



"The voice of local law enforcement"

CODE THREE

Official Publication of the Palm Beach County PBA

FALL 2020



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Governor DeSantis proposes act that protects police against protestor disorder and mayhem



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- Confirm with Payroll that they have received all applicable forms for deferral into your 457(b), and that all other retirement paperwork was properly completed.

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STOP BY THE PALM BEACH COUNTY PBA AND GRAB YOURS BEFORE THEY'RE GONE!



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See our blog at helpingheroesretire.com to find actionable insights for first responders about retirement.

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Get in on the Act



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Governor DeSantis announced the Combatting Violence, Disorder and Looting and Law Enforcement Protection Act on Sept. 21. The legislation he has proposed for the 2021 Florida session gives officers the backing and resources needed to address the challenges to public safety that have become more dangerous in the past few months.

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An endorsement from the governor



JOHN
KAZANJIAN

Forget those people talking about defunding the police. We have seen some big-time expression of depending on the police.

All the way to the top.

I'm talking about Governor DeSantis, who announced the "Combatting Violence, Disorder and Looting and Law Enforcement Protection Act" on Sept. 21. Details of this groundbreaking proposal can be found in the story beginning on page 16. The governor really stepped up with a

plan that calls for new criminal offenses for disorderly protests resulting in rioting, looting and violence and increased penalties for those who do so. And it actually includes the words, "no defund the police permitted" in its protection measures.

The governor is only the latest to reinforce the power of the police. And the police endorsement. In the August primary, 99 percent of the candidates we endorsed won their races. A lot of these candidates who insist they don't want the police endorsement are full of crap. As I said, 99 percent of those who we endorsed won.

And the one guy we withdrew our endorsement from lost. Michael Weinstein went back on his word he gave us when we interviewed him for an endorsement for state representative. So we pulled it. And he lost. We didn't even go negative on him. Once we withdrew, that was it.

Defunding the police is a false narrative. The politicians say that everybody wants to defund the police. But the polls say that 90 percent of people still love the police. They still want the protection.

It's the American way to protect the people. If they take away the thin blue line, who is going to protect them? The people understand it. You see it in the media: The protests are disrupting business and people's lives. They don't want that.

We all know there is a right way to protest. These people should have protested peacefully. We have seen what happened when rioters took over the peaceful protests in Portland, New York and Chicago. They are hijacking these protests and, guess what, people are getting sick and tired of it. That will be reflected on Election Day; we're going to see it even more on Nov. 3 if they keep rioting and the protests aren't peaceful. I'm telling you right now. The people are going to vote their conscience.

I think the governor saw the virtue of defusing the defunding talk when he announced the Law Enforcement Protection Act. Right from the beginning, we were on this. We held that roundtable discussion with more than 25 of our unit reps on June 24 to get a lot of information out there about how to respond to the defunding talk.

What they need to be talking about now is more training and resources to handle mental health issues. That was our No. 1 topic. We only get trained eight hours a year in dealing with mental health issues, but if they want us to keep doing this, we need a lot more than that.

And they better open the state facilities to help the mental health patients. The only state facilities they have are the county jails. So these people wind up either living on the street or living under a bridge. That's not right. These people with mental illness, they need some help.

We do have elected officials who are hearing us and supporting our position on defunding. Lake Worth Commissioner Scott Maxwell asked for our input about a resolution he is writing to give more funding to the police for training, including de-escalation training, and more education about how to handle mental health issues.

You see, they are sick and tired of hearing the defunding talk. They are sick and tired of the anarchists.

I know, because we have been getting bombarded for our endorsement. The candidates who won the primary called us right away and asked us to meet with them. Democrats are asking for endorsement, too. We are OK with it. We gave out all the endorsements and we're going to prevail again. And we're not going after anybody negatively because they haven't crossed that line. But if somebody comes out and starts preaching about defunding the police, we will go after that individual.

We know one elected official who will never, ever talk about defunding. That would be President Trump. On Aug. 7, I had the privilege of appearing on the *Fox News* network to present the Florida PBA endorsement of the president on "Fox & Friends." And then I joined the National Association of Police Organizations (NAPO) to meet with the president in the White House to give him their endorsement.

Here's a guy who has our backs. Just like Governor DeSantis. So forget all those people who are talking about defunding us, because we have so many people who are defending us.

As always, stay safe. And don't forget to vote on Nov. 3.

Kaz

JOHN KAZANJIAN
PBCPBA PRESIDENT

PALM BEACH COUNTY PBA

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Several of our members have incorrect information on file with the PBA office. Please check with your fellow officers to see if they receive the magazine and if not, please email angela@pbcpsba.org to update your information.



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What happens when the pandemic hits home?



GREG ALLEN
SERGEANT-AT-ARMS

For those who still believe the COVID-19 pandemic is not real, it doesn't get any more real than this:

I had it in July. I got it from either my mother or my father, who both had it. They were both hospitalized for it. As was I. And then my son, who is with PBSO, tested positive for the coronavirus in August. He lives with me, so I went back into quarantine for another two weeks.

I see a lot of people around here who are still not wearing masks and not taking the pandemic as seriously as they should be. Please, take it seriously. Wear your mask. Maintain social distancing. And if you don't have to go out, stay at home.

I know it's hard. But you know what is harder. When you actually get the virus.

I was in the hospital and the doctor came in to tell me that my breathing was kind of shallow. He said I was in the first stage of a respiratory disease and working my way toward trouble. Then, I developed full-blown pneumonia. I had to fight through that and needed the help of a breathing machine to strengthen my lungs and get my oxygen levels back up. I was one of the lucky ones.

I wish I had taken it more seriously. But you never know when somebody might bring it into your household. That's probably what happened in my mom and dad's house. My mother contracted it first, then my father got it. Being around them, I got it pretty quickly.

And when it gets into your system, it progresses so fast. That's the scary thing about this virus. I was diagnosed on a Tuesday. By that Friday, I was on my way to the hospital.

When my father went into the hospital in mid-July, he was doing pretty well. I was talking to the nurses, and they thought his breathing was going OK.

And then on July 27, Marvin Allen succumbed to COVID-19 a couple of months before his 78th birthday. My father never returned home from the hospital. So I want all our members and their family members to do something to honor my father. Take this virus seriously. Not only for yourself, but for everybody around you.

We weren't able to have my dad's funeral until Aug. 29. And that was the same day my son, Sedrick, tested positive. More people need to realize that there's a lot of misinformation surrounding this serious disease. That's why you need to adhere to wearing your mask, keeping your distance and staying home as much as you can.

Now, I realize you still have to do your job. So there's no real way of balancing it. We in law enforcement understand

that it's another one of those daily risks we take. But outside the job, we can take more precautions. Take it seriously and don't put yourselves or your family more at risk once you get home.

You can take it seriously by setting a good example, wearing your mask at all times and keeping your distance. If you don't, the next person could be you. We lost two of our members in PBSO corrections within two weeks of each other to COVID-19. It happens that fast.

My mother, Doris Allen, turned 78 on Sept. 19. The crazy part is that when she got out of the hospital in July, she started having nosebleeds. We had to take her back to the hospital, and they rushed her into surgery. They found that when they swabbed her nose to administer the COVID test, they ruptured blood vessels in her nasal cavity.

On Sept. 26, she finally cooked her first real meal since getting the virus. Mom is doing much better, so I am issuing an all-points bulletin on her behalf: Take this virus seriously. It's real.

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Abolishing qualified immunity



ANGELA
BRIGGS

There has been a lot of buzz about abolishing qualified immunity lately, but what might that look like at the state level? If the states are, as Supreme Court Justice Louis Brandeis once said, “the laboratories of democracy,” then our first test lab for abolishing qualified immunity is now open.

Federal law provides individuals with the right to sue government employees for civil rights and constitutional rights violations (43 U.S. § 1983). Because the cause of action arises under federal law, plaintiffs must bring these lawsuits in federal court.

The doctrine of qualified immunity shields police and other government officials from legal liability unless the plaintiff can show that the rights that were violated were clearly established. In practice, this means that even if it is shown that the officer did violate the plaintiff’s constitutional rights, there must be a case directly on point with the same facts in order to show that the right was “clearly established.” This requirement bars most lawsuits against police officers from moving forward in federal court.

Qualified immunity is not written in any statute — this protection was created by what some might call activist Supreme Court justices; see *Pierson v. Ray* (1967); *Wood v. Strickland*, (1975); *Harlow v. Fitzgerald*, (1982); and *Anderson v. Creighton*, (1987).

This summer, Colorado became the first state to create a new cause of action for deprivation of rights and specifically provide that “qualified immunity is not a defense.” Lawyers and law enforcement agencies are keeping an eye on Colorado, as it may serve as the model for other states that want to follow suit.

Colorado’s Enhance Law Enforcement Integrity Act allows plaintiffs to sue police officers for deprivation of rights or for failure to intervene when those rights are violated and explicitly provides that qualified immunity is not a defense to liability. Interestingly, this law provides for prevailing party attorneys’ fees — meaning that the loser pays the other side’s legal fees (although the plaintiff only pays the defendant’s fees if the action is found to be frivolous). The law has a two-year statute of limitations.

Under this law, the agency is required to fully indemnify the police officer for any claims made. However, if the agency determines that the officer did not act reasonably and in good faith that the action was lawful, then the officer would be personally responsible for the lesser of 5 percent of the judgment or \$25,000 — with the agency paying for 95 percent or the remainder of the judgment. There is an additional caveat: The agency does not have to indemnify an officer who is convicted of a criminal violation for the conduct from which the claim arises. It is unclear what kinds of related criminal convictions would trigger this provision.

None of this affects the rights of Coloradans to bring section 1983 cases in federal court where qualified immunity would still be a potential bar. However, this is an additional vehicle that plaintiffs can use to bypass qualified immunity to bring claims against police officers and agencies.

We will wait to see if this new cause of action which provides attorneys’ fees to the prevailing party results in a flurry of new litigation against police officers and whether other jurisdictions adopt this approach.

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Are unfair labor practices unfair?



LARRY FAGAN

Chapter 447 of the Florida Statutes is entitled: “Labor Organizations,” and Chapter 447.01(1) states:

Because of the activities of labor unions affecting the economic conditions of the country and the state, entering as they do into practically every business and industrial enterprise, it is the sense of the Legislature that such organizations affect the public interest and are charged with a public use. The working person, unionist or nonunionist, must be protected. The right to work is the right to live.

Under Chapter 447, there are very specific types of instances whereby labor organizations (or management) can file what is known as an Unfair Labor Practice (or ULP).

Section 447.501 on unfair labor practices

1. (1) Public employers or their agents or representatives are prohibited from:
 - (a) Interfering with, restraining, or coercing public employees in the exercise of any rights guaranteed them under this part.
 - (b) Encouraging or discouraging membership in any employee organization by discrimination in regard to hiring, tenure, or other conditions of employment.
 - (c) Refusing to bargain collectively, failing to bargain collectively in good faith, or refusing to sign a final agreement agreed upon with the certified bargaining agent for the public employees in the bargaining unit.
 - (d) Discharging or discriminating against a public employee because he or she has filed charges or given testimony under this part.
 - (e) Dominating, interfering with, or assisting in the formation, existence, or administration of any employee organization or contributing financial support to such an organization.
 - (f) Refusing to discuss grievances in good faith pursuant to the terms of the collective bargaining agreement with either the certified bargaining agent for the public employee or the employee involved.
- (2) A public employee organization or anyone acting in its behalf or its officers, representatives, agents, or members are prohibited from:
 - (a) Interfering with, restraining, or coercing public employees in the exercise of any rights guaranteed them under this part or interfering with, restraining, or coercing managerial employees by reason of their performance of job duties or other activities undertaken in the interests of the public employer.
 - (b) Causing or attempting to cause a public employer to discriminate against an employee because of the employee's membership or nonmembership in an employee organization or attempting to cause the public employer to violate any of the provisions of this part.
 - (c) Refusing to bargain collectively or failing to bargain collectively in good faith with a public employer.
 - (d) Discriminating against an employee because he or she has signed or filed an affidavit, petition, or complaint or given any information or testimony in any proceedings provided for in this part.
 - (e) Participating in a strike against the public employer by instigating or supporting, in any positive manner, a strike. Any violation of this paragraph shall subject the violator to the penalties provided in this part.
 - (f) Instigating or advocating support, in any positive manner, for an employee organization's activities from high school or grade school students or students in institutions of higher learning.

(3) Notwithstanding the provisions of subsections (1) and (2), the parties' rights of free speech shall not be infringed, and the expression of any arguments or opinions shall not constitute, or be evidence of, an unfair employment practice or of any other violation of this part, if such expression contains no promise of benefits or threat of reprisal or force.

Some of this text has even been memorialized in the Florida Constitution Article 1, Section 6 titled “Rights to Work.”

One of the tools in our toolbox is the ability to file a ULP under Chapter 447. The legislature created the Public Employees Relations Commission (or PERC) as the state agency that sets the public sector labor standard to hear labor disputes and (try to make a good faith effort for) harmonious labor/management relations throughout the state.

When a ULP is filed using one of the sections of Chapter 447 that is alleged to have been violated, PERC first determines if the claim is sufficient, with a notice of sufficiency. If your cause of action gets through the sufficiency stage (almost like a finding of probable cause, fair or not), PERC has agreed to allow the matter to go to a hearing. Your matter can also be dismissed summarily. That is, the commission's general counsel can dismiss the matter (subjectively) before it is even heard.

These matters typically involve the filing of sworn affidavits (usually by the PBA reps). PERC general counsel will determine legal sufficiency before a hearing is even scheduled regardless of whether there is actual merit to the charge with the supporting affidavits.

