

# FDLE Agents Association

## The Voice

THE OFFICIAL QUARTERLY PUBLICATION OF THE FDLE AGENTS ASSOCIATION CHAPTER OF THE FLORIDA PBA

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## PRESIDENT'S MESSAGE

Telly Sands



Happy New Year members! The start of a new year often brings desired resolutions geared towards betterment. This year has already started out with obstacles challenging our betterment. These challenges are related to FDLEAA contractual issues to those brewing within the 2012-13 legislature. You can read about these challenges in articles contained in this edition of *The Voice*. As you may be aware, the legislative session began on the 10th of January this year instead of the usual start date beginning in March. The earlier date is due to political redistricting which is mandated by law to take effect every ten years. To say that the legislative leadership is focused on redistricting would be an understatement. Rest assured Florida's purported \$2 billion budget shortfall has not taken a back seat. Threats of cuts to agency programs and services is alive and well. I can assure you that the FDLEAA, the Florida PBA's leadership and legislative lobbying team are standing vigilant making sure your interests are protected.

It is too soon to predict how we will fare when all is said and done. The huge issues requiring our watchful eye involves further hits to our pension and potential increases in insurance premiums. As for our contractual issues, we are negotiating with the Department of Financial Services (DMS) on issues like: how to cure the state's unfunded liabilities such as special compensatory time currently on the books of special agents, troopers and state law enforcement officers throughout our state. Discussions with DMS will be addressing the special comp liability and developing a mechanism to alleviate this unfunded liability now and in the future. Additionally, pay increases have always been a priority during contract negotiations.

Believe it or not, we are negotiating performance bonuses. DMS is entertaining these bonuses based on current agency performance plans (read more about it inside this edition). By the time you receive this publication, **FDLEAA Vice Presidents Al Mones and Jim Futch** and I will have attended contract negotiations scheduled for January 23, 2012. This will be followed by a final negotiation set for February 22, 2012.

I encourage you to contact me or your FDLEAA regional representatives to address your questions and concerns as the legislative session progresses. I suggest, if you have not done so, join E-PBA by visiting the Florida PBA website at [www.flpba.org](http://www.flpba.org). You will receive weekly PBA Capitol Reports which will keep you updated on legislative issues concerning our interests.

In closing, I along with your FDLEAA Board of Directors ask that you keep FDLEAA member Assistant Special Agent in Charge (ASAC) **Tammy Roane** in your thoughts and prayers. Tammy suffered a brain aneurysm Christmas Eve. Many members have asked what they can do to assist Tammy and her family. I know our ROCs throughout the state are collecting money to assist in financial expenses such as food and gas. A special thanks to all of you who have contributed and have sent letters of encouragement and best wishes to Tammy and her family. Please see the enclosed article written by **FMROC Representative Claudia Law** for an update and fundraiser details benefiting Tammy. To Tammy and her family, our prayers and thoughts are with you, and your FDLEAA will be here to help you through. 🍀

# PAY AS YOU GO!

By Al Mones, First Vice President



Your executive board members have just returned from yet another trip to Tallahassee for collective bargaining negotiations and consultations regarding your contract, the document that governs (along with the ever changing personnel rules) your working conditions.

Our entire contract is “open” this year, meaning that all articles are being reviewed and can be changed if necessary. The state is taking every opportunity to make what changes they consider housekeeping and to correct verbiage and endless grammatical changes. It is everything we can do to keep up with the drafts and not lose sight of the “ball,” which for us are those changes that can harm us.

Now that government must be run like a business, apparently to include public safety, all buzz terms must have some sort of business connotation.

During the previous session, a discussion was held with DMS representatives and representatives of the Governor’s Office of Planning and Budget. The discussion concerned Special Compensatory Leave balances and what should be done about them. It is common knowledge, and clearly the well documented past practice within FDLE and most other agencies, to allow Special Comp balances to exceed the 240 hour cap provided for in most collective bargaining agreements. This has raised its ugly head before.

