



SO... WHERE DO MY DUES\$ GO?

By Joe R. Clure
Treasurer

In the November 1997 Recap, past PLEA Treasurer Sam Wooldridge wrote an article for the Recap titled "So...Where Do my Due\$ Go?" He wrote this article as a result of several members asking that very question. I am sure most of you have wondered the same thing so, I will try to provide the answer. I will utilize the same format as Sam did because it provides both a simple yet illustrative explanation of the

PLEA Budget.

Once a year, the PLEA Board of Trustees gets together for its annual conference. The main focus of this conference is to develop a working budget for the upcoming fiscal year. Prior to this meeting, the PLEA Treasurer and Accounts Manager meet to analyze the current budget, and prepare a trial budget that the Board tweaks during our conference. The Board takes into consideration the necessary cost of running the association and then, if funds permit, looks to improve member benefits based on the expressed input of the membership. Several years ago, PLEA set out to make our dues consistent with the national police union average of 1-2% of top base pay. We have reached 1% of top base pay and future dues increases should need to only adjust with pay raises. The budget was presented to PLEA members at the August membership meeting.

In this finalized budget, every dollar that PLEA receives in dues money is dedicated to fund all the different benefits and services that PLEA offers to you. An analysis of this year's budget was the method I found that would be the best way to illustrate how PLEA puts your dues monies (currently \$60.36 a month) to work. With that said, I will now break down all of the major components of PLEA's budget, and attribute the approximate portion of your dues money that is earmarked for each component.

BUILDING EXPENSES: This includes the mortgage payment, utilities, maintenance, and alarm system.

Cost charged against your monthly dues: \$4.53.

OFFICE EXPENSES: This includes office equipment, copier service, pagers, telephone service, office supplies, computers and computer upgrades, postage, and numerous other smaller items that keep this and every other full time office going.

Cost charged against your monthly dues: \$1.95.

OFFICE SALARIES: This includes the salaries, benefits, and taxes for the five office employees who handle all sales and administration of cell phones, pagers, vacation packages, and assorted PLEA merchandise. This also includes a myriad of other PLEA administrative programs (i.e. TAPS & PLEA Charities) and tasks that they are required to perform, plus the sales and administration of over, \$200,000 a year in various amusement park tickets. In

addition PLEA staff services approx. 5,000 cellular phones on behalf of the membership.

Cost charged against your dues \$9.93.

BOARD OF TRUSTEES: This section includes the fees paid to your elected board members for the PLEA time spent above and beyond their normal forty-hour work week. Currently, non-full time board members, not on stand-by, do not receive overtime for the many hours spent on their own time representing members. This section also compensates for the cost of operating the board members' personal vehicles while on PLEA business and the lease on the Association vehicle. The Board consists of 11 members. It also funds Labor-Management Conferences and board meetings.

Cost charged against your monthly dues: \$5.46.

SEMINARS/CONFERENCES: PLEA is responsible for representing its members in all aspects of the employment environment. This includes, but is definitely not limited to, the administration of the MOU, all city policies, the Fair Labor Standards Act, the Family Medical Leave Act, and the handling of all forms of grievances (disciplinary and contractual). This section pays for sending board members to various training sessions throughout the country so they can adequately perform the above function.

Cost charged against your monthly dues: .76 Cents.

PROFESSIONAL SERVICES: With a budget as large as ours, PLEA must contract services from various business professionals to properly handle our finances. These people include a Certified Public Accountant to handle our tax reporting, a professional accountant to monitor our internal books, and a professional to service, maintain and upgrade our computers. PLEA also retains the services of a public relations professional, Bartholomeaux Public Relations, LLC ensures that PLEA members issues and concerns are heard in our community. And lastly, to ensure your concerns are carried forward in the national, state and local political process we have the services of two full-time lobbyists in Williams and Associates and Levi Bolton.

Cost charged against your monthly dues: 3.42 Cents.

