



# REOCAP

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FEBRUARY 09

The Official News Magazine of the Phoenix Law Enforcement Association

## Scoring the Target

By Mark Spencer  
PLEA President

The core philosophy found at the firing range is to produce officers who are proficient with their weapons. One way to determine if this core philosophy is being achieved is by shooting at targets. It's been said that if you aim at nothing, you'll hit it every time. That's why targets are important. Having one's target scored might be uncomfortable but it's vital. Targets tell us how well we're shooting. Targets are gauges of success, indicators of failure, and highlight the need for improvement or change.

"It's all about the members." This is the core philosophy of your Association. Our proficiency in adhering to this philosophy and meeting the needs of the membership is accomplished by setting our sights on three goals or targets. By aiming at these targets, the Association is able to keep the momentum moving forward in a positive and progressive direction. The first target: aggressive representation. The second target: hold police management publicly accountable. The third target: maintain positive partnerships. Let's move forward to the three yard line and score the targets for 2008.



### AGGRESSIVE REPRESENTATION:

The need for this goal is no less crucial than it was at PLEA's beginning in 1975. An unprecedented six-pack of unfair labor practices (ULP) in 2008 gives us a picture why this target continues to be a top priority. From the top down a hostile police management environment is not uncommon. This personality driven management style is being met with a full complement of reps who are being served by Billy Coleman and Dave Kothe. Reps do a thankless and difficult job and are worthy of recognition. Our successes at IRPs, DRBs, and the grievance process are clear hits on this target. Incidents of successful and aggressive representation this past year could fill pages. Poor investigations that resulted in overturned terminations have not been seen for the past year. Seeing that the bulk of representation issues come out of the patrol camp, it's encouraging to see that the majority (not all) of the precincts have commanders who understand and appreciate the labor/management relationship. Big muscles and tight shirts don't make a good patrol commander but an open mind sure does.

In addition to the rep camp, the legal counsel provided by Mike Napier and his office remains superior. Over 33 years of

aggressive, competent, and kind representation provided by your attorneys sets a high bar in the world of police labor legal counsel. Mike is currently drafting expanded industrial injury legal coverage for members through PORAC. PLEA is the flagship for this new benefit. Last year, two PPSLA board members chose to utilize department resources (similar to naming non-member PPSLA sergeants and lieutenants via department email) to assault PLEA's integrity. This triggered the departure of Mr. Napier's law firm as the legal counsel for Phoenix sergeants and lieutenants. Mike Napier's commitment to rank and file officers and PLEA stands unchallenged while the void left in PPSLA is unfathomable.

It's important to remember that "nobody gets left behind" and there's NOT an "acceptable casualty rate." Yet this doesn't nullify a commitment to principle. For the past year and a half, PLEA has engaged in the difficult but necessary task of assisting in no less than 25 member resignations from the Phoenix Police Department. PLEA believes that there's no room for compromising ethics in the law enforcement profession. We ought not to trade truth.

Your negotiation team not only procured the highest pay raise/wage adjustment in over 20 years, they did it for every member and have continued to defend it. PLEA maintained CEP. PLEA believes that job skills and seniority (be thankful you're not a senior sergeant or lieutenant) should be factors in compensating all of our unit members.

PLEA membership is quickly approaching 2600. This is huge. In light of jobs, rights, and contracts, some might say that rifles and winter head gear (beanie caps) are just little things. But these "little things" mean a lot to those looking down the wrong end of gun or working outside of a heated police office. The 4th floor's 2-year willful disregard of a meager 60 patrol rifles in the 5th largest city was dangerous and shameful. Movement toward 300 rifles for first responders by August is underway. Yet, "Better late than never" seems like a hollow response for many on the front lines. Another important tool available to the members last year was an improved immigration policy. PLEA believes that the combination of our police work along with a new proactive policy coupled with enforced immigration legislation is a driving factor in falling crime rates in Phoenix.

