I believe a number that indicates the state of your union is 2450. PLEA membership is at an all-time high. What started out with seven officers around a kitchen table has now grown to nearly twenty-five hundred police officers. This is a state of health. This is a state of strength. Your investment and your input are the bedrock of the union. The commitment of PLEA members, PLEA reps, and PLEA trustees have added up to numerous accomplishments over the past year. Hopefully the following successes from the past twelve months will be helpful in diagnosing the state of your union.

13.7% Pay Raise:
Hundreds of vacancies and a struggle recruiting new officers - what was the solution? A long overdue wage adjustment. A competitive wage among other Valley agencies can be directly tied to the leadership of our chief negotiator Joe Clure and the hard work of the negotiation team. Thirty-seven pictures of fallen police officers on PLEA’s lobby wall and the untold countless risks and injuries that we don’t have photos of underscore the importance of fair compensation for rank-and-file.

National and Local Media Presence:
Tune into Fox News, CNN Lou Dobbs, or local news 3, 5, 10, 12, and 15. Read Ray Stern, E.J. Montini, or Casey Newton. Turn on NPR, JD Hayworth, or Darrell Ankarlo. What you’ll find is PLEA’s commitment to hold police management publicly accountable. Most understand and appreciate the difficult tasks Phoenix Police Officers choose to engage in and are willing to question poor policies and practices from the 4th floor that make our job even harder. Because our communities are important, your issues in protecting them are important. It’s a delight hearing the voices of members on the airwaves.

Changed Immigration Policy:
The murder of Officer Nick Erlie and attempted homicide of Office Brett Glidewell clearly demonstrated that 80% of our members’ concern over Mr. Harris’ immigration policy was justified. The lawlessness connected with illegal immigration was a community threat that couldn’t be ignored anymore. Just as clear was the demand of citizens for the rule of law. The initial and consistent “NO” from the 4th floor became a changed policy 9 months later - a policy that allowed us to contact ICE when someone connected to a crime was suspected of being in the country illegally.

Council and Community Support:
Common sense is the common ground that strengthens our successful partnership with the City Council. Council members and police officers have something in common: they take on a difficult, underpaid, and often thankless job to improve the quality of life for citizens in Phoenix. Along with our partners on the Council are friends in the community. Ann Malone, the president of the Indian School Corridor, loves her community and the cops that go with it. The dynamic duo of Ann and Donna Neill of NAILEM is challenging and changing outdated police policies for the betterment of their neighborhoods.

PLEA Charities Established:
After many years the dream is finally a reality. PLEA’s new 501.c (3) charity is in place. The purpose of PLEA Charities is to provide charitable, financial, and educational assistance to law enforcement officers and their families. PLEA Charities also provides contributions to community groups and organizations supportive of public safety. In addition, PLEA Charities promotes the positive image of law enforcement officers and seeks to enhance the quality of life in our communities.

APA and NAPO Gains:
PLEA was able to facilitate the addition of the Border Patrol union and their 2800 members back into the Arizona Police Association. The ability to help and acquire assistance from President Bud Tuffy and his board has broadened the effectiveness and impact of our state police group. On a national level, PLEA was able to regain its seat in the National Association of Police Organizations. PLEA believes that the best way to lead is by serving the groups in both of these organizations.

PLEA PAT Team:
The PLEA Political Action Team was established in September of 2007 with over 50 PLEA members. PLEA PAT is an opportunity to make a unique and exciting difference beyond dues. An effective, practical, and precise political voice is crucial for PLEA. The PLEA PAT is the vehicle for our movement and our message in the political arena. PLEA members become Triple Players by making the 3-Call Commitment: the three times my union calls during the year, I will come. For each call, the member is...
fed (we’ll buy you food), clothed (we’ll give you a t-shirt), and sent for several hours (press conferences, political rallies, election events, etc). The successful “test drive” of PLEA PAT has prompted an invitation to the entire membership. Call the office (602.246.7869) or visit the website (azplea.com) to sign up.

