SHOW ME THE MONEY –
NEGOTIATIONS HAVE STARTED!

By: Will Buividias
PLEA Representative / Assistant Contract Negotiator

It’s that time again, contract negotiations are taking place! Due to the number of phone calls to the PLEA office asking about negotiations and the process, I thought I would take a minute to quickly explain Meet and Confer, or what we commonly call negotiations.

PLEA presented its opening contract proposals to the city December 3, 2007. The city had one month to evaluate our proposals and on January 4, 2008, the city provided PLEA with their opening contract proposals. Negotiations began January 9th, 2008. The two negotiations teams will meet together at least once a week, possibly more.

The PLEA team includes Joe Chure, Mark Spencer, Will Buividias, Billy Coleman, Levi Bolton, Mark Enegren, Karen Lewsader, Frank Marino, and Melissa Solimeno.

The city is represented by Lori Steward (Asst. Labor Relations Director), Cathy Gleason (Budget), Kathy Haagerty (Personnel), Julia Quinones (Personnel), Andy Anderson (Police), Eric Hailey (Police), Tom Lannon (Police), Jeri Williams (Police).

The Meet and Confer ordinance dictates the negotiation process and includes several key dates. March 1, 2008 is the first day that either side may send a letter to the city stating that they are at impasse and unable to reach a contract. After that letter is sent, negotiations continue for six additional weeks. If a contract is still not reached by April 14, 2008, either side can head towards arbitration.

PLEA’s goal is and has always been to obtain a contract with the city. This remains our greatest priority. We have heard the membership loud and clear and a substantial compensation increase is our #1 priority. We know that the membership will not tolerate continuing to be in the bottom third of valley police agencies in base compensation.

On December 5, 2007 Joe Chure, PLEA’s chief contract negotiator, gave a PowerPoint presentation to the city council regarding our current compensation package compared to other valley agencies. This is the FIRST time in PLEA’s history we have made this type of presentation to the city council. Your negotiations team is committed to aggressively protecting your interests, obtaining the best possible compensation package from the city.

The Meet and Confer ordinance prohibits us from discussing details of negotiations meetings; however, we will keep you informed as to the progress we are making. Remember to check AZ-PLEA.com often for developments.

Remember this is YOUR union, YOUR contract, YOUR vote.

Let your voice be heard when it comes time to ratify the contract. If you don’t vote, you don’t get a say. Your input and direction is critical in determining what rights, wages and benefits are important to you. Stay tuned for updates!
Representation Committee

Chairperson
Billy Coleman

Vice Chairperson
Dave Kothe

Representatives
Tim Baiardi • Kent Barnes • Ken Barton • Joe Bianchi
John Buckner • Will Buividus • Bob Furneaux
Ashley Gagnon • Bill Galus • Greg Gibbs
Ron Gomez • Scott Gomez • Cheryl Groshko
Bryan Hanania • Steve Huddleston • Jennifer Liguori
Michael London • Barry Jacobs • Franklin Marino
John McTernan • Terry Mills • Anthony Navas • JR Pool
Chad Roettjer • Kiley Ryberg • Dave Sampson
Frank Smith • Jason Smith • Stu Sterling • Tom Tardy
Mike Walsh • James Ward • Vanessa Warren • Terry Yahweh

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.

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Levi Bolton ......................... Chairman of the Board
Mark Spencer ....................... President
Danny Boyd ....................... Vice President
Joe Clure ......................... Treasurer/Negotiator
Billy Coleman .................... Secretary
David Dager ....................... Trustee/Representation
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Karen Lewisader ................. Editor
Bill Steele ......................... Publisher
Levi Bolton has been an integral component of the PLEA family the past 33 years, and remains a personal friend and mentor to scores of police officers from numerous agencies.

Levi came to the Phoenix Police Department in 1975 with a Bachelor of Science degree in Biology. During a ride along with a friend, Levi was bitten by the law enforcement bug and found a new direction to focus his efforts.

