



# RECAP

The Official News-Magazine of the Phoenix Law Enforcement Association

## The President's Message

By Jake Jacobsen, PLEA President

### Politics, Propositions, and the Crystal Ball

Every two years we are inundated with the realities of freedom. It's called politics. It's the price we pay to live in the greatest country in the world. We endure month after month of signs, debates, editorials, campaign promises, and slogans. We listen to candidates make charges and counter-charges at their opponents. Some candidates will look you in the eye and lie their backside off to get your vote. Politicians will stretch, bend, twist, turn, and spin the truth to make it sound beneficial to them.

One thing to keep in mind as you wade into the mine field of allegations and accusations from one candidate about another... Why would anyone spend thousands of dollars on a job that pays less than 30K a year?

And as the annual salary for an office increases, the cost of the campaign to get elected increases at double or triple the figure.

Another thing to remember is that those that write the bulk of most propositions don't fully understand the problem, or won't have to enforce the consequences.

This political season is bigger than some because the results will impact us on a National level and not just from our State Capitol. As I have written in past election years, your union is not concerned with the (R) or (D) or (L) or (I) behind a candidate's name. What is important is where these people stand on issues important to Labor and Law Enforcement. PLEA will not endorse any candidate based solely on party affiliation.

The same is true about propositions. We spend a great deal of time reading through each proposition. We talk with the pro and con side on each. We try to determine how it could impact us as officers and how it might impact us as citizens. Sometimes our recommendation may not be popular with some elected officials who have supported us in the past, but we can't let our endorsement, or opposition of a particular issue stop us from taking a stand. Some elected officials craft their positions based on party affiliation and we understand that, but we don't.

It is with these things in mind that PLEA offers the following endorsement of candidates and propositions. If you are not familiar with your legislative district boundaries, please call the PLEA office.



**Your union is not concerned with the (R) or (D) or (L) or (I) behind a candidates name. What is important is where these people stand on issues important to Labor and Law Enforcement.**

### Second Chance Body Armor Files For Chapter 11 Protection

October 19th, 2004

Central Lake, Michigan

Second Chance Body Armor filed for Chapter 11 Bankruptcy protection following lawsuits in at least nine states accusing it of selling defective bullet resistant vests to Police officers.

Second Chance is the nation's largest manufacturer of soft, concealable body armor for law enforcement. The filing was done Sunday in U.S. Bankruptcy Court in Grand Rapids.

PLEA and the APA brought this to the attention of Arizona Attorney General Terry Goddard several months ago. APA Executive Director Brian Livingston turned over volumes of research on the

issue which helped launch the AG's investigation and subsequent law suit. The Attorney General has continued with the

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## 2004 Political Endorsements - General Election

**President of the United States**

George W. Bush

**National Legislative Offices**

**U. S. Senator**

John McCain

**U.S. Representative**

- District 1 – Rick Renzi (Rep)
- District 2 – Trent Franks (Rep)
- District 3 – John Shadegg (Rep)
- District 4 – Undetermined
- District 5 – J.D. Hayworth (Rep)
- District 6 – Jeff Flake (Rep)
- District 7 – Undetermined
- District 8 – Jim Kolbe (Rep)

**Propositions Supported**

- Prop 102 – Compensation to Universities for Technology Transfers
- Prop 103 – Justice of the Peace Pro Tempore
- Prop 300 – Legislators Salaries
- Prop 400 – Transportation Funding
- Prop 401 – Maricopa Community College Bond

**The unemployment rate today is lower than the average of the past three decades. Household wealth has soared to a new record, and 69 percent of Americans own their own homes, the highest proportion ever.**

~ American Enterprise Institute

**Arizona State Senate**

- District 1** – Ken Bennett (R) **District 2** – Albert Hale (D)
- District 3** – Ron Gould (R) **District 4** – Jack W. Harper (R)
- District 5** – Undetermined **District 6** – Dean Martin (R)
- District 7** – Jim Waring (R) **District 8** – Carolyn Allen (R)
- District 9** – Robert Burns (R) **District 10** – Linda Gray (R)
- District 11** – Barbara Leff (R) **District 12** – Robert Blendu (R)
- District 13** – Rich Miranda (D) **District 14** – Bill Brotherton (D)
- District 15** – Ken Chevront (R) **District 16** – Linda Aguirre (D)
- District 17** – Harry Mitchell (D) **District 18** – Karen Johnson (R)
- District 19** – Marilyn Jarrett (R) **District 20** – Undetermined
- District 21** – Jay Tibshraeny (R) **District 22** – T. Verschoor (R)
- District 23** – Undetermined **District 24** – Robert Cannell (D)
- District 25** – M. Arzberger (D) **District 26** – Toni Hellon (R)
- District 27** – Jorge Garcia (D) **District 28** – G. Giffords (D)
- District 29** – Victor Soltero (D) **District 30** – Tim Bee (R)

