

SOUTH FLORIDA



FOR MEMBERS ONLY

# THE PBA

**THE VOICE OF LAW ENFORCEMENT**

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MARCH/APRIL 2022

## Public Safety First

In an exclusive interview, Miami-Dade Mayor Daniella Levine Cava details her commitment to public safety and the PBA







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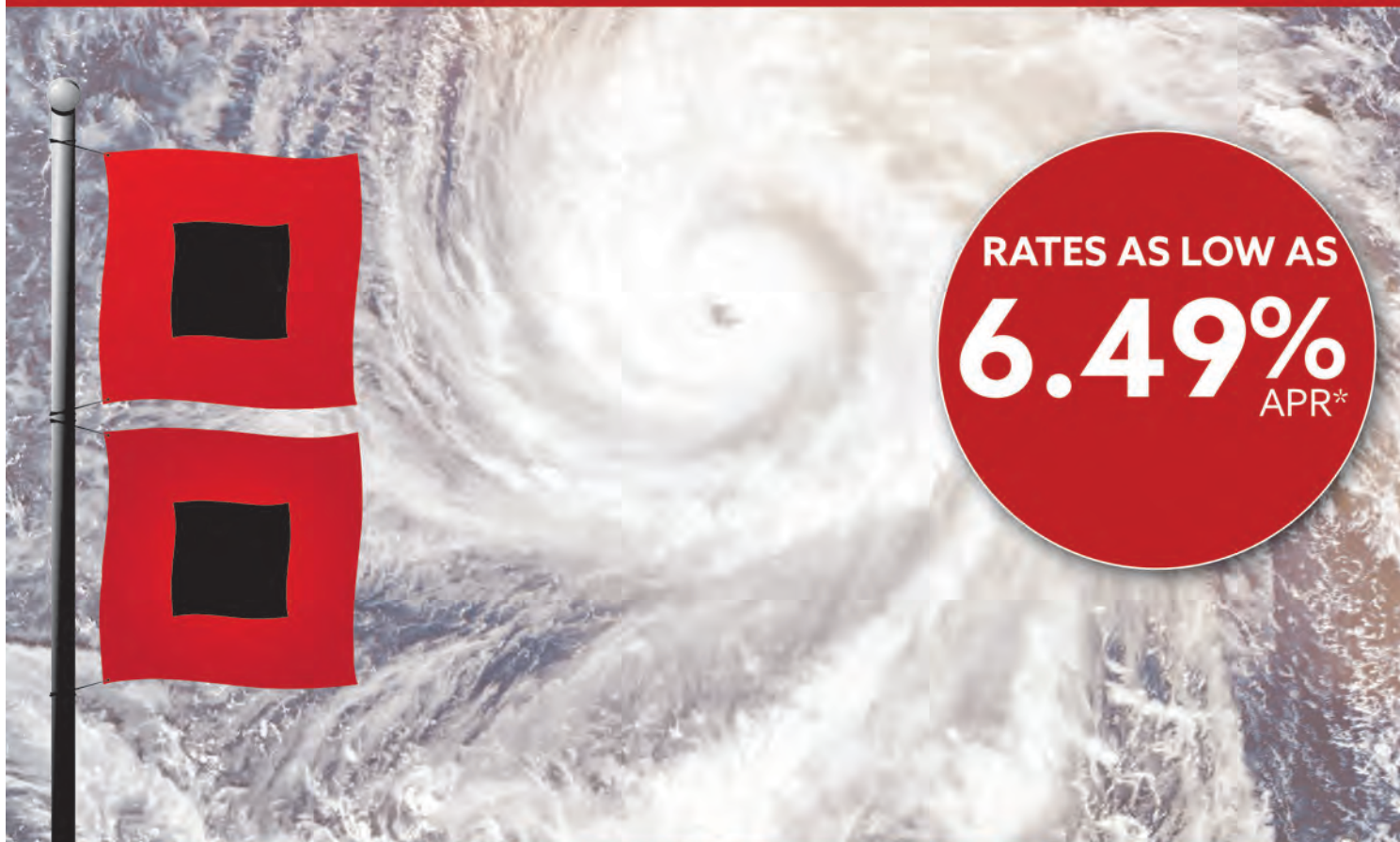
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## COVER STORY

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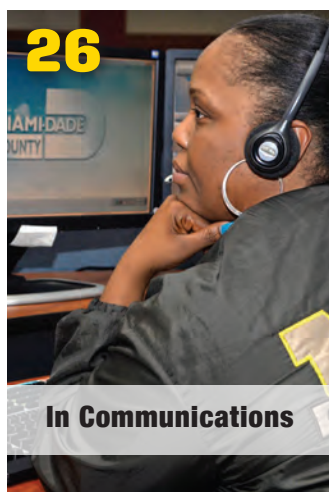
## Lending A Hand

Since being elected, Miami-Dade County Mayor Daniella Levine Cava reached out to go on the record about offering a plethora of support for law enforcement officers and the South Florida PBA. In an extensive interview, Mayor Cava expressed her elation over helping to bring members the contract she said they so much deserved, as well as confirm the commitment to continue to make public safety first. The mayor's comments about the importance of law enforcement are definitely a must-read for all PBA members.

## MESSAGES FROM THE PBA

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**Deputy of the Year**



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## The politics of putting public safety first



STEADMAN  
STAHL

We go way back with Daniella Levine Cava.

We were with her nine years ago, when we had a former county commissioner who was not supportive of any of the unions. It was comfortable, like you can talk to her. So when the opportunity arose with somebody who was willing to take on that commissioner, Daniella Cava stepped forward and all the unions got behind her.

We certainly took a strong lead in it. We put our backs into it and made sure that we got her elected. As a county commissioner, she was very supportive of us.

But then politics gets in the way. You know all about the national defunding the police movement that started in 2020, which was all about politics. So it became either you're with public safety or you're not with public safety.

With the 2020 race for mayor being nonpartisan, we anticipated staying out of the politics. Then, on a Sunday night, I received a text from a burner phone showing a picture of a post from Daniella's campaign, which had a big sign reading "Courage." And there was another sign next to it with "ACAB."

That's what pushed us into the race to endorse her opponent. Politics.

Whether we like being involved in politics, every bit of everything in our life is dictated by politics. From the ink that goes on your shirt to the kind of lightbulb in your house, government dictates that. And if you don't have a strong relationship with government, then nothing gets accomplished.

At the South Florida PBA, we have to hold our positions. But even if we don't agree with somebody's position, we can still work with them. And I think that goes back to this relationship with Mayor Cava.

Following the election, both sides sat down immediately, and it's been very productive. I think it's due to the relationship that we have and the professionalism from both sides that shows you can work through your differences for the better.

For us, she's the chief. With the form of government here in Miami-Dade County, she has the final say on everything. She gives the marching orders.

I don't want to say that the entire process was smooth. We had our ups and downs. But in the end, she had a major impact on getting that contract settled and presenting it so we would accept it and the county commissioners would approve it. Sitting down with her and working past our differences led to a contract that was overwhelmingly ratified by our members.

And it was good when we had commissioners that were saying they never wavered in their support. Our county commission never wavered on its support of keeping public safety front and center.

What we have seen since that election is that people who once took public safety for granted and mocked it now realize you can't live without it. It's the one core service that you can't waiver on. And if you don't have that, nothing – nothing – in society functions. As we've seen in other parts of the country, life comes to a screeching halt when you let lawlessness take over.

If you go back to that last election cycle, there was a side that was saying defund and take things away from the police. You're not hearing that from either side now. In fact, the side that was pushing that so heavily is now trying to go on the record very heavily saying defunding has never been an option.

That's why we have to stay engaged politically. You can't let your guard down because as tough of a fight as we had to make sure that public safety was forced to the front, we have to make sure that we force it to stay at the front. And we have to be crystal clear as we move into this next election cycle about who supports public safety and who does not.

As we go into these voting booths and vote for our candidates, we have to look for the people who are unwavering in their support of public safety. No fence-walkers. You're on one side of it or the other. And if you're not 100 percent supportive of public safety, then we have to go out and look for candidates who are.

We will get behind them. That's how you stay in the game. That's how you stay strong. And that's how you make sure that you don't allow hard-earned benefits to get taken away.

CONTINUED ON PAGE 6



### SOUTH FLORIDA PBA

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Once you have secured those benefits, you have to ward off groups out there that want to take what you've earned. From what took place a couple years ago, we are still feeling the effects of it even more because the trouble of finding people to do our job. We're seeing record numbers of officers just up and leave, many retiring early just because of the rhetoric that was once there. Our advice to politicians is to not let that come back, because we're going to pay a price if you don't have trained people in place right now.

So we're going to keep the demand for making public safety the priority front and center. And if the elected officials and political candidates don't want it front and center where it belongs, we are certainly going to try to push them to the side.

Here in Miami-Dade County, that's the foundation for a huge game-changer in 2024 when we go to four newly elected constitutional officers, the biggest being the sheriff. The upcoming election for county commissioners is where we lay the foundation by selecting the decision-makers on how we move forward in 2024.

Elections have great consequences, and you always want to be on the winning side of those consequences. I think the election of Mayor Cava is a great example of how two sides can disagree on something, and then after we have our dialogue, we move forward.

She's been nothing but supportive of public safety and not only maintaining but increasing the presence of law enforce-



ment throughout the county. So again, you can disagree on political standpoints, but at the end, when you have to sit down and really get into it, we come together. She certainly was willing to listen to all sides just as we were, and we moved the needle forward.

And so by having a relationship that we started with Cava, I think we both see the same finish line. We look forward to continuing to work with her to make public safety the top priority, which she has.

It's important to note that we will look for opportunities to continue to talk with the mayor. I think it's a great statement that she

understands just how important it is to work with the PBA. That's genuine. And that's what I'm saying about her.

She's willing to listen. She's willing to hear both sides. In the end, you make your decision, and then you live with your decision. That's the whole thing. We can agree to disagree, but in the end, we believe in the same philosophy. At the end of the day, no matter where you stand on any issue, public safety has got to come first.

Mayor Cava is genuine. She does listen. Regardless of what happened in the past, we're moving forward. That's why windshields are bigger than rearview mirrors.

**Steadman Stahl, President**  
steadman@sflpba.org

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# The thin blue line is getting thinner



DAVID  
GREENWELL  
EXECUTIVE  
VICE  
PRESIDENT

The phrase “the thin blue line,” referring to cops protecting the masses from crime and society from anarchy, has never been truer than today. Unfortunately, the thin blue line is getting thinner and the blue harder and harder to replace. Cops have always been unfairly attacked and scrutinized, but never has the entire profession been demonized at this level. An honest mistake will be criminalized by activist prosecutors due to their biased ideology or to appease the “defund the police” mob and their lapdog politicians.

Honest mistakes in police work should not be crimes and should never be handled in this manner, even if they result in a tragic death. A crime should have an action that was reckless and involve a conscious decision to engage in conduct which the person knows poses a high risk of serious injury or death.

The case of Brooklyn Officer Kim Potter is a great example. This is the officer who fired her gun instead of her taser. There was insufficient evidence that she intended to shoot the victim with her firearm. Her conscious decision was to stun him while he was resisting arrest and attempting to flee, as evidenced by her yelling “taser” and immediately breaking down sobbing when she realized the tragic mistake. Even the prosecution conceded that she did not intend to shoot the perpetrator and that she mistakenly pulled her gun during the dangerous encounter, which the perp created. She was convicted by the jury and the judge sentenced her to two years, which is far less than the standard of about seven years for manslaughter. The judge said leniency was warranted because she meant to fire her taser and not the firearm.

Another example is the case of Officer Jonathan Aledda. He was dispatched to an emergency call of a “man with a gun.” When he arrived, a 6’2”, 280-pound man was irate and yelling at everyone, while holding what appeared to be a gun. The on-scene commander stated that the subject was reloading his gun. When Officer Aledda saw the subject point the gun toward the victim, he tried to save the victim’s life by shooting the subject. He accidentally shot the victim in the thigh, but headlines read “Cop Shoots Black Man While he is Caring for an Autistic Man with a Toy.”

Officer Aledda was arrested for two counts of attempted manslaughter. He endured going through two trials and was eventually found not guilty of the attempted manslaughter charges but was found guilty of a misdemeanor. Recently, Officer Aledda’s misdemeanor conviction was overturned by the Third District Court of Appeals.

The prosecution of Officer Potter, Officer Aledda and others represents a very dangerous and disheartening trend in policing nationwide, which will further thin out the law enforcement ranks. The biggest problem in the criminal justice system is not police brutality or a lack of funding. The biggest problem is criminals not being held accountable and resisting arrest. They create a situation in which an officer makes an honest mistake and then is prosecuted for it to appease the “defund the police,” “bail reform” and “all cops are bad” advocates, as well as the corrupt politicians who support them. Police do not wake up in



Congratulations to Kevin Thomas on his retirement.



Congratulations to Robbery Detective Elio Garcia on his retirement.

the morning intending to kill or hurt anyone. As you know from experience, cops go to work to protect and serve, to protect the good from evil, and they only want to safely return home to their loved ones at the end of their watch. Unfortunately, just as doctors have accidents, killing hundreds of thousands of people each year, we are humans and will have accidents as well. This is why civil court was invented.

In closing, just know that you have all been well trained, you are great cops and you should just keep doing your job without second guessing or hesitation. And we, your union, will continue to represent you, especially in situations where you are being unjustly targeted. As always, please stay safe and if you have any questions or concerns, please do not hesitate to contact me at 305-593-0044 or dg@sflpba.org.





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# Busted on the busway



**NIZAM "ISH"  
ISHMAEL  
VICE  
PRESIDENT**

I hope you and your families are all doing well. Let me start by admitting that I have always driven to work in my county vehicle on the South Miami-Dade Busway. Whenever I am approaching a marked or unmarked vehicle, I always wave hello. That is the way it should be and has always been. It takes a special, proud breed of people to do our jobs, and we need to take time to greet each other.

The county has created confusion on whether you are allowed to drive your law enforcement vehicle on the Busway. The Busway is a dedicated rapid transit bus lane service from Dadeland South Metrorail Station to SW 344 Street. I have spoken with many officers and supervisors who

work throughout the county and have received varying responses of being allowed and not allowed to drive on the Busway.

