In 1991, a golf tournament was created in memory of Phoenix Police Motor Officer Pat Briggs, who was killed in a traffic collision on June 20, 1990. In 2003, it was renamed the Briggs-Scott Memorial to also honor Phoenix Police Motor Officer Beryl ‘Wayne’ Scott, who was killed in the same manner at the same location on Sept. 10, 2002. This year the name has been changed in honor of all Phoenix Officers lost in the line of duty.

T.A.P.S. (TUITION ASSISTANCE FOR POLICE SURVIVORS) This is a college tuition reimbursement fund for survivors of deceased law enforcement officers.

Check the PLEA Website, www.azplea.com for a downloadable information flyer and registration form, or call the PLEA office so we can mail one out to you.
While perusing some internet news the other day I came across an article from The Sun newspaper out of England titled: Cops Fired over Facebook Slurs. Details of the story revealed that over 150 police officers have been hit with disciplinary action after posting inappropriate photos and comments to include racist slurs on Facebook.

The article goes on to state that two officers were fired and seven others quit after getting cross ways with their bosses over the use of the social networking site.

Among some of the transgressions reported were: harassment of former partners and ex-colleagues, commenting on other people’s spouses, admissions to beating up members of the public during protests, revealing details of police operations, befriending crime victims, and the posting of inappropriate photographs.

During an investigation from 2008-2010 covering 41 of 43 departments in England and Wales, there were 187 complaints lodged against officers over their use of Facebook.

Roger Baker, a member of Her Majesty’s Inspectorate of Constabulary, led a review into police corruption and stated: “Social networking is seen as a risk by all forces and authorities, but there are limited or inconsistent policies around what is acceptable, what you should do, what you shouldn’t do.” Baker then went on to state: “We found a significant blurring between peoples professional lives on social networking sites and their private lives which may be in the public domain and private lives which probably should remain extremely private.”

Even though this story is from England, it could just as easily have been written with the name of any other country inserted to include the US. Technology is a wonderful thing, but as we all know, it can be a double edged sword. Here on the Phoenix PD we have certainly seen our share of officers getting sideways over their use of technology. Misuse of the MDT, inappropriate text messages, racy photos being passed around electronically, Twitter comments, along with text, video and photo posts on Facebook are just a few things that increase the odds of people getting in trouble when you combine our love of and addiction to technology with the proliferation of social media. The media and law enforcement news websites are rampant with stories of this type.

A quick internet search of stories related to law enforcement and social media revealed the following headlines:

“Bikini photo on Facebook gets SC cop fired”
“Two Wash. Officers fired over Facebook indiscretions”
“Facebook comments cost GA. Cop his job”
“Tenn. Officer fired online”
“Posing, performing and conduct unbecoming: Jessie Lunderby, 21, was fired by the Washington County (Ark.) Sheriff’s Office following her nude appearance on Playboy.com as the ‘Cybergirl of the week.’”

Add to all this, an incident that occurred here in our own backyard involving a Peoria Police Sergeant. A photo was posted on his Facebook page showing seven students from a local high school, some of whom were posing with firearms, next to bullet riddled T-shirt bearing an image of the President.

I’m sure the Sergeant probably won’t end up facing any criminal charges, but who really needs the unwanted attention that’s sure to follow? A news article on the incident stated that the Secret Service was notified and “appropriate follow up was being conducted.” Translation: men in black with Ray Bans and radio earpieces showed up at the person’s home and work to perform a colonoscopy and have a chat with their employer. Even though there is probably no criminal conduct, there is sure to be serious ramifications with their employer. In fact, a Feb 28, 2012 article posted on AZ Central reported that the Sgt. had been demoted AND suspended for two weeks.

In a related story on the PoliceOne.com website titled: “On the Internet Silence Cannot be Misquoted”, article author Doug Wylie makes several interesting observations with regard to social media.

“Social networking sites (particularly, in my opinion, Facebook, LinkedIn, and Twitter) can provide a variety of potentially career-enhancing opportunities. However, anything you say on the internet can and may be used against you.” Wylie goes on to say: “It all goes back to the training adage, ‘Don’t say [post] anything you wouldn’t want reprinted on the front page of tomorrow’s newspaper.’” Wylie continues by saying: “In terms of Facebook, that goes for photos, videos, comments, and even ‘likes’ (on Twitter that’s “retweets”).”