**Arizona House of Representatives**

- District 1** – Lucy Mason (R) Tom O'Halleran (R)
- District 2** – Sylvia Laughter (I)
- District 3** – Undetermined
- District 4** – Tom Boone (R) Carole Hubbs (R)
- District 5** – Jack Brown (D) Bill Konopnicki (R)
- District 6** – Ted Carpenter (R) Rano Singh (D)
- District 7** – Ray Barnes (R) David Smith (R)
- District 8** – Michele Reagan (R) Colette Rosati (R)
- District 9** – Rick Murphy (R) Bob Stump (R)
- District 10** – Jim Weiers (R) Doug Quelland (R)
- District 11** – John Allen (R) Stephen Tully (R)
- District 12** – John Nelson (R) Jerry Weiers (R)
- District 13** – Steve Gallardo (D) Martha Johnson (D)

- District 14** – Debbie McCune-Davis (D) Robert Meza (D)
- District 15** – David Lujan (D) Oksana Komarnckyj (R)
- District 16** – Leah Landrum (D)
- District 17** – Laura Knaperek (R) Mark Thompson (R)
- District 18** – Mark Anderson (R) Russell Pearce (R)
- District 19** – Chuck Gray (R) Gary Pierce (R)
- District 20** – John McComish (R) Bob Robson (R)
- District 21** – Warde Nichols (R) Steve Yarbrough (R)
- District 22** – Andy Biggs (R) Eddie Farnsworth (R)
- District 23** – Cheryl Chase (D) Frank Pratt (R)
- District 24** – Amanda Aguirre (D) Wm. Smith (D)
- District 25** – Jennifer Burns (R) David Stevens (R)
- District 26** – Pete Hershberger (R) Steve Huffman (R)
- District 27** – Olivia Cajero Bedford (D) Phil Lopes (D)
- District 28** – Dave Bradley (D) Bill Phillips (R)
- District 29** – Linda Lopez (D) Tom Prezelski (D)
- District 30** – Marian McClure (R) Jonathan Paton (R)

**Maricopa County Races (limited)**

**Maricopa County Attorney**

Andrew Thomas (R)

**County Treasurer**

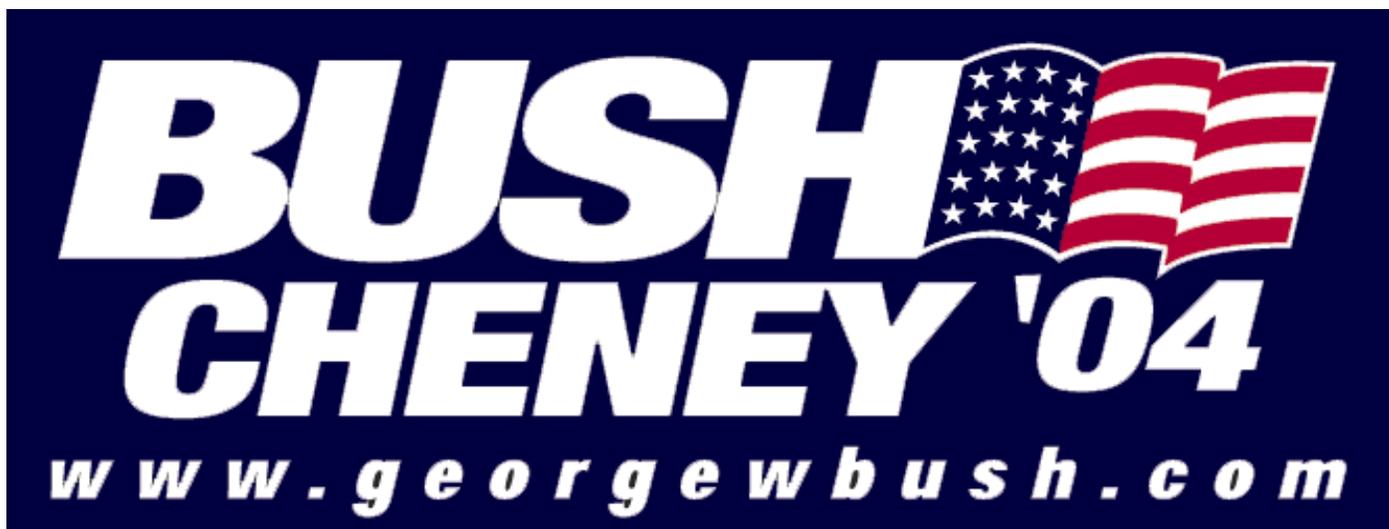
David Schweikert (R)

