

PHOENIX EMPLOYMENT RELATIONS BOARD
CITY OF PHOENIX
STATE OF ARIZONA

JEFF ANDERS, WILL BUIVIDAS, PHOENIX)	
LAW ENFORCEMENT ASSOCIATION,)	
)	
Charging Parties,)	
)	
v.)	CASE NO. CA-330
)	
CHIEF OF POLICE GARCIA, CITY OF)	
PHOENIX,)	
)	
Charged Parties.)	

DECISION AND ORDER

The matter of PERB Case No. CA-330 having come regularly for hearing before the Phoenix Employment Relations Board at its open meeting on August 20, 2013, and the Board, having considered the Hearing Officer's Report and Recommendation dated June 14, 2013, along with the arguments of counsel and record to date, and, upon motion made and seconded on the first charge, and by a vote of 4-0, and upon motion made and seconded on the second charge, and by a vote of 3-1, in accordance with Phoenix City Code, § 2-211 and Rule 5.6 of the PERB Rules and Regulations, now, therefore,

IT IS HEREBY ORDERED adopting the Findings and Conclusions of Law of the Hearing Officer, and that the Findings and Conclusions of Law of the Hearing Officer with respect to PERB Case No. CA-330 are herein incorporated by reference as part of this Decision; and

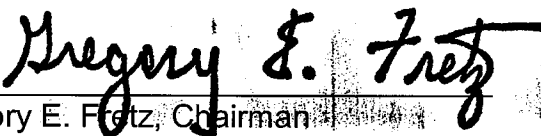
IT IS FURTHER ORDERED that the City of Phoenix, its officers and agents, cease and desist from interfering with employee rights under the Ordinance and from refusing to negotiate with PLEA on mandatory subjects of bargaining.

IT IS FURTHER ORDERED that the City of Phoenix, its officers and agents engage in good faith negotiations with PLEA with regard to procedures for reimbursement of employees adversely financially affected by elimination of the Class D uniform for patrol officers in Unit IV.

IT IS FURTHER ORDERED that the City of Phoenix conspicuously post a copy of this Order in every City employee work location where notices to employees are customarily posted, for a period of 30 calendar days.

DATED this 20th day of August, 2013.

PHOENIX EMPLOYMENT RELATIONS BOARD

By 
Gregory E. Fretz, Chairman

Phoenix Employment Relations Board

Gregory E. Fretz, Chairman
Joseph E. Diggs, Labor Member
Peter N. Maydanis, Public Member
Phillip E. Hanley, Management Member
Fernando Ortega, Public Member
William R. Brown, Esq., Counsel

David Cavazos, City Manager

Kathy Haggerty, Personnel Director
Personnel Department

Labor Relations

Lori Steward, Labor Relations Administrator
Michelle Lopez, Secretary III

Office of the City Attorney

Barry H. Uhrman, Assistant City Attorney

Police Department

Daniel V. Garcia, Police Chief

PLEA

Michael Napier, Esquire
Jeff Anders, Police Officer
Will Buividas, Chief Negotiator
Joe Clure, President, PLEA

Copy of the foregoing **Decision and Order** in the matter of **Jeff Anders, Will Buividas, Phoenix Law Enforcement Association v. Chief of Police Garcia, City of Phoenix**, PERB Case No. CA-330 emailed to the above individuals this 20th day of August, 2013.



Kathy Schmidt
Phoenix Employment Relations Board