INSURANCE: Like every other corporation, PLEA must insure itself from past, current, and future financial liabilities. This includes property liability, vehicle liability, errors and omissions liability, and the bonding of all employees who handle PLEA funds. Additionally, in this category each member receives a PLEA life insurance policy of \$10,000 life, \$30,000 accidental death & dismemberment, and \$50,000 line of duty death benefit. Added this year is the only-of-its-kind workers compensation/Industrial legal coverage through PORAC. This allows you to receive the benefit

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of an attorney should you have an Industrial injury case.

Cost charged against your monthly dues: \$6.75.

LEGAL: To handle all of our legal work, PLEA has always had an attorney on retainer. PLEA expanded its legal team with the addition of four attorneys and staff to the law firm of our founding Attorney, Michael Napier. These five attorneys handle everything from reviewing and approving all the contracts that PLEA must enter into, to representing members at the Civil Service Board and the Association in Superior Court. In addition to this, PLEA also pays the cost for a member's initial consultation with a criminal defense attorney if the member becomes the target of a criminal investigation. Recently the membership has called for expanded representation in the area of AZPOST, and Retirement issues.

Cost charged against your monthly dues: \$15.72. (This does not include the \$5.00 legal defense fund fee.)

DUES: PLEA cannot fight all the battles we need to fight all by ourselves. For this reason, we have joined forces with two larger police officer organizations. These are the Arizona Police Association (APA), and the National Association of Police Organizations (NAPO). These organizations give us a louder voice in both local and national politics. With the threat of possible attacks on our pension and other legislative concerns, the APA has retained retired Phoenix Police Officer, and former PLEA Secretary Brain Livingston as its' Executive Director.

Cost charged against your monthly dues: .83 cents.

REPRESENTATION COMMITTEE: Just as the PLEA Board of Trustees is responsible for representing all of your rights and issues, so are the approximately 35 at large PLEA representatives. In addition to sending the representatives to some of the same training sessions that the board goes to, we also put on a two-day annual representative training session in the PLEA office. In addition to the training, this section pays for the pagers that we provide to the representatives so we can contact them, and they too are provided with a nominal fee for PLEA representations while off-duty.

Cost charged against your monthly dues: 1 .03.

ISSUES –NEGOTIATIONS: In this section your dues go directly to the never-ending negotiations process. This includes the continual training of the Chief Negotiator and some members of his team on how to professionally negotiate and administer a contract. Over the years, it was this training that enabled PLEA to negotiate the contract that we currently have. This section also pays for PLEA's portion (half) of the cost to print up the five-thousand plus MOUs that are distributed to all departmental employees every other year, and the cost of conducting the every other year negotiations survey. There is also a line item to specifically fund future arbitrations/negotiation impasse litigation.

Cost charged against your monthly dues: 1.10.

MEMBERSHIP COMMUNICATIONS: We know that members cannot always get to one of our three monthly Membership Meetings. For this reason, we publish and mail the PLEA RECAP on a monthly basis to inform all our member of issues of interest to them. Additionally, the RECAP is a forum for the individual member to express his or her beliefs and opinions to his fellow Phoenix Police Officers. This section also funds individual mailings and maintains the PLEA WEB site.

Cost charged against your monthly dues: \$2.81.

INSTALLATION DINNER: Once every two years, PLEA holds a big get together to install its new board members, say good-by to out-going board members, and to just socialize with our fellow officers. All PLEA members and one guest are invited, at no charge; 350 people attended the last installation dinner.

Cost charged against your monthly dues: \$0 (this was budgeted last year at .39 Cents.)

PROMOTIONS: This section pays for all of the promotional activities in which PLEA becomes involved. If you have been to the PLEA office recently, you have seen the vast array of PLEA related merchandise we have for sale at discounted prices, and I'm sure you have seen our three walls full of vacation related discounts. Most of these items are obtained via our membership in an employee discount organization call ESM.

Cost charged against your monthly dues: less than .01 Cent.