**Maricopa County Sheriff**

No Endorsement

**Corporation Commission**

- Kris Mayes
- Jeff Hatch-Miller
- Mike Gleason
- Bill Mundell



## PLEA and the Department Vehicle Infrastructure Committee

Franklin R. Marino - Central City Precinct

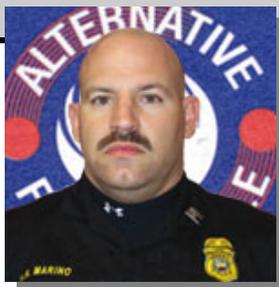
For those of you who may not be aware of it, PLEA has three representatives who sit on the Police Department's Vehicle Infrastructure Committee. The committee consists of sworn and civilian personnel from the City, including the Police, City Budget and Research, and Public Works Departments. Sworn personnel include your PLEA representatives and Commanders from various precincts and bureaus including Patrol, Investigations, Traffic, and Property Management. They meet in person, correspond by telephone or through e-mail, and are responsible for making decisions on the types and number of various vehicles the department purchases every year based on department needs and budget availability.

Marked cars account for a majority of the budget and a major concern is the cost of a fully equipped marked unit, which currently approaches the thirty five thousand dollar mark for the Crown Victoria Police Interceptor, or CVPI. This includes the base price of the vehicle, fuel bladder, markings, emergency equipment, push bar, prisoner cage, radio and mobile data terminal/laptop.

Right now, it is the collective opinion of the PLEA representatives on the committee that the CVPI is the best vehicle for our needs. It is the only full-size, rear-wheel drive, V8 powered, separate body/chassis constructed vehicle made specifically for the police market. Additionally, it is proven in increased crash survivability since the addition of the Fuel Safe bladders and Ford initiated modifications. Chevrolet is producing a pursuit-capable Tahoe to be introduced for model year 2005 and Daimler-Chrysler will have a police package Dodge Magnum as well. However, until these vehicles are released and evaluated by our Department, we stand behind our current choice of patrol vehicle.

During the last purchase period, the original plan was to order a significant number of dedicated compressed natural gas (CNG) powered CVPIs for our marked fleet. The City Manager's Office has issued guidelines that seventy five percent of the total fleet of City vehicles, including the Police Department, needs to be alternative fuel vehicles to comply with federal pollution guidelines. The Department has tried to offset the numbers by ordering CNG vehicles and relegating them to non-patrol positions like detectives or personnel who utilize a department vehicle, but are not first responders. Ironically, the very fuel bladders which PLEA fought for to make our CVPIs safer are a concern because they are an aftermarket modification not approved by Ford and they violate EPA emissions standards.

PLEA vehemently fought the purchase of the CNG CVPIs for three reasons: As of this year, Ford is no longer producing the vehicle since there is no market for it and



**...we felt we needed to go to other manufacturers to purchase their products in order to "send a message" to Ford. As a compromise, a decision was made to purchase thirty Chevrolet Impalas...**

there were concerns regarding vehicle performance and equipment storage capacity. Evaluations of gasoline, dedicated CNG, and bifuel (gasoline and CNG such as the 1997 CVPIs still in the fleet) powered vehicles were conducted over a year ago and the gasoline powered vehicle was clearly the better vehicle in terms of acceleration. We felt that the lack of power demonstrated in the CNG vehicles was an Officer Safety issue. Additionally, it was demonstrated to the committee what problems the extra CNG tanks required in the dedicated CNG vehicles pose when it comes to storing the required equipment a Patrol Officer has to carry, not to mention additional equipment like rifles and shotguns and the added equipment of a two-person unit. Despite our arguments and efforts, a decision was made to include dedicated CNG vehicles into last year's vehicle order.

