



"The voice of local law enforcement"

CODE THREE

Official Publication of the Palm Beach County PBA

YEAR-END 2021

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**PBA endorses DeSantis for reelection to ensure
pro-LEO administration stays in Tallahassee**



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IN THIS ISSUE OF CODE THREE

COVER STORY



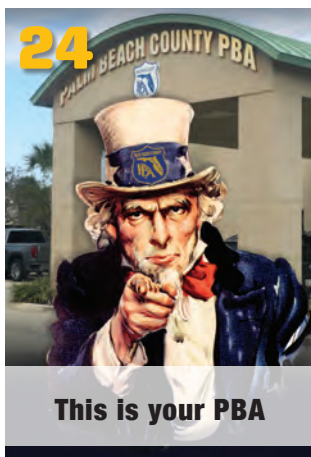
Endorsed Here

Page 16

Florida PBA President John Kazanjian presented the union's endorsement for the 2022 election to Governor Ron DeSantis and members of his cabinet, including Attorney General Ashley Moody and CFO Jimmy Patronis, at the PBA Leadership Conference in November. The PBA also endorsed Senate President Wilton Simpson for agriculture commissioner as part of an ongoing effort to further a strong relationship with the administration that continues to reap unprecedented support and significant benefits for all members.

Plus: Greet the Candidates: An up-close look at the leaders the PBA has endorsed.
Pages 19-22

INSIDE STORIES



This is your PBA



Let the fundraising begin

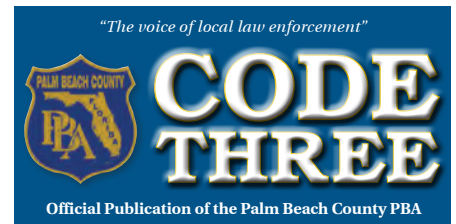


Life planning goes on

ALSO IN THIS ISSUE

President's Message **Page 5**
Ten Thirty-Three **Page 8**
The 4-1-1 **Page 9**
Welcome New Members **Page 11**
News from Your Reps **Page 12**

State PBA Report **Page 14**
Officer Awards **Page 30**
Members Only Section **Page 32**
Finance **Page 38**
Thank-you notes to the PBA **Page 40**



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Disclaimer: \$12 of your dues per year is used for Political Committee/Committee of Continuous Existence Funds. The PBA opened a Justice PAC and active, individually billed members will contribute \$15 out of their dues to this PAC. IF YOU CHOOSE NOT TO GIVE THIS AMOUNT, PLEASE NOTIFY THE PBA IN WRITING.

THE PRESIDENT'S MESSAGE

Backup from the governor and his administration



JOHN
KAZANJIAN

The photo you see on the cover of this issue shows the letter we presented to Governor DeSantis with our endorsement for the 2022 election. The PBA wanted to be out in front on this, so when we had our state conference on Nov. 12, we were proud to stand with the governor and let him know we have his back, because he has always had ours.

Actually, it was a blue-letter day because we also presented our endorsement letter to an entire slate for the 2022 election that includes Attorney General Ashley Moody, Chief Financial Officer Jimmy Patronis and Wilton Simpson, the Senate president who is running for agriculture commissioner. The entire slate has demonstrated time and again how they back the blue, which you can read more details about beginning on page 16 of this issue.

Let's flash back to that day for a quick minute to emphasize why we've never had pro-law enforcement leadership like this in the administration. Not only was it a great pat on the back that they showed up, spent time talking and hanging out, but the governor also made a campaign promise.

He said he's going to work on getting more pay for state law enforcement and corrections officers. In our board meeting, he told us he is going to recruit officers from states where they are facing vaccine mandates and serious defunding challenges to come to Florida. He mentioned that he hopes to follow up the bonuses he gave us last year with another one this year.

I've never seen anybody pledge support and back it up like this administration has. Listen, it's one thing to say it, but the governor has really done it. He's a man of his word, you know.

He's not your typical politician, I'll tell you that right now. Because he means what he says, and he comes through. We've had several opportunities when we have gone to him with an issue, and he said, "I'll look into it. I'll take care of it." And he does.

You might ask how he does that. I can tell you is how he has emphasized that support for law enforcement throughout the state.

I don't think we have to tell our members anything, except keep watching the freaking national TV news and look at the reports about what's happened in these other states where governors don't have their cops' backs. We can see defunding the police, no raises, taking away benefits. That's not going to happen here.

Look at the crime rates. Crime is running rampant in all these other cities, with looting, rioting, breaking into retail stores and stealing everything. That's not going to happen here. Under this

governor, he will protect people's rights, protect their property and, obviously, their lives.

For PBA members to meet the governor and the attorney general and get to know them, I can't even tell you. The attorney general stayed and had lunch with us. That was big for us to interact with the administration, to see exactly who they are and put a face with a picture.

And the CFO, he's another guy who keeps coming up with ways to support us. He did the PTSD bill. He made sure officers who came down with COVID were covered by workers' comp.

And Senate President Simpson, he comes from an agriculture family. We met with him several times, and he said, "I got you. Don't worry about it. Between you and the firefighters, I got your back."

We can say that these last three years have been great for law enforcement and corrections when we talk about the state's leadership. You know, thank God we haven't had to deal with any vaccine mandates. And that goes to the governor, how he's got our back. He ain't going to take this crap.

I think this all speaks to the power of endorsement and our political presence. Even locally, we already have candidates in the cities calling us, asking when we will be screening for endorsements and contributions. We have started some, and after the first of the year we will pick up with the county officials, too. Those wheels are already turning.

So as we look forward to the new year, I am asking all members to get on board and get active with the PBA. We need new officers to step up. Start getting involved in the PBA stuff. Whether it's collective bargaining for the cities and for the counties or doing work for charities and all that stuff, we need you to get more involved.

Listen, I believe we have a great year ahead of us. We're getting through this pandemic. The Florida PBA continues to show its presence as the strongest law enforcement labor union in the state. We're doing for you and with you. Let's keep it going in 2022.

I wish you and your families a safe and happy new year. As always, stay safe!

JOHN KAZANJIAN

PBCPBA PRESIDENT

PALM BEACH COUNTY PBA

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Gaby Labate, Social Media Coordinator

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@pbcpcb.org to update your information.



Visit our
website at
www.pbcpcb.org

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COVID-19, mandatory vaccination requirements and other terms and conditions of employment



KATIE
MENDOZA

As all of you are aware, COVID-19 turned our world upside down during the past two years. Seemingly overnight, the coronavirus changed the way that many people socialized, conducted business and lived their everyday lives. While we are slowly getting back to normal, many law enforcement officers and public employees still are wondering how the pandemic affects their terms and conditions of employment and what, if any, new requirements will be placed on them.

First and foremost, if a public employer attempts to change its policies or procedures regarding its bargaining unit members' wages, hours, use of sick leave, vaccination requirements or other terms and conditions of employment in response to COVID-19, then the public employer must collectively bargain with the elected employee organization. The Palm Beach County Police Benevolent Association, Inc. (PBA) has engaged in bargaining regarding COVID-19 with multiple different agencies in regard to how those agencies will respond to COVID-19 and/or alter their policies based on the pandemic. Such bargaining must take place prior to implementation of any new policies or procedures, as these changes certainly impact employee rights. These rights include but are not limited to the First Amendment rights and due process, discipline, leave procedures and use of leave time, potential reassignments and transfer, and worker's compensation.

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Rick King has been working in the criminal justice system for nearly 30 years, first as a law enforcement officer and as in-house counsel for the Palm Beach County Police Benevolent Association. He has represented law enforcement officers in contract negotiations and criminal and labor matters.

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An employer legally may impose a mandatory vaccination program. In 1905, the U.S. Supreme Court upheld mandatory vaccination, and the case law is still controlling, despite being more than 100 years old. (See *Jacobson v. Massachusetts*, 197 U.S. 11 [1905] [upholding mandatory smallpox vaccination program due to public safety reasons].) Nevertheless, and as touched on in previous *Code Three* articles, employers are required to provide reasonable accommodations to those employees who object to mandatory vaccination based on legitimate religious beliefs or medical issues. An example of such an accommodation would be regular COVID-19 testing.

Luckily, our office has not seen mandatory vaccination requirements in Palm Beach or Martin County (unlike those seen in Orange County). We have dealt with requests or inquiries regarding reasonable accommodations, such as the requirement to wear certain types of personal protective equipment or face masks. Notably, multiple public employers (and the CDC) have recognized natural immunity, or the fact that an unvaccinated employee has already suffered and recovered from COVID-19, as reason to treat unvaccinated employees as if they were vaccinated. Other agencies have offered regular testing and/or proof of antibodies as alternatives to vaccination requirements.

While litigation continues across the country regarding a public employer's right to push mandatory vaccinations, the political climate in Florida has promoted the individual rights of public servants. Recently, Governor DeSantis signed into law section 381.00316, Florida Statutes, entitled "Covid-19 Vaccine Documentation" (also known as the "Vaccine Passport Ban Statute"). This statute provides, in part:

(2) A governmental entity as defined in s. 768.38 may not require persons to provide any documentation certifying COVID-19 vaccination or postinfection recovery to gain access to, entry upon, or service from the governmental entity's operations in this state. This subsection does not otherwise restrict governmental entities from instituting screening protocols consistent with authoritative or controlling government-issued guidance to protect public health.

....

(4) The department may impose a fine not to exceed \$5,000 per violation.

The statute also regulates whether a private business may ask its customers for proof of vaccination. Many parties, including cruise lines, are challenging the constitutionality of the above statute. While a public employer set on mandatory vaccinations will likely challenge this statute's legality, the law is a show of support for those frontline workers who faced the threat of COVID-19 head-on during the height of the pandemic.

Finally, the PBA often receives calls regarding sick leave and COVID-19. Public employers are no longer required to provide additional paid sick leave to those employees who are unable to work due to COVID-19 under the Families First Coronavirus Response Act (FFCRA). Unless there is a policy, agreement, worker's compensation claim, etc. to the contrary to allow for benefits or pay, the employee will be required to use his or her own accrued leave, like any other injury or illness.

We hope that 2022 brings each of our members safety and good health. As always, the PBA is available to answer any questions from those who may be struggling to navigate the ever-changing policies and regulations surrounding COVID-19 and the workplace.

The 4-1-1: Important news and information for PBCPBA members



Jan. 2

Sixth annual Kaitlin's Angel Run

Back after being postponed in 2021 due to COVID, the Angel Run has become one of the PBCPBA's signature fundraising events. More than 200 runners from across the nation will once again converge on the FAU campus in Jupiter for this 5K run/walk. Look for a special competitor to reprise her performance in the 2022 Angel Run.