**MCSO Labor Development:**

PLEA’s decision to work with the Maricopa County Sheriff’s Office was unprecedented. PLEA is currently facilitating the development of a new labor organization within MCSO. MCSO management is working with PLEA in developing a “just cause” legislative provision that protects law enforcement officers in the state who don’t enjoy a meet and confer ordinance like we do. City management and City Council have relied upon PLEA to facilitate dialogue with MCSO. PLEA’s labor consultant, Dr. Levi Bolton, has been instrumental in providing solutions for our members in booking and legislative issues with MCSO.

**Energized Recap & Website:**

I’m hopeful that you see a difference in the Recap and the PLEA website (azplea.com). The editorial teams (Karen Lewsader, Mark Enegren, Ken Crane, and Will Buividas) of these Association communication tools have invested a great deal of time and effort to produce a product that is timely, sharp, and useful. We write for the members not our mothers or managers.

**Representation and Legislation:**

On the representation front, Billy Coleman and Dave Kothe have continued to fulfill the party line – IT’S ALL ABOUT THE MEMBERS. Forty-one PLEA reps are now available to assist the membership. This is another all-time high for the Association. Seeing that 1600 Fire personnel had 4 grievances in fiscal year 2007 while PLEA’s 2500 unit four members had 34 (an almost 8 to 1 difference), their work is cut out for them. On the legislative front, PLEA plans on leading the charge during the next session at the legislature to stop upper level police managers from abusing our pension and DROP benefit as a “get rich around the rules” scheme. We believe there’s support on both sides of the aisle to keep police officers on the street NOT police managers in the money.

14: 14 is another number connected with the state of the union. PLEA’s most recent annual survey indicated that only 14% of PLEA members see leadership coming from Mr. Harris. When police managers can’t listen to police officers who step into the breach and take all the risks, expect 9 out of 10 officers to communicate NO confidence. When upper level police management emphasizes style over substance, expect a low leadership score. I’m hopeful this alarming number can change for the good. I believe the past indicates that police officers appreciate servant leadership in the Department. In 1997, a 94% positive member response indicated that the Phoenix Police Department was a good place to work. Officers need proper equipment (hats, rifles, utility vests and uniforms) and common sense policies (immigration, management accountability). This is why Jerry Gannon continues to pursue member issues on the uniform and precinct planning committees. The key to improving the number 14 is to disengage from the existing personality driven police management philosophy and focus on the needs of cops and community.

There’s always room for members in PLEA. There’s always room for improvement in the Association. Over the last 12 months, the service of David Dager (Chairman of the Board), Danny Boyd (Vice President), and Mike Napier (legal counsel) have fueled PLEA’s progressive momentum. Might I suggest, when it comes to police labor representation, the state of your union is the state of the art.

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**PLEA Regains NAPO Seat**

*By Joe Clure*

**PLEA Treasurer**

At the 31st annual NAPO convention PLEA received an at-large area vice president position on the NAPO executive board. PLEA has always remained committed and involved with NAPO and recognizes the importance of having a strong presence to represent PLEA members at national level. I have been designated as PLEAs’ representative to the Board.

Other business covered at the convention was the attendance at the by-laws committee, strategic planning committee, and the committee on political endorsements (COPE/legislative committee). The by-laws committee presented some minor housekeeping revisions. The strategic planning committee discussed some issues with the National Law Enforcement Museum regarding fundraising levels. These issues will be addressed with the NLEM board chairman at the September meeting. Whirlpool also has offered an on-line discount to NAPO members (which includes PLEA members) for the purchase of their appliances. To obtain this discount look for the link at NAPO.org.

At the COPE/legislative committee, the following resolutions were approved. Resolution #1: to support fully funding of the COPS/Byrne-JAG programs. These funds pay for police officers on the street and gang task forces for many local agencies. This funding has been cut from $1.023 billion in 2000 to just $170 million today. #2: to support a national law enforcement officer’s bill of Rights. #3: to support funding for 287g immigration training for local law enforcement agencies desiring such training. And #4: to support the repeal of the government pension off-set (GPO) and windfall elimination provision (WEP). These two provisions in effect will prevent you from receiving your full social security benefits when eligible, even if you have earned the required 40 quarters through other employment.