During discussions, part of the overall process included coming up with, pardon the pun, alternatives to the CVPI to be factored into the current year's purchase and integrating the testing of these vehicles. Certain members of the committee were "mad" at Ford due to the fire issues associated with the CVPI and felt we needed to go to other

manufacturers to purchase their products in order to "send a message" to Ford. As a compromise, a decision was made to purchase thirty Chevrolet Impalas to test as patrol cars and field them in the six precincts. By purchasing the Impalas, thirty CNG vehicles would be eliminated from the order.

The Impalas are here and in the process of being evaluated by Patrol to determine what the best equipment configurations are and whether or not it is a viable option as a replacement for the Crown Victoria. Any and all feedback on your feelings or experiences with our current fleet is important to us and we will use your comments during our meetings with the Vehicle Infrastructure Committee. We will continue to advise you of progress with the current Impala evaluations and any other important issues related to vehicles. ●



### Police Limit

© 2004, Garey McKee

## A Mission Lost

Vince Bingaman TSB/K9

There used to be a time when police work wasn't so complicated. When officers went to work with the understanding that they were to hold the line and actively seek out and apprehend miscreants. Today it isn't that simple when you look at the obstacles that can confront today's officers. Obstacles that at times can cause officers to lose focus and forget their mission.

One of these constraints currently affecting us is a perceived unofficial pursuit policy currently in place that interferes with the apprehension of fleeing felons. Between the City's desire to protect itself from litigation and the ever-increasing criminal indictments against law enforcement personnel, it's no wonder that apathy can become someone's co-pilot. With management stepping in to protect the Department from civil suits and more restrictions placed on our ability to fight crime, it should come as no surprise that many officers find it's beneficial to lay low.

There is currently a committee working with our chiefs to develop a new pursuit policy. I am staying as optimistic as possible over the outcome of this new policy, but I cannot help thinking that current events are a sign of the future. When supervisors are allowed to designate their own policy within a policy and pursuits are terminated for felonies for no logical reason other than to avoid any associated responsibilities, I think there is reason for concern, concern that the wave of the future is to allow the escape of felony suspects without any "reasonable" attempt to apprehend them.

I am not advocating pursuing suspects without due regard for the safety of the citizens. What I am saying is that a failure to make a reasonable attempt to apprehend these suspects is a failure to protect the citizens of Phoenix; it's a failure to do our duty. When it is decided that we will no longer pursue criminals in this city, it will open up a new era in our Department's history - a time when I feel instances of unlawful flight will actually increase along with a corresponding crime rate. We cannot forget that the suspects that we allow to escape are free to continue their lifestyle of criminal activity at an unknown cost to our city, law enforcement and the general public.

There are supervisors who are now terminating pursuits for no legitimate reason other than "My Lieutenant doesn't allow us to pursue." These terminations are occurring even with very favorable conditions: an air unit overhead, ground units not pursuing, and the suspect is not driving at excessive speeds or running red lights. These knee-jerk reactions appear to come quickly and in line with a directive from some in management not to pursue. A recent example was a strong-armed robbery for a large sum of cigarettes and liquor by two suspects in car with fictitious plates. The air unit picked the suspect car up at around midnight, the suspects fled, and the ground unit terminated. With the air

unit overhead and the closest unit over a mile away, the ground pursuit was a moot point. All officers were terminated except the air unit who had to ask permission to stay on it. Fortunately DPS was notified and assisted in the capture of the two suspects whose car had been taken in an armed robbery the night before.

One of the suspects was wanted for a homicide.

This brings up another point. We never know who is running from us. The suspect's current offense could just be the tip of the iceberg. This doesn't mean we chase everybody until their wheels fall off. It just shows that these bad guys are running for a reason and that it's our duty to make every reasonable effort to bring them to justice. Well managed pursuits are a necessary evil within law enforcement

and as long as our society is so heavily dependant on motor vehicle travel, suspects are going to utilize them for committing crimes and fleeing from the police. The Department can't just quit and become spectators. Management cannot forget our responsibilities.

