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PHOENIX LAW ENFORCEMENT ASSOCIATION

RECAP

The Official News Magazine of the Phoenix Law Enforcement Association

PLEA ELECTIONS 2011



Steve Mead

by Election Co-Chairs



Vic Escoto

It is time again for the membership to take action and cast a vote for their preferred officers and trustees that will lead your Phoenix Law Enforcement Association for the next two years. Enclosed in this issue, you will find election statements from those running for election and re-election. You will also find a ballot for casting a vote and we urge you to exercise your rights as a member and VOTE.

We strongly encourage you as a member to take the time to read each of the election statements carefully before casting your vote. The candidates have taken the time to convey to you the reasons they would serve you, the member, and why they feel they are qualified to lead you and this professional organization. There are a few positions where candidates are running unopposed. Please vote for those candidates if you feel they will help lead the organization well. Even though only one candidate may be running for a given position, a vote for that person affirms your belief in their ability to get the job done.

Once you have completed the ballot, place it in the self addressed envelope provided. The envelope must be sealed and your printed name and signature must appear on the back of the envelope. Once you have completed your ballot, please return it to the PLEA office no later than 4:30 pm on Friday, July 29, 2011. Whether you mail your ballot by US mail, interoffice mail or drop it off in person, the ballot must arrive before the deadline to be counted. Results will be announced on the evening of August 1st.

Again, please take a few minutes to take part in this crucial and important process that will help determine the future direction of the PLEA organization. Make your vote count and please encourage others to vote also. If you have questions, you can contact the PLEA office. Thank you for your participation.

Note: Incumbent indicates a person is presently holding an elected office on the PLEA board.

-IMPORTANT-

This issue of the RECAP contains election statements from each of the candidates. Enclosed is your ballot and a return envelope. Please VOTE, place the ballot in the return envelope, sign the back of the envelope and return it to PLEA by July 29th.



Candidate:
Joe Clure
Position: President
(incumbent)

I am seeking to be your elected President. I have been a police officer since 1982 and have held assignments in Maryvale Precinct, Communications Bureau, and Cactus Park Precinct. I have been a PLEA member from day one and have been an active PLEA Representative since 1985. I have served on the PLEA Board of Trustees for sixteen years as Trustee, Secretary, and Treasurer/Chief Negotiator.

It is my belief that an effective PLEA President should have an understanding of all aspects of representing the membership. I have a solid understanding of the issues important to Phoenix Police Officers. I understand the challenges with healthcare and have sat on the City's Healthcare Task Force for over a decade. I also understand the frustration and difficulty associated with filing an Industrial claim through workers compensation; that is why I have attended the Arizona State Industrial Commission seminar to learn about workers compensation law and the process. It is also why I, along with Levi Bolton and PLEA Attorney Mike Napier, developed workers compensation coverage with a certified worker compensation attorney through PORAC for PLEA members. I understand the critical impact that state legislation can have on your career as a Phoenix Police officer. That's why I have been active in testifying before the Arizona legislature in support or opposition of bills that might help or harm you. Having been the chief negotiator for five MOUs, I understand that you deserve fair wages, benefits, and good working conditions.

Four years ago, PLEA set about an operational strategy based upon three fundamental principles; aggressive representation, public management accountability, and positive partnerships. Enforcement of these principles was necessary as the result of a broken internal police management system that undermined our ability to receive fair due process. If you are being unjustly treated and the process is one where the people in power just say, "no," that leaves no alternative other than to seek justice outside of the organization. Our past President, Mark Spencer understood better than anyone that this was not an easy or pleasant task, but in the interest of justice on behalf of our members, one that was necessary.

I believe that we are coming into a new era for the Phoenix Police Department. We will have a new Police Chief and a new PLEA President. One of my goals will be to form positive relationships in the pursuit of obtaining fair and reasonable resolutions to grievances and to improve the working conditions of all, without the necessity to go outside of the department to find justice. If the new management team chooses to maintain the status quo and leave us no alternative other than to go outside of the organization, then PLEA will always be prepared to exercise that option.

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



Candidate:
Ken Crane
Position: Vice President
(incumbent)

My name is Ken Crane and I am running for the position of Vice President of PLEA. I have been an officer with Phoenix for over 21 years now and have been actively involved with PLEA either as a Rep or Board member for 16 of those 21 years. For the past three years I have been serving on PLEA's executive board in the position of Secretary/Vice Grievance Chair and RECAP editor.

