



BUREAU LEVEL INTERNAL INVESTIGATIONS

by Rob Warren
PLEA Rep

In my time as a PLEA rep, it has occurred to me the vast majority of the membership will never know the sting of a full blown PSB investigation. They are, however, far more likely to be the subject of a bureau or precinct level investigation, that is, an investigation done by their own sergeant also known as a supervisory initiated investigation. These tend to be relatively minor investigations likely to result in discipline no more serious than a supervisor counseling or a written reprimand (of course, anytime you are the hot seat in an investigation, it's never minor). Many officers don't feel the need to take advantage of the representation offered by PLEA during investigations on this level. While that is certainly their prerogative I would recommend using PLEA whenever you can. That's one of the reasons you pay your dues...take advantage of what PLEA offers and get your money's worth.

If you find yourself in this situation and decide not to use PLEA, allow me to be your de facto rep. Here are some basic guidelines when it comes to bureau level investigations.

“FACT FINDING”:

A citizen calls in a complaint about you to your sergeant. Your sergeant comes to you and asks you what happened; the department refers to this as “fact finding”. The department's position is that your supervisor can ask you what happened (fact find) without the situation being considered an active investigation which would require an NOI. In the past the department has told PLEA that their authority to “fact find” is derived from ARS 38-1101 which deals with a law enforcement officer's right to representation. The most important part of this law as it relates to you is subsection L. which states: *This section does not preempt agreements that supplant, revise or otherwise alter the provisions of this section, including pre-existing agreements between the employer and the and the law enforcement officer or probation officer or the law enforcement officer's or probation officer's lawful representative association.* Translation: Per state law, the provisions laid out in your contract (MOU) trump state law. It is for these reasons that



to view fact finding like a unicorn; a mythical creature that many claim exists, but where evidence of said existence is non-existent. The dangers of “fact finding” are that there are no Garrity protections during a conversation of this type. Let's take a look at what the MOU has to say about the issuance of an NOI in connection with being questioned about any situations that could be a potential policy violation.

MOU Article 1: Sec 1-4 G. explains things clearly and succinctly when it states in part:

“A unit member under investigation by Professional Standards Bureau or a Police Department supervisor for a disciplinary matter that may lead to a written reprimand, suspension, demotion, or discharge, and who is interviewed or interrogated, or requested to produce any

documentation, shall be given a written Notice Of Investigation (Form 80-58DB) informing him of the specific nature of the investigation, his status in the investigation, and all known allegations of misconduct involved in the interview of the unit member.”

The easiest way to determine whether your supervisor should give you an NOI when the questions start coming is to ask the following question: “Boss, is there a possibility that the answers I give to your questions could result in any type of disciplinary action against me?” If the answer is yes which it will almost always have to be, then per the MOU your boss should give you an NOI.

Another way to alleviate the issue of the NOI is to ask your boss to compel you to answer their questions. “Boss, I would feel a lot more comfortable here if you would give me an order to answer your questions.” Once your boss gives the order, all you have to do is state that you are invoking your Garrity rights and proceed to answer their questions. Often times supervisors and officers alike make situations incredibly complex when a simple solution is laying right in front of them.

Some supervisors will claim that they don't want to have to create a paper trail against an officer if it isn't necessary, and that

Continued on Page 2.

BUREAU LEVEL INTERNAL INVESTIGATIONS

Continued from Page 1.

some cursory “fact finding” can avoid the whole paper trail issue. PLEA’s response to this argument is: protect the employee first. If the questions turn into a big nothing then the paperwork can go away.

NOTICE OF INVESTIGATION (NOI):

An important fact to remember regarding NOI’s is that they only apply to the person or persons who are alleged to have committed the policy violation[s]. This means that an investigator can question/interview citizens, witness officers and other supervisors with regard to what happened. They are only required to issue an NOI when speaking to the employee who is alleged to have violated policy. Red flags that would let you know that an NOI should be given would be things such as: your boss asking you to produce memos, citations, daily logs, or asking you to diagram a scene or wanting to do a recorded interview with you. The bottom line is that any supervisor worth their salt should let you know right up front whether you are a witness or the focal point of the investigation. An NOI if given should clearly enumerate the allegations against you. If in doubt, come right out and ask the questions: “Am I under investigation?” and, “Are you compelling me to answer your questions?”