MEMBERSHIP: In this section, 3.5% of each member's dues is deducted and placed directly in a Member Health and Welfare account. From this account PLEA provides each member and/or his/her family with up to a \$1,500 cash gift if the member or a member of their immediate family dies. This is in addition to the PLEA life insurance policy, and does not have to be repaid. The Health and Welfare fund also loans or gives members money, depending on the need, for unforeseen financial and medical emergencies. In addition to the above, this section is used to send get-well gifts to injured or sick PLEA members (i.e. flowers, plants, Cookies From Home).

The excess funds from the Health and Welfare deductions, not directly given or loaned to members, are invested in an array of continually monitored mutual funds and CDs. This insures that the above emergency monies will be available for all current and future members that may need it. Furthermore, under membership, PLEA pays for all of the gift certificates and T-shirts that are given as gifts to all new members. Finally, this section pays for the PLEA retirement gifts that are to be given to all PLEA members who retire from the department and have been PLEA members for at least the last ten years of their careers. The fund also provides for the Thanksgiving meal at the work sites. PLEA continues to maintain a building fund for future growth needs and maintaining the 24/7 Officers' Lounge at the current office location.

Cost charged against your monthly dues: \$4.20.

MISCELLANEOUS EXPENSES: In this last section PLEA incorporates all the odds and ends that don't seem to fit anywhere else. These items include but are not limited to: assorted parking and mileage charges, selected professional publications, credit card fees, gifts of PLEA merchandise to various community organizations and visiting law enforcement personnel, Community and Member Goodwill (requests for funds that are not emergencies), and reward money for the arrest of fugitive suspects who shoot and kill our fellow officers. As the budget is just our "best guess" for future expenditures, we also incorporate into this section a little extra to cover for unforeseen shortages in other categories.

Cost charged against your monthly dues: \$1.84.

When you figure out the cost for all of the above benefits and services, you come up with the grand total of \$60.36 a month. I apologize for the length of the above explanation, but even it does not give you a complete picture of everything that your dues pay for. However, I do believe that you should now have a much better working idea of how your money is put to use by those of us in the PLEA office. In conclusion, I am sure that not every member will agree with the expenditure of every dollar listed above. If you are one of those who disagree with a section or sections, remember PLEA is a democracy and we must do what we feel the majority of the membership expects us to do. You are free to come and express your viewpoint at one of the monthly membership meetings, PLEA surveys, or contact us personally. With that information we will try to do what is best for the entire membership.

DRIVING POLICY UPDATE

By: Bryan G. Hanania
Gregory D. Gibbs
PLEA Representatives

In the July Recap, our article appeared about several of the deficiencies in our Driving Policy. We are proud to announce that PLEA has had a significant impact on implementing a practical policy and at the time the article was printed, some significant changes had already been made.

We sit on the Driving Policy Committee, chaired by Assistant Chief Blake McClelland. Members of Air Support, Patrol, Traffic Bureau, PPSLA, as well as other Commanders from within the department are also on this committee. The committee looks at our driving policy and suggests revisions for change. PLEA understands the need for a usable and functional policy and represented its members with this in mind!

Since the inception of the committee, we have accomplished key changes in our policy. The new policy allows responding officers to operate patrol vehicles in a manner consistent with Title 28 and affords more protection for our members. The citizens of Phoenix will be better served, with decreased response times and officers can confidentially do their job, focusing on the matter at hand, and not their speedometer.

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The review process for Photo Enforcement Citations has also been changed. The Traffic Bureau South Lieutenant will review all activations and triage them for policy violations. If it appears the officer was in response to an emergency radio call and operating in a manner consistent with Title 28, then no investigative action is taken. No NOI's are issued and no memos need be completed. We all know that a simple fact-finding can easily exonerate an officer. This is saving officers and sergeants countless hours of paperwork and keeping our manpower on the street where it belongs! PLEA would like to extend a big Thank You to Lieutenant Pat Hofmann for all his hard work on this issue. We are also looking to rewrite policy to allow any unit to assist at the beginning of a Tactical Surveillance. In the past, only members of the Tactical Support Bureau, MOB and the initiating unit were allowed to participate in a Tactical Surveillance at any point in the event. Once the Tactical Support Bureau assumes command, the initiating unit will still be able to participate with a TSB Supervisor's approval.