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# Scoring the Target

Continued from Pg. 1.



## **HOLD POLICE MANAGEMENT PUBLICLY ACCOUNTABLE:**

Over the past year your Association has continued to take the time and effort to cultivate a courteous, common sense working relationship with those in the media. When police management attempted to quash a story of mishandled DNA analysis in a major Phoenix crime investigation, the result was the top news story for News 5 in 2008. When the County Attorney denied the City's request for a gag order on the inefficiency of the same crime lab, the result was the 6th top news story for the same station.

The issues PLEA addresses with (not "for" or "in spite of") the media are relevant and the facts to support our issues are reliable. It serves the members well when PLEA is able to contact the producer of a national cable news service in L.A. and partner with him to inform taxpayers (our bosses) of poor police management decisions. One of the fruits of this partnership resulted in a national news story about our lack of rifles (see above) and the subsequent generous \$100,000 donation of the Valley's own Mr. David Spade to make sure officers were "in a fair fight."

PLEA fielded no less than four interviews from the media from Fort Worth Texas concerning Commander Jeff Halstead being considered for their new police chief.

- In the Fort Worth Star-Telegram (Oct. 29, 2008) the following was reported: "Dan Boyd, vice-president of the Phoenix Law Enforcement Association, said Halstead understood labor relations and grasped that the rank-and-file officers are the backbone of a police department. 'A lot of managers have the philosophy that 'I wear the gold, you do as you're told,' Boyd said. 'Halstead doesn't have that. Some don't want to get the union involved because they think they'll screw something up. Halstead invites us to the table.'"

- On October 30, 2008 the Arizona Republic printed: "Mark Spencer, president of the Phoenix Law Enforcement Association, said that as a manager Halstead was always 'in tune and in touch' with cops on the streets."

- On November 12, 2008 ABC Channel 8 News in Fort Worth reported Halstead was excited about his new job saying that "They're [the City of Fort Worth] going through a new time and a new era in their police department with a brand new police officer contract." The report continued by stating, "Phoenix officers respect Halstead. Even though contract negotiations can be bitter, the 2500 member association representing officers hate to see him go."

I wonder if Jeff Halstead believes there's value in a relationship with PLEA in order to continue one's career as an upper level police manager. Some police managers think PLEA is an ass. Some managers could be wrong. Some police managers think PLEA is an asset. Some managers could be a valued commodity outside of Phoenix. This news report ended by stating that Halstead's reputation with officers (not managers) was "a key in him getting the job." Here endeth the lesson.



## **MAINTAIN POSITIVE PARTNERSHIPS:**

The best man for the job is a woman. This piece of cultural wisdom has proven to be true in the persons of Ann Malone and Donna Neill. Ann (Require the Prior.org) and Donna (N.A.I.L.E.M.) are fearless when holding city government accountable. Their

courage is only outweighed by their compassion and concern for others – ranging from residents near Kids Street Park, St. Vincent DePaul, the East Indian School Business Coalition, to PLEA members. They are champions of Phoenix Police Officers and are individual pictures of the overall police support given by our communities.

After 16 years of battling MCSO, the PLEA board believed a different course of action was warranted. MCSO continues to assist PLEA in facilitating the development of the Maricopa County Association of Detention Officers (MCADO.org). We're hopeful that the 1900 detention officers at the county jails will find a venue to improve working conditions and efficiency. We're partnering with MCSO for a "just cause" bill that will assist and protect officers in jurisdictions that don't have the benefit of a contract under a meet and confer setting. MCSO has offered a no-cost training program for Phoenix detention officers (if/when that position comes on line) at their academy. While MCSO has offered to open their ranges up to Phoenix for the incoming rifles (see above), the Maricopa County Attorney's Office has graciously provided much needed steel for our own shooting range.