Once you have been served with your NOI, you have the option of reading your Garrity rights into the record (the Garrity statement is on the back of your PLEA membership card). If you are investigated by PSB, your PLEA rep will have you read them when you are served the NOI just to be sure you are covered. The NOI will have on it the specific policy violation/s for which you are being investigated (these are also known as the “allegation/s”). This is the only thing the investigating supervisor can ask you about. For example, if you have been NOI’d for failing to properly impound evidence, you cannot be asked any questions about anything other than that specific allegation. In this scenario, if your sergeant asks why you missed court, you are not required to answer because missing court has nothing to do with impounding evidence. At this point, you can say to your sergeant, “That question is outside the scope of this investigation,” or ask, “What does missing court have to do with impounding property?” Either way, you do NOT have to answer the question. Any time your sergeant talks to you about the investigation during the investigation, they should record the conversation...in fact, policy requires it. You are also allowed to record these interviews, just be sure to tell your sergeant you are recording, they cannot tell you not to record an interview during an investigation. This is also true if you are being interviewed as a witness where an NOI has been served on another officer.

THE INVESTIGATION:

When your sergeant interviews you after being served with an NOI, they will then conduct a, presumably, thorough and objective, investigation which they will document in writing. There aren’t any limits as to how long this investigation may take. PLEA has been talking with the city about setting a limit as to the length of internal investigation (180 days), but as of right now, there are no time restraints. Currently legislation is being pursued at the state level to mandate investigations be finished within 120 days. Investigations on the bureau level, are generally pretty short (usually no more than a month) and will end with your sergeant’s “findings.” Findings will usually be one of four types:

1) **“Unfounded”**: this means, the allegation was wrong and you will NOT receive any discipline.

2) **“Unresolved”**: this is the classic “he said, she said” with no independent witnesses which usually means the evidence is inadequate to determine if you’ve done something wrong or not and you will NOT receive any discipline,

3) **“Sustained”**: this means, it was determined that the alleged misconduct did occur and you will receive discipline based on the discipline matrix, or

4) **“Exonerated”**: This means that the conduct did occur but was lawful and proper.

INVESTIGATIVE REVIEW & NOTICE OF FINDING (NOF):

Once your sergeant has completed their investigation, they will give you the written investigation and an IRC (investigative review control) form. You have 21 days to review the investigation and return the IRC. You have two options with the IRC, 1) sign it and check the box indicating that you agree with the investigation as written, or 2) sign it, and check the box indicating that an IRP (Investigative Review Process is needed) if an IRP is requested, a meeting date will be set so that you along with your PLEA rep and Commander can meet to discuss any disagreements you have with the investigation (this includes the content of the investigation and/or the findings).

Remember, all internal investigations eventually become public record, so even if the findings are unfounded, there may still be something in the investigation you don’t want attached to your name if someone does a public records request. The commander will determine whether or not to make any of your requested changes to the investigation. If any changes are made, you will be given an updated written investigation and another IRC form and you will have another 21 days to review it and either sign it or not. Once agreed upon changes have been made, keeping in mind you may not get all the changes you request, the investigation will be finalized and a notice of findings will be issued. The investigation is now public record at this point.

If at any time during this process, you feel you need help, you can contact PLEA and your representation can begin. Representation begins whenever you ask for it, no matter where you are in the internal investigation. From a representation perspective, the earlier a rep is involved the better. Nothing is worse than being contacted by a PLEA member that says; “Hey I have a DRB in two days can you help me out.” Don’t laugh; it’s happened more than once. As I tell all those I represent, if you made a mistake, own that mistake; if there’s a reasonable explanation for what you did, give it...and, as always, at all times during the investigation, be truthful.

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.

Misinformation and Half Truths

by Tom Tardy
PLEA Representative



This is my first time writing an article for the RECAP. I feel that it is time due to the fact that some of the officers I deal with have questions about PLEA and what we do, usually, because they are given half-truths about what PLEA is about.

