



**Official Publication of the Palm Beach County PBA**

## Special Report Page 15



# Last Will & Testament

# LIFE

401(k)

## Income Summary

Income Summary

- Cash Dividends
- Money Market Fund Dividends
- Certificate of Deposit Interest
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## COVER STORY: SPECIAL REPORT

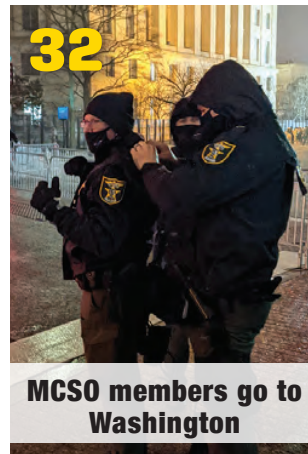
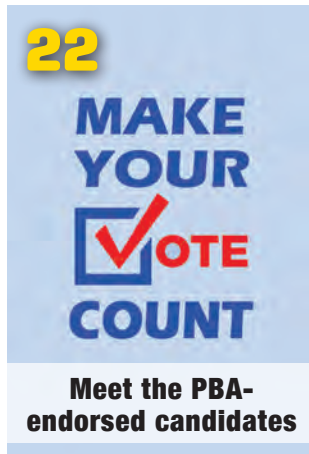
# This is Your Life Planning



You don't want to think about needing a living will or creating a trust, but with the inherent risks of the job that have only become greater, you need to think about your Life Plan. The Palm Beach County PBA is leading the way to make it easy for members to take advantage of this new premium benefit under the guidance of one of your own.

COVER DESIGN BY GINA CROTCHFELT

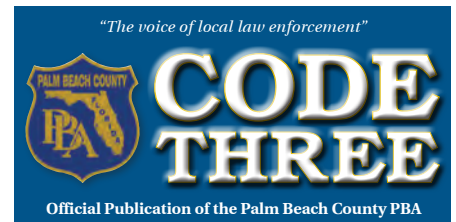
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# THE PRESIDENT'S MESSAGE

## The state of our union



JOHN  
KAZANJIAN

Driving north on I-95, headed to Tallahassee to make sure our elected officials understand why they need to continue to back the blue, I had some time free from distraction to think about the state of our union. And to think of many reasons why the state of our union has never been stronger.

This particular run to meet with the Senate president, the speaker of the House and selected House and Senate committee leaders accentuates the enthusiasm we have for what's ahead. Gearing up for the legislative session that begins in March, we know we have so much political capital invested in the legislators who support us. That will go a long way this session.

So even with another union-busting bill on the agenda, we are not panicking. There is legislation in the works that would require public employee labor unions to sign up their members annually to continue automatic dues payments. It's an attempt to keep as many people out of unions as possible, and we think it's targeted at teachers or the AFL-CIO.

We have talked with the Senate president about how police are different. We have made it clear to legislators we have endorsed that they need to carve us out, or this bill needs to go away.

I know one of the biggest concerns members have every year is what their departments are doing on the hiring front. We know departments in neighboring counties are already taking measures to recruit officers from some of the cities and states dealing with rioting and facing defunding. Maybe you saw the meme of New York Governor Cuomo cast as "Florida Realtor of the Year" for how he is motivating people to move south. Freakin' hilarious.

Now, maybe it's also concerning that agencies in Florida think it's more cost-effective to hire officers who are already certified than pay to put them through the academy. But maybe it's a solution to some of the challenges we are seeing, with local attendance in the academy dwindling as it did in 2020.

Here's something to consider, though: Because we didn't have to face any significant rioting, because we have a governor who is protecting us against such acts, because we are not hearing of initiatives to defund us, Florida is becoming an even more desirable place for police officers to work. We will reinforce this to everybody – including legislators – to advocate against pension reform and other measures that hamper efforts to compensate and retain officers. We will make sure they know that these measures will cost far more than the pension in the long run.

Our top priority right now will be trying to get all our members vaccinated. The governor wanted to get all people in assisted living first, and that's going well. When the Johnson & Johnson COVID vaccine comes out, I think we're going to be in the next group. We need to tell members, "Don't be afraid." We need to put this virus behind us, and the only way to do it is to get everybody vaccinated.

Of course, our top priority this year will be getting the best

contracts done. Because of the virus, we know some municipalities are going to have shortfalls with revenue.

But we're still going to be asking for benefits. We will be asking for COLA and extra benefits like longevity or more sick time. Even back when we had the meltdown with the housing crisis, we were still getting the COLA. And remember, before the pandemic hit, we were getting three-year contracts with substantive raises.

We don't anticipate any contract negotiations to be adversarial this year. We are interested in sitting down and negotiating in good faith. I firmly believe you get a lot more with sugar than you do with salt.

I'm not saying we won't go to war, because we will. Both sides have to be sensible. Both sides have to give a little, which I'm OK with. But if we're sitting across the table and all we hear is, "no, no, no," then they will have a fight on their hands. If it's a politician who is stonewalling us, then we will marshal our resources, go the polls and take that individual out of office, like we have done many times.

We have important municipal elections coming up on March 9. You can read about many of the candidates we have endorsed in our special election preview section beginning on page 22. Make sure you get out the vote for these candidates.

These are the candidates who represent the public here in Palm Beach and Martin counties – and 90 percent of those residents, according to our polling, still trust the police. They are not falling for that false narrative the mainstream media has been perpetuating.

This state of the union would not be complete without a few words to promote better mental health and wellness for members in 2021. The PBA has retained its own employee assistance program so members don't have to be subjected to their department's EAP.

So if you feel you are having a problem, reach out to the PBA. If you see your partner going through a tough divorce, having a gambling problem or some other type of erratic behavior, don't put your head in the sand. Let's make this the priority for 2021: If you see something, say something. We need to stand up for each other.

And don't ever forget that the state of our union is stronger than ever because of all of you who continue to put on the uniform and show up for work every day. Our job description does not change even though things continue to get harder. You are the definition of essential employees.

And this year, more than ever, please stay safe.

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@pbcdba.org](mailto:angela@pbcdba.org) to update your information.



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# Now is the time to invest in your future



**GREG ALLEN**  
SERGEANT-  
AT-ARMS

Let's talk a little long-term planning. Thinking long term might be the ultimate mission of the Palm Beach County PBA.

We are an organization of street cops at heart, and that's where our heart will always be. Your PBCPBA executive board wants you to realize we have never lost sight of the day-to-day challenges. We are always looking for ways to support that, whether it's helping with legal protection, financial planning or life planning.

Whenever I talk to new officers about joining the PBA, I mention that it's for these specific purposes. I tell them if you drive your car, you have insurance just in case something happens. The PBA is the same way. You want to have that protection just in case something happens, and all the benefits that come with that insurance.

I think one of the biggest problems we have in law enforcement is after we are hired as young officers, we spend a lot of time going to different classes and taking different courses to invest in our futures and learn the aspects of law enforcement. Obviously, you want to try to be the best at your craft as you possibly can be.

But what we fail to do — and I did myself — is that we don't spend any time learning about how to protect our futures by looking for investments. We always talk about relying on that pension once we retire. What I've seen over time is that a lot of

officers who retire realize that the pension is not enough, so they end up having to come back to work even though they're in their 60s or 70s.

I think as young officers come into this line of work, it's more important to stress the need to look at investments to get into to help your retirement be plentiful for you over time. This is looking into deferred compensation plans, Roth IRAs or any type of investment vehicle to build enough financial resources so you don't have to come back once you've worked over 30 years.

It's one of the big mistakes I made. I didn't start off early enough investing. I could have done a better job putting my overtime into accounts and let that grow. I have been able to invest in some money market accounts to help my financial wealth grow. But I think getting with a financial planner early in your career and dumping a small percentage of raises into an investment vehicle will help you once you're ready to retire.

The PBA will continue to work with every department that we negotiate with to look for some ways to enhance officers' benefits. Obviously, that's one of the attractions for departments to bring in the best candidates. We always look and try to enhance the benefits if we can. That's more important than ever now and we must make these towns understand that if they want the best services, this is the cost of doing business.

As always, take care of yourselves and take care of your families.

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# Representation rights when questioned by your agency



**BRENNAN  
KEELER**

When you are questioned by your agency and reasonably fear discipline as a result of the questioning, you have the right to be represented by counsel or any other representative of your choice. Your representative is allowed to be with you throughout questioning. *Section 112.532(1)(i), Florida Statutes*

In *FOP v. City of Ft. Lauderdale*, 12 FPER ¶ 17167 (1986), Florida's Public Employee Relations Commission (PERC) outlined an agency's options when an officer reasonably fears discipline and properly demands presence of their union representative. The agency's investigators are required to (1) grant your demand for a representative; (2) discontinue their meeting/questioning of you; or (3) offer you the choice of continuing the meeting/questioning without your representative or have no meeting. *Id.* The right choice is to always demand that your representative be present.

Assuming you've made the right choice by demanding that your representative be present, what can your representative do during the agency's questioning? In *FOP v. City of Ft. Lauderdale*, PERC squared the Supreme Court's interpretation of 29 U.S.C.A. § 157 in *NLRB v. J. Weingarten, Inc.*, 4230 U.S. 251 (1975), with Section 447.301(3), Florida Statutes. PERC agreed with the Supreme Court's Weingarten decision in establishing a representational right for the employee when interviewed by

the employer.

PERC provided three reasons why such a representational right has been accorded to an employee in an investigatory meeting with his employer that the employee reasonably believes might result in discipline:

1. The employee is able to confer with the union representative prior to the actual encounter. *Pacific Telephone & Telegraph Co. v. NLRB*, 711 F.2d 134, 136-37 (9th Cir. 1983). Prior consultation allows the union representative to learn the employee's version of the incident and to fully understand the facts before the meeting. It also provides the employee with a knowledgeable source of information and advice before the meeting.
2. The union representative acts as a witness to the proceedings, thereby ensuring that prior procedures are followed by the employer.
3. A knowledgeable union representative can be of assistance to the employee by bringing out extenuating factors that the employee may be unaware of or by helping the fearful or inarticulate employee respond to requests for information. *FOP v. City of Ft. Lauderdale*, 12 FPER ¶ 17167 (1986)

A violation of any of the above-mentioned rights to representation is remedied by filing an unfair labor practice charge with PERC. Always remember to ask for your representative and ensure that your representation rights are observed by your agency during questioning.