At the annual convention there was a vote taken to determine NAPOs’ endorsement for the President of the United States. Prior to the vote, both candidates John McCain and Barrack Obama addressed the NAPO Board by teleconference. Both expressed their appreciation and support of law enforcement. They also answered specific questions from the Executive Director, Bill Johnson. The following day, Senator Joseph Biden addressed the member delegation on behalf of Senator Barack Obama while former governor of Oklahoma Frank Keating spoke on behalf of Senator John McCain. In the end, the delegation failed to endorse either candidate by the required 2/3 majority as prescribed by the by-laws. As a result the NAPO executive board will make the decision at their September 20th meeting.

NAPO has a very busy legislative agenda planned for the upcoming congressional session. For a full view of NAPO’s legislative priorities visit www.NAPO.org.
In light of recent events that have occurred over the last few months, the patrol rifle issue has taken center stage once again. The purpose of this article is to keep you informed of your Association’s position on this very important issue and to let you know what has been done with regard to communicating our position to police management and the public.

PLEA understands that rifles are not a “golden bullet” solution for all tactical scenarios that come up, nor is PLEA advocating that we put a rifle into the hands of each and every patrol officer on the street.

What PLEA is advocating is that the Department quit dragging its feet in the long overdue expansion of the patrol rifle program. The Department should expedite the purchase of rifles for those officers that are willing to carry them. PLEA feels that the Department should also allow for the private purchase of a Departmentally approved long rifle for those officers who are willing and want to purchase their own rifle. We already allow officers to privately purchase handguns and shotguns, so why should it be any different with regard to rifles? The private purchase issue is nothing new. Many agencies around the nation and our state allow for it and your Association was asking for it over two years ago. PLEA also realizes that with any new piece of equipment comes training and accountability and understands that any new rifle operator will have to have the required amount of training and qualifications before being allowed to carry out on the street.

On the high end we might have somewhere in the neighborhood of 200-250 personally owned shotguns out on the street spread amongst 1200+ patrol officers. Due to the training requirements to be a shotgun operator, it’s clear that not everyone wants to carry one. If we use this as a bench mark, we could probably predict a similar response with regard to the number of officers that would commit to the cost and accountability associated with carrying a personally owned rifle.

Under PLEA’s proposal, an officer who wants to be a rifle operator would be allowed to privately purchase a departmentally approved long rifle at a cost of between $800-$1000. A good quality optic can run anywhere between $400 to $800. Initial training is a 40 hour course. Department policy requires a rifle operator to qualify quarterly to maintain standards and stay current with regard to departmental records.

Add to this the fact that the officer now has an additional piece of equipment to maintain, carry around, and be responsible for. With this in mind, it seems doubtful that 1200+ patrol officers will be beating the doors down to be a rifle operator.

When information provided at tactical training seminars tells us that the national average for a Law Enforcement Officer “sniper” shot is between 70-77 yards, it is appalling that we have officers on the street thrust into situations where they are forced to take a handgun shot at a distance of over 100 yards when dealing with an armed suicidal subject. Having your closest rifle operator 15-25 minutes away is unacceptable. One incident of this type is one too many. This was a situation where the officer needed a hammer to drive the nail and the only tool available was a skill saw.

**It is our hope that we don’t have to attend an officer’s funeral over a situation where it can be shown that a rifle on the scene would have made a difference.**

Tactical situations are fluid, dynamic and can change rapidly. In most cases the suspect dictates the terms and conditions and we are reactionary. This is why it is so important to have the proper tools at hand when needed (for more details on this incident go to the PLEA website and click on the story titled Where are the Rifles?).

In the last several weeks PLEA has done talk radio interviews and has been featured on two local TV news segments with regard to the patrol rifle issue. On August 15th District 5 Councilman Claude Mattox, who chairs the Public Safety Sub-Committee, met with PLEA (Mark Spencer, Danny Boyd, Joe Clure and me) at our request so we could bring forward our issues and concerns with regard to lack of rifles on the street.

It is our hope that we don’t have to attend an officer’s funeral over a situation where it can be shown that a rifle on the scene would have made a difference.

**Stay safe and keep your powder dry.**
INSTRUCTIONS: PLEA would greatly appreciate members taking a few minutes to fill out and send in this brief survey with regard to patrol rifles. Please make sure to include your name and serial number to assist in validation. One survey per officer please. Circle only one response per question. Send in the survey (mail, fax - 246.0226, scan & email – office@azplea.com) or drop off completed surveys at the PLEA office. Surveys due by October 17, 2008.

