



PHOENIX LAW ENFORCEMENT ASSOCIATION

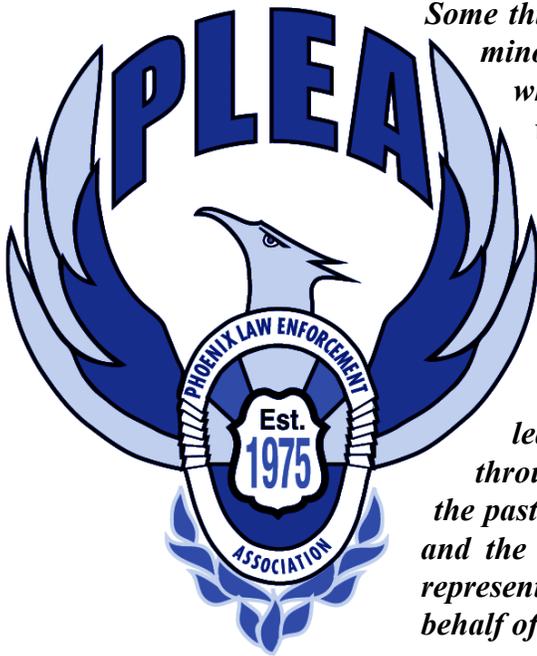
# RECAP

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May 2005

The Official News-Magazine of the Phoenix Law Enforcement Association

## A New Look for an Old Logo



*Some things in life change, some things don't. Hopefully the years make minor ripples on our values and our love for family. Yet, for those of us who have more than 30 years of wear and tear on our bodies, we see waves of change. The tides of change have also had an impact on PLEA. After 30 years, PLEA's successes, growth, and positive influence have changed - for the better. Along with the new building at 1102 W. Adams, one more change is a new look of an old logo. Of eight logo ideas originally submitted, many included protected copyrighted material. Based upon a submittal by Officer David DeAnda of South Mountain Precinct, PLEA has adopted a new logo for the years to come. Our goal was to present PLEA's leadership in law enforcement (blue) both locally (Phoenix bird) and throughout the state (State design) as well as tying in the commitment of the past (old badge) as a key to the future (new shield). David's submittal and the work of a graphic artist made this goal a reality - a visible representation of the sacrifice and commitment made by PLEA members on behalf of Phoenix Police Officers.*

## ELECTIONS - A time to look forward . . .

**By Bob Fuller**  
*Election Committee Chairman*

It has been two years since the last election of officers and trustees. Enclosed in this mailing are the election statements from your candidates as well as a ballot.

I ask that you read the enclosed material carefully and vote your conscience. When you have completed the ballot, place it in the self addressed envelope provided. The envelope must be sealed and ***your printed name and signature*** must appear on the back of the envelope. Unfortunately, at every election many ballots must be ruled invalid because the name and signature did not appear on the back of the envelope as specified.



***"I ask that you read the enclosed material carefully and vote your conscience."***

Please return the completed ballot so it arrives in the PLEA office no later than 4:30 p.m. on Tuesday, June 28th 2005. Whether the ballot arrives by U.S. mail, interoffice mail or you drop it off in person, ballots received after the deadline cannot be counted. Results will be announced on the evening of the 28th.

Lastly, please call or write the PLEA office to make sure your current mailing address is on file. This address is used to mail the monthly RECAP and other important PLEA mailings.

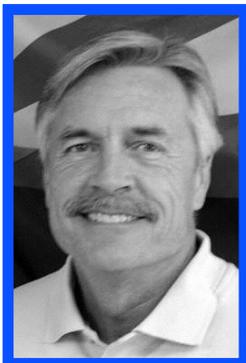
If you have any questions, I can be reached through the PLEA office or at (602) 320-1115. Thank you in advance for your participation.

***Print Name & Sign Envelope - Make your vote count !!!***

# 2005 PLEA ELECTION STATEMENTS

## Candidate for President

### ◆ *Jake Jacobsen*



For twenty-eight years I've been a Phoenix Police Officer and PLEA member. I've worked for a number of supervisors of varying ranks, but I've only worked for a handful of leaders. It has taught me a great deal.