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# Welcome, New PBCPBA Members

## DECEMBER 2020

NAME	AGENCY	NAME	AGENCY
BRADLEY MARCUM	MARTIN COUNTY SHERIFF'S OFFICE	JESSIE FRANCIS	PALM BEACH COUNTY SHERIFF'S OFFICE
WILL RICHARD	MARTIN COUNTY SHERIFF'S OFFICE	NICHOLAS TISCIONE	PALM BEACH COUNTY SHERIFF'S OFFICE
BUFFIE MCLEOD	OTHER DEPARTMENT	NICHOLAS GUADASHO	PALM BEACH GARDENS POLICE DEPARTMENT
ALEKSEY SASOV	OCEAN RIDGE POLICE DEPARTMENT	BRADLEY SEIER	PALM BEACH POLICE DEPARTMENT
CARMEN LANDA	PALM BEACH COUNTY SHERIFF'S OFFICE	JOSE BAEZ	PBC SCHOOL BOARD POLICE DEPARTMENT
RYAN KIRSTEN	PBC SCHOOL BOARD POLICE DEPARTMENT	NOLAN DEMER	PBC SCHOOL BOARD POLICE DEPARTMENT
		FRANCIS MOSCHETTE III	PBC SCHOOL BOARD POLICE DEPARTMENT
		GUILLERMO SALCEDO	PBC SCHOOL BOARD POLICE DEPARTMENT

## JANUARY 2021

NAME	AGENCY	NAME	AGENCY
SHIREZ CAVE	FLORIDA ATLANTIC UNIVERSITY	RENEE BASSETT	RIVIERA BEACH
ANTHONY SINCO	FLORIDA ATLANTIC UNIVERSITY	NEREIDA CINTRON	RIVIERA BEACH
IRIS STAN	JUPITER POLICE DEPARTMENT	SEAN GARRICK	RIVIERA BEACH
LINDA MIKKELSON	LANTANA POLICE DEPARTMENT	ONZANIKKA HAYES	RIVIERA BEACH
ILENE ALFORD	PALM BEACH COUNTY SHERIFF'S OFFICE	MICHAEL BOLES	WEST PALM BEACH POLICE DEPARTMENT
		EUGENE JONES	WEST PALM BEACH POLICE DEPARTMENT
		ANTHONY O'DEA	WEST PALM BEACH POLICE DEPARTMENT

# Honoring Retired Members

NAME	RETIREMENT DATE
GIL RAND	OCT. 29, 2020
RICHARD MORETTI	DEC. 8, 2020
JANICE BRINKMAN	DEC. 12, 2020
JOHN SANCHEZ	DEC. 13, 2020
SAL MATTINO	JAN. 4, 2021
PETER MCDONOUGH	JAN. 11, 2021
KEVIN O'BRIEN	JAN. 29, 2021
RICK WENTZ	FEB. 1, 2021
JAMES WILKERSON JR.	FEB. 1, 2021
NATHAN ALLEN JR.	FEB. 11, 2021

# Remembering Members Who Have Passed

NAME	DATE OF PASSING
KRISTINE DENZEL	JAN. 23, 2021
CHRISTOPHER CALLOWAY	JAN. 24, 2021



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# News from your reps

Reports from Palm Beach County and Martin County units

## Past pearls of wisdom that still resonate today

Submitted by Karl Nelson  
MCSO

A few thoughts from Uncle Karl.

Back when I was a brand-new deputy, my FTOs covered quite a few topics relating to life and the Lord's work as a deputy sheriff. Surprisingly enough, as I've lived the life, it appears that they were mostly right! Now, I won't go over all of their conversations, because we just don't have that much paper and print space allocated to my musings. But one such tidbit of wisdom was this: The only thing that we truly have control over is our integrity. Now more than ever, in the face of an increasingly anxious society, we need to protect our collective integrity.

The second piece of good advice was to join the PBA. I think the biggest reason, and the easiest sell, is the attorney benefit. That protection alone is worth your dues. Critical events and crises happen in an instant, and when they do, even when you're right, you need that attorney to help you navigate through the process. Now, years later, I remember the look of shock in many a deputy's eyes after having just gone through a rapidly evolving event that ended with person or persons severely injured or dead. Take this one on faith: If it's ever you, you'll be very glad that you have the PBA legal team behind you.

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Another golden nugget those guys gave me is this: deferred comp. If your agency has a deferred compensation plan, jump in and turn it on early! Don't just count on the pension. Pay yourself. Invest. The power of compounding interest and the rolling in of dividends over time is amazing! Get those accounts going and contribute to them. And my personal opinion is this: If you're under 60 years old, put your foot on the gas and roll those dice. Press, press, press — it just may pay off. For the record, I am not a certified, or for that matter qualified, financial adviser. But seriously, save for the future, and if you can, get your money in good and get it working for you. Most of the time, it should work out. And who knows, maybe it could end up being a nice nest egg. Who knows, down the road you may not even need it, and you can gift it to your children or grandchildren or give it to some future ex-spouse. Genius!

May each of you be brimming with knowledge and skill, full of wisdom, virtue and courage. May the right decisions always be clear, and may you be a catalyst to the system that pursues justice. May you exemplify a true defender of the Constitution and be a keeper of the peace. Be safe out there and return home safely.

### Officers are quick on the scene with lifesaving aid

Submitted by Cory Herny  
Boynton Beach Police Department

Within a minute of being dispatched to a shooting on Dec. 2, 2020, officers Ricky Lauture and Kareem Thomas were on scene and rendering aid to the victim. They assessed his injuries and applied a tourniquet to the man's right arm, which immediately stopped the bleeding. They then continued to assess the man and found another gunshot wound to his left calf. The officers applied a compression bandage from their trauma kit. They kept the victim conscious and reassured him he would be OK, all while gathering possible suspect information to relay to additional responding units. They were poised and levelheaded throughout the incident and should be commended for their actions. For these reasons, officers Lauture and Thomas were awarded the department's Lifesaving Ribbon.



The Boynton Beach Police Department honored Officer Ricky Lauture (left) and Officer Kareem Thomas (right) with Lifesaving Awards for rendering aid to a victim who was shot.



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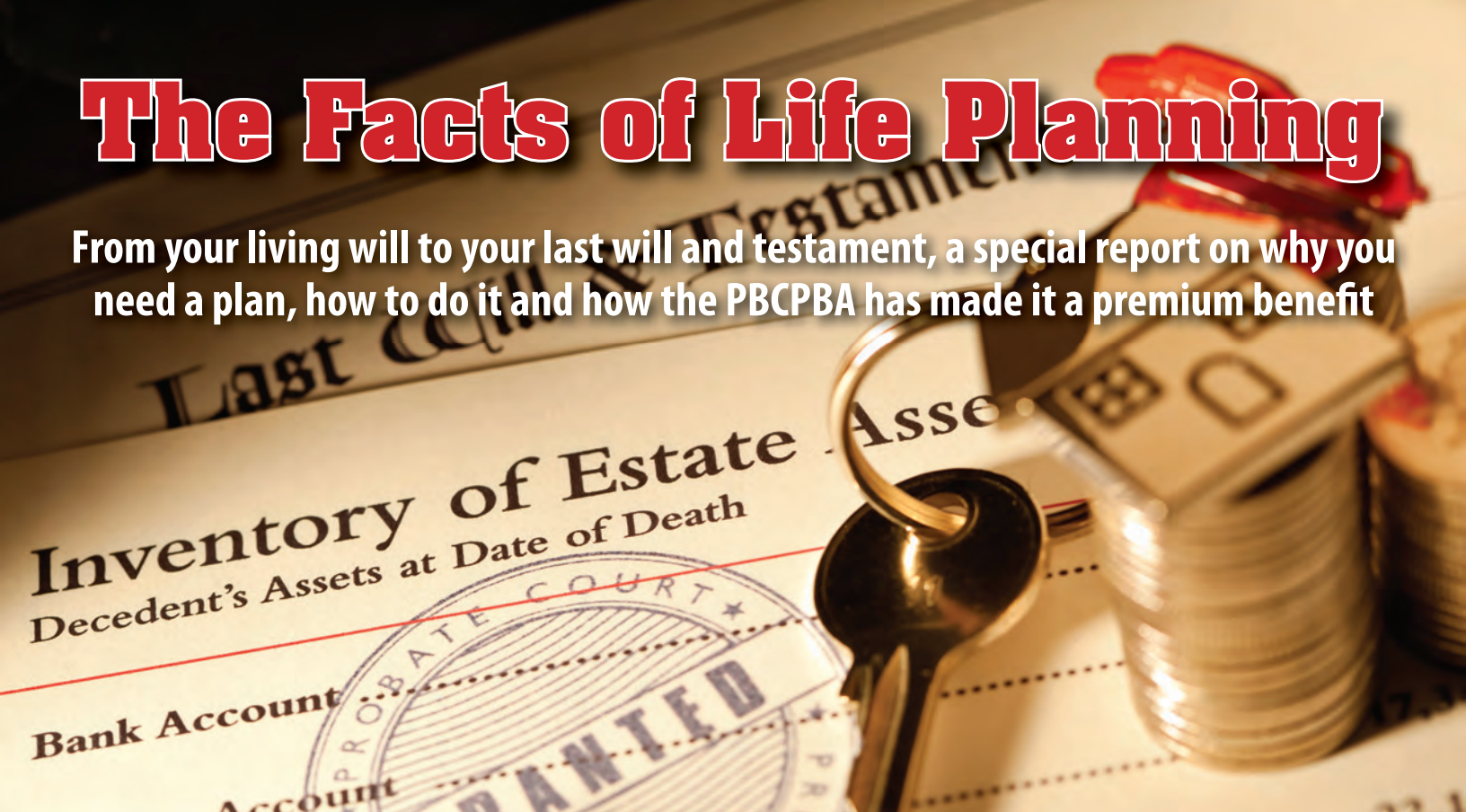
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# The Facts of Life Planning

From your living will to your last will and testament, a special report on why you need a plan, how to do it and how the PBCPBA has made it a premium benefit



■ BY MITCHELL KRUGEL

Inherent risks await every law enforcement officer who walks out the door to start a tour. You know what they are, and there's no reason to go all grim reaper detailing what danger lurks.

Or is there?

It's not about the vehicle crash that could occur in pursuit. It's not about the catastrophic injury that results from a fight with a suspect. It's not about that bullet that could leave you in a coma or, well, you know.

It's what happens if you do fall to any of these situations, or even getting COVID-19, and you don't have a life plan with a living will, a last will and testament, a power of attorney and perhaps a trust or irrevocable trust.

You're a young officer with no spouse, no kids and you think you have no reason for a life plan. But then something happens, and your parents can't even act on your behalf. They would have to go to court to get guardianship and power of attorney to handle your estate.

And then there's the officer who has been on the job long enough to experience that wear and tear that many do. You have been divorced. But you have no life plan, something happens and your ex-spouse winds up with your estate.

Or you have remarried. Catastrophe strikes and you have no will. Your new spouse and your child from your first marriage wind up battling each other in court for your pension. And guess who gets the money? Yes, the lawyers.

"It's the realization that no one wants to talk about it, but I mean, we have to get into the subject because life is short," cautions Kevin Drummond, a longtime Florida law enforcement officer, current PBCPBA member and attorney who specializes in wills and estate planning. The PBA has tabbed Drummond as its life-planning guru to help extend the union's latest premium

benefit to all members, something they need more than they even know.

"For every document in the life plan, I can give you 10 or 20 horror stories about it, but the reality is you work your life off for your hard-earned pension for what, to piss it away to whoever, or to let the courts and attorneys get it," Drummond adds. "You put your life on the line every day, and the way that the job is becoming is a reason that you need to pay more attention to your life plan and get your planning set up."



***"You put your life on the line every day, and the way that the job is becoming is a reason that you need to pay more attention to your life plan and get your planning set up."***

Attorney and law enforcement officer  
Kevin Drummond

## The man with the plan

Drummond's acute understanding of the life of a law enforcement officer and quick wit compel him to consider his mission and evoke a reference to the grim reaper. He might wield the sickle, because setting a life plan is a painful endeavor to have to consider.

But no way does he fit the hooded black robe. His wardrobe is more of a cape.

"Who else is going to fight for you better than a guy who's a cop, someone who knows it?" Drummond submits.

"Listen, I'm going to cut through the minutiae of treating you like everybody else and really try to help you."

Drummond grew up in South Florida where, he said, the stereotypical reason induced him to become a police officer.

"To fight for justice and make a difference," he says. "But I won't lie. I thought it would be cool to be around lights and sirens."

He started his career with the Capitol Police under Governor Jeb Bush in 2005 and after two years moved to the Florida Highway Patrol. After seeing some, let's call them shortcomings, at the states attorney's office, Drummond thought he could make more of a difference. So he went to law school.

CONTINUED ON PAGE 16



He went on to serve several roles with States Attorney Dave Aronberg between 2016 and 2019. In 2018, he started a stint with the Palm Beach Shores Police Department doing some of the work he still loves most: police legal adviser providing counsel and advice to the department on criminal cases and other matters.

All of which led Drummond to establish himself as a noted attorney-to-the-cops.

"Even in the state's attorney office, I'd get a lot of calls from cops I work with. Everyone's asking, 'Hey man, who do I talk to do this or that?'" Drummond recalls. "When you refer a lot of them, they don't feel they have somebody trustworthy. They want someone who's been in their field that feels comfortable with them."