For the majority of my career I've worked patrol with stints on NET and FTO squads. I've also spent a few years on the K-9 Unit. Over the years I've attended numerous training seminars related to the rights of police officers, contract negotiations and use of force seminars as it relates to homicide and internal affairs investigations along with training on Brady issues. During my time in PLEA I have had the pleasure of providing assistance and representation to literally dozens and dozens of officers and have also served on PLEA's contract negotiations team. Representation has always been the cornerstone of what we do but is not all that we do.

Three basic principles consisting of aggressive representation, public management accountability and positive partnerships have served the organization well. The operational blueprint that is currently in place for the organization is just as valid now as it was four years ago.

The last four years has been a bit of a choppy ride as the former team led by Mark Spencer worked hard to get the organization back on track and to re-establish proper boundaries between PLEA and management. PLEA knew it was (and still is) important to hold police managers accountable by speaking out publicly when necessary. In order to have effective labor management relations there needs to be mutual respect rather than management trying to dominate the labor group as had been the practice in the past.

Operating on sound ethical principles has allowed us to provide aggressive representation to many of our members that have required assistance in navigating the complex processes related to internal investigations, IRPs, DRBs, and use of force boards. Officers shouldn't be disciplined while police managers get a free pass for the same or similar conduct. Stronger stance aside, PLEA still managed to get business done with upper level police managers while cultivating numerous partnerships with other law enforcement agencies, community groups, minority groups, and media entities.

Regardless of the number of candidates, your vote is valued and important. Numerous candidates are running for trustee positions this election cycle. Rather than simply voting for seven trustees at random, ask around to find out who the up and comers are and who is doing the hard work and therefore deserving of your vote.

It has been an honor to serve as a part of such a dynamic team and it is my desire to continue to do so in order to represent you the member as the organization moves ahead. I respectfully ask for your vote.



Candidate:
Franklin Marino
Position: Secretary
(incumbent)

My name is Franklin Marino and I'm running for PLEA Secretary. I've been a Phoenix cop and PLEA member for over sixteen years. With the exception of several shadow and temporary assignments, my entire career has been spent in PATROL in Central City Precinct as a street cop. My experience includes five and a half years as an FTO and I currently hold the following AZ POST instructor certifications: General, Tactical Driving, High Risk Vehicle Stop, and Firearms. In 2001, I went through the Department's first Patrol Rifle School and since 2003 I have been a Patrol Rifle Operator. While many of my peers have moved on to investigative/specialty details and/or promoted, I have chosen to remain a 3rd shift street cop. I regularly cross precinct boundaries to assist and support my fellow officers when the call comes out and know firsthand the reality of Patrol.

In the beginning of my career I had no real idea of what PLEA did outside of providing discounts on various services, theme park tickets, pager and cell phone service. It wasn't until I became a Rep in 2000 and started to assist other officers that I became educated and learned how members are affected by our Department's administrative investigations. As part of my professional development, I have attended several training seminars put on by nationally recognized experts in the areas of use of force, internal investigations, lethal and less lethal force. In May 2009, you elected me to be a Trustee and I have served as Chairman of the Board since September, 2010. Now, I believe it's time to move on to the next phase of my involvement in PLEA.

While I continue to be involved in issues directly related to Patrol, including vehicle and jail issues, I have assisted members with answering MOU related questions, possible grievances, and representation during investigations, including use of force and critical incidents. Whenever I could, I have tried to resolve issues at the lowest level possible. In many cases, I was able to work out agreements which ensured the member was treated fairly, management was satisfied the issue was addressed and resolved, and it eliminated a potential Disciplinary Review Board and risk of more severe punishment. However, I have represented members at the DRB and fought to get them what was fair. When it wasn't, I worked to get their discipline reduced through the civil service appeal process.

Over the course of my career I've developed a number of mutually respected working relationships with numerous rank and file Officers and Detectives. I also have similar relationships with many front line supervisors, Lieutenants, Commanders, and Chiefs, which have helped contribute to the successful resolution of various membership issues. Please consider my experience as an Officer, Rep, and Board member. You can have confidence in knowing I will continue to fight for the rights and what's best for our hard working PLEA members and continue to demand that Management and supervisors be held accountable for their actions.