As your PLEA President these past five years, I have learned that leadership is a complement of many factors. Leaders create the vision for the organization and guide the membership toward those goals. Leadership means moving our association through difficult issues toward positive results.

The vision has meant the purchase, design and remodel of the building we're in. It has meant the growth and expansion of member services with our additional staff. The vision includes the ongoing implementation of a professional business plan and improved Labor/Management relations. Through leadership, we have seen the expansion of the Arizona Police Association (APA) from ten to seventeen police unions, which has enhanced our influence at the State Capitol.

Leadership is being able to accept people as they are; trusting their skills and abilities. This means identifying the strengths of your Board of Trustees and channeling those talents to where they produce the best and fairest results for the membership.

I brought PLEA Vice President/Grievance Chair Michelle Monaco into the office full-time to create a grievance tracking system and coordinate rep training. Mark Spencer is here full-time because of his passion for representation and his computer skills. Brian Miller is here for his tenacity and thoroughness, and Levi Bolton is back full-time to address Brady issues. Leadership is a matter of putting the right people or person in the right places.

Leaders approach relationships and problems in terms of the present, not the past. This leadership and vision has instilled a more positive and productive approach to important issues with an attitude of "How do we get there from here?" instead of accepting 'no' for an answer.

But as diplomatic as the President's position must be, it also means I must take on the big issues. From generating a nationwide response from the leaders of the largest police unions in the country, to a reporter's attack on two fallen officers, to the meetings with Arizona's congressional leaders urging their support of important legislation. PLEA is now recognized as a leader on a national level. But in-house, I must also know when it's time to unleash PLEA's pit bulls to take on a system which is treating a member unfairly.

Leadership means taking some risks and making necessary but sometimes unpopular decisions. Leadership means you will invariably alienate some people, both inside and outside the organization. Leaders build the relationships with those who have an influence on our issues. PLEA is now routinely contacted by city, state, and business leaders for our input and support of local and statewide concerns.

Leading PLEA and the Board of Trustees team is an honor. We have had tremendous success and I ask for your support as we continue to grow and progress.

## Candidate for Vice President

### ◆ *Michelle Monaco*



I have been a PLEA member since graduating from the academy in 1986 and a PLEA representative since 1987 from Desert Horizon Precinct, Communications, South Resource, General Investigations, and Family Investigations Bureau. I have been an officer for nineteen years and a detective for fourteen years. As a PLEA representative, I have represented officers in matters from informal resolutions, formal disciplinary proceedings, EPAR appeals, PSB interviews, DRBs, Civil Service Board and AZPOST hearings

and Unfair Labor Practices. I have many hours of training in grievance resolution, EEOC, Industrial injury, mediation, contract negotiations, FMLA, ADA, and COBRA laws. I've been a member of seven MOU negotiating teams. I was the Editor of The Monthly Recap for ten years. I serve on the minority issues, issues and promotions, domestic violence, TAPS, CEP, AZPOST Liaison, Labor/Management, Training Records, PAS, Discipline Matrix, and Interest Based Relationships Steering Committees as well as serving as Co-Chair of the Transfer Committee and past Chairperson of the Board of Trustees. For the past three years, I have held the positions of Vice-President and Grievance Chairperson, working full-time in the PLEA office.

As the senior Board member, I've watched this organization evolve. We have an organization that's envied around the country for what we've been able to achieve through the grievance, negotiation, and legislative processes. I am proud to be an integral part of the past and future of PLEA.

My vision for PLEA is one that incorporates growth, knowledge and service. PLEA's purchase of a new building is the most visual sign of our growth as an organization and our dedication to serve our members better and more efficiently. As Vice-President, I am in charge of the in-house full-time release staff and also the liaison with the civilian office staff to ensure that the PLEA office runs smoothly. My duties are to seamlessly join the members' needs with the help, expertise, knowledge, and experience of the PLEA Trustees, staff and reps. I help the President by attending meetings, seminars, and political functions for and with him while helping to shoulder the membership's needs.