When helping fellow officers with personal injury cases, wills, trusts and other estate planning endeavors became nearly a daily practice, Drummond started the Blue Line Law Firm, which operates in Florida, Washington, D.C, Minnesota, and North Dakota under the mission of giving officers a lifeline to justice. His practice associates include retired West Palm Beach Captain Kevin Coppin and colleague is Ann Charleus, the former director of legal and public affairs for the Black Chamber of Commerce.

"We tell people, 'Hey, we're cops. We understand,'" Drummond relates. "They don't have many friends that understand their backgrounds. And they are notorious for needing help with all sorts of stuff. But especially estate planning. That's really what I want to focus on."

### **The power of planning**

Drummond is one of those guys who never hesitates to speak up. He shares how much he likes trial work because he can re-

ally get it going in a court room. His ability to talk to anybody about anything provides a comfort zone for fellow officers to get into it with him.

He was having one of those philosophical conversations with PBCPBA President John Kazanjian, chopping it up about everything including benefits. The PBA had been working to find some additional legal resources beyond what its renowned legal team provides in labor-related matters, and Kaz knew how the South Florida and Broward County PBA chapters had attorneys to help with matters related to life planning.

In addition to the work he does in that realm with Blue Line Law, Drummond volunteers at the Legal Aid Society for free from time to time. When Kaz explained that the PBA didn't have anybody doing wills and trusts, well, that was enough said.

"When we were talking, I was saying how I love estate planning and so forth," Drummond adds. "He asked if I was interested in helping a few people out. So I started helping a few people out."

The reality is that every PBA member needs to take advantage of this benefit and service. There's a reason your pension multiplier is called "high risk." The inherent risks should be enough impetus for you to put a plan together for if you can't be there for your family.

"There's no way to sugarcoat it. It's uncomfortable to deal with, but it's a necessary thing you have to do for yourself and for your family," PBCPBA attorney Brennan Keeler confirms. "Because when you're not there, they're going to wonder what your wishes were and what were your intentions. And you can tell people things all you want, but if you don't write it down, someone could challenge whatever it is someone's doing with your estate."

Back in the day, inherent risk required anybody who enlisted in the military to sign a will. Drummond suggests law enforce-



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ment officers look at life planning from a similar perspective.

It's like when first coming on to the job. Getting financial advising is needed to pick the best pension plan for you. Spending 15 minutes with an attorney to talk about estate planning is equally necessary.

And now the PBCPBA is making it easy for members to get their 15 minutes.

"The PBA is giving you thousands of dollars of consultations to be able to take care of this," Drummond emphasizes. "Why pay an attorney more money when you can make the simple decision to just sit down and get this insurance?"

### **This is your life planning**

Protecting your assets after you are gone. Providing for loved ones if you don't have any immediate family. Protecting your life's work against civil litigation resulting from your qualified immunity being challenged. Reducing or eliminating costly litigation from occurring over your estate.

The reasons to pursue a life plan are voluminous enough that Keeler advises, "It's stupid not to take care of your estate plan, because why not?"

A place to begin is a living will, a written statement detailing a person's desires regarding their medical treatment in circumstances in which they are no longer able to express informed consent, especially an advance directive. In the event of a catastrophic injury that leaves you in coma or worse and someone might be asked to "pull the plug," a living will lets your loved ones know you thought about this, and this is what you wanted.

"It's morbid to have to contemplate this, but it really helps you executing your final words," Drummond explains.

Next, make sure you have a last will and testament, a legal document that communicates your final wishes pertaining to assets and dependents. Essentially, whatever is in your name,

where do you want it to go when you are gone?

There are many situations that create hesitancy to leave everything unconditionally, so you can put all your holdings and assets into a trust, which adds stipulations to control your wealth beyond death. You can also opt for more protection with an irrevocable trust, where its terms cannot be modified, amended or terminated without the permission of the grantor's named beneficiary or beneficiaries.

Drummond can tell numerous stories about why a trust makes sense: to keep multiple heirs from fighting or ganging up on one another; to make sure the child who has been to drug rehab multiple times won't waste away your pension; to provide college tuition for that niece you love so much, and you don't have a spouse or children; to make sure your minor child with your ex gets the money rather than the spouse.

"Let's say you die, and you have a house to leave but no will or estate plan," Drummond details. "The house gets passed through homestead and now we have to go to probate court so the house can be passed to your three children, who get one-third each. Welcome to a \$6,000 fee when you could have signed a \$400 document the PBA is paying to have done for you."

The process of creating your life plan is as simple as making a doctor's appointment. With Zoom, Drummond can even do it during your lunch break from your patrol car. He will do it at 8 a.m. or 8 p.m. It can be a 15-minute conversation, then you go to an online form to indicate what you want to do. And the documents are in play.

Do it now, while you are of sound mind and body. Don't forget what Drummond asserted at the beginning.

Life is short.



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# *13th Annual Palm Beach County PBA Police Officers' Ball April 24, 2021*

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

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

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



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# Welcome back

The 13th annual PBCPBA Police Officers' Ball is going to be a rewarding event in so many ways



■ BY KAREN JENKINS

It's a homecoming for Palm Beach County PBA members.

When Master of Ceremonies Allan Ortman, PBA member since 1979 and a retired West Palm Beach officer, commences the Palm Beach County PBA Police Officers' Ball opening ceremonies, all he sees is a sea of blue stretching from wall to wall of the PGA National Resort and Spa ballroom.

Every year, he sees the 12 months of honorees, three of whom will be enriched with recognition by the end of the evening.

He sees the families of officers who made the ultimate sacrifice and are still navigating through the grief.

He sees the PBCPBA team that spent months putting the

event together.

He sees the fearless spouses bravely supporting the profession, despite knowing the dangers of working in law enforcement.

And most of all this year, he'll see his family — his brothers and sisters in blue — who provide sweeping affirmation that, for this one night, they are back together again and unified in celebrating the call to protect and serve.

"It's an opportunity to network, for friendships. I see people that I don't see all year," said Ortman, who has acted as the master of ceremonies since the inaugural ball in 2008. "It's also an

CONTINUED ON PAGE 20





Deputy Sheriff Connor Haugh, Deputy Sheriff Martin Gareau, Deputy Sheriff Ian Sowers, Deputy Sheriff Joshua Plant and Deputy Sheriff Rodney Oragene from the Palm Beach County Sheriff's Office were honored as 2019 Officers of the Year for stopping a murderous rampage in 2018.



Palm Beach County Sheriff Ric Bradshaw makes remarks at the podium in 2018.



## WELCOME CONTINUED FROM PAGE 19

opportunity to recognize some excellent police work and the opportunity to recognize those who passed on from their sacrifice."

The 13th Annual PBCPBA Police Officers' Ball will be held on April 24 at Trump National Golf Club Jupiter this year, a move from PGA National, where it has been held the past several years, due to construction occurring in the ballroom.

The black-tie-optional event will feature an expansive group of honorees. Monthly officer award winners from both 2019 and 2020 will be in attendance to potentially earn the Officer of the Year, first runner-up, second runner-up and third runner-up honors, as COVID-19 restrictions squelched last year's annual event. Cocktails, a silent auction and dinner, the awards presentation are all going to bring community back to the PBCPBA after a year that stole the in-person camaraderie.

This year's ball — sure to be the biggest one yet, according to PBA President John Kazanjian — will prove that the PBCPBA is there for members when there is nowhere else to turn.

"This is going to be a home run, going to [Trump National]," Kaz proclaimed. "This is going to be special, because we missed 2020. We're going to bring in the recipients for the 2020 and 2019 Officer of the Year awards and do them both at the same time. That's going to be very special. We had one group from 2019 that was going to be Top Cops that got canceled, so it was a tough year for them to get any recognition, but they have to be recognized."

Special guest Dan Bongino, a political commentator for Fox News, will share some remarks at this year's ball, according to Kaz. Bongino served with the NYPD from 1995 to 1999 and as a Secret Service agent from 2006 to 2011 before moving to Martin County.

And perhaps an invitation making its way to Mar-a-Lago could provide an even bigger guest of honor: the guy whose name is on the hotel. On the night of the PBA Ball, the immensity and power of honoring law enforcement could attract anyone.

"I think it's a compliment to the PBA, and I think it's a compliment to the organizing committee that we have, that it's become so big, because it's so popular," Ortman expressed. "Everybody

loves the pageantry of it. Between the start with a bagpipe and the invocation from the religious entity we bring — whether it's a rabbi or a pastor — those are emotional things. I'm the face that everyone's looking up to, but the most powerful conversations come from our guest speakers and certainly Kaz, when he speaks."

The power of the PBA Ball runs deep for PBCPBA Labor Relations Coordinator Vinnie Gray, a Delray Beach unit rep who has watched as the first ball over a decade ago has more than tripled in size from its original 50 couples in attendance.

Gray has witnessed the event morph from an annual crusade to a sold-out crowd, celebrating service, members who have given it all and support for the PBCPBA.

"It always kind of brings a tear to my eye," Gray shared about sitting in that ballroom and watching officers honored year after year. "It's a time that you can appreciate what you do, and you're surrounded by people who also appreciate the profession, as well. You also have people there who aren't cops that go to support the cops."

It's impossible to forget the past Officers of the Year. Matthew Ward fearlessly ran into a burning building in 2016 and single-handedly rescued a sleeping man before the fire department arrived. Jason Barquin stopped an armed robbery and had to return fire in 2014. PBSO K-9 Officer Casper took a round that appeared intended for his partner, John Sylvester, in 2017.

Solving decades-old cold cases. Saving suicidal victims. Stopping gunmen at festivals. On the night of the PBA Ball, not a single naysayer can disagree with the vital function that law enforcement officers perform best: saving lives.

"People share war stories," Gray explained about what it's like to be seated during the event. "It's a once-a-year event that allows police officers to come together, enjoy each other's company, have a great night, have fun, camaraderie and share stories."

Ortman remembers the emotion that was generated during a year honoring past presidents of the PBCPBA, with Ron Sowers, Jim Spatara, Ernie George and Kaz all sitting in the room.

"It was an opportunity to recognize the four people that were instrumental in getting the PBA where it is today," Ortman affirmed. "That's the reason I do this whole thing to begin with — to give back some type of appreciation for what the PBA has done for me and put me in the position that I'm at."





PBSO Deputy John Sylvester enters the 2018 Police Officers' Ball with his partner, K9 Casper, who took a bullet that appeared intended for his officer.



And, of course, once all the officers have been recognized, remarks have been shared by special guests and a few tears have been shed, it's time to celebrate the brotherhood of law enforcement.

Ortman is looking forward to once again leading the crowd for the 13th year in this sure-to-be-emotional welcome back.

"The concept of a policeman's ball is the greatest opportunity

to recognize the excellence of police work and recognize those officers that have gone above and beyond," he praised. "It's an opportunity to thank them, because it's a thankless job, especially now. And this is a way as a group we can show some solidarity. It's the opportunity to recognize those that sacrificed. And it's an opportunity to give back to the PBA, because we wouldn't have anything without the PBA."

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# A guide to make your vote count

Stories by Mitchell Krugel, Karen Jenkins and Rosemary An

As the PBCPBA progressed with its screening of candidates for the March 9 municipal elections, the union's message seemed to be getting through loud and clear. The PBA has no time or desire to play politics with elected officials. The PBA has no patience for candidates who think they can get away with just talking the talk.

The diverse group of candidates the PBA has endorsed represents many longtime commissioners and council members who have taken actions to support the police. There are also candidates who are challenging incumbents who need to be voted out of office because of failing to back the blue.

These endorsed candidates are like Scott Maxwell, running for his seventh term as a commissioner in Lake Worth. Maxwell is not in this for the politics, and he impressed the PBA with a record of supporting law enforcement good, bad or indifferent.

"At the end of the day, you don't want to be second-

guessing these folks in the heat of the moment," Maxwell advocates. "It doesn't have to be this complicated. We're all local people. And we all need to stop taking ourselves quite so seriously and just remember, we're here to help our neighbor and common sense oftentimes will rule the day."

