

# REPRESENTATION FOR ALL MEMBERS

By Nick Marolda

Recent events have brought to light some issues that I would like to address to you all regarding your rights as a PBA member, especially as it relates to representation during the course of Administrative Investigations. I, as well as all of the P.B.A. Rep's, have always preached to the members at the Lakeland Police Department that, if you are involved and served as a "Subject Officer" in an Administrative Investigation, bring a Rep in with you. Even the smallest of complaints can turn into larger more serious complaints, and getting the PBA in with you from the beginning is always the safe thing to do. I want to stress that this representation extends to all current PBA members, whether you have one day on the job or 25 years! Just because you are in a "probationary status," and are considered an "at will employee," that does not preclude you from being represented by a PBA Rep, or from getting treated fairly during the course of your investigation. Per our current Collective Bargaining Agreement, no employee shall be disciplined except for just cause. Progressive, consistent, and appropriate discipline will be administered according to the seriousness of the offense.

I had a recent conversation with a staff member at the Lakeland Police Department and made the argument that

these so called "probationary officers" are on the street with us every day, responding to calls and doing the job. These "probationary officers" wear the same uniform that we do, and carry the same equipment to include a Lakeland badge and Lakeland firearm. The only thing that they are lacking is street experience and that they need to work their way in and around the difficult "one year probationary status."

The PBA accepts the membership applications of the probationary officers when they hit the streets. The PBA welcomes these officers into the PBA family, to include the collection of their monthly dues. The PBA will continue to represent all members to include those in a probationary status. The only difference is that the PBA is prohibited and cannot file for arbitration on behalf of a probationary employee. We are permitted to fight for the officer's due process rights, and can file an appeal and or grievance if the employee is terminated or disciplined, but we are not permitted to file for arbitration for an officer who is in their probationary status. The first year on the job for every police officer is a challenging and difficult one. The PBA will continue to support our probationary employees and to ensure that they are treated fairly. 🍀

## NAPO FLAG DISPLAYED AT LAKELAND P.D.

By Nick Marolda

I recently received a Flag for the Fallen from the National Association of Police Organizations, Inc. (NAPO) in honor of **Officer Arnulfo Crispin**. The Flag for the Fallen was designed by Peace Officers for the families of Peace Officers.

With the assistance from **Officer Carlos Cortez**, the Flag was presented to the Crispin Family. I asked Officer Cortez to speak with the Crispin family, and ask them if they would allow us to frame the Flag, and to display it at the Lakeland Police Department. The family graciously agreed to have the Flag displayed at Lakeland P.D.

The West Central PBA had the Flag placed in a shadow box, and properly framed. The WCFPBA received permission from **Lakeland Police**



**Chief Larry Giddens** to proudly hang the Flag in the lobby of the Lakeland P.D.

The West Central Florida PBA is proud to have accepted this Flag from NAPO, and is grateful to the Crispin family for allowing us to display this Flag in honor of our fallen, Officer Arnulfo Crispin.

I am hopeful that those who enter the Lakeland P.D. lobby, both civilian and sworn, are able to see the Flag and recognize the ultimate sacrifice Officer Crispin made for this City and for this community, and for the ultimate sacrifices that all law enforcement officers make on a daily basis to stand in the gap between good and evil.

Please stay safe, and never Forget!! 🍀



**NATIONAL ASSOCIATION OF POLICE ORGANIZATIONS, INC.**  
*Representing America's Finest*

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EXECUTIVE OFFICERS

December 10, 2012

**THOMAS J. NEE**  
President  
Boston Police  
Patrolmen's Association

In Honor of Officer Arnulfo Crispin:

**MICHAEL MCHALE**  
Executive Vice President  
Florida Police Benevolent  
Association

After the tragic death of one our Nation's Peace Officers the National Association of Police Organizations (NAPO) would like to extend our deepest sympathy to the family of the fallen Officer. In order to show our appreciation for their service NAPO would like to present the family with the NAPO Flag for the Fallen.

**CHRIS COLLINS**  
Recording Secretary  
Las Vegas Police Protective  
Association

The Flag for the Fallen was designed by Peace Officers for the families of Peace Officers. The layered badge represents the various badges worn by law enforcement officers of every type and the numerous city, county, state, federal and Tribal Law Enforcement Agencies across the United States.

**SEAN M. SMOOT**  
Treasurer  
Police Benevolent & Protective  
Association of Illinois

**KEITH DUNN**  
Sergeant-at-Arms  
New Jersey State Policemen's  
Benevolent Association

The flag also displays the fallen Officer's name, department and end of watch date. This is designed to commemorate the Officer's chosen department and the date that the Officer lost their life in the line of duty. All Officers killed in the line of duty from any law enforcement agency in the United States of America are eligible for their spouse or parent or other survivor to receive a flag.

**JOHN A. FLYNN**  
Executive Secretary  
Patrolmen's Benevolent  
Association of New York City

Please accept this flag as a small token of our sympathy on your grievous loss.

**WILLIAM J. JOHNSON**  
Executive Director

Very respectfully,

Thomas J. Nee  
President

