



PHOENIX LAW ENFORCEMENT ASSOCIATION

# RECAP

azplea.com

OCTOBER 2008

The Official News Magazine of the Phoenix Law Enforcement Association

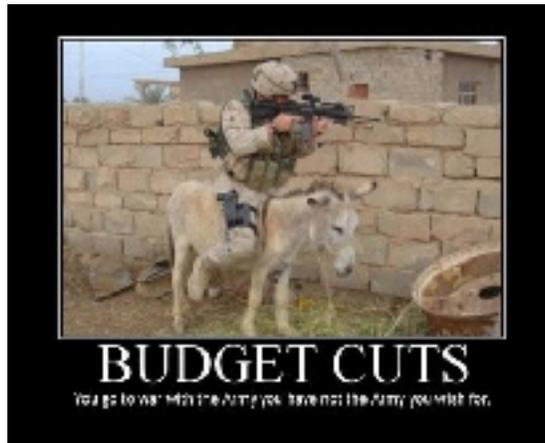
## Budget Cuts, Vehicle Cuts, Service Cuts The Will of the People?

Will Buividas  
PLEA Trustee

The City of Phoenix is facing yet another round of significant budget cuts. How can this be, you ask. We are not in contract negotiations, the time you expect to hear about budget cuts, and we just negotiated the largest raise in 25 years as voters approved proposition 1 adding significant numbers of new police officer positions. Unfortunately, the economy is not improving and appears to be rapidly deteriorating. Sales tax collections are down double digits from last year. 2009 home values have decreased lowering property taxes and with the State of Arizona taking in significantly less revenue, the City of Phoenix's state shared revenue will be down sharply.

Declining city revenue is not good for anyone. Taxes pay public safety salaries, so if possible SHOP PHOENIX! By shopping in Phoenix, we can help keep sales tax revenue here instead of giving to Scottsdale, Tempe, or wherever. Every dollar the city brings in is a dollar less that they cut.

Last year Proposition 1 added 500 new police officer and 100 new firefighter positions passing by overwhelming majority. Proposition 1 states, "These funds may not be used to replace or supplant current public safety funding." PLEA is watching closely to insure this stipulation is upheld. These are 500 NEW positions created independently of



New Tactical Patrol Vehicle

general fund police officer positions. Cutting positions from those funded by the general fund is not what was presented to the voters and not what they passed. The voters expected to create 500 additional positions adding to those we already have.

Interestingly, the current city budget cuts 2.5 million dollars of new patrol vehicle purchases. How will those 500 new police officers go to patrol without vehicles? Perhaps the city will employ the Army's new tactical vehicle of choice. PLEA is hearing stories of 2 FTOs and

2 OITs riding together in an unshielded vehicle simply because there are currently not enough vehicles. We hear of second and third shift officers waiting HOURS just to get a vehicle from the

***Proposition 1 states, "These funds may not be used to replace or supplant current public safety funding." PLEA is watching closely to insure this stipulation is upheld.***

incoming shift. This is yet another example of our illustrious leadership. Is cutting the vehicle budget going to help you do your job and serve the citizens of Phoenix? All citizens of Phoenix should be aware of the many man hours wasted

simply waiting for patrol vehicles.

As always, we will keep you posted. For more information, please feel free to email me at [willb@azplea.com](mailto:willb@azplea.com).

# Carry Issues with Firearms

Ken Crane  
Trustee



We occasionally have officers call the PLEA office with questions regarding the carrying of firearms in a variety of situations. Questions range from concealed carry/off duty carry, types of firearms allowed, to issues concerning travel with firearms.

Unlike some jurisdictions around the nation, the Phoenix Police Department does not advocate a philosophy of its officers being on duty 24/7, therefore carrying of a firearm when in an off duty capacity is optional.

Operations order 4.25.1.D, (Firearms Regulations) is very explicit with regard to what is expected of those officers who choose to carry a firearm in an off duty capacity. The policy states that discharging a firearm during a police incident while off duty involves the same liability that would be incurred if on duty. It further states that only department-authorized firearms will be carried concealed by sworn employees while off duty and that having a Concealed Weapons Permit does not relieve employees from this responsibility. The policy goes on to say that firearms carried concealed while off duty will be subject to the same policies pertaining to on-duty firearms and that the only time firearms not authorized by the department may be carried is for the purpose of participating in sporting/leisure activities (i.e., hunting, shooting competitions, etc.). The policy concludes by stating that these firearms will not be carried concealed.