In the same article Wylie says: “for the better part of two decades – way predating the social networking phenomenon but up to and including it – I’ve followed the sage advice offered on a placard posted beside the driver of every bus and train in the San Francisco MUNI public transportation fleet. It reads: “Information gladly given, but safety requires avoiding unnecessary conversation.” “Translated, that is: if what you want to say doesn’t need to be said simply don’t say it.”

Wylie then quotes Coach Bob Lindsey: “Silence can’t be misquoted. It may be misinterpreted or misunderstood, but never misquoted.”
Without a doubt, the technological world we now live in has started to impact the internal policies of police agencies as well as with how they conduct their hiring process.

He ends with this final thought: “While it should go without saying, I’ll say this: if you notice a “friend” on the internet putting themselves in career jeopardy by virtue of their comments, reach out — obviously, this depends on whether or not you can actually speak with this person in the “offline” world. Let ‘em know you’re not judging them, but looking out for their best interests when you say, “Hey, just be careful, okay?”

Without a doubt, the technological world we now live in has started to impact the internal policies of police agencies as well as with how they conduct their hiring process. Google checks are often incorporated into the standard police background check regimen used by many agencies. Some agencies even require prospective applicants to pull up any social media sites they are a part of for investigators to view on the spot during the hiring process.

For those who have Facebook or MySpace accounts, it is highly recommended to lock your account down, and enable the privacy settings. Recent news reports indicate there may be some backlash beginning against Facebook in the civilian world. Now more than ever, people are making their accounts private, “unfriending” people they don’t know or trust and trying to minimize potential exposure. In the electronic age we live in, social media has become the new favorite snitch used by current and prospective employers as well as law enforcement agencies and internal investigators.

It is important for all of us to understand that the same online activities that might not have been a big deal as little as 7-10 years ago could result in severe discipline or job loss in today’s world.

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**Fallen Hero**

Phoenix Police Officer

Phoenix Police Officer
Marc Atkinson
March 26, 1999

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**BENEFITS TO MEMBERS**

Aflac Rep, Debby Tornberg, is available to meet with members at a place and time convenient to them. She can be reached at 602.214.4686.

**Nationwide Retirement Solutions Representative**

Jared Williams will be at the PLEA Office on the 4th Thursday of every month from 9:00 AM until 3:00 PM to assist members with their accounts. Jared can also be reached at 602-266-2733, extension 1168.

**Hester, Heitel & Associates Exclusive** offers all forms of insurance to PLEA Members, including Homeowners, Auto, Motorcycle, Life, Health and Business. Please call Mark or Pat at 602.230.7726

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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.

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**2011 PLEA Dues Breakdown**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues</td>
<td>673.08</td>
</tr>
<tr>
<td>Pager Basic</td>
<td>66.00</td>
</tr>
<tr>
<td>False Arrest</td>
<td>120.00</td>
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</table>
The year 2011 saw a 16% uptick from the previous year in the number of police officers killed in the line of duty. This statistic alarms me and should be a wakeup call for every law enforcement head throughout our great nation. One death is too many; 177 deaths are outrageous. So why is there no hue and cry from the media? Where is the outrage and promise of support to help protect our courageous Warriors?

According to The National Law Enforcement Memorial Fund, the preliminary numbers for the year 2011 regarding the manner in which 177 heroes were killed break down as follows:

71 officers killed by gunfire
64 officers killed in traffic accidents
42 officers died due to other causes

Not only were more officers killed last year, a 16% increase over 2010, but more of them died as a result of firearms, rather than traffic accidents. That figure also represents a trend—the number of cops killed by gunfire has increased over the past three years. Deaths due to firearms have become the number one cause of death for the first time in 14 years.

Statistics are just numbers as they relate to politics or finances. Anyone can manipulate the numbers to their own end and demonstrate whatever result or point they wish to prove. However, in the case of law enforcement officers killed, the numbers are exactly what they represent: a growing disrespect for law and order and those who are sworn to uphold the law. Cops are increasingly the brunt of insults (the Occupy Movement is a recent example) and cops are objects of derision and assaults, e.g., objects thrown at them and miscreants spitting on them.