Look at the documents on page 11 and you will see that on May 6, 2014, Prime Sponsor Miami-Dade Commissioner Dennis C. Moss put forth legislation that "authorizes law enforcement and fire rescue vehicles to operate on the South Miami-Dade Busway even when not in emergency mode." (See Resolution No. R-445-14.) It was passed unanimously by the Board of County Commissioners. The Resolution states that "...police take-home vehicles have proven to be a deterrent to crime... to traverse along the South Miami-Dade Busway will provide comfort and security." The resolution dated May 6, 2014, became effective 10 days after the date of adoption because Mayor Gimenez did not veto it. As a result, the resolution has been in effect since May 16, 2014.

On March 14, 2018, almost four years later, Mayor Gimenez authored a memorandum limiting who can access and drive on the Busway, specifying "emergency and police vehicles only when operating in emergency mode." This memorandum is not valid. The mayor only had 10 days to veto Resolution No. R-445-14, and he did not. Since this time, just a quick search revealed many violent crimes that could have been deterred. On July 27, 2018, a homeless man was arrested for attempted sexual battery of at least two women. Both incidents happened around the Busway and SW 160 Street. On Oct. 24, 2019, another male was arrested for attempted sexual battery for the crime he committed on the Busway and SW 244 Street. As law enforcement, we will never know how much crime we have prevented and deterred by simply patrolling areas.

According to the Miami-Dade Police Department's Standard Operating Procedures, Chapter 1, Part 1, The Directive System, II. Action, J. Precedence of Laws, Directives and Sources of Authority:

1. All departmental directives will be written to comply with the following laws, directives and sources of authority. Conflicts will be resolved in favor of the superior source as listed below in descending order of precedence:

- a. Federal law.
- b. Florida law.
- c. County ordinances.
- d. County resolutions.
- e. County rules.
- f. County orders, included but not limited to administrative

orders, implementing orders and executive orders.

g. County Procedures Manual.

h. The DM.

(1) Subordinate directives.

(2) Bureau/district directives.

We as law enforcement officers work in paramilitary organizations and must follow orders. For us to comply, we must follow letter d — county resolutions. So I hope this clears up any confusion. You can drive your law enforcement vehicle on the Busway. It does not mention whether it must be marked, unmarked or rental. Like I stated, it is your law enforcement vehicle, the vehicle assigned to you by your fleet department. However, remember that this right does not extend to your personal vehicle.



While you are deterring crime on the Busway, I ask that you remember MDPD Police Officer Roberto Calderon, who was killed when his patrol car collided with a transit bus while he was responding to a non-emergency call on Dec. 7, 1999. The collision





Approved \_\_\_\_\_ Mayor Agenda Item No. 11(A)(11)  
 Veto \_\_\_\_\_ 5-6-14  
 Override \_\_\_\_\_

**RESOLUTION NO. R-445-14**

**RESOLUTION AUTHORIZING LAW ENFORCEMENT AND FIRE RESCUE VEHICLES TO OPERATE ON THE SOUTH MIAMI-DADE BUSWAY EVEN WHEN NOT IN EMERGENCY MODE**

WHEREAS, the South Miami-Dade Busway is a dedicated lane bus rapid transit service from Dadeland South Metrorail Station to S.W. 344 Street; and

WHEREAS, currently, law enforcement and fire rescue vehicles may only traverse along the South Miami-Dade Busway when said vehicles are in emergency mode; and

WHEREAS, allowing law enforcement and fire rescue vehicles on the South Miami-Dade Busway will increase a police presence in this corridor and thus serve as a deterrent to crime; and

WHEREAS, police take home vehicles have proven to be a deterrent to crime in communities by providing a visible presence; and

WHEREAS, the visibility of law enforcement vehicles along the South Miami-Dade Busway will serve as a deterrent to crime along that transit corridor; and

WHEREAS, allowing law enforcement and fire rescue vehicles to traverse along the South Miami-Dade Busway will provide comfort and security to Miami-Dade Transit patrons with little or no interference with Miami-Dade Transit operations.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA, that this Board hereby authorizes law enforcement and fire rescue vehicles to operate on the South Miami-Dade Busway even when not in emergency mode.**

3

Agenda Item No. 11(A)(11)  
 Page No. 2

The Prime Sponsor of the foregoing resolution is Commissioner Dennis C. Moss. It was offered by Commissioner **Dennis C. Moss**, who moved its adoption. The motion was seconded by Commissioner **Jose "Pepe" Diaz** and upon being put to a vote, the vote was as follows:

Rebecca Som, Chairwoman	aye
Lynda Bell, Vice Chair	aye
Bruno A. Barreiro	aye
Jose "Pepe" Diaz	aye
Sally A. Heyman	aye
Jean Monezine	aye
Sen. Javier D. Souto	aye
Juan C. Zapata	aye
Esteban L. Bovo, Jr.	aye
Audrey M. Edmonson	aye
Barbara J. Jordan	aye
Dennis C. Moss	aye
Xavier L. Suarez	aye

The Chairperson thereupon declared the resolution duly passed and adopted this 6<sup>th</sup> day of May, 2014. This resolution shall become effective ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board.

**MAYOR AT THAT TIME DID NOT VETO THIS RESOLUTION**

MIAMI-DADE COUNTY, FLORIDA  
 BY ITS BOARD OF  
 COUNTY COMMISSIONERS  
 HARVEY RUVIN, CLERK  
 By: **Christopher Agrippa**  
 Deputy Clerk

Approved by County Attorney as to form and legal sufficiency. *BZ*  
 Bruce Liblbert

4

**Memorandum** MIAMI-DADE COUNTY

Date: **March 14, 2018**

To: Department Directors

From: Carlos A. Gimenez, Mayor

Subject: Use of the South Dade Transitway by County Employees (REVISED)

The South Dade Transitway (Transitway) is an approximately 20-mile roadway dedicated to transit service that runs south-southwest from Dadeland South Metrorail station along U.S. 1 to SW 344 Street. The Department of Transportation and Public Works currently runs a total of 56 buses on this corridor which, along with supporting routes, currently averages approximately 13,475 weekday boardings. Due to the dedicated right-of-way, buses can traverse the 20 miles without being impacted by the regular vehicular traffic on US-1. Equally important to facilitating the buses' travel is the Traffic Signal Priority System implemented along the entire Transitway. This system synchronizes the traffic signals on the corridor with the movement of the buses in order to minimize stops at intersections to the extent possible. This synchronization is accomplished by the buses crossing over vehicle detection loops installed within the roadway. However, the use of the Transitway by non-bus vehicles also activates the vehicle detection loops, which can cause delays to the buses as their synchronization with the Traffic Signal Priority System is lost. These delays are tangible because approximately 30 percent of the current users of the Transitway are not DTPW buses.

In order to decrease the travel time of buses utilizing the Transitway, effective immediately, only the Miami-Dade County (County) employees described below can access the Transitway at any time. This will assist in improving mobility for County residents and visitors.

- County employees actively engaged in scheduled maintenance activities along the Transitway. However, these vehicles must utilize US-1, and only access the Transitway in the areas immediately adjacent to the location of work. Additionally, these vehicles must yield to buses at all times when within the Transitway.
- Emergency and police vehicles only when operating in emergency mode.

If you have any questions, please do not hesitate to contact Alice N. Bravo, P.E., Director, DTPW, at 786-499-5406.

cc: Abigail Price-Williams, County Attorney  
 Geri Blomgren-Keenan, First Assistant County Attorney  
 Alina T. Hudak, Deputy Mayor, Office of the Mayor  
 Alice N. Bravo P.E., Director, Department of Transportation and Public Works  
 Chris Agrippa, Clerk of the Board

**THIS MEMORANDUM IS NOT VALID. MAYOR GIMENEZ ONLY HAD 10 DAYS TO VETO. YOU ARE ALLOWED TO DRIVE YOUR LAW ENFORCEMENT VEHICLE ON THE BUSWAY.**

occurred at the intersection of the South Miami-Dade Busway and Hibiscus Street in Perrine. He and his partner were in the bus lane that runs parallel to U.S. Route 1 when the crash occurred. Officer Calderon's partner was transported to a local hospital in serious but stable condition. The driver of the bus was charged with running a red light as a result of the ensuing crash investigation.

Recently while driving on the Busway, I noticed that Officer Calderon's Street dedication sign had been taken down. With the help of the county, we were able to have two signs erected at

SW 184 Street & SW 107 Avenue (SE corner) and SW 184 Street & US 1 (NW corner) in his memory.

Always remember: Every time a fellow officer or detective needs backup, traveling to work or home, running errands, etc., rest assured that the PBA has your back when you drive on the Busway. As always, stay informed and remember that no one can ever argue with you about the facts. You need to read to lead!

Please feel free to contact me at ish@sflpba.org or 305-593-0044.



# Why employee welfare should be our top priority



JERMAINE  
LAWSON  
TREASURER

Since the COVID-19 pandemic began, our members' lives have been turned upside down. Just about anyone who's been working as normal throughout the past year is likely to have struggled with their own welfare at some point, whether that's their physical or mental health.

This year, there must be a change, and supervisors must be the driving force behind this transformation. With so much power over the lives of our members, it is important that supervisors prioritize welfare and make it a cornerstone of our function. In the past, it was customary for management to focus more on productivity, but now

health and well-being are the top concern.

Many attribute this change directly to the COVID-19 pandemic. Here is why employee welfare should be our No. 1 priority.

## Employees are struggling right now

Many employees have spent the past few years working long hours or facing potentially unsafe working conditions. Regardless of the classification of supervision, we need to be acutely aware of the unique mindset our workforce is dealing with. Many will be cautiously optimistic about a return to normal life this year, yet they will also be equally unsure about the security of their employment and health as the true impact of the pandemic is realized.

Stress can serve as a demotivator if not properly addressed. Law enforcement is considered one of the most stressful occupations and is often associated with high rates of suicides, emotional health problems, alcoholism and depression or post-traumatic stress disorder (PTSD). All of these factors can negatively affect officers' motivation and productivity. As an organization, we must strive to recognize and reduce stresses that are associated with the profession to maximize job performance, motivation and productivity. It may sometimes be difficult for leaders to listen when officers are telling them that we might need to look at things a little bit differently. But that is the most critical thing we can do in our department. Listening to the people who are doing the job and giving them a voice to tell us when we might need to correct our course of action on a particular issue can boost their morale, foster a positive work culture and improve overall engagement. One of the most important things for us as leaders to always remember is that the biggest asset we have at our disposal is the people. With every piece of equipment in our inventory, we pay attention to preventive maintenance to make sure that they are serviced regularly to keep them in good working condition. Our people need preventive care, too.

## Investing in welfare builds trust

Trust is an integral asset in building a successful organiza-

tion. According to One Model (the people analytics platform), employee trust is very low right now, with people feeling taken advantage of by their employers. Not only is a trusting work environment a more productive one, but it's a happier and more creative one as well. Furthermore, employees will be more motivated to take the initiative to get a job done or to complete a task if they know their supervisors trust their judgement. If that culture is developed, it makes it easier to hang onto people. If you are open to supporting wellness needs, employees will be encouraged to come to you with issues or concerns that are affecting them, rather than bottling them up and turning them into a bigger problem than they need to be.

## Prioritizing employees' well-being will make the organization better for everyone

Given how much of our lives many of us spend at work, I believe leaders who prioritize employee well-being will make the company better for everyone involved. As leaders, we should embrace the fact that employees bring the realities of their lives into the workplace every day. We are all human. If a person is struggling with a personal relationship or health challenge, this weight will likely be brought into the organization. As an organization, we should invest in helping employees become thriving human beings who are able to better tackle life stressors. Initiatives such as yoga, fitness and mindfulness training are great first steps. We should also focus on a preventative perspective as well, because these gaps are essential to our global well-being. A healthy and engaged workforce takes less time off sick and works more efficiently, resulting in increasing revenues and decreasing expenses.

In closing, more and more organizations worldwide are making the well-being of their staff a priority. Today, 70 percent of employers in the U.S. employers offer a wellness program, and the typical motivation behind these programs is not a mystery: the increasing recognition that a healthy, engaged workforce is key to an organization's ability to maximize its productivity.

Taking care of employees improves reputation and draws in good candidates. The cost of replacing an employee is high, and it's much less expensive to keep employees than it is to find new ones. When employees know that their employers are invested in their growth and training in a tangible way, that is meaningful to them, and they are less likely to leave the organization. Happy and motivated employees are also likely to become advocates for their organizations.

Please feel free to contact me at [lawson@sflpba.org](mailto:lawson@sflpba.org) or 305-593-0044.



# Employee Assistance Programs: Helping you help yourself



**MICHAEL  
HELLMAN  
STAFF  
COUNSEL**

It seems as if there has never been a more stressful time to be a law enforcement officer than right now. Social media and news outlets consistently undersell the need for law enforcement, and public appreciation for the tremendous sacrifice that each and every member of the law enforcement community makes on a day-to-day basis has never been lower.

Being a first responder does not shield you from dealing with the twists and turns that life throws at everyone. Whether it be family or marital problems, financial issues, dependence on alcohol or other vices, or anxiety and emotional wellness, it is important to know that help is out there. All you need to do is ask.

## What is the Employee Assistance Program?

The Employee Assistance Program (EAP) assists those who are struggling with personal problems that may be affecting their ability to function at home, at work or in the community. Counselors focus on supporting employees with both internal and external resources that assist in allowing the employee to be the best version of themselves, both on and off duty.

## How does the process work?

An employee reaches out to the EAP and sets up a meeting with a counselor. At the initial meeting, a plan of action is set in order to best serve your needs.

## 2022 Pending Grievances

This list represents the pending grievances filed at the various departments represented by the South Florida Police Benevolent Association as of **Feb. 28, 2022**. The PBA legal staff receives numerous other complaints that are resolved by other means.