Most of us when reading this view it as a pretty stringent policy. Why should the department care what type of gun I carry when I'm off duty? I mean, I'm on my time so what's the big deal if I feel like carrying a Kimber .45 or a Sig .380 for personal protection?

In order to get the answer to this question we need to look a little deeper into the department's policies, specifically operations order 3.13 (Rules and Regulations) section 3.D. which governs conduct of off duty officers. This policy states that off duty officers:

*1. Will take police action on felony or other serious criminal matters coming to their attention. 2. Will not take action for minor traffic violations and 3. May carry a firearm, but they will exercise discretion as to when and where it is worn.*

- *Officers will not carry City or personal firearms while consuming alcohol or while in a bar or nightclub.*
- *Officers will not carry a firearm if the reputation of the Department would suffer.*

When the first sentence of the policy says that officers will take action on felony or other serious matters coming to their attention, it is pretty broad and open ended out of necessity. Taking action can range from being a good witness and calling 911 to getting directly involved and maybe having to shoot someone.

If your employer has a policy stating that they expect you to take action on felonies or other serious matters when in an off duty status, it would stand to reason that they would expect you to carry an approved firearm and ammunition that you have trained on and are qualified with in order to minimize liability to not only the department but to you as well. Under current policy, a first time violation of carrying an unauthorized/unapproved weapon and or ammunition is a written reprimand.

In looking further, the policy talks about guns in nightclubs and bars. For most of us this is a no-brainer. The portion of the policy that probably gets violated on a regular basis is the part about not carrying a city or personally owned gun while consuming alcohol. It's pretty easy for an officer on their day off (while carrying concealed) to go out to a nice restaurant and end up having an alcoholic beverage with their dinner. Although this may not seem like a big deal it is a policy violation. This scenario probably plays out fairly regularly.

Yet another issue that raises questions is air travel with firearms. Unless you are on approved department business you are just like any other citizen. Information can be obtained through the TSA's website for all of the up to date rules and regs on travelling with firearms and ammunition. If traveling on official city business and there is a need to 'fly armed', you must first attend the FAA/AZPOST approved training titled "Law Enforcement Officers Flying Armed". A copy of the paperwork showing that you successfully completed this class has to be attached to your request and employees also have to carry orders from the Police Chief verifying their need to have their weapon accessible to them in the performance of their duty (Ops 4.25.13 Firearms Regulations).

Department policy is pretty specific with regard to the types of firearms that can be carried on or off duty. Recently an officer called the PLEA office with some gun questions and told me that while at the 'XYZ' gun store he was told by a store employee that the PPD had recently authorized a certain brand of .380 semi-auto handgun for off duty use. A quick check of the policy and a call to the Firearms Unit revealed quite the opposite. The officer did the smart thing by verifying before purchasing.

One final issue that comes up occasionally has to do with active and retired officers being able to carry concealed in other states. This was taken care of by Federal legislation that was signed into law in 2004 by President Bush. HR 218 also known as the Law Enforcement Officer's Safety Act of 2004 or LEOSA allows current and retired law enforcement officers to carry their weapons concealed while off duty between states.

Without getting into a detailed description of all the nuts and bolts surrounding LEOSA, officers can access the info on the web by simply doing a search of HR218. Caution: retired officers considering concealed carry under the LEOSA provisions need to know that there are additional requirements that apply to them. These requirements can be accessed by going to the concealed weapons permit section of the Arizona DPS website and clicking on the LEOSA link.

Remember, the firearms laws and use of force parameters that you are accustomed to in Arizona may not apply in other states. When in another state, their rules and laws governing firearms, use of force, and self defense apply. A couple of examples are that in some states, use of hollow point ammunition may be prohibited. Still, other states may prohibit the use of high capacity magazines (this would be more of an issue for retired officers). When in doubt, check the laws of the state to which you will be travelling to get the most up to date info on the do's and don'ts. Carry right and stay safe.

7/7/08

Dear Plea,  
 Great, Gang resistance education  
 and training. Many of the  
 participants at G.R.E.A.T are  
 unable to see a movie on  
 a regular basis. They are  
 lucky to see a movie once a  
 month. Thank you for  
 donating the movie tickets  
 so we were able to see the  
 production of "Wall-E". Giving  
 the tickets to G.R.E.A.T. has  
 the kids wanting to come  
 back to G.R.E.A.T. Thank  
 you so much for your donation.