My plans for PLEA's future include the full implementation of PLEA's business plan, more streamlined computer rep training and grievance tracking system, rep remote access to grievance files and a computer phone log database. These new systems will help PLEA continually provide the exceptional service the members have come to expect.

Helping members resolve their conflicts, filing grievances when necessary, completing CEP applications, and functioning as a liaison between members and management through the Interest Based Relationship program are my goals. I will make the most of my seventh term on the Board to continue to meet these goals.

During my eleven years on the Board, I have worked hard to provide the membership with my best. Those who have worked with me or whom I have helped will vouch for my integrity and my ethics. I will continue to provide the members with the best service that I can. Thank you for your vote.

**Candidate for Vice President**

◆ ***Bobby Palma***



After listening to some of the issues and concerns from various members, some of which are the same as mine, I felt I had THREE choices: (1) quit PLEA, (2) sit back, and leave things as they are, or (3) get involved and help make changes from within the Organization. I have chosen to GET INVOLVED. Therefore, I have decided to run for VICE PRESIDENT.

I don't think you're interested in where I've worked over the past 26+ years or the training I have received, but I will say that I have recently entered

DROP, therefore I have the time required to fulfill this position. I can enter talks at any level, maintaining the best interest of our members at the forefront, while not worrying about repercussions. In other words, I am NOT a "YES" man for anyone.

In short, I feel it's time for some fresh ideas in our front office. We should try to get our members involved by offering trips to some of the conferences and seminars PLEA attends. This would allow participation for those interested, along with the feeling of being a part of OUR Organization.

We should open up other events like the Labor/Management Conference, and Contract Negotiations. These are just a few ideas and I'm always open to NEW suggestions.

How about a quick response to your questions or concerns, whether favorable or not?

You can learn from anyone. Younger officers have as much to offer as do any of us more senior officers. I don't think that "better" ideas or suggestions simply come from having more "time on." We need to tap into the resources each of you has to become a more proficient organization.

I believe that we as individuals should stand up for our mistakes but we should also be treated PROFESSIONALLY, FAIRLY, and with RESPECT.

Management should be willing to stand up when they make a mistake and correct the problem in a concise and fair manner. I don't think my job is to get officers "off," my job is to ensure our RIGHTS are protected..

I have represented several Officers involved in various issues. I have always respected the working relationship they shared with their respective front line supervisors, knowing that once the issue was resolved, (in most cases); they would continue to work closely as a squad, or unit. We can accomplish more in a professional manner, by discussing the issues, listening to suggestions, and making a concerted effort to arrive at a consensus that is most beneficial for all involved.

While I believe that for the most part, we can sit down with the 4th floor, or anywhere in between, in a professional manner, I CAN "dig in" and be a pain in the butt when I need to be. I won't

tolerate being "walked over", or treated with disrespect while standing up for YOUR RIGHTS, and I won't back down.

Thank You and I ask for your VOTE of support

**Candidate for Secretary**

◆ ***Mark Spencer***



My name is Mark Spencer and once again I'm running for the position of PLEA Secretary. Several years ago I gave up a GREAT job as a NET officer in the precinct to take up an IMPORTANT job as the Executive Board Secretary at the PLEA office.

Over the past two years it's been a pleasure to provide continued protection to members. Just like you expect a backup on the street, be certain that your rights, benefits, and wages need constant protection too. Just as there are some who believe they are above

the law, there are also some, from fiscal to the fourth floor, who feel they are above the obligations of your contract and their policy. Through successful grievances, DRB representations, IRP agreements, informal resolutions, PSB and bureau interviews, shooting callouts, Civil Service Board support, lobbyist duties, and contract negotiation participation, you've allowed me to provide "backup" with positive and fair outcomes. Your past confidence in me to present facts in context with clarity has resulted in outcomes which meet member expectations.