### DEPARTMENT/DISTRICT

<b>HIALEAH</b>	<b>1</b>
<b>HOMESTEAD - CORRECTIONS</b>	<b>1</b>
<b>HOMESTEAD PD</b>	<b>1</b>
<b>KEY WEST PD</b>	<b>1</b>
<b>M-D CORRECTIONS</b>	
ASSOCIATION	1
TGK(MHTC)	1
<b>TOTAL</b>	<b>2</b>
<b>M-D POLICE</b>	<b>4</b>
<b>MIAMI GARDENS</b>	<b>5</b>
<b>MCSO (DEP SHERIFF)</b>	<b>1</b>
<b>NORTH BAY VILLAGE</b>	<b>2</b>
<b>NORTH MIAMI</b>	<b>2</b>
<b>OPA LOCKA</b>	<b>4</b>
<b>SWEETWATER</b>	<b>3</b>
<b>TOTAL GRIEVANCES</b>	<b>27</b>

## What does it cost?

All internal sessions are completely free to you. Any outside referrals are given to health care providers within the health plan. However, you may be required to make a co-payment for services provided based on coverage levels, just as you would for a doctor's visit.

## Who is told about an employee contacting the EAP?

Just like when you contact PBA Legal, the EAP is designed to ensure confidentiality. If you come to the EAP on a voluntary basis, your information is released only to individuals authorized by you.

Our county employees can reach out to the EAP by calling 305-375-3293 to set up an appointment with a staff member. If you are not a county employee, there is a very high chance that your municipality has their own version of this help, although it may have a different name. If you have any questions or need assistance in finding the correct one for your Department, do not hesitate to contact us at the PBA, and we will get you the information to best help you.

Stay safe.



## CERTIFIED FINANCIAL PLANNER™ PROFESSIONALS

**SPECIALIZING IN THE RETIREMENT NEEDS OF WORKING PEOPLE**

Because we know how important it is for you to feel secure in your financial future.



### House Calls

We meet clients where you feel most comfortable: at your home, at our office, over the phone or video call.



### No Account Minimum

The emphasis is not on how much money you have, but rather on making the best use of it, whatever the amount.



### Experience

Our team of professionals have over 60 years of combined experience. We are ready to serve as your trusted advisors.



**TONKINSON  
FINANCIAL**

2398 S Dixie Hwy, Miami, FL 33133

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

305-858-1628

Securities and advisory services offered through Commonwealth Financial Network®, Member FINRA/SIPC, a Registered Investment Adviser. Fixed insurance products and services offered through CES Insurance Agency.



# More names being added to the memorial wall



SERGEANT  
KENNETH  
HORGAN  
POAT  
ASSISTANCE  
COMMITTEE  
CHAIRPERSON

This year's Law Enforcement Officers Memorial Ceremony will have an unprecedented 12 names placed on the wall. A Miccosukee Police Officer who died in a car crash last January. Two Federal Bureau of Investigation agents, assigned to the Miami Field Office, who were shot and killed while serving a warrant. Another nine officers who died of the COVID-19 virus. As this pandemic has affected people all over the world, it has also affected all law enforcement entities and our families. We look forward to everyone supporting the families at the memorial ceremony. Please look out for upcoming emails requesting assistance at the memorial site in Tropical Park. We will be starting in April with dates for cleanup and maintenance at the site in preparation for the ceremony.

The Law Enforcement Officers Memorial Ceremony will be held at Tropical Park at 7 p.m. on Thursday, May 5, 2022. All Miami-Dade County law enforcement officers who have died in the line of duty, dating back to 1895, are honored at this ceremony. It is our duty to honor the memory of those officers who have died protecting and serving the citizens of Miami-Dade County.

The Board of Directors of the Police Officer Assistance Trust is proud to offer seven scholarships this year. The following

\$2,000 scholarships are available to the son or daughter of any full-time law enforcement officer employed by any agency in Miami-Dade County:

- Paul Janosky Art and Criminal Justice Scholarships (two separate scholarships)
- Mike Byrd Crime Scene Investigation Scholarship
- Christopher W. Todd Law Related Majors Scholarship (also available to officers)
- Roger Castillo Perseverance Scholarship
- Amanda Haworth Perseverance Scholarship
- Chuck Duncan Determination Scholarship

One recipient for each scholarship will be selected and will receive a \$2,000 check to use towards his or her college expenses. All applications must be received by May 2, 2022. Please visit our website at [www.poa.org](http://www.poa.org) for specific guidelines and requirements. For further information, please contact the POAT office at 305-594-6662 or [poatoffice@msn.com](mailto:poatoffice@msn.com).

Remember, when shopping on Amazon, you can have a percentage of the purchase amount donated to POAT by shopping at [www.smile.amazon.com](http://www.smile.amazon.com) and registering Police Officer Assistance Trust as your charity of choice. Then continue to shop on [www.smile.amazon.com](http://www.smile.amazon.com). Every little bit helps! Sign up today.

Thanks for your support, and stay safe.



The Police Officer Assistance Trust cordially invites you, your family and friends to attend the



## *Miami-Dade Law Enforcement Officers Memorial Ceremony*

The Sunset Service will take place on

**Thursday, May 5, 2022**

**Tropical Park**

7900 S.W. 40th Street, Miami, Florida

*Please arrive promptly at 7:00 p.m.*



# Ready to reunite



DENNIS  
BAMBACH  
RPOC  
PRESIDENT

Spring is here, and things are looking up as far as the COVID pandemic goes. It feels good to be able to plan things without worrying so much about crowds. To that thought, our reunion will be April 22-24, and hopefully you have planned to attend. It will be so good to see old friends after having to cancel the last two years.

The hotel has been undergoing some renovations, but they should not be an inconvenience for us. The rooms were all renovated, and the pool has also been redone. As usual, the hotel staff is very accommodating and will try to meet our needs. The hotel restaurant will not be open, but

there are several new restaurants just across the courtyard from the hotel within a short walking distance.

For those of you not attending the reunion, I will be retiring as president of the RPOC at the closing of the reunion. I have been president for 10 years, and it is time. Maggie and I moved to Dunnellon last year, and I feel that the RPOC would be better served by a president who lives in South Florida. It has been such a privilege and honor being your president, and I have many great memories of these past years. John Fraley, currently the vice president, will become your new president. I will continue to be involved on the Board of Directors as past president. John has many years of experience with the RPOC and will make a fine president.

Here are reports from our officers:

**John Fraley, vice president, scholarship chairman, golf coordinator:** I have to say, it sure feels good to be able to meet and see old friends. I would like to thank Pete Cuccaro and Paul Law for hosting a great luncheon at the Cove in Inverness. There were over 40 retirees in attendance. The food was great and, as usual, the stories were over the top.

Our annual golf outing on April 22 will be at the Mayfair Country Club in Sanford. We will use the Callaway Handicap system for scoring the event. This enables me to score all golfers in a fair format. The cost to enter will be \$55 cash: \$28 for golf and \$27 for prizes. I will be collecting for the golf on Thursday, April 21. The old clubhouse has been torn down, and trailers have been set up with snacks and drinks. I saw the course last week, and it is in great shape. I currently have about 20 golfers committed, and we have room for more. Please email me at jfraley885@bellsouth.net or call me at 954-651-0451 with any questions.

Let us have fun, remember the people of Ukraine, and remember our brothers and sisters in law enforcement. It has been a tough year for all of us.

**Ed Spisak, treasurer:** It is our pleasure to thank all the members who went over and above to donate to Members Assistance and the Otis Chambers Scholarship fund. Much gratitude for all your generous donations. These donations have helped many of our retirees and their families, as well as children and grandchildren gaining their advanced education. The donations ranged from \$5 to \$500, and all were a sign of the generosity, kindness and caring of our members.

It's great to see our roster increasing due to the recent number of applications to join. Please keep encouraging your retiring friends and retired law enforcement acquaintances to join

us. Also, a reminder to those members who have not yet sent in their update forms and dues, please do not delay.

By the time you are able to read this issue of the *Heat*, the 2022 Reunion may be in progress. After two years of not seeing any of our prized and valued members, we are eagerly looking forward to it. It may be too late to register, but depending on when you are able to contact us, it might be possible to do a late registration. Please call Ed Spisak at 305-206-1564, and we will see what we can do.

After our annual mailout this year, 17 members' packages were returned by the post office as "not deliverable." We have attempted to contact by phone and/or email those members, but no response or forwarding information was available. We will be listing those names in our next RPOC monthly newsletter to reach them. Please review the list when it comes out and let us know if you have any current information on those members. If you do, please contact RPOC at 305-594-2848 or email the information to [rpocpba@bellsouth.net](mailto:rpocpba@bellsouth.net).

**Reba Miller, chaplain:** "Everyone wants to be the sun to lighten up someone's life, but why not be the moon, to shine in someone's darkest hour?" (quoted from Life Rhino)

With deepest sympathies, we reach out to our police families and friends, honoring and remembering the passing of the following brothers and sisters:

- William "Bill" Brinkley, February 2022
- Linda Hoffman, February 2022
- Harry A Wright, February 2022

## Updated information on the following officers:

A private ceremony was held for Officer John Striegel on Dec. 29, 2021. His interment was held at the National Veterans Cemetery in Sarasota, Florida. John held the rank of sergeant in the U.S. Air Force.

A Celebration of Life ceremony was held for Officer Michael "Mike" Krutulis Jr., on Feb. 26, 2022, at The Elks Lodge 1872, located at 92600 Overseas Highway, Tavernier, Florida.

We send special wishes for healing and restoration for the following members: Dennis and Maggie Bambach, James "Jim" Dooner, Bob and Elsbeth Hoelscher and John Fraley.

We extend heartfelt condolences and support to the following RPOC members: Bruce Buchmann, Barry Hoffman and Patti Garrison Marriott on the passing of their beloved spouses, Debbie Buchmann, Linda Hoffman and Michael "Mike" Marriott.

Special thanks to each one of our members who have registered for the RPOC reunion. All of us are looking forward to being together and celebrating our friendships, joys and moving forward in the coming year. Thank you to each one of our members and their families for their support, encouragement, dedication and commitment during the chaos of the past few years. Please remember, "Everyone you meet is fighting a battle you may know nothing about. Be kind, always."

**Jerry Rudolf, sergeant at arms, information officer:** As we approach the time for our reunion, we want to repeat that in addition to hand writing the registration form you received on the yellow paper in the U.S. mailing we did at the first of the year, you must then have to find an envelope and stamp, then remember to mail. Or you can also do it the easy way and go to

CONTINUED ON PAGE 17



# Congrats to retired members

The South Florida PBA is proud to honor retired members who have put in long hours and outstanding service for their departments and communities. Join us in honoring these great members and exceptional public servants as they celebrate their retirement.



**Larry Aleman**  
Miami-Dade Police Department



**Al Alvarez**  
Miami-Dade Police Department



**Ricardo Alvarez**  
Miami-Dade Police Department



**Wayne Appleby**  
Miami-Dade Police Department



**David "Juice" Bates**  
Miami-Dade Police Department



**Deborah Bradford**  
Miami-Dade Police Department



**Vernika Carter**  
Miami-Dade Corrections & Rehabilitation



**Lindsay Diaz**  
Miami-Dade Police Department



**James Dixon**  
Miami-Dade Police Department



**Petrus Etienne**  
Miami-Dade Corrections & Rehabilitation



**Traci Florence**  
Miami-Dade Corrections & Rehabilitation



**Amado Garcia**  
Miami-Dade Police Department



**Elio Garcia**  
Miami-Dade Police Department



**Naimy Garcia**  
Miami-Dade Police Department



**Darrick Gay**  
Miami-Dade Corrections & Rehabilitation



**Alain Guilbaud**  
Miami-Dade Police Department





**Marshall Hamilton**  
Miami-Dade Corrections & Rehabilitation



**Phillip Kennedy**  
Hialeah Police Department



**Frances Noel**  
Miami-Dade Corrections & Rehabilitation



**Shane O'Neill**  
Miami-Dade Police Department



**Kelly Sullivan**  
Miami-Dade Police Department



**Vyvyan Rodgers**  
Miami-Dade Police Department



**Juan Rodriguez**  
Miami-Dade Police Department



**Carlos Rosario**  
Miami-Dade Police Department



**Kevin Thomas**  
Miami-Dade Police Department



**Laroxsha Williams**  
Miami-Dade Corrections & Rehabilitation

## RPOC CONTINUED FROM PAGE 15

our website at [www.rpocpba.org](http://www.rpocpba.org) or [www.rocpba.org](http://www.rocpba.org) (takes you to the same place) and register and pay online, avoiding all the extra hassle and then wondering if the USPS screwed up again and lost it.

You should also know that because you are not required to log on to our website, the first few pages with general information are not secure pages. We do not ask you to list any personal information on these unsecured pages. However, once you click on a link to enter data where credit card information is needed or other financial related data, all those pages and forms are secure, meaning that we have a merchant's account linked to those pages via PayPal. All those links are secure, and any information entered is encrypted for security purposes.

Lastly, on each of the instruction or introductory pages related to Join, Renew, etc., you will find a paragraph in blue (shown below as well) that explains the process for payment utilizing PayPal. PayPal is one of the few merchant accounts that is compatible with our website setup. If you read and follow the direc-

tions, you should not have any problems navigating the pages. If you do experience any issues, please do not hesitate to let us know so that we can either fix a problem or assist you with a particular task. Remember, without you we would not be here!

We use PayPal to process payments. You may pay by using your existing account or create one from our site. Or go to [paypal.com](http://paypal.com) to create one and register your credit card as part of your account. Without doing this, you may or may not get the credit card option from our site.

**Welcome new members:** Edward Orinstein, MDPD; Elio Garcia, MDPD; Joseph Deegan, MDPD; William Van Riper, MDPD; Mike Hernandez, MDPD

**Welcome reinstated members:** Art Angelica, MDPD; Sean Holts, MDPD; James Crocker, MDPD; Gilbert Thomas, MDPD; Nancy Fox-Hicks, MDCR; Dean Alder MDPD; Gregory Kral, MDPD; John Butchko; MDPD.

As a final thought, our hearts and prayers are with the Ukrainian people, who are undergoing such suffering. We pray that this conflict will end soon.