Most of you will recall that the FDLEAA worked within FDLE to arrive at a policy for the agency that would prevent the balances from growing and creating more of an accrued liability for the state to deal with at separation/payout. We recently learned that the FHP had also entered into a Memorandum of Understanding with that agency to reduce the balances over time.

The most memorable discussions involved “Pay as you go.” A member of the Governor’s Office stated that she is basically a “pay as you go” type of person. Our colleague at FHP suggested the problem could be resolved by paying everyone for their leave balances and then everyone would be at zero. Future accrual of Special Compensatory Leave would then be closely regulated.

As much as I liked this scenario, I knew this is not what the Governor’s Office had in mind. No, “Pay as you go” would involve some sort of plan to address Special Comp as it was earned, that earned balances would be taken off and/or paid off each year. This did not sound too bad. I kind of liked it.

Then the representative began to discuss some sort of creative plan to reduce the balances on the books that would not require agents/officers to take months of leave at a time. She suggested perhaps payment at the rate of 50%.

I knew where this was going; this follows the same thinking we now see with our Sick Leave and Annual Leave. If you don’t use all your Annual Leave, balances over 360 hours will convert to Sick Leave. If you have the good fortune to be relatively healthy and do not use all of your Sick Leave, you will be paid 25% of your Sick Leave, not to exceed 480 hours. Wow, such a deal!

It goes without saying that those who were not so fortunate with their health got paid more, in that they took their leave at full value.

Many local agencies, as a result of litigation or some out of the goodness of their hearts, pay out Sick Leave at 50%, some even at 100%. This is not what “The State of Florida, Inc.” has in mind. They are looking to reduce payouts at separation, not increase them or create what they view as another “entitlement” for the over-compensated government employees represented by their evil unions.

You should be getting the point that most of the people at the bargaining table do not have our interests at heart. “Pay as you go” is a buzz term that must really excite those in power today.

It sounds good, but it is not what they have in mind. On the surface, it would make good sense to settle the accumulated leave on an annual basis. This would however result in some end of calendar year or fiscal year payments for that time that could not be taken off. This would probably be a welcomed extra check for most members.

When the realities of public safety work schedules becomes apparent, we will again see the state seeking creative ways to AVOID PAYMENT and again create accrued leave balances that they later will seek to creatively deny you.

We promise to remain vigilant and look out for these deceptive tactics. Your benefits are not “entitlements” and have been earned and are the subject of long standing negotiations and past practices. It promises to be another wild ride this legislative session.

PBA has been successful in court in the past and the case law regarding past practices and accrued/earned benefits has been on our side.

As for the Governor’s staffer, I am pleased to report she left early during the last session, January 23, 2012, but as “The Terminator” once said, “She’ll be back!”

Stay safe out there. ■

*“You should be getting the point that most of the people at the bargaining table do not have our interests at heart.”*

# WE ARE NOW A BUSINESS

By Jim Futch, Second Vice President

As state employees and the state's citizens have heard ad nauseum since **Governor Scott** was elected, the state and its employees should be run and treated like a business. From the salaries that you are provided, to the pension and benefits "they" deem you are entitled to, as well as the privatization efforts of select correctional institutions and their staff, "they" believe that if the state were run like a private corporation, all would be right with the world. Although this is not a new concept, it has never worked successfully for an extended period of time in any location where it was implemented.

Prior to the election of Governor Scott, the PBA and your FDLE Command staff had a strong working relationship where ideas were shared and exchanged, disagreements were discussed at length and in the end, a decision was made either in favor of management or at times, in favor of the "membership." The relationship was harmonious, productive and consultations (meetings concerning a disagreement between the two parties) were always cordial and productive. We weren't considered a "business"; we were considered public servants providing a service. That was then.