Many in the Department focus on promoting through the ranks. I derive greater satisfaction in promoting issues of rank and file. Through long-time relationships, I have, I am, and I will continue to communicate member issues to secure fair and reasonable resolutions. Without police officers there wouldn't be a Police Department. I believe it's easy for Management to forget this – the last regime stands guilty as charged. Through the Recap, the website, and speaking engagements, I feel it's important to hold managers to the same standards of accountability as rank and file. As police officers, our decisions are held up to public scrutiny and I strive to hold all ranks to the same standard. Parity through discipline, commendation, or courtesy is the best path to a better police department.

Like you, I don't keep working to pay union dues; I pay union dues to keep working. How the Association spends and invests money is an area that requires constant consideration. The purchase of the new building and the convenience it has provided to the membership was a direction that I thought worthy of full support. As the Association's chaplain liaison, I believe that there are many dimensions in our members' lives that go beyond the badge. My seat on the TAPS board is a privilege you've given me to pay attention to police families. It has been a delight to see members walk out of my office with CEP money in their pockets. By focusing on new member recruitment and career survival presentations, you've provided me the opportunity to prove the truth of the adage – strength in numbers. Your calls are a priority, your ideas are valuable, and your confidence is coveted.

18 years ago I signed up for a GREAT job - a police officer.

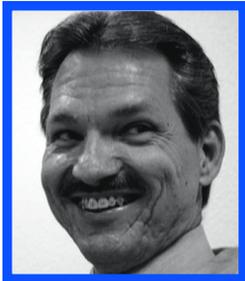
**Mark Spencer - Continued On Page Four**

**Mark Spencer - Continued From Page Three**

With a majority of my career as a PLEA Rep and the last 7 years as a board member, you've given me an IMPORTANT job – PLEA Secretary. Your vote is vital in allowing me to continue this job. Once again, I'm asking for your approval through your vote for me as your PLEA Secretary.

**Candidate for Treasurer**

◆ **Joe R. Clure**



I am seeking re-election to the position as PLEA Treasurer. I have been a police officer since 1982 and have held assignments in Maryvale Precinct, Communications Bureau, and Cactus Park Precinct. I have been a PLEA member from day one and have been an active PLEA Representative since 1985. My span of service to the Board of Trustees has extended a decade. I have served as a Trustee,

Secretary, and for the past six years as Treasurer and Chief Negotiator.

Our most recent contract negotiations secured increased wages and several new benefits. One of the most significant new benefits is the addition of the 401.a account which allows members to invest up to \$42,000.00 a year in a tax deferred investment account. This benefit includes a fringe contribution, based on gross wages, made by the City on behalf of every member. Members also have the opportunity to make systematic contributions, as well as invest their sick leave payout at retirement, thereby providing a substantial tax deferral. Another significant benefit improvement is the implementation of our self insured health insurance. This has allowed for a lower health insurance premium increase and provides members with a choice of carriers. It was anticipated the increase in health care insurance could be held at 1% of the contract and I am pleased to report that the increase was only .6%. This savings in health care cost will result in a 1.8% wage increase in July instead of the anticipated 1%. Other improvements in the contract include premium pay for non-consecutive N-days, increases in uniform allowance, comp time bank, and CEP, along with strengthened officer rights. I pledge, with an indispensable contribution from the entire PLEA negotiation team, to continue to maintain and improve your overall compensation and strengthen member rights and protections.

Over a year ago we purchased our new building. It has proved a convenient opportunity for members to access PLEA services and benefits. This was made possible first and foremost by you, as dues paying members, and second by the leadership of past and present board members. The purchase of the building has strengthened PLEA's overall pecuniary position. As Treasurer, I will continue to maintain PLEA's sound financial standing.

It has been an honor to represent the finest police officers anywhere and I look forward to the opportunity to continue that representation as your PLEA Treasurer. I am asking for your vote. Thank you.