These are the immediate changes the committee and your PLEA representatives have accomplished. We are reviewing provisions regarding the operation of unmarked and undercover vehicles. We are trying to make the policy more consistent with Title 28 in order to provide officers and detectives with clear protections and guidelines while doing their jobs. We are committed to developing clear and functional policies and we would like to thank all members of the committee for their work and commitment to improve our driving policy. Look for further updates in the Recap and on the PLEA website.

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Pictured with the Galus family are the PLEA Partner Award recipients: 2nd from left Brenda Fratus and center Max Hiatt. To the right of Max in the back row is Jim Galus whose life Brenda and Max saved. The Galus family from left to right are: Officer Bill Galus, Phyllis (mother - center), Jennifer (sister), and far right Steve Galus (brother).

PLEA Partner Award Presentation

PLEA established the PLEA Partner Award to honor citizens and businesses that have a positive impact on both our neighborhoods and our police officers. On Friday August 21, 2009 PLEA presented the PLEA Partner award to Max Hiatt, Brenda Fratus, and LA Fitness in Mesa. The common sense of LA Fitness coupled with the compassion and courage of Max and Brenda saved a life in our police family.

On Saturday, July 4, 2009, Jim Galus, 67-year old former police reserve officer and father of current Phoenix Police Officer Bill Galus, was working out at Signal Butte LA Fitness. Retired Phoenix Fire Fighter Max Hiatt and Brenda Fratus, a trauma nurse at Mercy Gilbert Hospital, were also working out at the gym. Max noticed that Jim was leaning against a pillar and something "didn't seem right." It was then that Jim laid down on the floor and Max and Brenda sprung into action. Max realized that Jim was not breathing and had a weak pulse. He yelled for someone to call 911 and requested the portable defibrillator (AED - automated defibrillator device) kept at the gym. Max and Brenda began doing CPR. Max shocked Jim four or five times to keep his heart going until Mesa Fire personnel arrived. Jim coded several times en route to Mountain Vista Hospital but the paramedics from Mesa Fire E-217 kept working on him. ER doctors said that Jim suffered a major cardiac arrest and if it wasn't for the tools of LA Fitness and the help of Max and Brenda, he wouldn't have made it. After nine days in the hospital, Jim's making a full recovery. According to physicians, because of the quick response by Max and Brenda, Jim didn't suffer any further injuries.

PLEA's confident that a Phoenix Police Officer would receive a Medal of Lifesaving for what Max and Brenda did. If LA Fitness were a Phoenix precinct or bureau, their foresight in providing emergency tools would generate an Outstanding Performance of Duty citation. With this in mind, PLEA believes that a PLEA Partner award is certainly appropriate to recognize your positive impact.

PLEA believes that a positive impact on ONE police family is a positive impact on ALL police families. It's important for PLEA to let citizens to know that we're here for them and we can't thank them enough for being there for us

Guests in attendance at this PLEA Partner Award presentation included Jim Galus & family,

Phoenix Mayor Phil Gordon, Phoenix Councilperson Mike Johnson, Phoenix Councilperson Thelda Williams, Senator Russell Pearce, Mesa Fire Chief Mike Dunn and the paramedic crew of E-217, Mark Anderson from Mountain Vista Medical Center, Ann Malone of Require the Prior, as well as Barry Pacey.

“It Looks Too Tactical”

By Franklin R. Marino
Trustee

This is the often repeated and current clarion call of the Fourth Floor and Command Staff when responding to requests from Patrol Officers in regards to uniform or equipment changes that not only allow our Officers to do their jobs more efficiently, but in a manner that increases their safety and ultimately, the safety of the citizens of Phoenix who we all serve. Unfortunately, many of the people who make these statements and have ultimate control over decisions are out of touch with the reality of Patrol since they haven't pounded a beat in years.