Jan. 14

Cigar Social Night

The PBCPBA continues to come up with more events to bring members together for a night when they can enjoy being friends and being among friends. Following up on the cigar night on Oct. 8, this social will once again

be sponsored by CrossCountry Mortgage and feature premium hand-rolled cigars for all attendees to enjoy.



March 20

14th annual Police Officers' Ball

The annual ball that recognizes the Officers of the Year moved to Trump National in Jupiter in 2021, where a special guest who owns the facility

made an appearance. No word yet on whether President Trump will return, but the PBCPBA is working on having other political leaders join dignitaries from across the U.S. who attend.



March 21

Kaitlin A. Kazanjian Scholarship Golf Tournament

The nationally renowned event moves to the Trump National Golf Club in 2022 and reprises the fundraising weekend the PBCPBA started in 2021.



April 15

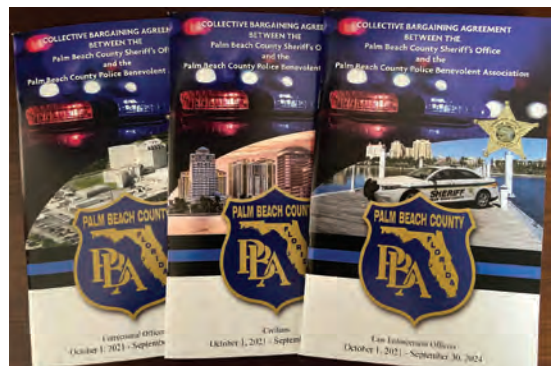
PBCPBA Scholarships Application Deadline

The scholarship program consists of the Palm Beach County PBA Scholarship, the Kaitlin Kazanjian Memorial Scholarship and the Brian Chappell Memorial Scholarship Fund. Scholarships are available to children of

PBCPBA members who are enrolled or plan to enroll in a two- or four-year college. Only applications for the upcoming school year will be accepted. Scholarship applications are available at the PBA office beginning Jan. 1.

Pocket Ace

Hey, PBSO members. Everything you need to know about your new collective bargaining agreement will fit in your pocket. The Palm Beach County PBA has created contract booklets that will fit in the pocket of your work pants. Come by the office and pick yours up.



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IMPORTANT
INFORMATION**



MEMBER INFO UPDATE



PBA WEBSITE



PBA APP



ANGEL RUN: REGISTER HERE

Board of Directors Meeting Attendance - Wednesday, December 8, 2021

EXECUTIVE BOARD

John Kazanjian.....X
Ernest W. George.....X
Rick McAfee.....X
Lou PenqueX
Kevin Igo.....X
Greg AllenX
Larry FaganX
Brennan KeelerX
Katie MendozaX

Boynton Beach

Cory Herny.....X
Rayner DeLosRios.....X
Jermaine Jones.....X
Gladys CannonEXCUSED
Brian McDeavitt, Appt'd AltX
Mark Sohn, Appt'd Alt.....X
Nasim Davis, Appt'dX
Aramis Grigorian, Appt'dX
Patrick Malley, Appt'd.....EXCUSED

Delray Beach

Meer Deen.....X
Edward McCabe.....X
Vincent GrayX
Aaron SiegelX
Brian Cambell, Alt.....X
Michael Cianciaruli, Alt.....X

FAU

William HernandezX
Miguel Cardona, Alt.....X

Gulf Stream

Randall WilsonX

Highland Beach

Jeffrey Miller, Appt'dX

Juno Beach

Jupiter

Scott KimbarkX
Jonathan Gentile.....X
Salvatore MattinoX
Paul Gundlach, Alt.....X
Jason Alexandre, Alt.....X

Jupiter Island

Matthew Potsko, Appt'dX

Lake Clarke Shores

Antonio Gerena.....X
Michael Zarzycki, Appt'd AltX

Lantana

Shawn JohnsonX
Troy Schaaf, Alt.X
Linda Mikkelsen, Appt'dX

Manalapan

Colbe Hernandez, Appt'dX
Christopher Alvarado, Appt'd Alt.....X

MCSO - Law Enforcement

Karl Nelson.....X
Jon HantonX
Bradley SpencerX
Michael McMahan.....X
Kenneth Youngblood.....X
William Weiss, Alt.X
James Holloran, Alt.....X
Andrew Porcelli, Appt'd.....X

MCSO - Corrections

Michael Trimble (RES/RET)X
Samuel HaidyX
Edward Burke.....X
William EvansEXCUSED

North Palm Beach

Edward Ciezak Jr.EXCUSED
Louis Pearson, Alt.EXCUSED

Ocean Ridge

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

School Police (Palm Beach County)

Kevin O'SullivanX
Alexander LopezX
Michael Lynch, Appt'dX

PBSO - Law Enforcement

Carlos Ugalde.....X
Michael Kennedy.....EXCUSED
Layford "Brandon" West.....X
Marlow "Butch" AltonenX
Kevin LinardosX
William Gale, Alt.X
John Kazanjian II, Alt.....X
Alex Nunes, Appt'd.....X
Jason Johnson, Appt'dX
Cory Gray, Appt'd.....EXCUSED
Ruben Cruz, Appt'd.....X
Michael Sasson, Appt'dX
John McGuire, Appt'dX
Anthony Johnson, Appt'dX
Matt DeJoy, Appt'dX
Chris Caris, Appt'd.....X
Ryan Mugridge, Appt'd.....X
Jason LaForte, Appt'd.....X
Adolf Alexandre, Appt'd.....X
Gary Chan, Appt'd.....EXCUSED
Jackie Garrett, Appt'd.....X
Nathaniel Krause, Appt'dX
Cesar Tejada, Appt'dX

PBSO - Corrections

Barry Hilton.....X
Michael Santoro.....X

Melvin Cribbs.....X
Thomas JordanX
Cheryl Melvin.....X
Gwendolyn Wattle, Alt.X
Robert Tozzi, Appt'd Alt.EXCUSED
Antonio Osborne, Appt'dX

PBSO - Civilians

Sallyann Josef.....EXCUSED
John CostelloX
Kristen KazanjianEXCUSED
Amy Cisco.....X
Heriberto AvilesX
Janet Zink, Alt.....X
Tequesta McKinney James, Appt'd Alt....X
Kayai Graham, Appt'd.....X
Ray Griffith, Appt'dX
Y Diane Baker, Appt'dX
Lori Brillinger, Appt'dX
Angella Lipinski, Appt'dX
Mariam Glisson, Appt'd.....EXCUSED
Sharon King, Appt'd.....EXCUSED
Nichol Buckland, Appt'dX
Daniel Kane, Appt'dX

Palm Beach Gardens

Randy BuntinEXCUSED
Peter ReynoldsEXCUSED
Brian Tiyaloglu.....EXCUSED
Christopher BaezEXCUSED
Brian Nauss, Alt.X
Dorian Hawkins, Alt.X

Palm Springs

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

Riviera Beach

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

Stuart

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

Tequesta

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Matthew Muniz, Alt.X

West Palm Beach

Dennis HardimanX
Michael Ferrera.....EXCUSED
Charles BranchX
James LouisX
Christopher NebbelingX
John Rebholz, Alt.X

Welcome, New PBCPBA Members

OCTOBER 2021

NAME	AGENCY
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ALEXANDRA JONES	PBSO - CIVILIANS
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MELISSA STANFORD	PBSO - CIVILIANS
WAYNE CARLSON	PBSO - CORRECTIONS
BARBARA DENNIS	PBSO - CORRECTIONS
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MELANIE HENSHAW	PBSO - CORRECTIONS
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LOUIVENS SOUFFRANT	PBSO - CORRECTIONS
EBONY STEELE	PBSO - CORRECTIONS

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MIKE WILLIAMS	PBSO - CORRECTIONS
TREAVOUS MATTHEWS	PBSO - CORRECTIONS CIVILIANS
CHRISTOPHER CAUDILLO	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JOHN DICKERSON	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
DYLAN GORDON	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
DENIS GRISCHENKO	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JOHN MATTHEWS	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
NICHOLAS PETRONE	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
DYLAN SNELGROVE	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JUAN VITAL	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
THOMAS WALL	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JESSE DACOSTA	TEQUESTA POLICE DEPARTMENT

NOVEMBER 2021

NAME	AGENCY
JONATHAN BELMAN OTERO	DELRAY BEACH POLICE DEPARTMENT
RONNIE PICARD	JUPITER POLICE - OFFICERS & SGTS.
ANITA CALHOUN	LAKE CLARKE SHORES - NON SWORN
MICHAEL SIGELAKIS	LAKE CLARKE SHORES - RESERVES
SAVANNAH BLUM	NORTH PALM BEACH POLICE DEPARTMENT
GARY BITZ	PALM BEACH GARDENS POLICE DEPARTMENT
TANIA HEATHERLY	PBSO - CIVILIANS
RICHARD SARTORY	PBSO - CIVILIANS
JOHN SHELDON	PBSO - CIVILIANS
MAURA SMITH	PBSO - CIVILIANS
LATOYA ELDER	PBSO - CORRECTIONS
JACOB FERGUSON	PBSO - CORRECTIONS
ANGEL MARTINEZ JR.	PBSO - DEPUTIES, CPLS, SGTS OR LTS.
JONAS OGE	RIVIERA BEACH POLICE DEPARTMENT
RAYMOND FORBES	STUART POLICE DEPT - SWORN
DEREK ORTADO	STUART POLICE DEPT - SWORN NON-BARGAINING

Honoring Retired Members

NAME	DATE
SCOTT DEAN	AUG. 6, 2021
WAYNE TROCAN	AUG. 14, 2021
STEVEN WIESEN	SEPT. 10, 2021
MARK SUCHY	SEPT. 30, 2021
TAMYE BREWINGTON	OCT. 1, 2021
APRIL SOVICH	OCT. 10, 2021

News from your reps

Reports from Palm Beach County and Martin County units

Update on MCSO COVID-19 issues

Submitted by Karl Nelson
Martin County Sheriff's Office

Several MCSO reps met with the administration and discussed the ongoing and evolving protocols related to the handling of members' exposures to COVID-19 and its variants. In short, the administration advised that the members who did experience issues related to COVID-19 exposures probably fell victim to workers' compensation policies. We were informed by the administration that any claim related to COVID-19 is considered an "on-the-job" exposure, unless there is another "known" outside-of-duty exposure. So the belief that an exposure was not presumed to be job-related is incorrect. Nevertheless, I cannot express this enough: Document your on-duty exposures.

Current events: This is the last year of our current CBA contract (ends September 2022). The PBA and the MCSO reps will begin CBA negotiations with the administration probably around February 2022. This is an exciting time for MCSO members, as quite a few neighboring agencies have bolstered their contracts and benefits substantially in the last contract sessions. Presumably, that should bode well for us here at the

MCSO, as overall, Florida property values are up, and Martin County's citizens love their Sheriff's Office. Please seek out your reps and offer them ideas for the next CBA negotiations. Keep a lookout for the next designated CBA negotiation meetings and plan to attend and show your support.