# Meet your South Florida PBA Board of Directors



**Victor Abbondandolo**  
11th Judicial Circuit Court Bailiff  
Miami-Dade Police  
Department – 30 years (Retired)  
Miami-Dade Corrections and  
Rehabilitation – 7 years  
Lifetime member South  
Florida PBA



**Mitzie Brown**  
Miami-Dade Corrections and  
Rehabilitation Corporal  
MDC&R – 12 years



**Angela Carter**  
Miami-Dade Corrections and  
Rehabilitation Correctional  
Officer  
MDC&R – 29 years



**Mike Clifton**  
Retired Sergeant  
Miami-Dade Police Department –  
31 years (Retired)  
Dade County PBA President  
1990-1993  
Dade County PBA Vice President  
1987-1989  
Lifetime member South  
Florida PBA



**Lazaro Cortes**  
Miami-Dade  
Police Department  
Officer – 20 years



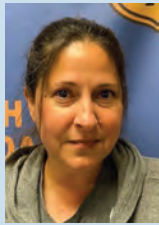
**Marcos DeRosa**  
Miami-Dade Police Department  
– 30 years (Retired)  
Lifetime member South  
Florida PBA



**Alejandro Dominguez**  
Organized Crime Bureau Officer  
Miami-Dade Police Department  
– 27 years



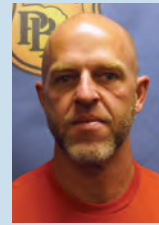
**Marjorie Eloi**  
Special Victims Bureau Officer  
Miami-Dade Police Department  
– 16 years



**Deborah Fleites**  
Miami-Dade Police Department  
Officer – 18 years



**Eduardo Gaitan**  
Court Services Sergeant  
Miami-Dade Police  
Department – 20 years



**Christopher Hodges**  
Seaport K-9 Unit Officer  
Miami-Dade Police  
Department – 26 years



**Jorge Interian**  
Professional Compliance  
Bureau Lieutenant  
Miami-Dade Police  
Department – 33 years  
Lifetime member South  
Florida PBA



**Joseph Kelly**  
Midwest Field Training  
Coordinator Lieutenant  
Miami-Dade Police  
Department – 20 years



**Al Lopez**  
Miami-Dade Police Department  
– 33 years (Retired)  
South Florida PBA Chaplain  
until 2021  
Lifetime member South  
Florida PBA



**Christine Marte**  
Special Victims Bureau  
Vulnerable Victims Officer  
Miami-Dade Police  
Department – 6 years



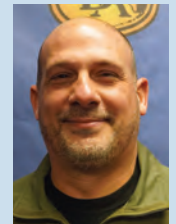
**Sean McVay**  
Robbery Bureau Officer  
Miami-Dade Police  
Department – 2 years



**Lisa Nesbitt Bell**  
Police Dispatcher  
Miami-Dade Police  
Department – 28 years



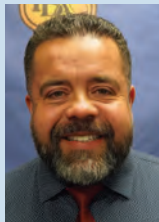
**Angel Posada**  
Miami-Dade Corrections  
and Rehabilitation Officer  
MDC&R – 13 years



**Orlando Ramos**  
Special Patrol Bureau K-9 Unit  
Sergeant  
Miami-Dade Police  
Department – 26 years



**Anthony Rodriguez**  
Northwest District Sergeant  
Miami-Dade Police  
Department – 28 years



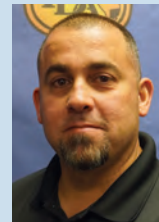
**John Saavedra**  
Homicide Sergeant  
Miami-Dade Police  
Department – 20 years



**Orlando Sosa Jr.**  
Airport District Officer  
Miami-Dade Police  
Department – 24 years



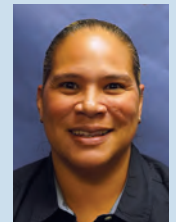
**MaryAnn Stahl**  
Miami-Dade Police Department  
– 19 years (Retired)  
Lifetime member South  
Florida PBA



**Michael Tabernero**  
Narcotics Lieutenant  
Miami-Dade Police  
Department – 25 years



**Joel Valdes**  
Economic Crimes Officer  
Miami-Dade Police  
Department – 17 years



**Jody Wright**  
Homicide Sergeant  
Miami -Dade Police  
Department – 17 years



# Meet your South Florida PBA Representatives



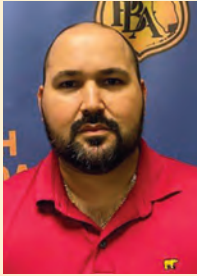
**Nubia Azrak**  
Crime Scene and Evidence  
Bureau Sergeant  
Miami-Dade Police  
Department – 19 years



**John Childress**  
Robbery Bureau Officer  
Miami-Dade Police  
Department – 3 years



**Alkibiades Dodge**  
Miami-Dade Police  
Department Sergeant –  
15 years



**Ronald Feria**  
Miami-Dade Corrections &  
Rehabilitation Officer –  
8 years



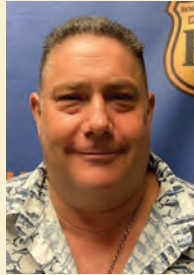
**Elizabeth Fernandez**  
Sergeant  
Miami-Dade Corrections &  
Rehabilitation – 13 years



**Labrance Fertilien**  
Corporal  
Miami-Dade Corrections &  
Rehabilitation – 14 years



**Katrina Fuentes**  
Midwest Field Training  
Officer  
Miami-Dade Police  
Department – 3 years



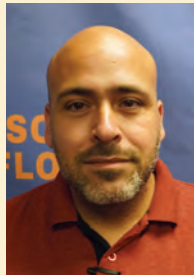
**Sean Gordon**  
Miami-Dade Corrections &  
Rehabilitation Officer –  
28 years



**Katrina Gregorisch**  
Compliant Officer with  
Communications  
Miami-Dade Police  
Department – 19 years



**Ronnie Hufnagel**  
Lifetime member South  
Florida PBA



**Douglas Melendez**  
Midwest District Officer  
Miami-Dade Police  
Department – 2 years



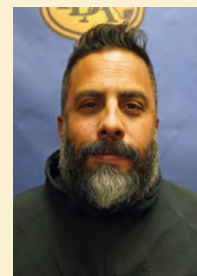
**Jose Nadal**  
South District NRU  
Motors Officer  
Miami-Dade Police  
Department – 20 years



**Rafael Pagan**  
Miami-Dade Police Depart-  
ment Officer – 26 years



**Frank Pajon**  
Miami-Dade Corrections &  
Rehabilitation - Officer  
30 years – (Retired)  
Lifetime member South  
Florida PBA



**Julio "JP" Priede**  
Warrants Officer  
Miami-Dade Police  
Department – 18 years



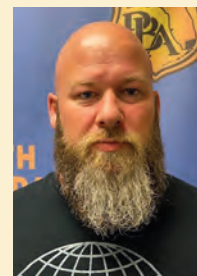
**Karlos Ramos**  
Miami-Dade  
Corrections &  
Rehabilitation  
Officer –  
19 years



**Christopher  
Rodriguez**  
Intracoastal  
District Sergeant  
Miami-Dade Police  
Department –  
8 years



**Alberto  
Seda**  
Captain  
Miami Gardens  
Police Department  
– 33 years



**Brett  
Underhill**  
Miami-Dade Police  
Department Officer  
– 17 years

# It's what you wished for...and more

## DROP extension is one of a number of ways legislators show their support and appreciation for law enforcement during 2022 session

If Florida PBA members had a wish list for the 2022 legislative session, it might not have been as long and as fruitful as what came through the proceedings that concluded the first week of March. Increased homestead exemptions, adding years to the DROP, better PTSD benefits, recruitment bonuses and overall support for the need for law enforcement have filled the bills.

PBA members can be fortified by the understanding from legislators of how necessary law enforcement is to the welfare of the state and its residents. The action – and inaction – of legislators confirms that the PBA's efforts to raise awareness about how to best provide for members is showing a return on investment.

"In the last two decades, it's probably one of the best sessions that law enforcement has had," Florida PBA Executive Director Matt Puckett declared. "You saw historic pay raises for state law enforcement and state corrections. It's hard to argue with the way this session turned out. It was very incredibly pro-law enforcement."

At the top of the list was the legislature passing a bill to extend Florida's Deferred Retirement Option Plan (DROP) from five years to eight. On July 1, members in DROP and those who enter DROP after that have the ability to extend an additional 36 months.

For anybody else entering DROP after July 1, they can request the full eight years. And that provision will last until July 1, 2028, when the extension expires.

"It's set to expire at that point, but there's ample opportunity over the next six years to continue that expansion," Puckett added. "For now, though, because of the shortage of law enforcement right now in this state, across the board, the legislature thought that it could be a way to resolve the drain of veteran officers."

The session didn't see a single bill that could be considered hostile heard in a committee. Whispers of defunding or devaluing police and corrections officers have fallen on deaf ears.

Governor DeSantis and his administration have kept their promise of not wanting to hear any of that, which has echoed to leadership in both the House and the Senate. That seems to be the culmination of the PBA helping pro-law enforcement legislators get elected.

"You have a very pro-law enforcement legislature, very pro-law enforcement cabinet," Puckett explained. "The handful of folks that don't support law enforcement are powerless. They were certainly powerless under this tenure of [Senate President] Wilton Simpson and [Speaker of the House] Chris Sprowls. None of the bad ideas got a hearing, got any consideration at all. Not even what we would call a mercy hearing. None of those things even existed."

Some of the other session highlights include:

A constitutional amendment proposal and implementation legislation for an additional \$50,000 homestead exemption to classroom teachers, law enforcement officers, correctional officers, firefighters, child welfare services professionals, active duty members of the U.S. armed forces and members of the Florida National Guard. The exemption will be assessed on the value greater than \$100,000 and up to \$150,000 of the occupant's homesteaded property.

Creation of the Florida Law Enforcement Recruitment Bonus

Program that:

- Provides one-time bonus payments to newly employed law enforcement officers in Florida.
- Creates the Florida Law Enforcement Academy Scholarship Program to cover tuition, fees and up to \$1,000 of eligible education expenses for trainees enrolled in a law enforcement officer basic recruit training program.
- Initiates a reimbursement program to pay for up to \$1,000 of equivalency training costs for certified law enforcement officers who relocate to Florida.
- Provides law enforcement officers who adopt a child from within the state child welfare system with a \$25,000 benefit for adopting a child with special needs or a \$10,000 benefit for adopting a child without special needs.
- Makes dependent children of law enforcement officers eligible to receive a Family Empowerment Scholarship to attend a private school.
- Exempts veterans and applicants with an associate degree or higher from taking the basic skills test as a prerequisite to entering a law enforcement officer basic recruit training program.
- Allows law enforcement officers or former law enforcement officers to receive postsecondary credit at Florida public postsecondary educational institutions for training and experience acquired while serving.
- Designates May 1 of each year as Law Enforcement Appreciation Day.

Expansion on the time limitation for workers' compensation coverage of PTSD for first responders. Currently, an officer has 90 days from the date of the event or manifestation of the disorder (whichever is later) to provide the employer with a notice of injury or death. However, an officer has 52 weeks from the date of the event to file a workers' compensation claim.

The legislation provides that the time for notice of injury or death of a claim of PTSD is 90 days from the qualifying event that supports the claim or the diagnosis, rather than the manifestation of the disorder (whichever is later). Additional legislation adds correctional officers, probation officers and all part-time officers into Florida's first responders PTSD coverage.

The PBA could have pushed for more, but Puckett quipped that would have been like asking for another scoop of ice cream on the sundae. Another PBA agenda item to get probation officers viewed in the same way as law enforcement and corrections gained some traction but still might need a few more sessions to get done.

But the pushback the PBA received on its wish list sends the right message.

"They did not want to put law enforcement in a situation where someone could bash them," Puckett noted. "I never heard anybody talk about defunding at all. So that's a good thing. Even on the side of the political spectrum where defund came from, you didn't hear any of that talk. I think that issue in the state of Florida has been beaten down. I suspect we probably won't deal with that for a considerable time to come."



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Miami-Dade County Mayor Daniella Levine Cava joins South Florida PBA President Steadman Stahl (left) and MDPD Interim Director George Perez in signing and celebrating the new contract for PBA members.



# A Good Sign

Miami-Dade County Mayor Daniella Levine Cava has an ongoing mission to show support for law enforcement

■ BY MITCHELL KRUGEL

Sipping on a late-afternoon cup of café con leche, Miami-Dade County Mayor Daniella Levine Cava took a seat at the head of the conference table at South Florida PBA headquarters. Not that she needed a jolt of caffeine. Cava appeared supercharged for the ensuing dialogue.

Madam Mayor asked for this opportunity to converse about what has transpired since taking office 15 months earlier to bring back trust, dignity and respect to the relationship between the county and its law enforcement. Agenda item one toward that end, of course, was signing of a historic collective bargaining agreement to give PBA members the compensation, benefits and



Mayor Cava joins MDPD officers on Bike to Work Day.



other support that had been long overdue.

A contract the membership overwhelmingly ratified that led to a spectacular signing ceremony at the County Government Center on Feb. 9. One of a series of contracts Her Honor's office settled with various public safety units across the county to confirm Cava's conviction that law enforcement serves a critical role in protecting the best possible quality of life.

"I cannot tell you how proud I am as mayor to have delivered on long-overdue pay increases and recognition, especially during this time when there is so much pressure on law enforcement," Mayor Cava extolled. "The fact that we were able to get them done in record time, which has not been the case for a decade, is really extraordinary. And a tribute to the goodwill that's been built back."

The mayor began this March 3 con-fab with one of her patented personal exchanges, the kind that so easily endears her to nearly everybody she sits with one on one. Then she quickly shifted past the pleasantries to address the issue that some advisers thought she – and the PBA – needed to address.

Regarding the fact that the PBA endorsed her opponent in the November 2020 election:

"I would loved to have had the support in my campaign, but I understand how these things go," the mayor articulated in a cool, calm, disarming demeanor that is one of her trademarks. "I'm philosophical about it. We might disagree on some points, but I think it's been respectful. And I'm hoping and trusting that I've proven myself as mayor and that I am fully on board."