1. I feel that police work has become increasingly violent since I have graduated from the Phoenix Regional Police Academy (circle only one).
   - Strongly Agree
   - Agree
   - No Opinion
   - Disagree
   - Strongly Disagree

2. I have been involved in a situation within the past year where a rifle was unavailable (circle only one).
   - Yes
   - No

3. I think that the Phoenix Police Department should allow officers the option to privately purchase patrol rifles (circle only one).
   - Strongly Agree
   - Agree
   - No Opinion
   - Disagree
   - Strongly Disagree

4. I would be willing to spend my own money at my discretion for a departmentally approved rifle (circle only one).
   - Yes
   - No

5. I believe that the amount of patrol rifles in the hands of 1200+ patrol officers at this point in time (60 on the street with 60 more on order) is an adequate number to keep officers and citizens safe (circle only one).
   - Strongly Agree
   - Agree
   - No Opinion
   - Disagree
   - Strongly Disagree

6. I am currently assigned to (circle only one):
   - Patrol
   - Specialty Detail
   - Precinct
   - Name of Detail

NOTE: Please add any additional comments below or on a separate sheet of paper attached to the survey. Thanks for taking the time to respond.
The term “fog of war” is coined for the loss of focus and situational awareness one suffers when in the heat of battle. It seems the 4th floor has forgotten the importance of a key issue as it bumps heads in its “war” with PLEA over on-going member issues. That key issue is the lack of continuing, accountable tactical training.

There have been many recent incidents discussed in the media, by the 4th floor, and our union where officers have been injured or a shooting has occurred. Bad things happened in many of these events because of poor tactics and a failure to use “contact and cover.” Proper tactics are what keeps us safe not just rifles.

PLEA needs to push practical and mandatory tactical training to occur at least bi-annually. For those who fail the training, they need to be held accountable and re-trained. We have allowed the 4th Floor to continue to remove tactical training from Post Acad

Proper tactics are what keeps us safe not just rifles.

Emmy and in-service to where there is almost none; that is a failure to all officers, their families and citizens alike. We have been lucky that there have not been more injuries, or deaths. Good luck does not equal good tactics!

The 4th Floor’s procrastination on issues of officer safety has shown that they have a basic failure to understand the daily needs of a street-level officer. They allow our tactics to deteriorate and are happy with just having a body on the street. They fail to see the importance of frequent, advanced tactical training and are happy to put the burden on an individual officer to train themselves. Of course, this training can only occur if, “minimum staffing,” is met and said officer has not had too much training within the last calendar year.

I invite our Administration to leave their offices and ride with first responders on a frequent basis. There, they will gain a new appreciation for our needs. They will also see first hand how, as an agency, our tactics and equipment has degraded to a dangerous level. Some in Administration have not been on the street in over a decade and that should not be acceptable.

I agree with PLEA’s leadership, in that rifles in patrol are imperative! However, they must be placed in properly trained and

I invite our Administration to leave their offices and ride with first responders on a frequent basis.

competent hands. Commander Dave Harvey and others came up with a program to introduce 60 more rifles in patrol. Why has this program not been implemented? The 4th Floor needs to stop the procrastination and make it happen! Set the training, buy the ammunition, designate the operators and implement the program.

“The Fog of War,” has made our administration lose sight of who is most important: those working the street!

Frequent, advanced tactical training needs to return. It should be pushed by PLEA and mandated by the 4th Floor. All officers should endeavor to advance their training but it is up to this agency and our union to enable and encourage them. Another important issue right now, in addition to rifles, is training! The decision makers on the 4th Floor need to interact with PLEA and solve both the issues of both tactical training and rifles! The City of Phoenix becomes a more violent place everyday. PLEA recognizes this and it is about time that the 4th Floor did too.

I will end with this quote, taught to me by a sergeant, and a leader, from another Valley agency,

“When you are not practicing, remember, someone, somewhere is practicing, and when you meet him, he will win!”