I've spent 16 years thus far on the department most of it in patrol. I have been a motor, detective on the Youth Alcohol Squad, an FTO, and I did a short stint on QRT (many moons ago). I have worked day shift for a short period but have primarily worked second shift, before choosing to come to 3rd shift, during the re-bid. During my time on the department I have also had the opportunity to travel across the state and country teaching DUI related classes as well as teaching for SADD.

One of the reasons that helped me decide to become a rep was being "touched" by the department and realizing that there are supervisors that exist who serve one interest, their own. Now, don't get me wrong, most of the supervisors out there are fair and reasonable in whatever they do. They have not forgotten where they came from. After I was "touched", I decided to become a rep myself in an effort to ensure that what happened to me wouldn't happen

to another officer. I have always tried to do what is fair and understand the big picture. I have, at times, facilitated an officer's exit because what they did was not acceptable for this department and their conduct was not consistent with the standards expected of a law enforcement official. On the flip side, if an officer is getting treated in an unfair or unjust manner by the department, I will be tenacious and aggressive in representing them.

Yet another reason I became a rep, or for that matter got involved in PLEA is that I didn't think it was right to leave the organization without trying to have my voice heard and speak to what I thought was right. There are times when I do not agree with what PLEA is doing but I have put myself in a position to have a voice. Ask any of the board members and they will tell you that I have expressed my opinions about what is going on. Sometimes I get my way and sometime I don't. Sometime I get to say "I told you so" and other times I am told, "We told you so." Either way, I expressed

my opinion as well as my vote. I feel it is important for officers to realize that if they are not involved and don't seek out information on important issues there is no way they can give an informed opinion or make an informed vote.

The current board is what a union is supposed to be. Standing side by side with the members and doing what is right and fair for the members. I can also say that this current board really does listen to what the members want. Most board members and even some reps feel so strongly about the issues, that they have sacrificed their own future on this department to support the members and it is sad that they don't get the credit they truly deserve.

To try to explain everything that is going on and delve into all of the issues can't be done in a brief RECAP article, but suffice it to say, some of mis-information I hear going around makes me literally speechless (and if you know me that is hard to do). Remember, the PLEA board and reps care about the members and do their best to make sure they are treated fairly. Sometimes it simply takes time to know what exactly is going on and more importantly why. If you have questions or concerns call the PLEA office or talk to a rep for correct information, attend a monthly board meeting (3rd Tuesday of each month) or come to a monthly membership meeting (last Tuesday of each month at 0730, 1230, and 1730 hrs.). Members who request access to the member's only section of the website will automatically receive informational e-mail blasts that PLEA periodically sends out. I would also encourage members to periodically check the PLEA website and PLEA bulletin boards in their work units for information updates in order to get the straight scoop rather than the misinformation and half-truths that are often spread.

The current board is what a union is supposed to be. Standing side by side with the members and doing what is right and fair for the members.

DATES TO REMEMBER & BENEFITS TO MEMBERS

Rep from Aflac will be in the PLEA Office the second Wednesday of each month. Call Aflac Office @ 602.870.1122

Hester, Heitel & Associates Exclusive group insurance offers to PLEA Members only for homeowners, and auto and liability. Please call Mark or Loretta at 602.230.7726

Tom Jonovich Financial & Retirement Planning Sessions
3rd Thursday each month at PLEA Office 10am - Noon
602.954.5025 or 602.989.3560

Rep from Nationwide will be in the PLEA Office the 4th Thursday of each month to assist with Deferred Comp, 401(a), or PEHP and updating your beneficiary. Call Kathleen Donovan @ 602.266.2733, x 1161.



SRO Centralization

by Mark Enegren
PLEA Trustee

On January 6th 2011 all forty-eight Phoenix Police School Resource Officers met with Lt. Coley of CRB about the impending transfer of SRO's to the Community Relations Bureau. The purpose of the meeting was to explain the rationale behind the move and address concerns that officers might have. Lt. Coley was there with the four School Resource Officer Sergeants, Sgt. Butcher, Sgt. Hernandez, Sgt. Wallace and Sgt. Wilson and the SRO coordinator Sgt. Young. PLEA attended as well to address any concerns of SRO members and insure the best possible outcome.