Candidate:
Will Buividas
Position: Treasurer
(incumbent)

My name is Will Buividas and I am running for the position of PLEA Treasurer. The last four years has been a time of great change for PLEA. Outgoing PLEA President Mark Spencer has laid a strong foundation and in my opinion has done the heavy lifting to move this Association to the next level and to a position of National prominence. While some may not always agree with the direction of the association, I firmly believe the board has always had the best interest of the entire membership at heart no matter what the issue. I want to personally thank Mark for being a force for change in making PLEA what it is today.

Management now understands that PLEA will not hesitate to hold them accountable. Oftentimes a relationship needs to be taken down to the foundation before it can be properly rebuilt. I believe we are well on the way to rebuilding relationships based on trust and mutual respect rather than a philosophy of "we are management and we know all" type of attitude. We will still hold management accountable and will expect the standards to be applied fairly to everyone regardless of rank! Our number one priority will still be the membership and doing what is right. Make no mistake; we will not trade truth.

Last budget year the City was preparing to lay off 350 junior officers. I led the negotiating team that was instrumental in coming up with solutions to avert layoffs. I don't expect next year's negotiations to include the prospect of layoffs but I am currently preparing to enter another round of hard negotiations with the City. My priority will be on IMPROVING our Wage and Benefit package. We will have a new administration on the 4th floor by the time we enter negotiations. Hopefully, they will understand the importance of the MOU and will strive to treat all officers fairly. Joe Clure, Bill Galus, Ken Crane, Toby Sexton, Tom Tardy and Tim Baiardi have all volunteered to be on next year's negotiations team and I would encourage all of you to vote for them as they have dedicated themselves to improve YOUR working conditions.

As Treasurer I will ensure that the finances of the Association continue to be handled in a fiscally responsible manner. This is extremely crucial as the Department will not be hiring any officers in the near future. The Association is on solid financial footing and I will continue to make that my number one priority. I also believe that it is healthy to review our vendor's contracts on a regular basis to make sure we are getting the best service at a reasonable price. The office support staff does an excellent job with our limited resources. Please take time to thank the ladies for the service they provide the Association if you get a chance. They have a thankless job.

Most importantly, I ask for your vote and promise to build upon the foundation of strong representation that has been laid.



Candidate:
Bill Galus

Position: Trustee *(incumbent)*

My name is Bill Galus and I am running for re-election for the position of Trustee. I was elected to the position of Trustee in 2009 and I am currently in my 15th year as a police officer. I joined the Phoenix Police Department in 2001 after transferring from the Illinois State Police where I worked as a State Trooper in Chicago, Illinois. Prior to law enforcement, I served 4 years of active duty in the United States Marine Corps. I graduated from Northeastern Illinois University in 1998 with a bachelor's degree in criminal justice.

During my time on the department, I have worked primarily in patrol assignments in the South Mountain Precinct. I have worked first, second and third shifts and feel that from a patrolman's perspective, I have an excellent understanding of the needs of PLEA members. I recently transferred to the Central Booking Detail and work the midnight shift.

My involvement as a representative for PLEA began when I wanted to be more involved with our union and felt I could make a difference. During my time as a PLEA representative and Trustee, I have represented numerous members in a wide range of issues. Whether it is fielding questions from members or representation through a disciplinary issue, I take pride in my work and always strive to give the best possible service to the members. I have represented members in all phases of the disciplinary process to include Investigative Reviews, Disciplinary Review Boards, Use of Force Boards, Civil Service Hearings and Grievances. Additionally, I have been the call out Trustee/Rep on numerous critical incidents.

During my time as a Trustee, I have developed a good working relationship with supervisors of all ranks, as well as PSB investigators. These positive working relationships will benefit the members when it comes to giving you the best representation possible.

I have attended several training seminars that include topics on officer rights issues, grievance procedures, labor/management conflict resolutions, collective bargaining and contract negotiations. I was a member of the last contract negotiation team in which we worked hard to save 350 junior officer positions which the city intended to lay-off. I will again be a member of the contract negotiation team for our future contract. During our upcoming negotiations, we must continue to focus on the issues most important to our membership which include improving wages, benefits and working conditions, along with providing fair treatment to our members.

