Notepad:** **\$8.50**

**PBA Bottle Coolie** **\$2.00**

**WPB O/T Polo's:** **\$20.00**

**WPB O/T 511 Polo's** **\$36.00**

**Memorial Bands:** **\$1.00**

**Misc. Lapel Pins:** **\$5.00**

**Handcuff Keys:** **\$7.00**

**James O. Born Novels:** **\$20.00**





# Letters to the P.B.A.

Dear PBA Committee,

Thank you PBA, for awarding me with that generous scholarship. As always it has helped me out tremendously. I greatly appreciate everything you have done for me during my college endeavor. I can only hope your generosity has helped out others as much as it has helped me. I used the scholarship towards my housing fund. I've come to realize that living on your own can be really expensive! But thank you once again PBA for making my college career that much more manageable and attainable.

Grateful Always,

Janyll Montes

Mr. John Kazanjian and Palm Beach County PBA  
Scholarship Awards  
PBA Scholarship Committee  
2100 North Florida Mango Road  
West Palm Beach, Florida 33409

Dear Mr. Kazanjian:

I would like to convey my sincere appreciation to the PBA scholarship committee for my scholarship money. This money will be put to good use in helping me earn my B.A. in Political Science and my commission in the United States Marine Corps.

Semper Fi and War Eagle,

Jacob Ryan Starr

Brandon Nieves  
1163 Peninsula Way  
West Palm Beach, FL. 33413

August 3, 2008

Dear Police Benevolent Association,

I would like to take this time to thank all of you for your generosity in selecting me as one of the scholarship award winners. This is a great honor that not many have the opportunity to be a part of. This scholarship will now help me to attend Northwood University and become a business major. It will also help me continue my dream to play baseball in college. Once again, I would just like to thank you very much for all that you have done.

Sincerely,



Brandon Nieves

Dear PBA Scholarship Committee,

Thank very much for the generous scholarship you awarded me. It will aid me greatly as I continue to further my collegiate education. Going to school out of state takes a financial toll on students, and without organizations such as this, I would not be able to attend an out of state school. Thanks again!

Sincerely,

Joseph Sheehan  
Joseph Sheehan

August 1, 2008

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

Dear Mr. Kazanjian,

Thank you very much for the scholarship money I received! After my first year at Florida State University, I now realize how much the money I was awarded last year helped. It is one less worry I have when paying for books and tuition and I can focus on my studies. In continuing to pursue my degree, I appreciate everything I have been given.

Sincerely,

Shannon Rielly

Shannon Rielly

Dear Mr. Kazanjian,

I wanted to thank you for the very generous amount of money your scholarship committee gave to me. It is greatly appreciated and will be put to use very soon. Sorry this card is late I have been busy taking summer classes at PBC. I hope your summer is going well. Thanks again for helping to assist me in school. I wish the best to you and your family.

Sincerely,  
Kaitlyn Igo

To John Kazanjian  
President, PBA

It has been such an honor to have been awarded the PBA Scholarship this year. I am very thankful to the PBA for helping my family and I as we pay for my last year of college. After I graduate I will be thrilled not to have four years of student loans staring me in the face and I know that is a result of these generous scholarships.

Thank you again!

Sincerely, Alexandra Antonopoulos

August 14, 2008

Dear Palm Beach Benevolent Association,

As a second year recipient of your scholarship, I would like to thank you for accepting me as one of your winning applicants. I remember how much the scholarship helped me last year, and I'm sure it will be just as helpful this year. Thank you again for awarding me with this scholarship; I assure you it will be put to good use.

Sincerely,

Amanda Walker

*Amanda Walker*

P.S. GO NOLES!!! ☺

Dear Friends,

I wanted to write my letter of appreciation for the money that was so graciously given to me for college. I cannot put into words how much it actually means to me. There are so many students in this country that do not have the privilege I have of even attending college and I wanted to thank you for giving me the chance to do what many never will. I will be working towards getting a masters in Exercise Science and your generosity is allowing me to achieve that goal!