### Signs of the times

For the next hour – just before furthering the connection by attending the social for members hosted downstairs in the PBA Hall – Cava confirmed how she has moved well past that endorsement. Madam Mayor went into detail about the actions and initiatives confirming her belief in the importance of highly trained, well-compensated, well-respected officers to achieve one of her greatest objectives as a relentless leader and governing agent: the unconditional and unequivocal demand for making public safety a priority of county government, its law enforcement and its residents.

Cava detailed several of the initiatives her office has injected into the commu-



Mayor Cava greets some of the people who attended a recent event at the PBA Hall.



The mayor offers one of her daily press briefings as she helped lead the response to the Surfside condominium collapse.

nity to achieve a public-safety-first society. One she would like to expand is Kindergarten Cops, which was started at Gloria Floyd Elementary School in the district where Cava served as a county commissioner for six years. Educating children about safety and crime prevention at such a young age, well, that's her philosophy of how to really build trust between the community and those who serve and protect it.

Taking up a position next to the mayor during this March 3 huddle, South

Florida PBA President Steadman Stahl recognized her restoration activation.

"I think your actions certainly have been reassuring to a lot of our members," South Florida PBA President Steadman Stahl told her. "Settling the contract, you showed you are the same person who has always been supportive."

So, quick disclaimer here: Cava accepted an invitation from Stahl to participate in this interview. Perhaps she

CONTINUED ON PAGE 24





As part of her effort to support members, Mayor Cava has been out and about to visit them on the job.

#### A GOOD SIGN CONTINUED FROM PAGE 23

knew the relationship with law enforcement packs so much importance that coming into the PBA's house was nothing to fear.

Truth is, the PBA has a very deep, very friendly relationship with Cava that dates back to when she first decided to run for county commissioner in the 2014 election. Her first official campaign meeting was with the PBA at its offices about a year before that election.

She had to move into her district to establish residency, which she completed in November to be six months ahead of the primary. And then in January, she had her campaign kickoff in South Dade, a day Stahl remembers well.

"It was cold," he recalled. "I have a picture of farmers for Daniella."

The mayor remembers the PBA out on the front lines with her, weekend after weekend. Her opponent was not union-friendly, and the PBA flexed its muscle in support of Cava because she seemed to get what they were all about.

"It was a real lovefest," she quipped. "It was very fun. I really had not had much involvement with law enforcement, so this was a chance to be on the front lines with them. They really carried the ball for me."

#### Signing on

Those weekends on the front lines helped prepare Cava not just to run for office but to better serve when elected. As a certified social worker and a lawyer, her qualifications to be an elected

official dwarf those of many longtime politicians.

But the mayor admits she was not ready to run for office until she cared more about listening than talking. She uses the term "listening sessions" when referring to meetings with law enforcement and other groups as an indication, it seems, of knowing what they want when they come to the table.

"Yeah, it was really a shift for me," she explained. "I was very eager to have my opinions known and to show what I knew to try and get things done that I thought were important."

Cava further submits that what she heard helped her care more about the professionals who do this work and realize their incredible sacrifice. She realized that when you listen to law enforcement officers speak, you hear really good reasons why they do the work and how passionate they are about it.

All of which compelled Cava to clear up any misconceptions about her allegiances that might have been misconstrued during the 2020 campaign.

"I never wanted to, talked about or proposed to defund the police," she commented. "When I was commissioner, we increased the budget for police."

And it was on the campaign trail that Cava said she had epiphanies about how innovative and forward-thinking the police department has become. She marveled at the training officers get and how enthusiastic they are about having more.

She saw the police emphasis on cre-

ating community partnerships and how valuable that was. She realized how that led to the county not falling victim to the post-George Floyd protests that hit many areas the magnitude of Miami-Dade County.

Had it not been for those learning events, Miami-Dade might not have engaged in Operation Community Shield. What began as Operation Summer Heat in 2021 has evolved into an initiative of identifying known troublemakers and taking illegal weapons off the street.

A state's attorney has been embedded into the op to make sure prosecution is executed correctly and effectively. Combined with other prevention strategies, Cava reported that Operation Community Shield has helped reduce gun violence in the county by 50 percent.

If there is any question as to whether Mayor Cava is on your side, well consider the recent action to use the money generated from naming rights to FTX Arena to renew a peace and prosperity plan. Operation Green Light will fund putting cameras in high-crime areas that feed right into the police department.

The list of improvements to put public safety first also includes neighborhood grants to promote crime prevention, intervention and revitalization. The mayor's office is also focused on programming in the jails to reduce recidivism.

"All these working together makes our crime statistics really good," Mayor Cava confirmed. "And I am also emphasizing training for law enforcement because I took a visit to the training bureau, and it just blew me away, because all these things that people around the country are saying police should be doing, we're doing it."

#### Sign in

People around the country praised the law enforcement response at the Surfside condominium collapse. Even though it was many months ago, Cava admits she still tears up when asked about the tragedy.

But as she pauses during this huddle with the PBA, Surfside hits the mayor with a bit of elation. The way police officers were so respectful, so courteous and so professional at the site could be cause for tears of joy.

Having never managed an event of this scale, Cava felt a bit of a shock wave when she first showed up on-site and inquired about her role in the response.

"They kind of whispered in my ear,





The mayor poses with PBA members at MDPD's Northside District.

‘Oh, you’re the incident commander,’” she shared. “I’m like, ‘Oh really. What does that mean? How does that work? Where’s the manual?’”

But here’s the thing about Cava’s ability to build trust, respect and the like with members: Her humility creates a foundation for all of it. Not in a cut-me-some-slack way, but with a cut-me-some-information perspective.

Having seen how the Surfside response flowed so seamlessly among first responders, Cava noted that it helped her further understand the way command, hierarchy and everybody following orders is a staple of public safety. So beautifully, in fact, that Cava said she never had to worry about it.

And when it came time for the post-action report, the mayor had a thing or two to add.

“They wanted to focus on lessons learned,” she revealed. “I wanted them to change it to include what we did that was exemplary.”

Perhaps this speaks to one of the most important campaigns Cava has embarked on. She hears that members might be dispirited or disheartened and that they are leaving the profession as a result.

Cava does not want that to be the case in Miami-Dade. And she wants county police and corrections officers to believe that even though she participated in marches, it was not intended to be criticism of the county police department.

“I was aware of that. I was sensitive

about it. And I was very careful in my communications to always communicate gratitude and pride,” Mayor Cava asserted. “To me, it was very important to always make it clear that this was not an assault on our police, who have very good internal controls. Honestly, I think we ought to toot our horns more. I think we do tell the story, but not enough.”

### High signs

As this confab with the PBA headed into the home stretch, Mayor Cava spent some time considering what’s ahead for the county police department. Especially come 2024 when it adds the leadership of an elected sheriff.

She convened another listening session on this subject that included President Stahl and a diverse group of players. They discussed how to facilitate transition and not lose the momentum built off some of the county’s high-quality assets such as the training bureau, the real crime center, the special investigative unit and the communications center.

Cava recognized that the sheriff’s office will lead the statutorily mandated functions such as warrants and actions that emanate from the courts. There will be further exploration into the continuity of facilities, equipment and assignment of employees.

But she wants members to know that they are already planning for it with the goal of not impairing one of the county police department’s best assets: its community policing expertise and pas-

sion.

“Our community police are known. They are beloved. They are real hometown heroes,” she continued. “So we’ve already embedded in the budget some of the things we need to do for transition.”

In the meantime, Cava plans to continue the campaign to bring more resources to the county police department. Paramount, she said, is mental health. She has designated a person in the mayor’s office to take the lead who has already put together a compendium for promoting better mental health among law enforcement officers.

Cava expressed how moved she has been seeing the way law enforcement breeds such a close circle of support. Perhaps she is a testament to how much the professionalism and passion of the Miami-Dade County police can be so moving. Perhaps that is what moved her to be so supportive and get those unprecedented contracts done.

And the reward for doing so might just be establishing the trust, dignity and respect that will unite the community to feel safe and achieve the best quality of life. She is not making law enforcement accountable for that. She sees them as the foundation of it.

“There’s no reason to feel anxious about that or to be defensive,” the mayor reiterated. “Because I think our community sees that keeping the peace is essential to our quality of life.”

And the reason she has put public safety first.





# Calm in the chaos

**Telecommunicators Week celebrates Miami-Dade's heroes in headsets**

■ BY JEN BERNSTEIN

It was all regular calls until 2 a.m.: accidents, complaints about loud music and the usual stuff coming through the Miami-Dade Communications Center. Then, Police Complaint Officer Katrina Gregorisch got the fire alarm. The calls from the public poured in.

"They saw smoke in the air around the building. People felt the ground tremble and thought it was an earthquake or explosion," Gregorisch recalled. "Some people identified that the building collapsed. And they were all calling 911."

As the 12-story beachfront condominium in Surfside collapsed and confusion mounted, PCO Gregorisch took a call as a family tried to make their way out of the building and



MDPD Telecommunicators Elizabeth Chaves (left) and Lisa Nesbitt Bell.



found themselves trapped. Gregorisch visualized what they were seeing and gave ideas on how to reach safety.

"Even though you can't see, you have to try to convince them to tell you what they see and try to get them through by creating it in your head," detailed Gregorisch. "If there's an open door, try to see if there's a balcony that you guys can get off of that's low enough."

As the family found themselves on a flooded lower level, Gregorisch was right there with them. Staying on the phone and navigating them past the pool and away from the building until they were securely on the beach, she gave them some final instructions.

"Do not go back in. Don't try to save anybody else," warned Gregorisch. "You need to stay right where you are and not get hurt because you have to be that hero."

Staying calm and composed in chaos is a crucial skill for the telecommunicators and emergency responders in Miami-Dade who are lifelines to the public. They are the first step to safety in public safety response.

Training for the job in Miami-Dade comes in intense phases that last eight or nine weeks. At nine months, you may start taking live calls with a trainer by your side. But there are some situations for which you just can't prepare.

As urgent 911 calls come in and are fielded to Miami-Dade Dispatcher Roiz Anderson Wilson, he's springing into immediate action, getting law enforcement or fire rescue going to the proper jurisdiction. Utilizing radio, computer dispatch screens and mapping, Roiz has one shot to get it right and must act with extreme accuracy and speed to dispatch help.

"If there's an altercation where an officer has discharged his weapon and needs backup, he doesn't have time to give you the information over and over again," Roiz explained. "Adrenaline is kicking in, he's spitting everything out at a high rate of speed, and without panicking, you have to be able to get all that information and pass it on accurately."

Incredibly talented at multitasking, Roiz and other telecommunicators act as if they have eight arms. Simultaneously, they are gathering, remembering, processing and dispatching all the information to send out to multiple other agencies.

"We're a lot like an octopus, doing eight different things at the same time but always with accurate information and speed," Roiz reinforced. "You can't



Telecommunicators like Shanika Frazier take great pride in knowing how much they can help officers respond to a call.

mess it up and send the wrong agency or [send them] to the wrong address."

Miami-Dade Police Dispatcher Lisa Nesbitt Bell, with 28 years under her belt, works with 200 other dispatchers and call-takers, answering and fielding more than 2 million calls a year at the largest communications center in the southeastern U.S.

Bell knows that being accurate is of extreme importance in life-or-death situations. One time, an emergency call of a drowning child came in. While she dispatched an officer to the home, another dispatcher had accidentally transposed the street address number and sent fire rescue to the wrong location blocks away.

"The officer called me, frantically asking for the ETA of fire rescue. 'I need them, I need them.' And I quickly dispatched another fire truck," Bell stated. "It took an hour for the other dispatcher to realize she had given them the wrong address."

Telecommunicators truly are the first line of defense in Miami-Dade County. Before anybody is on the scene, the voice that's heard on the line is working at top speed, dispatching help. Skills like accuracy, clarity and speed are crucial for these heroes in headsets, and Nesbitt Bell said it drives her crazy that telecommunicators are treated like any other desk job.

According to the U.S. Bureau of Labor Statistics' standard occupation classification system, telecommunicators fall under the division of "office and administrative support occupations." Those



Lydia Suarez (left) and Jackie Murphy with the coffee cart the South Florida PBA brings in every year during National Telecommunicators Week in April.

on the job feel that severely undermines the importance of how much they contribute to saving lives, preventing crime and capturing criminals.

Bell joined the South Florida PBA board, hoping to effect some real change and some understanding of the role of telecommunicators.

"In other, little cities, it might be a little office job," muses Bell. "I want my commissioners to come down and see what we really do, because I don't think they really know."

Behind the scenes in the call center, telecommunicators might not be seen, but they're the first voice heard.

"They call us the thin yellow line, because as the voice, we're just not seen. We're just the voice in the building that's yelled at sometimes," Roiz laughed. "And that's why Telecommunicators Week is so important. It boosts morale, and it's a way of thanking everyone for the job that they do."

Ask telecommunicators the way to their heart, and they'll say caffeine. Every year during their week, the South Florida PBA treats them to meals and little gifts. But it's bringing the coffee cart that truly makes them feel the love.

"It stays all day long until midnight. It's hot chocolate and rock candy to stir our coffee, and they spoil us. We love it. That's our favorite day," Gregorisch acknowledged. "That's, like, really cool. The PBA doesn't have to do it, but they do, and I'm grateful."



# 'Wonder Woman' saves the day

## MDC&R Officer Diana Banegas sees right through an inmate's disguise to prevent an escape

BY JEN BERNSTEIN

It caught her off guard. Literally. During an evening shift change, Miami-Dade Corrections & Rehabilitation Officer Diana Banegas noticed his bright blue eyes.

"I know those eyes," the almost 50-year-old 11-year veteran repeated to herself while scanning the nurse who just moments before had come out of the medical COVID housing unit, fully concealed from head to toe in scrubs and wearing three medical gowns, a hat, mask and little white booties over his shoes. All Officer Banegas could make out were his eyes. That was enough to stop her in her tracks.

As the nurse turned away, he held the door open for the other nurses to walk out ahead of him at shift change. But Banegas noticed the pant legs rolled up (something nurses never do) and then she spotted the inmate's orange jumpsuit peeking out through the back of the gown.