On January 6, 2012, your FDLEAA Executive Board (**Telly Sands, Al Mones** and I) along with **PBA General Counsel Hal Johnson** met with the FDLE command staff concerning a disagreement regarding a memorandum of understanding (MOU) between the FDLEAA and FDLE's command. Present at the meeting from FDLE was **Commissioner Bailey, Assistant Commissioner Mark Zadra, Assistant Commissioner Jim Madden** and **FDLE General Counsel Mike Ramage**. The MOU was entered into during the time when the duty agent positions were eliminated due to budgetary constraints. The MOU stipulated that when funds became available, the duty agent program would be re-implemented in its original form. Recently, funding became available and the FDLE command staff partially reinstated the program. By partially, I mean that, although we again have the duty agent program, we do not have it in its original form as there are fewer duty agents in place now than before. As an example, MROC originally had duty agents in Dade, Monroe, Broward and Palm Beach counties. Since the program was reinstated, MROC now has a duty agent in Dade and a duty agent that rotates between Monroe and Palm Beach County. These two duty agents must now be responsible for an area that was covered by four duty agents. In essence, MROC went from four to two duty agents. From management's perspective, MROC went from three duty agents to two, as the Broward Field Office was closed as a cost saving measure over two years ago, which is another story for another time.

*"Prior to... Governor Scott, the PBA and your FDLE Command Staff had a strong working relationship..."*

When asked by your FDLEAA board why the program was not re-implemented as it originally existed, Commissioner Bailey indicated he reinstated the program with the number of duty agents that he could afford with the funding he had available. When asked to explain, the Commissioner indicated he only had so many dollars and, as a result, those dollars could only fund a smaller number of duty agents. Assistant Commissioner Madden indicated it was a "business decision." He further stated that he had conducted a review of duty agent positions throughout the state and determined that certain duty agents assigned to certain field offices rarely if ever got called out. That being the case, he made the "business decision" to eliminate the duty agent from those "low activity" field offices and place the responsibility for a duty call that might be generated in that area to the regional duty agent. Admittedly, the regional duty agent might have to drive a greater distance to fulfill the call; and the regional duty agent might not be familiar with any of the "players" in the area they are being sent to. Assistant Commissioner Madden stated that this was also done in the interest of fairness as a member assigned to a field office would have many more opportunities to be the duty agent than the member assigned to a ROC. The implemented program would make the assignments fairer.



In response, PBA General Counsel Hal Johnson asked the Commissioner that if there were only a specific number of dollars available to partially re-implement the program, how were there dollars available to give inspectors raises, allow them to keep a portion of the raise if they served as an inspector for a year or more and then provided other inspectors raises after the initial raises. Commissioner Bailey indicated that it was a "business decision." He explained that the agency was having a difficult time attracting competent candidates/applicants to put in for the inspector's position. As a way to rectify the situation, a decision was made to offer raises to inspectors in an attempt to attract more and better candidates. Once this was accomplished, the Commissioner realized that "you had inspectors sitting across the table from each other who were earning different salaries." The Commissioner stated that "in the interest of fairness, we gave those inspectors a raise too so that they would all be earning about the same amount of money." President Sands asked, "In the interest of fairness, I sit across the table from agents who make different amounts

*Continued on page 4*

of money than I do. Are you going to give the agents a raise so that they all will earn the same thing?" Of course, everyone knows the answer to that question.

Assistant Commissioner Madden did indicate later on in the discussion that if money was not a factor, he would re-implement the duty agent program as it was before, but in these times, a business decision was made and that's the one we're going to adhere to. Assistant Commissioner Madden also indicated that if additional funding did become available, FDLE would look to provide raises to the non-sworn members before the sworn. He indicated that the non-sworn have not received any raises for the same amount of time as the sworn and as the non-sworn pay scales are so low, they would be looked at for a pay bump prior to the agents. I have no official position on this statement, but you have a right to know what was discussed at the negotiations table.