My philosophy has always been to put the concerns of the members first and foremost and take any members issue seriously, no matter how big or small. I am proud of the many accomplishments PLEA has attained for its members over the years and I am honored to have served this last term as one of your Trustees. I urge everyone to let their voices be heard and take the time to vote. I look forward to continuing my service in PLEA and ask you to reelect me as one of your Trustees.



Candidate:
Dave Kothe

Position: Trustee *(incumbent)*

Let me start off by saying it has been an honor to serve you, the membership, the last

four years. I first served you as a Trustee, and then as the Vice President. As one of my predecessors wrote in an election statement six years ago, retirement happens. My DROP period will end half way through the next term of office. I feel that I can serve much more effectively by continuing to serve as PLEA's Grievance Chair in the capacity of a Trustee rather than staying on as the Association Vice President for the last year of my career. Part of servant leadership is to make sure that you have an effective replacement. It's important to ensure that those who follow behind are prepared to take over your duties and responsibilities. The position of Grievance Chair is without a doubt the most important position in the organization since disciplinary issues tend to have the most long term impact on the members.

In the four years I have served you, I have worked for the membership as the Vice-Grievance Chair, and following Billy Coleman's retirement two years ago, I have been serving as the Grievance Chair. During this time I have learned many things. Contrary to what the media, and some members may think, PLEA's primary mission is not to be politically active nor is it to negotiate a new contract every two years. The main reason PLEA exists is the day to day grind of member representation. Whether it is dealing with a sergeant's monthly notes or a full blown PSB investigation on alleged misconduct that could cost one their career, the number one thing your Trustees and Representatives deal with is how police management deals with you, the member.

PSB is now in the process of having an outside consultant audit how internal misconduct investigations are done. Working as the Grievance Chair the last two years, I have the experience to provide input to facilitate change in how internal investigations are done.

When a partial term is served, candidates for the vacant board position are recommended by the PLEA President, and appointed with board approval.

There is an excellent slate of candidates running for the trustee positions on the board. The majority of them has done or will do an excellent job serving you. Representing members can be very time consuming, mentally taxing, and at times can seem like another full time job. As Grievance chair, one gets a good feel for those who truly have the drive, desire and heart to do an otherwise thankless task. In considering who is best suited for the task, I believe the following persons have what it takes to get the job done: Joe Clure, Ken Crane, Will Buvidas, Frank Marino, Jerry Gannon, Bill Galus, Tom Tardy, Frank Smith, Rob Warren, Tim Baiardi, Mike London, and Toby Sexton.

Regardless of who you decide to vote for; let your voice be heard; vote!



Candidate:
Frank Smith

Position: Trustee

I have been a Phoenix Police Officer and a member of PLEA for 22 years. It has been my pleasure serving you the membership as a PLEA rep for the past 15 years.

We stand at the precipice that will define the Phoenix Police Department and Law Enforcement not only today but for many years to come. We are facing challenges and issues that will directly impact how we do our jobs, from the elective or mandated equipment we use, to our Officer Bill of Rights, to the wages and benefits we have earned. We are continually asked and being told to do more and more with less. A recently commissioned study by the city even suggested that we as a department are overstaffed

and would be more effective as one officer units while working a 5-8 schedule. We cannot afford to idly sit by while expecting and hoping for the best. True leadership and direction has never been as important as it is now.

I have witnessed the impact that internal investigations have on officers and how important it is to be treated fairly and just. I take being a PLEA rep very seriously and I know how important it is to have an experienced rep in your corner. I have not forgotten what it is like to work patrol while taking reports in the heat of summer and the cold of winter. I've experienced being a case carrying detective working a never ending "Q" and although the positions and assignments are different, the reality is the decisions I make affect other officers.

I understand that we as Phoenix Police Officers are in a very fragile state. Our Department has taken some serious hits over the past couple of years and there has been an erosion of public confidence. Within the police department there has been an inordinate amount of strife, conflict and a lack of willingness to work together. I strongly believe in personal accountability and teamwork. We as a Department and as officers must be personally accountable to one another. We must strive for excellence while building unity. We as a Department and as a Union can agree to disagree with one another while still remaining professional, courteous, civil and respectful.