Sincerely,  
 Kreslin Jan  
 Kreslin Jan

Summer Great Program

July 7, 2008

Dear Phoenix Law Enforcement Association,  
 Thank you very much for giving us  
 tickets to go see "Wall-E". It was an  
 outstanding movie! I wanted to thank  
 you so much for the tickets.  
 You should go see "Wall-E", it's funny,  
 sad, and adbrable, well I can't say  
 anything else except... THANK YOU!!!  
 Sincerely,  
 Tracy McAfee  
 Sunland Summer G.R.E.A.T Program



# THE BEST KEPT SECRET

By Gelene Santa Maria

As a member of the G.R.E.A.T. Unit, I get to work with inner city middle school kids who need an extra bit of support from caring adults. Students are taught life skills which help them in making good decisions which can affect their future and keep them out of trouble with law enforcement. We consider ourselves a support unit for patrol.

For five or six weeks each summer, our unit administers a summer program which supplements the core curriculum and allows us to reach students who would otherwise have no exposure to G.R.E.A.T. In addition to classroom presentations and exercises, we provide team building activities both on and off site.

I just wanted to let you all in on a little secret. My previous boss use to call it "the department's best kept secret." It's the G.R.E.A.T. program. I know some of you out there have probably never heard of it. It stands for Gang Resistance Education and Training. This program was originally written by the Phoenix Police Department to help educate middle school students, providing them life skills and positive options when being confronted by gang members.

This program is 13 weeks and is currently taught by four of your brethren officers in various school districts throughout the city. In addition, we also offer a summer program. This program gives us a chance to really nail down the lessons learned during the school year and gives the students something positive to do with their

summer, hence, possibly making less work for our already over-worked patrol officers.

During the summer program the students are broken up into teams and compete throughout the week to go to one of the water parks while the rest of us stay behind and do community service and go to a public pool. Amazingly they really enjoy the community service. We have a variety of activities planned for the students and in turn expose them to things they might not have a chance to experience such as horse back riding, ice skating, ball room dancing, rock climbing gym, along with educational guest speakers, reptile adventures, Phx PD K-9 and the real eye opener this summer was the 4th Ave. Jail and MASH Unit of the Maricopa County Sheriff's Office where the prisoners care for injured and abused animals.

The officers involved in running this summer program end up having a positive effect on these kids and in turn, possibly keep them from turning up in our jails later on.

I know I do have the best job on the department and because of what I do, I love coming to work everyday.

*Editor's note: If you would like to submit an article about your detail for publication in the RECAP, please email it to: editor@azplea.com*

# JACKPOT DROP

Mark Enegren  
Trustee

Are you nearing retirement and contemplating the future? Does the current state of economic affairs scare you? Do you wish you could go back in time and undo that DROP date? Would you like to sleep at night knowing that the city had a golden parachute for you and would rehire you not for your current position but an even better one with the same responsibilities at a higher pay grade with an even more prestigious title?

If you answered yes to these questions you might currently hold the position of Deputy City Manager for the City of Phoenix. If that were the case you would probably not be sweating too much during the current financial crisis as your nest would be rather well feathered; feathered with funds from your DROP account, your Public Safety Retirement Pension, and your new salary with benefits.

You might stop and ask how you can do this for yourself. There is a well-documented plan that you will have to follow. Of course, this plan circumvents the intent of the law but if that is not an issue with you then it might work for you as well.

According to minutes of the Phoenix Pension Board and public records obtained by PLEA, Jack Harris entered DROP on 2/01/02 for 60 months. On September 15 2006, Ron Snodgrass announced during a pension board meeting that he had been contacted by a member who was being required to exit DROP but was anticipat-

***Would you like to sleep at night knowing that the city had a golden parachute for you and would rehire you not for your current position but an even better one with the same responsibilities at a higher pay grade with an even more prestigious title?***

ing returning to employment with the city in a civilian position. During the October 20th 2006, meeting it was announced that a decision would have to be made about suspension of pension payments, and that the member Jack Harris would have a two week break in service before assuming the new position.