The point of these revelations is that we are no longer governed by PBA-friendly **Governor Bush** or **Governor Crist**. We are governed by a business-friendly and business-minded **Governor Scott**, as well as a business-minded legislative body. It appears as if our command staff has grasped onto this political direction as well as this business model. It appears as if they are using this model when making organizational decisions. The rules have changed, the mindset has changed and you, the membership, need to pay close attention to what is being said, what is being suggested and what is being implemented. These decisions by those in power will directly impact your professional and personal lives. Those decisions are no longer being made from a completely "law enforcement" perspective. They are being made from a "business perspective." Be safe and please stay informed! ●

## SPECIAL AGENT AND FDLEAA SECRETARY & TREASURER TIM POPE'S RETIREMENT FAREWELL

By Telly Sands, President

On January 6, 2012, many of **Tim's** friends from FDLE, federal and local agencies joined together at Bahama Breeze in Tampa to honor him for his friendship and dedicated service to FDLE, the FDLEAA and the law enforcement community. Tim received many awesome gifts to include a FDLE watch and the FDLEAA commemorative retirement clock thanking Tim for his service and support to the FDLEAA and 31 years of dedicated law enforcement service to the citizens of the State of Florida. For me, Tim's celebration was filled with mixed emotions. I'm saddened by his leaving, yet excited and happy to wish him well on his much deserved retirement. Tim has not only been great to work with at FDLE and the FDLEAA, he has been a valued friend over the past 20 plus years. I will truly miss him!



I, on behalf of the FDLEAA board, would like to especially thank Tim for his support and for keeping us on track as he previously served as our Tampa representative to his most recent position as our Secretary/Treasurer. Tim not only diligently took the minutes at many FDLEAA board meetings, he was often the voice of reason. I can speak for the board when I say, Tim's concern and compassion on issues that affected our members was greatly valued and appreciated. Although Tim aspires to be a FDLE reserve agent, he has accepted a position with AMSCOT. I, on behalf of the FDLEAA board, wish Tim great success and the best of health and enjoyment in all of his future endeavours. He truly deserves the best! ●

## Get Your PBA Wearables at: [www.BuyPBA.com](http://www.BuyPBA.com)

Members have been inquiring about how to purchase PBA merchandise such as golf shirts, t-shirts, caps, etc. Well, now you can at [www.BuyPBA.com](http://www.BuyPBA.com), the official site for all your PBA wearables and merchandise. The website is constantly adding new items, so return often!

You can also order by using the Toll Free Number at 1-888-FL COPS 5 (888-352-6775)

Thanks for your support for PBA!

# THE FDLEAA SPONSORS COPS FOR KIDS

By Paul Kessling, Tallahassee Representative

The FDLE Agents Association (PBA) participated again in a worthy cause by sponsoring a hole at the Cops for Kids Golf Tournament, which helps foster positive law enforcement and citizen relationships, while benefiting and protecting the children of our community.

This Cops “Fore” Kids Golf Tournament was held on Monday, November 14, 2011. The tournament was held at the Southwood Golf Club in Tallahassee, Florida. This tournament, which is in its twelfth year, has been providing bicycles and helmets to needy and well-deserving children who are identified through a local social service agency (Christmas Connection) as well as those who have been discovered through professional encounters. Since the inception of this program, thousands of bicycles and helmets have been provided to children in the community. In addition to providing bicycles, back to school clothes and supplies have also been made available. 🍌



FDLEAA PBA Members Kenny Pinkard and Paul Kessling.