If elected as a Trustee this is my commitment to you; I work for you, the member, and I will weigh what is best for you and the overall membership in the decisions that I make on your behalf. I will aggressively uphold your officer rights, benefits and due processes. I will closely examine the issues but also look at the bigger picture. I will encourage teamwork, unity and open dialog on all levels of the department. I will be professional in the internal and external contacts I make on your behalf.

I thank you for taking the time to read this statement and I encourage you to vote, and ask you to consider what I have to offer when casting your ballot.



Candidate:
Jerry Gannon
Position: Trustee (*incumbent*)

My name is Jerry Gannon and I am running for re-election to the position of PLEA trustee. I have been a police officer for over 20 years. I have spent the majority of my career in a patrol position at Squaw Peak Precinct with a lot of those years as an FTO. I have been an active rep for PLEA for over 12 years and a trustee now for almost 4 years. I have experience representing officers informally at the precinct level, as well as formally at level 2, 3 and 4 grievances, IRPs, DRBs, use of force boards, civil service review boards, shooting scenes and even laudermill hearings.

I am currently assigned to one of the six full time release positions in the PLEA office and serve as a vice-grievance chair. My focus in this position is on representing you the member. If the issue is important to you it is important to me. It is still all about the members. I have, in the last few years, sat on numerous committees in order to represent the interests of the members. The most challenging is the uniform committee. Every year we attempt to get additional equipment such as vest placards, hats, pins or service stripes. I have pressed for the items you have asked for with some success. Since I have a strong background in computer technology and information systems, my other priority has been the upgrade of PLEA's network. Upon coming into the office I evaluated our

computer systems and quickly discovered that we were running on borrowed time. Our computers, software, and network were badly outdated, overtaxed and at serious risk of failure. I discovered that backup systems needed to keep the office running were minimal at best. I have taken the office out of the stone-age by modernizing our hardware and software, strengthening our network, streamlining our databases, and making sure that we have all of our critical information securely backed up online in the event of a catastrophic system failure.

One of the constant challenges has always been the issue of continually trying to improve our information flow to the membership in order to make it more timely and effective. A project I am currently working on is trying to implement a computerized survey system that will allow us to quickly determine membership opinion on various issues of importance to you.

On a final note, I would ask all of you to take the time to cast your vote in this election. You will notice the executive positions at PLEA are unopposed; however, there are a lot of new faces running for trustee positions. Please look at each candidate carefully including the incumbents. Be informed and vote for the candidates that bring experience to the table. I have the experience necessary to lead from within the organization and to continue to represent you in an effective manner and am asking for your vote.



Candidate:
Mark Enegren
Position: Trustee (*incumbent*)

It is once again time for each of us to consider whom to vote for in the upcoming PLEA election and this year we will see significant changes in our leadership on the board. With the retirement of Mark Spencer and Dave Kothe it is imperative for us to maintain our commitment of doing what is right for the members while looking forward.

Over the last four years I have served as a trustee supporting the cause of you the individual member. I value the trust that you have placed in me and consider that trust each time we in PLEA decide to move in a particular direction. We have made what some have called controversial decisions during the last couple of years, including backing SB 1070, and our continued effort to see fundamental change when it comes to disparate treatment at the hands of police and city management. Our call for a change in leadership in the department was another example. While some have mused that we were too militant the majority of the members were asking for something to be done. None, I have spoken to felt it was appropriate for some managers to receive two pensions which is why I wrote the recap article "Jack Pot Drop". Some have voiced concern about our tactics and have called for more partnership. An example of partnership is the recent agreement we reached with management concerning the SRO situation. By collaborating with police management we were able to craft an agreement that not only addressed the needs of the city but simultaneously addressed the needs of our members.

These examples serve as a litmus test for where I see PLEA heading in years to come. While we must remain ever vigilant against any transgression of our rights it is also appropriate to reach across the table and forge strong relationships. Those two ideals do not necessarily contradict. In any relationship PLEA builds there must be an underlying foundation of respect and

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partnerships, sometimes through political connections and sometimes by a simple phone call. In the end our ability to navigate those two seemingly opposite views is what will make us a stronger union in the future.