We have six months from the last event giving rise to the ULP to file it. This is a very (unfair) short amount of time compared to the statute of limitations in most other actions. If PERC's general counsel finds the cause sufficient to proceed to hearing, a hearing between the parties on a violation of Chapter 447 can be scheduled. These matters have to be drafted specifically and delicately because the loser can be assessed attorneys' fees against it. That is, being ordered to pay your adversary's fees and costs, which can potentially run into thousands of dollars. Therefore, we want to get these right well before filing.

In 2012, the Florida Supreme Court set the standard that PERC continues to use involving certain ULPs. The charging party must show that:

1. they engaged in protected activity;
2. thereafter, they were subjected to an adverse employment action by their employer; and
3. there is a causal link between the protected activity and the adverse employment action. (*Koren v. School Board of Miami-Dade County*, 97 So. 3d 215 [Fla. 2012]).

After a hearing on a charge that is found sufficient, the parties brief their closing arguments in writing and PERC makes a finding. The finding can include reinstatement of employment, back pay or simply a posting of a public notice of the sustained violation. PERC may also award attorneys' fees to the prevailing party and costs of the litigation. PERC may make a determination that the original charge was without merit, frivolous or unreasonable. While these determinations by PERC may be considered fair or unfair, they can be quite costly and daunting. As a result, ULPs should best be filed when we have the clearest chance of prevailing, with the preparation being more than extensive and thorough to ultimately obtain the fairest result possible.

Board of Directors Meeting Attendance - Thursday, Sept. 17, 2020

EXECUTIVE BOARD

John Kazanjian.....X
 Ernest W. George.....X
 Rick McAfee.....X
 Lou Penque.....X
 Kevin Igo.....EXCUSED
 Greg Allen.....EXCUSED
 Larry Fagan.....X
 Angela Barbosa.....X
 Brennan Keeler.....X
 Katie Mendoza.....X

Boynton Beach

Cory Herny.....EXCUSED
 Daniel Dugger.....X
 Rayner DeLosRios.....X
 Jermaine Jones.....X
 Gladys Cannon, Appt'd.....X

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Meer Deen.....X
 Edward McCabe.....X
 Vincent Gray.....X
 Aaron Siegel.....EXCUSED
 Brian Cambell, Alt.....X
 Michael Cianciaruli, Alt.....X

FAU

William Hernandez.....EXCUSED
 Miguel Cardona, Alt.....

Highland Beach

Rick Wentz.....X
 Jeffrey Miller, Alt.....X

Juno Beach

Kevin Coppin, Appt'd.....X

Jupiter

Scott Kimbark.....
 Jonathan Gentile.....X
 Salvatore Mattino.....
 Paul Gundlach, Alt.....X
 Jason Alexandre, Alt.....X

Jupiter Island

Matthew Potsko, Appt'd.....EXCUSED

Lake Clarke Shores

John Connacher.....X
 Antonio Gerena, Alt.....

Lantana

Shawn Johnson.....X
 Troy Schaaf, Alt.....X

Manalapan

Nicolbe "Colbe" Hernandez, Appt'd.....X
 John Mammino, Appt'd.....X

MCSO - Law Enforcement

Karl Nelson.....X
 Jon Hanton.....
 Bradley Spencer.....X
 Michael McMahan.....EXCUSED
 Kenneth Youngblood.....X
 William Weiss, Alt.....EXCUSED
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MCSO - Corrections

Michael Trimble (RES/RET).....X
 Samuel Haidy.....EXCUSED
 Edward Burke.....X
 William Evans.....X
 Lawrence Lutrin, Alt.....X

Martin County Tax Collector

Ronnie Berrios, Appt'd.....X

North Palm Beach

Joseph Yungk.....X

Ocean Ridge

Jimmy Pilon.....
 Mario Galluscio, Alt.....X

School Police (Palm Beach County)

Kevin O'Sullivan.....X
 Alexander Lopez.....EXCUSED
 Michael Lynch, Appt'd.....X

PBSO - Law Enforcement

Daniel Glisson.....X
 Carlos Ugalde.....X
 Michael Kennedy.....X
 Layford "Brandon" West.....X
 Marlow "Butch" Altonen.....X
 Kevin Lindardos, Alt.....X
 William Gale, Appt'd Alt.....EXCUSED
 John Kazanjian, II, Appt'd.....X
 Alex Nunes, Appt'd.....X
 Jason Johnson, Appt'd.....X
 Cory Gray, Appt'd.....X
 Ruben Cruz, Appt'd.....X
 Michael Sasson, Appt'd.....X
 John McGuire, Appt'd.....EXCUSED
 Anthony Johnson, Appt'd.....X
 Matt DeJoy, Appt'd.....
 Chris Caris, Appt'd.....X
 Ryan Mugridge, Appt'd.....X
 Jason LaForte, Appt'd.....EXCUSED
 Adolf Alexandre, Appt'd.....X

PBSO - Corrections

Barry Hilton.....
 Michael Santoro.....X
 William Pinto.....X
 Melvin Cribbs.....X

Thomas Jordan.....X
 Cheryl Melvin, Alt.....X
 Gwendolyn Wattlely, Alt.....X
 Robert Tozzi, Appt'd.....X

PBSO - Civilians

Sallyann Josef.....X
 John Costello.....X
 Kristen Kazanjian.....EXCUSED
 Amy Cisco.....X
 Heriberto Aviles.....X
 Abby Bernstein, Alt.....X
 Janet Zink, Alt.....X
 Tequesta McKinney James, Appt'd.....
 Kayai Graham, Appt'd.....EXCUSED
 Ray Griffith, Appt'd.....X
 April Ross, Appt'd.....EXCUSED
 Y Diane Baker, Appt'd.....X
 Lori Brillinger, Appt'd.....EXCUSED
 Kristine Denzel, Appt'd.....EXCUSED
 Angela Lipinski, Appt'd.....EXCUSED

Palm Beach Gardens

Randy Buntin.....X
 Peter Reynolds.....X
 Brian Tiyaloglu.....X
 Christopher Baez.....X
 Brian Nauss, Alt.....X
 Dorian Hawkins, Alt.....X

Palm Springs

Ralph Fequiere.....EXCUSED
 Sean Grant, Appt'd Alt.....X
 John Gee, Appt'd.....X
 Kristopher Kubiak, Appt'd.....X

Riviera Beach

Jeremy Summers.....X
 Nir Mordechay.....X
 Michael Brown.....X
 Kenneth Jones, Alt.....X

Stuart

David Duran, Appt'd.....EXCUSED
 Christopher Ruediger, Appt'd Alt.....X

Tequesta

Raymond Korkowski.....X
 Matthew Muniz, Alt.....X

West Palm Beach

Dennis Hardiman.....X
 Michael Ferrera.....X
 Charles Branch.....X
 James Louis.....X
 Christopher Nebbeling.....X
 Jay Donde, Alt.....
 John Rebholz, Alt.....X
 William Devito, Appt'd.....

Welcome, New PBCPBA Members

JULY 2020

NAME	AGENCY
CHRISTOPHER ABBOTT	PBSO
RICHARD ADAMS JR.	PBSO
ALEJANDRO ALBOR	PBSO
JOSHUA ALLEN	PBSO
NICOLE BITNER	PBSO
RICARDO CARRENO	PBSO
JAMES COPPOLA	PBSO
JONATHAN CUTLER	PBSO
JEAN DEMOSTHENES	PBSO
BENOIT DORMEUS	PBSO
KENNY DORT	PBSO
KIMBERLY GARCIA	PBSO
JOSEPH GARRITY	MCSO
ADANELLY GONZALEZ	PBSO
AUSTIN GUERIN	PBSO
CHRISTOPHER HAMPTON	PBSO
KENNETH HOLLINS	PBSO
TRINA JOHNSON	PBSO
JAMIE KELLER	PBSO
JARQUEVIS LAUGHLIN	PBSO
AUSTIN LERMOND	PBSO
MICHAEL MACK JR.	PBSO
DANIEL MARTINEZ	PBSO
ALEXANDRE MOREIRA	PBSO
VANETA MORRISON	PBSO
JENNA PETTI	PBSO
EDSON TASSY	PBSO
BARBARA THOMAS	PBSO
THOMAS TORRES II	PBSO

CODY WEBER	PBSO
ROTTY NHUONG	NORTH PALM BEACH

AUGUST 2020

NAME	AGENCY
MICHAEL BALAK	MANALAPAN
AUSTIN DEBRUYNE	HIGHLAND BEACH
JUDITH DECORSE	PBSO
LAUREN LISBOA	PBSO
JAEVERY MCFADDEN	RIVIERA BEACH
CHARLES MORRIS JR.	PBSO
RILLEY NOBLE	JUPITER
BRANDON O'KEEFE	PBSO
TARA O'LEARY NEARING	PBSO
JOSEPH PLESS	MCSO
STEPHANIE THOMAS	PBSO

SEPTEMBER 2020

NAME	AGENCY
KATHERINE DE JESUS	PALM SPRINGS
MARK DUPREE	JUPITER ISLAND
STACY FALLON	PALM SPRINGS
RAYMOND GONZALEZ	PALM SPRINGS
THOMAS HAWORTH	P.B. COUNTY SCHOOL POLICE
STETSON MARSH	OCEAN RIDGE
ALBERT MCCARTHY	WEST PALM BEACH
ANGELA POWELL	PBSO
LUIS RESTO	PBSO
DELVIS SANTANA	LANTANA
ADAM SEHAYIK	P.B. COUNTY SCHOOL POLICE
TAMMY SERAFINI	JUPITER ISLAND

Honoring Retired Members

NAME	RETIREMENT DATE
ROBERT KNIFFIN	MAY 1, 2020
JACOBA PIERCE	MAY 25, 2020
SIMON BARNES IV	JUNE 1, 2020
WILPIDIO PINTO	JUNE 1, 2020
MICHAEL BLAKE	JUNE 28, 2020
CARLOS NIEVES	JUNE 30, 2020
DELANCY HAFF III	JUNE 30, 2020
KEVIN MCCOY	JUNE 30, 2020
DAVID BRADFORD	JULY 1, 2020
GWENDOLYN PETERSON	JULY 1, 2020
DANIEL RUSSELL	JULY 15, 2020

NAME	RETIREMENT DATE
RONELL BARRIOS	JULY 16, 2020
DANIEL BURROWS	JULY 31, 2020
JANET GREGORIO	JULY 31, 2020
RICHARD O'CONNOR JR.	JULY 31, 2020
MARK PONA	AUG. 4, 2020
CHRISTOPHER MYERS	AUG. 11, 2020
CHRISTOPHER DUNN	AUG. 15, 2020
SANDRA DROWN	AUG. 17, 2020
LORINDA BROBERG	AUG. 20, 2020
DAVID SCHERER JR.	AUG. 30, 2020
DANIEL AMERO	SEPT. 16, 2020
MARLA GALINDEZ	SEPT. 18, 2020

Remembering Deceased Members

NAME	AGENCY	DATE OF PASSING
MAURICE FORD	PBSO CORRECTIONS	AUG. 27, 2020
ANGELA CHAVERS	PBSO CORRECTIONS	SEPT. 12, 2020

By walking away from contract talks, the city of West Palm Beach turned its back on our underpaid and understaffed police force

■ BY DENNIS HARDIMAN

WEST PALM BEACH PBA PRESIDENT

In June 2019, a new chief of police was hired at the West Palm Beach Police Department. One of the first things our chief looked at was our manpower.

During the next several months, a study found that our police department was severely understaffed for a city the size of West Palm Beach. The study also reported that the police department was failing to attract experienced officers or recruit top quality candidates to fill vacant positions. The reason was our starting salary was one of the lowest in the county.

Four months later, command staff and union representatives met with newly elected Mayor Keith James and the city administrator at the time, Jeff Green. Both were presented with police department manpower needs and starting salaries throughout Palm Beach County. Mayor James agreed that a 10 percent market adjustment would enable the police department to attract and retain officers. City administrator Green and the union began working on the terms of a memorandum of understanding (MOU) for the market adjustment.

On Oct. 8, Green resigned as city administrator.

Following his resignation, an MOU was created by the union to adjust officers' salaries by a mutually agreed upon 10 percent. With this market adjustment, the police department hoped to fill its many vacant positions by attracting certified officers from other agencies and retain current officers.

On Jan. 3, a new city administrator, Faye Johnson, was hired.

On Jan. 27, a meeting was scheduled with the West Palm Beach Police Department Union, the police department administration and the city administration for the purpose of discussing the 10 percent adjustment, the MOU from 2019. **At the last minute, however, the meeting was canceled by the city.** Johnson said that the 10 percent hike was not going forward and that any adjustments would be negotiated during upcoming contract negotiations.

On Feb. 18, new contract negotiations began. The union and the city's chief human resources officer discussed non-monetary articles. The city administrator was not present.

On Feb. 20, the union met with the city administrator. The union, however, was advised that the city would not discuss any monetary contract articles until after June 1, when the city had preliminary property tax information.

On March 4, the union and the chief human resources officer met and tentatively agreed to all non-monetary articles. The city administrator was not present.

On June 18, the union met again with chief human resources officer and the city administrator. The union was asked to present its top five "monetary wants in the contract." The union provided is top five.

On June 24, the city canceled another meeting.

On July 13, the union met with the chief human resources officer and the city administrator. The union was presented with budget updates, but no contract negotiations were discussed.

On July 30, the city canceled a scheduled meeting.

On Aug. 4, the city canceled a scheduled meeting.

On Aug. 11, the city canceled a scheduled meeting.

On Aug. 18, the city canceled a scheduled meeting.

On Aug. 21, the city canceled a scheduled meeting.

Finally, on Aug. 27, the union once again met with chief human resources officer and the city administrator. This was the first and only time the city provided the union with a monetary proposal — a proposal that included increases ranging from 3 to 5 percent, depending on where officers were in the Step Plan. These increases did not include supervisors or civilian PBA members.

The union provided ideas to find money within the city's budget to add to the increases, but the city balked, claiming that, due to COVID-19, the revenue shortfall was between \$5 to \$10 million.