Stay safe.
Welcome New Members

Ernesto Amparan
James Arnold
Brian Authement
Thomas Baker
Nicholas Barker
Ashley Boudreau
Peter Boyle
Brent Brownell
Andrew Carlson
Joseph Chiappetta

John Childress
Matthew Christensen
 Ricky Christensen
 Anthony Deida
 Eric Escobedo
 Lisa Fisher
 Michael George
 Bassam Ghani
 Benjamin Goetz
 Christopher Gray

Scott Grossi
 Annette Hannah
 Richard Hardy
 David Hough
 Nicholas Hutchens
 Anabela Ilic
 Jonathan Jackson
 Jeremiah Joncas
 Heather Krimm
 Nathan Main

Anthony Martinez
 Sindy Martinez
 Chad McCarley
 Katrina Morales
 David Morris
 Brian Phillips
 Aaron Price
 James Quigley
 Jay Radcliffe
 Andrew Reed

David Salas
 Stephen Schoon
 Michael Smoijver
 William Steele
 Jason Wheeler
 Robert Whitley
 Ryne Zeller

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.

Rep from Aflac in the PLEA Office second Wednesday of each month. Call Aflac Office @ 602 870-1122 for more info.

Rep in the PLEA Office 4th Thursday of each month to assist with Deferred Comp, 401(a), or PEHP and updating your beneficiary. For more info call Kathleen Donovan @ 602 266-2733, x1161.

Hester, Heitel & Associates
Exclusive group insurance offers to PLEA Members only for homeowners, auto and liability. Please call Mark or Loretta or 602 230-7726.

Welcome New Members
2008
Year of the Budget

By Dale Norris

(President, Arizona Police Association)

In 2008, the Arizona Police Association continued its work to improve the protections for the working men and women of law enforcement while ensuring that budget cuts did not erode public safety on a state and local level. Many thanks must be given to the sponsors and supporters of our bills.

Kirk Adams and Rich Crandall from Legislative District 19 (Mesa/Chandler) continue to demonstrate their understanding of effective law enforcement and the value of highly trained and motivated law enforcement officers. House Speaker Jim Weiers, Representative Marian McClure and Senator Pamela Gorman worked to make improvements in our pension system that will lower costs and improve investment management.

The APA worked on issues related to improving privacy protections for officers and making RICO money available to officers whose lives and family are threatened because of their jobs. Additionally, the APA was able to ensure that $500,000 was in the budget to allow agencies to retro-fit Ford Crown Victorias with fire suppression systems and allow the continuation of the, reverse-911 system.

These accomplishments were made over the backdrop of protecting state funding for law enforcement projects like School Resource Officers and state shared revenue to Arizona’s cities and towns. All in all, it was a great year and we are already looking to the 2009 legislative session.

Mike Williams, Kelsey Lundy and Nicole LaSlavic of Williams and Associates continue to do the front line work for Arizona law enforcement officers at the Capitol. Without the services of these governmental relations specialists, our ability to make changes and protect public safety would be greatly reduced.

APA Bills passed during the 2008 session:

- HB2478  redaction orders; expiration; notice; funds
- SB1056  law enforcement merit system; continuation
- SB1151  Now: PSPRS investments; management
- SB1230  school safety; school misconduct

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Discount Admission to SEALife Aquarium,
Also
Entertainment Books on sale at the PLEA Office for $25.

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 Schechter.

KATHRYN BAILEY 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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Melissa Solimeno ........................ Membership Services

The RECAP Staff
Mark Enegren ........................ Editor
Karen Lewsader ......................... Editor
Bill Steele ........................ Publisher

If You Have A Grievance
FIRST:
Attempt to resolve the matter informally with your supervisor.
SECOND:
If you cannot resolve this with your supervisor, contact one of the representatives above.
REMEMBER:
There are time limits to initiate a written grievance.

If You Are Being Investigated
RECORD:
All interviews once you have been given an NOI.
COPY:
All memos or paperwork related to the investigation.
TRUTHFULLY:
Answer all questions related to the investigation.

If you are called by Professional Standards Bureau or any police supervisor regarding an investigatory interview or interrogation, you may have PLEA representation during that interview. Call for representation as soon as possible. For your convenience, a PLEA board member and representative are available 24/7.

The Representation Committee
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Billy Coleman
Vice Chairperson
Dave Kothe
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John Buckner • Will Buvidas • Bob Funeaux
Ashley Gagnon • Bill Galus • Greg Gibbs
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