*The City Council and City management has asked PLEA to partner with them again to protect state shared revenue during the budget process at the capital. The council is very supportive of their police officers and their open doors and common sense are clear proof of this.*

All of PLEA's endorsements were successful this election season including our good friend and past president of the Chandler Law Enforcement Association – Paul Babeu, now the new Pinal County Sheriff. With the help of Senator Russell Pearce, expect PLEA to pursue a clarification to DROP legislation at the capitol this session. Our goal is NOT to do away with DROP but to put an end to "jack-pot-drop" deals that make upper level managers rich while rank and file get left with the risk. The elimination of DROP loop-holes protects our pension and reinforces the original intent of DROP – to keep police officers on the street and in the community. The new Administrative Regulation (AR 2.92) follows in the wake of our concern for DROP. The new AR states, "A PSPRS [sworn] retiree may be reemployed into a full-time COPERS-eligible [civilian] position following a 30-day break in service, provided that the duties of the COPERS position [civilian] are *significantly dissimilar* (emphasis mine) from the retiree's pre-retirement classification." Translation: no more "jack-pot-drop" deals in the City of Phoenix.

It's a great opportunity and honor whenever PLEA can invest in and partner with A.B.L.E. (Arizona Black Law Enforcement Association) and the L.P.O.A. (National Latinos Peace Officer Association). This year was no exception. Your Association was able to participate in training and scholarship events sponsored by these good friends. PLEA Charities also saw great success when a \$5000 Silent Witness reward along with an additional \$2000 reward from Mike Napier led to the arrest of the murderer of 16-year old Melissa Vigil.

## IMPROVING OUR AIM

My target at the range consistently reminds me of my need for improvement. For police officers, becoming a better shot can be challenging but working at it produces worthy dividends – like going home at the end of the shift. In the same way, a look at several rounds outside of PLEA's silhouette target is a reminder of some upcoming challenges, improvements, and modifications faced by the Association.

In the area of modification, PLEA is looking to expand its services to the members. PLEA is currently considering the purchase of a banquet facility to enhance our service to the members and our impact in the community.

Now for the challenges. For those members who haven't done so, please consider investing a small amount (\$1 a month) in PLEA

Charities and the same in PLEA PAC. In addition to investing money (\$2), there's also room for members to invest their time: PLEA PAT – PLEA's political action team. As the number of our PLEA PAT Triple Players increases, so does your Association's influence. Whether it's time or money, small amounts from many members maintains positive momentum. Information on PLEA PAT, PLEA Charities, and PLEA PAC can be found on the website (azplea.com).

Hopefully, the view from the three yard line is encouraging. I believe the targets over the past year show your reps, your attorneys, and your board aim to maintain a course that does not waiver from meeting the needs of the members. Your input and commitment are crucial in keeping our aim accurate, our direction true, and our scores high. Have a great and safe 2009 – God bless.



## NATIONAL ASSOCIATION OF POLICE ORGANIZATIONS

*Strongest Unified Voice for America's Law Enforcement*

January 16, 2009

### EXECUTIVE OFFICERS

THOMAS J. NEE  
**President**  
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MICHAEL J. PALLADINO  
**Executive Vice President**  
*Detectives' Endowment  
Association of New York City*

MICHAEL J. MADONNA  
**Recording Secretary**  
*New Jersey State Policemen's  
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*Police Benevolent & Protective  
Association of Illinois*

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**Sergeant-at-Arms**  
*Florida Police  
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WILLIAM J. JOHNSON  
**Executive Director**

### NAPO APPLAUDS INCLUSION OF COPS, BYRNE-JAG FUNDING IN HOUSE VERSION OF STIMULUS BILL

On January 15, 2009, House Democrats released their version of the economic stimulus bill, the American Recovery and Reinvestment Act. Included in the bill is \$4 billion for state and local law enforcement assistance programs: \$3 billion for the Byrne Justice Assistance Grant (Byrne-JAG) program and \$1 billion for the Community Oriented Policing Services (COPS) hiring program.