Thanks again,  
David Kennedy

To the members of PBA,

I would like to thank you for opportunity to allow me to be a part of your scholarship program for a second year. This scholarship has been a big help to allow me to afford the cost of college living and it will do the same this upcoming college year. I look forward to joining your program again next year and I thank you all for this chance to helping me and all other college students.

With broke college student love,

Camden Bernhardt

Dear Members of the PBA Scholarship Committee,

I want to thank you so much for your generosity in awarding me with one of the PBA awards. You have continued helping me through the past three years of college with your scholarships and I'm so thankful to have been a recipient once again. I can't thank you enough!

Sincerely,

*Meghan Sheehan*

Meghan Sheehan

To the PBA scholarship Committee,

Thank you so much again for helping me financially with the 2008-2009 school year. This is my last year of college and I cannot tell you how much it has meant to receive financial help from your scholarship for the past 3 years. It is hard to believe school is almost over, but I am sure many students have come through with the same feelings of gratitude that I have. At least I won't be back for money next year, so it is one less student you have to worry about. ☺ Thank you for all you do.

Sincerely,

*Christine Kennedy*

Christine Kennedy

August 21, 2008

Dear Police Benevolent Association,

I am honored and grateful to be a recipient of the PBA Scholarship award. This scholarship will help me towards achieve my degree in Engineering at FAU (GO OWLS)

Thanks to Scholarship Committee for your generosity and this great opportunity.

Sincerely,

Devon H. Edwards Jr.

Dear Mr. Chappell and PBA,

Thank you very much for giving me the opportunity to participate in the Brian Chappell Memorial Scholarship. I learned a great deal about the sacrifices made being in law enforcement and have the upmost respect for those involved. I plan on using much of my 2<sup>nd</sup> place winnings on school textbooks for the coming semester and other things for my dorm room. I will be attending Belmont University starting this week in Nashville, Tennessee to study music business as I have already mentioned in my interview. Thank you again for your generosity.

Sincerely,

*Noah Elwell*

Noah Elwell,

August 27, 2008

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

To Whom It May Concern:

Thank you very much for continuing to award me a PBA scholarship. The PBA's support of my education at Emory has meant a lot to me and my family. It has really helped me as I strive to obtain my educational and career goals. This year should be another great year for me, and the assistance from the PBA will help make that true.

Sincerely,

*Philip May*

Philip May





*My Friends at PBA -*

70 Days to Election Day

Dear John:

Thank you for being a friend and supporter that I have been able to count on to contribute to the success of our campaign.

It has been an honor and privilege to serve you in the Florida House of Representatives, and I am truly appreciative for your financial support making it possible for me to fight for the issues important to our community and state.

As November 4<sup>th</sup> quickly approaches, it is clear that the challenging national political climate will have a significant impact on my re-election efforts locally in House District 87. The local, state and national Democrats have made defeating me one of their top priorities, and in spite of our past success, we cannot take anything for granted.

As we have since my very first campaign, we will continue our ever strong grassroots efforts of walking door-to-door, waving signs and holding volunteer phone banks; but we will also need enough financial resources to successfully deliver our message to voters through an effective advertising program.

**And that requires your help!**

Although you have contributed to my campaign efforts during the Primary Election, Florida election law allows each individual and/or corporate entity to legally make an additional contribution of up to \$500 for the General Election cycle which begins on August 27<sup>th</sup>.

**We have set a goal of raising an additional \$50,000 for my re-election by September 15<sup>th</sup>. Can I count on you once again to help me reach it?**

Your continued financial support will help us secure a victory on Election Day, and I have enclosed a reply envelope to make it easy for you to contribute to our efforts once again.

**Working together, we will continue to make a difference and keep Florida...On the Move!**

At my best,

*Adam Hasner*  
Adam Hasner

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Political advertisement paid for and approved by Adam Hasner, Republican for State Representative - District 87

*Thanks for your continued support!*



## Susan Bucher Campaign

P.O. Box 16574  
West Palm Beach, FL 33416  
561 707-6848

for  
Supervisor of Elections

July 28, 2008

Mr. John Kazanjian, President  
Police Benevolent Assn Political Committee  
2100 N. Florida Mango Road  
West Palm Beach, FL 33409

Dear Mr. Kazanjian,

Please accept my sincere thanks for your campaign contribution to my candidacy for Palm Beach County Supervisor of Elections.