The union then asked why the revenue shortfall could not be taken from emergency reserves, a question that was met with the following response from the city's negotiator: "I would not recommend that to the commissioners."

The union then countered this response by saying that COVID-19 is a global pandemic — an emergency — and the purpose of emergency funds is for just that, an emergency. By tapping these funds, the city would not need to lay people off, fire people or furlough employees to make up any revenue shortfall. The city, however, seems to care more about its bond ratings than its employees.

The union's second proposed option to the city was to have the Community Redevelopment Agency (CRA), which has its own (FY20) \$143 million budget, pay a larger portion toward officers' salaries and benefits than they currently do for the officers working in CRA areas. The CRA encompasses a portion of the city where 50 percent of its violent crimes occur. The police department developed special teams to saturate this area to combat violent crimes, and since this implementation, which coincided with the hiring of a new chief, violent crimes and homicides are down 50 percent.

During the Aug. 27 meeting, the union requested a five-minute caucus to consider the city's monetary proposal.

The city administrator left the meeting, exited the building and did not return to the table. The union was ready to continue bargaining, but the city administrator never came back to hear the union's thoughts on the proposal or a counter-offer.

On Sept. 2, the union received a letter from the city administrator declaring an impasse.

While the country prepared to celebrate Labor Day weekend, the city of West Palm Beach issued a press release on the impasse in contract negotiations. Their rationale was that "the city, in good faith, believes it [has] no other responsible choice but to declare impasse," a slap in the face to the exceptional women and men serving the West Palm Beach Police Department.

On numerous occasions, the West Palm Beach PBA attempted to meet with the city for the purpose of contract negotiations. Many negotiation dates were set, and ultimately canceled by the city. Time and time again, the city failed to bargain in good faith with the PBA collective bargaining unit. And, *for the first time in history*, the city decided to cease all talks and declare an impasse.

Our success in achieving significant crime reduction is a testament to the skill of our police officers and essential workers, who are dealing with unprecedented challenges. When the city needed us, we were there 24/7.

But our continued crime-fighting success largely depends on manpower and resources. Despite our active recruitment efforts, our most recent application process yielded about 10

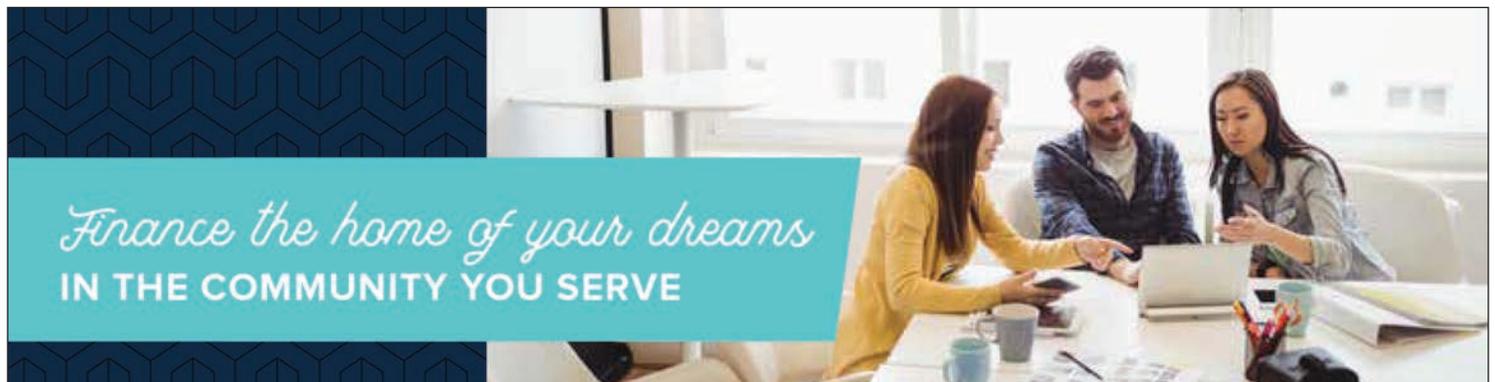
qualified applicants. In previous years, the efforts averaged more than 40 qualified candidates. This significant decrease is directly linked to low starting salary.

During the course of this past year, numerous West Palm Beach officers have departed the agency due to low pay. The department ranks 18th in Palm Beach County for compensation, yet our officers have enhanced public safety in West Palm Beach.

The city conducted an overtime audit for the police department, the results of which showed a few officers' salaries were more than \$200 thousand this past year. The simple explanation for a high salary is a severe lack of manpower. The entire police department is understaffed for a city the size of West Palm Beach. The department has a minimum staffing requirement for patrol to keep residents safe, and shifts can hire between one to four officers daily to reach minimum staffing requirements that arise with officers on vacation, officers being sick or an officer being out of work with an injury.

All budgetary decisions are tough. But the public must ask city leaders if choosing to diminish ranks and underpaying police officers is the right choice right now with all the challenges in public safety. Attracting, hiring and retaining the best qualified officers is paramount to keeping West Palm Beach safe.

We have never turned our backs on our city. We ask the city not to turn its back on us. Come back to the negotiating table, and together we can hire officers committed to protecting our community.



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News from your reps

Reports from Palm Beach County and Martin County units

Bravery in blue keeps three from being lost at sea

On July 12, at approximately 1:20 p.m., Northern Municipal Regional Communications Center (Northcom) received multiple 911 calls of two jet ski operators who were separated from their craft in the ocean during heavy rain near Carlin Park. Due to the inclement weather, the 911 callers were losing sight of the jet ski and the occupants who were drifting north in the ocean.

With the recent switch of Tequesta Police Department's Communications center to Northcom, Tequesta Police was able to quickly receive this distress call, along with Jupiter Police Department, and was able to assist them with the rescue operation. Tequesta Police Marine Unit arrived on scene within minutes and rescued two people from the water and escorted another jet ski with one operator back to Burt Reynolds Park to safety. If not for the bravery and heroism of these officers,

the subjects could have been lost at sea due to the inclement weather conditions.

Police Chief Gus Medina commended Sergeant Ray Korowski and Officer Thomas LaGrega for their quick action and heroism. Chief Medina also thanked Northcom staff for their professionalism and their ability to provide crucial information during this emergency call.

Tequesta Police recently partnered with Northcom, which enables multiple agencies to communicate in real time.

"The real-time communication between all agencies in the north Palm Beach County area is a game changer for us and an exceptional enhancement to public safety," Chief Medina added.

Getting on the right foot

Palm Beach County Sheriff's Office members donate miles of support with 281 new pairs of shoes to children in need

■ BY KAREN JENKINS

For the past four years, PBSO Office Support staff member Abby Bernstein has initiated a charity-based fundraiser in her district.

Amid the pandemic, Bernstein knew she had to go all out for 2020. Her drive prompted a fundraiser from Aug. 17 to Aug. 31 benefiting In Jacob's Shoes, a charity that provides children in need with the opportunity to begin the school year with brand-new shoes.

PBSO collected new children's sneakers, dress shoes, sandals and cleats to donate to the charity. Members collected a total of 281 pairs of shoes, with 1,500 pairs of socks donated from Bombas.

"It's very exciting," she expressed. "The most fulfilling part is just being able to help people within our community."

After collecting the shoes, members from PBSO headed to the In Jacob's Shoes site in Broward County on Sept. 14 to drop off the donations.

The fundraiser was postponed from its typical April start date due to COVID-19. Bernstein decided a back-to-school event would be ideal for a charity with a mission of helping children.

"We said we wanted to go ahead and move forward," she relayed about the August fundraiser. "I got the green light to do it, so now 281 kids are going to have new shoes for this school year. This one really was exceptional."

Bernstein loves encouraging the PBSO to give back to its community. Last year, members worked with Forgotten Soldiers Outreach, putting together care packages to send overseas.

In 2017 and 2018, Bernstein headed initiatives filling handbags with toiletries for homeless women and homeless veterans.

This year's collective effort from the PBSO, the Palm Beach County Sheriff's Foundation and the Lake Worth Walmart was



the key to success for the In Jacob's Shoes fundraiser, according to Bernstein.

"I think giving back is the greatest joy one can get," Bernstein affirmed. "We see that there are so many people in need within our community, so we try to do everything that we possibly can to assist. It brings us a lot of joy and satisfaction."



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A Welcome Act

Governor's announcement of the Law Enforcement Protection Act gives officers the necessary backing to properly stand up for public safety



Law enforcement officers respond to a demonstration on Lakeview Avenue in West Palm Beach.

■ BY MITCHELL KRUGEL

Flanked by the state's top legislative leaders and a detail of sheriffs, Governor Ron DeSantis readied to present the narrative that Florida law enforcement officers so desperately craved. The governor set his hands in that dual karate chop pose he strikes when he means business, then cited from his game-changing proposal for legislation to address the latest heinous threat to public safety.

Prohibition on violent or disorderly assemblies...third-degree felony for obstructing traffic during an unpermitted protest...RICO liability attaches to anyone who organizes or funds a violent or disorderly assembly...six months mandatory minimum jail sentence for striking a law enforcement officer during a disorderly assembly...offense and/or sentence enhancement for throwing an object during a violent or disorderly assembly that strikes a law enforcement officer...no "defund the police" permitted.

Cheers reverberated throughout agencies across Florida when DeSantis included these words and phrases in the Combating Violence, Disorder and Looting and Law Enforcement Protection Act he announced on Sept. 21 at the Polk County Sheriff's Office. Incoming Florida Senate President Wilton



"The legislation announced today will not only combat rioting and looting, but also protect the men and women in law enforcement that wake up every day to keep us safe," Florida Governor Ron DeSantis said at a news conference to announce the Law Enforcement Protection Act from the Polk County Sheriff's Office on Sept. 21.

Simpson and House Speaker-Designate Chris Sprowls joined the governor to confirm generating legislation to back law enforcement in the effort to fend off protest-empowered threats and challenges to the rule of law.

"Our right to peacefully assemble is one of our most cherished as Americans, but throughout the country we've seen that right being taken advantage of by professional agitators bent on sowing disorder and causing mayhem in our cities," DeSantis declared in his opening statement at this news conference. The governor then flashed an intense stare as he stated the importance of his intentions.

"I will not allow this kind of violence to occur here in Florida," he continued. "The legislation announced today will not only combat rioting and looting,

but also protect the men and women in law enforcement that wake up every day to keep us safe. I look forward to working with the Florida Legislature next session to sign this proposal into law."

In the act

The governor is not fussing around with a situation that quickly bubbled up following the death of George Floyd. On

May 31, DeSantis activated the Florida National Guard, deploying 700 soldiers to assist law enforcement agencies across the state and instructing the Florida Highway Patrol to mobilize 1,300 troopers to assist in policing actions.

Certainly, there have been a number of peaceful protests, like when hundreds marched on the Roosevelt Bridge in Stuart on May 31. But that same day, West Palm Beach Police engaged in a tense standoff with protesters in the downtown area. A curfew was called at 9 p.m., after which crowds began to vandalize the Palm Beach County courthouse and stores in the Palm Beach Outlets, resulting in the destruction of a Best Buy “Geek Squad” van.

The day before, a protest of a few hundred people at Lake Worth City Hall was peaceful until an American flag was ripped from a flagpole. Earlier that evening, there was a lengthy standoff between law enforcement and a smaller group of protesters near the Broward County Library. Officers were equipped with riot gear, including helmets and shields. Windows were broken in stores and government buildings, and a piece of artwork valued at \$58,000 was destroyed.

In Tampa, protestors gathered on Dale Mabry Highway began jumping on cars. In Tallahassee, protests turned violent with rocks and bottles thrown at police. On June 1, 300 protestors in Naples were peaceful until they started throwing water bottles at police officers and punched a police vehicle.

And on June 3, the FBI announced it had arrested in Miami and elsewhere groups of Venezuelans, Haitians, Cubans and Hondurans who were being paid to cause violence at demonstrations. Those arrested admitted they had been hired by unidentified activists, who even provided funds for transportation to the demonstrations.

Consequently, the executive branch of state government realized the urgency to stand with law and order rather than stand with the mob, as some elected officials have the past several months. DeSantis pledged as much when earning the PBA endorsement in his run for governor and confirmed that when he spoke to members from across the state at the annual South Florida PBA gala a few months after being elected.

And as much as he has advocated for law enforcement, no leader has stepped up for the police like Attorney General Ashley Moody. Florida’s top cop explained how conceiving the Law Enforcement Protection Act resulted from ongoing attentiveness to Back the Blue, the administration’s mantra that the state is only as strong its commitment to the women and men who enforce the rule of law.

“We routinely examine our laws to ensure that we are making our communities safer, and that means doing everything in our power to give law enforcement officers the tools to do their job,” General Moody reasoned about the impetus for the act.

Keep up the act

Section I of the act (New Criminal Offenses to Combat Rioting, Looting and Violence) and Section II (Increased Penalties) echo the way the administration approaches public safety.

“Personally, I believe we are protecting law and order,” Moody continued. “Working so closely with law enforcement officers, I know they sign up to do these jobs because they love and care about their communities. And they want to ensure that those in leadership – not just statewide, but mayors and city councils – have the backs of those who are trying to do that in a professional, noble way.”

Under Section II, the two planks underscore the administration’s acute understanding of how dangerous protests that turn violent can be for police officers. The first – Mandatory Minimum Jail Sentence – reads “Striking a law enforcement officer (including with a projectile) during a violent or disorderly assembly equals six months mandatory jail sentence. The second

– Offense Enhancements – stiffens penalties for throwing an object at a law enforcement officer or assaulting an officer during a violent or disorderly assembly.”

According to the attorney general, increased penalties spawned from feedback from law enforcement officers and leaders asking how to improve laws and mechanisms, not only to make communities safer but also those who protect and serve.

