



PHOENIX LAW ENFORCEMENT ASSOCIATION

RECAP

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The Official News Magazine of the Phoenix Law Enforcement Association

A MESSAGE FOR PHOENIX COUNCILMAN SAL DICICCIO

Unlike national labor unions and police management fraternities that Councilman DiCiccio is focusing on, the Phoenix Law Enforcement Association is not beholden to a detached national east or west coast union agenda but the local success of our City. PLEA is directed by Phoenix Police Officers who are members. In addition, like City Council members, PLEA members are also accountable to fellow taxpaying community partners who live with us in our neighborhoods. This is why, along with holding all levels of police employees to the same high standards as well as aggressive representation for rank-and-file officers and detectives, PLEA makes community partnerships a top priority.

PLEA has neither the desire nor the mandate nor the authority nor the time to “take over City hall” as Councilman DiCiccio has communicated to our neighbors. Perhaps it will be helpful to remind Councilman DiCiccio that PLEA....

- ...for the first time in the history of the City, facilitated a 3.2% wage and benefit concession in order to overcome the budget crisis that impacted our families around the Valley.
- ...worked with the City to modify retiree health care benefits. A change was made from a defined benefit (unfunded liability) plan to a defined contribution plan (pay as you go) in order to assist the City with GASB 45 (government accounting standards board) concerns. PLEA assisted the City's unfunded liability financial reporting requirements. Our partnership with the City in this situation maintained the City's bond rating and subsequently the continuation of vital City services.
- ...with other public employee groups provided the City over the past two years \$20M in healthcare trust fund money (funds that belong to public sector employees).
- ... in 2000 publicly opposed and subsequently stopped Phoenix Police sergeants and lieutenants from “spiking” their pensions like City management (ex. Frank Fairbanks) is allowed to do. “Magically” renaming accrued sick leave as pensionable income is disingenuous to the taxpayers, harms the pension and is violates the rules of the Public Safety Personnel Retirement System (PSPRS).
- ...worked with the State Legislature to address much-needed pension reform in the form of increased contributions, lower cost of living adjustment, increased length of service, and loss of pension for felony convictions to name a few.

- ...works with City and State legislators to continue to protect state-shared revenues. This funding is crucial in maintaining City services for the vulnerable in our community – the elderly, disabled, and youth.
- ...promoted the rule of law through support of SB1070. With our cops and Hispanic community partners feeling the blunt and brutal result of the lawlessness and loss of life connected with the crime of illegal immigration, PLEA's goal was to facilitate the success of our local federal immigration partners through a discretionary, lawful, proactive phone call to ICE. Perhaps this is a reason for a 30-year low crime rate in Phoenix.
- ...makes charitable giving to the community a priority. Some of PLEA's community investments that Mr. DiCiccio might be unaware of include:

- Special Olympics
- Sojourner Center (domestic violence shelter)
- St. Vincent DePaul (poor and homeless)
- River of Dreams (outdoor adventures for persons with disabilities)
- Sheriff's Youth Assistance Foundation
- Downtown Urban Community Kids (DUCK)
- Kids Street Park
- Silent Witness
- Apprenticeship to Jesus community garden (on PLEA property)
- Cesar Chavez Foundation
- NAILEM
- Require the Prior
- Phoenix Police Explorers
- Mothers Against Drunk Drivers (MADD)
- Espiritu NFL Charter School (underprivileged South Mountain students)
- Judicial Watch (government transparency)
- Arizona Black Law Enforcement Association (ABLE)
- Franklin Police/Fire Academy
- Teleos Prep Academy (inner city charter school)

Continued on page 2.

A MESSAGE FOR PHOENIX COUNCILMAN SAL DICICCIO

Continued from page 1.