This vote is about our future. It is about having people you can trust, representing you and your opinions on the board, it is about electing a board that puts members first without regard for personal gain, it is about doing the right thing. If you agree with me that we should continue to aggressively defend officer rights, while forging productive relationships with management when possible, then I hope I will be able to count on your vote in the upcoming election.



Candidate:
Steve Huddleston
Position: Trustee

The time has come once again to cast your ballot to elect or re-elect members to the PLEA board. Those board members represent you and your positions the

next two years. For that reason I have thrown my hat in the ring and am asking for your consideration and vote.

Some know me as a PLEA representative, others know I have been an off duty work coordinator for years and others know me simply as a beat officer. It is this experience and background I wish to bring to the next PLEA board.

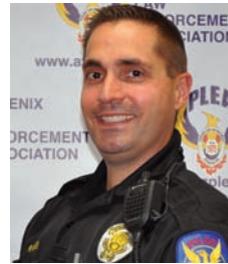
It is important that your voice is heard on the board. While attending board meetings I am honestly lost sometimes when it comes to politics. That is not saying I don't realize how important it is to be politically involved but I think it's equally valuable for the regular beat officer to be heard. I believe that by having a regular patrol officer hear what is going on, you will have someone that can translate all the political mumbo jumbo we often hear from PLEA into words a regular person can understand.

This is so important to me that I actually requested the opportunity to shadow Jack Harris while he was still working as the chief. I felt like it was one way that I could relate to what was being said by PLEA and the department and it would give me a glimpse into what the chief thought was important. Unfortunately, it never happened due to the current status of the department at the time of my request. I felt this was a real chance to build some bridges and it's too bad it never happened.

On another occasion I was even down at the state senate and house on PLEA's behalf to protest the pension changes that were suggested. What I wanted to know and what I hope to pass on to you, in plain language, is how bills like that impacted you and me, officers just doing their jobs.

I mentioned that some of you know me as an off duty coordinator and that is also a voice that I want heard at the board meetings. I have coordinated some large jobs, and the policies that the department comes up with directly affect me and the guys that work jobs for me. I have been under the microscope so I know how it feels and I also know that a guy trying to earn a little extra has to have someone in their corner; someone that will stand up and speak their mind when the policies of the department start to interfere with that.

The bottom line is that by voting for me, you will be voting for your voice to be heard. By voting for me, you the regular beat officer, the guy trying to earn a little extra cash, the person that doesn't speak politician, will have your spot on the board.



Candidate:
Rob Warren
Position: Trustee

I should've done this years ago! My last year and a half as a PLEA rep have been the most rewarding of my nearly 13 years as an officer (all in patrol). I have enjoyed serving the members of PLEA as their representative and doing everything I can to be sure they are treated fairly. I have enjoyed talking to officers about the issues facing them and feel my time on patrol allows me to relate to and effectively address their concerns. Being a Trustee will allow me to continue to work just as diligently for the members as I have been while allowing me to affect the direction of PLEA. I cannot do this alone, however, and need to continue to hear from the membership to do this. For several years I was part of the silent majority of PLEA members until I decided to step up and have my voice heard; I would encourage every member to do the same. I have learned the PLEA Board can only truly represent the membership when the membership speaks. I have attended Officers' rights seminars and representation training to better educate myself on how to best serve the membership. In turn, I have done my best to pass this information onto the PLEA members and have written Recap articles to this end. I promise to continue to listen to and address your concerns the best way I can. I am excited at this prospect and look forward to the opportunity and the challenge. I humbly ask, when the time comes to vote, you cast your vote for me as PLEA Trustee.



Candidate:
Terry Yahweh
Position: Trustee (incumbent)

Greetings: My name is Terry Yahweh and I am seeking re-election to the Board of Trustees for the Phoenix Law Enforcement Association. I have almost 22 years of service to the citizens of Phoenix and to my co-workers in the Phoenix Police Department. I worked six and one half years as a patrol officer, two years as a domestic violence detective, and the last thirteen years as a detective in the Robbery Detail.

It has been a pleasure serving you and working with the PLEA Board of Trustees the last two years. I have not only represented PLEA members as a Trustee in matters regarding the protection of their rights during administrative investigations and DRB hearings; I was also successfully represented by PLEA in a matter where I was the subject of false accusations by police management. It is this type of industrious representation that your PLEA Board of Trustees and PLEA representatives provide to our membership.