This *Code Three Magazine* special section presents endorsed candidates who are dedicated to governing, not politics. They are not only offering an open door to PBA members but want to have one to them as well to facilitate an opportunity to listen to each other. That's what leads to good government.

"Having the relationship to call someone up and say, 'Look, this is working' or 'This is not working. How can we work together to fix this?' is so important," explains Marcie Tinsley, who is running for council in Palm Beach Gardens. "It's not to point fingers, it's to help come to a common ground. And I think that's what our world is missing right now."

## Meet some of the candidates who support the police

### 'You have a voice'

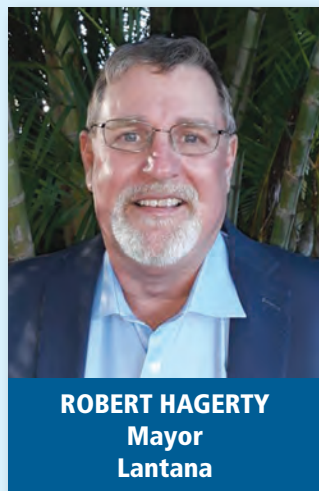
Here is a chance to cast a vote to support law enforcement.

Yes, all votes for Palm Beach County-PBA-endorsed candidates in the March 9 elections support law enforcement. Beyond those who support law enforcement, Lantana mayoral candidate Robert Hagerty actually is law enforcement.

Hagerty is a 29-year veteran of the Lantana Police Department, a retired commander who was a PBA member for 22 years. He started as a certified reserve in 1990, worked road patrol, became a sergeant who supervised firearms and defensive tactics training and eventually ran day-to-day operations for seven years. Hagerty is still a reserve for the department.

He is running against a longtime incumbent who has suggested outsourcing the police department. He is running on a platform of uniting Lantana, and nobody might be better equipped to do that than this dedicated public servant who has taught Citizen's Police Academy and been a leader of so many community events.

"The biggest thing that makes me run is trying to get the community and the town back together again and get on a track of the residents of this town having a voice," Hagerty pledges.



"I'm trying to get that or bridge that gap back to the community and say that you have a voice, you have the ability to be heard and your ideas are welcomed in the town."

Hagerty's first objective is to dig into the town's budget – when he ran department operations, he oversaw a \$5 million enterprise – to control spending and avoid raising taxes. Another priority is to address Lantana being on the verge of losing its water sources and how to fund a new option.

He knows how to find solutions. As a department commander, he wrote a proposal that won a \$1.5 million grant from FEMA to retrofit the current department building to act as the emergency operations center during the time of a crisis.

Most of all, he wants to bring fairness, integrity, responsibility, respect, service, trust and transparency to Lantana's elected leadership.

"A lot of people are suggesting that we need change. And it all starts with having a voice, having an integral part of making decisions on where they live," Hagerty emphasizes. "Having that core knowledge of how laws and ordinances work, I think benefits me in the long run. I'm willing to serve with an open mind, understanding that if I don't have the answer, I'm prepared to look it up or research it and come to an informed decision."



## 'Very proud of the work'

Julia Botel wouldn't be able to fit all her credentials onto a business card.

She started her career as a teacher for the deaf as a result of an influx of students from the rubella epidemic of 1963. She received a full scholarship to Columbia University and got her first master's degree in deaf education and her second master's degree in educational leadership.

She went on to teach students with varying degrees of mental illness before becoming a school administrator and completing her doctorate in educational leadership. Botel also served as deputy superintendent of schools in Harrisburg, Pennsylvania, for 10 years.

"I'm very proud of the work I did there," Botel affirmed. "I really turned around the struggling, failing district. It gave me a good preparation for Riviera Beach, because some of the same issues of poverty and neglect and dysfunction were here."

In her past three years with the Riviera Beach Council, the PBA-endorsed candidate started a workforce development task force that currently provides free tuition and books for college courses for 40 residents of Riviera Beach. She is also helping people get their GEDs and setting up courses for middle school



**JULIA BOTEL**  
City Council District 4  
Riviera Beach

students to learn about business and industry.

But education isn't Botel's only development interest. She recently asked Riviera Beach Police Chief Nathan Osgood to speak at a town hall meeting and discovered that PBA members who work bike patrol are asked to meet with community members during every shift.

That, coupled with her regular check-ins with Osgood about ongoing law enforcement trainings, keeps her invested in the city's public servants.

"I think our young people need to have the mentorship of folks who can really keep them on the right path," Botel expressed. "I've heard really good things from [Osgood] about the guys and gals on the street, so I'm happy about that."

With the current development crossroads in the city, Botel promises to take it to new heights and not renege back to the past methods of leadership. She is ingrained in the governance — not politics — that Riviera Beach requires.

"I want to be sure that we have a council that citizens can count on to be doing the right thing for them and not necessarily the right thing for ourselves," Botel provided. "That's why I want to keep going. We are definitely at a crossroads, and we are going to be so successful."

### PALM BEACH COUNTY PBA-ENDORSED CANDIDATES

Candidate	Office	Location
Ryan Boylston	Commission District 3	Delray Beach
Adam Frankel	Commission District 1	Delray Beach
Scott Maxwell	Commission District 1	Lake Worth
Tracy Caruso	Mayor	Delray Beach
David Norris	Village Council Group 4	North Palm Beach
Susan Bickel	Village Council Group 2	North Palm Beach
Marcie Tinsley	Council Group 2	Palm Beach Gardens
Harrison Vaughn	Council Seat 2	Tequesta
Julia Botel	District 4 City Council	Riviera Beach
Robert Hagerty	Mayor	Lantana
Diana Davis	Council Seat 4	Juno Beach
Elaine Cotronakis	Council Seat 2	Juno Beach
David McMaros	Council Seat 1	Loxahatchee
Carla Blockson	Council District 2	Lake Worth Beach
Pam Triolo	Mayor	Lake Worth Beach

### RE-ELECT JULIA BOTEL



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Paid by Julia Botel for Riviera Beach City Council, District 4.



## 'Working together on the off days'

Vice Mayor Ryan Boylston knows that municipal progress comes from picking up the phone and asking the right questions.

He moved to Delray Beach in 2005 as an “organic politician” — someone who didn’t grow up in a political household — and immediately recognized that the fabric of Delray Beach is community service.

“I found out that service was a big part of [the city] — public charrettes and meetings and committees and boards,” Boylston provided. “I looked at the history of how Delray Beach went from a sleepy town that I didn’t visit much, growing up in Pompano, to the place that I wanted to move in, raise my family.”

He sat on the Pineapple Grove Arts District Board prior to joining the Delray Beach Downtown Development Authority from 2011 to 2017. Boylston ran for Delray Beach City Commission Seat 3 in 2017 against the incumbent and won. Now he’s ready to continue what he started.

“One of the first things I had to do [in 2017] was negotiate our police contract. I was told that I was the first commissioner to ever walk into the room and sit on the police side of the table,”



**RYAN BOYLSTON**  
City Commission Seat 3  
Delray Beach

Boylston explained. “Now I’m leading the way and getting our fire contract across the finish line as well, so those are the things that I care about.”

Boylston has a personal stake in public service. His father is a crash investigator for the Boca Raton Police Department, and his grandfather is a firefighter for the Pompano Beach Fire Department. Add in his wife, Cassidee Boylston, a teacher in the Delray Beach public school system, and Boylston is a leader who knows the public service perspective.

He’s dedicated to open communication with law enforcement, which he’s exhibited for the past three years. One of his current initiatives is advocating for Racial Equity Institute workshops to be funded for officers and all city employees.

For Boylston, positive relationships are born out of the everyday conversations, not just touching base when there’s a crisis.

“That’s something that’s very important to me in reference to our diverse community,” Boylston affirmed. “It’s all about working together on the off days, not just when the contracts are up or when we’re getting ready to hire our new chief. It’s having that interaction all the time.”

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**BOYLSTON**  
CITY COMMISSION, SEAT 3  
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Paid by Ryan Boylston for City Commission



## 'Stick up for the police'

As the son of a 31-year teacher in Toledo, Ohio, Adam Frankel remembers the inner-city students who were his babysitters.

After long days of teaching, his mother would open their home to tutoring for children from single-parent and less fortunate households. And Frankel's father, a criminal defense attorney, showed Frankel how to advocate for those in need through his work.

"Having that environment growing up in Toledo, Ohio, I think that kind of shaped me," said Frankel, who's running for reelection to the Delray Beach City Commission. "[It shaped] how and what I do for my constituents here in Delray."

Frankel previously served as Delray Beach commissioner from 2010 to 2015, before his reelection in 2018. He has opposed tax increases, improved traffic along Atlantic Avenue with new protocols and handled aggressive panhandling by mapping out problem areas in the city and receiving input from officers at public hearings.

Frankel carries his fifth endorsement from the PBA into this election after demonstrating a record of working hand in hand with members. He became a trustee on the Delray Beach Police



**ADAM FRANKEL**  
City Commission Seat 1  
Delray Beach

and Fire Pension Board in 2008 and was elected as the first nonpolice and nonfirefighter chairman of the fund in 2014.

"I've always been involved with our police department," asserted Frankel, who also runs his own law firm in Delray Beach specializing in criminal defense, personal injury and real estate. "I always really try to stick up for the police and the fire. I always go to that push for first responders. I'm happy to do that."

In his bid for reelection, he is focused on ending the revolving door of city managers and senior staff at City Hall to improve the work of the men and women in the police department who deserve governance stability and "the freedom to do what they're trained to do."

With a history of being the voice of reason in Delray Beach, Frankel is looking forward to another three years working collaboratively with city staff and first responders to improve the city as a team.

"I always had that open-door relationship with not only our police department, but everyone," he conveyed. "If you keep dialogue open and you advocate for your positions, sometimes you can agree, sometimes you have to disagree, but at least be cordial and civil."

RE-ELECT **ADAM FRANKEL**  
CITY COMMISSION

[www.VoteFrankel.com](http://www.VoteFrankel.com)

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Paid by Adam Frankel for City Commissioner

**Re-elect Adam Frankel on or before Tuesday, March 9th**



### 'Busy people get stuff done'

Meet a seasoned star in North Palm Beach politics and education.

North Palm Beach native and current Mayor Susan Bickel, who has served on the North Palm Beach Village Council since 2017, is running for council once again.

Bickel is not new to politics. Her resume includes working for Congressman Tom Lewis, another North Palm Beach native. Five years on the Treasure Coast Regional Planning Council sparked her desire to serve, leading her to take her position a step further.

"I thought I had something to offer to my community," Bickel shared. "There needed to be someone on council who could meld the history, charm and character of our village with the upcoming growth and development so that we didn't lose who we were as we developed."

As mayor of the village, Bickel is proud of how North Palm continued moving forward amid the COVID-19 pandemic. She mentioned having to take certain safety measures, including school closings and other protocols.



**SUSAN BICKEL**  
Village Council Group 2  
North Palm Beach

"It's trying to balance individual needs and rights with what's best for the community," she revealed.

Bickel said being endorsed by the PBCPBA will open doors to better serve the community and its law enforcement officers. Not only is Bickel experienced and knowledgeable, but she is also aptly trained to be a council member because her mantra is "Busy people get stuff done."

"I just make time," she noted. "What I always say is if you want something done, give it to a busy person."

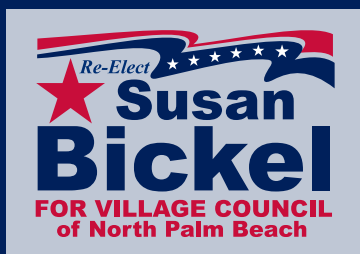
With the PBA's support, Bickel wants to work toward a more environmentally sustainable community and help the village's businesses succeed.

"We need to attract new business and provide opportunities for them," she relayed. "And we have a lot of waterways that we need to protect."