Since then, he has been a compassionate, selfless person, giving freely of his time and money to better the lives of police officers. He is too humble to tell you of forfeiting a PLEA board position for the good of the cause. He is too humble to tell you of the times he gave credit to another for work that he actually facilitated, simply because another helped with the project. He is too humble to speak of times like those when as a report writing instructor he took a young trooper under his wing and coached him from his home on his own time which ultimately prevented the officer’s termination. Levi Bolton is a person we are proud to say we know.

During his tenure, Levi served as a Phoenix Police Officer assigned to patrol, the Training Academy, Special Assignments Unit, Staff Service Officer, Crime Prevention Unit, Regional Training Officer, Report Writing Instructor, Neighborhood Response Unit, Tactical Response Unit, and Law Specialist Unit.

Levi holds many diverse certifications. While studying for and completing training for A&G Polygraph Examiner, he was submitting his doctoral thesis. Dr. Levi Bolton was conferred in 2003 with a Doctorate in Criminal Justice. He is also certified as a Detective, Field Training Officer, Bicycle Officer, Alternative Dispute Resolution Mediator, and City Mediator for the Employee Assistance Program.

Levi is a subject matter expert in the areas of racial profiling, critical incident and officer involved shootings, and Brady v. Maryland.

In addition, Levi has earned 120 commendations, 5 Medals of Lifesaving, a Medal of Merit, the Sons of the American Revolution Law Enforcement Medallion (first bestowed upon J. Edgar Hoover), KPHO Outstanding Service Award as the author, producer and presenter of, “It’s Your Law Too,” (which was the first news program regularly featuring a law enforcement officer), the City of Phoenix Award of Excellence, and was precinct Officer of the Year three times.

The Phoenix Law Enforcement Association is proud to acknowledge Levi as the principal architect of many MOU rights and benefits. He was part of the organizing group comprised of PLEA and management for the current Investigative Review Process (IRP).

Levi has implemented and currently runs the Brady appeal process in partnership with the department Legal Unit and the Maricopa County Attorney’s Office. Levi assists any department employee, sworn or civilian, in understanding their obligations under Brady. Levi is the sole author of rebuttals on behalf of PLEA and has had great success arguing in favor of exclusion of names from the Brady List. He also piloted the Maricopa County Sheriff’s Office wagon program which ran for a year at no cost to the City. MCSO made over 1000 wagons for Phoenix police officers during that year.

On behalf of PLEA, Levi attended at the National Association of Police Officers meeting in Washington D.C. as part of our political team. Levi was also instrumental in addressing the Arizona National Caucus resulting in the Universal Carry Bill, National Collective Bargaining, elimination of the Social Security Windfall Tax, and the Incident to Federal Line of Duty Death Benefit. Many of these issues are still being fiercely debated in Congress while others have been signed into law by the president. He has further championed increased training of PLEA Representatives and Board Members to provide the highest quality of professionals on the PLEA team.

Finally, Levi has personally assisted members in filing various federal rights violations and most recently authored the OSHA letter regarding the knit duty caps.

Levi is a persuasive and formidable advocate on behalf of officers, the association and the law enforcement family. He has been a mentor to many and a friend to more. He is well respected by his colleagues, peers, and management alike. I, for one, will miss him sorely. But, the good news is that Levi is being retained as a consultant and will continue to work in the PLEA office one day a week.

Levi, I speak for all of us when I say, my dear friend and Sensei, I bid you farewell and best wishes for a well deserved and hard earned retirement!
Rifles...Are They Coming?

In January, Billy Coleman and I (representing PLEA) attended the department’s firearms committee meeting. The topic of the day was “rifles”. Public Safety Manager Jack Harris, told us (PLEA) at Labor/Management that he understands the need for more rifles and doesn’t care if the department or officers buy them. He directed Commander Dave Harvey to look into the rifle program and see where we are presently and whether we should modify it or leave it alone. PLEA has received many phone calls from the membership over the issue of rifles and the need for more of them.