PLEA has continually provided effective representation on behalf of our members. PLEA has secured the best pay raise in the history of the Police Department. PLEA worked diligently last year to insure that no members were laid off due to the economic distress in our city. Your PLEA membership also includes the benefit of the legal defense fund, which many non-members do not have, leaving themselves in a perilous position. Your PLEA Board and union representatives have successfully served our membership in a number of high-profile investigations, ensuring that you

have been treated fairly and that the protections in the MOU are observed.

I have been a PLEA member for almost 22 years, a PLEA rep for 7 years and for the last two years a member of the Board of Trustees. If you will have me, I would be honored to serve another two years on your Board of Trustees to ensure your rights are guarded and that you are appropriately informed and defended in matters regarding employee rights.



Candidate:
Tim Baiardi
Position: Trustee

I have been in law enforcement for over 15 years. I have been with the city of Phoenix police department for almost 10 years, working in the Maryvale precinct and currently the South Mountain precinct where I began my career in 2002. In 2004 I became a PLEA rep after I had a horrible experience with the representation received during an investigation. I felt that the way I was treated by my union representative was less than professional. Based on this experience, I made it a goal to never have those I am representing have to go through what I did. Rather than complain about the union or threaten to leave PLEA, I saw a problem and wanted to be part of the solution because I knew how important it was to have representation by one of our own. I came from one of the most powerful police unions in the country (NYPD's PBA) where I spent my first five years in law enforcement. I want to bring some of the same brotherhood and camaraderie to the Phoenix police department that I experienced in the NYPD.

During the past few years I have become more involved with PLEA and have successfully represented numerous officers during investigations. Using knowledge gained from my own personal experiences I try to pass on what I have learned to those I represent. In many instances I have walked in their shoes and therefore have the knowledge needed to make members feel as comfortable as possible by letting them know that they will be treated with the fairness and respect that they deserve. I have been in patrol for most of my career. I am out there with the rank and file and understand that our job is very difficult. I have a very good reputation with those that I have worked with and for.

I have taken numerous training classes regarding use of force, PSB investigations and union responsibilities to ensure that I am up to date with case law that would affect those who I represent. I spend a lot of my own time on behalf of the members that I represent. I am in constant contact with members of the PLEA Board going over cases where I might need a little guidance. I am constantly learning and will continue to learn throughout my career in order to provide the best representation possible to the members.

I have had the privilege of working alongside Mark Spencer, Joe Clure, Dave Kothe, Ken Crane and Bill Galus. They have contributed to a lot of the success I have had as a representative. I am asking for your vote as in order to continue to be your voice within our association.



Candidate:
Tom Tardy
Position: Trustee

My name is Tom Tardy and I am running for a trustee position on the PLEA board. I have been an officer for just over 16 years. Between motors and patrol I have worked 6 of the 8 stations that we currently have. I have also worked all three shifts during that time. While in motors I worked South side and North side as well as Youth Alcohol Squad where I spent the majority of my time. I was actively involved in providing DUI education for officers with regard to HGN and DRE and have travelled around the state and county teaching and providing training to law enforcement officers.

I have been a PLEA rep for about 5 years now. I became a rep because I believe that PLEA is the only organization out there that is working non-stop for the members. Officers from other agencies have told me that they would love to have an organization like PLEA assisting them.

During my time as a rep I have represented nearly 70 officers on various issues. I quickly learned that oftentimes officers are not treated fairly by the organization. An officer under investigation needs someone with them during the process to look out for their best interest. I try to ensure all of the officers I am involved with are treated fairly. It has been a continuous learning process to get to where I am today. There have been many occasions where I have spent countless hours of my own time working on representation cases to ensure thoroughness and fairness for the involved officer.

I am running for the board out of a desire to become more deeply involved and to have more input on the direction of PLEA. My experience and exposure have given me a greater understanding of many of the issues faced by officers today. I have no problem seeking guidance and advice if I don't understand how to handle a given situation. I have also made it a point to attend numerous board meetings in order to better my understanding of the issues. While attending board meetings I have noticed that it is usually the same board members doing all of the work and a couple seem to be along for the ride. I feel that this is an extreme disservice to the members of PLEA. I can guarantee you that as a trustee that I will do my fair share and will be available to hear your concerns, issues and/or praises.