**Candidate for Trustee**

◆ **Levi Bolton Jr.**



First and foremost, I would like to thank you for the support and confidence each and every one of you has afforded me during this past election term. It has been my privilege to serve you. These are interesting times in Law Enforcement and many of you are aware that I have been a member of the PLEA Contract Negotiations Team for the past several contracts. I have authored and co-authored many of the provisions currently in the "Rights of the Unit Members" section and it has been my

persistent theme in crafting those protections, that police officers have an expectation to have the same protections extended to the citizens that they are sworn to protect. Some in management have forgotten that from time to time, and it has been my job, among others things, to remind them when they do.

I have been a part of the contentious discussions regarding the infamous Brady letters and have been assisting PLEA members and other department employees in preparing their written responses to the County Attorney's Office.

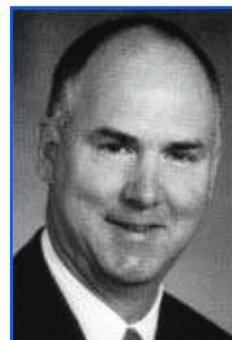
Permit me to share with you some of the things that I have accomplished during this election term. I am a polygraph examiner and have successfully represented members with polygraph issues. I have assisted a number of members who have been accused of misconduct, that once carefully reviewed, was more appropriately re-categorized as medical anomalies, mischaracterizations of policy, or was just simply able to demonstrate that the conduct just did not occur as it was purported. For some of my members, these were career saving events.

I am seeking still another term as one of your Trustees. I offer three decades of police experience, four contract negotiations, and institutional memory (personal knowledge of past labor/management events), that span over a decade.

Thank you for your consideration. Be safe.

**Candidate for Trustee**

◆ **Danny Boyd**



Hi, my name is Danny Boyd and I'm running again for a Trustee position. I currently work in DOU, have entered my 26th year on the department, and recently entered DROP. I've served as a Rep since 1990, a Trustee since 1995, and have held the position of Vice Grievance Chairman since 1998. I work for a very qualified boss in Michelle Monaco, currently your Vice President and Grievance Chairperson.

My heart and drive to serve you

is focused on one issue, REPRESENTATION. It's the cornerstone of our organization and it sets us above and apart from everyone else. I'll take on any issue that's important to you. I've always taken the position, "If an issue is important to you and PLEA is responsible for it, then it's equally important to me." This also includes filing a complaint on a supervisor or a grievance against the City. Out of the representation side of PLEA, we have filed more complaints on supervisors and more are under investigation in the last couple of years than any time in Department history. There are a lot of reasons for this, but those on the representation side of PLEA aren't intimidated and will hold accountable those managers who think they can live by a different set of rules. The misconduct we've seen at all levels of management didn't happen overnight and has been a long time coming: management is being investigated and being held accountable. Management has no problem holding you and me accountable but hates the concept of "outside-accountability." In spite of a slow learning curve on the 4th floor, I give credit to PLEA reps for keeping both the pressure up and the issues on the table. Remember, how they discipline their own sets the standard for us.

The Executive Board we now have and those we have in the office full-time are doing a great job and work very well together. Everyone has a job here serving you and as a five time Chairman of the Board ending last year, I will tell you that we are running on all eight cylinders. I want to (and you should too) thank each one of them for sacrificing themselves personally and professionally to serve you and me. I truly appreciate each one of them.

Now, in reference to the upcoming vote, we all need to read the candidates' statements and talk to our (informed) peers about whom we want to represent us in PLEA. Some of the positions run unopposed, but we need to vote for every one of them as it not only sends the PLEA board a message of our support but also to those outside (i.e. management) that the members strongly support those folks elected. If only those in management were exposed to elections instead of promotions. Like you, every one of the candidates is important, as they are fellow members of PLEA who are and have taken the next step in serving you.

I thank you ahead of time for your involvement and ask for your vote so that I can continue serving you as a Trustee.

**Candidate for Trustee**

◆ **John Buckner**



I'm John Buckner and I've been with the Phoenix Police Department for over 30 years. I've proudly been a member of PLEA since it started in 1975. For over 5 years I've been a rep and have developed a passion and skills to assist numerous members with a wide range of issues, from personal to professional. I've had the opportunity to provide members with fair and reasonable outcomes through my representation for them in administrative investigations, at the DRB, IRPs, informal and

formal grievances, at the Use of Force Board, PSB and bureau interviews, along with unfair labor practices at PERB. I believe it's time to provide even more for the membership by taking a position on the Board as a trustee.

