



Port Orange Police Association

July 25, 2018

City Manager Michael Johansson
1000 City Center Circle
Port Orange, Florida 32129

Re: Port Orange Police Association Structure/Dual Roles

Dear City Manager Michael Johansson,

On July 18, 2018, you requested that Vice President Greg Cook and I meet with you the following day, to which we willingly arranged our schedules to accommodate your request. I appreciate you calling a meeting with us which was held at your office on July 19, 2018 at 6 o'clock in the evening. In this meeting, you discussed your belief that Vice President Cook and I were "borderline insubordinate" when I wrote a letter to you seeking clarification as to your decision on the tattoo policy grievance, which was written on union letterhead and signed by me as President on June 5, 2018, on behalf of the members of the Port Orange Police Association.

Please note, under Florida's Public Employees Relations Act, Chapter 447, the above-mentioned letter is considered protected concerted activity. However, it is apparent that there still lies some confusion by the City as to the distinctive roles that Vice President Cook and I hold. I am hoping that this letter will be of assistance.

The Port Orange Police Association (Association) is a Local affiliate of the International Union of Police Associations (IUPA), which operates as a Labor Association in the State of Florida. In that, it is self-governed by the Executive Board Members, who are voted in by the members of the Association. The Executive Board Members of the Port Orange Police Association are Vice President Greg Cook and me, as President. Vice President Cook and I are solely responsible for every aspect of the Association, including all decisions which are made, often in consultation with our members. Our affiliation with IUPA provides the members of the Association access to legal defense funds and legal counsel. General Counsel Holly Van Horsten, Associate General Counsel Ryan Burton, and Union Organizer Bob Walker are employees of the International Union of Police Associations. They do not have any bearing on the Association, other than to provide assistance, such as, representation and research. Thus, they are a resource that is provided to the Association, not authority figures or decision makers.

As you know, when Vice President Cook and I are conducting union business, either verbally or in writing, we are operating as Executive Board Members of the Association, not as law enforcement officers or employees of the City of Port Orange. Thus, there is a clear distinction between operating as Executive Board Members and law enforcement



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officers/employees. So obviously, while Vice President Cook and I are operating as Executive Board Members, we do not have a chain of command which you have previously insisted that we have. This contrasts with our role as law enforcement officers/employees who do indeed have a chain of command.

I sincerely hope that you understand our working relationship and that we can move forward on establishing communication that is effective at both speaking and understanding of the messages that are being relayed, so that we may work together for the betterment of the bargaining unit of the Port Orange Police Department.

Thank you for the opportunity to reiterate the separation of our roles as Executive Board Members of the Port Orange Police Association and as law enforcement officers/employees of the City of Port Orange, as well as, the structure of our Association.

Sincerely,

A handwritten signature in blue ink, appearing to be "Justin White", written over a large, stylized blue flourish.

Justin White
President
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