As she embarks on the next term, Bickel also wants to work on financial recovery for the community to move past the pandemic. She is eager to put in as much time as it takes — and then some — for North Palm Beach.

"I'm ready to serve on whatever they call me for," she declared. "That's what I signed up for and that's what I intend to do."

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PAID BY SUSAN BICKEL FOR VILLAGE COUNCIL

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FOR JUNO BEACH TOWN COUNCIL  
SEAT 2



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PAID BY ELAINE COTRONAKIS FOR TOWN COUNCIL

### 'I will be a welcome change'

Meet the superstar mother of two who is bridging the gap between home and community in Juno Beach. Elaine Cotronakis lives in a multigenerational household, which gives her insight into what the seniors and youth — the people — need.

"My claim is to be the voice of the people," explained Cotronakis, who is running for the Juno Beach Town Council. "You learn something from each individual. Even if you find people say the same thing, one person will stand out and give you another point of view that you might not have considered. So I definitely am open, and I'm a listener."

Cotronakis lives up to her claim. Her Wednesday morning "Lakeside Chats" at the Pelican Lake gazebo behind Town Hall open up public discourse on important town issues. If elected, she will continue engaging in these discussions.

With a current vacancy on the council, Cotronakis jumped at the opportunity to restore trust and civility to Town Hall and ensure proper management of the town's finances — two major pressure points that she's identified from speaking with community members.



**ELAINE COTRONAKIS**  
Town Council Seat 2  
Juno Beach

"Most votes, it's two and two, and it's almost split the same way every single time," she shared. "I have the support of the mayor and the vice mayor. I have former mayors, planning and zoning members, town council members from the past, all supporting me because this is not the way they want their city run."

Of course, Cotronakis also has the endorsement of the PBA. She deeply understands the value of unions after observing her father and father-in-law spend their careers as union workers.

As a fundamental supporter of first responders, she will advocate for the safety of the community through vital police work and maintaining Juno's small-neighborhood feel.

Keeping short-term vacation rentals in neighboring Tallahassee at the forefront, Cotronakis is devoted to maintaining responsible growth management to protect the small-town charm. She is invested in bettering her home in this first powerful bid for the council position.

"I know the desires and wants in our community," she confirmed. "I don't like divisiveness. That's why I jumped in. I will be a welcome change, putting my efforts to help the residents of Juno Beach and give them a voice."

### 'How can we work together?'

Marcie Tinsley is reentering the political realm refreshed and ready to help residents, businesses and first responders navigate challenges related to the pandemic.

Tinsley served on the Palm Beach Gardens City Council from 2010 to 2017 and was appointed mayor in 2016. Term limits restricted her from being able to seek a third consecutive term on the council, but a recent referendum allows her to run again.

"Residents in our community, business owners, regular people have been encouraging me for two years to come back and serve again," affirmed Tinsley, who has 25 years of experience as a landscape designer. "It's so important for people to serve their community — people that are knowledgeable, that have experience and know our city."

In her tenure, Tinsley was able to allocate and assure funding for a state-of-the-art emergency operations center in the city. She's worked with the police department to create community partnerships and has even acted as an advocate for the department.

When a road owned by the school board was causing traffic, the PBA-endorsed candidate worked with the police chief,



**MARCIE TINSLEY**  
City Council Group 2  
Palm Beach Gardens

asking the school board for the right to modify the road and create new safety measures.

"It helped the police, because they couldn't do their job well. It was an ongoing issue," she explained. "It was easier for the police to, during school hours, direct traffic with all these safety measures in place."

Her relationship with the PBCPBA has an open-door policy. She is determined to understand and provide the resources that first responders need.

"It's up to us to make sure you in your profession have the tools to do what you need to do," Tinsley expressed. "Having the relationship to call someone up and say, 'Look, this is working and is working great, but I think we could improve it more,' or saying, 'This is not working. How can we work together to fix this?' That's so important to have that relationship."

As the city continues to rebuild post-pandemic, Tinsley is planning to maintain public safety by investing in policing.

"It's helping everybody, helping our city, helping first responders," she declared. "I think one of my strong suits is that 'no' is not something that I have in my vocabulary. I like to see, 'How can we do it?'"



## 'I still love doing it'

Eight terms as mayor and 24 years as council member is a long time.

But for David Norris, who is running for reelection to the North Palm Beach council this year, it's not enough, and it doesn't look like it will be anytime soon.

"I still love doing it," Norris shared. "As long as I love doing it, want to be involved, want to contribute and devote the time, I might as well keep doing it."

Norris, a lawyer, may not come from a political background or family of elected officials, but his love for the village he grew up in has sparked his desire to serve. He has lived in North Palm Beach through all walks of life — growing up as a child, graduating from the University of Florida and raising his own family — so he knows exactly what the community needs and knows how to get it done.

"There were some things I wanted to help make happen in North Palm Beach," Norris remarked. "So I said, 'Hey, I'll put the time and effort in to help make those happen.'"

Norris wanted to improve the village to bring it more up to date, and the centerpiece to his first campaign was to re-



**DAVID NORRIS**  
Village Council Group 4  
North Palm Beach

vamp the North Palm Beach Country Club. During 24 years, he helped do just that: The facility, with its Jack Nicklaus signature course, has a new clubhouse and enhanced pool and tennis facilities.

The PBA-endorsed candidate is also proud of his focus on public safety in North Palm Beach, leading to it being named the fourth-safest city in the state as of December 2020. More than two decades of holding office later, he has a track record of showing his support for the officers who face challenges every day to keep the community safe.

"They know how important I think public safety is to the village," Norris mentioned. "Anything I can do from my position on the council to help, I'm always going to be behind them."

Although public safety is his main priority, Norris wants to refocus on infrastructure if elected for council and figure out a solution for U.S. 1, as well as sustain the small-town feel that residents believe is the charm of North Palm Beach.

And if anyone can do all of the above, based on past experience, it's Norris.

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**NORRIS**  
FOR  
**COUNCIL**

**ENDORSED BY**

Paid by David Norris, for Village of North Palm Beach Council, Group 4.

**VOTE MARCH 9<sup>TH</sup>**

★ HARRISON ★  
**VAUGHN**  
FOR  
TEQUESTA VILLAGE COUNCIL

I am a North Palm Beach County native and committed to the Village of Tequesta. My family and I love the culture of Tequesta and all of the great things this community offers to its residents. Over the past few years, the village has faced budget shortfalls that have depleted reserve accounts and hindered Tequesta's ability to balance employee compensation, emergency reserves, capital improvements and community events.

**My Goals as Village Councilmember:**

- Build Reserves
- Plan for Capital Improvements
- Support Small Business
- Embrace the Culture of Living and Working Locally

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I believe this can be done without raising taxes and I'm thankful to have the support of village residents, employees and small businesses.

**Thank you for your Support! - Harrison Vaughn**



## 'I'll start at a yes'

A political newcomer who is running for council is more than meets the eye.

Harrison Vaughn, vying for Tequesta council, is a risk management consultant by trade and has never dipped his toes in elected office. But when he started talking to residents and business owners throughout the village, he realized someone needed to help Tequesta manage its funds.

"I want to do the right thing for my little municipality," Vaughn declared. "What's right is right, and what's good for the village is good for everybody."

As a risk manager, Vaughn helps midsize and large businesses protect themselves against contractual and operational risks. As a council member, he plans on doing the same for the village.

"I think with that mindset of: Is there an alternative way that we can put a program in place that does what we want it to do and serves our village and our residents in a great way, but also maybe helps us save a little bit of profit?" Vaughn shared. "I think that would translate well."

Being endorsed by the PBCPBA will help Vaughn put those



**HARRISON VAUGHN**  
Council Seat 2  
Tequesta

Tequesta Council candidate Harrison Vaughn (left) with PBCPBA Tequesta unit rep Raymond Korkowski.

ideas into action, because he may not have much political experience but he does lend an open ear to anyone who wants it. When he's not going door to door to meet with residents, he's reaching out to members of the PBA.

"Gaining perspective from both sides of that aisle is important," Vaughn remarked. "I want to get their take on what's going on, what we could do better and what we're really good at."

Determining expenses and profits is Vaughn's expertise, but he also wants to focus on improving infrastructure, like the bridge over U.S. 1, and facilitating interaction between Tequesta business owners amid the COVID-19 pandemic.

But the first-time candidate emphasized that his priority is making sure the village can sustain itself, and that means weighing

the pros and cons of any expense before making a decision.

"I'll start at a yes and work back to a no if it's got to be a no," Vaughn noted. "But if there's a way that we can do it and it makes sense to the village, then we'll stay at a yes."

## 'I'm always going to defend them'

Lake Worth City Commissioner Scott Maxwell thinks back to 2001 and the key issues he wanted to tackle in his first term — knocking out some of the highest electric rates in Florida, rebuilding decimated roads and utility systems and improving the community's neighborhoods.

As he seeks his seventh term in District 1, Maxwell is proud to have played a part in Lake Worth's turnaround: affordable residential electric bills; a vastly improved water system and roads, thanks to city reinvestment in infrastructure; and 10 years of double-digit increases in property values.

Maxwell sees himself as a facilitator with a singular focus on the city's 7 1/2 square miles.

"I look at my role ... as somebody who can help get things done from different vantage points. I'm a clearinghouse person to help bring everybody together and make it happen," Maxwell said.

Not bad for a guy who got into politics by accident.

"If you had asked me 25 years ago if I'd ever be in politics, I would have laughed at you," he shared.

Speeding cars near his son's school lit Maxwell's fire for civic engagement. In 2000, he served as a volunteer code enforce-



**SCOTT MAXWELL**  
City Commission Seat 1  
Lake Worth

ment officer, which exposed him to many of the city's troubles with aged housing, poverty, schools and quality-of-life issues. That inspired his initial run for office — and he hasn't looked back.

Maxwell speaks strongly about his support for the Palm Beach County Sheriff's Office and law enforcement in general. That was never clearer than several years ago when a movement arose on the commission to disband PBSO.

"I was the only person who stood up against that," Maxwell explained. "(PBSO) has done a phenomenal job for us. Our crime stats drop every year over the previous year since they've been in place for the last 12 years. These guys are really good. I'm always going to defend them, that's for sure."

That means Maxwell will continue to fend off conversations about defunding police, while also trying to improve deputy retention and community relations with law enforcement. He's also keeping tabs on quality-of-life issues, including cut-through traffic concerns in many neighborhoods.

Maxwell says the process doesn't have to be complicated.

"Let's not confuse activity with achievement. Let's just keep doing the basics," he said. "We're all here to help our neighbors, and common sense will oftentimes rule the day. We don't have to reinvent the wheel."



# Personnel Best

## PBA reps prioritize member retention and welfare in new PBSO contract

■ BY MITCHELL KRUGEL

PBSO road patrol running 60 to 70 deputies short of optimal staffing these days might have a game-changing impact on negotiations for a new collective bargaining agreement that will be needed near the end of 2021. And perhaps for contracts throughout Palm Beach and Martin counties.

So might the accumulation of mandated overtime permeating PBSO. And the allure of private-sector jobs with equal pay and onetenth of the current angst of being a law enforcement officer.

Wages and benefits will always be the lifeblood of any contract construction. But as PBSO preps to negotiate a new CBA, the value of personnel will become a much-talked about matter that every department has – or should be – dealing with.

The sheriff's office has, in fact, been very formidable about recognizing the top-line and bottom-line importance of providing for members in its three union classes: law enforcement, corrections and civilians. And the unit reps believe that will lead to striving for benefits in addition to wage increases in this contract that will confirm the women and men who do the job every day are the lifeblood of the department.

"At the end of the day, the sheriff has the same goals the union has. He wants what's best for the employees," emphasizes Dan Glisson, PBSO unit president. "He understands the importance of competitive pay, so we don't have to bite and scrap with him about it. So we will look through the lens of the agency as well as the lens of the union and be realistic about our requests to do the best we can for all employees."