With your generous assistance, we can restore confidence and integrity back to our election system.

With less than 30 days remaining before the election, I am working hard to gain the support of the voters and make them aware of the importance of their vote in my favor on August 26, 2008. I hope you will help to spread the word.

I appreciate your support!

Sincerely,

*Susan Bucher*  
Susan Bucher

*Thank you!*

Political Advertisement paid for and approved by Susan Bucher, for Palm Beach County Supervisor of Elections



FOR COUNTY COMMISSIONER DISTRICT 1 REPUBLICAN

4219 Oak Street  
Palm Beach Gardens, Florida 33418

July 13, 2008

John Kazanjian  
Police Benevolent Association Political Committee and Issues Fund  
2100 N. Florida Mango Road  
West Palm Beach, FL 33409

Dear John,

It is a privilege to serve you and the people of our community as your Palm Beach County Commissioner. Thank you so much for your generous contribution to my re-election campaign. Your friendship and support mean so much to me and will make a real difference as we reach out to the voters in the coming months.

I appreciate your early involvement in this campaign. Your commitment will allow us to run a serious campaign earlier and more effectively.

I am excited to serve one more term. Because of supporters like you I look forward to continuing my public service and successfully tackling the challenges we face.

Thank you once again for your support. Working together, we will keep providing the people of Palm Beach County with the best of everything!

Sincerely,

*Karen T. Marcus*  
Karen T. Marcus  
County Commissioner, District 1

Political advertisement paid for and approved by Karen Marcus, Republican for County Commission, District 1

Political advertisement paid for and approved by Karen Marcus, Republican for County Commission, District 1



July 25, 2008

Florida Police Benevolent Association  
300 E Brevard Street  
Attn: John Kazanjian  
Tallahassee, FL 32301-1226

Dear John,

Tara and I want to thank you for your contribution to my campaign. We are grateful and humbled by the overwhelming support from our family and friends.

With less than a month to go until the Primary on August 26, your contribution is enabling me to deliver our message of limited government, lower taxes, and strength through security.

We have the momentum - In the past several weeks I've received many important conservative endorsements - Joe Negron, Congressman Connie Mack IV, Congressman Tom Feeney, the House Conservative Fund, Vets for Freedom PAC. These individuals and groups and hundreds of volunteers have signed up with my campaign because they know that a conservative message is the right one for Florida's 16th district.

Now, in addition to your financial commitment you have already made, I will need you to encourage your friends to make a similar commitment. Together we can secure our nation's future and bring new conservative leadership to Washington D.C.

Thank you for all you've done and all you're going to do.

Sincerely,

*Tom Rooney*  
Tom Rooney

*Thanks kaz for everything*

P.S. Don't forget to vote! Early voting begins August 11 - Primary day is Tuesday, August 26<sup>th</sup>. For more information, please visit my campaign's website at [www.tomrooney.com](http://www.tomrooney.com).

2536 S. East Ocean Blvd., #315 • Stuart, FL 34996  
[www.tomrooney.com](http://www.tomrooney.com)

Paid for by Rooney for Congress





*Thanks so much*

Police Benevolent Association Political Committee and Issues Fund  
2100 N Florida Mango Rd  
West Palm Beach, FL 33409

Dear Friends,

Thank you again for your generous contribution to the Domino Campaign. I sincerely appreciate it. I am continually humbled and honored by the outpouring of support Sharon and I have received over the years.

Here in Florida, we will have a very competitive Presidential race at the top of the ticket next November, along with dozens of other campaigns at all levels in Palm Beach County. Already two opponents from the opposing party are lining up to run for my seat. House District 83 in Palm Beach County will be one of the top targeted seats in the upcoming election cycle next November.

As you know, campaigns these days are very, very expensive. No matter whether it is broadcast TV, cable, radio, and especially direct mail, the costs to wage a competitive campaign -- and win -- continue to dramatically rise.

We are just getting started, and we'll need all the help we can muster -- financially early on right now, hosting events, and later on -- walking neighborhoods, etc... Your help in this undertaking is invaluable to me.