The \$3 billion for the Byrne-JAG program will help to stabilize state and local governments currently struggling with budget deficits by providing funds to support fighting crime. The funds can be used for a variety of purposes, including equipment, operations, and support for other criminal justice personnel, such as prosecutors, public defenders, police investigators, and crime and forensic analysts. These funds can also be used to pay overtime expenses of officers on multi-jurisdictional drug and gang task forces.

In addition to the Byrne-JAG funding, the House looks to aid states and localities in retaining and hiring police officers. The \$1 billion in funding for the COPS hiring program will allow for the hiring of approximately 13,000 officers nationwide. As federal support for the COPS hiring program has been drastically insufficient over the past several years, this funding is desperately needed as states and localities are being forced to downsize their police forces in the face of massive budget cuts.

"Fully funding the COPS hiring program not only creates jobs, but also greatly assists police departments retain their qualified, active officers who have relationships with the communities," stated NAPO President Tom Nee. "The retention of police officers who know their neighborhoods is an integral part of community policing. This increase in funding is vital to keeping our nation's communities safe."

NAPO is pleased that the House leadership has included \$4 billion in funding for these vital state and local law enforcement grant programs. It is crucial that this level of funding remains in the final economic stimulus bill that is passed by Congress. Please join NAPO in urging lawmakers to support the passage of the \$3 billion for Byrne-JAG and the \$1 billion for the COPS hiring program in the final stimulus bill.

If you have any questions or would like more information on the American Recovery and Reinvestment Act, please contact NAPO's Director of Governmental Affairs, Andy Mournighan, at (703) 549-0775.

# A Coup D'etat by any Other Name

By  
Ken Crane

It might surprise you to know that your Union was recently the focus of a failed hostile takeover by an outside organization. The hell you say!/? The hell I say indeed, allow me to explain.

The first question we must ask ourselves is who would want to manipulate and interfere with your association's business and why? To answer this question we need to go back to when your current PLEA Board took office a little over a year ago. At election time the motto was and still is "It's all about the members." The platform consisted of three key elements: 1. Aggressive representation, 2. Maintaining positive partnerships, and 3. Holding police management publicly accountable. It's that last one that can get people in police management really ticked off.

There's no question that PLEA has seen some of its highest approval ratings to date. The consistent feedback that we receive from officers and supervisors alike confirms this. "You guys are doing a great job", "Keep up the good work", "Keep up the fight", "We appreciate what you are doing", "Keep holding their (management's) feet to the fire", and "We finally have a real Union" are just a few of the many comments we hear on a regular basis. Comments like these combined with the fact that our membership numbers have never been higher clearly indicate that we are moving in the right direction and doing right by the members.

After taking office, your PLEA Board did exactly what they said they were going to do. One member described it best when he said, "You guys are really kicking ass and taking names." This is a formal labor term used to describe holding police management accountable for poor policies. The problem is that those in police management can only handle so much accountability, then, by God, something's got to be done.

This is where the leadership of PPSLA comes into play. Lieutenants Mark Hafkey and Dave Adams recently requested a private meeting with Dave Dager, PLEA's Chairman of the Board. The purpose of the meeting was to try to manipulate Dave into running for the position of PLEA President. The hell you say!/? The hell I say indeed. But wait, there's more. Dave was told that if he would run for PLEA President that PPSLA would make sure that he had financial backing, staff support, and the assistance of a PR firm. Turnkey operation. All we need you to do is throw your hat in the ring and we'll take care of the rest. Kind of like China or Russia trying to install a puppet government in a third world country. Why would PPSLA think that PLEA needs a new President when things are running so well unless the purpose is to further their own interests?