As perhaps a way of the world for contract negotiations amid the current challenges facing law enforcement such as retaining personnel and extremists calling for defunding the police, PBSO's reps are taking an advocacy posture more than an adversarial one. It could be considered a position other PBA units might want to replicate.

"It really is a lot of give and take," comments PBSO Rep Mike Kennedy. "Because the sheriff does offer us a lot of stuff we're asking for without us asking for it."

Competitive pay and benefits are obviously more essential than ever because at the end of the day, all law enforcement agencies are trying to obtain and retain employees from the same pool of talent. To get a sense of what PBSO union members want to add to the contract that would enhance their retention via improved working conditions, the unit reps are conducting a preparatory phase that includes polling members.

There is also a form on the PBA website members can use to submit suggestions or concerns. And reps from each of the classes are collecting data from employees about problems they are currently facing and issues they would like to see addressed moving forward.

Between all these different methodologies, Glisson indicates that union reps have reached a large swath of employees throughout the agency to assess priorities to develop the contract proposal.

"We don't want to throw everything at the wall and see what sticks," Kennedy reports. "We're trying to prioritize where we

get the most bang for the buck."

With 4,000 employees, not every individual suggestion can be addressed. So the strategy is to comingle the suggestions and craft a contract proposal that wraps in many bits and pieces.

"Obviously, we want to stay fair and competitive with surrounding law enforcement agencies," Glisson adds. "We have to be realistic. We have to look at what the current situation is in society and in the world at large."

Palm Beach County PBA attorney Brennan Keeler suggests that the PBSO contract has to avoid the quagmire that another

agency in the county is facing being 23 officers down, nearly 20 percent of its workforce. Not coincidentally, that same agency is at the bottom of the spectrum as far as wages and benefits.

He doesn't anticipate PBSO falling victim to the same situation, considering that for the past 20 years the contract has been among the best in the county.

"I'm naturally pessimistic when it comes to contract negotiations," Keeler confides. "But the sheriff is a fair guy, and he'll do what's right for his employees. So we'll start with that presumption automatically."

Between the expertise of the PBA attorneys, which Glisson describes as an advantage to track the benefits that agencies throughout the county are receiving, and the sheriff's benevolence, the union brings considerable assets to this contract session. Keeler adds that the presence of veteran reps also strengthens the union's ability to negotiate.

"They've been around the block. They know the ins and outs of everything, and they know best how the house works," he explains. "Plus, they have a good B.S. detector."

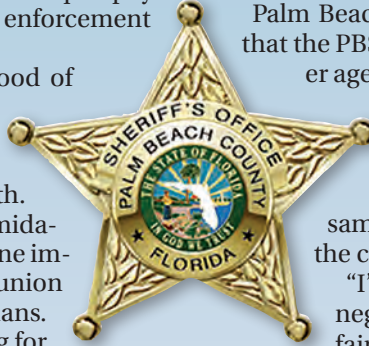
So the task at hand is to put together a contract that won't let members face a situation like 15 years ago, when private-sector jobs offered better pay and benefits. Glisson wonders if the agency can adopt the premise that led the state to starting the DROP program years ago: they don't want to lose this talent pool, so they are willing to keep them around by offering innovative benefits.

Increasing night-shift differential by a percentage point or two could be one of those benefits. Offering a benefit for deputies who have to be called in on holidays could be another. And though younger members are rightly focused on how much is in their paychecks to be able to pay bills, Glisson says this contract needs to give some thought to retirement benefits.

"It's about what you can make when you retire so you don't have to work a second or third career stocking shelves at Lowe's or Home Depot," he asserts.

Kennedy points out that another benefit could come from providing deputies some relief from being overworked. Being down deputies on road patrol has required some mandatory overtime. Although that puts more money in members' pockets, it comes at the expense of quality of life and quality of family life.

"We're trying to do a lot of things to keep motivation up," Kennedy reminds. "Remember, law enforcement is one of those professions where if you're not operating at optimum efficiency, bad things can and will happen."







# Final call for beloved PBSO dispatcher

The Palm Beach County Sheriff's Office started off the year with the tragic loss of one of its most hardworking and well-known dispatchers.

Kristine Denzel, a dispatcher who took command of the radio with every shift, passed away on Jan. 23, just two weeks after her 35th birthday.

Denzel lived in Jupiter and was a devoted communications officer for PBSO since June 2009. She is described by loved ones as a wonderful, loving and free-spirited friend to everyone she met.

A memorial website was established for the dispatcher, where she received comments from family and friends detailing memories.

Alicia Tripp, a high school friend of Denzel's, recalled how she always wanted to explore and go on adventures.

"She made the most of everything and made each moment exciting," Tripp wrote. "She loved hard and played hard. Nothing got her down. She really was the greatest sidekick to have."



**Kristine Denzel**

Palm Beach County Sheriff's Office

End of Watch: Jan. 23, 2021

A friend of Denzel's parents, John Boike, recalled the "very special young lady" who seemed to make friends with every person she encountered.

"I would like to thank you for bringing up this wonderful, loving and free-spirited young lady," Boike wrote to Denzel's parents. "She always allowed herself to shine wherever she went, not as the center of attention but as a fun-loving person that everyone loved being around."

And Theresa O'Mara, a PBSO communications officer for 26 years who worked with Denzel until June 2015, said that the loss of her coworker still feels surreal.

"She made the nights working fun and never boring," O'Mara wrote on Denzel's online memorial. "I will cherish memories of her. She made so many people feel important and loved. She did not suffer fools, which I admired about her. I admired her work ethic, her love of family and her love of friends. She was incredible."

## Remembering a PBSO veteran

Robert Ferrell Jr., a 28-year law enforcement veteran with the Palm Beach County Sheriff's Office, passed away from undisclosed causes at the age of 52 on Nov. 29, 2020.

Ferrell lived in Lake Worth and is survived by his wife, Lisa, their two children, Tiffany and Trista, and his granddaughter, Mia Elisabeth Sacconi. He had a passion for fishing — Ferrell would often take his friends and family boating to share his love of the outdoors.

He was known for his quick-witted sense of humor and distinct compassion for all animals. Ferrell's family and friends were in attendance at his memorial service and burial on Dec. 10, and his family shared that donations could be made to the PBSO Sheriff's Foundation in lieu of flowers.



**Robert Ferrell Jr.**

Palm Beach County Sheriff's Office

End of Watch: Nov. 29, 2020



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# Inaugural aides

## MCSO officers go back to Washington, D.C., to help secure Inauguration Day



Officers from Martin County Sheriff's Office secured their post by Pennsylvania Avenue on Inauguration Day.

■ BY ROSEMARY AN

When the group of 24 Martin County Sheriff's Office deputies arrived in Washington, D.C., on Jan. 18 to stand guard at this year's inauguration, they were surprised to see what could have been a scene out of *Mad Max Beyond Thunderdome*.

No cars allowed to cross bridges.

No crowds of people on the parade route.

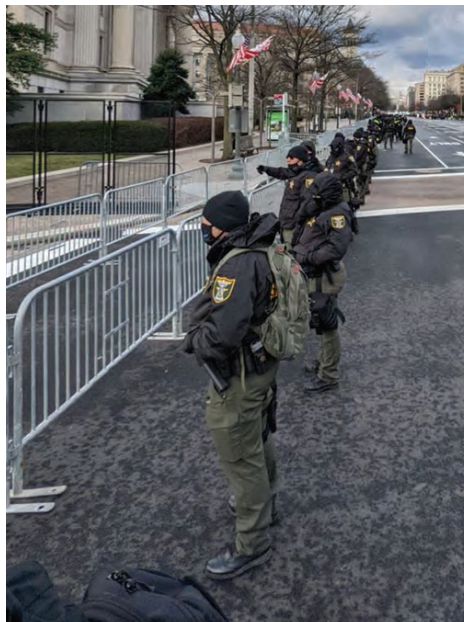
No open restaurants, and no civilians permitted on the road.

Instead, barricades and fencing surrounded the Capitol, and federal officers were fully geared, securing the premises.

"I heard someone say they had not seen a lockdown like that since the Civil War," described Captain Bill Dowdy, MCSO's Uniform Patrol Division commander. "D.C. is a military district, but it became even more than that. That day, it went back to its original roots."

MCSO served as part of a detail charged with a security assignment like no police force has ever known considering the Capitol riot just two weeks earlier. The heightened level of security for Inauguration Day was all set to guard against anything remotely resembling the mayhem of Jan. 6.

The department's rapid response team joined the detail, expecting anything



Officers stood guard in front of the National Archives on Inauguration Day.

from a calm ceremony to even more chaos than the Capitol riot.

"People sometimes like to use themselves as a barricade on the road," said Tyler Ludlow, an MCSO officer. "We weren't sure what exactly would happen, so [our team] was trained to handle those situations with finesse."

This was the second time an MCSO patrol was invited to be part of the In-

auguration Day detail. When 12 officers attended the 2017 ceremony, they were asked if they would be interested in participating this year. In March 2020, the department was officially reinvited to the 2021 inauguration.

MCSO was once again stationed in front of the National Archives on Pennsylvania Avenue, as they were in 2017. Even with the Smithsonian museum to the west and the White House just a mile away, this year required unimaginable preparation amid an atmosphere that was anything but celebratory.

"It was still an honor that we were asked to participate," Dowdy shared. "Things went off without a hitch."

The MCSO rapid response team, which includes about 40 members from the sheriff's office, rotated so that officers who didn't attend Inauguration Day in 2017 could participate this year. Dowdy, who led the team, was the only officer who worked both inaugurations.

On Jan. 18, officers flew to Washington, D.C., and were picked up by bus and taken to their lodging at a nearby hotel. The team of officers was sworn in temporarily to the Metropolitan Police Department that night.

"[Usually] we don't get sworn in that first night," Ludlow expressed. "But the Metropolitan Police were very welcoming and treated us like their own."





MCSO officers stayed at a lodging for their trip to Washington, D.C.

For past inaugurations, officers who came from out-of-town agencies received training the day after they arrived. Pandemic limitations prompted online instruction instead. The team then prepared the site and secured the areas before turning in early to get enough rest before the big day.

At 2 a.m. on Inauguration Day, the group of 24 was already up and ready to board the bus to Pennsylvania Avenue. After completing the required safety checks, including uniform inspections and ensuring normal body temperatures as part of COVID protocol, the officers headed to their post. The only real shock was the cold weather — it was 40 degrees and windy that day.

“We’re from Florida,” Dowdy remarked. “We’re not used to the cold, but we prepared for it.”

By 4 a.m., the MCSO officers were standing at their post. They were stationed right next to another Florida agency, behind a Michigan agency and in front of a row of troopers.

Typically, the incoming president strolls down the parade route on Pennsylvania Avenue, accompanied by security and ginormous crowds, to the Capitol, where he then takes the oath of office. But this year, only law enforcement personnel filled the route.

“We didn’t think it was going to be as empty as it was,” said Jenifer Grounds, an MCSO officer. “It was weird — I expected there to be huge crowds.”

As they were standing post in the cold weather together, officers confirmed how they kept each other motivated.

“We all knew each other,” Grounds mentioned. “When you’re with your friends who you work with every day, you can have a good time and keep each other company.”

The officers operated under the motto “Expect the worst, hope for the best.” They weren’t specifically worried about a Capitol riot, but they definitely weren’t ruling that or anything else out as a possibility.

Still, by the time the officers finished their detail at around 5 p.m., there was a breath of fresh air as the anticipation and anxiety about possible pandemonium faded away. They cleared their area, boarded their buses and were back at their lodging at around 7 p.m.

MCSO officers went to D.C. to work, but their sense of patriotism also came to life as they passed by the national monuments. When they had some free time, officers visited Arlington National Cemetery and took in its historical significance.

