On Monday, June 23 in the early morning hours a home invasion/homicide occurred in Phoenix on the 8300 block of West Cypress St. in the Maryvale precinct. Normally a report like this wouldn’t turn too many heads. It would get the obligatory airplay on the 10 O’clock news and within two days it would be forgotten. This is because home invasion/robberies, home invasion/kidnaps, home invasion/drug rips, and home invasion/homicides have become such a routine part of the Phoenix landscape that we have become numb to it. Just another home invasion.

The incident on West Cypress St. escalated the ball game to a major league level overnight. Reports indicated that up to eight heavily armed subjects travelling in two vehicles drove to a target house on W. Cypress St. ostensibly for the sole purpose of executing the occupant/s of the residence. And they did just that. Their only operational error: they failed to execute a clean egress out of the area, after the assault on the residence. Alert SAU officers in the area hearing the gunfire, were able to tail at least one of the getaway vehicles out of the neighborhood.

As details became known a graphic and chilling picture began to emerge.

A red Tahoe was followed to the area of 7th St. and McDowell Rd., where the suspects bailed from the vehicle and ran into the surrounding neighborhood. From what we hear, patrol and specialty details on scene did a great job of securing the area and ultimately locating the three outstanding suspects.

As details became known a graphic and chilling picture began to emerge. Mexican suspect/s at the scene gave information indicating military experience. Additional information revealed that the suspects were willing and attempted to draw responding officers into the alley behind them in order to set them up for an ambush which they were apparently unable to pull off due to their lack of ammunition. One officer, who recently called in on a talk radio show, stated that one of the suspects made statements to the effect that they were here to take back their country.

While this information is alarming enough, what is even more alarming is the way the assault went down, the tactics that were used, and the hardware these criminals were equipped with. Information circulating in the media and through the department indicated that the suspects were clothed in black boots, dark BDU type pants, Phoenix Police raid shirts, body armor, ballistic helmets, thigh holster rigs, and were equipped with American military type assault rifles such as AR-15s and M-4 Carabines some of which were apparently decked out with fore-grips, tactical weapon lights and aimpoint optical sights. One officer on the scene told us when he walked by the Tahoe and glanced inside, it looked like the interior of a secret service vehicle and that one suspect, when taken into custody, was speaking English quite well until the situation began to sink in and he then reverted to Spanish only. In a nutshell, the casual observer or police officer that might have happened by the scene would have thought they were seeing their friendly neighborhood SWAT team in action.

Compare the previous paragraph to the following excerpt that we received via E-mail from one of our friends in the border Patrol. The first excerpt from Bud Tuffly who is the President of the Border Patrol local for the Tucson sector stated the following:

“You guys probably already get these, but it’s nice to see a reminder every now and then about what goes on south of the line. This is commonplace down there, as you know. What’s going on in the Phoenix area right now is cause for alarm. This is the firepower we all have to deal with, and this doesn’t even include the 50 caliber rifles that have been used to shoot at Border Patrol agents in the past. All my best to the men and women of MCSO and Phoenix PD.”

Bud attached photos of a cartel shootout which can be seen on the PLEA website attached to the story ‘Mexican Military or Tactical Cartel?’

An attached comment from another law enforcement official deeper in the e-mail provides information that has an eerie resemblance to the Cypress St. shootout. Read the comment and decide for yourself.

“Zetas are routinely seen in South Texas and the San Antonio, Houston, Dallas area, be aware of crimes or convoys with Suburbans or Tahoe’s with multiple male occupants, occupants may be Zetas who are heavily armed and usually escorting drugs or cartel members. If rounds are fired they will be precise w/short bursts. Most are ex-Mex Military (US Special Forces trained), speak English well when need be.”

Some quick internet research reveals the following information about the group known as Los Zetas.

Continued on page 2.
By Billy Coleman

Secretary

“Never Enough”

By Ken Crane

Trustee/Representation

SOMETIMES, APOLOGIZING IS THE RIGHT THING TO DO

The cornerstone of our business at PLEA has always been representation of our members in the areas of discipline and grievance. We preach ‘courage’ in making the tough decision and doing the right thing, and making tough decisions. It seems to me it is well within his job description. Too many times, personally motivated actions lead to trouble for the department. Perhaps management groups should learn to trust that its peer supervisors are doing the right thing more than 20% of the time; or in other words, that the other 80% ain’t screwed up. I can only imagine how this sergeant flatters himself and which percentile he thinks he’s in. Sadly, PLEA seems to hold the masses of supervisors in far higher regard than some management groups hold their own folks. Disgusting!