PPSLA has been wrong and silent on numerous issues. They were wrong on the immigration issue. They were silent on the rifle issue. They were silent on the knit watch cap issue. They were wrong when they took an active part in attacking PLEA and PLEA Treasurer Joe Clure during the recent pension board election which resulted in them losing the services of their own attorney Mike Napier who is without question one of the most skilled and experienced labor attorneys in the state. They were supportive of 'Jack

Pot DROP', which the city just recently said was the wrong thing to do. They were disastrously wrong when they grossly underestimated the character and loyalty of PLEA's Chairman of the Board, Dave Dager. What PPSLA is vocal about is their association's philosophy: "Our job is to support the policy makers." That philosophy is O.K. until the policy makers are wrong. Blind obedience to flawed policies isn't loyalty, it's called trading truth.

PPSLA has brought this philosophy into the state Arizona Police Association (APA) group of which PLEA is a fellow member. When sensitive and internal APA police labor strategies, endorsements and discussions make their way out to the mailboxes of the public and into the offices of the policy makers, one must question the wisdom of allowing a police management philosophy to coexist in a police labor group. PLEA has great concerns that the Public Safety Manager has a seat at the table in the form of PPSLA.

PLEA is seeking a solution to the problem through an APA bylaw revision defining who can (and cannot) be an active voting member of the APA. We

***It might surprise you to know that your Union was recently the focus of a failed hostile takeover by an outside organization.***

believe that PPSLA has no business running or attempting to run PLEA or compromising the APA. When you live in an organization that has weak standards, it's easy to assume that others will be the same way.

This is what sets us apart. We don't believe in blind obedience. Your Association refuses to trade truth and this is where management accountability comes into play. PPSLA's power play blew up in their face leaving the two lieutenants looking like Wiley Coyote in a roadrunner cartoon right after being on the wrong end of a dynamite blast. These inept and clumsy actions appear to be the mark of desperate managers looking for shortcut solutions to problems they don't know how to solve.

Apparently, Lieutenants Hafkey and Adams think that the direction PLEA is receiving from you, the members, is flawed and that they, more than you, know what's best for your Association. Staying true to the philosophies that were laid down at the outset is what has kept your Association on track. We are here to put the members first. We have demonstrated on numerous occasions that we can work cooperatively with management to achieve objectives important to the members. What we won't do is climb in bed with them. Anyone who has heard us on TV, or radio, read the website, newspapers, or the RECAP knows that we're out front fighting for the members. When you go head to head with management long enough, you're going to make some enemies and this latest incident proves it.

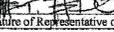
At this point in time, your attorneys are involved and charges are being brought against the Department for interfering in Union activities when their "policy supporters" (managers) attempted to influence the internal election process of PLEA.

Be sure to let Lieutenants Mark Hafkey and Dave Adams know how much you appreciate ~~their concern for~~ manipulation of PLEA.

**UNFAIR EMPLOYEE RELATIONS PRACTICE CHARGE**

INSTRUCTIONS: Complete an original and provide four (4) copies of this charge and an additional copy for each organization and/or individual named in item 7. File this charge with the Board within six (6) months after the occurrence of the act or conduct upon which this charge is founded.