The primary purpose of the SRO centralization is to attempt to save as many SRO positions as possible.

The primary purpose of the SRO centralization is to attempt to save as many SRO positions as possible. Three years ago our department had more than 100 SRO's that were primarily funded by Safe Schools grants awarded by the Arizona Department of Education. This year Phoenix Police has 48 SRO's. Since Safe Schools grants pay for roughly 70% of an officer's salary and benefits the total in savings to our budget is around 3.8 million dollars. If these grants are lost, the city will have to pick up the costs. Considering the potential negative impact on the budget, it was apparent to management that every effort should be made to save these positions.

The supervisory structure was the primary concern for the Department of Education. It is important to have SRO's supervised by a first line supervisor that understands the role of the SRO and also has an excellent rapport with the schools and districts. After the recent rebid some SRO's were assigned to patrol squads and some SRO sergeants were tasked with multiple supervisory roles. Centralization of the SRO's was the answer to this morass of supervisory structure.

Centralization, understandably, did raise concerns with many SRO's. The primary question was what would happen to them if their grants were not renewed by the Department of Education. They also had concerns about their status as a patrol specialty position and their ability to transfer within the precinct. Many of the SRO's specifically bid for precincts near their homes as part of the rebid, and now with centralization faced the real possibility of not only losing their grant funded position but also their ability to transfer back into their precinct.

The primary question was what would happen to them if their grants were not renewed by the Department of Education.

Fortunately, Terry Mills a PLEA representative and SRO was already thinking of a solution to this predicament. After the informational meeting, Terry and I met with Lt. Coley, Sgt. Young and the SRO Sergeants. We explained the concerns and offered to draft a sidebar agreement to hopefully alleviate the concerns of the



SRO's and protect their ability to transfer should their grants be dropped. The SRO sergeants had already raised many of the same concerns and all parties agreed in principal that the SRO's did need protection.

The end result was a sidebar agreement with management that not only protected the integrity of the SRO program and insured the continuity of the grants for this year, but also protected the SRO's.

The end result was a sidebar agreement with management that not only protected the integrity of the SRO program and insured the continuity of the grants for this year, but also protected the SRO's. Because of this agreement, SRO's will retain the right to transfer as an in house transfer until 30 days after the awarding of the DOE grants. On day 31 they will have to abide by the current transfer policy and transfer as anyone else would from a specialty position. Any SRO that opts to transfer at this time will have to remain in place at their current school until the end of the school year, which is generally around mid May.

This agreement would not have been possible without the support of management and the foresight shown by Lt. Coley and the SRO coordinator and SRO Sergeants as well as command staff and upper management. This agreement also underscores the success that is achieved when we are trying to reach a common goal and work in concert with all the interested parties.

Change

by Jerry Gannon
Vice Grievance Chair



2010 was the year of change. Now I am not talking about politics, although there were certainly a lot of changes there. I am talking about Professional Standards Bureau (PSB). There was a change in administration. A new Commander was in town, Jeff Hynes, and he used the word change. Jeff let it be known that he was going to change the way the bureau did business.

Change number 1 was Investigators would be even more professional. Change number 2 was Investigations would be completed in a timely manner. Change number 3 was the investigations would be complete containing all relevant facts, pro and con. Change number 4 was the bar was to be raised so that any investigation containing serious/extreme policy violations would have a preponderance of evidence raised to sustain an allegation from 51% to 75% or more! Clear and convincing was the term used. Changes were indeed coming.

Three PSB Lieutenants came to PLEA and discussed these changes with us. A change they discussed was the importance to open dialog between PLEA and the investigators. Once again a change was discussed about serious/extreme policy violations and how things would change. Then an unprecedented change occurred. PSB Commander Jeff Hynes came to PLEA representative training and discussed all proposed changes to PSB with the PLEA board and representatives. Change was coming!

I requested that we start up the matrix committee to start discussing changes to the discipline matrix. I was hoping to make some changes. This matrix committee did in fact meet a few times and changes were discussed. Changes were coming!