Additionally, if you want to begin receiving periodic campaign updates from the Domino Campaign please email me at [carl@cardomino.org](mailto:carl@cardomino.org) or call me at (561) 371-2484 and we'll get you on our email list immediately.

Please always feel free to contact me to talk about ways to help our re-election campaign for State Representative or even if you want to just talk about the campaign in general.

Thank you again for all your help. It means so much to me.

Sincerely yours,

Carl J. Domino  
State Representative, District 83

P.O. Box 1292 • Jupiter, Florida 33468-1292

Political advertisement paid for and approved by Carl Domino, Republican, for State Representative, District 83. The purchase of a ticket for, or a contribution to, the campaign fund raises a contribution to the campaign of Carl Domino.



July 2, 2008

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

Dear Mr. Kazanjian,

Thank you very much for the Palm Beach County Police Benevolent Association, Inc. (PBA) endorsement of my candidacy for State Attorney. I am grateful for your confidence and support. I am working hard to earn the opportunity to serve the community. I look forward to working with you and the PBA as a candidate and, if successful, as State Attorney to improve and protect our community.

Again, thank you very much for the PBA endorsement.

Sincerely,

Michael McAuliffe

1601 Forum Place, Suite 301 • West Palm Beach, Florida 33401

561-712-4746 v • 561-712-4964 f

Email: [campaign@mcmauliffeorstateattorney.com](mailto:campaign@mcmauliffeorstateattorney.com) • Website: [www.mcmauliffeorstateattorney.com](http://www.mcmauliffeorstateattorney.com)

Political Advertisement Paid for and Approved by Michael McAuliffe, Democrat, for State Attorney, Eleventh Judicial Circuit



September 5, 2008

Dear Friend of Martin County,

Thank you again for supporting me in the September 26<sup>th</sup> Primary Election! Your generous financial support made my successful campaign possible. You might say it got us to "half time" with a slim lead.

Yes, it was close, way too close! Every contribution and every vote was crucial. Make no mistake, the "second half" promises to be even more challenging than the first! This time I'm taking the field against two committed challengers. My opponents will stop at nothing. They will do whatever it takes to knock me out of office. I'm calling upon you once again for your financial support in this most crucial "second half" of the election.

Unfortunately, the "second half" is a short one! In fact, absentee ballots will be mailed by September 22<sup>nd</sup>. That means it's essential to raise funds starting NOW to adequately fund the campaign.

Please know I am crystal clear about how strapped personal and business budgets are in our tough economy, but I still need your help! I would appreciate your contribution and I will put it to the very best use to insure a victory in November.

Again thank you. With your continued support, I look forward to a successful Election Day on November 4<sup>th</sup>

Sincerely,

Campaign to Re-Elect Doug Smith  
P.O. Box 153, Jensen Beach, Fla. 34958  
[www.DougSmithYes.com](http://www.DougSmithYes.com)

Political advertisement paid for and approved by Doug Smith, Republican, for Martin County Commissioner, District 1



July 2, 2008

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

Dear John:

Thank you for your generous contribution to my campaign for the Florida State House of Representatives, District 85. I deeply appreciate your confidence and support.

As you well know, our state will be facing difficult challenges in the upcoming years. The work in the legislature will be more important than ever.

I am determined to work toward bringing a commitment of responsible leadership and integrity to public service which works on both sides of the aisle. I believe it is time to get serious about strengthening our economy, creating jobs, lowering taxes, raising teacher pay, and providing affordable healthcare.

Your continued support and encouragement will enable me to make a difference on the behalf of the values and ideals we believe in. I look forward to staying in touch with you as we build a positive agenda for our state.

If we can provide you with additional information, please contact my campaign manager, Neil Schiller, or myself at (561) 333-3332.

It means a great deal to me to know that I have your friendship and support. Thank you again.

Sincerely yours,

Joseph Abruzzo

2812 Shaughnessy Drive, Wellington, Florida 33414 ★ (561) 212-1111

Political advertisement paid for and approved by Joseph Abruzzo, Democrat, for State Representative, District 85.