It has been a pleasure to serve with you all at MCSO for the past 31 years. As many of you may have heard, I am retiring from law enforcement service in January 2022. I cannot express how humble and grateful I am for all your trust in me to serve as a PBA representative. It has been a real privilege to be empowered by our membership and the PBA to be part of the process of creating and improving our CBAs and to help those members who were in need of representation in their troubled times.

A special thank you to Kaz and Ernie for their leadership. Angela, thank you for always answering my hundreds of phone calls and emails and for always, always getting things done. Thank you to the PBA legal team (past and present) for your awesome work for our members and for letting me turn a two-minute conversation into a 20-minute one (hey, I get a little worked up over some of these things). Much love to my fellow PBA reps at MCSO, you guys are great. I thank each of you.

Stay safe, everyone. See you all around the PBA.

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Joseph Casello

Angela Cruz

Marit Hedeon

Jeff Hmara

Carl Woods

Marcie Tinsley

Mark Weissman

Gregg Weiss

Office

Village Council Seat 3

City Council District III

City Council District IV

State Representative District 90

City Commission District 1

City Commission District 3

City Council Group 1

City Council Group 4

City Council Group 2

Town Council

County Commission District 2

Location

Wellington

Greenacres

Greenacres

Boynton Beach

Boynton Beach

Boynton Beach

Royal Palm Beach

Palm Beach Gardens

Palm Beach Gardens

South Palm Beach

Palm Beach County

Ending the year on a high note

Palm Beach County PBA members gathered on Dec. 8 for the final Board of Directors meeting of the year and a celebration.

The “Holiday Lights” were bright in and around the PBA Hall, where representatives from the more than 25 units the PBCPBA represents joined with the union’s executive board and staff. The events of the day included recognizing the Officers of the Month for October, No-

vember and December.

Following one of the most difficult years ever for law enforcement, the PBCPBA wanted to offer a year-end gift to members. Following the meeting, they enjoyed a holiday buffet cooked up by the PBCPBA’s “Grill Team.”

Clearly, 2021 went out with a bang, setting the table for a 2022 the PBA is working hard to make one of the best ever for members.



The table is set

Florida PBA has things in place for success
in the 2022 legislative session and perhaps beyond

■ BY MITCHELL KRUGEL

Maybe it's the Florida PBA's table now.

A couple of years ago, the PBA worked hard to demand a prominent seat at the table. Such is the way an organization's relationship with – and its accompanying influence on – leadership is often classified.

Before Governor DeSantis and his current administration took office in 2019, the PBA had to speak up to keep from taking a back seat when issues related to law enforcement came through Tallahassee. But when the governor, Attorney General Ashley Moody, Chief Financial Officer Jimmy Patronis and State Senate President Wilton Simpson spent four hours speaking to members from across the state at the Florida PBA Conference on Nov. 12, well, maybe the union has procured some of the best seats in the house.

"I think this is probably the most pro-law enforcement, pro-corrections cabinet we've ever had," Florida PBA Executive Director Matt Puckett submits. "The governor, the attorney general and the CFO all have a real love for law enforcement, and it's not just words. It's not just like, 'OK, I got to show up and get a picture with the police unions or whatever.' They're thinking. The governor wants to make Florida an employment hot spot for law enforcement throughout the country."

The administration has certainly put its cards on the table and dealt PBA members a winning hand. In addition to the \$1,000 bonus the governor dispensed to all officers in 2021, Patronis orchestrated covering worker's comp claims filed by those who contracted COVID on the job.

Moody, who is married to a law enforcement officer, implemented a Back the Blue campaign to recognize outstanding police work when she took office. And now Simpson, who has established a formidable record of supporting law enforcement in the state legislature, has been endorsed by the PBA as a candidate for agriculture commissioner.

"I think they all connect with law enforcement officers," Puckett asserts. "They understand how vital it is and it does flow from the top. It's wonderful to have friends, people that you can count on. That's the name of the game. You want to have those connections, so good things happen for our members. I mean, at the end of the day, you want them thinking about the welfare of your members, and I believe all of them do."

These relationships should set the table for the PBA to address its legislative agenda in the 2022 session, which begins in January. The main course for this year's session, however, will be redistricting the entire state.

That initiative typically takes up a lot of time and is prone to a lot of distractions. Some of the redistricting could cause representatives who have been loyal to law enforcement to have to run against each other in November. But the PBA seems to have built enough long-term relationships with legislators to sustain redistricting.

The big legislative initiatives might get put on hold, as a re-



Members of the Palm Beach County PBA with Governor DeSantis at the Florida PBA Leadership Conference in November.

sult. But this coming year, the legislature has enough general revenue at its disposal that folks who work for the state – in particular, corrections and highway patrol officers – might be in a position to score some wins and maybe have some of the pay issues that have been going on fixed.

The PBA has also been in talks with legislators about positive reforms for pensions. Not just FRS, but municipal pensions, too. Those conversations might take a couple of more years to come to fruition.

"But if you want to make Florida a destination hot spot for law enforcement employment, you're going to have to create a little uniformity," Puckett adds. "I think that there's a real will to do that, and we may see some steps in that direction this year. It may not be the grand slam everybody wants. But in 2022, we may get on base, and we may hit a double. And we can continue to capitalize on that for the next few years."

The PBA would like to have more conversations with legislators about mental health support for law enforcement officers. And the union will put effort into pushing through the additional COVID coverage Patronis is proposing in his Bridge to the Badge program.

But there's just no way to know what will move. Puckett noted that interim committee meetings this fall did not hear a lot of bills because so much was done during the 2021 session. After redistricting, much attention will be given to how to best use the surplus of revenue that has been accrued.

"They have some recurring dollars, but they have a lot of nonrecurring dollars," Puckett details. "So, you might see a lot of 'Let's do this one time,' like the bonus thing."

As always, the legislative session will be subject to the best-laid plans being taken off the table.

"A hurricane hitting or another incident can change the whole trajectory of the session," Puckett reminds. "There are unknowns and I'd love for it to not happen. I think probably just for our own personal mental health, we could use a break from all the chaos. But you have to expect the unexpected. That's why you try to look for opportunities. And there's a lot there, so we'll see."



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Governor Ron DeSantis speaks to members after they endorsed him for reelection at the Florida PBA Leadership Conference in November.

Worthy Endorsements

PBA offers its backing for 2022 election because DeSantis administration has always shown it has law enforcement's back

■ BY MITCHELL KRUGEL
■ PHOTOS BY GABY LABATE

Kaz assumed the position at the helm of the Florida PBA. Sitting before him at the annual PBA Leadership Conference on Nov. 12 in Cape Coral, hundreds of members from across Florida listened to the state president as he put forth the motion that can ensure the physical, mental and financial well-being of all cops.

A cavalcade of the state's top elected officials waited in the wings, ready to articulate their actions and tactics of backing the blue for the past few – and next several – years. The best friends law enforcement has known in Tallahassee in quite some time braced for the go-ahead from members.

So Kaz initiated the festivities.

“OK, I’m going to need a motion, because what we’re going to do...,” the PBCPBA president, who also serves as the Florida PBA leader, announced. “Listen, this group, the cabinet, the Senate president, they’ve been great to law enforcement the past three years. So what we’re going to do is endorse a slate – the governor, the attorney general, the CFO and Senate president who is running for ag commissioner. So I need a motion.”

Vice President for Services Jimmy Baiardi made the motion. Senior Vice President Mick McHale seconded.

“All in favor say ‘Aye,’” Kaz submitted.

And like a chorus belting out “O Come All Ye Faithful,” PBA



Palm Beach County PBA and Florida PBA President John Kazanjian presents the union's endorsement letter to Attorney General Ashley Moody.



Governor DeSantis had the opportunity to meet with presidents from PBA charters and chapters at the conference.

members replied with a resounding “Aye.”

The 2022 election was slightly less than a year away, but the PBA realized the virtue of moving ahead to endorse Governor Ron DeSantis, Attorney General Ashley Moody and Chief Financial Officer Jimmy Patronis. The PBA also endorsed Senate President Wilton Simpson for agriculture commissioner.

One by one, law enforcement’s BFFs stepped up to the podium, where Kaz greeted each of them with an official letter of endorsement. And they each took time – considerable time – to not just accept but reaffirm their commitment to public safety, the rule of law and the pledge to give police and corrections officers everything possible to do their jobs and achieve what they all confirmed as the most important goal for every cop: to get home safe.

“We’ve worked hard to stand up for law enforcement. We’ve been able to do a lot of good stuff, and we have more that we’re going to be doing,” proclaimed DeSantis, a sentiment each candidate echoed when addressing PBA members. “We’re proud that we got that right. We got it right to keep the state open. We got it right to stand by law enforcement the whole time. So I’m proud to keep the momentum going. I think we’ll do a lot of great things in the future, and really the best is yet to come.”

The endorsements are worth their weight in blue, and members not only heard about how grateful the governor, attorney general, CFO and Senate president are for the support. They also heard about the qualifications and platforms that should compel every one of the 40,000 PBA members throughout the state, as well as their families, friends and neighbors, to vote for them come November 2022.

A bonus for members

The 2021 Florida PBA Leadership Conference was unlike any of the previous ones because the administration made it a point to come to the members. They attended the executive board meeting prior to the conference. They stayed after their acceptance speeches – which extended for a combined hour-plus – to have lunch with members.

It was a pleasant gesture, but not an unexpected one. The PBA has put a lot of time into building relationships with each member of the cabinet and other key elected officials in the state, and the candidates came to the conference to back up how much they have your backs.

The governor probably did not need to remind members why he is the most qualified person for the job, but he made some key statements that differentiate him from every other candidate this side of a certain president. DeSantis accentuated how he is not one of those politicians who is full of B.S., always reacting to the media environment, and how that has contributed to Florida becoming a destination for law enforcement officers to



As a leader who takes every opportunity to embrace law enforcement, Florida CFO Jimmy Patronis poses with members of the honor guard who presented colors at the Florida PBA Leadership Conference.



Senate President Wilton Simpson (fourth from left) poses with presidents from PBA charters and chapters.

work. He noted that the \$5,000 bonus he offered them has also been a measure to maintain the best policing in the country in Florida.

“I think we’ve always been a good public safety state, but I think the contrast between what we’ve done and what other states have done is really, really huge,” he added. “We’re going to capitalize off that and be much better for it.”

The governor also hoped members realize that he has been a voice for law enforcement, meeting the leaders and reporters who want to smear and defame officers head-on. He has been outspoken about the dark side of such efforts.