It was only a few short years ago that an item many of us take for granted, the weapon mounted light for handguns, was only authorized for members of the Special Assignment and Canine Units. Back then, it wasn't a lightweight, rail mounted, polycarbonate bodied unit with an LED that put out a blinding amount of lumens, but a metal bodied unit that was clamped to the front of the trigger guard causing the light to protrude far beyond the muzzle of the gun. This necessitated the use of a foot long thigh holster to hold the gun/light rig. The other option was a tac light mounted to the bottom of the magazine which resulted in a tactical nightmare in the event you got into a gunfight and had to do a tactical exchange or empty gun reload! Nope, at the time, Patrol had to use their old school Maglight or Streamlite and that was it. As a matter of fact, most of our issued handguns didn't even have weapon light mounting rails.

I remember having to fill out a memo to justify why I needed a weapon light for my handgun, when it was perfectly fine to have one on my shotgun.

Fast forward a few years and suddenly, weapon lights were authorized for Patrol and by this time, Glock had incorporated a rail mount into their current production. However, it nearly took an act of the City Council if you wanted to trade in your non-railed Glock for a newer one. As a matter of fact; I remember having to fill out a memo to justify why I needed a weapon light for my handgun, when it was perfectly fine to have one on my shotgun. The instruction form I had included e-mailed dialogue between the then Property Bureau Commander and Firearms Detail Sergeant expressing the Commander's concern that they had to be careful about who got to exchange a weapon out of perception that the primary reason Officers wanted to mount a light on their weapon is because "it looks cool." Well, I'm here to tell you that it might look cool to someone who isn't in the law enforcement profession, but to the cops who uses them, especially those who work second or third shift and spend the majority of their shift in the dark, it is another tool to help perform a job that has become increasingly difficult over the years.

Even our current class "D" uniform as been claimed to make us "look too tactical." For the first seven or so years I was on the department, I wore a class "C" uniform, the traditional polyester one with a metal breast badge and the heavy synthetic leather gun belt. I vowed I would never wear a class "D" uniform until one summer when I spent one hour too many either doing traffic control at a bad wreck in the heat of the day and standing by on a perimeter in some alley while waiting for SAU to show up to do their magic. Until that summer, I too was briefly stuck with the "it looks too

tactical" syndrome but in the end, practicality and common sense won out over tradition and I have no regrets.

What about the outer vest carrier? For some reason, if you're in Patrol, you can only have a specific number of pockets on the carrier and can't have any placards identifying you as police. Several months ago officers from the Desert Horizon precinct wrote up a proposal to allow POLICE placards on outer vest carriers an optional piece of safety equipment for patrol officers. This idea was promptly shot down by the fourth floor. One of our Asst. Chief's cited an informal and very dated study done by LAPD several years ago titled "The White Triangle of Death" referring to the white triangle visible at the neckline of officers who wear white t-shirts under their dark uniform shirts. The study showed that a shooters eyes and sight picture would naturally be drawn to the most visible portion of the target. I'm sure the study makes a valid point which makes an even greater argument for police placards on the outer vest carrier. Wouldn't we want to draw a suspects point of aim to our ballistic vest rather than our head, neck, or non-existent white T-shirts? A magical change occurs if you go to a patrol specialty squad such as NET or crime suppression. It is suddenly OK to wear a POLICE placard on the outer vest carrier. The military used its ALICE (All Purpose Lightweight Individual Carrier for Equipment) belt with suspenders for years. During the first Gulf War in 1991, I was an Army MP, carrying a 180 round basic load for my M16, a compass, a field dressing, a GI flashlight, two one quart canteens, and an M1911A1 .45 caliber pistol with two spare magazines on my belt. Even with the suspenders, it was a hump. A few years later, the ALICE setup was phased out and a tactical vest was introduced, making it easier for the soldier to carry the tools of the trade without putting additional strain on an already overworked back. We've been asking for a similar setup for years, but have been told "it looks too tactical."