*Just a note...*

*...to thank you for helping my re-election campaign for the Palm Beach County Commission. With your support, I will continue to represent you to the best of my ability and I sincerely appreciate your confidence in me.*

**Burt**

Pd. Pol. Adv. - Paid for by the campaign to re-elect Burt Aaronson.  
Approved by Burt Aaronson, Democrat.



**DIAMOND R. LITTY**  
Public Defender, 19th Judicial Circuit  
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Port St. Lucie, FL 34988-1882  
Phone Number (772) 201-0738

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*Dear Mr. Kazanjian,*  
*Just a note to thank you from the bottom of my heart for the P.B.A. endorsement I am so honored! I am so proud to have had such a great relationship with your officers & association over all these years, I will surely continue. Again, many thanks*  
*Sincerely -*  
*Diamond*

Political Advertisement paid for and approved by Diamond R. Litt, Republican for Public Defender, 19th Judicial Circuit.

**CAMPAIGN TO RE-ELECT  
JUDGE RICHARD I. WENNET**  
505 S. FLAGLER DRIVE, STE. 1100  
WEST PALM BEACH, FL 33401

**(561) 650-0438**

July 18, 2008

Campaign Account of PBC  
Police Benevolent Assn.  
2100 N. Mango Road  
West Palm Beach, FL 33409

Police Benevolent Association  
Political Committee and Issues Fund  
2100 N. Mango Road  
West Palm Beach, FL 33409

Gentlemen:

Thank you for your generous contribution and support for my re-election. For the last 23 years I have been privileged to be a Circuit Court Judge and it has been one of the most rewarding and satisfying positions of public trust that one could hold. I am most grateful and humbled by the faith, trust and confidence you have placed in me.

I look forward to seeing you very soon so that I may personally thank you all.

With warmest personal regards,

*[Signature of Richard I. Wennet]*  
Richard I. Wennet

RIW/ds

P:\DOCS\11559\00015\LTR\11Z4846.DOC

*DEAR JOHN, YOUR ENDORSEMENT IS PROBABLY THE MOST IMPORTANT ONE THAT I HAVE RECEIVED. THANKYOU SO VERY MUCH FOR YOUR MOST GENEROUS CONTRIBUTIONS AND PLEASE PASS MY RESPECTS TO YOUR ENTIRE STAFF AND ORGANIZATION. Rich*

*Donald W. Fleming, Sheriff*

10 Collierwood Ct.  
Palm Coast, FL 32137  
(386) 831-1892  
[www.reelectdonflaming.com](http://www.reelectdonflaming.com)

August 28, 2008

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

Dear Mr. Kazanjian:

I would like to take this opportunity to express my sincere thanks to you and the Police Benevolent Association for your generous donation to my campaign for re-election. Your personal support and confidence in me is greatly appreciated.

Thank you again for your kind donation and your strong show of support for my re-election as Sheriff of Flagler County.

Sincerely,

*[Signature of Donald W. Fleming]*  
Donald W. Fleming  
Sheriff

Political Advertisement Paid for and Approved by Donald W. Fleming, Republican, for Flagler County Sheriff.  
Re-elect Donald W. Fleming, Sheriff.





Paulette Burdick

August 6, 2008

Dear President Karanjan,  
On behalf of the students in PBC,  
I want to express my appreciation to the  
committee and PBA members for the  
generous scholarship program.  
Your efforts will enable students  
to fulfill their dreams of continued  
education and preparation for  
responsible citizenship.  
Respectfully,  
Paulette



**Special Olympics**  
Florida  
Palm Beach County

April 1, 2008

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

Dear West Palm Beach P.B.A.:

On behalf of Special Olympics Palm Beach County, I would like to thank you in advance for your support of our athletes and the Law Enforcement Torch Run for Special Olympics. Your generous donation in the amount of \$250.00 (check #2348) will influence the lives of children and adults with intellectual disabilities throughout Palm Beach County.

Through dedication and teamwork at Special Olympic Palm Beach County training and sporting competitions, our athletes learn sense of community, cultivate stronger family relationships, and develop a heightened self-confidence. Your support plays an important role not only for developing sports skills, but also teaching life skills - truly a gift of life.

Our athletes are achieving miracles everyday and your kindness makes that possible. Thank you again for your support.