DO NOT WRITE IN THIS SPACE

1. Name of Charging Party Officer David Dager and PLEA	CASE NUMBER
2. Address of Charging Party (Street, City, State, and ZIP) 1102 W. Adams Street, Phoenix, AZ 85004	DATE FILED
3. Telephone No. (602) 248-7888	
4. Representative of Charging Party, if any Michael Spencer, PLEA	5. Telephone No. (602) 248-9107
6. Address of Representative (Street, City, State, and ZIP) 2620 E. Avenue Billerica, Suite 105, Phoenix, AZ 85004	
7. Name of Party against whom the Charge is brought (Charged Party) City of Phoenix Police Department	8. Telephone No.
9. Address of Charged Party (Street, City, State, and ZIP) 620 W. Washington, Phoenix, AZ 85003	
10. State the provisions of Phoenix City Code Section 2-220 alleged to have been violated. Support each alleged violation with a statement of facts that includes the dates, times, and places of the occurrence of each particular act. Section 2-220 A (1) & (2) On or about December 2, 2008 the Charged Parties, acting at all times for and on behalf of the City of Phoenix and as supervisors for the City of Phoenix Police Department attempted to influence the internal elections of the Phoenix Law Enforcement Association by offering to David Dager financial assistance, staff support and public relations assistance in the event that Officer Dager would agree to run for the office of President of PLEA against Officer Mark Spencer, current PLEA President. Such conduct constitutes interference with the exercise of rights of all unit members of the unit represented by the certified representative for the rank and file officers, the Phoenix Law Enforcement Association, to elect their own representatives without undue or external influence by management or supervisors within the same department. Such conduct interfering in the internal elections of the Phoenix Law Enforcement Association, attempting to influence that election constitutes blatant interference and constitutes, as well, an attempt to dominate the meet and confer unit representative for the police unit.	
(Use additional pages if necessary)	
11. Statement of relief sought by Charging Party for each alleged violation of Phoenix City Code, Section 2-220. Cease and desist order prohibiting the Charged Parties and their agents from engaging in acts, as above described, of interference and domination.	
(Use additional pages if necessary)	
12. Attach Affidavit of Charging Party in accordance with Rule 3.3(F), PERB's Rules and Regulations.	
DECLARATION	
I do declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. I further declare that this charge does not involve employee discipline where an appeal of such discipline has been timely filed by the Charging Party under the City's Civil Service System.	
By:  Signature of Charging Party	Date: 11/06/09
By:  Signature of Representative of Charging Party	Title or Office, if any

290-1D Rev. 02/07

Section violated: 2-220 A (1) & (2). On or about December 2, 2008 the Charged Parties, acting at all times for and on behalf of the City of Phoenix and as supervisors for the City of Phoenix Police Department attempted to influence the internal elections of the Phoenix Law Enforcement Association by offering to David Dager financial assistance, staff support and public relations assistance in the event that Officer Dager would agree to run for the office of President of PLEA against Officer Mark Spencer, current PLEA President. Such conduct constitutes interference with the exercise of rights of all unit members of the unit represented by the certified representative for the rank and file officers, the Phoenix Law Enforcement Association to elect their own representatives without undue or external influence by management or supervisors within the same department. Such conduct, interfering in the internal elections of the Phoenix Law Enforcement Association, attempting to influence that election constitutes blatant interference and constitutes, as well, an attempt to dominate the meet and confer unit representative for the police unit.

# What's in it for me?

By Detective Jeff Rice #6976

The PPAC is a non-profit organization run by Police Department personnel with the goal of promoting overall physical fitness throughout the department and assisting employees in pursuing athletic endeavors at both Police sponsored, and public athletic events. The club, founded in 1990 was modeled after the Los Angeles Police Revolver and Athletic Club. Since then the club has been active in sponsoring Officers who participate in athletic events ranging from local competitions such as the Mesa Police and Fire Games to events set on the international stage such as the World Police and Fire games often held in foreign countries. Smaller teams and individuals representing the department in various road races, cycling events, strength and shooting competitions, team sports and public relations events assisted with financing. The presence of Phoenix's finest in all of these venues has reflected positively on the department over the years.

It is solely through the collection of dues from our membership that we are able to provide this assistance to officers. The dues remain only two dollars per paycheck, automatically deducted from your paycheck after sending the required form to the Fiscal Management Bureau for processing. This small monetary contribution per month is what keeps the PPAC up and running. The board members would like to take this opportunity to give our sincere thanks to all of you who are already members and currently contribute. We would also like to take this opportunity to inform prospective members that you don't need to be involved in organized sports to reap the benefits of membership in the PPAC. In order to serve effectively, the fitness needs of as many department employees as possible, we began the massive project of overhauling the department's workout facilities over two years ago.