“We don’t want a situation where police officers are not going to want to answer calls because if they actually defend somebody, somehow they’re going to be the bad guy,” the governor explained. “So I think it’s my role to speak out against these people.”

The other force from the dark side DeSantis will continue to fight comes from the prosecutors who continue to let habitual offenders out or off. He is not talking about throwing the book at people who make just one mistake.

“We have strong laws compared to other states, but we’re not doing any bills that are going to weaken penalties and help criminals,” DeSantis assured. “It’s been a failed experiment around the country, and we don’t want to experiment with public safety here in the state of Florida.”

Promoting the rule of law

Nobody seems to get more direct input about the challenges law enforcement faces than Attorney General Moody. Much of that comes at the breakfast table and the dinner table, sit-

CONTINUED ON PAGE 18

ting across from her husband, Justin, a federal law enforcement agent.

Justin accompanied the AG to the conference, partly because he is a longtime PBA member and partly because he knows how important these women and men are to his beloved. Moody spoke about her passion to fight the opioid epidemic and human trafficking, as well as protect seniors.

But it might be the passion that cops bring to the job that makes her want to be a top cop in Florida everybody can count on.

“When my husband was a young boy, he saw a billboard that said they needed officers. And he told his mom at 10 years old that he wanted to be a cop,” Moody shared. “All of you, I know, answered the call for different reasons. When I met with a training class this week, one guy told me he did so because he wanted to help children. And another guy told me he did it because the officer helped him at a troubled time in his life. He wanted to do the same. I have a passion for this job because of folks like you.”

General Moody has become renowned for the Back the Blue program she started when she first took office to honor officers going above and beyond the call of duty. She recently added Thin Line Tributes as an initiative to visit and thank frontline officers, which includes so many PBA members.

Those visits have become another reinforcement of her passion to go above and beyond to back the blue.

“Every time I see that uniform, I remember how important you are,” she noted. “I have no doubt I am in the right place at the right time for this purpose. I believe it is essential that you have strong leadership behind your rights so that we may continue as a great state: stable, prosperous, thriving under a rule of law. And all of that depends on you.”

Building a bridge

Patronis expressed his elation over getting the endorsement by telling members he could not wait to share the news with his sons. Whenever Theo and Johnny Patronis are with their dad and they see a law enforcer, he asks them to shake hands with the officer and say, “Thank you.”

The CFO wants his sons to feel the personal gratitude he first developed when a sheriff’s deputy stopped a customer from running out on the check at his parents’ restaurant in Panama City. He felt that same gratitude – more, perhaps – when more than 1,800 officers responded to his hometown when Hurricane Michael hit or when he repeatedly visited the site of the Surfside building collapse in Miami-Dade.

“Florida’s law enforcement community builds stronger communities, and that’s because of the bonds you build,” Patronis stated to members. “I don’t care where I am or what I’m doing, if I see a police officer, I feel better. I feel safer.”

The CFO’s support of law enforcement is well known. He spearheaded the effort to get the bill passed in the state legislature that offers support and benefits to officers suffering from PTSD incurred on the job. This past year, he worked to make sure officers who had to miss work due to COVID were covered by workers’ comp.

And for 2022, Patronis has created Bridge for the Badge, a program to provide more monetary support for families of officers who were hospitalized due to COVID. He assured members that they don’t need to worry about the state’s coffers having enough in them to support this program. He is in charge of those coffers.

“Florida is funding the police because we love the police,” Patronis stated at the conclusion of his acceptance speech. “We are funding the police because we like going to bed without feeling like we’re being robbed. We’re funding the police because it’s hard for a tourist economy to work when angry mobs can run around unchecked. And, most importantly, we’re funding the police because we love this country.”

Leading by example

Simpson saw a roomful of fans at the conference. The biggest might have been Florida PBA Executive Director Matt Puckett, who has repeatedly stated that the Senate president has been one of the biggest allies in promoting the union’s legislative agenda.

PBA leaders have come to admire Simpson for not mincing words and for understanding the foundational needs of Florida law enforcement officers. It’s the kind of savvy that has inspired Simpson to submit ideas like rebuilding the state’s correctional facilities with technology and efficiencies that will allow paying corrections officers more and hiring more of them.

He is all about leadership, and Simpson plans to continue leading by example. Members will see that in the Senate during the 2022 session and most likely as a carry-over when he is elected ag commissioner.

“What I’m going to propose this year is additional raises, not only for corrections officers,” Simpson reported. “We’ve got a good budget and understanding of how we’re going to move forward so that we can start properly paying our law enforcement and corrections officers.”

And he is all about joining the state’s highest-level leadership team and helping it achieve its highest-level goal.

“The prosperity of what makes the American dream or the Florida dream,” Simpson submitted, “is that we have the freedoms you have provided to protect our constitutional rights.”

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Ron DeSantis
Governor

‘We want people to view it as a noble profession’

Palm Beach County PBA and Florida PBA President John Kazanjian praises Governor Ron DeSantis by repeatedly declaring how he is one of those politicians who doesn't just talk the talk. Clearly, the governor knows how to put his money where his mouth is, and he has when it comes to supporting Florida's law enforcement and corrections officers.

After being presented with the PBA's endorsement for reelection, DeSantis shared his forecast for the proceeds from this year's Governor's Cup charity golf tournament. Last year, the event raised money for the First Tee — Tampa Bay. In 2022, the Governor's Cup will benefit families of fallen officers.

“We'll raise probably half a million dollars,” DeSantis noted. “And so we use that for the good as best we can, but it is something that I think it will be meaningful.”

The governor also revealed how he is going to continue to invest in Florida's law enforcement. The plan to offer cops from other states who want to come on the job in Florida a \$5,000 bonus will continue. And he wants to offer the same bonus to anybody who wants to pursue a law enforcement job in Florida, rewarding them when they come out of the academy.



DeSantis also said that he will work with the state legislature when it returns in January to provide the \$1,000 bonus he gave to officers last year again in 2022.

“We want people to view it as a noble profession,” the governor confirmed. “It's not like you're making a million dollars a year in law enforcement, and so you do it because you love it. It was much more meaningful that the legislature supported you because of the feeling that people have your backs.”

The governor could have gone on and on. And he did. He mentioned that the administration will propose increasing compensation for state law enforcement agencies, something the state PBA has been working with him on for a few years.

Then he crescendoed his remarks by addressing an issue causing crime to increase across the nation. The governor vowed it will never happen in Florida.

“You know, I look at some of these instances. These guys who are doing this, a lot of them have been arrested like 12, 15 times,” he detailed. “That's somebody that should not have been on the street. So we are going to work to see what we can do to make sure that that's not happening in the state. We're not doing any bills that are going to weaken penalties and help criminals.”

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Ashley Moody
Attorney General

‘I’m doing it for folks like you’

Attorney General Ashley Moody has become known in law enforcement agencies across the state for her unconditional support of officers, including the Back the Blue and Thin Line Tribute initiatives. Thin Line Tributes honor law enforcement officers for their selfless and dedicated service to the citizens of Florida, and Back the Blue highlights those taking extraordinary steps to forge positive relationships between law enforcement and local communities.

Now, through the endorsement of the Florida State PBA, Moody is running for reelection and is determined to continue making an impact on officers.

“I have such a passion for this job, and it’s because I’m doing it for folks like you,” she declared at the PBA Leadership Conference in Cape Coral on Nov. 12. “I have no doubt that I am in the right place at the right time for this purpose.”

Moody, a former Hillsborough County circuit judge, has a unique connection to law enforcement through her husband, Justin, who is a federal law enforcement agent. She recalled hearing from her husband about the struggles officers are facing, including low morale and repeated attacks on the profession, which ignited her desire to stand up for officers as an attorney general.

“I want to prop up and lend support to this incredibly important profession under a rule of law,” she explained. “I believe it is

absolutely essential that you have strong leadership behind your rights.”

Moody praised PBA members’ dedication to the call of duty, especially while being criticized instead of praised for doing their job.

“Officers are recognized when something goes extraordinarily right or devastatingly wrong,” she continued. “I [know] how important it is that folks like you listen to that voice in your head and in your heart and answer the call.”

Moody had a track record of supporting law enforcement officers even before becoming attorney general in 2018. As a federal prosecutor, she led Operation Round-Up, a targeted prosecution of violent and repeat offenders.

With the endorsement from the Florida PBA, Moody pledges to continue supporting officers’ rights and protecting those who protect civilians. Her legal experience, combined with her connection to law enforcement, makes her a candidate the PBA does not hesitate to back.

“I promise to use every ounce of passion and responsibility that’s been given to me by the people of Florida,” she professed, “to continue to support you and your efforts.”






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Jimmy Patronis

Chief Financial Officer

'We love the police'

Chief Financial Officer Jimmy Patronis stood before members at the Florida PBA Conference on Nov. 12 in Cape Coral, recounting the story of a teenager who tried to leave the restaurant his family owned without paying for his meal. When a deputy stopped him and asked why he would come to an expensive restaurant and not pay, the teenager replied, "This would've worked at McDonald's."

From that moment, Patronis looked at the world differently. He realized the young teenager that day thought he could get away with it, and that's why we need law enforcement.

"Sometimes crime is no more complicated than that," Patronis explained. "Sometimes folks are willing to roll the dice on whether they'll get caught or not. Unfortunately, there are too many people out there who try to overcomplicate things."

Patronis is known for how he advocates for officers in many ways because he has



Jimmy Patronis pledges to support officers and their families who faced hardship due to COVID.

seen how they bring communities together during times of crisis. When he is with his two sons and they see officers, he makes sure they shake the officers' hands and thank them for their service.

As Patronis runs for reelection, he confirms that he will stand in the gap to advocate for officers. Following up on the work he did to have officers who were out the past year-plus due to COVID covered by worker's compensation, he is working on Bridge for the Badge for officers who

have been severely impacted by COVID, including being hospitalized.

"This session, the legislature should seriously consider covering the lost pay of law enforcement officers who were hospitalized as a result of COVID," Patronis explained. "I like the bonuses the governor did for first responders in 2021, but let's see if we can do a little more for those that were impacted by COVID. Bridge for the Badge would provide a monetary bridge to families of law enforcement as their loved ones dealt with COVID."

Patronis has been outspoken on the anti-police culture that has been so widespread during the past year. He reasoned that the anti-police fight focuses on politics and that citizens want more police protection, not less.

"Florida is funding police because we love the police," Patronis declared. "We're funding the police because we want our kids to know that if they're in a dangerous situation, they can ask police for help."

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'Without safety...you have nothing else'

As he was about to conclude his 13 minutes of remarks to PBA members at the annual conference, Senate President Wilton Simpson paused for one final statement. This final message would not only confirm the commitment he has made to law enforcement ever since he became an elected official eight years ago, but also emphasize why he is worthy of the PBA endorsement for Agriculture Commissioner.