“In my personal discussion, not just with law enforcement leaders but also the rank-and-file officers throughout the state, I am really heartened by their professionalism and passion to do right by their communities,” General Moody asserted. “They want to hold themselves accountable to the highest standards for the profession.”

Evidence that the administration is listening can be found in Section III of the act, Citizen and Taxpayer Protections Measures. The first of four measures assures, “No Defund the Police Permitted,” and prohibits state grants or aid to any local government that slashes the budget for law enforcement services.

“Focusing on the common goal of all involved necessitates that if, in fact, we want to increase training, if, in fact, we want to recruit and retain higher-caliber law enforcement officers and if, in fact, we want to ensure that experts are available to assist as needed, all of that calls for increased resources,” Moody confirmed. “If we’re having an honest conversation about our goals, it cannot include a politically motivated defunding of our police forces.”

Act of faith

General Moody has more good news to report. In her meetings with Simpson and Sprows, they have confirmed being committed to ensuring police officers feel they have the support of their legislative leaders.

In the fourth and final point of Section III addressing “Bail,” the act proposes that no bail or bond until first appearance in court if charged with a crime related to participating in a violent or disorderly assembly and rebuttable presumption against bond or bail after first appearance. Enforcing this would certainly be a statement about elected officials’ commitment to addressing a significant concern for police officers making arrests at a disorderly assembly.

So the act packs some pretty strong language. But will it maintain its teeth as it progresses through the legislature during the 2021 session? Or will it be more bark than bite?

“When you have the governor and the two incoming legislative leaders holding a press conference to announce the proposal, it has some pretty strong legs and a good chance of passing,” Florida PBA Executive Director Matt Puckett commented. “Speaker Sprows and Senate President Simpson see what is happening. They are sending a message that you don’t mess with law enforcement. You don’t attack law enforcement. You don’t ambush law enforcement.”

Legislators – and law enforcement leaders for that matter – all agree that peaceful protesting is a necessary and welcome approach to voicing concerns. But when looking at protests, Puckett has heard that legislators see burning, looting and violent responses as a tough answer to solving the problems.

The Florida PBA has been having ongoing discussions about the elements of the act and has always wanted to see enhanced penalties for attacks on law enforcement. The groundwork appears to be laid with the bill workshopping through the Criminal Justice Committee in the House and having it become a committee-sponsored bill.

Law enforcement officers throughout Florida should also be heartened by how legislators are getting behind the act. It is not

CONTINUED ON PAGE 18

like the push for civilian review boards, which local legislators seem to be trying to turn into kangaroo courts.

“I think members should look at the top leadership in Florida and knows that it supports them and wants them to know they appreciate what they do,” Puckett added. “We have seen this for years in a lot of different legislation, and I hope it’s penetrating that the leadership of Florida support the officers in the state.”

An act to follow

Section 1 – New Criminal Offenses to Combat Rioting, Looting and Violence – includes the following:

- Third-degree felony when seven or more persons are involved in an assembly and cause damage to property or to other persons.
- Third-degree felony to obstruct traffic during an unpermitted protest, demonstration or violent or disorderly assembly.
- Second-degree felony to destroy public property during a violent or disorderly assembly.
- RCIO liability attaches to anyone who organizes or funds a violent or disorderly assembly.

The act leading with recognition of these issues seems to present an understanding of just how bad it has been for law enforcement officers to enforce the rule of law the past few months.

“Our officers are feeling pretty beaten down because they don’t feel anybody has their back,” shared Darla Portman, president of the Tampa PBA. “They are afraid to do their jobs because of being retaliated against by the state’s attorney or scrutinized by the media.”

Officers in Tampa have endured having fireworks and bricks

thrown at them while working demonstrations the past few months. And Portman indicated that ambivalence has increased because officers have been told to restrain themselves and let protestors continue to do what they are doing.

So having backup from the governor and the leaders of the Senate and the House has members excited about their jobs again. And there’s an additional element making these protections equally important.

“If you don’t have those protections, why would you ever want to live in those cities?” Portman questioned.

In the short term, the administration realized an act was needed to protect law enforcement. And what has been done provides some guidelines, rules of engagement for officers if assemblies turn violent with throwing bricks at cops or setting fires to cars and buildings.

The increased penalties can also be a deterrent, much like a hefty fine that comes with a speeding ticket. At the end of the day, peaceful protests can’t be an excuse to smash windows at businesses.

In the long term, they apparently realized something needed to be done to prevent a mass exodus from the profession if something was not done to combat the lawlessness. That is a protection South Florida PBA President Steadman Stahl reads between the lines of the Law Enforcement Protection Act.

“There are some in government who want to blame the police, but they should look in the mirror and ask what they have done,” Stahl proclaimed. “The defiance you are seeing is like the way they spit on soldiers when they came back from Vietnam. We are living in a democracy, and to fix this problem, we need more governors like Governor DeSantis, who wants to get out in front of it and let society know that he won’t have it.”

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Endorsement Reinforcement

Florida PBA president joins NAPO delegation at the White House, where President Trump reinforced his unwavering support for law enforcement

■ BY MITCHELL KRUGEL

■ OFFICIAL WHITE HOUSE PHOTOS BY TIA DUFOUR

President Trump had submitted a number of I-got-your-back statements to the delegation from the National Association of Police Organizations (NAPO) that had come to the White House to grant its endorsement for the November election. The president then worked his way around the table in his cabinet conference room adjacent to the Oval Office where he met with NAPO board members and some of its most prominent PBA presidents asking for feedback of how bad it had gotten out there.

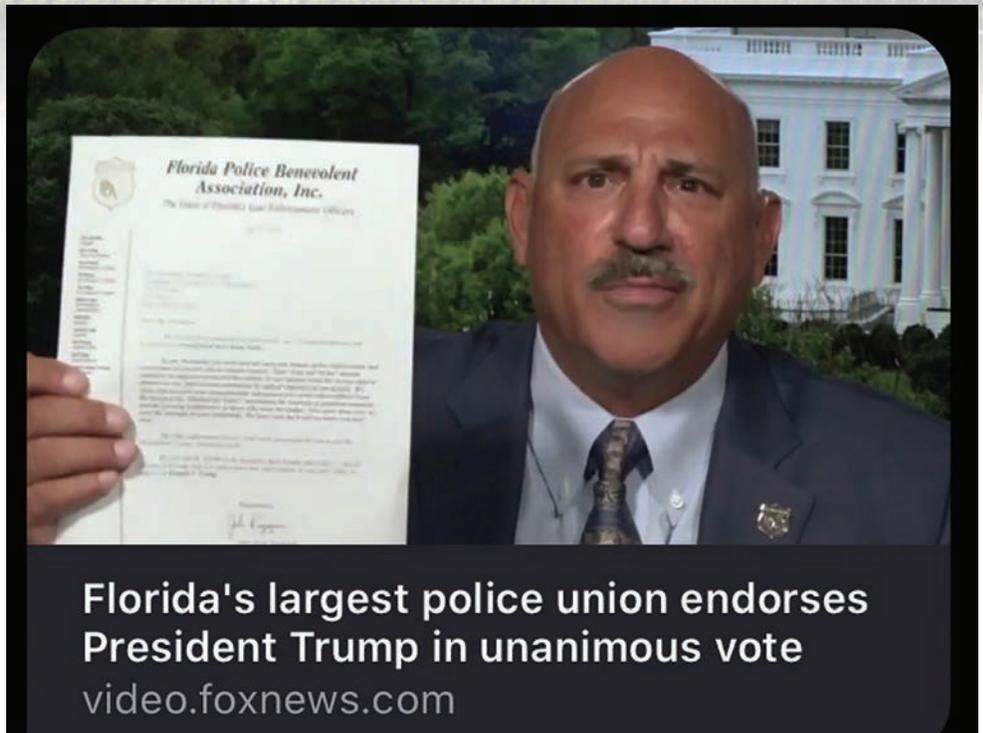
To the left of Mr. Trump a reserved seat waited for a dear friend, who just a few hours earlier had gone on national television to announce the Florida PBA's endorsement for the president's re-election. PBA President John Kazanjian surmised that place cards had been rearranged so Trump could get some straight talk from a law enforcement leader he obviously trusted.

"Right there, he had the rank and file in the cabinet room, the people on the street to answer his questions about what's going on in the country," Kaz explained. "He wanted us on there to tell him the truth."

Kaz was not just talking to somebody who was listening to the problems. He was talking to somebody who insists he can do something about it. And always has. Never was the president's pledge of having cops' backs more formidable than on this Aug. 7 Friday morning.

It was a morning that began well before 7, when Kaz journeyed to the Fox News Network D.C. studio. He appeared on *Fox & Friends* with Brian Kilmeade – who, FYI, botched Kaz's name – to deliver the Florida PBA's endorsement of Mr. Trump.

In a memorable moment of morning talk show television, Kaz cast an indel-



Palm Beach County PBA President John Kazanjian appears on *Fox & Friends* on Aug. 7 to announce the Florida PBA's endorsement of President Trump.



Kaz (right) is seated next to President Trump and Vice President Pence during NAPO's visit to the White House to give the president its endorsement.

ible image by holding up the PBA's endorsement letter. Then, he broadcasted some straight talk about why Trump is the best man for the job that apparently

resonated all the way to the White House. "He's not, 'You're a Democrat. You're a Republican.' It's 'You're a police officer,' and nobody else has our back but him,"

Kaz added. “And with the narrative going on in the country, we need him more than ever.”

You will never be let down

As the “law and order” president, Trump has never wavered on his support for law enforcement. At a time when it would have been understandable to waver, the president issued an executive order this past June to implement best practices and protect the communities they serve. He was very clear that this order would raise the standard of law enforcing in the U.S.

He was also very clear what it would not do. “I strongly oppose the efforts to defund, dismantle and dissolve our police departments,” he said when signing the order.

But this August gathering was not a performance review of the president. While he pledged reinforcements by way of promising to continue providing military surplus equipment to local agencies, Trump responded to the endorsement with more reinforcement for law enforcement.

Admitting he doesn’t say “thank you” anymore, Trump gave the NAPO delegation more promising words.

“You will never be let down with me,” he announced. “It’s a very dangerous profession. And we’re going to toughen it up a lot because the mayors and the governors aren’t allowing you to do your job. And you got to be allowed to do your job.”

The president culminated his statements of support by resorting to the spontaneous combustion that underscores his most gripping remarks.

“I’m for you. Just by nature. It’s natural. It’s common sense,” he conveyed. “If I thought you were doing a bad job, I’d let you know.”

Trump told NAPO representatives what they wanted to hear and what they needed to hear. Kaz observed how the president confirmed he will remain steadfastly against defunding and unwaveringly in favor of more law enforcement officers.

NAPO President Mick McHale, who Trump said during the meeting he often calls to ask for advice, heard the president state the root cause of what’s creating so much consternation for law enforcement the past few months. And that was vintage validation of the endorsement.

“He is quick to recognize the restraints that are placed on law enforcement officers by elected officials,” McHale informed. “He stated to us, ‘I know your people want to do the job. They want to

perform their duties, and they are intentionally being held back. That’s unacceptable.’”

His interest is genuine

McHale, who also serves as senior vice president of the Florida PBA, brought an all-star lineup to the White House. NAPO officers – Vice President John Flynn of the New York City PBA, Recording Secretary Todd Harrison of the Combined Law Enforcement Associations of Texas, Treasurer Scott Hovsepian of the Massachusetts Coalition of Police and Sergeant-at-Arms Marc Kovar of the New Jersey State PBA – joined New York City PBA President Pat Lynch, New Jersey State PBA President Pat Colligan and NAPO Executive Director William Johnson at the table.

As the delegation waited in the Roosevelt Room to be escorted into the meeting, McHale made it clear that he brought a group of law enforcement labor leaders to the White House who needed to have a seat at the table. The president has always wanted input from NAPO, so McHale orchestrated this meeting to make sure it was more than a photo op.

“His interest is genuine,” McHale confirmed. “Like many good leaders, he stakes a position and asks for assistance in bringing a solution rather than just focusing on the problem. He truly wants representation from the boots on the ground.”

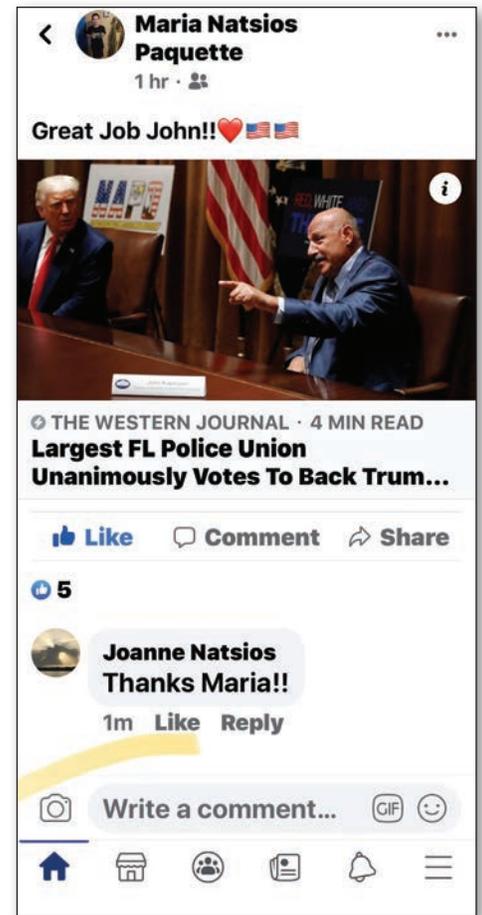
After working his way around the table to give everybody a chance to speak, the president invited the media into the room. But he whisked reporters away when they had no interest in asking about how difficult policing has become.

Although the media might have had no interest, the president sure did. He reported how he has been monitoring protests across the country turning violent with demonstrators assaulting officers with bricks, rocks, bats, Molotov cocktails, frozen bottles of water and even hurling cans of soup at them. (Insert your own soup-to-nuts punchline here.)