A novel idea of educational based discipline and mediation was discussed, now that's a big change. Those changes are being proposed to executive staff in the next few months, unless of course, it changes. 2010 was the year of changes. So what change really happened in 2010? Well it wasn't the changes proposed by Commander Jeff Hynes! Maybe Commander Hynes was just a little too far ahead of his time, instead PSB changed and got a new commander! Whether or not this latest change will equate to forward progress remains to be seen. Maybe a toast is in order, champagne anyone?

Pension and DROP Rumor Control

by Will Buividas
Chief Negotiator/
Pension Board Member



PLEA has recently fielded numerous calls from concerned active and retired officers wanting to know what will happen this legislative session with regard to police pensions as well as concerns over whether or not DROP will go away.

With regard to the pension issue; on February 23, 2011 Senate Bill 1609 passed the Senate Finance committee. While this Bill is better for current employees than the House version, PLEA and the APA still have major concerns over several provisions of the Bill. Both PLEA and the APA testified against the Bill at the hearing; however, the Bill still passed 3-1 with many committee members not attending. PLEA, the APA, and our multiple lobbyists are working with the leaders in both the Senate and the House every day to come to a solution that is legal and fair to current employees, retirees, and new hires. We are at the legislature everyday fighting for YOUR pension. Currently, both Bills are being aggressively opposed by PLEA and the APA.

On the DROP front, there is a rumor being circulated that the City is refusing to allow officers to enter DROP from now until July. This rumor is false; the City will process paperwork for anyone who wishes to enter the DROP program. The Pension Board's adopted policy is that DROP requests will not be processed until you are within 60 days of entering DROP. If you are outside of the 60 day window the retirement office will refer you to the appropriate place to start filling out the forms. I would encourage everyone not to make a rushed decision reference DROP based on the rhetoric, rumors, and what you read in the paper. If any changes occur with DROP you will have time to enter DROP before the changes go into effect (provided you are currently eligible for DROP).

RECAP PAGE 5

Keep in mind that there are a lot of moving parts to the pension and drop issues and therefore many possible scenarios/solutions that could evolve. As of the writing of this article many things are up in the air at this point in time and therefore it is too early to tell exactly what the outcome may be. Rest assured that APA Director Brian Livingston and PLEA's legislative lobbyist Levi Bolton have been actively in the mix at the legislature on these key issues from the beginning. We will keep the membership updated via the PLEA website and e-mail blasts as new information develops. As always feel free to call the PLEA office anytime with questions.



21st Annual TAPS Memorial Golf Tournament

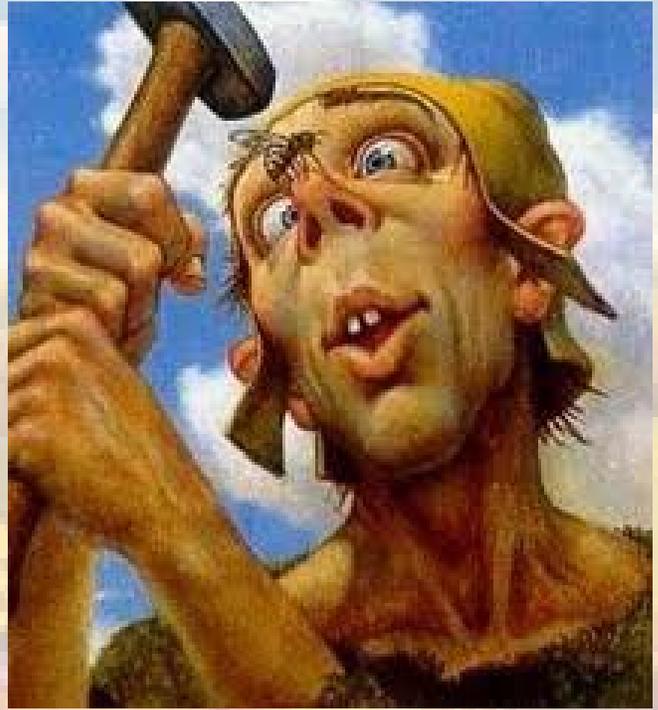
It's time to start planning and getting your foursome together for the 21st annual TAPS Memorial Golf Tournament (formerly Briggs/Scott). This year's event will be hosted by the Wigwam resort located at 300 E. Wigwam Blvd. in Litchfield Park and will be held on **Sunday April 10th, 2011.**

The informational flyer as well as the player application form can be obtained at the PLEA office or by going to the PLEA website www.azplea.com and clicking on the link located on the right hand side of the home page. For any questions concerning the event, contact Melissa at the PLEA office at 602-246-7869. We look forward to seeing you on the links!