During this meeting, Wendy Larsen a board member, expressed concern that the fund manager might not see enough distinction between the two positions. Harris replied that he had met with the fund manager and this was not a concern. Harris also said that "I would still be the police chief in as sworn for this thing as I am today." And Ed Zuercher said "What the Chief described to me was, civilian duties added on to existing duties." This is important to you if you are thinking about trying this plan, since you will need to add civilian duties onto your current duties to make it fly, might I suggest writing parking tickets, or perhaps working part of your shift as a desk aide.

Another integral part of the plan is to use a different title, regardless of the actual job responsibilities. During the October 24, 2006 meeting, the pension board discussed this very issue. Ms. Starr, another pension board member, stated she would be voting based on assurances given in discussion with city management that the title of Police Chief would not be used. The chair, Ed Zuercher, said that the position would be a Deputy City Manager, and the city would not be formally using the title of Police Chief.

He did add a caveat that the city had no control of how the public referred to this position. This raises an interesting question since Ed Zuercher's former boss, Phil Gordon recently awarded a fifth star to Jack Harris. It appears that Deputy City Managers of Phoenix are now wearing police uniforms with chiefs' stars unless there are city managers running around with stars pinned to their Brooks Brothers suits.

***The real trick is to convince everyone involved that a new title means a different set of responsibilities.***

This may seem inconsequential to some, but if you read the pension rule 38-849.D it becomes obvious why this is an issue. The rule states "Same position," and means the member is in a position where the member performs duties and exercises authority that are the same duties that were performed and the same authority that was exercised by the member before the member's retirement.

When you think of the same position, you might ask what a chief of police does. One of the responsibilities of the Chief of Police of Phoenix is to serve on the Arizona Police Officer and Standards board (AZPOST). In fact, according to ARS.41-1821.A.2 "Two Chiefs of Police, one appointed from a city having a population of sixty thousand or more persons..." are required. One guess who is currently serving in that capacity, and if you guessed Police Chief Jack Harris you would be correct and get to move on to the bonus round. This raises other rather technical legal questions, such as if the AZPOST board did not have a chief serving on it, but instead a city manager, would any of the decisions rendered by that board be valid or legal?

The real trick is to convince everyone involved that a new title means a different set of responsibilities. In fact, if you read transcripts of the proceedings (see azplea.com) you will see that theme played out repeatedly. Of course, it wouldn't hurt to have a subordinate of yours sitting on the board that was about to make you rather wealthy, not that anyone in their right mind would think that was a conflict of interest. It is not as if you would be expected to intervene on any potential discipline and reduce it for any of these members as that might look like a conflict of interest as well. Did you know that Deputy City Manager Harris did exactly that with one member of the pension board? Could this be one of the new responsibilities they were speaking of?<sup>1</sup> The title question cannot be taken lightly. In fact, Ron Snodgrass made that very clear stating he had taken a lot of notes and that:

*...he's going into a new job classification deputy manager above a department head he's currently a department head now, the language is short and sweet, it says he's, the member is in a position where he performs duties and exercises authority, the same duties that were performed and the same authority that was exercised. He's got new duties, he's got duties beyond the scope of what he ever had before, he's got a whole different job classification...I don't think it's going to be in conflict with anything process in all honesty. I just don't see a problem with it.*

Patti Moore, a civilian employee of the city present at one of

<sup>1</sup> Source; public record of DRB memo dated March 28, 2008.

*If all of this sounds too good to be true and you would like to look into finding your own golden parachute please heed this advice.*

those meetings, seemed to have some reservations. In fact, she voiced her concerns saying “Um, Ron I’ve thought about this over a period of time....and I guess some of the questions that come to mind...really has to do with what kind of path are we heading down with regards to DROP and what the intent of DROP was...” She went on to say “Jack stays and becomes the Deputy City Manager, um, what does that do to us when we have the next employee, whoever that might be in DROP who doesn’t want to go and tries to do something...?”

What, indeed, you might ask. But Ron Snodgrass let her know that “the law does not preclude Jack from coming back and being a full duty sworn police officer of any rank other than chief the

way it reads now.” That is probably the same conclusion many of you reached when you read what the “same position” said, right? Gayle Starr during that same meeting said “I will be voting based on the assurance that I’ve been given in discussions with Frank Fairbanks, City Manager, that the title of police chief will not be used in any way shape or form. Maybe Gayle should call the AZPOST board and tell them what she heard.