- Private citizen donation (drowned child)
- United We Stand (military fund raiser for US troops in Afghanistan)
- Maryvale Revitalization Corporation
- Tour de Force (support for 9-11 families)
- Camp Kesem – ASU (children whose parents have cancer)
- NAACP scholarships
- Rewards for citizens' assistance
- Private medical assistance for citizen without insurance
- Leukemia & Lymphoma Society
- Parents of Murdered Children
- Needy children in Pinal County (PCSO)

Surely Mr. DiCiccio understands the unique job and commitment of those public employees who run TO gunfights and TOWARDS conflict. Surely Councilman DiCiccio realizes that it is not only immoral but illegal for Phoenix Police Officers to strike. Surely Councilman DiCiccio doesn't expect Phoenix Police Officers to enforce the rule of law for free. Surely Mr. DiCiccio doesn't believe the reasonable protections, pay, and benefits negotiated by PLEA for Phoenix Police Officers are in any way capable of bringing fallen officers back from the dead or mending the deep scars of those injured while "stepping in the gap" or filling the huge personal holes in the lives of our police families who have been devastated by the unique and constant dangers faced by law enforcement. Surely Councilman DiCiccio knows he can continue to come to the PLEA office to discuss common sense solutions to pressing problems that our City faces. Surely Councilman DiCiccio understands that regardless of economic downturns or upturns that impact the private sector of our City, PLEA's public safety members won't stop in assisting him and his peers on the Council with the needs of our community partners.

Surely Councilman DiCiccio knows he can continue to come to the PLEA office to discuss common sense solutions to pressing problems that our City faces.

Past practice is a reliable indicator of future performance. Because of this, it's PLEA's hope that Mr. DiCiccio will have the assurance that the Phoenix Law Enforcement Association will continue to protect people and police and will not stop giving back to our communities despite the convenient, caustic political rhetoric that can so easily overshadow PLEA's tireless commitment to our community.

2011 PLEA Board Installation Reception

All members are invited to attend the Hosted 2011 PLEA Board Installation Reception. We will pay tribute to outgoing Board Members and meet the newly elected 2011 PLEA Board.

When:

September 22nd, 2011 11:00 AM - 2:00 PM.
(Program from noon to 1:00 p.m.)

Where:

Bentley Projects
215 E. Grant St., Phoenix, AZ 85004

Event Emcee

KFYI Radio talk show host Mike Broomhead

Special guest speaker Pinal County Sheriff
Paul Babeau

Please RSVP by September 12, 2011 to the PLEA office @
602-246-7869

**NOTE: the PLEA Office will be closed on September 22nd,
2011 from 10:00 till 2:00 p.m**

Membership meetings are the last Tuesday of each month at 7:30, 12:30, and 5:30.

Board meeting is held the 3rd Tuesday each month and members can attend at 8:30 am.

BENEFITS TO MEMBERS

Aflac Rep, Debby Tornberg, is available to meet with members at a place and time convenient to them.
She can be reached at 602.214.4686.

Hester, Heitel & Associates Exclusive group insurance offers to PLEA Members only for homeowners, and auto and liability.
Please call Mark or Loretta at 602.230.7726

Tom Jonovich Financial & Retirement Planning Sessions
3rd Thursday each month at PLEA Office 10am - Noon
602.954.5025 or 602.989.3560

Rep from Nationwide will be in the PLEA Office the 4th Thursday of each month to assist with Deferred Comp, 401(a), or PEHP and updating your beneficiary.
Call Kathleen Donovan @ 602.266.2733, x 1161.

NEW TATTOO POLICY MAJORING ON THE MINOR

by Will Buividas
Chief Contract Negotiator



As our modern American culture evolves, our police culture can often times lag in keeping pace. The wearing of tattoos is just one example of this dynamic. The history of tattoos dates back thousands of years and they have been used for everything from body art, identification symbols and as symbols in warrior cultures.

In the last 50 years the tattoo was often looked upon as a negative. Tattoos were associated with a rougher sub-culture such as "military types," longshoremen, construction workers and bikers to name a few.

Fast forward to the present day and it seems that people from every socio economic strata of society are getting tattoos. Tattoos are looked upon as a form of body art to be shown off and as such have lost much of the social stigma they once had. Don't believe me? Look no further than your local Toys R' Us where you can buy a Tattoo Barbie for your daughter.

As stated in a recent ENS, the Department is changing the long standing tattoo policy effective the end of August. I guess this is the biggest issue we have on the Phoenix Police Department; it appears that the Department is still in shambles with no leadership and scrambling for direction. The 4th floor originally wanted to change the policy in **April of 2009**. PLEA was successful in getting this new tattoo policy delayed for over 29 months or **almost two and a half years!** The bottom line is even though the

4th floor has, in effect, given silent assent to officers getting tattoos and allowed the officers to show the tattoos on their arms and hands for over 10 years, there is nothing that prohibits them from reversing their past practices on this particular issue. Management appears consistently inconsistent and the hard working officers are the ones who get the shaft once again.