Sincerely,

*Richard B. Fleming*

Richard B. Fleming  
County Coordinator  
Special Olympics Florida  
Palm Beach County

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**PALM BEACH COUNTY ASSOCIATION  
OF CHIEFS OF POLICE, INC.**

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BOYNTON BEACH

SECRETARY  
CLARENCE WILLIAMS, III  
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RIVIERA BEACH

TREASURER  
FRANK KITZEROW  
CHIEF OF POLICE  
JUPITER

IMMEDIATE  
PAST PRESIDENT  
JAY C. PICKENS  
CHIEF OF POLICE  
PALM SPRINGS

August 13, 2008

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

Dear Participants,

On behalf of the Palm Beach County Association of Chiefs of Police, please accept the enclosed certificate as a small token of our thanks for your assistance with the 2008 Florida Police Chiefs' conference.

Your support made all the difference and helped make it an outstanding success for all who participated.

Sincerely,

*Stephen J. Stepp*

Chief Stephen J. Stepp  
President

SJS/amm



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BENEVOLENT FUND, INC.**  
2328 South Congress Ave. Suite 2C  
West Palm Beach, FL 33406  
Office: 561.969.0729 ~ Fax: 561.969.1059



September 3, 2008

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

Ref: 2008 Palm Beach County Heroes Golf Tournament

Greetings:

On behalf of the Palm Beach County Sheriff's Office and Professional Firefighters/Paramedics Benevolent Fund, Inc. we would like to thank you for your generous donation to the Heroes Golf Tournament, held August 16, 2008 at PGA National Resort and Spa.

Through the generosity of businesses such as yours, we were able to raise over \$20,000.00 to help benefit the three families of our fallen brothers.

Thanks again for your support.

Professional Firefighters/Paramedics Benevolent Fund, Inc. is a non-profit 501(C)3 organization.

A COPY OF THE OFFICIAL REGISTRATION (KCH25208) AND FINANCIAL INFORMATION MAY BE OBTAINED FROM THE DIVISION OF CONSUMER SERVICES BY CALLING TOLL-FREE (800-435-7352) WITHIN THE STATE. REGISTRATION DOES NOT IMPLY ENDORSEMENT, APPROVAL, OR RECOMMENDATION BY THE STATE.





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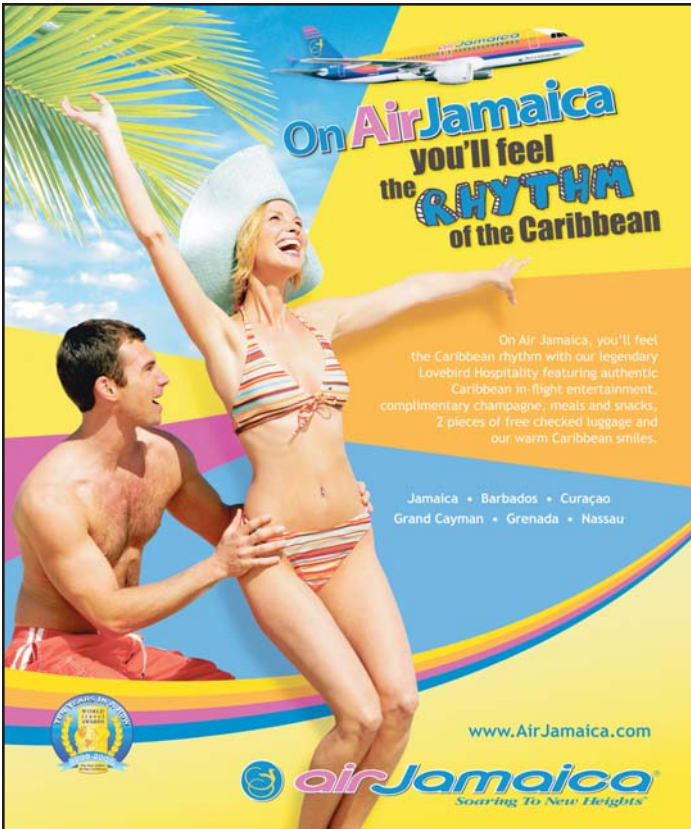
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