# HONORING SPECIAL AGENT DENNIS NORDSTRUM

By Paul Kessling, Tallahassee Representative

On October 19, 2011, Special Agents Paul Kessling and Special Agent Kenny Pinkard presented Special Agent Dennis Nordstrum with his commemorative retirement clock plaque from the FDLE Agents Association. Dennis retired after 35 years of law enforcement which spanned from August 1, 1975 to June 30, 2010. Dennis was well respected by his fellow agents and by the law enforcement community. Dennis started his law enforcement career at the Gulf Breeze Police in Santa Rosa County where he rose to the rank of Lieutenant. Dennis was a graduate of the FBI’s National Academy, Class 177. Dennis came to the FDLE in 1995 as a special agent assigned to the Office of Executive Investigations’ Protective Operations Section. Dennis served for two (2) governors **Lawton Chiles** and **Jeb Bush**. In 2000, he transferred to the Tallahassee Regional Operations Center where he served on the Financial Crimes Squad before transferring to the Pensacola Regional Operations Center two years later. Dennis’ experience, dedication and benevolence will be missed by all who knew him.

The Florida Police Benevolent Association appreciates the support and 35 years of dedicated service that Dennis provided to the citizens of Florida. Although Dennis has retired, Dennis has offered his services as a Reserve Special Agent (RSA). Dennis took his oath as a RSA on September 9, 2011. 🍌



Paul Kessling and SA Dennis Nordstrum

# FDLE UPDATES

By Hal Johnson, Florida PBA General Counsel



As I write this article, there appear to be two major issues on our members' minds: (1) the status of the pension lawsuit filed by the teachers' union and the PBA, and (2) what is going on at the negotiations. The quick answer is: nothing and not much, although I am sure you would like a fuller explanation.

Dealing with the pension lawsuit first, it appears to be in a state of limbo as PBA, the teachers and the state wait for a decision by the circuit court judge. As you will recall, there was a flurry of activity in late October, 2011. After a full morning of hearings, everyone left the courtroom convinced that the hearing had gone extremely well for the employees and a decision would be issued shortly.

Obviously, that did not turn out to be the case. After several weeks, the judge requested a copy of the transcript of the hearing – which is always an indicator that a decision is going to take some time. And to date, no decision has been issued.

Does this mean anything? Absolutely not! All it probably means is that the decision will be meticulous, tied to the record evidence and lengthy. It is certainly no indication which side will prevail in the case.

Can the PBA or the parties require the judge to issue a

decision quickly? Nope, that is strictly the prerogative of the judge. Besides, you might as well settle in for a long wait as the case will surely go to the Florida Supreme Court for a final decision. The circuit court decision is merely the first of several steps in the process.

Next is the status of negotiations. We have had two substantive meetings with DMS and a short hearing before the legislative committee dealing with state collective bargaining. The pervasive attitude from DMS and the legislature is, as related by **Telly** in her article, the state is running a business, not a public service agency.

While it appears the vast majority of the bargaining agreement will remain unchanged, fights loom over special compensatory leave, wages and retirement benefits. These issues seem to be controlled by the legislature so our lobbying staff will be working with it in order to try to single out law enforcement for better treatment than the state's other employees. We do have a third set of negotiations scheduled with the state in mid-February and will have more information to report at that time.

So, hang in there and stay safe! We will keep you posted as additional information becomes available. And finally, rest assured when the pension decision issues we will let you know! ●

## ASSISTANT SPECIAL AGENT IN CHARGE TAMMY ROANE

By Claudia Law, Ft. Myers Regional Representative



On December 20, 2011, **Commissioner Bailey** announced the promotion of **Tammy Roane** to Fort Myers Regional Operations Center (FMROC) ASAC. Just four days later, on Saturday, December 24, 2011, while at home with her family, Tammy suffered a brain aneurysm. Tammy was admitted to

the Intensive Care Unit at St. Mary's Hospital in West Palm Beach where she fought to survive. Each milestone reached is a battle won. Tammy's family has been by her side each step of the way. FDLE members along with officers from state, federal and local agencies responded immediately to help provide support at the hospital for Tammy and her family. Tammy has since been moved to a rehabilitation center in Melbourne, Florida, to further her recovery.