Common excuses given by command staff is that citizens will complain that we "look too tactical" or that officers will be perceived as "unapproachable". When the question of whether or not anyone has actually complained is asked, the immediate reaction is the "deer in the headlights" look. I can tell you that as a uniformed first responder, in the past seven and a half plus years that I have worn a class D uniform, I have yet to have a citizen complain that I looked too tactical. I have heard "Thank you," "Thank God you're here!" "We thought you'd never get here!" "We're sorry we bothered you since you probably have better things to do." "We don't need you here." "Who called you here?" and a few other choice comments that the editor wouldn't let me publish, but I've never had a citizen tell me "I don't want you to help me because you look too tactical!"

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A young officer I work with, who is currently on a military deployment, made a good analogy to the reality of "looking too tactical." In the Army, we wore our Battle Dress Uniforms, BDU's (now ACU) for everyday work, whether it was driving a truck,

working as a medic in the sick bay, pulling KP in the mess hall, or even working the road as an MP. When it was time for a promotion board, award ceremony, dining in, or formal event, we wore our class "As" and for those of us who had the extra scratch, we would wear our dress blues.

Through it all, the one thing left is the rank and file police officer who uses this equipment and carries on the longstanding tradition of protecting and serving the public.

The law enforcement profession has changed considerably, especially over the past thirty years, as has the equipment used by those in the profession. Six shot .38 or .357 revolvers were replaced with high capacity 9mm semiautomatic pistols, which have evolved into the .40 S&W, and some of us carry the .45 ACP. Shotguns, once only carried in the trunk of a patrol Sgt's. vehicle, are now available to anyone who is willing to go through the training. Body armor was once a luxury item only used by tactical units, as were rifles. The first portable radios on the PPD were only carried by shift Lt's., now everyone has a \$5000 radio on their belt. Laptops have replaced the almost primitive by comparison MDT. Flashlights have gotten lighter in weight and brighter in output, while wooden nightsticks have been replaced by aluminum side handle, or steel collapsible batons. Iron sights have been augmented by tritium, fiber optics, and in some instances replaced altogether by optics and holographs.

Through it all, the one thing left is the rank and file police officer who uses this equipment and carries on the longstanding tradition of protecting and serving the public. Tactical, is not a look, but a mindset that allows the police officer to succeed in doing their job and to go home safely at the end of a shift. So pardon me and my colleagues if we "look too tactical," but we have a job to do and families and loved ones who are waiting at home for our safe return.

MCADO, PLEA & MCSO

John Solano, President MCADO

In the summer of 2008, I contacted Mark Spencer and Joe Clure at PLEA to seek assistance and guidance in forming a labor association to represent the needs of over 1900 Maricopa County Detention Officers. Having come from a labor background in the private sector, I understood the importance of aggressive representation with an ability to partner with management to solve problems. PLEA provided a successful example of this philosophy and their help only made sense. PLEA played a key role in the formation of the Maricopa County Association of Detention Officers (MCADO).

Contracts based upon meet and confer ordinances are not the norm for all of Arizona law enforcement – certainly not in Maricopa County. Even in non-contract environments, PLEA has and continues to demonstrate the ability to partner with both appointed municipal law enforcement management teams and also elected county leadership as seen at MCSO.

When PLEA's community friends at Require the Prior needed security at their Indian School Block Party in 2008, Phoenix Police management was going to charge the tax payers \$15,000 for police assistance. It was Sheriff Arpaio and his deputies that fulfilled their role and provided security for the 15,000 in attendance. When PLEA sought legislative protections for police officer through just cause, Sheriff Arpaio and Sheriff Babeau of Pinal County took the lead from the law enforcement management side of the house. The City of Phoenix along with the police chiefs' association refused to support this bill.