Worried that she could get written up for calling a doctor or nurse an inmate and not wanting to jeopardize her job or the others on the floor, Banegas acted quickly. Screaming to "stop right there," Banegas got up in his face and charged, "You're not a nurse."

The inmate froze and miraculously obeyed her command as Banegas called for help. But at shift change no other officers were around to provide backup. Radioing for help, she remained calm with the inmate pressed against the wall.

Once backup arrived, Banegas realized how she handled such a heart-racing crisis.

"He could've run and escaped, and I'm thinking how bad it would be for all of us if he did. We'd be all over the news! I saved all our jobs," Banegas says now with a sigh of relief. "He told me, 'You're the smartest person in this building' and 'I'm going to write a book about how I fooled a supervisor to open the door for me.' Then he told me how he put on all the medical gowns and analyzed everyone's moves to plan his escape."



From left, South Florida PBA Vice President Nizam Ishmael, Treasurer and MDC&R Lieutenant Jermaine Lawson, Corrections Officer Diana Banegas South Florida PBA, President Steadman Stahl and Executive Vice President David Greenwell.

The Level 2 psych inmate had said he just wanted to walk around and told Banegas how he fixed a body with a blood pressure machine so it would inflate like it was sick before he planned to make his escape. He had hoped that would help him go unnoticed during the floor's shift change.

Once word of what Banegas had done spread through the jail, other officers praised her for saving the day.

"Other officers were like, 'You caught this guy? It's unbelievable you didn't have to use force,'" Banegas says. "They're calling me the employee of the year. I just thank God my eyes were open."

Banegas wears an MDC&R mask at work inscribed with "Wonder Woman" rather than her last name.

"And now I know I am Wonder Woman for real," she says.

Sometimes Banegas, who's known as

the "Overtime Queen," catches it because she basically lives in the building. Her first week of work, she did her usual 40 hours and an additional 72 in overtime.

"I love my job. I'm happy and blessed," Banegas says enthusiastically.

Spending so much time at work could make you run down or tired, but Banegas was definitely on point that day. She attributes making the catch to staying alert at all times and her acute attention to detail.

"I have a 17-year-old son at home, and I pay attention to everything," she added. "Teenagers may not like you too much, but I make it my business to know exactly what he's up to — the same goes for when I'm at work. My supervisor said it best. 'You work a lot of hours and you're still alert. Thank you.'"



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# MCSO's Finest

## A relentless desire to get the job makes Larry Carey Detention Deputy of the Year

■ BY MITCHELL KRUGEL

Working seven days a week to help Monroe County Detention manage how the pandemic hit inmates never seemed to faze Deputy Larry Carey Sr. As the supervisor of the Classification Division, he managed the housing, along with just about every other administrative aspect that impacted their lives. He had the task of figuring out how and where to quarantine those with COVID and keep the jail from becoming one big virus that put lives in danger.

For his efforts, Monroe County Detention recognized Carey as its officer of the quarter for the third quarter of 2021. As elated as he was to be so honored, Carey just kept on keeping on. He also handles calculating gain time and tracking when inmates are supposed to be released, as well as participating in meetings to monitor their behavior. He supports his equally motivated and talented staff in keeping felons separated from those in for misdemeanors and keeping apart the enemies who might go after each other.

Even when he had to work seven days a week, Carey would take a break to go to church, where loves to play the piano. He might even do a set with his band performing gospel for which he plays piano, having taught himself by watching YouTube videos. That is so great for him, too, because the band includes several of his six kids.

"I just like to get the job done," confirmed Carey, who worked 23 years in Monroe County Sheriff's Office Detention. "We're here to do a job. What do we need to stress for? Just go ahead, figure it out and let's get it done."

Fueled by such an attitude, Carey obviously made a powerful impact on his department. But because he is all about getting the job done, he figured why would they ever need to honor him beyond the officer of the quarter recognition.

So when they announced that Carey was the Detention Deputy of the Year during a ceremony in December, he was so surprised that he thought it was a prank. One honor was more than enough for this gentle giant.

"There's a bunch of sarcasm that goes on around here, so when they said, 'congratulations,' I'm thinking, 'What is messed up now and what do I need to fix,'" Carey confided. "When they told me I made Deputy of the Year, I was speechless. It took a couple of days to it to set in. I had nothing to say, but, 'Man, just doing my job that I love.' And they were like, 'Man, you just don't understand how much of an asset you are to us.'"

Carey shared that even three months after being honored, he still thinks about the ceremony, calling it surreal. He said that it still gives him chills.

Perhaps that's because of how hard he has worked to get to this point. As the youngest of seven kids, he revealed that he was the troublemaker in the family. Almost getting put inside as a juvenile was the wake-up call that set Carey on the path to working in law enforcement.

He benefitted from a tough mom and a father who set high expectations. That upbringing formed the philosophy that has made Carey one of the most successful and respected deputies in the department.

"I try to treat people with respect as if it was me on the other



Detention Deputy Larry Carey Sr. (second from left) was named Monroe County Sheriff's Office 2021 Detention Deputy of the Year.

side," he explained. "I'm firm but fair. Even the frequent flyers who come in and out, know that if I'm around, things are going to be done fairly. Everyone has rights and they know I know their rights, but they know I'm going to enforce it when I need to. That's how I have survived there."

Walking the streets of Key West with his family, Carey will sometimes get stopped by somebody who recognizes him from the inside. They come up to thank him for treating them like human beings when they were inside. They tell him he was their lifeline.

Apparently, Carey's presence has made an impact on the outside as well. Part of that can be attributed to his beloved wife, Carnetra, a teacher and counselor at a local middle school. She brings the same approach dealing with the kids who are on the bad path, helping them understand that if they don't stop doing what they are doing that their lives will lead them straight to Larry.

Together, they are helping their family and so many others in the Keys understand how hard work and education can prevent falling victim to the peer pressure that leads to the bad side. It's a lesson that Carey learned the hard way, and one he preaches as powerful motivation.

"I'm trying to help anyone I can because I remember that mindset of 'I'm just a big, bad tough guy and nobody can't tell me nothing,'" he related. "But when you find someone that's bigger, badder and tougher than you, you learn quick. Unfortunately, some people don't. But I did."



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# Cigar Lounging

Members and guests enjoy a welcome night of relaxation at South Florida PBA Cigar Social

The crowd at the South Florida PBA Cigar Social on March 3, sponsored by the Miami-Dade chiefs, overflowed from the PBA hall into the driveway out front, as well as onto the patio. What attracted so many people, including Miami-Dade County Mayor Daniella Levine Cava, to take part in the opportunity to relax, have a cigar and talk freely?

It could have been raising money to support the Police Officer Assistance Trust and the PBA Love Fund. Or it could have been the mouth-watering Cuban buffet featuring shredded chicken with onions provided by El Rinconcito restaurant, a favorite of PBA members.

Or, as PBA Sergeant-at-Arms Alex Munoz observed, attendees came for something they can't seem to get these days.

"Police officers, for the most part, spend the majority of their shift inside the car by themselves. And when you're in uniform, it's like a persona. You can't really unwind," commented Munoz, who once again coordinated the PBA cigar night. "If you're joking around and you're in uniform at a coffee window, some people may think you're not doing your job. So you always have your guard up."

The PBA is having great success providing a night of ultimate stress relief with its cigar socials.

Certainly, the opportunity to get back together coming out of the pandemic is a big reason why. And amid the media driving anti-police sentiment and the defund-the-police advocates, having an event like this offers reinforcement.

"Everybody who is showing up is not necessarily a police officer," Munoz added. "They support and appreciate law enforce-



ment. You get to gather all in one place, and it just feels good."

Mayor Cava did not have an agenda as she made the rounds greeting members and guests. Her presence was a good statement about how elected officials are seeing the benefit of interacting with the PBA.

"It's always good for politicians to see the brotherhood," Munoz related. "We have strength in numbers, and it's good for politicians to see that we are a huge brotherhood."

There will be more opportunities to attend. Munoz indicated that the PBA has more cigar socials planned for this year because they are becoming so popular.

"People go once, they hear about it, and they just want to go again," he confirmed. "They just keep getting bigger and bigger."







# Cop Cars

## PBA Car Show lets the good times roll

The Medley Police Department brought an old patrol car fabricated into a classic hot rod.

A Miami-Dade police officer brought his Vintage Taps mobile, an old emergency vehicle fitted with taps that has become a side business for him and his wife.

One civilian brought an old Toyota Celica bedazzled with beads, bottle caps, trinkets and anything else he might have picked up on the road.

There was even an old white fire truck turned into a hot rod that was finished just in time for this occasion.

The South Florida PBA Car Show on Feb. 19 filled the parking lot with nearly 100 classic vehicles, showcasing the vintage connection between cops and cars. Show organizer and PBA board member Tony Rodriguez reported that 88 cars registered for the show judging in various categories. But many other owners came to make the \$20 donation to the Love Fund and just hang out with their cars.

"There's a lot of connection from police to cars," Rodriguez noted. "It's something that brings different agencies and



different officers from all walks of life together."

Perhaps as an expression of the connection, McGruff the Crime Dog wheeled around in a radio-controlled miniature police car. Or as another vehicular validation, MDPD's vehicles adorned with messages of "Hope for a Cure," painted with a pink ribbon, "PRIDE" emblazoned with rainbow colors and one painted with "Support Our Troops" showed out on this Sunday afternoon.

If you were looking to see vintage Corvettes, there were some from the early 1960s. Being at the show was a like a visit to a classic cars museum, including an old King's Wrecker Service truck remade into a hot rod.

A lot of the cars are owned by members. Others belonged to civilians wanting to show their support for police. While they were competing for best-in-show trophies, their reward was just being there



and perhaps enjoying the barbecue, beef pockets, sandwiches and other treats served up throughout the day.

Rodriguez noted that this show generated an increase in participation from the inaugural run on Sept. 25, 2021. And that the next one is already being planned with a target date of Aug. 27.

Plan on being there to experience what makes these events so enjoyable.

"What I like about it is you can see how people get together when it comes to cars," Rodriguez submitted. "It's just really cool."





# Love for the PBA

## Local business hosts event to raise money for Love Fund

■ BY ESTHER GONZALES

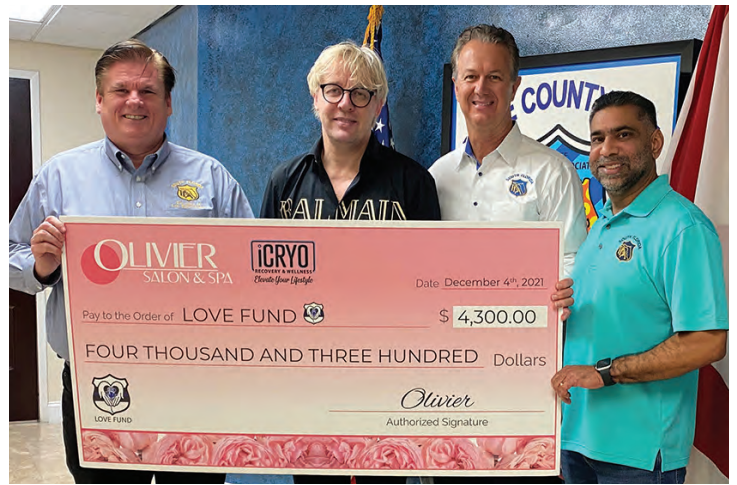
When Olivier Manoury opened his salon and spa four years ago, he wanted to help the community in any way possible. Manoury often spends his time hosting fundraisers for various charities and organizations that benefit children, conduct breast cancer research and support animal shelters.

So when he was given the chance to host a fundraiser for the South Florida PBA Love Fund, he welcomed the opportunity to do something good for the officers of Miami-Dade County.

"We went through a lot recently the last few years, and sometimes it's not fair," Manoury expressed. "When we need help in life, we call 911, and who's the first respondent? The police and the firemen. And today, we have to stand up for them. That's why I did this event for them."

Lively music filled the air on Dec. 4, and bright lights from the squad car parked in front of the Olivier Salon & Spa in Fort Lauderdale attracted the crowd. Inside, many members of the community danced, watched a drag show with colorful costumes and listened to a live performance by a local musician.

The proceeds from the event enabled Manoury to present a \$4,300 donation for the Love Fund to South Florida PBA President Steadman Stahl, Executive Vice President David Greenwell and Vice President Nizam Ishmael. It was an amazing moment



From left, South Florida PBA President Steadman Stahl, Olivier Manoury, Executive Vice President David Greenwell and Vice President Nizam Ishmael pose with the donation Manoury presented to the Love Fund.

for Manoury and the start of a new relationship that he hopes to continue with even bigger fundraisers in the future.

"It's a pleasure to work with people like that, and it's a pleasure to see people like that," Manoury related. "I was very happy to do it. So now the next step is to do something else and maybe bigger."

The event also helped Manoury confirm his desire to lend a hand wherever needed.

"My life is giving," Manoury added. "Because some people need help. That's why we have to stand up for them. And I'm lucky to have this opportunity to do that."

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# Reunion enables members to maintain their union

The unity, the camaraderie, the unconditional “I got your back” that make the MDPD one of the best in the country can be traced to what recruits endure in the academy. And how it bonds them together forever.

The 29th reunion of Basic Law Enforcement Class 150 on Feb. 4 in Crandon Beach certainly was a tribute to the thicker-than-water feeling law enforcement officers build when they go through the academy. There were 37 recruits in the Class 150, and 25 of them attended the event along with their families.

“At least once a year, we get together,” noted MDPD Major Carmen Castro, who supervises the Community Affairs Bureau and coordinates some of these get-togethers. “At the beginning, we didn’t do it, like the first, I want to say, 10 to 15 years. But after that, we try to do it on a regular basis.”

As another credit to the class, the department and the profession, of those 25 who attended, 22 of them are still on the



job. And the retired members who came are perhaps the class celebrities.

Ester Farmer is a retired commander from the city of Miami. And Lieutenant Maileen Prieto is another of the class success stories. She started as a department dispatcher before working her way up to lieutenant in the public corruption bureau. Class leader Jorge Cameron, who is also retired, attended as well.