"Don't be so cautious and so scared of negative publicity that you get shot, that you get ran over," Simpson asserted. "You take care of business. We have your backs. Don't foolishly risk your lives because of political correctness. Go home at night to your families and know you did a good job."

Simpson's relationship with Florida law enforcement and corrections officers is personal. When he started his remarks, he told a story about his high school classmate, Tammy Hatton-Marcus, a PBA leader who is a correctional probation officer. Hatton-Marcus brought their high school yearbook from 1984 to add some show-and-tell to the meeting, and Simpson was forever grateful.

"I know how this threat ends," he



Senate President Wilton Simpson (third from right) with PBA members from the Florida Department of Corrections.

quipped to the crowd.

Simpson devoted a chunk of his time to presenting solutions for the crisis in the Florida Department of Corrections. He wants to spearhead a plan to generate \$40 million of recurring revenue to maintain facilities, tear down old, dilapidated prisons and build new ones with air conditioning, proper education and healthcare facilities and the proper cafeterias to serve the population. And build them to withstand hurricanes and floods.

"And then we can pay a wage that would

entice people to come back into this field," Simpson added.

Simpson is suited for this job for many reasons, not the least of which is that he is a farmer in Pasco County who is in the egg business. He feels a kinship to law enforcement through those roots.

"You can't take a day off if you have animal agriculture," he explained. "You can't take a day off if you're a nurse. You can't take a day off if you're in law enforcement of any kind."

Simpson also pledged that the upcoming special session of the legislature will make sure that no vaccine mandates will be ordered. During the 2022 session and when he gets into office as agriculture commissioner, he wants to be counted on to bring a perspective he developed many years ago.

"When I was with the Pasco County Economic Development Council in Pasco County about 15 years ago, every one of the Fortune 500 companies that came to our area wanted to know what type of sheriff's office do you have? Without safety, we have nothing else. Without safety, without us being able to go and interact with businesses, you have nothing else."

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The PBCPBA Wants You!

New members need to get involved because your livelihood depends on it

■ BY ROSEMARY AN

Mike Kennedy asks not what your union can do for you, but what you can do for your union. He was more than a decade on the job in the Palm Beach County Sheriff's Office when he decided the best way to have a voice at the table that enables officers to improve their benefits would be getting involved with the PBA.

"Being with a union opened doors that typically wouldn't be open," Kennedy shared. "Because you could actually get those one-on-one conversations with people who make the decisions."

His involvement led to Kennedy becoming president of the PBSO PBA unit. He became an outspoken voice, shining light on issues that members struggle with and want to fix.

He has seen how the union has unlocked access to those who directly affect every PBA unit and every member. He wants to help new members maintain the legacy that he and so many members before him have worked to uphold.

"The goal for the PBA isn't always just yourself," he declared. "It's for the generation behind you. And change is not an overnight process."

Implementing change, as well as improving working conditions, can take months, if not years. Members have fought for two decades for many of the benefits officers currently have, adapting to new changes in command and administration along the way. That's why the PBCPBA wants more members, especially law enforcement officers who have been on the job between five and 15 years, to get involved and perpetuate the legacy that those who started it created.

The PBA creates a hub for like-minded officers to relay information about how to better serve the community, as well as rely on a vast support system when facing legal issues. The union also provides members avenues and resources to network for new ideas, negotiate better collective bargaining agreements, participate in life planning, grow political influence and have a seat at the table with elected officials.

There is a need for members to fight for the benefits, including retirement pensions and increased pay, that wouldn't be available without the pioneers who protected them.

"Getting [new members] intermingling with the people who have been here for such a long time is opening their eyes as to what they need to be preparing for now to be able to relax later, instead of just focusing on what's affecting the newer people today," Kennedy observed.

One of the key benefits of the PBA that younger officers learn about from seasoned members is the legal support. If there is an issue in the workplace, members can reach out to the union to receive support. In the case of an investigation or disciplinary review after shootings or high-level incidents, members can rely on PBA attorneys to make sure their rights aren't being violated instead of dealing with the pressure and financial burden of the case.

PBSO rep Matt DeJoy, who first got involved with the union as an officer in Greenacres before that department was folded into the sheriff's office, used the PBA's legal services just once in his 27 years on the job. The one time was more than enough for him to realize the value of being a member for an officer who faces disciplinary review or responds to a critical incident.



"They [helped to] navigate through the uncertainty of what was taking place," DeJoy recalled. "The dues that are paid is nominal compared to the benefit that you receive from the union."

Delray Beach PBA rep Vinnie Gray would agree that defending officers' rights is a premium benefit. He believes the union's legal team alleviates some of the stress that comes with disciplinary action, an internal affairs investigation or any other action from a department that can be fought.

"The most important thing is to have employee rights," Gray explained. "Prepaid legal for police officers is so important, because [doing it alone] is very costly."

Not only does the PBA offer legal support, but membership also provides an opportunity to get together with agencies from all over the state, and even the nation, to gain insight and exchange ideas.

"It's really a melting pot of people from different agencies," DeJoy relayed. "You can see how business is being done on different levels. You can glean from them on good ideas and implement them in your own workplace, and vice versa."

Union representatives, including DeJoy, Kennedy, Gray and Kenneth Youngblood of the Martin County Sheriff's Office, routinely attend leadership conferences to learn how to better

serve and represent their members. Youngblood, a rep for six years, said the conferences are great because he is constantly discovering new ways to help members.

"You take a little bit from everybody and make your own way," Youngblood clarified. "I try to give my members the best information possible and keep them on the straight and narrow."

Networking and building relationships with members throughout Florida and the country provides officers the chance to better understand each other. And the more familiar they are with each other, the better they know which priorities to fight for.

One of those priorities is retirement benefits and pension plans. Kennedy and Gray recalled when the PBA battled with politicians who tried to take pensions away. While a fraction of the benefits was diminished, they could have lost it all had it not been for the PBA's relentless efforts to keep the pension. Or the benefit of the Deferred Retirement Option Program (DROP), which allows officers to go into retired on-duty status and leave with basically five years of salary on top of the five years they already worked.

"These are the things that [we] have fought for over the years that are making this job enticing to the new generation," Kennedy shared. "Some of the programs were started by the older [members] and we were successful in getting."

Officers on their way to retirement worked to achieve those benefits for the younger generation, and seasoned members are transitioning to take their place. Kennedy and DeJoy urge younger officers to join the PBA, because it's the next generation who will have to fight the battles.

"We are securing the future for the newer membership who are going to be the new representatives, who are going to take that torch and run with it," DeJoy stated.

DeJoy also has seen the power of the PBA's political influence up close. A few years ago, when Greenacres was still a separate unit, members were being stonewalled by the city council in negotiating a new contract with pay increases on par with what officers in other towns were getting.

The unit hit the streets to get out the vote for city council candidates more attuned to representing law enforcement. The effort turned over the council, with a majority favoring law enforcement, and the unit parlayed that into the contract it had been seeking.

"The PBA actually has a seminar that you can go to on an annual basis to bring you up to date on what the temperament on some of the political stuff that's going on in our communities," DeJoy explained.

Some of the same battles the next generation will have to fight include pay increases and more paid time off. Still, seasoned members can affirm that the repeated battles are worthwhile, especially with the PBA on their side.

"[The PBA] has always been 100 percent with us, for us and backing us," Youngblood confirmed. "We're blessed to have the PBA represent us."

Members should not expect instant gratification when pushing for change, but it is crucial to do the work so that they can reap the benefits come retirement. Gray recalled being taught as a new member to plan for your future because your future comes quickly. Without a constant stream of new members to continue the legacy, members might risk future benefits. And without benefits and rights, the profession will become less enticing to new recruits.

"It's a vicious cycle," Gray declared. "Get involved now, and preserve the hard work that we've worked for decades to accomplish for law enforcement."



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Barrel of Fundraisers

Excitement ramps up for PBA events that benefit scholarship fund

■ BY ESTHER GONZALES

Excitement looms for the Palm Beach County PBA as members prepare for another year of amazing fundraising efforts. Over the years, PBA Vice President Rick McAfee has seen incredible support from members as well as the local community at the annual events. Their enthusiasm and passion have been nothing short of remarkable as the events pay tribute to the union's guardian angel and generate funds that the PBA has given to thousands of students.

Proceeds from each event, including the Angel Run in January and the Police Officers' Ball and the golf outing weekend, both in March, benefit the Kaitlin A. Kazanjian Scholarship Fund, which awards college scholarships and helps families of fallen officers. Named after PBA President John Kazanjian's daughter, who passed away 18 years ago in a tragic car accident, the scholarship fund is open to children of PBA members.

Members attend and support these events because it is their passion to go above and beyond for a cause. And they know how much fun it is.

"I think people see the importance of what we're trying to do and have a good time while we're doing it," McAfee explained. "They're starting to see the college scholarships, they see the kids, they're starting to see, 'OK, I do need to get involved with these charity endeavors, because this is what everything's being used for.'"

McAfee remarked on how significant it is that every applicant is awarded some amount of scholarship. That has been the PBA's goal from the day it first began these fundraising activities.

"I think we're one of the few scholarships of this kind. We give every kid that comes through the door a check," McAfee added. "And to me that's big, because it doesn't matter if you're the award winner or you're a person coming through the door. That check is going to help you with school, whether that's going to help you offset your cost of books, or you're going to be able to order food or anything along those lines."

After a hard year when most fundraising efforts were put on hold, members are excited to be part of another great turnout at what is usually one of their busiest fundraisers. In 2021, for the first



Volunteers are a key reason PBCPBA fundraising events are so successful.



The Kaitlin A. Kazanjian Scholarship Fund helps support applicants in attending college.



The annual Angel Run is open to the community and has quickly become a signature event.



The PBCPBA anticipates another spectacular Police Officers' Ball, as in 2021, when President Trump made a surprise visit.

time, the PBCPBA Police Officers' Ball was held during the same weekend as the renowned golf tournament.

The 2021 ball was quite memorable, as President Trump surprised mem-

bers with a visit. During his speech, he imparted his gratitude to the room of law enforcement officers, who eagerly thanked him for his support. A baseball he signed was auctioned on the spot for

\$8,000, which added to the considerable money donated for the scholarship fund.

This year, McAfee projects an equally great turnout, as there has been talk that Governor DeSantis may clear his schedule and possibly make a guest appearance.

To end the weekend of benevolence at Trump National, members are encouraged to attend the annual golf outing. That event has been moved to Trump National this year to accommodate the growing list of people from across the state and the country who want to participate.