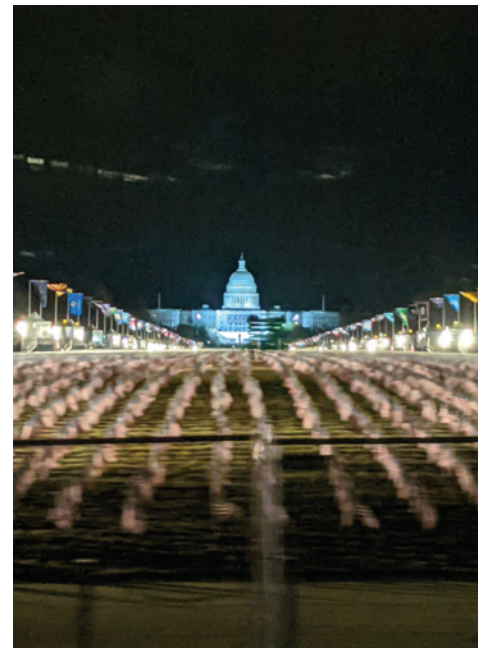
“Seeing pretty much what America is built on was very cool,” Ludlow revealed. “It would have been a privilege to experience it by myself, but to experience it with colleagues and be in another state in a law enforcement capacity was a privilege that I’d do again over and over.”

Grounds added that it was especially amazing for MCSO to be invited to the event for a second time.

“They liked us the first time and hopefully they liked us the second time,” she admitted. “And maybe they’ll invite us the third time. It was so nice, because not a lot of agencies are invited, period.”

The four-day trip was a whirlwind of events that culminated with a peaceful inauguration, despite the Thunderdome aura. By 11:30 a.m. the next day, the MCSO team boarded the plane home, perhaps a little weary but certainly exhilarated.

“It was a very fast 96 hours,” Dowdy declared.



The view of the Capitol at night on Inauguration Day.



Officers received Metropolitan Police patches for the event.



Officers kept their area secure even after sunset.



## Veteran Leadership

### Palm Beach Gardens Chief Clint Shannon brings four decades of expertise

■ BY KAREN JENKINS

When Clint Shannon began his law enforcement career in 1979 at 19, he had no idea that he would work in nearly every area of the North Miami Police Department during the next three decades.

He certainly didn't foresee himself becoming chief — for two different departments — and an officer with 42 years on the job.

"I just felt very proud to be able to police a community that I was living in and familiar with," Shannon said of his earliest years in law enforcement. "I never saw [the role of chief] coming. I just concentrated on working hard, and everything else fell into place."

The young officer had an exemplary officer to model: his father, Donald Shannon. Donald had been an officer on the first K-9 squad with the City of Miami Police Department in the 1950s, then finished his career with the Miami-Dade County Schools Police Department.

Shannon only seriously considered a life in law enforcement after a couple of friends with whom he played sports started eyeing the job. He had worked at grocery stores and in construction throughout his teenage years, but eventually he realized that a policing career meshed best with his desire to connect with communities.

"[My friends] are what prompted me," Shannon said. "I didn't really make that decision probably until out of high school and when I was in college."

Shannon started on patrol in North Miami and worked his way up to detective in 1983. By 1990, he was promoted to sergeant in patrol and training.

He became lieutenant in 1993 before rising to major, assistant chief and then North Miami chief in 2007. Shannon has demonstrated an unbelievable propensity to stay motivated for the past four decades.

"It's about never forgetting where you came from," Shannon said. "I felt like as I moved up, I could provide a really good product for not just the public, but for our people in the agency that are working — giving them a fair shake, and giving them the support they need."

Shannon decided to retire from the North Miami Police Department in 2010

#### Meet Palm Beach Gardens Chief *Clint Shannon*

- Born in Miami and raised in South Florida.
- Started law enforcement career with North Miami Police Department in 1979.
- Promoted to detective in 1983; promoted to sergeant in 1990; promoted to lieutenant in 1993; promoted to major in 1998; promoted to assistant chief in 2002; promoted to chief in 2007.
- Retired from the North Miami Police Department as chief in 2010.
- Named Palm Beach Gardens assistant chief in 2010.
- Named Palm Beach Gardens interim chief in 2018.
- Earned Bachelor of Arts in organizational leadership from St. Thomas University.
- Completed the FBI National Academy's 202nd session, the FBI Executive Development 56th session and the Police Executive Research Forum's Senior Management Institute for Police 68th session.



Palm Beach Gardens Chief Clint Shannon knows the importance of advocating for officer wellness, after spending 42 years on the job.

new school," Shannon said with a laugh. "It's learning the culture and the climate and the atmosphere of a new community and a new department."

Stepp left the department to become the deputy city manager in 2018, at which point Shannon became interim chief.

Within a few months, Shannon's ability to support his staff with a participatory management style enabled him to receive a permanent position as the Palm Beach Gardens chief in 2018.

"It's really an honor to lead the men and women of this department," said Shannon, who is also the immediate past president of the Palm Beach County Association of Chiefs of Police. "I really feel like hopefully I can represent them appropriately and recognize them the way they need to be recognized."

With a platform of promoting officer wellness and minimizing law enforcement suicide rates, Shannon has been able to establish a critical incident stress management (CISM) team in Palm Beach Gardens, providing resources and peer counseling for the department. Within the next five years, he'd like to see Palm Beach Gardens invest even more resources in training for the department and continue to build the officer wellness sector.

He believes the 19-year-old rookie he once was would look at him — and his son, who is now an officer with the Davie Police Department in Broward County — with pride.

"I have a great staff, and I feel very comfortable in the role I'm in now," Shannon said. "My favorite thing is supporting the men and women of this department so that they can provide service to the public."

after 31 years on the job. Soon after leaving, he was alerted to an opportunity from former North Miami coworker Stephen Stepp, who had become Palm Beach Gardens chief in 2003.

Shannon packed his badge and became assistant chief in Palm Beach Gardens in 2010. As assistant chief, Shannon managed the field operations division, which includes patrol, the community involvement unit and the traffic unit.

"Obviously I'm extremely familiar with the job, but you always have at the beginning that feeling like it's your first day at a



# First Responders: Tips for taking care of yourself

**COVID-19 is stressful for all communities, and especially first responders. Learn how to care for yourself and your families during this difficult time.**

First responders will experience stress. Managing stress and taking breaks will make you a better responder.

Sources of stress for emergency responders may include witnessing human suffering, risk of personal harm, intense workloads, life-and-death decisions and separation from family. There are important steps responders should take before, during and after an event. To take care of others, responders must be feeling well and thinking clearly.

First responders can take certain steps to do their jobs effectively. During a response, understand and identify burnout and secondary traumatic stress. Burnout involves feelings of extreme exhaustion and being overwhelmed. Secondary traumatic stress consists of stress reactions and symptoms resulting from exposure to another individual's traumatic experiences, rather than from exposure directly to a traumatic event.

Signs of burnout are sadness, depression, apathy, becoming easily frustrated, blaming others, irritability, lacking feelings, indifference, isolation or disconnection from others, poor self-care (hygiene) and feeling tired, exhausted or overwhelmed. You may feel like a failure and that nothing you can do will help. You are not doing your job well. You need alcohol or other drugs to cope.

Signs of secondary traumatic stress are excessive worry or fear about something bad happening, being easily startled, the feeling of being "on guard" all the time, physical signs of stress (e.g. racing heart), nightmares or recurrent thoughts about the traumatic situation and the feeling that others' trauma is yours.

Coping techniques like taking breaks, eating healthy foods, exercising and using the buddy system can help prevent and reduce burnout and secondary traumatic stress.

Try to limit your time working alone by trying to work in teams. Develop a buddy system to get support from team members. In a buddy system, two responders partner together to support each other and monitor each other's stress, workload and safety. The pair should:

- Get to know each other. Talk about background, interests, hobbies and family. Identify each other's strengths and weaknesses.
- Set up times to check in with each other. Listen carefully and share experiences and feelings.
- Acknowledge tough situations and recognize accomplishments, even small ones.
- Offer to help with basic needs such as sharing supplies and transportation.
- Monitor each other's workloads. Encourage each other to take breaks. Share opportunities for stress relief (rest, routine sleep, exercise and deep breathing).
- Communicate your buddy's basic needs and limits to leadership – make your buddy feel "safe" to speak up.

Family members can help make the transition easier after the response is over. Celebrating a homecoming is important and should reflect your own style, preferences and traditions. Ask your loved ones to refrain from discussing graphic, gruesome and highly distressing details to avoid upsetting or traumatizing others.



This is especially important when discussing the experience with, or in the presence of, children. Consider sharing the more positive aspects of your experience.

Talking about disaster experiences is a personal and delicate subject for both you and your loved ones, and many people prefer to limit sharing such experiences with only a coworker or close friend. Often the need or desire to talk about the disaster experience will vary over time.

Engage in activities you enjoy doing with family or friends, such as playing games, shopping for food, sharing favorite meals and other activities that can help you reconnect. Practice responder self-care with these techniques:

- Work in teams and limit the amount of time working alone.
- Write in a journal.
- Talk to family, friends, supervisors and teammates about your feelings and experiences.
- Practice breathing and relaxation techniques.
- Maintain a healthy diet and get adequate sleep and exercise.
- Know that it is OK to draw boundaries and say "no."
- Avoid or limit caffeine and use of alcohol.

It is also important to remind yourself:

- It is not selfish to take breaks.
- The needs of survivors are not more important than your own needs and well-being.
- Working all the time does not mean you will make your best contribution.
- There are other people who can help in the response.
- Knowing that you have stress and coping with it as you respond will help you stay well, and this will allow you to keep helping those who are affected.

*This information is courtesy of the CDC's information for emergency planners and responders as part of its emergency preparedness and response. More information can be found online at <https://emergency.cdc.gov/>. Call or text the Substance Abuse and Mental Health Services Administration (SAMHSA) Disaster Distress Hotline: 1-800-985-5990 for additional help.*





## Members Only Section

Celebrating PBC PBA members and the way they serve every day

# Delray Beach PD receives a gift for their gifts

Delray Beach PD was showered on Jan. 25 with thank-you cards that included a pink heart and #KindnessMatters written on the bottom. The cards were from students at Crosspointe Elementary School who wanted to show their appreciation for officers who ensured that they received gifts during the holidays.

When Delray Beach PD conducted its holiday toy drive in December, the COVID-19 pandemic forced the department to have a smaller event. The department was unable to collect thousands of toys because officers couldn't put drop-off boxes in local businesses throughout the city as they typically would.

"It was a huge undertaking, to put it mildly," said Ted White, the department's public information officer. "But the officers worked hard to make sure the event would still happen."

Instead, the department stationed a few boxes in its lobby and just a handful of other locations throughout the city. Making do with what they had, the officers were still able to collect enough toys to present to preselected underprivileged students throughout the city.

The students at Crosspointe Elementa-



ry were just a handful of the entire group of students in Delray Beach who received gifts during the holidays. Every year, officers reach out to different schools to obtain a list of underserved students and see to it that they receive toys.

"In many cases, some of these students have very few toys or none at all if it wasn't for what we were doing," White noted.



And the officers were especially appreciative because they never expected anything in return for their efforts, especially not from children.

"The way these kids made cards to say thank you felt really good," White shared. "We were surprised, because this is something we do every year, and we're thankful to be appreciated."

# Delray Beach PD officers know how to save a life

When Delray Beach PD officers Roger Roberts and Robert Hutchens received a call on April 22, 2020, regarding a shooting at Delray Super Coin Laundry, they rushed to the scene to find a male victim lying on the ground with multiple gunshot wounds.

The two officers administered quick and thorough aid that prevented the victim's death. On Jan. 19, Captain Darrel Hunter, who oversees the patrol division, presented the officers with a Life Saving Award for successfully rendering lifesaving aid to a gunshot victim without a second thought.

"It's always paramount for law enforcement officers to preserve life," Hunter noted. "I'm very proud of their actions and to be able to present the award as their captain."

Roberts pulled the victim out of the pool of blood. He and Hutchens then removed the victim's clothing to identify his injuries. They found that the victim was bleeding



from multiple wounds to his left upper arm, left forearm, left wrist, both thighs and right foot.