Our men and women are expected to do their duty and not react in any other way than what is considered to be professional, all the while being filmed by media and others who hope to capture the police looking evil and brutal while the law-breakers egg them on.

Our officers tend to focus on their own perception of how others view the incident they are involved in, rather than concentrating on the threat they face. These officers worry about how their actions will appear on the nightly news or in the morning paper. They hesitate when they shouldn’t and become reactive instead of proactive. Add into the mixture bosses who defer to the loudest voices (politicians, media
177 Cops Killed
So, Let’s Cut Their Pay, Benefits, and Pensions to Let Them Know How Much We Appreciate Them For Risking Their Lives Every Day!!!!!!

and other whiners) rather than backing their troops, and you wind up with a recipe for disaster.

I submit that one of the problems that has led to the increase in LE deaths is money, particularly the lack of money. Budgets have been cut, which means training is always the first casualty. Craig Floyd, National Law Enforcement Officers Memorial Fund Chairman, offered this: “Drastic budget cuts affecting law enforcement agencies across the country have put our officers at grave risk, at a time when officers are facing a more cold-blooded criminal element and fighting a war on terror, we are cutting vital resources necessary to ensure their safety and the safety of the innocent citizens they protect.”

Would increasing or at least maintaining yearly training completely solve the problem? No, but it would help to decrease the number of deaths and injuries. Recall this time-proven axiom, “The way you train is the way you fight.” Without training there is no quick go-to, no short term muscle memory to rely on. Take away training from our cops and you may as well lock the doors to the station. Putting cops on the street with inadequate training or none at all is like sending them into the lion’s den at the Roman Coliseum—there will be injuries and deaths. I am aware of many departments that have reduced their firearms training to one qualification per year. I am also aware of some corrections departments that have completely eliminated firearms training. Let’s not even begin to discuss the liability issues associated with that ill-conceived practice.

What can street cops do to fix this? We can start by letting our voices be heard by politicians, media, and police associations. Get the word out that our lifeline, our training, has been severed. Sit down with community leaders and police associations and get them riled up. No one can convince me that cities and towns aren’t throwing money away on things they shouldn’t. One only need look at things like chauffeur driven limos for politicians, gala events for celebrities, escorts for those who don’t need them and shouldn’t have them. The list is endless. That kind of wasted money could and should be spent on our cops and their training and equipment.

What can street cops do to fix this? We can start by letting our voices be heard by politicians, media, and police associations.

Just as important is what we can do to make ourselves safer. Traffic accident deaths are one area we can take responsibility for. Careless and over-aggressive driving is something we can fix. The notion that lights and sirens magically create an opening for us through traffic is a myth that must be dispelled. Most people are not aware a cop is behind them or about to cross their path. Smart phones, ear buds and powerful in-car stereos have all but eliminated the chance anyone will see or hear an emergency vehicle.

We must be cognizant of that fact and drive as if our emergency equipment isn’t on.

In the area of firearms, even if our department has reduced the number of qualifications, we can still practice by using simulators and/or dry firing. Each time you have your weapon in your hand it breeds familiarity with that tool so that it becomes an extension of your hand. You should also be constantly working on something that few of us practice: weapon retention. In 2010, of the 56 cops killed by firearms, 7 were murdered with their own weapons.

If we are going to get serious about preparing ourselves for the street each day, that prep has to include some type of fitness regime.

One other area of personal responsibility we can work on is fitness. The 2011 stats for officer fatalities indicate that physical-related incidents increased by 93%, up from 14 fatalities in 2010. The big killer was heart attacks which took 12 officers’ lives. If we are going to get serious about preparing ourselves for the street each day, that prep has to include some type of fitness regime. A Warrior should not enter the arena without having every tool and advantage at their disposal. Being fit is the easiest yet most essential ingredient to ensure we will win.

The New Year has begun and just one month into it we already have 7 officers killed by gunfire. We can change things and make sure that 2012 has a much brighter ending than we saw in 2011. Some responsibility rests on each of our shoulders. Get inspired, get tough, and get mad. Do whatever it takes to win and go home to your loved ones each day. Let’s make 2012 a safe year for Warriors.

Stay safe, Brothers and Sisters!
Why I stayed...by PLEA Representative Jeff Tobey, Desert Horizon Precinct

Become Aware

Part of being a PLEA Rep, I believe in giving the member as much information as possible about items that may affect their jobs. Use your smartphone to scan the QR codes and read up quickly on legislation that may affect you.