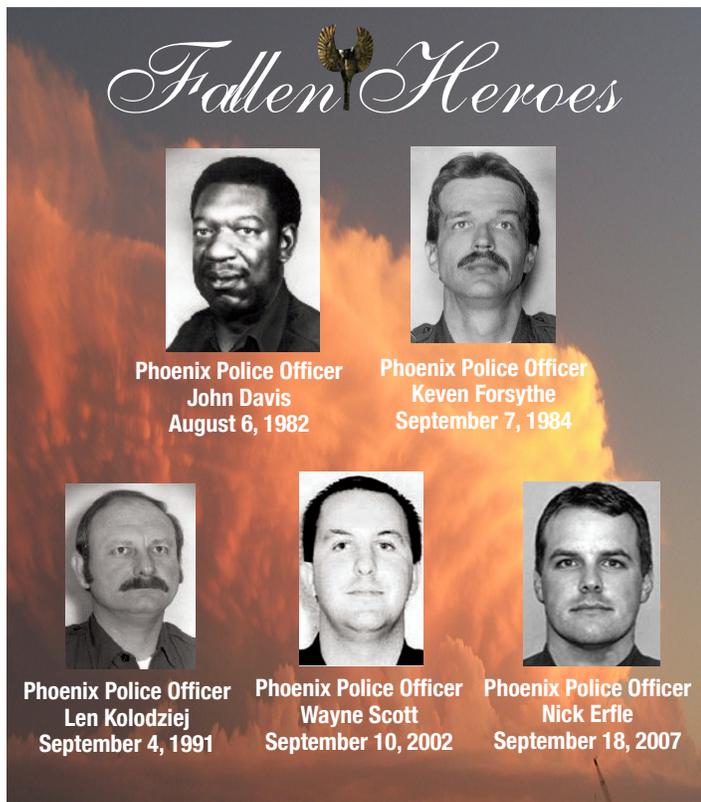
Sheriff Arpaio provided financial assistance to aid the widow of a PLEA member who lost his life in a charity fundraiser. Sheriff Arpaio once again invested in the City of Phoenix Indian School Block Party through a financial investment as well as deputies to provide security.

When a local Phoenix City Council incumbent referred to PLEA as an "east-coast strong-armed union," NAPO came to PLEA's defense. At the same time, Sheriff Arpaio and Sheriff Babeau were supportive of PLEA, understanding that a continued and successful partnership with police labor is crucial for all Phoenix City Council members.

When PLEA and MCADO brought the current overtime problem to Sheriff Arpaio, unpaid briefing time was immediately stopped and payment resolution was explored by Sheriff Arpaio.

On Monday August 10, 2009, I and the Vice President of MCADO, Luis Altamirano, sued Maricopa County in Federal District Court on behalf of all MCSO detention officers seeking unpaid overtime compensation. Our legal counsel in this matter is Mike Napier. The compensation sought is for pre-shift briefing sessions that detention officers were required to attend without pay. Sheriff Arpaio and the Maricopa County Sheriff's Office have been cooperative in sharing information with the goal of providing speedy relief to the aggrieved officers. Unlike most litigation of this type, this complaint was filed simply to meet applicable deadlines and to provide for equitable resolution for all the affected parties.

We believe that Sheriff Arpaio and MCSO management has earnestly participated in early negotiations and worked well with MCADO in attempting to resolve this issue without unnecessary legal costs to the county, the taxpayers, and without delayed payment to our detention officers. It's our understanding that the issue was very close to resolution and that detention officers would have received the compensation that they were due. Our common sense cooperation with MCSO without compromise is clearly patterned after PLEA and is based upon the partnership offered by both Sheriff Arpaio and MCADO.



A Message from the Folks at City Benefits

Employee Benefits and Adding/Dropping Dependents

The 31-Day Rule

During the annual SelectCare® Open Enrollment which usually occurs in June of each year, you can add or drop dependent coverage for any reason. But, sometimes you need to add or drop medical and/or dental coverage for your dependents at other times of the year. When you forget to add or drop a dependent from your coverage, it can mean unexpected expense for you! Here is some information to avoid that situation.

Who is Eligible for Coverage?

First, it's important to know who can be enrolled in your medical or dental coverage. The City's definition of an "eligible dependent" is the standard definition used by employers and accepted by the health insurance industry.