McAfee has found great support not only from members over the years, but also from the local community, especially during the annual Angel Run at the beginning of January, which has quickly become a signature event within the community. After being postponed in 2021, the run is back to start the year on Jan. 2, 2022, at Florida Atlantic University's Abacoa campus in Jupiter.

McAfee reflected that these fundraisers would not be possible without the incredible help from volunteers, particularly during the back-to-back events in March.

"Volunteers are extremely important, because you're calling upon them to put



The annual golf outing is a chance for members to enjoy a day on the golf course to raise proceeds for the PBA scholarship fund.

two big events together in a very short period of time. We have to give a shout-out to the volunteers. Those folks are amazing," McAfee detailed. "They're the glue that holds it together. When we roll these events out, we sure couldn't do it without them, that's for sure."

The PBA's fundraisers are also a time for officers to come together to enjoy camaraderie and support one another. But there is a greater significance be-

hind the laughter and fun. Each event is inspired by Kaitlin's memory, something that those who knew her carry with them every day.

"It keeps her memory alive for people like myself that knew Kaitlin," reflected McAfee, who added that both his daughters received PBA scholarships when they were in college. "And for a lot of members, their kids are the beneficiaries of this."

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LAW ENFORCEMENT LIFE PLANNER

The Facts of Life Planning

The service for members to create wills, trusts, estate plans and more has been extremely beneficial in its first year

■ BY MITCHELL KRUGEL

This is about your life.

Now that the PBCPBA has been offering its Life Planning Services to members at no additional cost for a year, attorney Kevin Drummond has discerned how valuable the benefit has become. A PBA member and reserve officer with the North Palm Beach Police Department, Drummond has helped many members with wills, estate planning, setting up trusts and a number of other services.

The education and information life planning has provided allow members to have a free consultation with Drummond. Imagine the value of sitting down with an attorney who is also a law enforcement officer and being able to ask any questions.

"The life plan is getting your life together for you and your loved ones, because we do a consultation about their life," Drummond reinforces. "The biggest thing is that it's a sigh of relief because of dreading doing this. When it's done, they feel like they know that what they worked hard for will go to what they truly want it to be."

In addition to the specifics about putting together a will, Drummond has also heard questions from members about how to execute a power of attorney, estate deeds and dealing with property, and inquiries as simple as what to do about assets that might be in a bank account. Free tip: You don't need to have somebody on your bank account should you pass away. Just name them as a beneficiary.

Of course, if there are other needs that Drummond's firm, Blue Line Law, can handle, he also helps with those. Or if a member is looking for direction with something like financial planning, he might refer them to Atlantic Wealth, the firm that helps many members with retirement planning and offers other financial counsel.

With all the hurdles that can come up with an estate when somebody dies, the PBA's life planning benefit can achieve a very important objective for members when they pass.

"You don't want to leave a mess behind," Drummond notes.

Members who have benefited from the service in Year One have learned how important it is to work with an attorney who is also a cop. Yes, he knows you don't want to do it, but you can't afford not to.

"Hey, listen, I know you're 10-6," he adds. "But when you actually do it, you're like, 'Oh, it was a lot easier than I thought.' It's like taxes. We all know we have to pay it, and then when you finally do it, it's like, 'Oh, TurboTax. I didn't know it was so easy.'"

Another "aha" coming out of the first year of working with

members is that the pandemic has helped them focus on what they truly want out of life. In fact, Drummond is very direct about educating members that no one is entitled to anything. Your life planning is about what you want to do.

"I think that shocks a lot of people in the sense that they think you should leave it to this kid or that kid, and I tell them, 'You know, they're grown. You did what you want. And if you want your grandchildren to have it, then give it to the grandchildren,'" he explains. "But you have been there. You have seen families fight over assets. You don't want our people fighting over it."

Plus, there is an element of trust and credibility that comes with working with an attorney who is also a cop.

"They know that I'm telling them the truth rather than worrying about how much more money I can get out of them," he says. "And being a cop, knowing that duty, responsibility, loyalty and understanding your sacrifice on a daily basis, I think that's what they relate to."

Members who have done wills and put together life plans using the service the PBCPBA provides have realized how easy the process is. Blue Line Law has set up a website members can access any time of the day or night and fill out some forms to provide the necessary information to initiate creating a will.

Plus, Drummond makes himself available on all shifts, so if you are in your patrol car and on a break, you can call him with a question. After that, it's basically meeting him at the PBA offices in West Palm Beach to sign the documents.


The process typically ends with everybody hugging and that sigh of relief.

"I understand the bureaucracy, because I know what it means to be in your shoes," Drummond confirms. "But this process is not like making an arrest and then having to go to the deposition six months later. It can be done in 15 minutes."

Of course, if a member wants to delve into the process more deeply, that's all part of the plan. Drummond is there to help manage situations like making sure the property you own has an estate deed so it can go to your beneficiary rather than getting hung up in probate. Or reassuring you that if you and your spouse have separate bank accounts that again, it's a matter of specifying the beneficiary so there are no hang-ups.

Every member has individual questions when it comes to making a life plan. But that's the beauty of the service. It exists to help you achieve your life plan.

"There are a lot of things we can do for members if they want to make the effort," Drummond assures. "Take a moment to assess yourself. We don't want to give you the bureaucracy. We try to make it simple for you and give you the truth."



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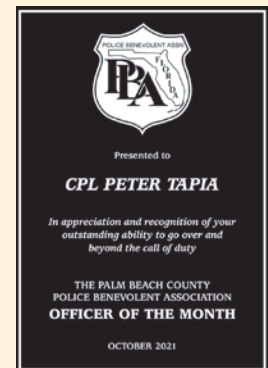
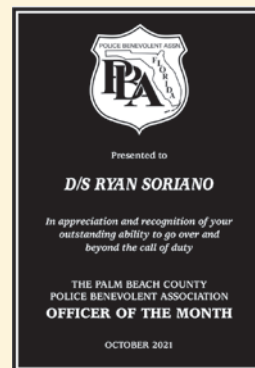
Palm Beach County PBA Officer of the Month Honorees

OCTOBER 2021

Deputy Sheriff Ryan Soriano
Corporal Pete Tapia
Palm Beach County Sheriff's Office
Nominated by Sergeant Frank Moncelli

In October 2021, Corporal Pete Tapia received an LPR hit on a vehicle that was involved in an attempted murder in Miami Beach. He discovered that both occupants of the vehicle had active warrants. Corporal Tapia issued a BOLO for the vehicle and, over several hours, he learned the location of the vehicle and one of the suspect's place of employment. Deputy Sheriff Ryan Soriano was able to locate the vehicle and identify one of the suspects as the driver. With the help of PBSO aviation, he and Corporal Tapia conducted a felony stop on the car with units from PBSO TAC and the U.S. Marshals Office.

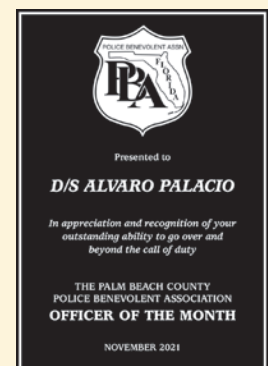
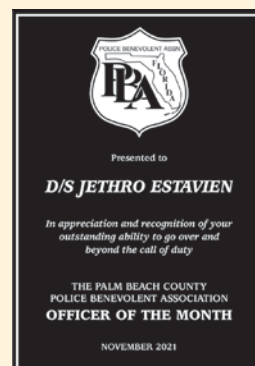
Corporal Tapia went above and beyond what was required to obtain the necessary information to apprehend the suspects. Deputy Sheriff Soriano showed great determination in locating the men and keeping our county safe. We commend them.



NOVEMBER 2021

Deputy Sheriff Jethro Estavien
Deputy Sheriff Alvaro Palacio
Palm Beach County Sheriff's Office
Nominated by Sergeant Ira Peskowitz

In September 2021, Deputies Jethro Estavien and Alvaro Palacio were the first officers to arrive to the scene where a person was bleeding excessively from the femoral artery due to a gunshot wound to the leg. While holding his gun and securing the scene, Deputy Palacio gave his combat application tourniquet to Deputy Estavien, who effectively applied the tourniquet and stopped the bleeding. The deputies stayed with the victim until Palm Beach County Fire Rescue arrived. Their quick thinking and great skill helped to save the victim's life. We applaud their actions.



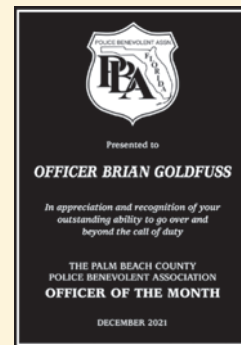
Palm Beach County PBA Officer of the Month Honorees

DECEMBER 2021

Officer Brian Goldfuss
Boynton Beach Police Department

Nominated by Sergeant John Dunlop

Officer Brian Goldfuss is a member of the Homeless Outreach Team and has shown a continuous commitment to helping others in the community. In January 2021, Officer Goldfuss assisted Robert Crafton, who was wheelchair-bound after being struck by a vehicle, to secure housing and to eventually move into his own apartment. Officer Goldfuss collaborates with multiple homeless outreach teams in the area. He has met with local advocates and helped with the "Christmas in July" event, where showers, haircuts and free supplies were provided to those in need at a local fire station. Officer Goldfuss regularly aids individuals who seek relocation or placement in rehab or detox centers and shelters. Officer Goldfuss's genuine compassion and strong rapport with the community have improved countless lives. He has done a tremendous job.



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Members Only Section

Celebrating PBCPBA members and the way they serve every day

Helping the Homeless in Boynton Beach

Celebrating the success of Homeless Outreach Team officers

For PBCPBA members like Boynton Beach Officer Brian Goldfuss, homelessness has become a prominent issue in the community. While numbers can be overwhelming, Goldfuss focuses on the success stories that he has been a part of as the Boynton Beach Homeless Outreach Team officer.

Goldfuss recounted that during one of his outreach efforts, he met Bo, someone who would inspire him to continue advocating for the homeless. And although Bo didn't want assistance at first, Goldfuss kept in touch with him. After a horrific car accident left Bo in a wheelchair, Goldfuss introduced him to The Lord's Place outreach team, who seek to end homelessness in the community. After a while, Bo became open to receiving services, and now he is living off the streets in his own apartment.

The story of Bo reminds Goldfuss just how important it is to form a relationship with others, because you never know how you can be the catalyst to help change their life.

"I was very happy," Goldfuss declared. "It definitely drives me to be out there and continue to do my outreach efforts and try to connect people with them and to stay in contact and to develop those relationships with them."

As the Homeless Outreach Team officer for the past three years, this is just one of the many success stories that Goldfuss has encountered. And he was glad to see Bo's story presented at the 14th annual Ending Homelessness Breakfast on Nov. 18.