Tammy worked for Ft. Pierce Police Department from 1991 until 2000. Tammy began her career with the FDLE in December, 2002, as a Special Agent, in the Ft. Pierce Field Office and was promoted to Special Agent Supervisor for the Sebring Field Office in July, 2010. Her promotion to ASAC

was applauded by many in the FMROC. Tammy has earned the respect and admiration of those she has worked with. She has been described as a mentor, friend and great cop. Although a very private person concerning her personal life, her love for her two sons, ages 22 and 16, was always evident!

Members in various regions have collected funds to help support Tammy's family during this time. The money has been provided in the form of Visa/MasterCard/American Express card for the family to use for incidentals such as gas and food as they travel to the hospital each day. The FDLEAA has also provided the family with these cards.

A trust fund account has been set up at TD Bank. The account name is "Tammy Roane Charity Fund" and the account number is 4267789168. For those of you that want to send cards or visit, please contact Ft. Pierce **RAC Rich Piccininni**, (772) 429-2034.

A fundraiser has been planned for March 10, 2012. Please see the flyer on the next page.

Please keep Tammy and her family in your thoughts and prayers! ●

Ft. Pierce Jai-Alai & Local, State and Federal  
Law Enforcement  
team together for a



# POKER

## TOURNAMENT FUNDRAISER

For  
Medical Expenses

*F.D.L.E. Supervisor  
Tammy Roane*

Saturday, March 10<sup>th</sup>  
Noon – 5:00pm

Ft. Pierce Jai-Alai, 1750 S. Kings Hwy., Ft. Pierce, Fl 34945

Advance purchase: \$100 Buy In      \$100.00 Re-Buy

11:00am – 5:00pm: **BBQ \$5.00 per plate**

12:00pm – 5:00pm: **Poker Tournament**

2:00pm – 3:00pm: **Raffle** (Need not be present to win a raffle prize)

For More Information contact: [Neil Spector \(772\) 332-7466](tel:7723327466) or  
[Dennis McWilliams \(772\)370-4524](tel:7723704524)

# REQUEST FOR FDLEAA LEAVE POOL DONATIONS

By Telly Sands, President

Members, as a result of political redistricting, which occurs in our state every 10 years, the 2012 legislative session began in January and will go into March of 2012 instead of the normal March through May. Last session, I spent a lot of time at the Capitol and therefore depleted a lot of leave from the FDLEAA Leave Pool. I don't have to tell you that we are in for more challenges in the upcoming session which will require an FDLEAA presence. The leave pool allows the president or his or her designee to draw leave from the pool with prior approval. The leave must be used for FDLEAA business which benefits the members of the FDLEAA.

Thanks to **Commissioner Gerald Bailey** and former **Assistant Commissioner Ken Tucker**, the FDLEAA negotiated and they agreed to extend the leave donation periods to twice a year, August 1st through August 31st and December 1st through December 15th. The maximum yearly donation is capped at 40 hours. I am asking members who want to donate and/or have excessive annual leave that they will lose if not used by the end of the year, to donate what they can to our cause. I am very appreciative to those of you who have been very generous in the past. The leave in the pool rolls over so

it will stay in the pool indefinitely for authorized use.

The president/designee is required to use personal annual leave initially. A request is then made by the President/ Designee via Peoples First requesting the leave be credited back to the President/Designee. As you can imagine, this is a bit tedious and therefore requires oversight from Finance & Accounting (F&C) FDLE Headquarters. This is in no way a complaint, rather an opportunity to thank **Stephanie Young** from HQ and my supervisor, **Special Agent Supervisor (SAS) Alex Gaskins** for their continued assistance in overseeing this process.

I, along with your FDLEAA Board of Directors, will continue to be vigilant in an attempt to secure our benefits and protect our members, especially during the legislative session! Please donate your annual leave as you are able and help us keep up the fight! Please fill out the FDLEAA Leave Pool Form prior to August and December, respectfully. Distribution instructions are on the form but feel free to give your form to your FDLEAA Regional Representative or any member of the FDLEAA Board of Directors.

