



# City of Phoenix

To: See Distribution

Date: August 5, 1998

From: David C. Brewster  
Executive Assistant Police Chief *DCB*

Subject: **LABOR MANAGEMENT MEETING**

The following topics are suggested for discussion at the next labor management meeting, which is tentatively scheduled for the week of August 17. This information is provided as an agenda for executive staff, PLEA, and City Personnel, and as information to Commanders/Administrators:

1. Court award and federal grant overtime. Per the federal auditor, this money must be paid and not held. In the case of court award OT, it must be on drug-related activities. PLEA suggests that it violates the MOU to let DEB employees volunteer for operations if they agree to get paid for the OT and not hold it, and exclude employees only because they wish to exercise their MOU right to hold OT.
2. Work hours in DEB. Is it an operational need to conserve OT to meet the demands of drug enforcement activity? Is the Department violating the MOU by changing work hours if an officer spends more than four hours in Court?
3. Employee negligence. If an employee loses issued equipment due to their own negligence, can they be required to pay for it? The Department's position is yes.
4. Mandatory wearing of vests. The Department would like to see more officers wear their ballistic vests. This is for preliminary discussion to set the stage for an in-depth review of options at the Labor Management Retreat in December. Should the Department just make it mandatory? Should it be associated with a better Patrol uniform, i.e. polo shirts? Should it just be required on second and third shifts?
5. Batons. Should the Department make the carrying of them mandatory? Can the Department require that officers purchase them if they are a mandatory uniform item? Which Department units will have to carry them, i.e. Patrol, Motors, Gangs, SRO's?

dkb/j:chlnv/magenda

Distribution:

Chief Hurtt  
Each Assistant Chief  
Each Commander/Administrator  
Officer Terry Sills, PLEA  
Mr. Mike Ingersoll, Personnel  
Mr. Greg Fretz, Labor Management

*dist 8-6-98  
dkb*



## City of Phoenix

To: Officer Terry Sills #4149  
PLEA

Date: October 1, 1998

From: David C. Brewster  
Executive Assistant Police Chief

*DCB*

Subject: **LABOR MANAGEMENT MEETING**

We would like to get together to discuss a variety of issues. I suggest a 90-minute gathering. As a change of pace, if you are interested, we could make this a lunch meeting some place—either at a restaurant or maybe at PLEA or here with a catered cold cut tray. Let me know what you think. Here are the topics we would like to bring to the table. If you have additional items to add please advise Greg Fretz and me.

*INGERZOL/HAMLIN/NAPIER/BOLTON*

1. Investigative Review Process: Do the proposed changes do away with the advantages to having an IRP meeting? How do we get agreement on the violations?

2. Tattoos: The Department proposes a policy that any tattoo has to be covered while on duty. Exceptions would be made only for undercover officers.

*BREWSTER*

3. Shotgun certification proposed policy: If you can't qualify on the standard course and can't qualify (for medical or other reasons) with the stun bag weapon, you will be put into a non-enforcement position.

4. New Uniform Policy: Discussion and presentation of the new policy and the relationship to mandatory vest wear.

*BREWSTER*

5. Drug Testing: Is there a need after a positive first test to go to a blood test at the second stage? Also, the Department proposes to make a drug/alcohol screen following any serious use of force incident.

6. Tobacco Usage: Should the Department adopt a policy that all new hires agree not to use tobacco products.

Attached is background information on some of these topics.

dkb/j:/chinv/lmagnda  
Attachment

cc: Greg Fretz, Labor Relations  
Executive Staff  
Commanders/Administrators  
Lieutenant Bob Kavanagh, Legal Unit



## City of Phoenix

To: Officer Terri L. Sills #4149  
PLEA

Date: October 15, 1998

From: David C. Brewster  
Executive Assistant Police Chief *DCB*

Subject: **PROPOSED AGENDA FOR LABOR/MANAGEMENT RETREAT**

Attached is a copy of the proposed agenda for the labor/management retreat. After you review the agenda, please advise if you have any changes or additional items.

dkb(admn)/i:dcb/additems  
Attached

## LABOR/MANAGEMENT RETREAT

- I. Review of Issues from the 1997 Retreat
  - A. Human Resource Bureau Richard
  - B. AWR Program Kurtenbach
- II. Perspectives: Hurtt/Sills

In an effort to set the tone of the conference, a series of questions will be asked. The Police Chief and the Union President will briefly discuss their perspectives on each topic.

  - A. How is the labor/management relationship?
  - B. What is the one thing that management/union could do that would significantly improve the relationship?
  - C. Where is there conflict?
  - D. What do we want to change?
  - E. Is there sufficient communication?
  - F. Does PLEA support Community Based policing?
- III. Internal Relations Committee Report Woodward/  
Kurtenbach
  - A. Periodic disciplinary summaries
  - B. Other issues
- IV. Disciplinary Issues Woodward  
PLEA  
??  
Brewster
  - A. Matrix
  - B. IRP
  - C. DRB protocol
  - D. Hearings for probationers
- V. Contract Issues/Commentary PLEA?
- VI. Day/night Care Brewster
  - A. Is there a need/interest?
  - B. Will it help recruiting either sworn or civilian?
  - C. Cost sharing with PLEA and the City? Other partners?
- VII. Utility Uniform for Patrol Black/Bennett
  - A. Vest may be mandatory
  - B. Baton may be mandatory
- VIII. No Tobacco Policy Brewster
  - A. See attachment
- IX. Getting Senior Officers to Work Evenings/Weekends Chief Hurtt
- X. Fitness for Duty Evaluations Chief Hurtt

- XI. Precinct Station Expansions Bennett/Black
  - A. Buying Health Club Memberships/Eliminating Workout Rooms
  - B. Removing Lockers from Stations/Alternatives
  
- XII. Carrying Weapons at DRB's Brewster

dkbj:/chinv/labormgt retreat

# PLEA FAX MEMO

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**DATE:** February 4, 1999  
**TO:** Dave Brewster, Executive Assistant Chief  
**FROM:** Terry Sills, President  
**SUBJECT:** L/M AGENDA ITEMS

Meeting Scheduled  
for 2-10-99  
1:30 P.M.  
Chiefs Conf. Room

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- |    |   |            |
|----|---|------------|
| 1. | Closure of public records   | Wooldridge |
| 2. | Academy training records  | Wooldridge |
| 3. | Supervisory counseling – copies of initialed counseling                       | Wooldridge |
| 4. | 1999-2000 New years issue   | Wooldridge |
| 5. | Documentation of adverse material used in EPAR's, discipline, transfers, etc. | Bolton     |
| 6. | Photos of officers in Precinct  | Bolton     |
| 7. | Uniforms  | Sills      |
| 8. | PERF – DOJ L/M presentations  | Sills      |
| 9. | Driving policy  | Sills      |