If all of this sounds too good to be true and you would like to look into finding your own golden parachute please heed this advice. Make sure you change the title of your job. Find a new civilian duty to add to your list of responsibilities. Don’t think of working in other positions that require you to use your old title as that might prove problematic. If you follow these simple guidelines the current financial crisis and the nose dive your retirement stocks are taking should not concern you as you will have a soft landing in that new position working for the city.

## UNSUNG HEROES

*By Detective Terry Yahweh #5117*

*Hero: a person noted for feats of courage or nobility of purpose; especially one who has risked his or her life.*

In the field of police work we are sworn to protect the citizens and visitors of our great city. We are tasked to enter dangerous situations and at times to make unpopular decisions amid the public outcry. It is often that we save lives, prevent damage to property, and do other good deeds that receive no public or internal recognition. We aren’t looking for praise in the press, or adulation from our coworkers. We just want to do our job and keep everyone safe.

### **We are the Unsung Heroes.**

One Unsung Hero did something that was not reported in the newspaper and that received no special recognition by the Police Department. But thirteen years after it happened, I still remember what a fellow officer did for a citizen that prolonged the person’s life.

One day, years ago when I was in patrol, Officer Arthur “Monty” Woods and I responded to 2041 W. Maryland after receiving a contact resident call from the homeowner’s wife who was out of state at the time. She called the police after she was unable to reach her husband who lives at this address. We knocked on the door and there was no response. We walked around the house and looked to see if we could see anything, but we saw no one except for a barking dog that we could see through the front window, running around inside the house. We didn’t know if the homeowner went to the store or had left with a friend. There were no signs of foul play. We were going to leave and make it a number “2”, but Officer Woods told me that he had a feeling that we shouldn’t leave yet. You know, the “police sixth sense” that we develop over time about various situations. The feeling we get about something that sometimes saves our lives or the life of another. It also manifests as a gut feeling when someone is lying to us: when our intuition is telling us one thing but the facts are saying exactly the opposite. Officer Woods had the feeling that day I didn’t feel it, but he did. He said, “Terry, I think we need to check a little further, something is telling me we need to check again”.



*Officer “Monty” Woods*

We checked with the neighbor next door who told us that she had tried to reach the homeowner at his residence hours earlier and was unsuccessful. She was also aware that he had heart problems and was concerned about him. We re-contacted the wife of the homeowner by telephone and expressed our concern and the neighbor’s concern about her husband. She gave us permission to break a window to enter her residence to check the welfare of her husband. Officer Woods contacted our supervisor and after he arrived, he broke the window and we all entered the residence with an animal control officer, who restrained the large dog inside. We searched the residence and found an elderly man in a bedroom lying on the floor, between the bed and the wall. He was unconscious and had shallow breathing. He was unresponsive to our efforts to wake him up. We feared he may have had a stroke. We contacted the Phoenix Fire Department who arrived in a short time, and transported the homeowner to the hospital.

I was impressed with Officer Woods because he heard and listened to that inner voice that told him to check further. It saved the life of a person who may have been found dead if he remained in that situation. It is because of this life-saving effort that I commend Officer Woods for being an Unsung Hero.

*By Detective Terry Yahweh #5117*

**Editor’s note: Do you know of other unsung heroes? Please submit their story to [Editor@azplea.com](mailto:Editor@azplea.com)**

## Welcome New Members

Elizabeth Anderson	Chelsey Rios
Joseph Berryman	Kale Roberts
Joseph Congero	Jose Rodriguez
Aaron DeMent	Jeramie Sanchack
Bradley Fulton	Nathaniel Smith
Mysten Lubker	Paul Smith
Dennis McDavid	James Smoke
Eric Moser	Timothy Snyder
Brandon Myers	John Vanden Heuvel
Daniel Nonnemacher	Ira Wallace
Randall Patterson	William Wells
Joseph Perry	Matthew Windom

**Entertainment Books on sale  
at the PLEA Office for \$25.**

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.



**Nationwide**  
On Your Side

**Hester, Heitel  
& Associates**

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



**NEW ATM  
AT PLEA  
OFFICE.**



A new ATM has been installed outside the door of the officer's lounge at the PLEA office for use by members. There is no fee for PLEA members accessing ATM services from any credit union. However, fees from other financial institutions may apply.