- You can enroll your legally married spouse or qualified domestic partner. The city's qualified domestic partner application process must be completed and approved before a domestic partner can have coverage. Please contact the Benefits Office for qualified domestic partner information.
- Children can be covered up to age 23, and they don't have to be a college student to have coverage. A child can be covered as long as their primary support comes from you and they are not married. Coverage will stop automatically the last day of the month in which the child turns 23 years old.
- Step-children can also be covered up to age 23 with the same requirements as a child, if their primary residence is the same as yours. Legal guardianships can also be eligible for coverage in the same way a child is eligible.
- An unmarried child 23 and older can continue already existing medical coverage if they are incapable or self-sustaining employment due to serious, permanent disability.

Who isn't eligible for coverage? An ex-spouse, non-qualified domestic partner, a grandchild, a parent, a child in active military service, foster children, an incarcerated child, and a child who

is self-supporting are some examples.

Adding or Dropping a Dependent

Dependents must be added or dropped **within 31 days** of a "qualified life event". This IRS requirement makes it possible to deduct medical and dental premiums from our paychecks on a pre-tax basis. You can add or drop a dependent online using eCHRIS Self-Service. Call the Benefits Office or your department Personnel Office for eCHRIS Self-Service assistance.

Qualified Life Events

- Marriage
- Divorce or legal separation
- Birth, adoption, or placement for adoption
- Gaining or losing legal guardianship
- A spouse or child gains or loses coverage elsewhere
- A dependent child reaches the age of 23
- A dependent child marries or becomes financially independent
- Meeting or not meeting the city's criteria for qualified domestic partner coverage

Forgetting Can Be Expensive

This is important –

The City self-insures our medical coverage. This means the City pays our claim costs directly – not CIGNA or BlueCross/BlueShield or CVS/Caremark. When an ineligible dependent uses the city's coverage, those costs must be returned to the city.

If you forget to drop an ineligible dependent within 31 days of the qualifying event date and that dependent keeps using the City's coverage (medical, prescription drug and/or dental) their claim costs become your financial responsibility. The Benefits Office will notify you of the total claims amount (possibly thousands of dollars) and will make payment arrangements which usually occur via payroll deduction.

On the flip side, if you forget to add a dependent within 31 days, a new spouse or a newborn for example, you must wait until the next Open Enrollment to add them to your coverage. This can mean out-of-pocket expenses you didn't count on if they need medical or dental services.

Please remember that the Benefits Office has no way of knowing when changes happen in your life – when you get married, divorced, or have a baby, for example. You must use eCHRIS Self-Service or contact the Benefits Office to make these changes known. Within 31 days.

Should I Already Know This?

This information is always included with the Open Enrollment info you get in the mail at home each year. And the Benefits Office emphasizes this information at every New Employee Orientation.

Who Do I Contact With Questions?

If you have questions, please contact the Benefits Office at 602-262-4777 or benefits.questions@phoenix.gov



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.

JANET FELTZ was admitted to practice in Arizona in 1985. Prior to joining the firm in 2005, she served as an administrative hearing officer for twenty years in disciplinary and other employment matters on behalf of merit boards and commissions throughout the State. She also served as an administrative law judge for the Arizona Department of Economic Security from 2001 – 2005.

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.

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;

Reduced fees for matters not covered by the PLEA legal plan;

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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DATES TO REMEMBER & BENEFITS TO MEMBERS

Rep from Aflac will be in the PLEA Office the second Wednesday of each month.
Call Aflac Office @ 602.870.1122

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
Exception will be August 13 (2nd Thursday) 10am - Noon

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.

RECAP PAGE 7



Where: Maui Wowi Parking Lot - 38th ST. & Indian School

When: September 27th, October 25th

Time: 10 am until 12:30 pm

Benefits: ALL proceeds go to PLEA Charities to benefit the K9 Squad. The donations will help purchase needed equipment for these working dogs that help keep us safe.

ALL donations are tax deductible!

Event Sponsored By:



38th Street & Indian School
A portion of all sales will be donated.

Central Phoenix **FETCH! Pet Care**
602.903.4385 CentralPhoenixFetch.com



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

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



PHOENIX LAW ENFORCEMENT ASSOCIATION

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- FIRST:** *If You Have A Grievance*
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.
- RECORD:** *If You Are Being Investigated*
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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