There will always be trial lawyers and people out to get something from the city. It's impossible in our line of work to always prevent third party citizens from being caught in the middle of police work. We can't allow the fear of litigation to run the Department or deter our responsibilities to the citizens of Phoenix. We must recognize this and move forward with crime fighting, not looking the other way in hopes that another agency may do the job or that suspects will all of the sudden start giving up instead of running. It has been said, "The only thing that evil needs to triumph is for good men to do nothing." For me, the only thing that the criminal element in this city needs to succeed is for the Department to forget our mission. ●

**"We can't allow the fear of litigation to run the Department or deter our responsibilities to the citizens of Phoenix. "**



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## We All Stand Ready to Serve

John South, Chaplain

It has been a tough few years since Sept 11, 2001. we all have seen the pain and loss of our friends and comrades in battle, but we must stand firm and strong until the mission has been completed and the threat has been broken. Lets go back for a moment and listen to what the President said right after the attacks:

“We have seen the state of our Union in the endurance of rescuers, working past exhaustion. We have seen the unfurling of the flags, the lighting of candles, the giving of blood, the saying of prayers in English, Hebrew, and Arabic. We Have seen the decency of a loving and giving people, who have made the grief of strangers their own. My fellow citizens, for the last nine days, the entire world has seen for itself the state of our Union and it is strong.” President George W. Bush September 20, 2001

God teaches us from His Holy word that suffering produces endurance, and endurance produces character, and character produces hope.

Pray for all of us Lord, bring your calm to our anxious thoughts; bring your peace to the turmoil. Let this be a starting point for our growing trust in Your goodness. Joshua tells us to be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go. Let us also remember the words of Franklin D. Roosevelt, from his 1941 message to Congress: “This Nation has placed its destiny in the hands and heads and hearts of its millions of free men and women; and its faith in freedom under the guidance of God. Freedom means the supremacy of human rights everywhere. Our support goes to those who struggle to gain those rights or keep them. Our strength is our unity of purpose...” He went on to say, “To that high concept there can be no end save victory...” God has given us His promises, “You who have made me see many troubles and calamities will revive me again; from the depths of the earth You will bring me up again. You will increase my honor, and comfort me once again.” Psalm 71:20-21



Let us with God’s help now say with William Tyler Page as he spoke to the House of Representatives on April 3, 1918, “I believe in the United States of America as a government of the people, by the people, for the people; whose just powers are derived from the consent of the governed; a democracy in a republic; a sovereign nation on many sovereign states; a perfect union, one and inseparable; established upon those principles of freedom, equality, justice, and humanity for which American patriots sacrificed their lives and fortunes. I therefore believe it is my duty to my country to love, to support its constitution, to obey its laws, to respect its flag, and to defend it against all enemies”. ●

## Astronaut to cast vote from space

CAPE CANAVERAL, Fla. - The space station’s newest astronaut will cast his ballot in the presidential election from 225 miles up, with NASA’s help.

Leroy Chiao said Monday that the space agency has worked hard with local and federal authorities so he can vote from the orbiting complex, his home until spring. He will cast his ballot via a secure e-mail connection, much the same way another astronaut did from Russia’s Mir space station in 1997.

U.S. astronauts, most of whom live around Houston, won the right to vote from space under a Texas bill signed into law by then-Gov. George W. Bush. “Definitely, I’ll be exercising my civic right and my civic duty,” Chiao said.

## Now Comes the 2004 General Election

By Brian L. Livingston

Within the next two weeks voters throughout the state will be casting their ballots which will set the tone for local, state, national and international policies over the next several years. The decisions made by the voters this election will have profound impact on each and every one of our lives. It is vitally important for each and every registered voter to cast their ballot for their candidate of choice this November. Remember, the last presidential election was decided in the end by a single state and by a very small vote margin.

The Arizona Police Association and PLEA have endorsed a long list of state and federal candidates this election season. In determining which candidate should receive our endorsement, PLEA and the APA weighed several factors. I am sure most of you would expect us to endorse a “traditional labor candidate”; however, this was only one factor in our decision-making process. Also examined were past voting records (if the candidate had or currently is holding a political office), political ideologies, position statements on “police issues”, economic beliefs, their availability to discuss issues with the APA or an APA member association and their public statements on the issues. What **did not** enter into our decision making process was the party affiliation of the candidate. Our endorsement process served us well during the primary election as we were a little over 92% successful in our endorsement to win ratio. The list of APA endorsed candidates is published on our web site at [www.azpolice.org](http://www.azpolice.org).