Blind Call for a Village Idiot

A Work of Fiction...Maybe

by Ken Crane
PLEA secretary



Just when you think you've seen and heard it all something will invariably crop up that takes the cake. This adage is particularly true for senior cops who have been around for a while. It's also true for those of us who work full time in the PLEA office.

I was in the office the other day and I fielded a call from a patrol cop in one of the precincts that told me he had gotten wind of an idea that was being kicked around by the commander to solve some problems. It seems that he had decided it might be a good idea to come up with an in house "administrative" ticket or citation that could be issued to officers in the precinct that committed certain types of infractions such as parking a patrol vehicle in the wrong space, taking vehicle keys home with them, or parking personal vehicles in spaces designated for patrol vehicles etc. In addition, there would be some type of monetary fines attached to these administrative tickets...yep; you read right, a fine for parking a patrol vehicle in the wrong spot in the precinct parking lot. When I heard this, I thought "you've got to be kidding me". Precincts and bureaus have been dealing with these issues for the last four decades if not longer and I don't think any commander has ever come up with a cockamamie idea like this.

Now in my mind this raises a whole litany of questions: Who decides how much the fines will be? Who decides what the violations will be, or do we just make them up as we go along? What will we do with the money collected? What do we do if an officer refuses to pay one of these "administrative fines"? Do we issue an "administrative warrant"? I know! We can build a small "administrative holding cell" by the front desk in every precinct to imprison any one of the recalcitrant bastards that refuse to pay!

Will officers be allowed to issue an "administrative ticket" to a sergeant, lieutenant or commander if they are seen violating one of the rules or will this just be another scheme for management to keep their thumb on top of the rank and file?

Clearly this is a ridiculous idea, think about it, we don't even give "administrative tickets" for things like supervisors that are caught drinking alcohol on duty while on city property at the air unit, or for supervisors who might have had sex on city property, or for a married supervisor that might get their girlfriend knocked up while attending the FBI Academy, or for a supervisor that might refer to a citizen as a "Dickweed" while talking to co-workers while on an open recorded phone line, or for supervisors who possibly make porn movies with their wife and then post them on the internet or even for inflating kidnap numbers to get federal grant money. No folks, stuff like this is just another day on the Phoenix PD.

While the once high standards of the Department are allowed to slowly ebb away over management's inability and outright refusal to hold their own accountable to the same exacting standards they expect out of the rank and file, we've got managers who think we should be giving "administrative tickets" to officers who park a patrol vehicle in the wrong slot.

If some commander somewhere really did come up with this idea, and as ridiculous as it is, I believe it's true, then all I can say is a village somewhere is missing its idiot.

Blind Call for a Village Idiot....



Phoenix Police Explorers Take Home Trophies

by Det. Doug Burrows
Police Explorer Advisor

Over the weekend of January 14 – 16, 2011, Phoenix Police Department Explorer Post #2906, participated in a National Law Enforcement Explorer Tactical Competition hosted by the Chandler Police Department in Chandler, Arizona.

Phoenix Explorers competed in the following events; Five Person Hostage Rescue Team, Warehouse Warrant, Ten Person High Risk Warrant, Narcotics Take Down, Rapid Response, Tactical Relay Race, Hogan's Alley, F.A.T.S., S.W.A.T. Fitness Challenge, Three Mile Run, Obstacle Course, Multi level Assault and Tug-A-War.

