Several years ago the City of Phoenix became a “self-insured” health plan. This means that all of us that pay health insurance premiums pool our premiums together and pay the actual cost of the medical benefit/treatment used by the plan participants. There is also a small administration fee for access to the healthcare provider’s network and claims administration. By far, the majority of the cost is for the actual benefit/treatment received.

One of the most direct ways to contain the costs absorbed by plan participants is to enact measures that impact usage of the benefit i.e., medical treatment. This can be done two ways; by restricting benefit plan design such as restricted doctor networks, or to limit treatment or covered events. Another alternative is to take the approach in use by approximately 60% of employer health plans today, which is one of prevention and wellness. The goal of this plan is that through proactive measures, catastrophic medical events can be headed off, or prevented, ultimately resulting in lower costs.

This is the purpose behind the Health Risk Assessment or HRA. The idea is to involve the employees by making them aware of their biometrics such as blood pressure, cholesterol, and body mass index, or BMI. The idea is simple; if plan participants are engaged in their own health awareness, they will hopefully catch issues in the early stages before they turn into major medical events requiring costly procedures and treatments. For example, if you discover you have high blood pressure, medication is more cost effective than treating a stroke and medication for high risk cholesterol is much more cost effective than a quadruple bypass as the result of a heart attack. Screening procedures that identify pre-diabetic conditions can allow the situation to be controlled through diet and exercise or medication as opposed to letting the situation deteriorate to more serious levels.

A similar analogy is one of preventative maintenance on your car. Changing the oil is a lot less expensive than a blown engine. As stated earlier, Wellness programs are in place by 60% of employers as an effort to encourage a healthy lifestyle and thereby control costs. It is a more positive approach to cost containment than plan design limitations or greater cost shifting to the employees.

Health care is the most expensive non-pension benefit that most employers provide. Recently, the Health Care Task Force, HCTF, made up of City management and representatives from all of the City labor groups, decided to engage in a wellness program in order to accomplish two objectives:

1. Improve the wellness of our employees, thereby reducing healthcare utilization
2. Save on healthcare costs through promoting and encouraging health awareness and prevention.

Experience has shown that to motivate employees to participate in a wellness initiative there needs to be a risk/reward of approximately $500. This can be accomplished by rewarding or penalizing employees that participate or not. For example, the county of Maricopa recently increased the premium on employees who smoke and do not participate in a smoking secession program. The discussion at the HCTF centered around the desire to make the program successful through a more positive environment and not to be draconian on individual employees. That is why the HCTF decided upon a reward with a mild penalty if you chose not to participate. Remember the goal is to encourage everyone to participate in order to maximize cost savings.

In light of the current scrutiny on employee pay and benefits it would be irresponsible and ill-advised to not make every effort to contain costs. Therefore, everyone is encouraged to take the opportunity to educate yourself with the basic health information to keep you healthy and save yourself some money in the process.

For a schedule of biometric screening dates and a copy of the HRA Newsletter sent to all City employees, please check the PLEA website. Remember, you have until Saturday, November 19th to take full advantage of the first premium reduction.
Music has always been a big part of my life and I frequently listen to it while I’m typing away on the computer, be it writing a Recap article, or just a few short weeks ago as I was direct entering DRs on a workstation at the precinct. Most people who know me will say that I have a very eclectic taste for music which runs the spectrum from Big Band to Heavy Metal and in between. I can transition from Frank Sinatra’s “Summer Wind” to Metallica’s “Breadfan” then on to Parliament’s “Flash Light.” Other than my own personal music tastes, another factor was my experience as a professional deejay. *Fight the Good Fight* is a well-known song performed by Canadian power trio Triumph. Fight the Good Fight is something those of us who wear a badge and gun and swore an oath, do, or should do, every day. More so, PLEA has always done this and continues to as time goes by.

Like many of us, I had a radically different career before I entered the law enforcement profession. Part of what drew me to it was childhood experiences of positive interaction with the local cops who would stop in to check on us at my Father’s business and a neighbor who was a Sergeant with our township department. Another influence was the cops I met and worked with in two Military Police units I served with after enlisting in the Army National Guard. The turning point which finally convinced me to become a cop was three years of working alongside and supporting uniformed and undercover cops as a member of the Arizona National Guard’s Joint Counter Narcotics Task Force.