Through regular participation at both PLEA board meetings and membership meetings, I have developed a good insight on issues that affect us as PLEA members. I have a seat on the By-Laws Committee and have received union training involving members' rights, negotiations, money management, and Use of Force protocol. As a call-out rep, peer member, and a CISM team member I have frequently responded to calls to assist officers during critical incidents. I'm confident of the reputation I've developed in the Department over the last quarter of a century and I believe that I'd be an asset to your PLEA Board of Trustees. I am asking for the opportunity to serve you through your vote for me as a PLEA Trustee.

**Candidate for Trustee**

◆ **David Dager**



It's that time again - time for another election. My name is David Dager and this year I am asking you to re-elect me to the position of PLEA Trustee. You elected me last year and I've now been a board member for 3 years. I've been a police officer for 11 years and a PLEA representative for the last 7 years. I'm currently assigned to the traffic bureau as a solo motor officer on the south side.

Over the last 7 years as a PLEA representative I have represented officers in all aspects of investigations from use of force to the DRB. I have also been the PLEA representative on the DAC. I've handled numerous issues and grievances concerning the pursuit policy as well as the changing of hours and "N" days without 7 days notice. The right to "premium pay" compensation for changing the hours and "N" days of unit members as written in your new contract is a direct result of the grievances that I filed on behalf of the membership. This and the hard work by your negotiations team was the genesis of this benefit.

My current focus is on revising the DAC. Since on-duty driving is an everyday occurrence that affects every unit member, this issue is crucial. The Department seems to be all over the map and inconsistent with each and every case. The problem with the DAC, as I see it, is that it should be more consistent with the Use of Force Board as well as the DRB. The members of the DAC are 4 commanders, 2 lieutenants, and 3 sergeants. There are no peer members. This is a committee that recommends discipline; it should be consistent with the Use of Force Board and/or the DRB.

I am asking for your vote. I have dedicated time, effort, and energy for the members because I believe in what I am doing and all the benefits that PLEA continues to get for its membership. Please vote for me so that I can continue to serve as your Trustee. Thank you for the opportunity to serve each and everyone of you.

**Candidate for Trustee**

◆ ***Brian Miller***



I am a 34 year veteran of the Phoenix Police Department currently assigned to a full-time release position in the PLEA Office. I have been a member of PLEA for many years and have worked as a Rep for the past 8 years. While serving as a Rep, I have had the opportunity to represent officers in the disciplinary process, a process which can be a seemingly unfair and devastating experience to the officer involved, yet I have been able to maintain fairness in the process and guide the officer through a very

difficult time. I have been trained in Critical Incident Stress Management (CISM), and in the past I have served on a City/PLEA committee that helped develop and implement the use of mediation as a tool to resolve conflicts in the workplace.

While serving on the PLEA Board of Trustees for the past 7 years, I have received training in officer rights issues, labor/management philosophies, conflict resolution, techniques of mediation and how to better represent officers in disciplinary issues. In order to help serve our membership, I am currently involved in the following PLEA and department committees: PLEA Bylaws, PLEA Health & Welfare, PLEA Membership, PLEA/PPSLA Mediation, PLEA/Department St. Mary's Food Drive, Department Interest Based Relationships IRB Issues, Co-Chair Department Honors Board, Department PAS Board, Department Peer Support and Critical Incident Stress Management teams.

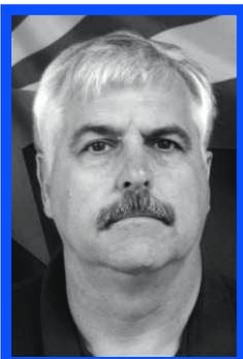
I am running for the Board in order to continue my involvement as a Trustee for PLEA and to ensure better working conditions and benefits for our members. With my years of experience as an officer who has worked in a variety of assignments within the department, my empathy for my fellow officers facing disciplinary action, and my desire to work hard to further PLEA's organizational goals, I ask for your vote.