This new policy is the brain child of recently retired Assistant Chief Andy Anderson. Thank you Andy for another poor decision as you walked out the door - a decision that affects rank and file officers left behind on the street. We're still hoping that interim Police Chief Joe Yahner will have the leadership ability to quash this ill-advised policy. I guess ten years of past practice means nothing to the 4th floor. The bottom line is that court rulings on the issue are very clear; the Department has a right to force officers to cover up tattoos regardless of any past practices. Question: Will the City mandate all Phoenix employees adhere to this tattoo policy or just those who run to gunfights?

PLEA offered many reasonable compromises such as grand-fathering in existing tattoos and making officers cover up new ones, among other suggestions. The 4th floor demonstrated their unwillingness to compromise at every turn and refused to move a single inch with regard to their position. You won't be required to cover a tattoo as long as it can be covered by a 3 x 5 card. Like his predecessor, interim Chief Joe Yahner seems to be focusing on the same policies that do little to make the Phoenix any safer. Oh, and by the way, the fourth floor has yet to share with PLEA a single verified complaint from citizens regarding tattoos on officers. Let's keep putting Band-Aids on major wounds while the Department continues to major on the minor.

Survey Time!



by Will Buividas
Chief Contract Negotiator/
Phoenix Pension Board Trustee

NOTE: This is the second of a series of articles, leading up to contract negotiations that commence in January 2012. Please take the time to read these articles as I will break down our Meet and Confer process.

Recently, every member of PLEA should have or will receive the 2011 PLEA Membership Survey. This survey is the first step in putting together proposals and preparing to negotiate the new contract. The negotiations team takes information received from every survey and puts it into a database to get usable results that can help us negotiate more effectively on your behalf. While it should probably go without saying, your input on these surveys is taken very seriously. The priorities of the negotiations team will be consistent with the results of the survey. You might notice some additional questions on this year's survey that have not been on previous surveys, most notably asking about additional concessions.

Please be advised that PLEA is not advocating the taking of additional concessions; however, it is extremely important to know exactly where the membership stands on this topic prior to entering negotiations in January.

As you are also aware, the upcoming Mayor and Council race will help decide the tactics the City will use against us in upcoming negotiations. The City may try to significantly reduce our wage and benefit package depending on who gets elected to Council and Mayoral positions that are up for election.

Please take the time to fill out the survey, so PLEA can get a good read on where you stand on the issues. Your voice is extremely important. Failing to fill out the survey gives less input for the Association to go off of in determining the desires of the membership at large. Also, please vote and encourage your family members to vote in order to make your voice heard in the upcoming Mayoral and Council elections at the end of August.

Next month look for a detailed article on our Meet and Confer ordinance that will lay out the parameters of our bargaining process.

As police deaths mount, what

by Chuck Remsberg
Editor in Chief, Force Science News

It's a bloody year for cops so far. At the end of June, total duty-related fatalities in the U.S. are up 8% compared to the same time last year, according to preliminary figures from the National Law Enforcement Officers Memorial Fund. Officer murders from gunfire are spiking an alarming 38% increase. If trends hold through the second half of the year, we could see the worst annual toll in a decade.

What behavioral factors may be influencing this disturbing surge--and, specifically, what can you do right now to best avoid becoming one of the grim statistics?

We consulted 3 prominent trainers with Force Science credentials for their recommendations. Here's their compendium of proactive safety measures you can follow immediately, at no cost, and with no complicated training to protect yourself and fellow officers. It's a no-excuses list, highly appropriate for roll-call reinforcement.

What do you think? If you have additional points from your own experience or observation you'd like to share, we'd like to hear them at: editor@forcescience.org.

1. DR. BILL LEWINSKI, executive director of the Force Science Institute and the foremost researcher of the human dynamics involved in deadly encounters.

"From an overview of shootings this year, it's possible to identify at least some fundamental elements of officer safety that officers have disregarded, resulting in their being caught by surprise in untenable positions by offenders who wanted to kill them," Lewinski notes.