Assistant Chief Pina is the Chairman of the Firearms Committee along with representatives from Patrol, Planning and Research, SAU, Academy Firearms Unit, Academy, DOU and a few others. I always find it entertaining to listen to the commentary in these meetings when a chief is present as some people just feel the need to say something. Because of this, kingdoms and egos unfortunately seem to dominate these meetings and it’s unacceptable when some put this in front of officer safety. Just ask Officers Ryan Phillips and Eric Pearson of their rifle-less shooting experience in the 1600 block of W. Tamarisk (aka the Gauntlet) this past December. Ask them their feelings about not having a rifle. I guess when you’re not in the trenches and you’re not in or behind the sights, you don’t have to care.

Presently, there are 60 rifles in the Patrol Rifle Program trained by the academy. SAU has their own program as does MOB unit (formally RDU). The rest of the rifles, approximately 110, are in specialty details trained by DOU that include DOU, PSB, Airport Detail, Special Projects, DEB and Gang Squad officers.

To think that rifles are going to be made available to everyone tomorrow—this is not going to happen. Sgt. Draughn advised the committee that his staff could handle training an additional 60 officers. That would double the number of rifles in patrol. The committee’s recommendation to Exec Staff is to expand the Patrol Rifle Program two-fold with the purchase of 60 additional rifles and the related accessories. As long as you’re not officer 61, 62, 63...this is good news. I addressed this issue later with Chief Pina. The problem with this recommendation is that it does not address the issue of the additional officers in Gangs and all NET officers not having rifles. Chief Pina is cautious about expanding the rifle program too fast as the department is trying to get funding to replace 10-year-old .40 caliber Glocks along with issuing .45’s to those that want them. Plus, I get the sense that there are those on the fourth floor that don’t want more rifles at all, strictly due to liability. The issue here isn’t the rifle but a lack of confidence in qualified officers who carry them. If this is the thought process, then get rid of handguns and shotguns as we have unfortunately had out-of-policy shootings with these tools as well.

A major problem with the Colt rifle is availability. Colt is the primary supplier to the military during the ongoing war effort. Any leftovers go to distributors who then sell to their clients, which include law enforcement. SAU ordered 10 Colt’s and it’s been 8 months and no rifles.

History has provided us with successful solutions when it comes to providing our officers with improved firearms. Past personal purchase of semiautomatic handguns and pump shotguns proved reasonable when we needed to get modern firearms in the hands of our officers. The department dictated the make and model and the officer decided. With all this in mind, I approached Chief Pina with the idea of a pilot program for getting additional rifles to front line troops, in this case, Gang squad, and NET officers. By allowing for personal purchase, officers in these two details can get rifles. There would be no waiting period from Colt as there are easily 60 authorized Colt’s in the Phoenix area ready to go into service. DOU is ready to train 110 more officers and can have them on the road by summer’s end. If you wait for a mass purchase from Colt like SAU is with only 10 rifles, you’re at least 6 months out and counting before you get even 1 gun let alone 60 or more. It’s important to our members therefore it’s important to PLEA. I will keep you updated.

BRIGGS/SCOTT Memorial Golf Tournament
Save the date! Saturday May 17, 2008. The annual golf tournament has been moved from Memorial Weekend so as not to interfere with Holiday plans. Another change to prepare for is the structure of the entry fees. Due to overwhelming demand, the entry fee to play in the morning will increase to $100 per person. The entry fee to play in the afternoon will remain $85 per person. Remember, first come, first served. Contact Scott Sayban at (602)495-5866 or scott.sayban@phoenix.gov. Raffle Donations being accepted at the PLEA office. Please contact Melissa Solimeno (602)246-7889.
Have you ever wondered what you are worth? There is a commercial playing on local radio stations asking you to come to a job seminar to find out what you are worth. You might be tempted to attend to find out if you are worth more than you currently receive. It sounds as if you might be a valuable commodity and if that was the case what would you be worth.

If you were an eighty-one-year old bottle of Macallen Scotch you would be worth $54,000. That sounds like a step seven employee of the Phoenix Police Department. Just think, if you are currently at step seven you are worth what someone paid for a single bottle of scotch. Do you wonder if that bottle of scotch can do what you do? Do you wonder if that bottle of scotch could defend its new owner in a life or death confrontation? The owner could use it as a weapon of last resort.