The festivities are what you might find at any celebratory gathering for police officers. But what they come for is what keeps them coming back each year.

“Everybody’s in different assignments, so it’s nice to see everybody because



some of us don’t see each other throughout the year,” Castro explained. “It’s a little bit of everything. It’s a little bit about our beginnings. It’s a little bit about our current assignment, and obviously we also catch up on family.”

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# REFLECTIONS

Catching up with a renowned South Florida PBA Member

## Her Way

Jennifer Gregorisch's desire to stand up for women on the job paved the way for future officers

■ BY ESTHER GONZALES

Jennifer Gregorisch came on the job in 1981 when there were only a handful of females in the Miami-Dade Police Department. As she navigated the challenges she and other women faced, Gregorisch became a catalyst for change.

As a training instructor in the late 1980s, she fought for the right to have two female advisers teach together. That was something that had never been done before.

"The thought process at the time was, well, can two females be good role models for the male trainees that are in the class?" Gregorisch recalled. "And we thought, why not?"

Gregorisch banded together with Janine Burns and Hollis Smith-Meyer — two of the female officers she eventually taught with — and with the help of their sergeant, they pushed the idea up the chain in the training bureau. After a few years of questioning whether two women would be the best combination for teaching, they were given permission to partner together, setting the stage for future female training advisers. And allowing them to be treated equally.

None of that would have been possible without Gregorisch fighting for the rights of women on the force.

"I felt honored that we were able to do that, because some of my best times with partners were with my female partners," Gregorisch reflected. "It was something that we were all very proud of."

During her 33-year career, Gregorisch had many significant influences who helped guide her along the way. Alta Perron took her under her wing during Gregorisch's first years on the job in the Kendall District, and Clarence Coffee was an influential training adviser.

"Perron was quite the character, and I loved her," Gregorisch reminisced. "She didn't take crap from anybody, including other male officers. So I tried to pattern my resilience to certain things that were going on at the time after her."

At a time when female officers had to stand up for themselves, Coffee ensured that Gregorisch and the other women in his class were protected from the harassment they often faced. His influence extended beyond his role as a supervisor when Gregorisch later worked alongside him.

"As a male figure, Coffee probably was one of the most influential," she reminisced.

Gregorisch has held many roles and positions within the department, including working at the Property and Evidence Bureau, monitoring cases at the Court Services Bureau and serving as the administrative sergeant in the Sex Crimes Bureau. She also supervised the uniformed patrol squad in Miami Gardens.

But she looks most fondly upon her time as a training adviser.

"It was those times that I find most rewarding and most memorable, because over the years following that, nothing gave me more joy than to see how well some of our recruits succeeded after they graduated from the police academy," Gregorisch explained.

Gregorisch has trained hundreds of officers, including the director of the department, majors and members of the special response team. When Gregorisch looks back on that time, she is proud to know she helped them in some small way.

"To this day, it makes me so proud when I think about them and think about all the good work these officers have done," Gregorisch



Jennifer Gregorisch, right, smiles as her mother, Sandy DeVries, pins on her badge in 1981, when Gregorisch came on the job.

### Jennifer Gregorisch's Record



- Served 33 years with the Miami-Dade Police Department
- One of the first women to work as an instructor in the training bureau
- Promoted to sergeant in 1992
- Administrative sergeant in the sex crimes bureau
- Volunteered for the PBA yearbook committee in 2014
- PBA member since 1981

said. "And I don't take all of the credit, but I like to think I have a little bit of aid to help them start their career."

Gregorisch retired in November 2014 as an extraditions unit sergeant in the warrants bureau. She immediately found herself volunteering for the PBA to compile information for its yearbook, which was a two-year project.


"Steadman Stahl, the president of our PBA, looked like a deer in the headlights with regard to this book being done, because it was a massive undertaking," Gregorisch recalled. "And I looked at Stead, I said, 'You need some help?' He goes, 'Boy, do I need some help.'"

Even in retirement, Gregorisch still has ties to the department, including within her own family. Her husband, Norm, who passed away in 2020, was a lieutenant for the department, and her children Katrina and Normando work in the communications bureau. Katrina is also a PBA rep.

Gregorisch looks back fondly on her career and recognizes the incredible opportunities she has had along the way.

"One of the best jobs in the world really was working for the department," Gregorisch declared. "I feel very blessed. It's the journey, it's not the destination that counts."





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# Members Only Section

Celebrating South Florida PBA members and the way they serve every day



## Monroe County detective makes daring rescue

■ BY ESTHER GONZALES

Cold winds rushed over the waves off of Bahia Honda State Park, throwing three paddleboarders off their boards miles from shore on March 7. When Monroe County Sheriff's Office Detective Ty Torres received the call that the three women were in dire need of help, he didn't hesitate.

Without any backup, Torres found a small boat belonging to civilian Roger Kappe and rushed out onto the water.

"As soon as I got there, my goal was to go and rescue these people," Torres remarked. "I still remember pulling up there and just saying, 'Where's a boat? Let me get on a boat.'"

Together, Torres and Kappe located the first paddleboarder, who was being swept into the harbor by the harsh current. She was completely exhausted, and as they pulled her into the boat, she worried about her friends' safety. They returned her to shore as quickly as possible and assured her they would find her friends.

Torres and Kappe reached the second paddleboarder just in time. She was barely hanging on to the pillar of a

bridge. When they brought her back to shore, Torres knew they still had one life to save. But there was no sign of her.

One of the deputies onshore looked through his binoculars but could not see anything. Then witnesses pointed into the distance, declaring, "She went that way."

Torres and Kappe had no choice but to blindly follow where the crowd was pointing, in hopes of finding the last paddleboarder. Suddenly, Torres saw something.

"With the grace of God, as we were heading out, as we rode one of the waves, we happened to see a little black circle in the distance," Torres described. "So it was just by the grace of God that we were able to find her. No one could see her from the shore, so it was pretty much looking for a needle in a haystack."

When, after roughing the three-foot waves, they reached the paddleboarder a mile offshore, Torres and Kappe pulled her onto their boat to reunite her with her friends.

Extremely grateful, the paddleboarders all embraced Torres. It was a moment he said he would not forget.

"I think the greatest thing was when



we got them all reunited," Torres related. "They all hugged each other, and they were happy."

Thanks to the heroic efforts of Torres and a good Samaritan, there were no injuries and all three women were rescued, which is something Torres attributed with thankfulness to Kappe.

"He's the one who truly, I believe, deserves the greatest applause," Torres added. "Had it not been for him, we would have had to wait awhile, because towards the end, after we had finally gotten the final paddleboarder and we're bringing her back to shore, that's when the FWC and the Coast Guard showed up. But by then, it had been 30, 40 minutes."



# North Miami officer meets a hero

The first time North Miami Officer Duhamel Jeanite met his hero was four years ago. He was a 3-year-old little boy who was battling cancer and used a walker for support, dressed in a Spider-Man costume. But it was that little boy's strength, determination and enthusiasm that Jeanite would always remember.

That is what inspired Jeanite to continue partnering with the Mystic Force Foundation, which hosts the Heroes Hangout events.

"To see the smile on his face, how happy he was, how joyful he was to be there, that melted my heart," Jeanite expressed. "Ever since then, I've always wanted to be around them. I see them as the real heroes. After that day, it kind of inspired me to always try to be there for them and to support them and give them as much support as I can as a police officer."

Mystic Force Foundation's sole purpose is bringing joy and happiness to children battling cancer. The organization often hosts Heroes Hangout, an event where children with cancer can meet police officers and spend a day driving around with them in squad cars. Jeanite has been an active participant for



more than five years and has built relationships with many of the children.

One of these children is now 7-year-old Jeremiah, who attended the Valentine's Heroes Hangout on Feb. 15 with Jeanite. The event was filled with children who were living in the moment, talking with their heroes and smiling as they rode around in the squad cars with their lights blazing.

Jeremiah was glued to Jeanite's side the whole time. Although Jeremiah looks up to him, in Jeanite's eyes, Jeremiah is the real hero.

Jeanite was extremely grateful to hear Jeremiah has beaten cancer.



"It's a real blessing to know that he's so strong and so determined, so focused on beating it," Jeanite declared. "And he's my little hero. He's very strong. It's incredible. I don't have words for it."

Spending time with the children from Mystic Force Foundation has taught Jeanite just how precious life is. And how a simple hug makes a world of difference, because we never know what someone may be facing.

"Life is bigger than any one of us," Jeanite added. "Anyone we meet and any person that we encounter, however things may turn out, always try to make a positive impact on their lives."

## Miami-Dade officers honor the legacy of Jada Page

MDPD officers joined families in the Miami-Dade community on Feb. 18 to unveil a new street sign dedicated to 8-year-old Jada Page, who lost her life to gun violence on Aug. 30, 2019.

Jada Page Boulevard, located at Northwest 25th Avenue at Northwest 102nd Street, will now be a symbol of hope to keep her memory alive.

"I think about her all day, every day," Rosalind Brown, Page's mother, declared. "But to think that the community still shows up for her and is still there, it means a lot."



## MDC&R celebrates Black History Month

In celebration of Black History Month, Miami-Dade Corrections & Rehabilitation officers hosted a benefit on Feb. 25. Members were invited to wear traditional dress to showcase their ancestral history and honor the legacy of African Americans throughout the years. The event was a celebration of culture, accomplishments and sacrifices from those who have paved the way for officers in law enforcement.

All proceeds from the benefit went to support the MDC&R United Way yearly campaign.



# Spreading the Seuss

South Florida PBA members read across the counties

*One book. Two book. Three book. Four: MCSO reads at schools and more.*

*One book. Two book. Three book. Four: It's Dr. Seuss Day here and there. With MCSO, read anywhere.*

*One book. Two book. Three book. Four: North Miami PD reads in a hat. North Miami PD reads with a cat.*

*One book. Two book. Three book. Four: Read a book and watch you soar.*

In celebration of Read Across America Day on March 2, Monroe County Sheriff's Office deputies and North Miami police officers traveled to local schools in the community to read *The Cat in the Hat* to students, along with

Dr. Seuss' other beloved works.

The officers also had the opportunity to listen to students read. It was a great chance to show children in the community how far they can go when they start with reading.



On March 13, Upper Keys District 7 Sergeant James Hager, Deputy Tommy Durham and Detective Jose Hernandez read books to children at Ocean Studies Charter School in celebration of Read Across America Day.



North Miami Chief Larry Juriga spent time with the children of Holy Cross Lutheran School on March 4 to celebrate Read Across America Day. Chief Juriga read *The Cat in the Hat* to the kids and watched them create their own unique hats.



## Pinecrest members show support for MADD

Sergeant Elissa Weintraub and Officer Obel Vega, members of the Pinecrest Police Department, are showing their support for those injured or killed by drivers under the influence. On March 16, the two attended the 2022 Mothers Against Drunk Drivers Candlelight Vigil at Tropical Park's Law Enforcement Officers Memorial.



## Miami-Dade PD honors those harmed by impaired driving

The crowd at the Miami-Dade Mothers Against Drunk Driving vigil on March 16 was standing room only. The Miami-Dade Police Department coordinated the event to honor the memories of victims injured or killed by impaired drivers in Miami-Dade County. The vigil included an emotional candle-lighting ceremony.





## Miami-Dade officers march to stop violence in the Northside District

Walking hand in hand with 8-year-old MaKynLee Elise on March 4 at the Stop the Violence 365 Movement Peace and Love March, MDPD officers showed their support to residents standing up against the threats in the community.

The Northside District has the highest crime rate among the department's districts, which inspired Elise to do something that would unite the community. Her efforts were matched with enthusiasm by everyone around her.

Beginning at the Masjid Al-Ansar Mosque, Elise led the peaceful march with officers who attended, including Major John Barrow, the commander of the district.

## Bal Harbour donates toys for children battling cancer

Bal Harbour PD is always looking for ways to extend a helping hand and go above and beyond for the community. On Feb. 23, Bal Harbour members donated boxes of toys for the Heroes Hangout, which is led by the Mystic Force Foundation.

Heroes Hangout gives children who are fighting cancer an opportunity to meet their heroes and to live in the moment, celebrating life. Mystic Force's mission is to bring joy and happiness to children battling childhood cancer, and Bal Harbour PD was eager to help spread some of that light and joy.



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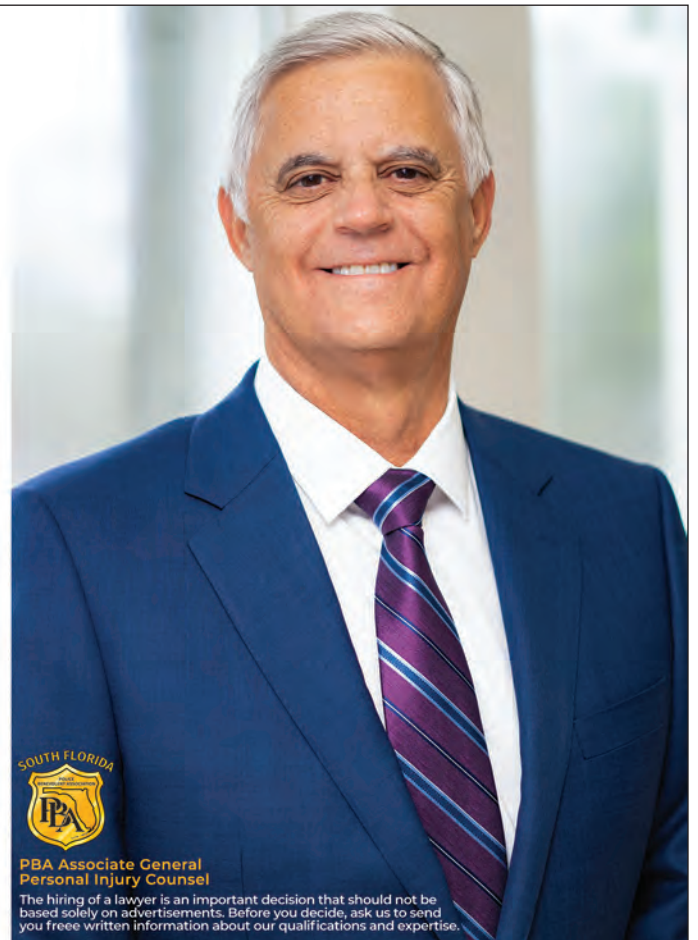
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# Fishing tournament enables Monroe County Sheriff's Office to hook up kids with some fun

When Monroe County Sheriff's Office Detective John Gabay walked into Ace Hardware in early February with a flyer in hand, the owner already knew what he was going to say. Without hesitation, he told Gabay, "We've already started putting stuff together for you."