And another thing, can you imagine saying this, “You can’t grieve a PMG even if it has stuff in it that isn’t true, unless it is an ‘UNMET’.” Bad case of mouth over-riding the butt? Or, just stupid? I’m sure in retrospect he’d wish he could get that one back.

How about some from PSB? “As such, I have to say that I do not agree that he violated the MOU by asking a question outside the scope of the supplied NOI.” Huh?

Did you hear about the PSB Sergeant who serves an NOI to a member alleging misconduct that the officer improperly impounded prisoner property as safekeeping? Pretty major stuff, probably worth a flogging. The problem was the invoice PSB presented showed that it was impounded as prisoner property or in other words correctly. So now what? How about a class in “Reading Invoices 101”? Well if you’re this PSB Sergeant, keep investigating what is now conduct. What a waste of time and resources. Get over your ego for goodness sakes.

Want more? I’ll share more quips of the month and my thoughts over your ego for goodness sakes.

I think I speak for not only myself, but for Billy and the involved officer when I say that my hat is off to the way Chief Robinson handled this situation. Resolving the grievance was the right thing to do, but the apology (which didn’t cost the Chief anything) meant just as much to the officer and the rest of us in the room.

WELCOME NEW MEMBERS

Membership meetings are the last Tuesday of each month at 7:30, 12:00, and 5:30.

Board meeting is held the 3rd Tuesday each month and members can attend at 8:30 am.

Travis Aguine
Jose Alvarado
Jason Beaver
John Bradshaw
James Campbell
Seth Castillo
Nicholas Chacon
Marcell Cox
Michael Dobkins
Lillian Fine
Brian Gallagher
Nicholas Gombar
Michelle Goelz

Clark Impastato
James Lowe
Marcos Lua
Adrian Ludka
Justin Meyers
Tanner Moore
Jonathan Scott
Stewart Sherman
Martin Sosa
Daniel Tuzon
Gonzalo Vazquez
Andrew Young
Julius Zanders
During the industrial era, employers rightfully demanded a minute by minute account of every worker’s time. He or she was expected there are differences now as compared to the past. For instance, it is now nearly impossible for most managers to monitor every minute of every employee’s work day. I am not suggesting, however, that the employee in any way compromise his or her work ethic.

Just about all of us spend some time doing work related activities while “off the clock.” Even patrol officers practice testifying, work out to keep physically fit for duty, review cases, practice dry firing, etc., at home. Others of us check emails, make phone calls, research web sites, converse with similarly situated detectives from our and other agencies, and discuss business with squad mates over cocktails, during dinner and at parties, on our own time. The fine line of the time clock is becoming a bit of a blur.

The department is, of course, the prime beneficiary of this developing phenomenon. Part of the trade off is that sometimes, in violation of OPS Orders, personal (but hopefully not inappropriate) emails are exchanged, the web is surfed for personal reasons, those of us not tied to a radio skip or take a bit longer on a break without turning in paper, personal phone calls are made and a little extraneous socializing is tolerated.

Working for the police department is a career for most and employees are usually in it for the long haul. Typically that means most of us will experience life altering events during our tenure. Most of us will have more than one of these occurrences. So cut your coworker a little slack when he or she has a wedding pending and you get sick of listening to talk about caterers and musicians. Cut your coworker a little slack when he or she is struggling through divorce or the death of a close family member and is a little off her game. Cut your coworker some slack when she’s had a baby she is utterly in love with and has to express her milk a couple times a day. Cut your coworker some slack if he or she is dealing with a serious illness or rehab of a family member. Cut your coworker some slack if she’s experiencing symptoms of menopause. Some of us who are baby boomers on the department are being paid.

With the advent of the computer/technology era, times have changed. No longer should the employer want or expect the employee to work in this manner. Although accountability should be expected there are differences now as compared to the past.