Remember anyone can give and no contribution is too small. Thank you for your support! 🍀

## FDLEAA Submits Public Safety Advertisement in Tampa High School Newspaper



### BE ALIVE AT 25!

Did you know, according to the Florida Department of Highway Safety & Motor Vehicles, teen driving is the leading cause of fatalities, accounting for 44% of teen deaths in the U.S.

- Teen drivers are involved in fatal crashes at more than twice the rate of all others.
- The first year for a newly licensed teenage driver is the most dangerous, with more than one in five involved in crashes.
- Each year nearly 6,000 teens are killed in vehicular accidents; more than 3,800 are drivers 15-20.
- Annually, more than 326,000 teen drivers are seriously injured—some are left paralyzed for life.
- 134 motorists under age 17 were killed in Florida in 2008; 83 (62%) were not wearing safety belts; 56 of these were ejected from the vehicle.

A safety message courtesy of the FDLE Agents Association, a Chapter of the Florida Police Benevolent Association, reminding teen drivers to:

**STAY ALERT! STAY ALIVE!**

# FLORIDA DEPARTMENT OF LAW ENFORCEMENT

## Mutual Assistance Leave Program

### Annual Leave Donation Form

My special agent position is covered by the Florida Police Benevolent Association, Inc. (PBA) collective bargaining agreement. Pursuant to the Memorandum of Agreement, known as the Mutual Assistance Program, between the PBA, FDLE and the Department of Management Services, I hereby voluntarily donate \_\_\_\_\_ hours (up to 40 hours) of unused annual leave from my annual leave balance maintained in the People First system to the Mutual Assistance Leave Program account maintained by the FDLE. My attendance and leave balance records in the People First system are current and my annual leave balance exceeds the donated hours. I understand that the donated leave will not be restored to my annual leave balance in the People First system for any reason. If the attendance and leave balance records in the People First system are not current when the Office of Finance and Accounting attempts to adjust my records for the annual leave donation, I understand that this form will be returned marked denied and a donation cannot be made until the next year. The donated leave in the account may be used as provided in the Memorandum of Agreement.

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

PEOPLE FIRST USER ID #: \_\_\_\_\_

DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

**This form must be filed with:**

**Laura Spraker, Membership Secretary – PBA, FDLE Agents Association, 300 East Brevard Street, Tallahassee, FL 32301 during the period August 1 through August 31 or December 1 through December 15 of each year in order to donate annual leave for the Mutual Assistance Leave Program. The PBA will route the form to the Office of Finance and Accounting.**

## Legal Advisory! Legal Advisory! Legal Advisory!

### POLICE SHOOTINGS, IN-CUSTODY DEATHS OR SERIOUS TRAFFIC ACCIDENTS

#### WHAT TO DO: STAY CALM

Call the PBA at 1-800-733-3722 — ASK TO SPEAK TO A PBA ATTORNEY

Do not talk to anyone until you have consulted with a PBA ATTORNEY

☆☆☆

#### GARRITY RIGHTS

The following statement should be written as the first sentence on any statement, report, or memorandum an officer is ordered to write when the officer knows or has a reasonable belief that discipline may result:

*It is my understanding that this report is made for administrative, internal police department purposes only. This report is made by me after being ordered to do so by lawful supervisory officers. It is my understanding that by refusing to obey an order to write this, that I can be disciplined for insubordination and that the punishment for insubordination can be up to, and including, termination of employment. This report is made only pursuant to such orders and the potential punishment/discipline that can result for failure to obey that order.*

### PBA Hitch Receiver Cover for Your Vehicle(s)

Florida PBA has recently added the PBA Hitch Receiver Cover to its list of items available for **MEMBERS ONLY** to purchase. It is blue high density plastic with gold printing. The cover comes with spring pin (shown) or you can use your own hitch pin. There are two sizes for either 2" or 1 1/4" receivers (please specify which size you need). Display them proudly on your vehicle or give them as a gift to your family and friends.