But it was no joke about his resolve to take on the souped-up protestors.

“One of the most important items that came out of the meeting was his assurance that he would not tolerate lawlessness,” noted McHale, who because of this meeting was asked to address the Republican National Convention a few weeks later. “He would not tolerate men and women being attacked simply because they wear a uniform and a badge.”

As the around-the-table discussion reached an emotional pitch, Kaz’s turn to speak came at just the right time. He recognized that this was the moment to offer some straight talk.



For the past four hours, his phone had been blowing up with texts from so many people who had seen Kaz on *Fox & Friends* delivering the endorsement from Florida’s largest police union. They were hitting him with the “Here’s what you should tell the president” suggestions. But Kaz knew exactly how to best serve from this seat at the table that put him right in the president’s ear.

“There are some cities in Florida that want to defund, they want to create civilian review boards. So we got to stay on top of it,” Kaz told the president.

Trump knew what he was talking about.

“Florida is going to be in great shape with your governor and everything else,” the president responded to Kaz. “But you always got to watch it, John.”

With that, the 49-minute meeting concluded. Kaz admitted that he left his fourth visit to the White House breathing a sigh of relief and fortified with a message to take back to Florida PBA members.

“He told us, ‘I have to get re-elected or all of you in law enforcement are going to be in trouble,’” Kaz reported. “He knows that it will be police officers who are going to put him over the top with the vote in Florida.”

‘The diva is here’

PBSO Deputy Sheriff Angela Chavers knew how to command a room

■ BY KAREN JENKINS

Angela Chavers walked like a soldier. Her head held high and chest puffed out, Chavers captured attention in every room she entered with her self-proclaimed “diva” persona.

“Oh man, she walked into the room and you knew she was in the room because when she walked in, she would say, ‘The diva is here,’” said Tammy Brooks with a laugh. Brooks was Chavers’s close friend and coworker who met Chavers in 1999 and came to the Palm Beach County Sheriff’s Office in 2005. “When she walked into that room, she commanded attention. You knew she was there, because she was going to let you know that a deputy sheriff was there.”

Chavers, 44, served with Palm Beach County Sheriff’s Office Corrections for 18 years and was assigned to the Inmate Management Division. She knew her job extremely well, according to Brooks, who noted that she wore “many hats at this facility.” Chavers worked in booking, intake and release before moving to inmate management.

“She was more than capable of performing her duties, she did what was asked of her and she was a team player,” Brooks affirmed. “We worked on the evening shift together here, and we were more than a team. We worked together as a unit, and there was no division among us. We got the work done, and we did it very well.”

Three days prior to being hospitalized for COVID-19, Chavers had been on the job. But when she became hospitalized in August, her condition quickly worsened. Brooks texted her the first day she was in the hospital asking if she was OK, and Chavers responded, “Keep praying.”

After weeks of fighting, Chavers passed away from complications related to COVID-19 on Sept. 12. She is survived by her niece, whom she had custody of, and her son.

“She was a close friend, and she loved people,” Brooks expressed. “I’m truly going to miss her.”

Chavers felt a close relationship with God and stood with



Deputy Sheriff Angela Chavers

Palm Beach County Sheriff’s Office

End of Watch: Sept. 12, 2020

people as a constant encourager to pursue the best for their lives.

When Taccara Webber was a single mother working as a cashier at Walmart in 2007, Chavers was the friend who helped motivate her to apply to the Palm Beach County Sheriff’s Office.

“I wouldn’t be where I’m at without Chavers, if it wasn’t for her encouraging me,” Webber confirmed. “She pushed me, saying, ‘You can be doing better than what you’re doing right now.’ She would always come into Walmart and say, ‘When are you going to start making more money? This is not enough money for you. They’re not taking care of you.’”

After a year of pushing, Webber promised Chavers that if she brought the application in, she would apply to the Palm Beach County Sheriff’s Office. Chavers asked to serve as her referral, because she believed in the power of people. Within seven months, Webber sent in her application and was part of PBSO.

“When she stood behind me, I felt like a trophy — she would be there saying, ‘I believe in you,’” Webber said. “She helped me and gave me everything. She helped me realize I deserved better as a single, black mother.”

Brooks shared that Chavers’s faith was the guiding force in her life. She enjoyed learning about God and sharing with her coworkers and inmates as a powerful presence.

“She would tell [inmates] to lean on God, and everything is going to be OK,” Brooks said. “She would always say, ‘God’s not done with me yet.’ She enjoyed traveling with her church and talking with her pastor.”

Chavers’s outspoken personality was deeply loved by the PBSO, and Brooks mourns the loss of her diva friend who commanded every room she entered.

“She was so much more than just a number; she was my friend,” Brooks said. “She may be 10-7 with PBSO, but she’s 10-8 with the Lord.”

'He was a comedian... loved by everyone'

**PBSO Deputy Sheriff Maurice Ford will be remembered
for the way he made everybody smile**

■ BY KAREN JENKINS

Maurice Ford's laugh was subtle. He would nod his head and grab his face while his body quietly dissolved into shaking giggles.

And that laugh is exactly what Desai Bailey, Ford's supervisor, remembers about the 50-year-old Palm Beach County PBA prankster who worked for the Palm Beach County Sheriff's Office at the West Detention Center.

"He was a comedian; he was loved by everyone," Bailey affirmed. "We would always try to find ways to make him laugh, that internally motivated staff. He would brighten the room and make everybody have a positive start to the day — it was like a shining star for everyone."

Ford began his career with the Palm Beach County Sheriff's Office in 2006. He attended Glades Central Community High School and went to church with Christopher Roker, who has 30 years on the job.

"Ford was a committed employee, you know, you could trust him to always work — he did his job well," said Roker, who was another of Ford's supervisors at the detention center. "Ford was one of those individuals who had a sense of humor. He always tried to bring light into everything, so he was one of those type of staff members that all the staff and the supervisors liked. He touched each one of us, in some way."

Ford tested positive for COVID-19 in June. On one of his final days before being hospitalized, he came into the detention center on his day off and let water from his umbrella drip on the ground while grinning at his supervisor.

"I kept telling him, 'Hey, you're destroying my floor with your water,'" Bailey said with a laugh.

That was the last time Bailey saw the deputy in person. Ford passed away on Aug. 27 after a two-month battle with



Deputy Sheriff Maurice Ford

Palm Beach County Sheriff's Office

End of Watch: Aug. 27, 2020

the virus.

He is survived by his wife and son. He loved sharing stories about his family with Billy Jones, who was his partner for eight months and has a son the same age. The two even swapped tales of dropping their sons off at college.

"He always talked about his family life, especially his son," Jones said. "He talked about that boy every day."

Ford loved building strong, familial-like bonds with his coworkers. He brought Bailey a hot chocolate every morning at work without fail, and he frequently arrived at work with doughnuts or other homemade treats for the staff.

And twice a year, Ford provided out

of his own pocket a staff-wide barbecue. He invited anybody from the Palm Beach County Main Detention Center all the way to the Belle Glades Detention Center to enjoy grilled shrimp and fish as a community — because that was the kind of uniting spirit Ford had.



Palm Beach County Sheriff's Office Deputy Maurice Ford (right) receives a commendation from Sheriff Ric Bradshaw.

"He would just bring everyone together to have a good time," Jones shared. "You would have people who would bring their kids out there. There was a playground, and it was just a family event of getting everybody together."

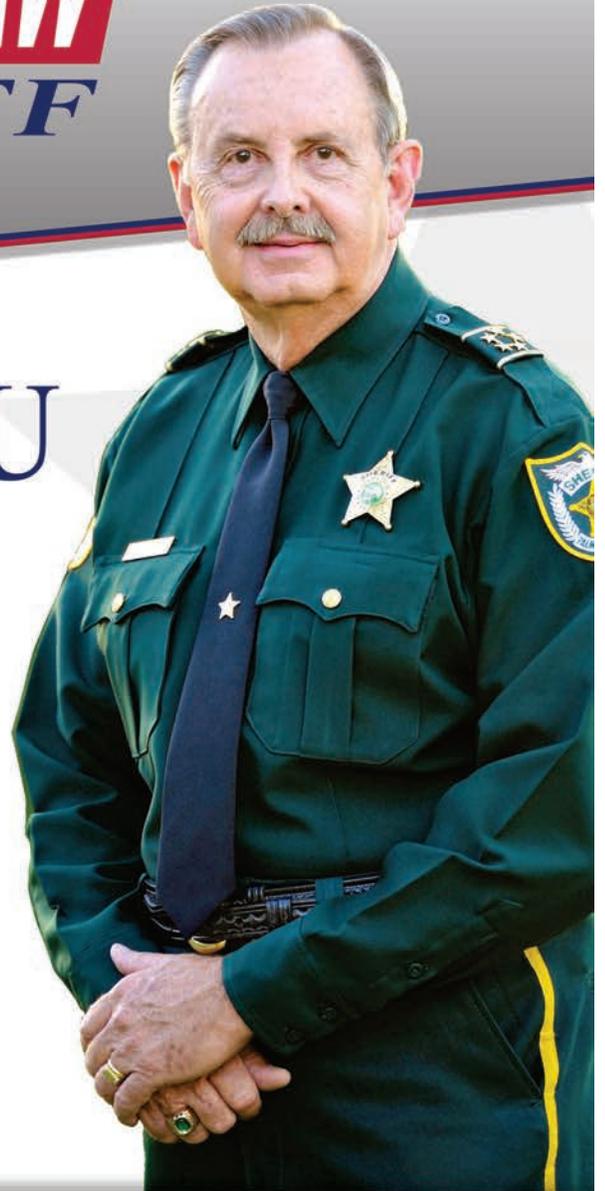
Ford's enthusiasm and laughter will be missed around the detention center. He was a strong figure, a Pittsburgh Steelers fan, who was always cracking jokes and demanded respect from inmates and staff members.

"He just kept everything alive and kept everybody in good spirits — he rarely seemed upset about anything. It was like he was just always happy," Jones said.

"I would say missing his laughter and missing the positivity and energy that he brought to the place is the biggest thing," Bailey added. "It was his personality to get people together and love others. We'll miss him and everything he brought to us."



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Standing by their words

PBCPBA-endorsed candidates talk the talk that makes them the ones to vote for

■ BY MITCHELL KRUGEL

The gospel according to Dave Kerner reels in Palm Beach County PBA members as they eye Election Day. Running for his second term as Palm Beach County Commissioner representing District 3, Kerner barks out comments packing significant impact for law enforcement officers. These are words they need to hear. Want to hear. Must hear.

“One of the issues surrounding some of the forums we have had on race relations and law enforcement has been instituting community review boards,” Kerner begins. “When asked, ‘Would you support community review boards?’ my response is ‘absolutely not.’ It’s not a model that has worked. It’s unconstitutional to divest the sheriff of his power of oversight. And they would not be helpful for any side of the relationship.”

The bite behind his bark becomes crucial because this is election season. Because with all the candidate-speak flowing through campaigns, voters have a hard time knowing what is real talk and what is just talk.

“I could sit up there and say it’s a really good idea, but I know I would be doing the wrong thing,” continues Kerner, a former law enforcement officer who served four years in the Florida House before being elected to the commission, where he has



“If you put the badge on and serve with honor, we’re going to have your backs.”

**Dave Kerner
Candidate for Palm Beach
County Commissioner
District 3**

ascended to county mayor. “A lot of elected officials do that during election time. They set up false dialogues. That is why people can be distrustful of elected leaders, because they say one thing and do another. Of course, it’s easy for me to speak up on this because I was a police officer. But we need to be encouraged to be honest.”

The Palm Beach County PBA has become uniquely adept at promoting encouraging words from elected officials and ensuring they stand behind those words. The union’s endorsement

CONTINUED ON PAGE 26

Palm Beach County PBA-Endorsed Candidates

Candidate

Jeffrey Gillen
 Jaimie Goodman
 Jean Enright
 Maria Marino
 Doug Smith
 Maria Sachs
 David Kerner
 Mack Bernard
 Debra Stephens
 Ric Bradshaw
 Joseph Smith
 Saulis Banionis
 John Snyder
 Rick Roth
 Matt Willhite
 David Silvers
 Mike Caruso
 Joe Casello
 Tina Polsky
 Anne Gannon
 Brian Mast

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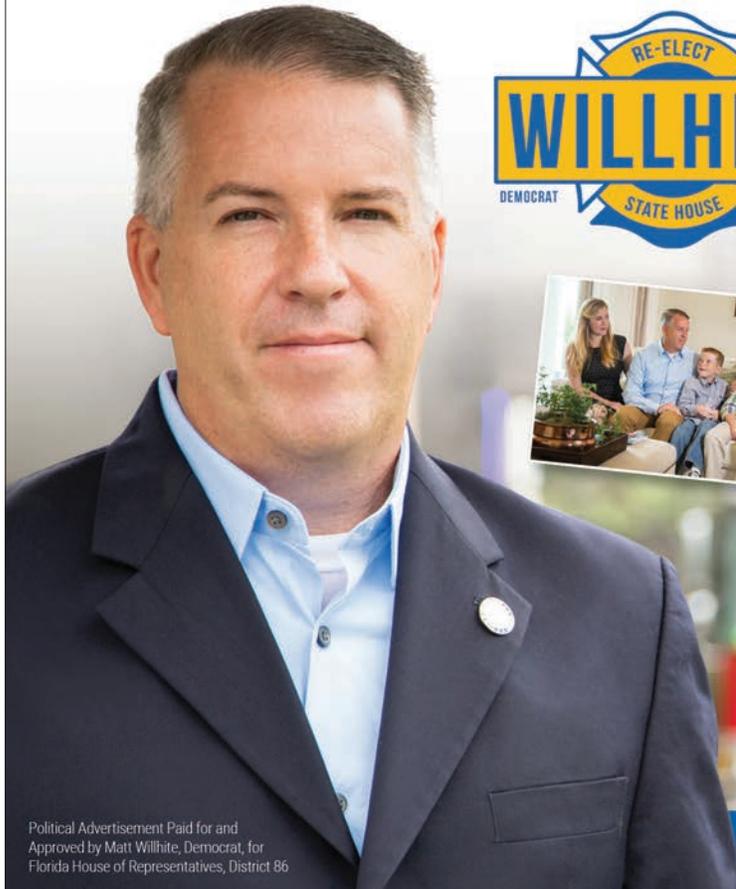
Circuit Court Group 16
 Circuit Court Group 30
 Commissioner Group 3
 County Commission District 1
 County Commission District 1
 County Commission District 5
 County Commissioner District 3
 County Commissioner District 7
 County Court Group 12
 Sheriff
 St. Lucie Clerk of Court
 State Representative
 State Senate
 Tax Collector
 U.S. Representative, District 18

Location

Palm Beach County
 Palm Beach County
 Port of Palm Beach
 Palm Beach County
 Palm Beach County
 Martin County
 Palm Beach County
 St. Lucie County
 81st District
 82nd District
 85th District
 86th District
 87th District
 89th District
 90th District
 29th District
 Palm Beach County
 Palm Beach and Martin Counties



Tina Polsky, candidate for State Senate in District 29



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 Florida House of Representatives, District 86

that comes via one of the most intense screening processes any candidate undergoes assures as much.