"You don't need to be paranoid to survive on the street, but you do need to build certain critical basics of caution into your repertoire that you simply do not deviate from in any of your contacts." Among them:

- **Respect the speed of attack.**

"The average suspect can present a gun--from a pocket, from a waistband, from a vehicle console, from his side, from under his body--and fire in any direction in just one-quarter of a second. That's faster than the average officer can shoot, even if his weapon is on target, his finger is on the trigger, and he has already decided to fire. That's because of the time it takes to mentally process and impel a reaction to the suspect's action."

He cites cases earlier this year in which suspects in less than a second were able to gun officers down, and in one confrontation 2 officers standing in close proximity apparently were shot in that brief flicker of time before either could respond.

"Remembering the potential lightning speed of an attack will affect all your behavior in approaching and conducting a suspect contact, from your use of cover to your tactical positioning to your verbal commands to your state of alertness," Lewinski says.

"It doesn't matter on a vehicle stop whether you approach from the driver's side or the passenger side if you position yourself directly in front of the driver's or passenger's window and make yourself an easy target. You can be shot there before you can blink.

"Likewise, if you don't monitor and control a suspect's hands from the outset, you're only worsening your reactive disadvantage."

- **'Read' to live.**

Force Science experiments in Northern Ireland have shown that officers who are best able to defend themselves generally are those who can accurately "read" suspect behavior that preshadows an attack. "The most skilled officers, using their training and



experience, tend to know where, when, and how a threat situation is going to unfold," Lewinski says.

"If you're attentive to physical movements and verbal cues, which are sometimes subtle, you often can detect and then defuse or suppress potential threats before you get caught behind the reactionary curve," Lewinski says. "This requires continual assessment of your subjects and your surroundings, evaluating what they're doing, what they're saying, where and how they're moving, and what's going on around you.

"Before you can assert or maintain control, you have to be aware and not in a state of denial or inattention. Some officers, unfortunately, do not even acknowledge that something as blatant as an armed subject refusing to comply with commands is a strong threat cue."

- **Avoid verbal traps.**

"We've all seen dash-cam videos of officers standing in the open and repeatedly yelling commands to 'Drop the gun!' at non-compliant, threatening offenders," Lewinski says. "The officers are not using the deadly force that they're legally justified in using, and they're not doing anything else--like moving to cover or withdrawing--to gain a tactical advantage.

"These officers get caught in a repetitive verbal loop because they perceive they are losing control of the situation and they can't figure a way out. They are tactically frozen.

"You can't think creatively at the moment you're confronted with the possibility of your own death, especially if you've never been in a similar situation before. Your preparation must come before the event. And that means experiencing an abundance of realistic, force-on-force scenarios, performed at gunfight speed, even if this training has to be done on your personal time. This will embed options you can call forth when you need them so you don't just keep yelling at an offender who isn't listening."

- **Train your mind.**

One low-cost, easily conducted training technique for overcoming tactical freezing that Lewinski likes is hooded drills--if they're done correctly. "The idea isn't to immediately bombard you with such intense and challenging stimuli that you're overwhelmed with fear, and then call it 'stress inoculation.'

can you do now to stay safe?

“The most productive approach is to start with scenarios that are less urgent, where there’s some time for you to practice reading a situation, evaluating suspect behavior, and then making tactical decisions. As you get more skilled, your training partners can push the urgency, gradually introducing more intensity.

“The focus should not be merely inflicting stress. It should be on your mind, on getting you adept at quickly evaluating situations, detecting potential threats or not, and employing appropriate options. This takes many exposures on a continuing basis, not just 1 or 2 exercises in the course of a year.”

2. BRIAN WILLIS, a former Calgary (Alberta) officer and trainer, president of Winning Mind Training, and a certified Force Science Analyst. Willis is a leader in the campaign initiated by Law Officer Magazine to reduce the yearly toll of LEO deaths in this country to below 100, a goal that has not been achieved since 1944.

The Below 100 drive focuses on 5 basic tenets, simple concepts that Willis refers to as the “low-hanging fruit” of law enforcement behavior modification--“things any officer can easily make a part of his or her daily performance that will have a profound cumulative effect.”

• *Wear your seat belt.*

“Over the years, we’ve used officer safety as an excuse not to strap in for fear of being trapped in an ambush,” Willis says. “In reality, very few if any officers have been murdered because they couldn’t release their seat belt quickly.

“Yet it’s confirmed that nearly 40% of officers killed in vehicle collisions were not wearing their belts, and many of those lost lives undoubtedly could have been saved. Risk manager Gordon Graham, formerly of the California Highway Patrol, estimates that faithful seat belt use could cut line of duty deaths by at least 30 immediately.”