Regardless of whom you choose to endorse I urge everyone to take an active part in the political process. Nothing I have found can be more exciting, interesting, and yes, sometimes upsetting than politics. But in order to be in the game you have to be part of it and voting is your ticket into this arena. See you at the polls! ●

## I Am a Lateral, I Am a Rep

Robert Furneaux

Let me introduce myself - my name is Bob Furneaux and I am one of the newest (*if not the newest*) rep to join the ranks of PLEA. I completed my first year of employment with the Phoenix Police Department on April 28, 2004 and requested to be a PLEA representative shortly after that. Why, you might ask, did I become interested in PLEA so early in my career? I'll explain where I've been and how I got here to help you understand.



Shortly out of high school I began involvement in the fire service and subsequently became a firefighter/paramedic where I was employed as such in the Chicago (Illinois) area for approximately twelve years. During my tenure with the fire department, I was actively involved in the I.A.F.F. (International Association of Fire Fighters) and functioned as both a union steward (equivalency to a PLEA rep) and as a member of our contract negotiations committee.

During the winter of 2000, my wife and I decided we were sick of the cold winters and decided to move to Phoenix. Believe it or not, and although the fire department was a great job, I had grown tired of picking elderly people up off the floor and decided a new challenge (in regards to my career) was in order. I flew to Phoenix and was intending to test for the Phoenix P.D., but was hired by M.C.S.O. prior to even taking the PD test. Obviously, I knew very little about M.C.S.O. but I figured it was a job that would provide me the means to live in a climate that was more conducive to my liking.

During my approximately three years of employment with M.C.S.O., I gained important insight to employment in Arizona. Prior to moving here, I had never heard of a "right to work" state and wrongly assumed that everywhere in the U.S. was the same as "back east." Deputy Sheriffs have an "Association" (Deputies Law Enforcement Association) that has yet to be recognized by Sheriff Arpaio or the County Board of Supervisors. They have no contract or M.O.U. to protect their rights as employees and the consequences of such are clear. Ask any M.C.S.O. Deputy how many years it takes to reach top pay and you will most likely get a confused stare; this is because only management sponsored individuals obtain this salary level.

Imagine if pay raises were only given when the City decided it was fiscally prudent and we had no guarantee or

**"Imagine if pay raises were only given when the City decided it was fiscally prudent and we had no guarantee or "contract" to ensure an increase. Imagine if we had no pay structure to show what level an officer should be paid for their years of service. Imagine this scenario..."**

"contract" to ensure an increase. Imagine if we had no pay structure to show what level an officer should be paid for their years of service. Imagine this scenario: starting pay for recruits in the academy is around \$13.00 an hour. Due to the agency's inability to attract employees, the starting pay is increased to approximately \$17.00 an hour. Most officers with five years or less of employment history have not yet reached a pay rate of \$17.00 an hour (due to meager and un-guaranteed pay increases) but are now bumped to that level. Imagine recruits who have not yet completed academy training are being paid as much as most five year officers. More importantly, most five year officers are still making a starting pay wage. No one knows how many years it takes to reach top pay in this pay structure or if it's even possible. Imagine if all the hours worked beyond forty (or in our case beyond the length of our shift), court time, call outs, etc., were required to be "flexed off" during the work week with no possibility of overtime pay or compensation time unless specifically approved by a chief! The scenario you've just imagined is "business as usual" in the Maricopa County Sheriff's Office. I hope you get the picture. Such a work environment does not exist in Phoenix because of our M.O.U. and the work of PLEA.

As a lateral from another Arizona law enforcement agency with previous public safety union involvement outside of this state, I recognize the importance of and power we are afforded as a collective group of employees (a UNION) when negotiating with our employer. I hope everyone can look beyond the discount cell phone service and cheap tickets to Disneyland to recognize that we are only as strong as we are unified. Although we can agree to disagree on some issues, PLEA is still here to support our rights and address concerns that are important to us as police officers. PLEA is OUR union and is only as strong as we collectively stand together!