The 90-percent-plus success rate of PBCPBA-endorsed candidates over the past several years confirms that candidates can't bee-ess their way to getting support. That rate topped 90 percent in the August primary because the union certifies that candidates are committed to advocating for police causes.

And when they say they do, then don't, well, ask state representative candidate Michael Weinstein what happens when you double-talk the PBA. They pulled their endorsement, and he lost in the primary.

Candidates know they can't just be all talk when they meet with the PBA to be screened. And members can be assured that any candidate who receives the endorsement will continue to speak out for law enforcement all the way to Tallahassee or wherever they are elected to serve.

They declare words of support that start with...

"It's considered rude to make light of what people say, but I don't know how else to address questions about defunding the police," comments Rick Roth, who is running for reelection to the House in Florida's 85th District. "But that is about the dumbest idea I have ever heard."

Or this from Palm Beach County Sheriff Ric Bradshaw as he campaigns for his record fifth term: "Deputies cannot provide outstanding service if they don't have really good tools. So we have to keep them in the best tools money can buy."

In this ad-hoc forum for some of the PBA's endorsed candidates, they address race relations, defunding talk, providing resources, how to improve community safety and how to back the blue. They are reinforcing the endorsement by speaking to members about how to make their votes count on Nov. 3.

"We must recommit ourselves to leading changes to make Palm Beach County more secure for everyone."

Mack Bernard
Candidate for Palm Beach County Commissioner District 7



Social justice: common goals and common sense

So many conversations about law enforcement these days are influenced by race relations. The general-election endorsements reflect candidates who can be confidants on this issue and give the PBA straight talk.

They trust candidates like David Silvers, who is running for his third term as state rep in the 87th District. He represents the type of relationship the PBA has forged with its endorsed candidates that means so much to talking about the issues.

"I'm always talking to Kaz," Silvers comments about his contact with PBCPBA President John Kazanjian. "He knows I am being true to my words on one thing or another. Your word is the most valuable commodity you have."

Having endorsed Mack Bernard for Palm Beach County Commissioner in District 7, the PBA has come to rely on the words of a candidate who came to the U.S. when he was 10. Bernard states a position on serving and protecting the diverse communities that have grown in the county that speaks to the way its

CONTINUED ON PAGE 28

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law enforcement is improving race relations.

“We are becoming more diverse with so many nationalities that we have to make sure our police officers understand the different dynamics of different communities,” Bernard articulates. “We must recommit ourselves to leading changes to make Palm Beach County more inclusive, inviting and secure for everyone.”

Kerner adds that he has seen that among law enforcement officers with the way they have been responding to protests in the county.

“I believe we’ve had very honest and sincere conversations between law enforcement and elected officials about ongoing efforts to form new relationships,” he continues. “And in this community, we’ve had very robust but peaceful protests because cops have accommodated them in the way law enforcement should accommodate.”

Dr. Saulis Banionis sees that diversity throughout his 81st legislative district. But the first-time state rep candidate has real-

ized from a citizen’s perspective that they all share a common goal that is common sense for law enforcement.

“In a very diverse community, everybody wants safety and security first,” Banionis asserts.

Defending, not defunding

Kerner states what should be obvious: defunding the police makes officers less well-trained and less equipped to ensure safety in their communities. But the common sense of investing more to get better results appears to be lost on some people.

So let’s give the PBCPBA’s endorsed candidates the floor to comment.

Says Roth: “It bothers me that the rhetoric doesn’t match what needs to be done. Talking about defunding the police after talking about reforming the police is total nonsense. How do you reform something and make it better without putting in more resources?”

The perspective from Banionis: “You see the violence in cities that are predominantly controlled by one political party. The policies they have implemented have resulted in destruction and a mob mentality. This is why the idea of defunding is nonsense. These are our friends and neighbors who put their lives on the line to protect the local population. Now is not the time to defund. It’s the time to continue to support them.”

After so many years in service, Bernard breaks this discussion down to its most basic point: “The discussion of defunding is a non-starter in terms of protecting the safety of residents in the county,” he reiterates.

Silvers continues to have the discussion with members of his legislative caucus in hopes that they all eventually get it. “Getting rid of police is not the answer,” he confirms. “We have to see the bigger picture. We don’t want to throw the baby out with the bathwater. We don’t want to get rid of an organization that is

“Talking about defunding the police after talking about reforming the police is total nonsense.”

Rick Roth

Candidate for State Representative, 85th District



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SILVERS

FOR STATE HOUSE
DISTRICT 87

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there to protect society.”

Mike Caruso, running to be reelected as state rep in the 89th District, responds to the question quite powerfully: “If those cities enact protocols that put individuals at risk, then I would be in favor of, and strongly support, legislation that would prohibit cities from doing that. And if county or local leaders are not exercising responsible home rule, we will be on the backs of legislators to make sure they do in order to maintain civility in our communities.”

A matter of resources

Clearly, the PBCPBA has created a voting bloc in local, county and state government that advocates for more funding rather than defunding. Joseph Abruzzo has been part of the bloc serving in both the House and the Senate from 2008 to 2018.

He is now taking his mission to serve that came from growing up in a law enforcement family to run for Palm Beach County Clerk and Comptroller. That mission has always been to advocate for providing for law enforcement.

“Not enough people realize [law enforcement is] the foundation of public safety,” Abruzzo praises. “It’s inherent for me from the work I did with the PBA to get them compensation that is as best as possible. I share the mission with the PBA that when it comes to benefits and pay, law enforcement officers are treated with the dignity they deserve.”

Roth believes law enforcement officers need the tools to handle situations to properly handle situations; to be able to de-escalate but also to arrest people when it’s necessary. He wants to direct additional investment in technology that will help on those fronts.

“We need to spend dollars to incentivize local departments and county sheriffs to buy body cams,” Roth advocates. “Body cams do a great job of encouraging citizens to act properly

when they are approached by the police. We need a campaign about how to have a good experience with cops and show how you respect people in authority. We cannot have a narrative that says anything else.”

“Not enough people realize [law enforcement is] the foundation of public safety.”

Joseph Abruzzo
Candidate for Palm Beach County
Clerk and Comptroller

They’ve got your backs

The words law enforcement officers need to hear right now are ones that Matt Willhite, a fellow first responder and state rep candidate for reelection in the 86th District, asserts: “They know I’m going to be a voice for them.”

Backing for the blue runs rampant:

Says Roth: “I walk up to police officers, smile and say, ‘Thank you for what you are doing.’”

Adds Dr. Banionis: “Everybody has to feel safer, including people who are doing the job. Rather than diverting resources, we need to take the opposite approach, so you guys have what you need to deal with situations that are quite hazardous.”

CONTINUED ON PAGE 30

JOSEPH
ABRUZZO
★
FOR CLERK & COMPTROLLER

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-Mike

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FOR STATE REPRESENTATIVE

Political advertisement paid for and approved by Mike Caruso, Republican, for State Representative, District 89.

STANDING CONTINUED FROM PAGE 29

And from Bernard: “What I hope is that we can continue to compensate our law enforcement professionals appropriately.”

Caruso notes: “Safety in our communities is our No. 1 job. Everything is built on that platform. If you don’t have that, nothing else happens.”

Abruzzo sees it this way: “It is truly amazing as I drive through communities and see signs thanking police. Men and women in blue should know that the vast, vast majority of Americans stand with them. And we know that our community falls apart without you.”

“Rather than diverting resources, we need to take the opposite approach, so you guys have what you need to deal with situations that are quite hazardous.”

Dr. Saulis Banionis
State Rep candidate, 81st District

A closing thought from Kerner expresses what PBCPBA members should not forget when they go to the polls.

“If you wake up every day and you do your job, if you put the badge on and serve with honor, we’re going to have your backs,” he accentuates. “I hope that message has been sent clearly.”




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Going the distance

Despite a long haul, the PBCPBA hosts another memorable golf outing to honor its angel

■ BY MITCHELL KRUGEL

The life-goes-on legacy of Kaitlin Kazanjian has inspired a dogged fortitude in and around the Palm Beach County PBA. And that was omnipresent during the 2020 Kaitlin A. Kazanjian Scholarship Golf Tournament played Aug. 15 at PGA National Resort in Palm Beach Gardens.

Just getting the outing on the course after enduring five months of pandemic postponement honored the perseverance that has hallmarked this prolific fundraiser. And it was a testimony to the determination of members, friends, family and supporters to generate funds for a scholarship program that has distributed more than \$1.5 million in awards.

“We had to get it done,” confirmed PBCPBA President John Kazanjian, noting how the scholarship fund will never give in to a pandemic or anything else. “And considering the circumstances, it was a home run.”

The PBA mustered its resiliency to adjust the golf tournament so it could flourish amid the pandemic. Players were not only met in the morning with an enthusiastic PBA staff and giveaways of shirts, coolers and beach towels, but everybody received masks and a supply of sanitizer to last the day.

The event was limited to 96 players with groups going off the No. 1 and No. 10 tees 10 minutes apart to maintain social distancing. The PBA’s illustrious grill team did not get to strut its usual stuff, but it still made up box lunches filled with the usual fare that every participant has come to enjoy.

Accordingly, the focus was on fundraising. The PBA always adds to its fundraising by offering spectacular raffles filled with enough items to pack an amazom.com delivery truck. And this year again featured items like a grill, fishing poles and gift baskets stocked with the finest refreshments.

But how do you conduct a raffle and not threaten social distancing? The PBA figured it out. Participants bought their usual plethora of raffle tickets at the start of the day. While they were on the course, PBA staff members pulled raffle tickets to go with each prize. Players came in to find a board listing winning tick-



ets and prizes they would take home.

At the end of the day, nothing was lost from years past, including the volume of funds raised and the desire to be a part of the event. Richard Tschernia came from New York just to take part in the outing. He has been a sponsor since it first started, and his company, CrossCounty Mortgage, did so again this year because he did not want to miss out.

“The fact that they were able to run such a great outing this year is a testament to the entire organization,” Tschernia commented. “I think their desire to help so many people with the scholarships and more is what inspired everybody to be so cooperative in taking part.”

In addition to the fundraising, the golf outing generated a euphoria that has been missing the past few months and is another hallmark of the PBA. It’s that feeling that is truly Kaitlin.

“Knowing the kind of people they are, especially Kaz and his wife, Joanne, they make everybody feel like they are part of the family,” Tschernia added. “And it’s such a heartfelt story that showing support means a lot to all of us.”

Best Shots

Memorable images from the 2020 Kaitlyn A. Kazanjian Scholarship Golf Tournament



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Meet the *Chief*



CHIEF NATHAN OSGOOD
Riviera Beach Police Department

Osgood is Good

New Riviera Beach chief brings 33 years of passion and integrity to the job

■ BY KAREN JENKINS

Nathan “Nate” Osgood is a man who commits to his goals.

Five years ago, he circled Riviera Beach on a list of police departments that caught his attention as potential departments to apply for chief. Then, in February 2020, following a grueling application process, Osgood received a call from Riviera Beach City Manager Jonathan Evans that he would be the next chief of police in the city.

He immediately hugged his mother and thought about his five-year plan that manifested with Riviera Beach as a department he wanted to become an integral part of reshaping and building.

Osgood — who bears no relation to “Mission: Impossible” actor Nathan Osgood, but is armed with plenty of good stories about it, if you ask — has a genuine passion for law enforcement that comes with 33 dedicated years on the job. He’s resolute that the day he begins thinking of his career as just a paycheck is the day he leaves.

“I wish more people would think that way, because it’s not just a paycheck,” he affirmed. “You took an oath. When I take a look at the job, and police officers, I want to continue to hold the integrity of the job high.”

Osgood had plenty of time to exhibit integrity on the job before being sworn in as chief on March 12. He began as a sworn volunteer reserve officer with the City of Pompano Beach Police Department in 1984. And like a child who quickly transitions



Superintendent Jeff Boothe of Metropolitan Police, London, UK (left), stands with Nathan Osgood at the 2018 International Association of Chiefs of Police conference..

from crawling to walking, he knew he was ready to become a full-time officer by 1987.

“We got to a point where I’ve been in reserve for three years,” Osgood recalled about his full-time status with the Pompano Beach PD. “That’s what happened with that. There is something in your mind that you just know when you’re ready.”

A commitment to his team grew as he moved with the department’s merging into Broward County Sheriff’s Office in 1999. Promotions to sergeant, captain and then major set him up to be Riviera Beach’s first non-interim chief since 2018.