The six patrol precincts and the two command stations are the focus of this project, and if you work out at any of these facilities,

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you have no doubt seen an improvement in your weight rooms. Although we cannot afford to completely overhaul every station, all at once we are making a dedicated effort and progress is steady. I continue to meet with dedicated officers and detectives from these stations who act as liaisons that help me facilitate the purchase and delivery of new equipment to their specific work sites. Our goal is to provide the best possible workout facilities, utilizing the limited space provided, to as many officers and employees as possible. As membership increases, more dues accumulate and the amount of money, we can put into each facility increases.

We have been able to supply equipment for 620 W. Washington and 100 East Elwood along with some of our smaller specialty details such as the Air Unit and Special Projects as well. We will continue our efforts in 2009 to improve every police workout facility and continue to support our personnel who participate in athletic events. If you are already a member and know someone who is not, encourage him or her to join. We are aware that the current economic climate is tough but four dollars is a small sacrifice and will benefit the individual as well as the department. Contact your training representative to sign up. Also, look for information on the annual PPAC Fun Day at Castles and Coasters in an upcoming Ops Digest or on the web at ppaonline.com.

**PPAC Board**

- Jeff Hynes – Executive Director
- Angela Kwan – Secretary/Treasurer
- Ray Pauwels – Officer at large
- Jeff Rice – Officer at large
- Darrell Smith (Retired) – Officer at large



# PLEA Charities Donates to Help Injured Peoria Police Officer and Students

By Joe R. Clure  
Treasurer



Bill Weigt

Peoria Police officer William Weigt was critically injured when shot in the line of duty. His injuries left him unable to walk. But, this does not stop Bill from continuing to serve and help others. He is a spokesperson for the Foundation for Service Dog Support Inc. It is a program founded by Dr. C J Betancourt in conjunction

with Peoria High School. The purpose is to have Peoria High School students train companion service dogs for disabled police, fire, and military personnel to assist them with daily activities. Not only does this help the recipient of the dog, but it also provides an excellent opportunity for the students to learn and develop responsibility as well as a sense of service oriented commitment.

When Dr. C J Betancourt contacted PLEA for support it was immediately recognized that this was a cause that fell well within the purpose of PLEA Charities, that being to help Officers and Community and to further the positive relations of police in the community. On January 7, 2009, PLEA President Mark Spencer attended a Foundation for Service Dog Support Inc. ceremony to kick off the training program at Peoria High School. A check was presented from PLEA Charities for \$2,500.00 to Peoria Police Officer Bill Weigt (pictured, left) who accepted it on behalf of the Foundation. In addition PLEA Attorney Mike Napier donated another \$1,000.00 to the program. Nikka was trained by Kurt Abel (pictured, right) and donated to Officer Weigt by the foundation.



Kurt and Nikka

This is a wonderful partnership between the Community and PLEA and we wish to thank Dr. C J Betancourt, Peoria Police Officer Bill Weigt, and the students at Peoria High School for their noble efforts in this rewarding and worthwhile program.

If you would like more information on the Foundation for Service Dog Support Inc. you can contact them on the internet at (cj@fsds.ws) and if you would like more information on PLEA Charities you can contact the PLEA office or on the web at azplea.com.



The Maricopa County Sheriff's Office charities graciously donated \$5,000 to Shane Figueroa's family. Shane was murdered on October 25, 2008 when an intoxicated illegal alien crashed into his vehicle. PLEA is thankful that our partnership with MCSO is providing benefits and support to our members.

# Fallen Heros

January/February

 <p><b>Phoenix Police Officer Bob Fike January 8, 1986</b></p>	 <p><b>Phoenix Police Officer Ken Campbell January 29, 1984</b></p>	 <p><b>Phoenix Police Officer Hase Burch February 2, 1925</b></p>	 <p><b>Phoenix Police Officer John MacInnis February 23, 1976</b></p>	 <p><b>Phoenix Police Officer Walter Stewart February 19, 1952</b></p>
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## PLEA MEMBERS:

FREE Straight teeth with  
INVISALIGN for you and your family  
with NO Out of Pocket expense with  
your unused dental ortho insurance in most cases.  
Call Denise at Dr. Amy McKeever's office for your  
FREE INVISALIGN consult.