It was that time of the year when Gabay would go from business to business asking for donations for prizes for the Old Wooden Bridge Fishing Tournament, an event for children ages 5 to 12 that brings the whole community together.

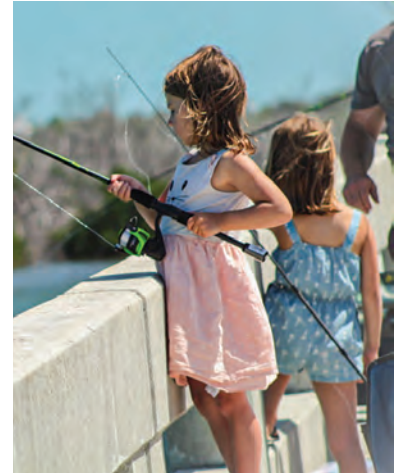
Businesses enthusiastically donated prizes for the tournament, such as brightly colored T-shirts, squirt guns and gift certificates for restaurants, snorkeling trips and parasailing. There was something for each of the 148 children who participated in this year's tournament on March 6 at the No Name Key Bridge.

Gabay has been helping with the event for the past six years, and each year, he seeks to incorporate something new.

"The last three years, I've gotten them to bring the ice cream truck to the event," Gabay explained. "And that's hysterical, because when they show up, the fishing stops. Everybody runs to the truck."

At the end of the event, each child went home with a prize of their choosing, even if they didn't catch a fish. The four children who caught the biggest fish won brand-new bicycles.

"When they call out the name of the kid who catches the biggest fish, and the kid is super surprised and then they're like, 'OK, go choose what bike you want' — I don't know what to say, but it's like Christmas times 10 for this kid," Gabay described.



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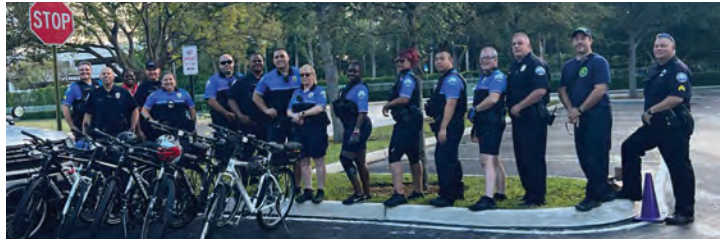
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# Aventura rides with the community

Aventura members saddled up on their bikes on Feb. 6 for the Share the Road bicycle rodeo. The Aventura PD runs Share the Road events designed to promote riders' safety and to raise awareness in the community of the regulations set in place to keep everyone safe.



## FIU members take kids for a ride

PBA members from Florida International University put together a day of fun to promote bicycle safety for some local children.

On March 11, the department came out to the annual Children's Creative Learning Center's Bike-A-Thon to show their support for St. Jude Children's Research Hospital. The young bikers had a chance to roll through a course set up by police officers to test their skills and teach them about bike safety.



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# Key West chief gets dunked

The biggest highlight of the 32nd Annual Spring Fair on March 6 for the Key West community was the dunk tank, where Key West Chief Sean Brandenburg as well as MCSO Sheriff Rick Ramsay happily took one for the team. Families of the community enjoyed the fun day filled with games, great food and the chance to meet Key West PD's mounted unit. The Spring Fair was a great event to bring the community together.



# South Miami officer gives preschoolers a glimpse into the job

Bring Your Police Officer to School Day?  
Well, maybe not quite.

But children at Palmetto Christian School did learn about what it's like to be on the job. On Feb. 24, Officer Anthony Silva from the South Miami Police Department lit up the faces of these kids with a special presentation that included seeing what it's like to hold a ballistic shield. The kids did pretty well, considering the shield was almost bigger than they are.



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# FIU members donate to student food pantry

Florida International University members go out of their way to show that they care about their community and help when they are needed. So when they were asked to bring in donations for the FIU student food pantry, they did not hesitate to step up. On Feb. 25, FIU officers gladly donated a box filled with food for the students, showing just another way they care.



## Miami-Dade PD cleans up the beach

Miami-Dade members gathered on March 9 for a trash cleanup along the Julia Tuttle Causeway. The illegal dumping unit from Miami-Dade PD partnered with MyFWC Florida Fish and Wildlife and the Department of Regulatory and Economic Resources. Together, they cleaned up more than 150 yards of beachfront, beaches and waterways in an effort to show their support for the community and concern for the residents.



## Turning 65?

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\*You must continue to pay your Part B premium. Premiums and benefits may vary by county. AvMed Medicare is an HMO plan with a Medicare contract. Enrollment in AvMed Medicare depends on contract renewal with CMS. The provider network may change at any time. You will receive notice when necessary. AvMed complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-877-791-9355 (TTY 711). ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-877-791-9355 (TTY 711) H1016\_AD1116\_082021\_M





# WILL YOUR INCOME LAST?

Many baby boomers can reasonably expect to live to 80 or 85, perhaps longer.  
Can you sustain your income and lifestyle for the next 20 or 30 years?  
For help in determining if you can, contact me today for a no-cost,  
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# The magic of compounding interest



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When it comes to investments and your advisor, magic is not really a word you want to hear. However, when it comes to compounding interest, the result is true wizardry.

The reason compounding interest is so powerful is that you earn interest on the money you save and on the interest you've earned. In short, your money is working overtime for you.

What are the keys to maximizing the magic of compounding interest?

Here are some:

**Start early.** For the officers early in their careers, put the boat, Jet Ski, Harley and other toys on the back burner for now, and put as much as you can

away into your deferred compensation plan. Your money will accumulate faster the earlier you start.

**Save often.** Make sure you are contributing into your deferred comp plan. It is the single best tool you have at your disposal to help fund your own retirement. With benefits like Social Security in limbo, it's the one way you can control some aspect of your financial future.

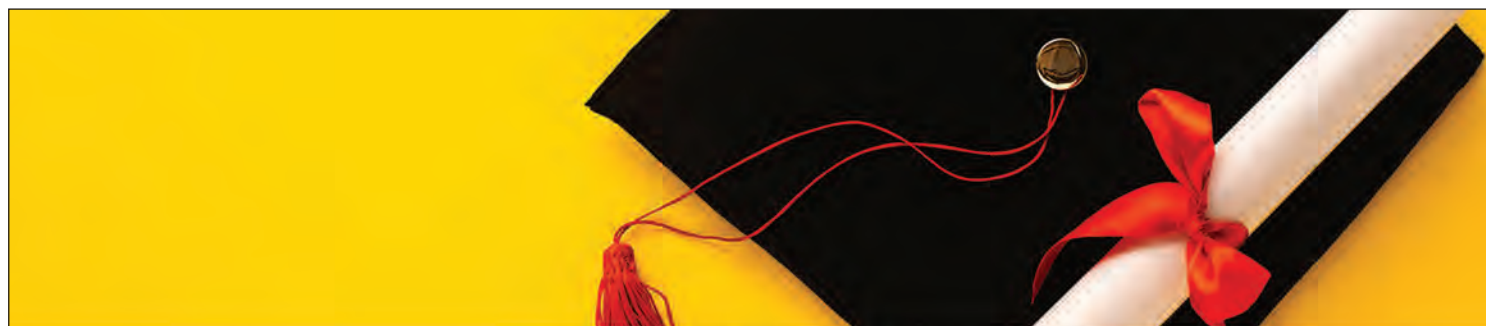
**It's never too late.** If you were unable to get a jump start on your savings, it's okay. You still have plenty of time. After the age

of 50, the IRS allows all people to make catch-up contributions into their deferred comp accounts. As of 2022, anyone over the age of 50 can make a maximum salary deferral of \$27,000 a year. That's a huge amount.

**Work with an experienced and competent advisor.** Doing it alone is one approach to life, but when it comes to managing your investments, seek the counsel of a lifelong financial professional who is a certified financial planner and held to the fiduciary standard — they are required to act in your best interest, not their own.

**Be aware of how your advisor gets paid.** Fees, expenses, commissions, kickbacks, backdoor payments, revenue sharing agreements — and countless more — will stunt and cannibalize your portfolio. Make certain you are aware of all the expenses in your portfolio and, most importantly, that your advisor discloses exactly how and how much they are paid.

*Nicolás Valdés-Fauli is the founder and CEO of Thin Blue Line Financial ([www.tblfinancial.com](http://www.tblfinancial.com)). Call or text 917-428-9629 or email [nvf@tblfinancial.com](mailto:nvf@tblfinancial.com). Nicolás has served the LEO community in South Florida for 20 years and is dedicated to helping his clients make sound decisions before and during retirement. He is an expert in all matters related to the FRS, deferred compensation and local municipal retirement plans.*



## Now Accepting Applications for PBA Scholarships!

**The South Florida PBA Scholarship Committee accepts applications for scholarship funds between January 1st and April 15th of each year. Applications must be postmarked by April 15th for acceptance. No exceptions! Scholarships are based on financial need as well as merit. All information provided will be kept confidential. Scholarships are awarded once a year.**

### Eligibility Requirements (all criteria must be met to be considered):

1. Applicant must be a child of a South Florida PBA member with a minimum of one-year membership or have prior Board approval. Children of retirees are not eligible to apply.
2. Applicant must be or plan to be, a part-time or full-time student at an accredited trade school or a two-year or four-year college. Graduate students are not eligible to apply. Maximum age for applicant is 24 years of age (applicants who are under 24 as of December 31, 2021, may apply)
3. Applicant must include an essay on, how can law enforcement leader's bridge the gap between law enforcement and the community. Minimum of 400 words, maximum of 750 words. The essay must be typed, double-spaced, using 12-point Arial or Times New Roman font only. Please include a header or footer with name and page number.
4. Send application, essay, Letter of Acceptance (first-time applicants only) and an official transcript with GPA in one package to: South Florida PBA Scholarship Committee, 10680 PBA Memorial Blvd. (NW 25th Street), Doral, FL 33172.

DO NOT submit resumes and letters of recommendation. DO NOT bind in any way.

To download the application, visit [www.dcpba.org/scholarship-award](http://www.dcpba.org/scholarship-award) or, if additional information is needed, contact Kim Gregson at (305) 593-0044 or e-mail: [kim@sflpba.org](mailto:kim@sflpba.org).







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# Thank-You Notes TO THE PBA

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## Saltwater Fishing Tournament

**More than \$5,500 in cash prizes!**

**Saturday, June 4, 2022**

**MANDATORY Captain's Meeting**  
**6:30 P.M., Thursday, June 2**  
PBA, 10680 NW 25 ST. Doral, FL  
Final registration is at the Captain's Meeting

**Tournament & Weigh-In**  
**Saturday, June 4**  
The tournament starts at 6 a.m. from any port

Weigh-in will be from 1-4 p.m.  
at Matheson Hammock Park  
9610 Old Cutler Road, Coral Gables, FL 33156

\$325 per boat (up to 4 anglers)  
or \$275 if registered before June 2  
\$50 for each additional angler

Stop by or call the PBA for more information:  
10680 NW 25 ST, Doral, FL 33172 - 305-593-0044 - [greenwell@dcppba.org](mailto:greenwell@dcppba.org)  
[www.dcpba.org](http://www.dcpba.org)

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**Do you know how much retirement income you will have when you retire?** Having a conservative and simply presented projection of your future possible retirement benefits can provide the key to a well-rounded financial strategy. In order to receive a prompt analysis of your retirement benefits, please complete this form. Your customized retirement projection will be emailed to your personal email account (work emails not accepted).

***Should you have an immediate need, please contact our office. 1 (800) 210-0263***

**Please Print Clearly**

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**Home Phone** \_\_\_\_\_ **Cell Phone** \_\_\_\_\_

**Home Address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Date of Birth** \_\_\_\_\_ ☐ Male   ☐ Female

**Beneficiary's Name** \_\_\_\_\_ ☐ Male   ☐ Female   **Relationship** \_\_\_\_\_

**Beneficiary's Date of Birth** \_\_\_\_\_ **Number of Children** \_\_\_\_\_ **Ages** \_\_\_\_\_

## Employment Information

**Employer Address** \_\_\_\_\_ **Work Phone** \_\_\_\_\_ **Shift** \_\_\_\_\_

**Current Service - Date of Hire:** \_\_\_\_\_ **High Risk/Sworn Years:** \_\_\_\_\_ **Admin/Non-Sworn Years:** \_\_\_\_\_

**Current Annual Salary:** \_\_\_\_\_ **4 Prior Salaries** \_\_\_\_\_

**Are you currently in DROP?** ☐ Yes   ☐ No   **DROP Exit Date:** \_\_\_\_\_ **Pension \$** \_\_\_\_\_

**Are you planning to DROP?** ☐ Yes   ☐ No   **DROP Date or Age:** \_\_\_\_\_ **Years in DROP:** \_\_\_\_\_

**Do you participate in a Deferred Compensation Plan?** ☐ Yes   ☐ No   **Current Value \$** \_\_\_\_\_

**Your Preferred Retirement Age or Date:** \_\_\_\_\_

**Please contact me regarding:**

☐ **A Customized Retirement Enhancement Systems Review** (Includes all below)

☐ Retirement Benefit Estimate   ☐ Pre-Retirement Survivor Benefits   ☐ Wills and Family Trusts  
☐ 457 Deferred Compensation   ☐ Social Security Estimate   ☐ Other \_\_\_\_\_

**Best Time(s) to Contact You** \_\_\_\_\_ **AM/PM**

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1. Easiest is to use the QR Code with your Phone. Complete the form on your Phone ==>
2. Complete this form and Scan to our E-mail: CS@MYDFSFL.COM.
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