**Only \$10<sup>00</sup> each**

**MEMBERS ONLY:** Send your check for \$10 each (no sales tax) to:

Florida PBA  
300 East Brevard Street  
Tallahassee, Florida 32301



## CHANGE OF ADDRESS

Have you moved, changed your home address or telephone numbers? Gotten married or divorced, changed your name? Transferred to another region, office with new address and telephone numbers? Retired, change to retiree status, reduction in dues? Please notify the PBA office of your change of address so that you won't miss any important mailings. (Note: FDLE does not notify PBA or the FDLEAA of any changes to a member's personal information, etc. PBA correspondence, including the *FDLEAA Voice*, is mailed to your home address or address where you receive mail.)

Name: \_\_\_\_\_ Social Security No. (Last Four Digits):\* \_\_\_\_\_

New Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone Number: (Home) \_\_\_\_\_ (Work) \_\_\_\_\_ (Cell) \_\_\_\_\_

Personal E-mail address: \_\_\_\_\_

\*(Your social security number helps us identify you correctly in case of similar names.)

Please Return to:

FDLE Agents Association Chapter of the Florida PBA, Attn: Membership, 300 E. Brevard St., Tallahassee, FL 32301  
or call: 1-800-733-3722

# Join E-PBA Today!

NOT AN E-PBA MEMBER YET? Become one! Be the first to know about breaking news... direct to your inbox. Don't wait, sign up today for E-PBA. Visit our website to sign up: [www.flpba.org](http://www.flpba.org)

Knowledge about PBA issues is the strength of our Association. PBA will be e-mailing members timely news about what's up at the Florida PBA, helpful information regarding legislative issues, quick tips, and best practices for members.

(Your e-mail address will not be given to any other group or organization and you will receive no advertising from outside sources. E-PBA is available to PBA members only. Be sure to add "pbamail@flpba.org" to your approved sender list.)

## PBA "SUPPORT LAW ENFORCEMENT" TAG SELLING FAST!

You can get your very own Florida PBA "Support Law Enforcement" tag at your main county tag office. You may purchase the plate with random numbers and letters or create a personalized tag for your vehicle(s). Over 85,000 have been purchased so far!

The proceeds of this tag will be deposited into a charitable fund—Florida PBA Heart Fund—for the Association's members (see more information below). The great thing about the contributions made to the Heart Fund, they are tax-deductible!



## PBA HEART FUND DEATH AND DISABILITY PLAN



In an effort to help the families of law enforcement officers who are killed or disabled in the line of duty, Florida Police Benevolent Association (PBA) has established a charitable arm which is called the PBA Heart Fund. Because the PBA Heart Fund is a 501(c)(3) organization, contributions are tax deductible. Monies donated to the Heart Fund are used to provide death benefits to the families of officers killed in-the-line-of-duty and disability benefits to officers who are permanently disabled because of an in-line-of-duty disability.

Aside from individuals who may want to donate with the tax deduction in mind\*, political campaigns may dispose of surplus funds (after the campaign is over) by donating some or all of the surplus to the PBA Heart Fund [s. 106.141 (4) (a) 2., Florida Statutes]. And, of course, other entities (e.g. not-for-profit corporations) may also donate to this cause. The address is:

Florida PBA Heart Fund, 300 East Brevard Street, Tallahassee, FL 32301

More information about the Heart Fund may be obtained by calling Florida PBA at 1-800-733-3722.

\*Receipt for donations will be provided upon request.



**FDLE Agents Association**  
A Chapter of the  
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300 East Brevard Street  
Tallahassee, Florida 32301-1218  
1-800-733-3722 • [www.fdleagents.org](http://www.fdleagents.org)



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The opinions expressed are not necessarily those of this Chapter, its Board of Directors, or the Florida PBA.