**Amy McKeever D.D.S. (602) 938-0998**

## 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.

**2525 E. Arizona Biltmore Circle • Suite 130  
Phoenix, AZ 85016  
(602) 248-9107 • www.napierlawfirm.com**

## Welcome New Members

- |                    |                     |
|--------------------|---------------------|
| Clint Brookins     | Charlayne Hoover    |
| Kenneth Byers      | Margarita Ibarra    |
| Christina Chavez   | William Jou         |
| Jeffrey Cichosz    | William Keech       |
| Dwayne Conklin     | Erik Levandowski    |
| Tracy Cozzens      | Jose Morales        |
| Leonard Falcone    | Timothy Morris      |
| Ronald Gillpatrick | Christopher Nichols |
| Terry Graber       | Norberto Rojo       |
| Mathew Hanson      | Michael Smorong     |
| Andrew Hill        | Craig Weemhoff      |

## 2008 PLEA Payroll Deductible Figures

Dues	\$590.48
False Arrest	\$120.00
Basic Pager	\$66.00
NLEM 7/08 Ded.	\$10.00

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.



Rep from Aflac in the PLEA  
Office second Wednesday of  
each month.  
Call Aflac Office @ 602 870-1122  
for more info.

Rep in the PLEA Office 4th Thursday  
of each month to assist with  
Deferred Comp, 401(a), or PEHP and  
updating your beneficiary.  
For more info call Kathleen Donovan  
@ 602 266-2733, x1161.



**Hester, Heitel  
& Associates**

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Exclusive group insurance offers to  
PLEA Members only for homeowners,  
auto and liability.  
Please call Mark or Loretta or 602 230-7726



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# Representation Committee



**Chairperson**  
Billy Coleman

**Vice Chairperson**  
Dave Kothe

### Representatives

- Tim Baiardi • Kent Barnes • Ken Barton
- Joe Bianchi • John Buckner • Bob Furneaux
- Ashley Gagnon • Bill Galus • Greg Gibbs
- Ron Gomez • Scott Gomez • Cheryl Groshko
- Bryan Hanania • Steve Huddleston
- Barry Jacobs • Michael London • Franklin Marino
- John McTernan • Terry Mills • Anthony Navas • JR Pool
- Chad Roettjer • Kiley Venard • Dave Sampson
- Frank Smith • Jason Smith • Stu Sterling • Rusty Stuart
- Tom Tardy • Mike Walsh • James Ward
- Vanessa Warren • Terry Yahweh

**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.

### The Board Of Trustees

- David Dager ..... Chairman of the Board
- Mark Spencer ..... President
- Danny Boyd ..... Vice President
- Joe Clure ..... Treasurer/Negotiator
- Billy Coleman ..... Secretary
- Will Buividas ..... Trustee/Representation
- Ken Crane ..... Trustee/Representation
- Mark Enegren ..... Trustee/Representation
- Jerry Gannon ..... Trustee/Representation
- Dave Kothe ..... Trustee/Representation
- Karen Lewsader ..... Trustee/Representation

### PLEA Legal Resources

- Michael Napier ..... Legal Counsel
  - Janet Feltz ..... Legal Counsel
  - Anthony Coury ..... Legal Counsel
  - Kathryn Baillie ..... Legal Counsel
- (602) 248-9107  
www.napierlawfirm.com

### The PLEA Office Staff

- Arlene Venturini ..... Office Manager
- Leigh Ann Bennett ..... Accounts Manager
- JoAnn Gothard ..... Membership Services
- Debbie Webster ..... Membership Services
- Melissa Solimeno ..... Membership Services

### The RECAP Staff

- Mark Enegren ..... Editor
- Karen Lewsader ..... Editor
- Bill Steele ..... Publisher