And he’ll bring the same integrity, honesty and accountability — with an acute attention to detail — to his new role, as he has for every promotion prior.

A look back through his childhood reveals the foundations of Osgood’s esteemed law enforcement career. Watching his mother work in the hotel and restaurant industry in Fort Lauderdale developed Osgood’s passion for hard work from a young age.

He began a journey of odd jobs in his teens. His first-ever gig was laying grass for a construction company during the summer. He eventually went on to painting his school, washing dishes and mowing lawns.

When he landed in retail at Burdines Department Store at the age of 15, he worked for an Italian woman named Mary, who bolstered his confidence toward a career in law enforcement.

“She told me, ‘You have such a good character,’” Osgood reminisced. “She said, ‘I want you to become a police officer. My husband’s a police officer. My son’s going to be a police officer. You’ve got it in you.’”

The seed was planted. Osgood, who stood up to bullies in the schoolyard and became a voice for those getting picked on, wanted to dedicate his life to the public good.

When he met Mary’s husband, Anthony, a couple of years later, the officer reaffirmed Osgood’s strong character and encouraged him to become a reserve officer. Within a couple of weeks, Osgood joined Pompano Beach PD.

And that’s how a department store helped Osgood begin his illustrious law enforcement career.

“If you tell a good thing to a young person, they believe it,” he expressed. “I had people who would say a lot of positive things for me on the job and off the job. And I ended up believing in what they told me to motivate me — it worked.”

A career of working on teams in narcotics, gangs and road patrol has contributed to Osgood’s guide-from-the-front leadership style. He is a team-based leader who views the integrity of every person in his department as a necessary trait for being a transparent law enforcement officer.

His initiatives in Riviera Beach include cleaning up the city and squelching criminal behavior while simultaneously gaining the trust of residents through community policing events.

One of his major initiatives is to make sure community members know every Riviera Beach officer by name. It may seem like a lofty aspiration, but Osgood is a man who commits to his goals. One way he’s jump-starting the initiative is by getting officers out with residents on a regular basis.

“We have our bicycle patrol, we do a biweekly ride-along with the community,” Osgood affirmed. “We send out flyers that we’d like to go out and ride bicycles and mingle with our community.”

The chief is also expanding Riviera Beach’s participation in the Florida Police Athletic/Activities League (PAL) to include activities beyond football and basketball, like chess, checkers and lacrosse. And his five-year plan is to lead the city to the lowest crime rate in the county and be seen as an elite law enforcement agency.

“I believe we have the ability,” Osgood shared about achiev-

Meet Riviera Beach Police Chief *Nathan “Nate” Osgood*



- Born and raised in Fort Lauderdale.
- Joined City of Pompano Beach Police Department as reserve officer in 1984, became full-time in 1987.
- Joined Broward County Sheriff’s Office in 1999.
- Promoted to sergeant in 2000; promoted to captain in 2013; promoted to major in 2014.
- Named Riviera Beach chief on Feb. 7, 2020, and sworn in on March 12, 2020.
- Earned Bachelor of Science in Public Administration from Barry University.
- Earned Master of Science in Criminal Justice from Nova Southeastern University.
- Successfully completed the Southern Police Institute, one of the top leadership institutes for law enforcement professionals in the country.

ing his goals. “I know we have the staff and the personnel here in the city — I just have to put a plan together and they can follow it.”

Osgood brings that fire to every person he encounters. Whether he’s at the office from 6 a.m. to 11 p.m. with his phone constantly ringing — which happened this week — or riding around the city and introducing himself to members of the community, he couldn’t imagine having any other career.

For the young boy from Fort Lauderdale who always stood up to bullies, a lifelong dedication to working in law enforcement seems preordained.

And in five more years, when Osgood looks back at Riviera Beach boldly circled on the list of his desired departments to work with, he’ll hopefully remember the city he desperately wanted to be engrained in and feel success.

“There’s a lot of great men and women in this agency and police work in general, I wouldn’t trade it for the world,” Osgood affirmed. “If I had to pick a do-over for careers, I would select this one a hundred times. You have to have a love for it. I have a love for police, and I have a love for the job.”

Palm Beach County PBA Officer of the Month Honorees

June 2020

Deputy Sheriff Corey Reece Palm Beach County Sheriff's Office

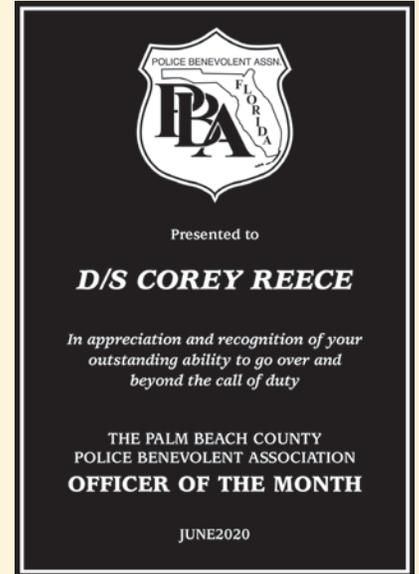
Nominated by Abby Bernstein, Civilian Representative

While he was off duty, Deputy Sheriff Corey Reece successfully thwarted the kidnapping of a four-year-old child.

A mother and her three children were staying at a hotel in Tampa. A man broke into their room and attempted to abduct one of the children. A struggle ensued,

and the family tried to escape to a neighboring hotel room. The culprit followed and began fighting with the occupants of the adjacent room. He violently forced the four-year-old into the hallway.

By chance, Deputy Reece ran into the scuffle. He immediately intervened and secured the kidnapper until the arrival of Tampa Police. His brave, selfless actions prevented the abduction of this child.



July 2020

Detectives Andrea Branch and Regina Wood West Palm Beach Police Department

Nominated by Sergeant Dennis Hardiman

Detectives Andrea Branch and Regina Wood have displayed great skill at finding leads, gathering evidence and conducting thorough investigations in high-stakes cases.

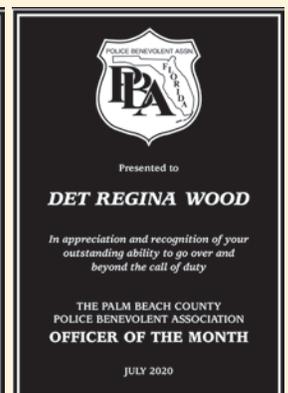
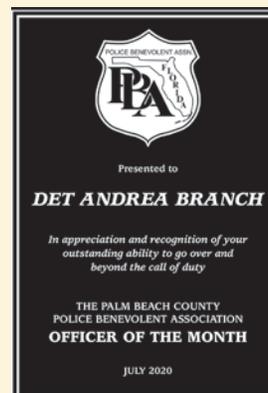
In September 2015, Alex Johnson was murdered in the city of West Palm Beach. Years later, in 2020, Detectives Branch and Wood took over the unsolved cold case. They analyzed countless phone records, reviewed physical evidence, found a new witness, conducted numerous interviews and submitted evidence for

DNA testing. Because of their exhaustive investigation, they were able to identify and arrest a murder suspect: Tony Paramore.

In a separate 2019 case, an unknown suspect murdered Debra Dunbar in her home. After interviewing many people, the detectives focused on the victim's husband, who was released from jail on domestic battery charges just before the murder. The detectives interviewed the suspect over several days. Based on his many inconsistent statements, they

were able to secure an arrest warrant for his violation of probation. Following his arrest, the detectives continued to gather evidence of the murder. They reviewed countless hours of video footage, analyzed phone records and executed search warrants. As a result, the husband was arrested for the murder — three days prior to his scheduled release for the initial VOP charge.

Because of Detectives Branch and Wood's unyielding dedication to their duties and competence, our community is a safer place.



Palm Beach County PBA Officer of the Month Honorees

August 2020

Officer Tyler Cox, Officer Jennifer Jones and Officer Fabrice Reid Riviera Beach Police Department

Nominated by Committee

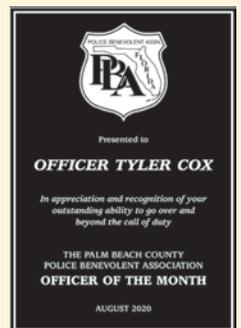
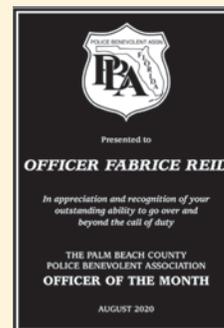
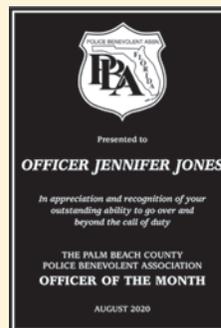
In the early morning hours of July 8, 2020, on the bridge from West Palm Beach to Riviera Beach, officers responded to reports of a possible drunk driver.

Officers Tyler Cox and Jennifer Jones arrived first on scene, and they observed that a driver was involved in a single-vehicle accident. Before they could reach him, the individual exited his car, began running and stumbling over a median and attempted to jump over the bridge's railing. Both officers ran toward the man and yelled for him to stop. In an effort to stop the jumper, Officer Cox deployed his Taser, but only one of its prongs

struck the man. The man fell over the guardrail and was transported to St. Mary's hospital.

A third officer, Officer Fabrice Reid, also arrived on scene and observed the incident. He saw the driver attempt to jump over the bridge's railing and ignore the other officers' commands.

These officers quickly arrived on scene, attempted to prevent an intoxicated jumper from injuring himself, and de-escalated a situation that threatened harm to many other civilians. We commend their actions.



Conni Gibson, CPA

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Members Only Section

Celebrating PBC PBA members and the way they serve every day

Palm Beach Gardens member has Joy-ful reunion

BY KAREN JENKINS

When a grinning Jorge De Cardenas walked up to David Joy on Sept. 15, a much more joyful scene ensued than when the two met just a week prior.

On Sept. 6, Joy was a quarter mile away from a vehicle accident with injuries to multiple drivers when he got the dispatch on Sept. 6. After quickly arriving on the scene, he noticed that De Cardenas' right arm was partially amputated. Without a thought, the Palm Beach Gardens member immediately readied a tourniquet.

"I just pulled out my tourniquet as I was walking up and I pressed it on when I got to the male, who was still alive," Joy recalled. "I tightened down and just kept him awake, and then tried to direct other assets who were coming to shut down the road."

He kept De Cardenas calm until Palm Beach Gardens Fire Rescue arrived and was able to provide additional aid. Joy rushed over to his supervisor and shared that the man would need an escort to St. Mary's Hospital, where he remained for six days in critical but stable condition.

"I learned later in the day that his arm wasn't salvageable," the officer relayed. "Thankfully he was able to make it, but his arm was not."

Following his response, Joy continued on with his patrol as normal. It wasn't until the following days that he realized the weight of his response saving De Cardenas' life.

He was recognized by the Palm Beach Gardens City Council, fire department and Police Chief Clinton Shannon on Sept. 10 with the Palm Beach Gardens Police Department's Lifesaving Award. He also received the fire department's Call of the Quarter Award, which is a distinction reserved for the highest heroic actions.

Joy thought the awards were the crescendo to his lifesaving response. But on Sept. 15, he received one more major surprise when De Cardenas — just a



week after surgery on his arm — came to personally thank the Palm Beach Gardens member for saving his life.

"It was pretty cool," Joy shared. "He was super grateful. We just kind of exchanged pleasantries, and he was so excited. His mom was there and his son was there, which was great."

De Cardenas remained in good spirits the entire visit, despite his difficult loss. He relayed how grateful he was for Joy's assistance before snapping a picture with the officer who stood by him and provided a glimmer of joy on the worst day of his life.

"A lot of times you work with people and do your small part, and then you never get to see them again," Joy expressed. "He was extremely upbeat, and I think it's amazing that he wanted to take the time to come back and say thanks."

Boynton Beach member grants video game wishes

Davon Jennings helped childhood football dreams come true in Boynton Beach on Aug. 28 when he surprised five local youths with a copy of a brand-new video game featuring a well-known Boynton Beach figure.

Jennings grew up playing the video game Madden NFL and idolizing the players on the game, which features the likenesses of real-life NFL stars. This year's newest release of the game, Madden 21, spotlights Boynton Beach High School alum Lamar Jackson.

Following Madden 21's release on Aug. 28, Jennings immediately went out and personally bought five copies.

He decided to surprise young people across Boynton Beach with a gift package of the video game featuring the Baltimore Ravens quarterback, as well as Action Jackson T-shirts that he purchased.

"I want them to know that they can be anything and do anything they set their minds on, but they have to put in the work for it like Lamar did," Jennings said. "I want them to know that the adversities we face in life aren't the end of the world, that they determine their own futures and that I'm here for them. This is why I signed up for this job."



Remember the fallen in Jupiter

Members of the Jupiter Police Department held a memorial ceremony at Riverside Memorial Park in Tequesta on Sept. 10 for fallen officers.

Those in attendance memorialized Edward Humphrey, who died on Sept. 8, 1995, during the pursuit of a bank robbery suspect. He came on the job in Jupiter in 1983 and was the first

officer at the agency to die in the line of duty.

Seventeen years later, on Sept. 9, 2012, Bruce St. Laurent passed away while providing an escort for the presidential motorcade through Palm Beach County. Members in Jupiter visited the gravesites to honor the ultimate sacrifices from their fallen brothers in blue.



Boynton Beach members raise flag over new station

Members from Boynton Beach celebrated their new police headquarters on Sept. 9 with a flag-raising ceremony led by their honor guard. Socially distanced community members served as witnesses to the event, which is the first flag-raising ceremony since the previous station opened in 1973.

“We’re not just raising a flag over a building today,” Chief Michael G. Gregory said during the ceremony. “Our community will come here for justice, and we’ll be held accountable for being just to them.”