During his time leading the outreach program, Goldfuss has established initiatives to continue building relationships with the homeless population, including a Faith in Blue homeless outreach event he held in September in partnership with Christ Fellowship Church.

The weeklong event included a shower truck, warm food, fresh clothes and opportunities to connect with The Lord's Place. At the end of the week, Goldfuss was happy to see more than 15 homeless individuals participate in the event.

Moments like that inspire Goldfuss to continue combating homelessness.

"The inspiration, I think, came from actually seeing how bad the problem is," he explained. "I had done training down in Broward where the homeless problem is probably twice what it is up here in Palm Beach. So being able to see that and talk to some different people kind of motivated me to actually try to be more active in the outreach efforts. I think if I wasn't successful, if I wasn't able to actually help people, it would be a lot more difficult to keep doing what I do."

Goldfuss wears many hats, spending his time as a road patrol officer, a field training officer and a member of the SWAT team. But through all of it, he takes a lot of pride in his role as the



Homeless Outreach Team officer. Sometimes it only takes saying hello to open a door of opportunity for someone, and other times it takes persistence.

"There are other people that I've sometimes spent up to a year communicating with and developing a relationship with, until they're able to either be open to services or then able to get them off the street," Goldfuss explained.

"Seeing Bo in his own apartment was definitely an amazing experience," he added. "And that will always stick with me. Having those successes are what keeps me going."



MCSO K-9 catches car thief and becomes a Halloween hero

Martin County Sheriff's Office K-9 Deputy Ryan Pearlman reported for duty with K-9 Nero on Oct. 31 after greeting hundreds of trick-or-treaters at MCSO's annual Trunk or Treat event. During the night shift, he learned of a vehicle reported stolen from a resident's home.

The theft was reported early enough for deputies to spot the suspect, Kodie Rollinson, driving the car on Kanner Highway, or Florida State Road 76. But when the suspect spotted deputies, he refused to comply.

"The deputy tried to pull him over," Pearlman shared. "And he just accelerated away."

Rollinson, 26, crashed into a ditch along Southwest Jack James Avenue. He dumped the car before fleeing on foot. MCSO deputies immediately set up a perimeter and began the search for the suspect, joined by Pearlman and K-9 Nero.

"He hid in the foliage in the woods," Pearlman explained. "They didn't know where he went."

Pearlman had removed the K-9's Batman cape after the Trunk or Treat event, but Super-Nero's powers were still in full force. He successfully located the suspect using his enhanced sense of smell.



"I gave a couple K-9 warnings and told him to give up or else the police dog would be used and he'd be bit," Pearlman recalled. "He never came out, so we used Nero to track from the car."

The suspect was arrested and charged with grand theft auto, fleeing and eluding and resisting arrest. Pearlman said he is proud of the 7-year-old K-9 for successfully catching a car thief.



"This is what Nero and I train for on a weekly basis," he remarked. "I felt that Nero did a good job."

And while K-9 Nero isn't allowed to eat any candy, the Halloween hero was rewarded with a piece of his favorite indulgence — a glazed doughnut.

"It's kind of funny," Pearlman quipped. "A cop dog eating a doughnut."

Delray Beach K-9 officer recognized as outstanding

Delray Beach K-9 Officer Robin Bolanos received the Outstanding Police Officer award from the Delray Beach Kiwanis Club at its Fall 2021 Police Appreciation Awards ceremony on Nov. 10.

Bolanos responded to a call of a reported stolen vehicle that was being used to commit auto burglaries in Boynton Beach earlier this year. With his K-9 Axel, Bolanos tracked the suspects, who were running on foot after disabling their car.

The search led to a storage facility in Delray Beach. The K-9 alerted Bolanos that the suspects were hiding inside a stored boat with a canvas cover and cornered them. Bolanos apprehended the two suspects and searched the boat to recover two firearms.

The Delray Beach Kiwanis Club hon-

ored Bolanos at an appreciation breakfast for his impeccable training and instincts that led to him detaining armed and potentially dangerous burglars and seizing weapons.

"It was awesome to realize they picked me," he said. "Especially out of everyone else they could have picked in the department."

Bolanos credits the award to Axel, whom he has trained since February 2016, when the K-9 was just 20 months old. He said the 7-year-old K-9 is basically family and he couldn't imagine receiving the honor without the incredible help from Axel.

"He's with me at home and work, so I'm definitely with him more than the family," Bolanos said. "It's basically his award."



Delray Beach officers honor veterans



Honor guard members from the Delray Beach Police Department and Delray Beach Fire Rescue performed a presentation of the flags to honor U.S. military veterans at Abbey Delray, a senior living community, on Nov. 3. Seniors also had the opportunity to admire the Wall of Honor, which includes the names and photos of 55 Abbey Delray residents who served in the United States armed forces.



Children celebrate Police Day with Jupiter drone team

On Nov. 15, members of the community enjoyed Police Day at the Boys & Girls Club of Hobe Sound. Members of the Jupiter Police Department's drone team showed children firsthand how a drone works, and they had the opportunity to learn more about drone use in police work.

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**Sworn PBA member
for 16 years**

PBSO therapy dogs begin new program



PBSO therapy dog handlers and their dogs gathered on Nov. 4 to attend the Alliance of Delray with other members of the community. Members were excited to hear Captain Robert Sandt talk about the new PBSO therapy dog program that will be implemented at the end of the year. PBSO handlers and their dogs also had the opportunity to visit the Polo Club in hopes of building relationships with the staff so as to visit more often.

'Tis the season

As South Florida PBA members prepared for the holiday season, they have one goal in mind: to help those in need. And their efforts are nothing short of amazing as they host events and hold toy drives for those who need some holiday cheer.

PBA members sparked joy in the lives of so many as they joyfully gathered to wrap presents, surprise families in the community with gifts and remind each other what this season is all about: the spirit of giving.

Members made this holiday season one to remember.



Boynton Beach

On Nov. 2, Boynton Beach began its annual holiday toy drive and quickly began to see donations pour in from members around the community. They also took time to surprise local families with presents and a visit from Santa.



Jupiter

During Jupiter PD's Shop with a Cop event, children received gift cards to spend in a store on any item of their choosing. Children were able to shop with officers and take pictures with Santa. It was a great night to remember.



Jupiter officers held a gift-wrapping party to wrap more than 400 gifts for children in the community.



MCSO

On Dec. 6, MCSO received a beautiful wreath for the upcoming Wreaths Across America event on Dec. 18. These wreaths are given in honor of the brave men and women who are first responders and fight every day to keep our country safe and protect our freedom.



PBSO

Christmas came early for PBSO and the U.S. Marines on Nov. 18, when they joined forces to unload boxes of donated toys for the Marine Toys for Tots Foundation.



On Nov. 15, PBSO members gathered in the hopes of receiving donated presents for children of fallen officers. In only two short hours, members of the community donated more than 100 toys.



Stuart

On Dec. 3, Stuart officers joined the city's 60th annual Christmas parade with their handmade float, sparkling with lights. The sight was magical, and the float became so popular that they showcased it at other venues, including a shopping with Santa event on Dec. 4.



On Dec. 10, Stuart members once again showcased its float, this time at Memorial Park for the second annual Santa's City Lights.

PBCPBA members give thanks by feeding residents in need of meals

For many, Thanksgiving Day evokes the idea of families gathered at a dinner table filled with turkey, mashed potatoes, stuffing, cranberry sauce and more. The holiday is intended as a day to relax and enjoy a hearty meal with loved ones.

For others, like those who are experiencing food insecurity, it is not as easy to prepare a Thanksgiving meal. That's why

PBA members never forget to show the love for Palm Beach County residents by feeding as many hungry individuals and families as they possibly can during the holiday.

From distributing meals to making door-to-door deliveries to participating in community giveaways, PBCPBA members made sure hundreds of citizens arrived home with a Thanksgiving meal.



Delray Beach

Delray Beach officers, along with dozens of students from the Criminal Justice Academy at Atlantic Community High School, delivered Thanksgiving meals to 16 families on Nov. 24. Then officers headed to Pompey Park and participated in the senior club giveaway, serving a meal to nearly 100 residents.



Riviera Beach

Riviera Beach officers assisted with a drive-thru giveaway at the Lindsey Davis Center and the Wells Recreational Center on Nov. 22. Community organizations set up tents for attendees to take what they needed for Thanksgiving Day.



Stuart



Jupiter

Jupiter officers went door to door to deliver Thanksgiving meals to 50 local families on Nov. 23. The residents smiled in appreciation as they accepted the meals, donated by the Jupiter Light Masonic Lodge, from the officers.



Stuart officers participated in the annual Thanksgiving distribution at the Gertrude Walden Child Care Center on Nov. 18. Officers helped volunteers distribute more than 2,500 plates to community residents experiencing food insecurity.

Host Your Next Party or Event at the Palm Beach County PBA Banquet Hall



The PBA Hall has available (20) 72" rounds, (4) 60" rounds, and (18) 96" rectangle's and 6 high top cocktail tables. Padded chairs that can be set up according to your specifications and needs. Maximum capacity dependent upon setup style.



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SMOKING: Smoking is not permitted inside the Hall.

Palm Beach County PBA Management

Kathy Hanbury - Rental Hall Coordinator

561.689.3745

2100 North Florida Mango Road • West Palm Beach, FL 33409

IRAs and Roth IRAs:

Tax pitfalls you need to be aware of



STEVE
OLSON

Many clients come to us not knowing that they cannot contribute to an individual retirement account (IRA) and receive a tax deduction because they participate in an employer-sponsored retirement plan (yes, that means all of you with defined benefit pensions and FRS Investment Plans are included). If you participate in your employer's plan or if you are above the income threshold (presently \$66,000 for single filers and \$105,000 for married couples), then you are ineligible to make deductible IRA contributions. You are still

permitted to make nondeductible IRA contributions.

Does it really make sense to fund an IRA with nondeductible contributions?

Nondeductible versus deductible contributions

Nondeductible contributions to a traditional IRA are subject to the same contribution limits as deductible IRA contributions. You can contribute up to \$6,000 in 2021, or \$7,000 if you are over age 50.

Contributions to deductible traditional IRAs are made with before-tax (pre-tax) dollars. You can claim a tax deduction for the current calendar year or the prior calendar year through April 15 (tax filing deadline). These contributions grow tax-deferred, and you do not pay taxes on that money until you withdraw the funds. All withdrawals or distributions are treated as ordinary income for tax purposes when you make a withdrawal.

Nondeductible IRA contributions use after-tax dollars. You cannot deduct them on your tax return. They are not taxed when you withdraw the money, provided you do not withdraw more than your original basis (what you put into the IRA) and that the basis is tracked annually on Form 8606 (yes, that means if you made a nondeductible contribution 20 years ago, you would have to track it each year to receive this benefit). Note: The basis also does not grow as your investments grow. Any additional withdrawals are taxed at your marginal tax rate.