**Candidate for Trustee**

◆ ***Steve Perrotta***

**Candidate for Trustee**

◆ ***Joe Petrosino***



My name is Joe Petrosino. I am running for the Board of Trustees and I am asking for your vote.

I have been on the PLEA Board in the past, 12 years experience. I was on prior negotiating teams and was a past Vice President of PLEA. I have a long history of being difficult to get along with; at least that was what a former police chief said about me. I recently have been told to quit sending e-mails as it upsets people.

I have been a member of the Phoenix Police Department for 32 plus years. I plan on working another four years,

but before I retire, there are a number of issues that must be addressed by the Board and Police management. At the present time, I am assigned to the Homicide Unit. You may have seen me at a homicide or police involved shooting. I was the case agent on the Wolfe and White homicides.

Recently, there have been a number of issues that impact each of us in the way we do our jobs. Change for change sake is never good. When I first joined the Department, officer rights did not exist. While some of you may say they still don't, let me assure you that it is much better now than it was. We do still have a ways to go.

One of the things that has changed is officer interviews. An officer is treated much differently today than in years gone past. That may change again. There is a plan to impact how officer investigations will be done in the future. These changes are coming about because Police management and the Police Union can't agree on some basic issues. The one who will feel the impact will be some officer in the future. Member rights and police investigations in regards to what has occurred will become a major issue in the very near future. I would like to head off some of that negative impact before it becomes a very political issue.

Another of the issues that must be addressed deal directly with investigations and support services. I have had to argue with way too many people to get things completed so that I can successfully investigate crime.

I still can't get a radio for my vehicle, because I have a portable assigned to me. Only yesterday, it died on me while I was doing follow up. Thank God I have a cell phone that my wife made me get. I didn't need any help, but if I had needed some, the radio was only so much dead weight. I really wanted a car radio so I could see the channel I was on; you get old so those little numbers are hard to make out.

Support services mean cars and staff for reports and crime labs and even a better computer reporting system. I believe that all of these issues directly affect the Department's ability to successfully prosecute crime. You don't have to have your evidence precluded more than once to understand there is a problem.

I believe that we as a police agency need to be leaders in national law enforcement. Arizona recently passed a change in the prohibited possessor law. The change came about because some officers thought that we needed a tool when dealing with undocumented aliens who had guns. I asked Brian Livingston to look at the law and he found a way to help officers take guns away from those who really shouldn't have them.

While, I have been on the Board in the past, I am pretty sure that I don't have the same views on issues that the current Board has. I normally like to think "outside the box" a position that has landed me in lots of hot water in the past. It will probably land me in hot water in the future. Just because it is an unpopular position doesn't mean we shouldn't look at it.

I feel that I can effectively speak for officers who are working in investigative details. I also believe I can speak for officers who work in patrol. I will be an advocate for all and will work for change that makes sense, not just change for change sake.

Thank you and please consider voting for me.

**Candidate for Trustee**

◆ **Steven Rackley**



I am running for re-election to the PLEA Board of Trustees for a fourth term. I have been a PLEA member since graduation from the academy in 1979. I have worked in the Union Hills, Desert Horizon and Maryvale Precincts. I have also worked the Crime Prevention and Street Crimes Units, RTO at the Academy, OCB/VICE, SRB/Property Crimes Detectives, the Academy Tactical Training Detail and I'm currently assigned to the Homeland Defense

Bureau.

As a PLEA representative, I have assisted numerous officers in disciplinary matters from informal resolutions, formal disciplinary matters, IRPs, PSB interviews, appeals, grievance resolutions and critical incident scenes.

I am a member of the Firearms, Training Needs, By-Laws, Uniform, National Law Enforcement Memorial, Tactical Development, Interest Based Relationship Issues and CEP Application Assistance Committees.

As Chairman of the Board, since September, 2004, I have watched PLEA continue to grow. PLEA is one of the most recognized organizations in the nation. PLEA is consistently contacted by other national organizations and asked to speak on labor/management relations and issues.