What would you be worth if you had the skill to hit a small round ball with a small round piece of wood, and could also throw far, fast and accurately? If you were unlucky you would only make the minimum salary of $400,000 dollars in Major League Baseball. Of course there is a better than fifty percent chance you would make $1 million or more since more than half of the Major League players make that amount or more. If you were a real contributor to the success of your team you might make $25 million like Alex Rodriguez does. Do you contribute to the success of your team?

When it comes to value there are other qualities that increase worth, such as image, moral standing, personality, and professionalism. If you were to add these things to incredible skill you might be the highest paid athlete in the world who comes in at an estimated worth of $87 million a year. That’s right, Tiger Woods, whose marketability added to his skill makes him more valuable than any other athlete. Are you marketable, professional, with a positive image?

You probably know that the rarer an object is the more value our society places on that object. Did you know that some things are truly priceless? Take for example rare red diamonds. There are approximately 35 known examples of this type of stone in existence. The per carat price for these when they are in their rather unpristine natural state is around $800,000 to $1.9 million. However, should you find an intense purple and crimson diamond you will have something truly priceless. One of these diamonds believed to have come from the Amazon Basin exists and is considered the most valuable natural object on earth according to some.

So just how valuable are you? How rare a commodity are you? Cities across the country are seemingly having a difficult time recruiting people to fill the ranks as police officers. Considering continuing vacancy rates it appears that many stop gap measures have failed to work. Perhaps it is time for cities to look at you and your fellow officers as a valuable commodity, a commodity cities should be willing to pay for. After all, how many people even meet the minimum standards to become police officers? The battery of tests one endures to enter this profession screen most out. The few that remain after this are subjected to job conditions and hazards that frequently make it seem, just not worth it anymore. How many of you know a comrade that feels this way?

Understandably, most will continue to serve and protect despite the hardships we endure, and perhaps someday you will be considered worth more than a bottle of scotch. Someday, your true value as a rare commodity might be recognized by not only the public you serve but the city in which you are employed. Your union recognizes your value and we are fighting for it as we speak. The major proposal on the table at contract negotiations this year is your wages, and even though baseball players, golfers and scotch may be considered more valuable by some, in the eyes of your union you are priceless.
Tracy,

I wanted to notify you that I received a copy of the policed department’s response to our complaint to the State Industrial Commission. The department’s letter explained what head gear was authorized and that these three uniform accessories were adequate for inclement weather. The department’s position in this response which upheld denying officers’ access to knit watch caps was signed off by Executive Assistant Chief Tom Lannon and Michael Jimenez the City Safety Administrator.

About one week ago Officer Mark Enegren (PLEA Trustee) and I met with Mike and Heather McCarthy (Industrial Hygienist for the PD). During this meeting we had the chance to show them how the current hats authorized (formal LAPD style round cap, straw campaign hat, baseball cap) for officers were inadequate in providing reasonable comfort and warmth in inclement weather. Today, I had the opportunity to speak with Mike Jimenez again. He’s been very helpful with his input in our desire to allow patrol officers access to a knit watch cap (similar to the picture of a Mesa patrol officer in the East Valley Tribune – Jan. 27, 2008). The cap we are requesting is similar to what our current SAU, K-9, and Fire Department counterparts wear. Prior to returning to the Industrial Commission, I wanted further input from Mike to make sure the Association’s request on behalf of nearly 1200 front-line patrol officers was reasonable. Mike stated, “If this was my company you would have had the hats by now.” He continued by stating, “I try to weigh towards the employee and their comfort but the department (police) is holding fast. It makes no sense to me.” He went on to explain that he had discovered that Fire has a contract in producing and providing knit watch caps for their employees at their Madison facility. They make them for $3 and sell them for $4.