The officers had two tourniquets and combat gauze on hand. Using the training they received at the police academy, officers applied the tourniquets and used the combat gauze, which acted as a suction cup, creating clots that stopped the blood

from flowing out, to pack several wounds.

When the Delray Beach Fire Department arrived on scene, the victim was taken to the hospital, where he remained in intensive care for several days. The officers learned that without their quick response the victim would have died due to severe blood loss, meaning their timeliness was pivotal to the victim's survival.

One of the officers' supervisors made an awards submission for keeping the victim alive until further care could be administered. When Hunter was made aware of the incident, he believed the officers' crucial actions exemplified the department's slogan, "One Delray. One Community. One Police Department."

"Without their swift action, that victim would not be here today," Hunter revealed. "It's obvious that they were well-equipped to respond the way they did based on the training given to officers of Delray Beach."



## Stuart PD gets crafty with kids for Valentine's Day

Stuart officers Rachel Minor and Janeth Rogel-Carino crafted hats with silly designs out of pipe cleaners, colorful cotton balls and markers with young children on Feb. 11 for Valentine's Day. Minor and Rogel-Carino spend time daily at Stuart PD's 10th Street Recreation Center After School Program to strengthen the relationship between children and officers.

Minor and Rogel-Carino also helped children make hearts with cotton balls and cards with the children's handprints. While creating masterpieces with children was the main event, the two officers believe the ultimate goal of the Stuart PD School Liaison program is for the children to get to know them as people, not just as police officers.



## PBSO makes special delivery of fresh kicks to elementary school students

Officers of the Palm Beach County Sheriff's Office surprised rows of students at North Grade Elementary School with brand-new shoes on Jan. 25. In an outdoor setup at the school, about 10 PBSO officers brought bags of new shoes and socks and personally helped the preselected students try them on.

The special gift, made possible through a partnership with In Jacob's Shoes, was to support and encourage students whose families have been economically affected by the COVID-19 pandemic. "We want to reward you for your good behavior," said one of the school's teachers in a PBSO Facebook video. "And hopefully, you continue this good behavior. Not only at school but at home."





# Riviera Beach members lend a hand to rescue manatee

In an all-hands-on-manatee situation, officers from Riviera Beach PD helped rescue a manatee by teaming up with officers from the Florida Fish and Wildlife Conservation Commission (FWC) on Jan. 5. The manatee was found near Manatee Lagoon and was sent to the Miami Seaquarium to be treated for a severe lung infection.



# Jupiter officer brings police car to show-and-tell for students

Jupiter Police Department Officer James Gaines gave 14 young students a tour of his police car on Jan. 8. Gaines met and chatted with the young students in the classroom before taking

the class outside for his own little show-and-tell. The students at Oceanside Academy even wrote a thank-you card for their special visitor for him to take home.





# Haircuts for the homeless with PBSO members

When the Palm Beach County Sheriff's Office heard that nine men experiencing homelessness had upcoming job interviews, officers wanted to help keep the men's appearances sharp. On Jan. 8, the department partnered with the barbers from Breezy's Grooming Lounge to offer the men free haircuts, manicures and clean shaves to get ready for their interviews.

PBSO officers escorted the men to and from the barber shop to receive their haircuts. The men were residents at the Lewis Center Annex, a facility opened during the pandemic to provide a single point of access for individuals and families that are seeking assistance to restore a self-sufficient lifestyle.



# Stuart PD parades for community partner's birthday

In a drive-by parade that included a smiling Thelma Washington sitting on a makeshift throne in front of her house, Stuart PD officers wished a happy 60th birthday to the community partner and friend of the department on Jan. 19.

Washington, who is an executive director at the Gertrude Walden Child Care Center, also received a poster reading "We love Thelma" and a heap of birthday decorations to place on her lawn. "Every day, Thelma does an incredible amount of work giving back to the community and offering assistance to anyone in need," reads a Facebook post by Stuart PD.





# 'Backing the blue'

By providing free meals, dessert, care packages and special thank-you notes, residents of Boynton Beach, Delray Beach and Jupiter showed the love for officers around Law Enforcement Appreciation Day on Jan. 9. Students, business owners and church members wanted to make sure the men and women in blue would feel supported for the sacrifices they make on the job every day.

Here is a look at some tokens of appreciation by residents to officers:

## Hearty lunch for Boynton Beach PD



Boynton Beach PD received trays of rotisserie chicken, plantains and salad from Latin cuisine restaurant Pío Pío Ocean for lunch on Jan. 12. And Cookies for Cops showed the love, making sure members could enjoy dessert, with a delivery of cookies for the department on Jan. 25.

## 'We back the blue' donuts for Jupiter PD



Jupiter PD accepted three dozen specially made donuts with blue and black icing from consulting agency The McDavid Group on Jan. 8 for Law Enforcement Appreciation Day.

## Local church thanks Delray Beach PD



On Feb. 4, 160 coffee mugs filled with a razor, two pens, peppermint candies and a notepad were delivered with a thank-you note to Delray Beach PD. "Please know that you have about 350 partners in our church who love you and are keeping you in our thoughts and prayers," the note from members of Emmanuel Evangelical Baptist Church read.

## Free meal for officers at Jupiter PD



Officers at Jupiter PD were greeted with a free lunch from fast-casual dining restaurant Bolay on Jan. 12.

## Barbecue food truck at Delray Beach PD



Delray Beach officers received a free dinner including barbecued meat and sides on Jan. 25 from Amy and Andy Santana of Santana's Food Truck.

## Jupiter PD receives basket of sweets



An assortment of chocolates including wafers, truffles and caramel grahams in a brown basket was wrapped in a bow and delivered to Jupiter PD on Jan. 13.



## Jupiter PD gets a special thanks from Catholic-school students

To honor officers at Jupiter PD, students from All Saints Catholic School provided snacks, artwork from younger children and a flag shown at DAR Constitution Hall in Washington, D.C., on Feb. 1. The department was presented with an official document from the Daughters of the American Revolution acknowledging the school's gift of the American flag.



## Masks galore for MCSO deputies



Martin County Sheriff's Office deputies received a donation of 1,000 high-quality protective masks from Hartmut Feyhl, owner of Renntech, Inc. in Stuart, on Feb. 9. Feyhl and his staff members told the deputies the masks were in support and gratitude for going above and beyond to keep the community safe.

Feyhl, whose company specializes in automotive performance technology, presented the masks to Major John Budensiek to distribute to all agency employees. He added that safety for his staff members is as paramount as it is for law enforcement.

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# Make money on your money



STEVE  
OLSON

Most of us have heard the term “compound interest” before, but do you fully understand how it works and how important it is to start early? Compound interest is when you earn interest on interest. The longer the time period, the more compounding of your account value (and the higher the value).

The chart at right is an example of the value of compound interest, showing two individuals. Individual 1 contributes \$5,000 per year to an investment account for eight years from age 20 through age 27. Individual 2 contributes \$5,000 per year to an investment account from age 28 through age 65. The values at age 65 are almost identical.

The effects of starting this investment just eight years earlier are astronomical. Individual 1 contributes only \$40,000, compared to \$190,000 for Individual 2. The cost of waiting for Individual 2 is over \$150,000 out of pocket! If in the example Individual 1 contributed \$5,000 from age 20 through age 65, their ending account value would be \$2,259,501 — almost double that of Individual 2 from just starting eight years earlier.

We have had clients tell us in the past that they focused on other priorities earlier in their careers, and then they are trying to play catch-up the last handful of years before retirement, not realizing how different their retirement would look if they had started earlier. This all starts with proper planning — and making a phone call to get started.

*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.*

Individual 1			Individual 2		
Age	Payment	Accumulation End of Year*	Age	Payment	Accumulation End of Year*
20	\$ 5,000	\$ 5,400	20	\$ -	\$ -
21	\$ 5,000	\$ 11,232	21	\$ -	\$ -
22	\$ 5,000	\$ 17,531	22	\$ -	\$ -
23	\$ 5,000	\$ 24,333	23	\$ -	\$ -
24	\$ 5,000	\$ 31,680	24	\$ -	\$ -
25	\$ 5,000	\$ 39,634	25	\$ -	\$ -
26	\$ 5,000	\$ 48,183	26	\$ -	\$ -
27	\$ 5,000	\$ 57,438	27	\$ -	\$ -
28	\$ -	\$ 62,033	28	\$ 5,000	\$ 5,400
29	\$ -	\$ 66,995	29	\$ 5,000	\$ 11,232
30	\$ -	\$ 72,355	30	\$ 5,000	\$ 17,531
31	\$ -	\$ 78,143	31	\$ 5,000	\$ 24,333
32	\$ -	\$ 84,395	32	\$ 5,000	\$ 31,680
33	\$ -	\$ 91,147	33	\$ 5,000	\$ 39,634
34	\$ -	\$ 98,438	34	\$ 5,000	\$ 48,183
35	\$ -	\$ 106,313	35	\$ 5,000	\$ 57,438
36	\$ -	\$ 114,838	36	\$ 5,000	\$ 67,433
37	\$ -	\$ 124,004	37	\$ 5,000	\$ 78,227
38	\$ -	\$ 133,924	38	\$ 5,000	\$ 89,886
39	\$ -	\$ 144,638	39	\$ 5,000	\$ 102,476
40	\$ -	\$ 156,200	40	\$ 5,000	\$ 116,075
41	\$ -	\$ 168,706	41	\$ 5,000	\$ 130,781
42	\$ -	\$ 182,202	42	\$ 5,000	\$ 146,621
43	\$ -	\$ 196,779	43	\$ 5,000	\$ 163,714
44	\$ -	\$ 212,521	44	\$ 5,000	\$ 182,251
45	\$ -	\$ 229,523	45	\$ 5,000	\$ 202,311
46	\$ -	\$ 247,884	46	\$ 5,000	\$ 223,850
47	\$ -	\$ 267,725	47	\$ 5,000	\$ 247,115
48	\$ -	\$ 289,132	48	\$ 5,000	\$ 272,284
49	\$ -	\$ 312,203	49	\$ 5,000	\$ 299,466
50	\$ -	\$ 337,244	50	\$ 5,000	\$ 328,824
51	\$ -	\$ 364,223	51	\$ 5,000	\$ 360,530
52	\$ -	\$ 393,361	52	\$ 5,000	\$ 394,772
53	\$ -	\$ 424,830	53	\$ 5,000	\$ 431,754
54	\$ -	\$ 458,817	54	\$ 5,000	\$ 471,694
55	\$ -	\$ 495,522	55	\$ 5,000	\$ 514,830
56	\$ -	\$ 535,164	56	\$ 5,000	\$ 561,416
57	\$ -	\$ 577,977	57	\$ 5,000	\$ 611,729
58	\$ -	\$ 624,215	58	\$ 5,000	\$ 666,098
59	\$ -	\$ 674,152	59	\$ 5,000	\$ 724,753
60	\$ -	\$ 728,084	60	\$ 5,000	\$ 788,133
61	\$ -	\$ 786,311	61	\$ 5,000	\$ 856,584
62	\$ -	\$ 849,237	62	\$ 5,000	\$ 930,511
63	\$ -	\$ 917,176	63	\$ 5,000	\$ 1,010,352
64	\$ -	\$ 990,531	64	\$ 5,000	\$ 1,096,580
65	\$ -	\$ 1,069,795	65	\$ 5,000	\$ 1,189,206
Total Investment: \$ 40,000			\$ 190,000		

\*Assumes an 8% annual rate of return

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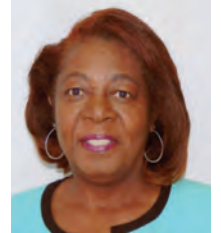
Phone: 512.309.0230 | 954.816.2719

Contact Email: [Shane.Morrow@IronBridgeWC.com](mailto:Shane.Morrow@IronBridgeWC.com)

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