• *Wear your vest.*

“More than 3,500 officers’ lives have been saved by soft body armor,” Willis says, “yet about half of all active officers don’t consistently wear their vests. Even in agencies with mandatory-wear policies, the policy is often ignored and unenforced.” One study reports that the vast majority of agencies--90%--do not regularly inspect officers’ vests to ensure that they fit and are properly maintained, conveying an attitude of indifference.

“We need to start calling out officers who show up at roll call without their vests and insist that they get them on before they go out on the street,” Willis believes.

• *Watch your speed.*

Officer fatalities from traffic mishaps are actually down this year compared to last, but many cops still are “driving way too fast to calls that are minor in nature,” Willis says. “Four in 10 fatal crashes of law enforcement vehicles involve a single vehicle striking a fixed object off the roadway, usually an indication of driving too fast or too fast for conditions and losing control.”

Sometimes it’s not the driver who’s the victim. He cites one case in which an officer was driving 100 mph in a 45-mph zone in response to a shoplifting call. He struck a fellow officer who was on foot picking up flares from a previous collision and killed him, before slamming into a telephone pole. That driver officer is now serving a 17-year term in prison.

• *Decide ‘What’s Important Now’.*

This is Willis’s signature concept. “It involves continually weighing your options and determining what best advances your

goals,” he explains.

“Do you rush in to make an arrest, or wait until you have backup? Do you end a pursuit when the risk is too great, or stay in it regardless? Do you engage in a foot chase or a foot-surveillance? Do you talk or do you fight? Do you close the gap and use empty-hand control, or maintain distance and use an intermediate weapon. Do you shoot or not shoot?”

“Deciding what’s most important right now, given the circumstances you’re facing, allows you to prioritize your behavior. It affects every aspect of your life, on duty or off.”

• *Remember: Complacency kills.*

“Reflect on the way you’re doing the job,” Willis suggests. “What has become ‘routine’ in your practices? What does complacency look like in your life, and how can you change your mindset so you can be on active patrol at all times? This is vital self-assessment that needs to occur on a regular basis.”

Also, he urges, “watch for signs of complacency in other officers and bring it to their attention. We need to care enough about each other to challenge dangerous behavior rather than let it pass. Ignored behavior becomes condoned behavior, and the cost too often is tallied in officers’ lives.”

3. BOB “COACH” LINDSEY, a certified Force Science Analyst, retired colonel from the Jefferson Parish (LA) SO, and creator of the popular training course, “Mental Preparation for Winning & Surviving on Duty and Off-Duty.”

In Lindsey’s view, reducing officer fatalities boils down to 1 simple question: Are you willing?

“Today,” he says, “we have the best trained, best equipped officers in history. Every one of them can keep a seat belt buckled while their car is in motion, can wear a protective vest even if it’s uncomfortable, can be alert for pre-attack cues that usually precede violent acts, can intervene to correct a fellow officer’s dangerous tactical errors...but there’s a critical difference between ability and willingness.

“We have a professional obligation to be willing, a personal responsibility to be our own best bodyguard. We are compelled to have better training and stronger conviction than the armed adversary we confront. If that adversary finds us unsure, not prepared to react, hesitant but he is willing to kill without hesitation, who’s going to win?”

“You won’t have time in a life-threatening situation to decide if you are willing. You must do that beforehand and repeatedly confirm your determination through self-talk, visualization, pre-planning, and the mastery of tactical options as part of your preparation for combat.”

“Most officers, God willing, will never meet lethal competition. But we all must stand ready and willing when that moment does come to address and stop the threat and to return home safely to our loved ones at the end of shift.”

Editors note: The following article was reprinted with permission from the Force Science Institute.

TO FI OR NOT TO FI, THAT IS THE QUESTION...

by Franklin R. Marino
PLEA Chairman



As we have passed the halfway point of what has already been a tumultuous year for the Phoenix Police Department, we have found ourselves in yet another crisis. This has prompted a generation of e-mails through the chain of command and an appeal from Chief Yahner in a recent PPD Online video to find a resolution. This current crisis notes the fact that Field Interrogations (depending on your length of time on the Department) commonly referred to as FI's, Field Interview Cards, Combination Reports, Combination Cards, Form 36, or simply, 36 cards are down nearly 32% this year.