Roth IRA contributions are also made with after-tax dollars. You do not get a tax deduction for them, but you can take qualified distributions from these accounts without paying any further income taxes. All growth of these assets is tax-free. Roth IRA accounts must be open for five years to take a qualified withdrawal, which can include your basis in the IRA prior to age 59 1/2 (allowing it to serve as both a savings account and retirement savings vehicle).

So, if you are given the option of having all your money grow tax-free in a Roth IRA versus making nondeductible IRA contributions and only receiving a return of your basis, or the principal you contributed, which do you think is better?

How to report it on your taxes

You must file Form 8606 to report nondeductible IRA contributions. This form creates your basis in the IRA. You can make both deductible and nondeductible contributions to a traditional IRA, but only your basis can be withdrawn tax-free, not the growth. You are required to file this form each year you contribute to your IRA.

The most common mistake we find is clients forgetting to complete Form 8606 along with the tax return, but you could report the contributions in arrears if you made the nondeductible contributions and failed to report your basis information.

Correcting nondeductible contributions

You can make a nondeductible IRA contribution each year, then convert it to a Roth IRA using the backdoor Roth IRA approach. You will pay taxes on any converted amount that is above your basis at the time you convert. You also will only pay the 10 percent early distribution penalty on any tax withheld from the amount converted.

For example, if you invest \$6,000 into your nondeductible IRA and it grows to \$10,000, and then you convert the full amount from your IRA to your Roth IRA, you will only pay taxes on the \$4,000 of growth. If you withhold 20 percent from the amount converted (\$2,000) to cover the tax liability, you will be hit with a \$200 early distribution penalty (10 percent of the \$2,000 withheld). It is almost always advisable to pay the taxes from another source (your bank savings or earnings) to maximize the value of the Roth conversion amount.

Your basis for your Roth conversion must be calculated using a pro rata formula if you have other IRA accounts. For example, suppose you have \$12,000 in a traditional IRA. You make a \$6,000 nondeductible contribution to a separate IRA account. You now have a total of \$18,000 in two IRAs. One-third of that amount is nondeductible, and the other two-thirds is deductible or taxable. You cannot convert just the nondeductible IRA portion. The IRS looks at all your IRA accounts combined. So one-third of the converted amount (about \$2,000) would be considered the basis, and the other two-thirds (about \$4,000) would be considered taxable income in the year of the conversion if you were to convert just \$6,000. The IRS does not include any pre-tax investments in employer-sponsored retirement vehicles — 401(k) or 457(b) plans — to determine the nondeductible portion; only IRA accounts are taken into consideration.

In most cases, we highly recommend converting all nondeductible IRA contributions to a Roth IRA so that all future growth is tax-free. Doing so also makes tracking the basis much easier, as all qualified distributions from your Roth IRA will be tax-free (even the growth of the assets), so you benefit more from the tax-free compound growth of your assets and do not have to file an extra tax form each year!

This strategy can help maximize your retirement income and assets while minimizing your future tax liabilities.

Please contact our office if you would like assistance reviewing your nondeductible IRA contributions and correcting them — or if you would like a review to ensure that you are maximizing the tax efficiency of your retirement plan!

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Thank-You Notes TO THE PBA

ASHLEY
MOODY
ATTORNEY GENERAL

Dear John,
Thank you so much
for your encouragement and
endorsement of my reelection
campaign. I'm incredibly
honored to have the support
of the PBA and will work hard
to continue to help the men and women

in blue. I look forward
to seeing you again
som.

All my best,
Ashley Moody



Dear Palm Beach County PBA:

Thank you for your support - today and always.

Your donation to my campaign to remain on the Wellington Village Council - Seat 3 is greatly appreciated. Because of your support our campaign will be successful, allowing me the privilege of continuing to serve as your voice in shaping a prosperous future for Wellington.

Thank you for believing in me and being a part of my team. Your encouragement, and most of all, friendship are inspiring.

Humbly,
John T. McGovern
Wellington Vice Mayor

I'm on your side - always;
Proud your on mine.
Thanks!

October 19, 2021

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

Dear Mr. Kazanjian:

Thank you for supporting Bella's Angels 2nd Annual Nine & Dine Golf Tournament. The event was held on October 2, 2021, at Delray Dunes Golf & Country Club. The Buddies and their families are so appreciative of your Sponsor donation in the amount of \$2500 of which \$2330 is 100% tax deductible by law.

The \$43,000 raised will go towards expenses, which insurance does not cover. We were so happy to have five of our fourteen Buddy families attend the dinner, as well as five of the parents participate in the golf tournament. These children are the hearts of our organization. Since the tournament we have brought on two new families.

A special thank you goes out to our Sponsors, Attendees, and Volunteers. Without everyone involved, this could not have been possible. Everyone enjoyed the beautiful weather, impressive buffet, and table settings. We are looking forward to seeing you in the future.

On behalf of the families we serve, we thank you for your support of our organization.

Sincerely,

Dorothy Bradshaw
Chair

Deborah Jaffe
Executive Director

We can't say thank enough!

*This letter serves as your receipt for your donation. You have received no goods or services for this donation.

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JOHN
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REPUBLICAN • STATE REPRESENTATIVE • DISTRICT 82

November 26, 2021

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

Kaz
Dear John,

I want to personally thank you for your support of my re-election campaign and for helping my kickoff event be so successful. Brittany and I were blown away by the generosity of everyone who came out, so I just wanted to drop a quick note of appreciation and keep you posted on how your contribution will be used.

I have been tracking the 'New Voter Registrations' and District 82 is adding several hundred new voters to the voter rolls each month. Your generous gift of \$1,000 will go towards our concentrated effort to make sure these folks understand that our quality of life here is not an accident. Common sense solutions like supporting law enforcement, keeping taxes low, insisting on fiscal responsibility, and securing the integrity of our elections make Florida the envy of the nation, and we can't afford to let liberal politicians change that.

Representing this community in Tallahassee has been an honor of a lifetime. In the past year we've won major battles on issues that matter to Floridians: outlawing the Biden Vaccine Mandates, protecting Florida businesses from lock-downs, providing parents with choices when it comes to their child's education, and upholding the rule of law. While we are proud of our victories, there are more battles still to fight. I'm not backing down, and am honored to have you by my side as we continue working to Keep Florida Free!

Thank you again for your support and friendship, and thank you for the privilege of representing you in the Florida legislature. If you ever need anything from me, please don't hesitate to reach out.

Best regards,
John Snyder

You the man!
Thank you for everything,
You know I got your back up there!
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Famous last words

Submitted by Angela Twomey, PBCPBA Office Manager

“My rank is outside the bargaining unit.” “I’m part-time, so why bother?” “I’m a civilian employee. Nothing’s ever going to happen to me.” “I can’t afford the dues.”

Believe me, over the past 30-plus years that I’ve been working with or for the PBA, I’ve heard all of these excuses and more. The unending excuses that people have provided on why they haven’t joined the PBA. It never fails to amaze me that we get the inevitable call, “I never thought I would need the PBA,” and now their career is on the line.

I have been using the same lines for nearly 30 years. You can’t call State Farm after you wrecked the car. They aren’t going to cover you. Car insurance and homeowner insurance are required. Career insurance is not, but are you willing to take that risk? That chance that one day you are going to be called in for something, and before you know it you are looking at a career-ending matter?

In answer to the above statements, I offer the following:

My rank is outside the bargaining unit. OK. As a captain, major, colonel, assistant chief, the chances of your having to fire your weapon in the line of duty are slimmer than those of the road patrol officer or deputy, but it’s been done and we’ve been there. Your rank does not remove you from that duty to respond to critical incidents wherein you might be required to use force, and the PBA will be there to represent you just like we would any other member. As a member of rank, you of all people should know what the PBA does for you and how far we go to represent our members. We may have to take alternative routes for representation since you do not have the protections of a collective bargaining agreement, but we will still be there for you.

I’m part-time, so why bother? Part-time employees are still subject to discipline as much as a full-time employee. Just because you are not in the bargaining unit as a full-time employee doesn’t mean you only get part-time PBA benefits. Your membership benefits are the same as any other member’s. A part-time employee, like a “ranking” employee, may be outside the bargaining unit, and maybe we would have to jump through different hoops than those covered by a collective bargaining agreement, but we still jump!

I’m a civilian employee. Nothing’s ever going to happen to me. Oh, I wish I could tell you how many times I’ve heard that one. Guess what, discipline will face those civilian employees just like the sworn/certified law enforcement and correctional personnel. Yes, your pension could be forfeited depending on the outcome of discipline or termination.

I can’t afford the dues. You can’t afford not to have the PBA standing by your side. The simple comparison is this: Would you rather pay \$400–500 a year for PBA dues or \$400–500 an hour for an attorney to represent you? It’s your choice.

That explains some of the random questions regarding representation. What about the other benefits of being a PBA member — what are they?

- **Collective bargaining:** The most obvious benefit is collective bargaining — the preservation of your rights and terms and conditions of working.
- **Legislative presence:** We have people in Tallahassee at the legislative sessions at all times. We don’t just nod our heads and agree with what someone else has worked to present to the legislature. We are feet-on-the-ground, writing the legislation. Not to mention vetting those in office before they are even elected to determine who the PBA will or will not endorse.
- **Criminal representation:** Possibly, you could be charged criminally for actions in the scope of your duties. The PBA will provide counsel for you in those matters in the scope of your duties.
- **Scholarships:** All children (stepchildren, too) of active PBA members are eligible for a scholarship through the PBA. Each child can receive up to five scholarships total (one per year) through the age of 25. In addition, six children are selected from the 125–150 scholarship applications submitted each year for first, second or third place for larger scholarship awards.
- **Line-of-duty-death or injury benefits:** The PBA issues a check as soon as possible to the determined beneficiary/family of a PBA member killed or injured in the line of duty.
- **Wills:** The PBA now provides wills to our members. That’s right, a full last will and testament, at no charge to you. Imagine that peace of mind.

Those are the serious benefits of being a member. What about the other benefits? Well, here are just a few:

- Selection from various vendors working with the PBA to offer our membership the best bang for their buck, such as:
 - Mortgage advisers
 - Real estate advisers
 - Financial advisers
 - Attorneys from various fields
 - CPA advisers
 - Retirement planning
- Travel discounts
- PBA merchandise
- Discount rental of the PBA Hall for your personal events (e.g., weddings, birthday parties, baby showers, retirements, family reunions, etc.)

So in closing, I ask you again, are you willing to take the risk and not be a member? What about your partner? The cadet who just got hired right out of the academy? The reserve officer out there? Is it worth the risk?

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– John Kazanjian

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