Back then I remember how seemingly difficult it was to get hired, as there were specific standards that had to be met, including sound moral character, a clean background and driving record, followed by a psych tests and a polygraph. I actually endured three of those; my first as a DPS Civilian Reserve, followed by a second as a DPS Reserve Recruit, and my third as a Phoenix Recruit. I also went through almost three months of Glendale Community College’s Reserve Academy with DPS until I was hired by Phoenix in September, 1994. The most important virtue that was continually pushed and driven home, even during my days in the US Army Military Police School, was INTEGRITY.

Integrity continually popped up on the radar throughout my early career, during PLEA Rep training, which I first attended in 2000, and every time I prepared a member for an interview with PSB or a supervisor. At one time or another, we all heard words to the effect of “you can make mistakes, violate policy, and salvage your career as long as you don’t lie about it.” It was stressed that our decision making process included being ethical, professional, accountable, and whether or not it was the right thing for the community and the Phoenix Police Department. This was summed up on PPD form #43, revised on 12/99, “Employee Empowerment” that summed up, “If the answer is YES to all these questions, don’t ask for permission “JUST DO IT!” Sounds pretty simple, huh?

Well it may have been in 1999, but in recent years, it’s a whole different story and it appears to depend on rank.

I have heard people criticize PLEA with comments like we try to “get people off.” Nothing could be further from the truth. The bottom line is that if someone has violated policy, we have always told them to own up for their actions, accept their punishment, learn from their mistake/s and move on. By the same token, we have assisted many people with leaving the Phoenix Police Department and surrendering their AZPOST Certification because their behavior was not representative of our profession. PLEA has always and will continue to fight for what is FAIR.

If an officer is accused of a criminal act, they are usually stripped of their gun and badge, assigned to home, and wait as the investigation slowly grinds through the process until they learn whether or not they will face criminal charges. Even if not ultimately charged with a crime, they then have to face part II of the process which is an internal investigation. In many instances this ultimately results in a trip to the Disciplinary Review Board to learn their fate.

This is usually not the case with management. Their misconduct is minimized and spun to the point that even the most junior of people on the department scratch their heads in amazement. What’s sickeningly amusing are explanations of why their conduct didn’t amount to a policy violation. Cases which immediately come to mind involve two now retired Assistant Chiefs. One pepper sprayed a transient refusing to come out of a dumpster (the incident occurred while he was an Asst. Chief and while riding with a patrol officer). The other incident involved a road rage incident. A now retired Asst. Chief was teaching his then 16 year old daughter to drive. He was riding shotgun in the car driven by his daughter and got into a verbal altercation with an impatient driver that was behind them. When the vehicle went around them he felt he should direct his daughter to follow the vehicle, and follow them they did, right to the driver’s residence. The Asst. Chief then proceeded to get into a verbal altercation with the citizen in the citizen’s front yard prompting the guy’s wife to call the police.

Punishment given for both of these situations was written reprimands. Now plug yourself as a rank and file officer or detective into either of these scenarios and ask yourself what type of discipline you would have received? Pepper spraying an unconscious or sleeping transient in a dumpster would definitely get you NOI’ed and disciplined for excessive force.

*Franklin R. Marino, PLEA Secretary*
I’m sure if I followed someone to their house while teaching my daughter to drive and proceeded to get into a verbal altercation to the point of the police having to be called, I would have been hauled into PSB and ultimately found myself in front of a DRB with a hefty suspension to show for my efforts. I’m sure that going through an IRP and DRB process I would have had to listen to a PSB Commander and whatever Chief happened to chair the DRB tell me what an egregious act of misconduct I had committed and how I had needlessly jeopardized and endangered the safety of my daughter. I would have had to listen to how my unprofessional conduct brought serious discredit to the department and how my actions had tarnished the image and reputation of the badge. You know what? They would have been correct on all counts. So the question remains; why does an Asst. Chief get to skate with only a written?

Here are two examples regarding lying during investigations:

1. “Since it could not be clearly established that Commander A intended to be misleading, deceptive, or to willingly withhold information in his statement to Lt. B, Sgt C, or defense attorney D, allegation 2 was unresolved.”

2. “Investigators determined there was no indication that Lieutenant A gave her supervisors an untruthful verbal report.” This was based on the investigator’s viewpoint that if the Lieutenant didn’t think they were lying at the time, there was no wrongdoing.

What we see here is managers looking out for managers, the art of carefully crafting language in order to unfound or unresolved serious allegations of misconduct against supervisors in order to let them off the hook. This does nothing but lower the bar for the organization as a whole with regard to what is acceptable conduct.

According to example #1, if you didn’t mean to be untruthful, misleading or deceptive then it’s ok. It was just an “accidental” lie and your conduct can be unresolved…if you have rank on your collar.