- SB 1063 – Union / Bargaining Unit restrictions
- SB 1148 – Misconduct Involving Weapons; Commission of Felony Sentencing; ineligible for pardon, release, or probation
- SB 1173 – Prohibits Peace Officers of inquiring immigration status of victims / witnesses
- SB 1186 – Fitness for duty examinations – Law Enforcement

January 2009, I filled out my payroll card to drop PLEA. Despite seeing first hand the benefit of having a representative explain everything to me when I was under investigation – prior to entering and while in the academy no less. Very few stressors compare to being investigated for allegations – whether true or false. I later figured, “I've been through the investigation process before, I no longer need PLEA... plus that's extra money in my pocket every month now.”

At one point, I too was an officer looking at my paycheck, seeing those dues come out, wondering, “What does PLEA give me in return? What benefit is my investment making?” It was not until I became a PLEA rep that I am starting to see the many turning wheels that run this department and its operations. I must say that I never understood the efforts, time, and legwork behind the scenes that go on to ensure the protection of the rights and interests of Phoenix Police Officers. The amount of work compared to the amount of credit given is clearly understated.

Needless to say, I tracked my payroll drop card and destroyed it, and have never looked back since. I hear officers tell me how they dislike people involved with PLEA, that “so-and-so is ___ fill in the blank ___. I too carry out these self-evaluations of people around PLEA, my work unit, and chain of command. I personally believe people in great areas of responsibility should be held to a higher standard. This is the reasoning why I decided to become involved rather than be an officer on the outs, grumbling about my personal issues with PLEA, and actually listen, weigh in, and participate.

As a newer rep, granted, I am still learning the lay of the land. At one of the board meetings, which I sat in on, I learned that there are a lot of laws coming through the pipeline that may affect our working conditions. Rather than wait for the headlines to post the changes to new laws, I figured I would comb through some of the bills, and make them available to the members quickly and easily. Knowledge is power, and the more we know as officers, the better prepared and mentally armed we are for shifts in our profession.

Not only does PLEA voice my concerns about such laws to the legislature, they have the all important legal defense fund (LDF). Yes, you might be just fine rummaging your own way through a PSB investigation, but in my opinion, having the backing of a LDF is worth the investment in and of itself. Having attorneys who know the ins and outs of the job fighting for you if you become the subject of a criminal / civil case while doing your job is worth more than you can imagine. When I do my job as a PLEA member, (obviously within the umbrella of OJS) I have the peace of mind knowing I probably won’t have to worry about facing legal action. Our attorneys are experienced and have been around a long time. Let me put it to you this way: Mike Napier made case law history in our profession the year I was born. Personally, I want him on my side of the courtroom! Bottom line, PLEA is the only bargaining unit and voice for us officers. Yes, we represent non-members of PLEA, but unfortunately that only goes so far regarding member benefits. Quitting PLEA may seem attractive to save a few bucks a month on the front end, but can you afford to be in this profession without legal representation?

I thank you for allowing me to be a Rep, and my priority as a Rep is to make sure the member understands the process he or she is about to experience, make sure the member is treated fairly by management, and to create a sense of inclusion in the process. Regardless of your personal opinions or beliefs about PLEA and its Trustees/Reps, we as officers are a lot stronger together than we are divided or alone. It isn’t too late to rejoin PLEA – especially given the big question marks that face our department: manpower reallocation, raises, concessions, new chief, critical staffing, etc. Take it from someone who filled out the drop card, and tore it up later – you will thank yourself. Who knows, it might even save your career.
After 35 years of dedicated service, Arlene Venturini is retiring from PLEA. She is our Office Manager, co-worker, dear friend, and one of the most loved PLEA employees. Food, fun and farewell…. Please join us in celebrating her retirement on Thursday, March 29th at the PLEA Office from 11am to 1pm. All are invited to stop by and wish her well. We will miss you, Arlene!! Enjoy your ULTIMATE VACATION!!

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.

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MICHAEL NAPIER has been representing Phoenix officers for over 36 years. Mr. Napier is one of the most experienced labor and personal injury attorneys in Arizona. Mr. Napier has represented hundreds 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.

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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.