Phoenix Explorers took home a 1st place trophy in the Ten Person Narcotics Take Down scenario (which was actually an officer down scenario), a 5th place trophy in the Ten Person High Risk Warrant scenario, and Phoenix Explorer Vincent Perez took a 1st place trophy in the Three mile run. Detective Doug Burrow the Explorer Advisor for the Phoenix Police Department said "In preparing for this tactical competition our Explorers had the opportunity to train with Officers from our Special Assignments Unit. We are very proud of our Explorers and the hard work they put into training for this competition".

Ann Malone, president of the Indian School Corridor Citywide Coalition and founder of "Require the Prior" along with PLEA, stepped up with a donation of \$1700 from the PLEA Charities Fund which helped make it possible for the Explorers to participate in this year's competition. Explorer Post 2906 wants to give a heartfelt thanks to PLEA Staff and all PLEA members for this contribution. The trophies are proudly displayed in the lobby of the Employment Services Bureau.

Phoenix Police Explorers are young adults, ages fourteen through twenty-one that have a desire to learn the dynamics of law enforcement. Our Explorers develop and learn valuable skills such as communication, teamwork and leadership. The Explorer program is a non-profit organization associated with the Boy Scouts of America and is supported by the City of Phoenix and private donations.

For questions please call Detective Doug Burrow 602-316-8871.

RECAP PAGE 7

LAW OFFICES OF MICHAEL NAPIER, P.C.

MICHAEL NAPIER has been representing Phoenix officers for over 32 years. Mr. Napier is one of the most experienced labor and personal injury attorneys in Arizona. Mr. Napier has represented hundred of officers before administrative bodies throughout Arizona, and has assisted critically injured officers and the survivors of the officers in obtaining compensation for their injuries and losses.

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.

JAMES P. ABDO was born in Omaha, Nebraska. He earned his undergraduate degree from the University of Rochester in 1984 and his Juris Doctorate from the College of Law at Arizona State University in 1991. Mr. Abdo served as an Assistant Attorney General for Arizona before entering private practice as a partner at two major Phoenix law firms, where his practice focused on commercial litigation of all types. He has extensive experience both representing government bodies appearing before numerous state, county and city agencies in numerous licensing, procurement and labor/employment matters. His practice also includes the formation, counseling and representation of business entities, the drafting of a wide variety of real estate and other contract documents in addition to litigating disputes arising out of contracts.

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



PHOENIX LAW ENFORCEMENT ASSOCIATION

1102 WEST ADAMS STREET
PHOENIX, ARIZONA 85007

602.246.7869 • fax 602.246.0226
www.azplea.com

Return Service Requested

Non-Profit Organization
United States Postage
PAID
Phoenix, Arizona
PERMIT NO. 787



Representation Committee



Chairperson
Dave Kothe

Vice Chairpersons
Jerry Gannon & Ken Crane

Representatives

Tim Baiardi • Ken Barton • Brent Bundy
Yvette Bro • Bob Furneaux • Greg Gibbs • Bret Glidewell
Scott Gomez • Bruce Greenberg • Bryan Hanania
Steve Huddleston • Barry Jacobs • Michael London
John McTernan • Terry Mills • Madeline Mitchell
Anthony Navas • Steven Perrotta • Scott Sayban
Clark Schwartzkopf • Rick Simonick • Frank Smith
Kevin Smith • Rusty Stuart • Tom Tardy • Mike Walsh
Rob Warren • Valerie Whitchurch

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.

If You Are Being Investigated

RECORD: 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

Frank Marino Chairman of the Board
Mark Spencer President
Dave Kothe Vice President
Joe Clure Treasurer
Ken Crane Secretary
Will Buividas Trustee/Chief Negotiator
Mark Enegren Trustee/Representation
Bill Galus Trustee/Representation
Jerry Gannon Trustee/Representation
David Dager Trustee/Representation
Terry Yahweh Trustee/Representation

PLEA Legal Resources

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

Legislative Liaisons

Levi Bolton Lobbyist
Williams & Associates Lobbyist

The PLEA Office Staff

Arlene Venturini Office Manager
Leigh Ann Bennett Accounts Manager
JoAnn Gothard Membership Services
Debbie Webster Membership Services
Melissa Sayban Membership Services

The RECAP Staff

Ken Crane Editor
Bill Steele Publisher