The face of the FI Card, which resembles the header of a PACE worksheet is familiar to anyone who works or has worked patrol. At some point in time, every one of us have carried a stack of FI Cards held together with a binder clip in a shirt or vest carrier pocket in conjunction with other related cards, including Miranda Warnings, Photo Lineup Advisement, Curfew, FST, etc. Shortly after rolling up on a scene, they come out so we can start jotting down pertinent information.

Depending on the type of call we're working and what Department Policy states, at some point in time the information we write on an FI Card is eventually used when we disposition the call. If it's a number two, or no action required, we should at a minimum, put the person's name and date of birth into the remarks section. If it's a number seven, or other, then we actually enter a Field Interrogation into PACE. If it's a number six or report, then we take that information and either dictate it to the Voice Writer, a PACE secretary, or direct enter the report ourselves.

While specific department policies state that investigative results of particular incidents will be documented on a Combination Report, by its nature, the FI Card can be a wealth of intelligence. Just ask any officer doing a workup for an action plan or a detective working an investigation. Many times, the only information we have in PACE on a person or vehicle is stored in PACE on an FI Card. This information may have been obtained through a consensual contact, traffic stop, or a call where the person may not have committed a crime, but the responding officer had enough sense to document the contact. Since many criminals are transient in the sense that they move around the city, updating their

PACE jacket by completing a combination report any time they are contacted helps detectives keep track of their movement and may assist in solving a particular case. By the same token, people who may not necessarily be involved in a crime as a suspect, but may have knowledge of the crime, or actually witnessed the incident have been tracked down by detectives because a particular officer entered an FI Card into the system after a contact with that person.

Over the years, the FI Card has been part of a cycle of varying degrees of importance in the Phoenix Police Department. Back in the days of the old paper worksheets, you always wanted a large number of FI Cards at the end of the shift because it added to your monthly recap. When we eliminated paper worksheets and began completing Patrol Activity Logs on the MDT, the importance of the FI Card dropped because they weren't tracked the same way under the paper worksheet. For that matter, unless people actually entered arrest or citation information into the system, none of that would show up in your recap. When this happened, a cry went out to Patrol that the number of FI Cards was down, so we started doing them again. Back then, you had the option of entering them through the old CAD program, or you could wait until you got back to the station and enter them into PACE. The major difference was that the CAD mask was an abridged version of PACE and you were limited on how much information you entered, particularly in the narrative.

While opinions vary, another "helpful" feature was the routing code, which made sure the FI Card went to a specific agency, City department, precinct, or investigative detail. If you contacted a person in an alley at o'dark-thirty and they were a known burglar, you could document the contact and send it directly to a burglary detective. If a subject had a PACE index showing they were in Scottsdale's or Glendale's systems, you could forward the information to them. At the time including a routing code was optional, but since certain details said they weren't getting needed information, it was asked that they be included on all entries. Vehicle model information had to match NCIC codes, which very few officers knew, so many FI Cards were rejected. Most officers simply entered vehicle information without the model field.

While the vehicle model issue has yet to be resolved, a similar issue arose from the routing code requirement. As I mentioned earlier, many officers did not know them, so a list was provided to make this task easier. However, with internal changes within the Department where bureaus/details changed, were renamed, consolidated, or were outright eliminated, the routing codes changed. As in the past, lists weren't updated, so people stopped using them. Does anyone see a pattern or trend here? (Hint: you will see it again very soon!) The fix at that time was to update the list and include the routing code of "NONE" as an option. This way, even though there wasn't a routing code, an FI Card could be entered in the system and would still be able to located through the various PACE submenus. One would think the problem was solved once and for all, however, once again, details said they weren't getting information. Now the powers that be made a decision where "NONE" was no longer a valid option. Despite this command decision, one small factor was overlooked; some of the commonly used routing codes were no longer valid. This left officers with

two options: 1. Enter a random routing code that was in no way related to the type of incident or its location. 2. Don't bother entering an FI Card at all since it's too much trouble.

Shortly after this change was implemented, I recall an officer being called into their sergeant's office over their FI Card entries. Evidently, since a particular routing code wouldn't take, the officer decided to use one that did. Someone sent the sergeant a nasty gram telling them they were tired of receiving these FI Cards that weren't related to their detail. The officer received a coaching and came to the conclusion that it was simply easier to not enter any FI Cards.