## 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 experience 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**

# The Critically Important Form IV

By Keith Manning, Maricopa  
County Attorney's Office

All defendants booked into jail must appear before a judge within 24 hours of the arrest. The initial appearance is a critical stage of the criminal justice system process. At the initial appearance, the judge, among other things, will determine whether probable cause exists for the purpose of release from custody. If no probable cause is found the defendant shall be immediately released from custody. If probable cause is found, the judge will then determine the conditions of release in accordance with the Rules of Criminal Procedure. The conditions of release will be determined in large part from the information presented to the judge at the initial appearance. Most defendants are entitled to release conditions. However, there are a number of important exceptions and in those cases the defendant shall be held non-bondable.

The Arizona State Constitution provides several circumstances where defendants shall be held non-bondable. Cases where the defendant has committed capital offenses, sexual assault, sexual conduct with or molestation of a minor child under 15 years of age are examples of non-bondable charges. Defendants who commit felony offenses while on release for another felony charge shall also be held non-bondable. Defendants who possess a substantial danger to other persons or the community must be held nonbondable. And lastly, persons committing serious felony offenses while in the United States illegally shall be held non-bondable.

Prosecutors and judges have access to only one source of information during this critical process and that is the arresting officer's Form IV. Every Form IV has room for a Probable Cause Statement. The Probable Cause Statement is the only reasonably timely source of information the prosecutor can present to a judge at the time the judge makes a finding of probable cause. Furthermore, it contains much of the information that is necessary for a prosecutor to successfully hold a defendant non-bondable.

Probable cause statements must include facts, names and details. The statement should include the necessary facts that establish the elements for every crime the defendant has been booked. If victims are involved, their names and relevant information should also be included. The arresting officers should include specific facts in the probable cause statement. And these facts should include the facts necessary to hold a suspect nonbondable. The failure to complete the Form IV, or the failure to adequately detail a Form IV, provides a defendant with two opportunities to escape from the criminal justice system. Reminding your officers of the critical importance of the Form IV and instructing them how to properly complete the Form IV is one of the most important steps in a successful prosecution. Officers with Form IV questions may contact the County Attorney 24/7 @ 602-876-8240



## Arizona National Latino Peace Officers Association State Executive Board

State Executive Board

Adam Bustos  
President  
September 22, 2008

Ron Gomez  
1<sup>st</sup> Vice-President  
Mr. Mark Spencer, President  
Phoenix Law Enforcement Association  
1102 W. Adams St.  
Phoenix, AZ 85007

Marco Calles  
2<sup>nd</sup> Vice-President  
Dear Mr. Spencer:

Terri Avila  
Secretary  
On behalf of the Arizona National Latino Peace Officers Association (NLPOA) we want to thank you for your generous donation in support of our 2008 Annual Golf Scholarship Tournament scheduled for Saturday, October 11, 2008, at the San Marcos Golf Resort, located at 1 N. San Marcos Pl., in Chandler.

Estrella Cervantes  
Treasurer  
We are a non-profit 501(c)(3) organization that solely relies on contributions and donations by companies such as yours. Thanks to your support, we are able to assist our at risk youth in our communities, as well as provide scholarships to offer alternatives.

Richard Fernandez  
Historian  
Once again we appreciate your generous donation. Please visit our website at [www.aznlpoa.org](http://www.aznlpoa.org).

Diana Calles  
Correspondence Secretary  
Sincerely,

Gary Husk  
Legal Counsel  
*Lou Espindola*  
Lou Espindola, President  
Maricopa County Chapter

Ed Valenzuela  
EEO Advisor  
cc

P.O. Box 1551 - Phoenix, Arizona 85001 - (602) 440-5601  
[www.aznlpoa.org](http://www.aznlpoa.org)



CITY OF PHOENIX  
OFFICE OF THE MAYOR  
PHIL GORDON

Dear PLEA Friends

9-8-08

Thank you for your kind, thoughtful & delicious recovery wishes. The cookies were enjoyed by everyone & were great. I especially enjoyed the tree & ladder cookies. I hope everyone in PLEA remains safe & get stay off ladders your recovery stay on.  
Phil



**PHOENIX LAW ENFORCEMENT ASSOCIATION**

1102 WEST ADAMS STREET  
PHOENIX, ARIZONA 85007

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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 • Jenniffer Liguori  
Michael London • Barry Jacobs • Franklin Marino  
John McTernan • Terry Mills • Anthony Navas • JR Pool  
Chad Roettjer • Kiley Venard • Dave Sampson  
Frank Smith • Jason Smith • Stu Sterling • 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  
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