According to example #2, if you tell everyone that you’re the Easter Bunny, Santa Claus or the Police Chief, you’re not lying because in your mind, at the time you were questioned, you truly believed that you were one of those…If you have rank on your collar. Now, if you aren’t a part of the privileged elite, you will most likely be sustained for lying and run the risk of termination, having your AZPOST certification revoked, or suspended, and being placed on the Brady list. You’ll probably also get a trip to the shrink for a mental health check to make sure you’re not delusional or suffering from multiple personality disorder.

Another issue we sometimes see is incidents that probably should have been handled by PSB but were allowed to be handled “in house” by a line supervisor. When the alleged misconduct ultimately does come up in an internal investigation it results in a notation by PSB such as:

“Sergeant A addressed the incident as a performance issue, in an informal meeting, with these employees in September of 2009 and ordered them to return the solicited items. Therefore PSB cannot investigate the issue a second time as misconduct.”

I could go through our files and come up with many more, but the bottom line is that with situations like this coming across PLEA’s desk every day, it’s easy to understand why “every day it seems much harder tellin’ right from wrong” giving us even more fuel to “Fight the Good Fight.”
The Phoenix Law Enforcement Association held its 2011 installation Reception on September 22, 2011 at the Bentley Projects Gallery, located at 215 East Grant Street. Outgoing PLEA Board members were recognized for their service and the incoming 2011 PLEA Board was introduced and installed. Master of Ceremonies for the event was Mike Broomhead, talk show host from KFYI 550 News Radio, whose sense of humor was quite evident. However, he was quite humbled when at the end of the ceremony, he was presented with a PLEA Partner Award in recognition of his unyielding support of police officers who are asked to do a difficult job. Attorney General Tom Horne was the lead off speaker, who highlighted many of PLEA’s past accomplishments and expressed his willingness to continue working with PLEA in the future. Other speakers included Phoenix Police Chief Joe Yahner, who commented on the similar mission of PLEA and the Phoenix Police Department: Service to the community. Maricopa County Sheriff Joe Arpaio, Pinal County Sheriff Paul Babeu, City Manager David Cavazos, and Mayor Phil Gordon also spoke of the importance of PLEA in guarding the rights of police officers. PLEA’s good friend and community leader Ann Malone also shared her thoughts regarding the importance of the relationship that PLEA and the community have worked so hard to establish.

Four PLEA board members completed their service to the membership with distinction and honor. Mark Enegren served two terms as an elected PLEA Trustee from 2007-2011. Terry Yahweh served as an elected PLEA Trustee from 2009-2011. David Dager served four terms as an elected PLEA Trustee from 2003-2011, and Mark Spencer served as an elected PLEA Trustee from 1997-1999, Secretary for four terms from 1999-2007, and as President for two terms, from 2007-2011.

The 2011 PLEA board is:
- Trustees: Tim Baiardi, Jerry Gannon, Dave Kothe, Toby Sexton, Frank Smith, Tom Tardy, and Chairman of the Board, Bill Galus.
- Treasurer: Will Buividas, Secretary: Frank Marino, Vice President: Ken Crane, and President: Joe Clure.

The 2011 PLEA board would like to thank all who attended the event and looks forward to continuing to represent Phoenix Police Officers and addressing the challenges ahead.
PLEA 2011 Installation Reception

Attorney General Tom Horne

Pinal County Sheriff Paul Babeu

Community Partner Ann Malone

Legislative Liaison Mark Spencer

Phoenix Police Chief Joe Yahner

Bill Galus, new PLEA Chairman of the Board

Arizona Senate President Russell Pearce
Leadership is a daily thought process, followed by corresponding actions, which lead to both the leader and followers working in a synergistic manner towards a common goal or vision. A leader’s ability to consistently accomplish the aforementioned is paramount in effecting the kind of transformative change which takes our people to the “next level” in their performance. South Mountain Precinct’s Sergeant Chris Eyrich is such a leader, who on August 12, 2011 was recognized for his exceptional leadership by his squad. Members of the 41F Squad worked for several months to organize an event that would truly demonstrate the appreciation they have for Sergeant Eyrich.

Ultimately, the members of the 41F Squad were able to coordinate with PLEA and our community partners (Desert Valley Auto Parts, Roco Wholesale Automotive, Ruiz Upholstery, and Desert Powder Coating) to present Sergeant Eyrich with a token of their appreciation in the form of a gift certificate. The squad was aware of Sergeant Eyrich’s efforts to restore a classic project car that he and his father have been working on, so they worked with PLEA and the automotive vendors, who volunteered to match in gifts what the officers were able to raise themselves.