Fast forward to our new multimillion dollar CAD system that doesn't have an FI Card interface function, but forces you to use PACE. Granted, you can access PACE through the MDCs, but problems with network connectivity and time outs often result in and inability to enter FI Cards, or incomplete entries. Remember the trend I mentioned earlier? The routing code issue still hasn't been resolved! I brought it to my precinct commander's attention and within a few days, all Patrol squads were provided with a list of routing codes. The kicker is that it was only a partial list dating back to 2008.

The bottom line is this: The Department has taken what is supposed to be a simple process and turned it into a time consuming and difficult task. More importantly, officers are being penalized with coaching's and counseling's for the failures of a broken system. If they want us to increase our FI Card numbers, then revamp the system so it isn't so difficult to enter them into the system. Make it more user friendly through the use of drop down menus for vehicle makes and models and make a decision on whether or not routing codes are necessary. If they are, then provide us with a list that is readily accessible, current, and regularly updated. Until then, the thought process will remain "To FI or not to FI... That is the question.

LAW OFFICES OF MICHAEL NAPIER, P.C.

MICHAEL NAPIER has been representing Phoenix officers for over 32 years. Mr. Napier is one of the most experienced labor and personal injury attorneys in Arizona. Mr. Napier has represented hundred of officers before administrative bodies throughout Arizona, and has assisted critically injured officers and the survivors of the officers in obtaining compensation for their injuries and losses.

ANTHONY COURY has focused his 9 years of practice primarily on personal injury and wrongful death lawsuits in which he has served as plaintiffs' counsel. He has experience in cases dealing with dram shop liability, negligence, governmental claims and products liability including service as counsel on the litigation team for Phoenix Police Officer Jason Schechterle.

KATHRYN BAILLIE was born and reared in Phoenix, Arizona, completing her undergraduate degree at Arizona State University. She served as a J.A. for the Third Circuit Court and then worked as a Public Defender in the Commonwealth of Kentucky before joining the Law Office of Michael Napier, P.C. She has worked with Michael Napier on personal injury and wrongful death cases, dram shop liability, negligence, administrative, disciplinary, and other employment matters.

JAMES P. ABDO was born in Omaha, Nebraska. He earned his undergraduate degree from the University of Rochester in 1984 and his Juris Doctorate from the College of Law at Arizona State University in 1991. Mr. Abdo served as an Assistant Attorney General for Arizona before entering private practice as a partner at two major Phoenix law firms, where his practice focused on commercial litigation of all types. He has extensive experience both representing government bodies appearing before numerous state, county and city agencies in numerous licensing, procurement and labor/employment matters. His practice also includes the formation, counseling and representation of business entities, the drafting of a wide variety of real estate and other contract documents in addition to litigating disputes arising out of contracts.

In addition to the full services provided to PLEA members to protect their careers, the Law Offices of Michael Napier P.C. provide the following:

Personal injury recovery (on or off duty); experienced representation at a reduced fee;

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Free probate of officer's estate for line-of-duty death; Free consultations to members on any matter, and

Referrals to attorneys or specialists for matters not handled by the firm.

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Fallen Hero

Phoenix Police Officers



Phoenix Police Officer
John Davis
August 6, 1982



Phoenix Police Officer
Eric White
August 28, 2004



Phoenix Police Officer
Jason Wolfe
August 28, 2004



PHOENIX LAW ENFORCEMENT ASSOCIATION

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Clark Schwartzkopf • Rick Simonick • Frank Smith
Kevin Smith • Rusty Stuart • Tom Tardy • Mike Walsh
Rob Warren • Valerie Whitchurch

If You Have A Grievance

FIRST: Attempt to resolve the matter informally with your supervisor.

SECOND: If you cannot resolve this with your supervisor, contact one of the representatives above.

REMEMBER: There are time limits to initiate a written grievance.

If You Are Being Investigated

RECORD: All interviews once you have been given an NOI.

COPY: All memos or paperwork related to the investigation.

TRUTHFULLY: Answer all questions related to the investigation.

If you are called by Professional Standards Bureau or any police supervisor regarding an investigatory interview or interrogation, you may have PLEA representation during that interview.

Call for representation as soon as possible. For your convenience, a PLEA board member and representative are available 24/7.

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