It’s important to know that in some cases a coworker may need to be referred to the Employee Assistance Program (EAP), the Family Medical Leave Act (FMLA) or may need emergency leave. PLEA can be contacted for help with any of this either by the individual in need or a coworker of that individual.

There are some leave situations where the employer is required by law to accommodate an employee. Examples would include release time for union business and military leave.

In no way am I advocating that we should not render a productive and excellent work product in return for our benefits and pay. I am simply asking you to remember we all make sacrifices for the job we so proudly do and you (yes, you supervisors, too) may not always know the full story. As I write this article it is Sunday morning and I am on a flight to another state where I will be conducting training for my employer. Today is donated time. I did not change my end days to accommodate for this travel day to because it would have put my squad in a bind. (Don’t tell boss!) But don’t think I’m putting myself on the back. We all do it. Especially, the full time release officers in the PLEA office who consistently work nights and weekends without accounting for the over time hours.

If any problem becomes chronic it may become necessary to speak to the involved coworker or for a supervisor to step in. There isn’t one of us who couldn’t be disciplined for some violation of orders during some time in our career where we have been cut some slack. Discipline is not always necessary or appropriate.
Los Zetas is an armed criminal gang that operates as a hired army for the Gulf Cartel. The group is believed to be led by Heriberto ‘La Coka’ Moreno and has grown to more than five hundred with hundreds of members who have been identified in the United States as a result of GAFE Law Enforcement that the original members are rogue GAFE (Airborne Special Forces Groups) soldiers. Zeta training locations have been identified at army bases throughout the world. It is widely rumored that these soldiers were originally trained at the military School of the Americas in the United States and that the Zetas are primarily based in the border region of Nuevo Laredo where it is believed they have carved the city into territories.

The Zetas were formed in 2005 after the arrest of Cardenas, it is believed Los Zetas began to operate with a higher tactical degree than the local authorities. During one shootout against law enforcement, the group employed grenade launchers and 50 cal. machine guns. The group is also believed to be responsible for the assassination of Police Chief Alejandro Dominguez 6 hours after the swearing in ceremony.

**Law Enforcement Raids:**
Following a joint investigation, titled Operation Black Jack, by the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), Drug Enforcement Administration (DEA), U.S. Immigration and Customs Enforcement (ICE) and the United States Department of Homeland Security (DHS) through the Federal Bureau of Investigations (FBI) and McAllen Police Center (MIC), two Zeta safe houses were identified and raided, recovering over 40 kidnapped individuals.

Having left a dozen dead, the Zetas have been identified as responsible for the recent rise in violence there. According to Webb County Sheriff Rick Flores, the warring cartels and the increase in violence wrought by these paramilitary enforcers have provoked a major cross-border human exodus from Nuevo Laredo into Laredo, Texas.

It has happened 33 times in the history of this great city and it cannot be forgotten. Our first brother fell on February 5, 1925; the last one was on September 18, 2007.

PLEA and the City of Phoenix have partnered to erect historical markers at or near the locations where Phoenix officers and firefighters have made the ultimate sacrifice. The death of a police officer or firefighter is a significant event in the history of any city. It is imperative that we not forget these men by knowing when and where it happened.

The dedication of each of these historical signs is announced in advance through the Employee Notification System (ENS).

The signs are being produced and erected by city staff and paid for by PLEA. The dedication of each of these historical signs is announced in advance through the Employee Notification System (ENS). A sign will be erected for those officers killed in the line of duty following the criteria set forth by the National Law Enforcement Officers Memorial Fund (http://www.nlomonf.com/TheMemorial/addname.htm). The Phoenix Police Museum staff is working with the families to schedule individual sign dedications.

The hope is that everyday officers and the citizens of Phoenix will see these signs and take a moment to reflect. Let the signs remind us all of our history and hope that police officers and firefighters will be safe.

**Historical Markers for Line of Duty Deaths**

By Wally Olsen

The last installment of each members’ one-time annual $10 tax deductible donation to the National Law Enforcement Museum, being built in downtown Phoenix, Arizona will be dedicated with your PLEA dues in July. Our $100,000 pledge will be satisfied with this payment. Thank you all to our members for their generosity.
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Debbie Webster ........................ Membership Services
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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.