The presentation took place in the form of a surprise ceremony held at the PLEA office. Sergeant Eyrich was escorted to the facility under the guise of a community forum, and when he arrived he was greeted by the 41F Squad, his family, City of Phoenix dignitaries and some of our department’s executive/management staff. Lieutenant Darren Viner opened the presentation with remarks reference Sergeant Eyrich’s exceptional leadership abilities. He identified Sergeant Eyrich as a natural born “servant leader” who is also a humble student of leadership. Lieutenant Viner also mentioned a commendation was recently submitted on Sergeant Eyrich’s behalf to be considered for the “Outstanding Supervisor Award” and the “Supervisor of the Year Award.”

Mark Spencer then spoke about the partnership developed through PLEA with the community businesses that participated in the endeavor, and recognized the significance of a squad going to such lengths to recognize the leadership of their supervisor.

The 41F Squad was represented by Officer John Sticca, who read a letter from the squad to Sergeant Eyrich. In the letter the squad recognized their boss as being “an exceptional leader, community advocate, and the embodiment of what it means to “Protect and Serve.” They noted Sergeant Eyrich came to South Mountain Precinct as a supervisor during a very tumultuous time, yet he served as a stabilizing force. Officer Sticca continued by highlighting Sergeant Eyrich unwavering support of the family of slain Phoenix Police Sergeant, Sergeant Sean Drenth, his involvement with the South Mountain Implementation Task Force, the development of an emergency response exercise to the Downtown ASU campus, and his involvement with the Citizens Police Academy and Youth Police Academy. Officer Sticca and the 41F Squad recognized Sergeant Eyrich’s ability to “remain focused on being a great leader” despite all of the peripheral assignments he had taken on. Finally, they summed up their boss in saying he “is a selfless servant of the people; putting pride, honor, and integrity in everything he has done.”

As evidenced in the efforts put forth by his squad, and the support demonstrated by all attendees, Sergeant Eyrich’s dedication to leadership is axiomatic. The 41F Squad’s efforts in orchestrating this event resulted in a show of solidarity between the community, our officers, supervisors, management and PLEA. A great day for our organization!
By Karen Freund-Bullis

Josh Bullis, Harold “Bub” Bullis, and I would like to thank the many people who helped us during this past year after Josh was injured. In case you don’t know, our son, Josh, who previously worked for the department as a Cadet, was injured while serving in the Army in Afghanistan, and lost both legs above the knees and his left arm above the elbow.

We would like to thank everyone who was involved in the fundraiser hosted by, and held at the FOP on April 15th. This benefit, in addition to the Car Wash sponsored by the Cactus Park Precinct, and money donated by the 100 Club, Secret Santa, PLEA, and numerous other businesses and citizens made all of our lives more bearable during this difficult time.

Bub spent four months with Josh during his initial rehabilitation and has been back to work since February. Thank you also to everyone who donated time so Bub could be with Josh.

Josh is still at the Balboa Medical Facility in San Diego, but will be leaving the Army in September (almost a year to the day of his injury) and returning to live in Phoenix. Thanks to everyone’s generosity, he is hoping to have purchased a home by then and made the necessary changes to make it handicapped accessible.

There are too many people to list individually, but we would like to take the time to mention something truly special. Many times in this department we only hear the bad things; we only hear about the conflict between management and the “front lines”; we only hear about PLEA versus FOP; etc., etc. From the day we received the phone call from the Army telling us what had happened to Josh, we immediately began receiving phone calls and visits from our police family. This included everyone from (then) Chief Harris, down the chain through our Commander (Piña), Lieutenants, Sergeants, squad members, and coworkers, in addition to our Phoenix family to include City Council, Block Watchers, Phoenix Neighborhood Patrollers, business leaders, the media, PLEA, FOP, other city agencies, and citizens from around the world.

It is sad that something tragic has to happen to bring everyone together, but we truly appreciate the outpouring of support from everyone and can never thank you all enough!
Chairperson
Dave Kothe

Vice Chairpersons
Jerry Gannon & Ken Crane

Representatives
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 •
Anthony Navas • Steven Perotta • Scott Sayban
Clark Schwartzkopf • Rick Simonick •
Kevin Smith • Mark Spencer • Rusty Stuart • Mike Walsh
Rob Warren • Valerie Whitchurch

If You Have A Grievance
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
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.