But there is still much more work to be done. Although we have evolved tremendously, as evidenced by your new PLEA building, there are always new issues arising. Even though there have been major accomplishments in the disciplinary process, problems still exist. The Matrix is broken, there are still "disciplinary transfers", and disparate treatment abounds. Other major concerns such as the Brady issue, shooting scene protocol, and Driving Analysis Committee (DAC) makeup need to be addressed. With the implementation of the Interest Based Relationship (IBR) process, my hope is to iron out these problems with management. As an integral part of this IBR process, I have been working towards solutions and will continue to do so for you.

I believe in asking the hard questions and I will confront issues head-on without sidestepping in order to get the members answers. I have a good working relationship with the membership and the 4th floor. I will always fight for what is fair.

I have had the privilege of working with many of you throughout my 26 years on this department and it has been a pleasure. Your issues and your rights are of the utmost importance to me and I hope I can continue my efforts on your behalf. Thank you for your vote.

**Candidate for Trustee**

◆ **Bruce Stallman**



Here I go again asking you for your support and vote in my bid to be re-elected as a PLEA Trustee. This will be my third term, and, may I add, my last (DROP happens) as a Trustee.

I have been a Phoenix Police Officer for 30 years and a member of PLEA for the same length of time. During my career I have worked all shifts as a patrol officer. I've been a FTO, an RTO at the academy, a PAL Officer out of CRB, and a SRO. I've worked plain-clothes details, and have instructed at the academy in traffic law and firearms

classes. My true love for 20 years has been my assignment as a motor officer.

The reason I have pointed out these different assignments is I have been able to learn the concerns, views, and areas of interest of officers throughout the department because I have been there. To say I have learned a lot during the past four years is an understatement, and for that reason I feel I am even more prepared to serve you again as one of your PLEA Trustees. I have spent several years preparing for this position. I was an active PLEA Representative, successfully representing members at IRPs and DRBs in reference to pursuits, accidents, firearms and various other issues. I was elected as a PLEA Trustee and continued representing officers in these areas, in addition to serving on six PLEA and department committees.

I was asked by the PLEA Board to take on the position of Director of Community Programs, which I accepted. I have organized various fund raisers, food drives, and other health and welfare issues for our association. I will gladly continue this work if re-elected.

The relationships I have been able to develop over the years with department management, as well as the Phoenix City Council, have enabled me to serve you better and to protect and represent your interests. Those of you that have worked with me know my work ethic and dedication to duty. I take this very seriously and ask for your support and vote in my bid for re-election.

**Don't forget to print name and sign the return envelope.**



**PHOENIX LAW ENFORCEMENT ASSOCIATION**

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# Representation Committee



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Michelle Monaco

**Vice Chairperson**

Danny Boyd

**Representatives**

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Will Buividas • Bob Furneaux • Billy Coleman • David Dager  
Chad Likens • Greg Gibbs • Ron Gomez • Cheryl Groshko  
Bryan Hanania • Gary Hotchkiss • Barry Jacobs • Dave Kothe  
Karen Lewsader • Nick Margiotta • Franklin Marino  
John McTernan • Brian Miller • Anthony Navas  
Darren Nielsen • Bob Palma • Steve Perrotta • Jerry Peterson  
Dave Sampson • Lori Scott • Toby Sexton • Annie Shumway  
Frank Smith • Stu Sterling • Mark Spencer • Vanessa Warren*

***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.***

## The Board Of Trustees

Jake Jacobsen ..... President  
Michelle Monaco ..... Vice President  
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Mark Spencer ..... Secretary/Membership  
Levi Bolton ..... Trustee/Representation  
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Bruce Stallman ..... Trustee/Representation

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Dale F. Norris ..... Legal Counsel  
(602) 248-9107  
www.napierlawfirm.com

Brian Livingston ..... Legislative Liaison  
www.azpolice.org

## The PLEA Office Staff

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JoAnn Gothard ..... Membership Services  
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