Public Safety Manager Harris communicated to PLEA that the decision about the knit watch caps was being delegated to you. He also stated a two-fold reason for the current denial from executive staff: 1.) there was no need for them in the past and 2.) they look unprofessional. With this information in mind, I had Danny Boyd (PLEA Vice President) call you on Monday January 28. He left a message about the direction you were going to take in reference our request for knit watch caps as a winter accessory. I can imagine how busy you and the entire department are during this great Super Bowl week. When you get an opportunity, could you please assist me in communicating to our members the current status of the knit watch cap issue? Is it possible to address this issue while it’s still cold outside and while the need is still pressing instead of waiting and adhering to the quarterly Uniform Committee schedule? Hopefully we’re not going to prolong our officers’ reasonable comfort needs. Seeing that the temperature is still cold outside, a timely written response would be helpful in providing direction to front line patrol officers. Is the cap going to be authorized as a winter accessory (like gloves, wool pants, scarves, coats, long sleeve shirts, etc)? If you need a sample of the knit watch cap that we are requesting, we provided samples to Heather McCarthy.

Thanks for all the help,

Mark Spencer
PLEA
**NEWS RELEASE**

**PLEA Urges City to require licensing of Palm Readers**

Citing incidents of citizens being taken advantage of by unscrupulous palm readers, psychics, “fortune tellers”, and others, the Phoenix Law Enforcement Association (PLEA) has requested that the City of Phoenix require such practitioners to be licensed by the city. “Our request is based on the City of Scottsdale’s law regulating ‘Magic Arts’ establishments,” PLEA President Mark Spencer explained. “Passage of such a requirement by the city would allow us to protect our most vulnerable citizens from those who would take advantage of them.”

In the City of Scottsdale those who practice palmistry, phrenology, astrology, fortune telling, mind reading, clairvoyance, tarot card reading, or other similar practices are required to pay an annual fee of $100 to do business within the city limits. In addition, all employees of such establishments must be fingerprinted, the cost paid for by the business. Application for such a business license is required to be approved at least 30 days prior to the start of a business.

“We are not trying to restrict someone from earning a living,” Detective Tony Brown, PLEA member, author of the licensing/ordinance request commented. “What we hope to accomplish is our ability to respond to complaints of those who have gone to someone for help only to be taken advantage of financially and emotionally.”

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**Welcome New Members**

- Francisco Barrios
- Annette Bartuch
- Sabrina Beach
- Todd Bisacchi
- Jeffery Burna
- Thomas Contreras
- Kyle Cooner
- Pathe Diop
- Ryan Ferrell
- Melissa Frithner
- Adam Gardner
- Josee C. Garcia
- Christopher Gates
- Justin Gillett
- Jerrill Peace Heil
- Christopher Hendershott
- Ken Ho
- Ben Johnson
- Matthew Johnson
- Patrick Justice
- Jacob Kellander
- Douglas Kise
- Charles Kim
- Christopher Mankin
- Brandt Mendenhall
- Jon McQuillan
- Jeremy Molesky
- Thoren Moran
- Nicholas Moseley
- Todd Murphy
- Robert Perez
- Justin Prewitt
- Javier Quezada
- Raymond Reed
- David Reuter
- Johnathan Salome
- David Sanderson
- David Seitter
- Taylor Siljander
- Steven Skinner
- Michael Stinelli
- John Sweeney
- Tim Tewers
- Christopher Villa
- Andrew Wiarenga
- John Wilson
- Christopher Wright
- Zachary Wright
- Robert Woods
- Daniel Zintak

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**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 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.

**JANET FELTZ** was admitted to practice in Arizona in 1985. Prior to joining the firm in 2005, she served as an administrative hearing officer for twenty years in disciplinary and other employment matters on behalf of merit boards and commissions throughout the State. She also served as an administrative law judge for the Arizona Department of Economic Security from 2001 – 2005.

**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.

**JOHN COMMERFORD** was a partner in two firms which practiced in personal injury litigation before joining the firm. His experience is in cases dealing with product liability, nursing homes, dram shop liability, medical malpractice and governmental claims, to name a few. He has also practiced in developer rights and employment.

