

LABOR MANAGEMENT RETREAT

Omni Tucson National Golf Resort and Spa

Tucson, Arizona

December 9 through 11, 1998

Agenda

Wednesday, December 9, 1998

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|---------------------|---|--|
| 1130 – 1300. | Registration | |
| 1300 – 1315 | Welcome | Police Chief Harold L. Hurtt
PLEA President Terry L. Sills |
| 1315 – 1445 | Review 1997 Retreat Issues | |
| | A. Human Resource Bureau | Director Gerald P. Richard II |
| | B. AWR Program | Assistant Chief Gerd J. Kurtenbach |
| | C. Physical Fitness (modules & fitness for duty) | Phoenix Law Enforcement Association |
| | D. Training (Academy staff & financial needs) | Phoenix Law Enforcement Association |
| 1445 – 1500 | Ice Cream Social | |
| 1500 – 1600 | Perspectives | Police Chief Harold L. Hurtt
PLEA President Terry L. Sills |
| | A. How is the labor/management relationship? | |
| | B. What can each do to significantly improve 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? | |
| 1600 – 1630 | Internal Relations Committee Report | Assistant Chief Cecile T. Woodward
Assistant Chief Gerd J. Kurtenbach |
| | A. Periodic disciplinary summaries | |
| | B. Other issues | |
| 1630 – 1645 | Day/Night Child Care | Executive Assistant Chief David C. Brewster |
| | A. Need or interest | |
| | B. Will it recruit sworn or civilian employees? | |
| | C. Cost sharing – PLEA, City, others? | |

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Thursday, December 10, 1998

0730 – 0830	Breakfast	
0830 – 1000	Discipline Issues	Assistant Chief Cecile T. Woodward Executive Assistant Chief David C. Brewster PLEA Vice President Levi Bolton
	A. Matrix	
	B. Investigative Review Process	
	C. Disciplinary Review Board (DRB) protocol	
	D. Hearings for probationary employees	
	E. Deception versus a lie is a lie versus immediate correction	
	F. Alternative discipline	
	G. Miscellaneous	
1000 – 1015	Break	
1015 – 1100	Discipline issues (continued)	
1100 – 1130	Weapons at DRB	Executive Assistant Chief David C. Brewster
1130 - 1230	Lunch	
1230 - 1300	Ways to get senior officers working nights/weekends	Police Chief Harold L. Hurtt
1300 – 1330	Precinct station expansion	Assistant Chief Timothy J. Black Assistant Chief David L. Bennett
1330 – 1400	Shadowing Program	Detective Kim D. Charrier
1400 – 1430	Deferred Retirement Option Plan (DROP)	PLEA Secretary Ronald A. Snodgrass
1430 – 1500	Tobacco/Tattoos	Executive Assistant Chief David C. Brewster
1500 - 1515	Break	
1515 –1645	Uniforms	
1700 - 1815	Volleyball	
1830 - 1900	No Host cocktails	
1900 - 2100	Steak Fry	

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Friday, December 11, 1998

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|--------------|--|-------------------------------|
| 0800 - 0900 | Breakfast | |
| 0900 - 1015 | Positive Image Marketing Plan | PLEA President Terry L. Sills |
| 0930 - 1015 | Miscellaneous | |
| 1015 - 1030 | Break | |
| 1030 - 12:00 | Future? Where is L/M headed? Expectations?
Common goals? General wrap-up on retreat and
new issues to address for 1999 | |

PRPAPILM-AGNDA

Revised 11/2/98

11 DEC 98

3RD + LAST SESSION

UNIFORM

BLACK - GO PRACT BY PRACT

"DO TENG IN PRACT IF POSSIBLE"

3 MON OCT - 3 MON APR (UNIFORM - CHANGE OVER)

AFTER
CAUCUS

BALL CAP - 1/2 AROUND W/D

C-UNIF NOW TO 3RD WK / APRIL 99

CLASS D - COVERS UTILITY UNIFORMS - BREWSTER

(11-1-99 WEAR OUT DT)

TERRY - PROMOTING OUR PEOPLE - IMPACTING
THE JURY POOL

BUCHANAN 1 MAIZ

VALARIO SUMMER

JUST A THOUGHT ARTICLE

COURTESY CARDS

SUMMARY

- ~~KEEP~~ REVIEW PANEL / UNDER
DISCIPLINE INTERNAL
MATTIX. RELATIONS