I hope I've highlighted the importance of negotiated benefits afforded to us as police officers by having PLEA as our collective bargaining association. You may be amazed at the information and insight you'll receive by talking to the people at your association who are genuinely "in the know." The fact that the City of Phoenix recognizes and engages in collective bargaining with a police officers' union (PLEA) was one of the main reasons I chose to "trade my brown (MCSO) for blue (PPD)." I hope you recognize its importance as well. ●

- ### Some Downtown Development Projects
- The Phoenix Bioscience Center at Copper Square
  - The new Arizona State University Downtown Campus
  - Proposed University of Arizona/Arizona State University Medical School
  - Publicly-financed Sheraton Downtown Hotel
  - Light Rail Transit-oriented development

## Don't Hold Your Breath

Mark Spencer

On October 21, 1996 Mehgan Heaney-Grier established the first ever United States freedive record for both men and women when she plunged to 155 feet deep on a single breath of air. Less than one year later at the age of only 19 she went on to break her record by ten feet diving to 165 feet. She is capable of holding her breath for 4.5 minutes.



I am pleased to announce that PLEA has bested this record for breath holding. For over one year we have pursued two Ops revisions with no response from the department.

First, Ops Order 3.18.3.B.7. deals with supervisory misconduct. This policy currently states, "Knowingly or intentionally violating M.O.U of any labor association." A policy revision was requested by PLEA to change it to "ANY VIOLATION OF M.O.U. OF ANY LABOR ASSOCIATION." Your Association requested this Ops revision to hold supervisors to the same standard with your contract that officers are held to in reference to policy.

Second, Ops Order 3.13.6.A.2 (last bullet point) deals with employee truthfulness under rules of conduct. This policy currently describes a lie as "Employee initiated statements to supervisors." A policy revision was requested by PLEA to have this bullet point removed entirely. Your Association requested this Ops revision to prevent supervisory immunity not afforded to officers when managers initiate untruthful statements to employees.

On September 23, 2004 PLEA was advised that these policy revisions would be posted and in effect. As of the writing of this article, PLEA is still holding its



breath - none of the agreed changes have yet to be seen. I would advise members not to hold their breath for extended periods of time in order to avoid injury. But in the meantime, PLEA will continue to dive into murky waters and look for agreed upon revisions in pursuit of parity in Department policy. ●

## A Note to PLEA & APA

*Brian,  
I hope all is well with you. I am still amazed how we met on the plane months ago on the way to Pennsylvania; I cannot tell you what a world of difference the new medical pension legislation has made for our family. Finally, for the first time in years we have some flexibility and opportunity to rebuild (a new career). Again, I cannot thank you and the APA enough! Although (as you well know) the pension will never replace a lifelong injury and chronic pain... it's some consolation to know that it will finally help get our lives back on track.*



**Iain Kenny (and Griffin-my infant son)  
September 27, 2004**

### *Second Chance Body Armor Files For Chapter 11 Protection (Continued from page 1)*

research and has pressed Second Chance toward meaningful remedies.

Second Chance filed an amendment to the Chapter 11 filing asking the court for the ability to continue warranty service on vests already in service. The National Association of Police Organizations (NAPO) filed an affidavit in support of this. The Federal Judge accepted the filing and will allow all pending lawsuits to be put on hold. NAPO is the only national law enforcement representative group to file suit against Second Chance.

In addition to the suit filed in Arizona, there are pending suits from Texas, Massachusetts, Georgia, Illinois, Connecticut, Arkansas, and Pennsylvania.

PLEA and the APA will continue to keep our members informed of the status and progress of this litigation. ●

**FYI: Federal income tax refunds were up 7% in 2004. The average refund was \$2,063.**

**Phoenix Law Enforcement Association**

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**Representation Committee**

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**Michelle Monaco**                      **Danny Boyd**

**Representatives**

Levi Bolton . John Buckner . Bob Furneaux  
Josh Champion . Billy Coleman . Ken Crane  
Sheldon Czegledi . David Dager . Bob Durka  
Greg Gibbs . Ron Gomez . Bryan Hanania  
Gary Hotchkiss . Barry Jacobs . Dave Kothe  
Karen Lewsader . Nick Margiotta  
Franklin Marino . Brian Miller . Darren Nielsen  
Steve Perrotta . Jerry Peterson  
Dave Sampson . Toby Sexton . Annie Shumway .  
Frank Smith . Stu Sterling  
Mark Spencer

**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.

**Record:** All interviews once you have been given an NOI.

**Copy:** All memos of paperwork 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.**

**PLEA Board of Trustees**

Jake Jacobsen - President  
Michelle Monaco - Vice President  
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