**KATHRYN BAILIE** 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.

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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 Losing Levi

By Mark Spencer
PLEA President

Everyone, including me, is replaceable. Everyone is “touchable.” As harsh as these statements sound, understanding the truth behind them is important in maintaining a positive attitude when I come to work. They keep me honest and motivated. It’s interesting to see the truth of these statements demonstrated when new officers, fresh from the academy, struggle going back in time and naming the two previous police chiefs.

Like smoke in the wind, power and position are fleeting.

Yet, even though all of us can be replaced, the cost behind the replacement varies from person to person, employee to employee. By not thinking about it, a small part of me thought that Levi Bolton’s retirement and departure from PLEA would be held in abeyance indefinitely. It didn’t work – Levi is leaving.

Levi has been the crucial component in addressing Brady issues for years. As part of the Legal Unit, he was tasked with assisting all city personnel with Brady (integrity) issues. Properly addressing Brady issues prevents police officers from the uncomfortable process of impeachment on the stand in court. Flippant management investigations, poor wording, or impractical interpretations of officer misconduct are what Levi confronted on a daily basis. He mitigated the ill impact of Brady for over 85% of employees who came to him for help. Sworn personnel ranging from rank-and-file to commanders have benefited from his skill. His value to the city in keeping sworn employees viable and effective in law enforcement has been priceless.

Beyond this, his experience and expertise has also been invaluable to your association. Dr. Bolton (many of you didn’t know this) is considered the “in-house” attorney by the full-time trustees at the office and by PLEA’s real attorney, Mike Napier. His knowledge of labor law is daunting. This knowledge is seen in the scores of careers he’s saved and policies he’s instituted.

As a polygraph examiner (many of you didn’t know this), Levi has challenged standards and methods to provide protection from the “voodoo lie box.” He has two obvious passions. His passion for officer rights has left a clear impression on numerous articles in your MOU. Also, his passion to hold management accountable and eliminate disparity has made many supervisors uncomfortable. Managers who are the subject of his public records requests understand this. Accountability breeds integrity. Integrity is a virtue worth cultivating.

As PLEA Chairman of the Board, Levi believed and continues to believe that the Sheriff’s Office is a valuable partner in fighting crime and bringing quality to the community. With the support of Commander Jeff Hynes, he was the crucial catalyst to bring about improvements in the booking process for Phoenix patrol officers with MCSO picking up the tab. When many in department management would not or could not work with Sheriff Arpaio, Levi extended PLEA’s hand of partnership instead of the department’s cold shoulder. He was able to establish an honest, friendly, productive, and healthy relationship with Sheriff Arpaio and his command staff and bring about quick solutions. Through his efforts and this partnership, Operation Clean Sweep evolved into a successful community improvement project that many in city government appreciated and supported.

Levi was one of two officers who taught me how to be a cop. I consider him family. I call him a friend. We worked for years together in public housing. As a Walking Beat Officer, he brought improvement to the department and hope to the community through his Buckeye Road Initiative and the Disruptive Offender Programs. As an African American he brought intelligent and insightful diversity to your association. He strengthened PLEA and made it more sensitive and effective.

I wish it hadn’t come but it did. Levi’s departure is here. The best way to counter a loss is with a win. The best way to offset a negative is with a positive. The best way to compensate for a “Goodbye” is with a “Hello.” So, in an effort to counter offset and compensate Levi’s departure, please join us at the PLEA office as we lose a unique employee and effective chairman and say goodbye to Officer Bolton. At the same time we’ll also be able to say “Hello” to Dr. Bolton as PLEA gains a new part-time issues consultant. His retirement makes a positive addition to your association representation staff possible.

The “Goodbyes” and “Hellos” for Officer Levi Bolton will take place at the PLEA office (1102 W. Adams) on Thursday, February 28 between 10:00 am to 2:00 pm. Presentations will be made at 1:00. Hope to see you there.

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2007 PLEA Dues Breakdown

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Membership meetings in March will be on the 25th, at 7:30, 12:00, and 5:30. The next Board Meeting is on March 18, 2008 and members can attend at 8:30 am.