I have worked with, and value and respect, the following Reps and Board Members: PLEA board – Joe Clure, Dave Kothe, Ken Crane, Jerry Gannon, Will Buividas, Frank Marino, Bill Gallus, and reps; Mike London, Tim Baiardi, and Rob Warren. I believe that it's more important to ask what is good for the members rather than asking what's in it for me. We need to continue to forge positive partnerships and come together as one unit looking out for all of us.



Candidate:
Mike London
Position: Trustee

“Speak softly and carry a big stick; you will go far”. I am sure many of you know this expression, but did you know it is a West

African proverb made famous by President Theodore Roosevelt? I have always liked this expression and I think it can be applied to many areas of life. My name is Michael “Britt” London and I am asking for you to consider me for the position of Trustee in your Phoenix Law Enforcement Association.

I am a patrol officer assigned to the Maryvale Precinct and I have been a member of PLEA for sixteen years. I am proud to be a “street cop” and I enjoy working with our brothers and sisters in a job that sometimes feels isolating and thankless. I am also proud to have represented many of you in dealings with our department. I have met a great deal of officers that I respect from all of our department’s bureaus, not only for the assignments they have, but for the persistence they show in an ever evolving department.

The Phoenix Law Enforcement Association is very important to me, not only because of representation I received in the past, but for the changes that have given benefit to us all. Members of any workforce need a voice, and our voice is PLEA. I believe that the current and future changes in our department, as well as legislation regarding our profession, call us as an Association to be involved. To me, this means every member should be informed. Every member should voice concerns and relate ideas before the Association takes action on their behalf. Every member should be involved. I wish to have a greater sense of unity for our Association. I want to take your concerns and ideas and strive toward an outcome that will benefit all of our Association’s members. Any concern of a member deserves attention. I also believe that it is important to have open communication as well as a good working relationship with the City of Phoenix and police management. This can open avenues to greater opportunities for all of our members.

I am proud to serve you as a PLEA representative. Being elected as a PLEA Trustee would give me a voting voice, your voice. Thank you for your consideration.



Candidate:
Toby Sexton
Position: Trustee

My name is Toby Sexton and I am running for the position of Trustee. I have been a police officer for 20 years and joined the Phoenix Police Department in 1991. Prior to becoming a police officer I was a concrete worker building houses in the valley.

While I have been on the department, I have worked in patrol in the Cactus Park Precinct. I have worked all three shifts but primarily third shift. I was also an FTO for a few years in the late 1990s then returned to third shift. I believe that I have a good knowledge and understanding of the members needs from a patrol officer’s view. I currently work third shift at Cactus Park Precinct on a weekday off squad.

I have been a PLEA member since 1991 and have served as a PLEA representative for years. I have always been active in the union to some degree but I became more active when the FOP made an attempt to become the bargaining union in 2000 and helped with obtaining the information about the FOP. I feel my actions have helped in keeping PLEA as the bargaining unit for the Phoenix Police Officers. Over the past several years I have been one of the few members of the union that has been attending the membership meetings on a regular basis. Attendance at these meetings has strengthened my knowledge of the members’ needs and challenges facing the union.

Over the past 20 years I have always had a good working relationship with my peers as well as supervisors. I keep in contact with officers outside of patrol regularly, I feel that with my experience in patrol and the relationships I have outside of patrol I can represent the members with confidence.

I have been selected to be part of the next contract negotiations team. I will be attending a contract negotiations seminar in June to prepare for this. In the past I have attended training for officers’ rights and grievance procedures. As part of the contract negotiation team I will focus on the important issues for our members which will include wages, benefits, and fair treatment along with other issues in training and equipment.

I have always been proud to be a member of PLEA and over the past 20 years PLEA has made great strides in the areas of officer rights, benefits and wages. I am especially proud of the accomplishments PLEA has made over the last few years. I will put the concerns of the members first and I will not let a member down regardless of the financial cost. Some trustees did not back an officer because of the financial cost. I will be there to support the members and ask you to take the time to vote and ask you to elect me as one of your Trustees. I also would ask you to support Bill Galus and Tom Tardy for Trustees as well.

Make sure to
sign the
ballot envelope
and return it
by July 29.

VOTE!