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Members receive Police Appreciation Awards in Delray Beach

Members in Delray Beach, along with the Kiwanis Club of Delray Beach, celebrated the annual tradition of hosting and presenting the Police Appreciation Awards on Sept. 17.

Through a Zoom meeting, Khaled Alami, Ollinson Delice and Angelo Marseille were awarded for being outstanding officers in their craft, while public information manager Ted White was recognized as an outstanding civilian.



Public Information Manager,
Ted White



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West Palm provides back-to-school backpacks

After an anonymous donor dropped off backpacks in West Palm Beach on Sept. 1, members began distributing the gifts to young students throughout the city of West Palm Beach.

The five boxes of multi-colored backpacks ensured that students are prepared to take on their unconventional school year.



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Community dishes out appreciation throughout South Florida

Members of the community have presented glimmers of hope — and full stomachs — for Palm Beach County PBA members while confronting nationwide civil unrest. Residents across South Florida are drowning out reports of defunding, rioting and looting with lunch donations, goodie bags and floral arrangements for those who serve and protect.

This month, law enforcement appreciation took the form

of hot meals being delivered to police stations while fresh flower displays adorned the hallways. In one especially thoughtful gesture, members from Palm Beach County Sheriff's Office received cookies from a community member and shared the appreciation with local healthcare workers.

Members of the PBCPBA are living their sworn oath every day, and community members are right on time with support for the difficult days.



Boynton Beach



Delray Beach



Community member Vernell Stachan and her grandchildren delivered sweet dreams in Boynton Beach on Sept. 9 with goodie bags containing sleep masks and homemade keychains. The thoughtful gesture will help provide a good night's rest for officers.

Palm Beach County Sheriff's Office



After the PBSO received a donation of cookies from Palermo Bakery in Boynton Beach, members felt it was only right to head over to Wellington Regional Medical Center on Sept. 16 to share the sweet treat. With two goldendoodles in tow, the PBSO got to honor nurses who have been working in the COVID unit since the beginning of the pandemic.



Jupiter



A special floral arrangement delivery from Anna Flowers on Sept. 11 commemorated the lives of fallen first responders in the Sept. 11, 2001, terrorist attacks.



Martin County Sheriff's Office



Full stomachs abounded in the MCSO on Aug. 21 with a free lunch from Anna's Pizza followed by dessert from Whit's Frozen Custard, provided by New Beginnings Church.

Calculating the madness of the market



STEVE
OLSON

“Back in the spring of 1720, Sir Isaac Newton owned shares in the South Sea Company, the hottest stock in England. Sensing that the market was getting out of hand, the great physicist muttered that he ‘could calculate the motions of the heavenly bodies, but not the madness of the people.’ Newton dumped his South Sea shares, pocketing a 100 percent profit totaling £7,000. But just months later, swept up in the wild enthusiasm of the market, Newton jumped back in at a much higher price — and lost £20,000 (or more than \$3 million in [2002-2003] money. For the rest of his life, he forbade anyone to speak the words ‘South Sea’ in his presence.”

-Benjamin Graham, *The Intelligent Investor*

As humans, we are wired to anticipate the unknown. It's a survival mechanism that is baked into our DNA. One of the most common methods we utilize to determine the unknown is “if-then” statements: If I complete my “honey-do” list around the house this Saturday, then my spouse will be happy, therefore I will have a good weekend. If I do not complete my chores around the house, then my weekend will be bad. This methodology works phenomenally in many areas of our lives,

but not with the publicly traded securities.

The publicly traded securities market (the stock market) is an interesting animal. On the surface, it seems simple; if companies you own stock in are more profitable, then your shares appreciate, therefore you have more money. If companies you own are less profitable, then your shares depreciate. But this is not what we see.

For Q2 2020 (April, May and June of this year), the estimated year-over-year earnings decline for the S&P 500 is -43.5 percent, according to the FactSet Earnings Insight published on June 12. This means that companies are estimated to earn 43.5 percent less in April, May and June of 2020 than they did in April, May and June of 2019.

Yesterday, the S&P500 closed at 3,347, marking a 13.4 percent increase from when the S&P 500 closed at 2,952 on Sept. 30, 2019. This means that the S&P 500 was up in value (13.4 percent) while the earnings of the underlying companies that make up the S&P 500 are estimated to be down (-43.5 percent).

This makes no sense, right? Well, it doesn't really need to make sense.

Granted, there are other factors at play here (trillions of dollars of stimulus from the Federal Reserve, optimism around an economic recovery, billions of different people's opinions, etc.) but any way you slice it, the market does not always react in the way that a logical person thinks the public markets will react. So the “if-then” thought process does not always work with publicly traded investments.

So, what do we do now, and how do we make investment decisions moving forward?

If you accept the concept that you are unable to predict what areas of the market will go up in value at any given time, your best bet is most likely to embrace the concept of diversification. This means that you own a diversified basket of high-quality investments across multiple industries, markets, and sectors.

After all, most people do not need to spend all of their wealth at one time, or in one year, for that matter. So the desire we have for all of our investments to be at all-time highs all the time is often tied to our egos and is completely unrelated to our actual needs.

The goal of proper diversification is to increase the probability that one of your investments is either stable or up in value in any given year. Should you need to spend some of your capital in a bear market, these are the investments you would look to liquidate to provide for your income needs while you wait for the rest of your investments to recover.

Steve Olson, founder and managing member of Atlantic Wealth Partners, has more than a decade of experience in focused tax planning, legal strategy interpretation, investment management and advisory services to wealthy individuals and families throughout Florida.

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Seniors vs. Crime



MARTY JACOBSON

With 35 years as a police officer, 30 of them with the Stuart Police Department, I began compiling my retirement bucket list with my wife. Along the way was this metamorphosis: I became a senior citizen. So I took special note of the frauds, cons and exploitative practices aimed at senior citizens. Then this catalyst caused me to go back to work: my father (who had been a cop for 35 years as well) passed away. Upon saying our final goodbye, we determined that the mortician had stolen his gold dental work out of his dead body, subsequently pawning it as scrap gold for \$463.

Out of the blue, I received a call from Seniors vs. Crime, a special project of the Florida Attorney General's Office, with a job offer as a deputy director. I had been a member of the original task force formed in 1989 and remained a volunteer for the next 30 years.

In 1989, the Florida legislature tasked the attorney general with developing a strategy to combat crime against the state's senior citizens. Colonel Vern Thornton of the Broward Sheriff's Office commanded the unit, which consisted of law enforcement officers from various departments and a blossoming volunteer corps.

Currently, Seniors vs. Crime has 13 paid staff members and a volunteer staff of more than 200 "sleuths" in 38 offices around Florida. Since our inception, we have recovered more than \$32 million on behalf of senior citizens. Seniors vs. Crime is a 501(c)(3) organization within the attorney general's office. Services are free to Florida seniors, and no tax dollars are used for this crime prevention initiative.

Florida statute 501.2077 gives Florida senior citizens presumptive status. Senior citizens, persons who have a disability, military service members, spouses or dependent children of a military member, and vulnerable senior adults [HOW DO THEY DIFFER FROM SENIOR CITIZENS?] have protections in place when a person willfully uses a method, act or practice which victimizes or attempts to victimize anyone in these classes. That person is liable for a civil penalty of not more than \$15,000 if he or she knew or should have known that their conduct was unfair or deceptive.

This is where Seniors vs. Crime is tasked with serving as mitigators on behalf of victims to get a financial recovery. Trained "sleuths" are tenacious ombudsmen for clients while seeking a civil remedy for fraud, short of having probable cause for a criminal offense.

Given the multitude of jurisdictions covered by Seniors vs. Crime, criminal cases often evolve. Seniors vs. Crime works with individual agencies and a task force composed of the Department of Agriculture Office of Consumer Affairs, the FDLE and federal law enforcement partners.

An officer faced with that catch-22 — "this is a civil issue" — might be able to reach out to Seniors vs. Crime to pick up on a case that lacks probable cause but has wrongdoing associated with it. Further information on Seniors vs. Crime is found in a training video posted at www.seniorsvscrime.com. We may be contacted at 800-203-3099.

Martin Jacobson, a retired Stuart Police Department sergeant and past Stuart PBA president, is the deputy director of Seniors vs. Crime.

From all of us at



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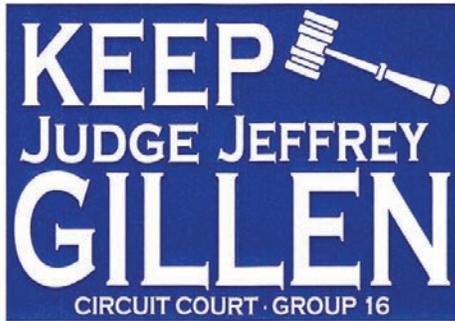
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Thank-You Notes

TO THE PBA



DEAR P.B.A. MEMBERS,

THANK YOU VERY MUCH FOR YOUR VERY GENEROUS CONTRIBUTION TO MY RE-ELECTION CAMPAIGN AND THANK YOU ALSO FOR ENDORSING MY RE-ELECTION. I AM HOPEFUL THAT SUPPORT FROM YOU ALL AND MANY OTHERS WILL ENABLE ME TO CONTINUE MY SERVICE TO THE PEOPLE OF PALM BEACH COUNTY AND FLORIDA AS A CIRCUIT JUDGE.

Jeffrey Dana Gillen

TROY McDONALD

for City of Stuart, Group 4

Kaz,
Thank you for supporting my campaign. Rest assured I will always support our police officers and will NEVER vote to defund our police.
If you ever need anything please call me - 772-260-9458.

Troy McDonald

Paid by Troy McDonald, for City of Stuart Commission

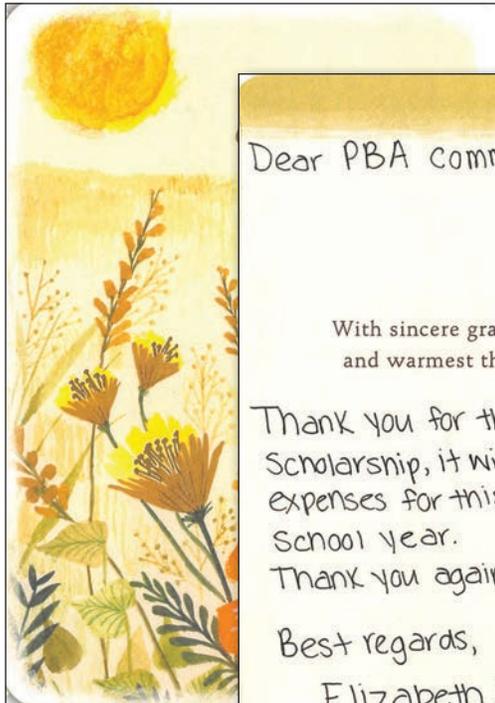
I just wanted to send a note of thanks to the PBA. There is no doubt in my mind that you were instrumental in my win against my opponent. Thank you again and stay safe!

Debra Moses Stephens

Thank You



Dear PBA Members,
 Thank you so much for your generous scholarship. I appreciate your support of my future and your continual investment in my education. Sincerely,
 Courtney Baer



Dear PBA committee,

 With sincere gratitude and warmest thanks.

 Thank you for the generous scholarship, it will help offset expenses for this coming school year. Thank you again.

 Best regards,
 Elizabeth Combs

Angela Twomey <angela@pbcpsba.org>
PBA Scholarship
 1 message
 Alyssa Dorfman <alyssadorfman@pbcpsba.org> Fri, Aug 14, 2020 at 7:53 PM
 To: "angela@pbcpsba.org" <angela@pbcpsba.org>
 Good evening:
 My name is Alyssa Dorfman, and I have received the PBA scholarship both this year and last year. I am truly thankful to have earned this scholarship. My earnings really have helped me with my college expenses. These times are undoubtedly difficult, so I hope that you and everyone else working for the Police Benevolent Association stays safe and well for yourselves and your families.
 Thank you again, and have a great evening!
 Alyssa Dorfman



Dear Kaz + the PBA,
 I know this year has been tough given the circumstances, however, I truly am so thankful to have received a scholarship. Thank you for valuing the education of myself as well as so many other students.
 I wish I could attend the Kaitlin Golf Tournament, but I am ...for being so very thoughtful!
 returning to UF on 8/10. I hope to see you soon.
 Sincerely,
 Leah Wilson-Griffith



THANK YOU

To the members of the PBA scholarship board,

Thank you for selecting me for this gracious award to assist with my various educational expenses and living costs. I am incredibly grateful for the ability to represent and make the PBA proud in my academic endeavors.

Sincerely,

Michael McCutcheon

Thank
YOU

Dear P.B.A. Committee,
Thank you for awarding me with the P.B.A scholarship this year. The money will be going towards my books.

Sincerely,

Ryan Stanfill

Dear PBA Scholarship Committee,

I am honored to be one of the recipients of the PBA scholarship. Thank you for your generous support during this challenging time. A special thanks to President John Kazanjian and the entire PBA Scholarship Committee!

Thank you,

Taylor Murray

You

THANK YOU

Dear PBA,

Thank you for the continuous support through my college career. I will be attending my senior year this fall and I am extremely grateful for all that you have done for me.

Sincerely,

Abigail Kalil

Austin Wallace
1079 Pine Oak Drive
West Palm Beach, FL 33411

July 31, 2020

Dear Palm Beach County PBA Scholarship Committee,

I wanted to thank you for your generosity for giving me the scholarship. The money will go to help me pay tuition and expenses. I'm sorry I could not meet with you for an interview to get the scholarship. My Dad, Michael Wallace, has told me how the scholarship started. My Dad always preached to me about riding in cars with other people and when I started driving how important it was to be careful. He explained to me how Kaitlin Kazanjian was tragically killed in an accident because some kid was being a knucklehead. I just wanted to say thank you and tell you how much I appreciate this.

Thank you,

Austin Wallace

Austin Wallace

GRIECO MAZDA
of Delray Beach



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