The New Deal

John Jacobson

The new, proposed Department of Justice program is called "The New Deal." In essence, the "deal" is to bring our country out of an economic depression and into a more stable economic recovery. JTPA's idea is to bring its

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It is forward thinking.
It is bold.

...department out of a productive depression and into the real world of economic recovery. This "deal" brings hope to our country - but what really happens is a decrease in our employment, our consumer. It is visionless, it is forward thinking, it is bold. It is a belief in the ideas of this deal without any real substance.

If you can't get your attention with a 40 hour suspension then I probably don't want you to be a Phoenix Police Officer.

Also revealed is the fact that the final decisions were made by the Operations Board that reflect parts of the new "policies" and are now incorporated into the law. The changes range from听着 which will be discussed in the months ahead and those policies will be posted in the coming months.

Here's the New Deal. Discipline as we know it now will become a thing of the past.
September 14, 2006

Mr. Roy Jacobson
President
Phoenix Law Enforcement Association
1103 W. Adams
Phoenix, AZ 85007

Dear Mr. Jacobson:

Open enrollment for the Basic Group Life Insurance Welfare, FlexPlan, and the PrePaid Legal Plan is held each year. This year’s open enrollment will begin October 30th and close November 17, 2006. Employees can make changes or enroll by using a computer. If they do not have access to a computer or need assistance to enroll, they should call the Benefits Office at 602-223-4777 for help. A pledge with general information and instructions on how to use the automated enrollment system will be sent to each employee’s mailing address prior to the Fall open enrollment period. In addition, announcements will appear in City Connection.

We would appreciate your help in reminding your fellow members (confratels, buddies, etc.) of this open enrollment period. We feel these are important and valuable programs for your members. Some employees can see hundreds of dollars in savings each year using FlexPlan, and the PrePaid Legal Plan provides employees and their families the opportunity for personal legal representation at an affordable price. Copies of a short (5 minutes) informational video and CD ROM about the PrePaid Legal Plan are available for group meetings. Call the Benefits Office, 602-223-4777, to request a copy.

A subsidy, which could result in additional savings to employees, may also be available through the FlexPlan Dependent Care Account. To qualify, the employee has to have an income of $15,000 a year or less and enroll in a Dependent Care Account during the Fall open enrollment. The city will reimburse the employee’s first two FlexPlan Dependent Care Account deductibles for the months of January. To request this subsidy, employees need to contact the Benefits Office at the phone numbers listed below during the Fall open enrollment.

Thank you in advance for your help. Please call Joe Sebastian, at 602-495-8710, or me at 602-225-5580, if you have any questions.

Kelli Curti
Personnel Fiscal Specialist
Personnel Department, Benefits Office

Michael Napier
Law Offices of Michael Napier, P.C.

Michael Napier has been representing Phoenix police officers for over 30 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 boards throughout Arizona, and has assisted injured officers and the survivors of officers in obtaining compensation for their injuries and losses.

Craig Plocher has been practicing for over 21 years. He is a member of the American Board of Trial Advocates. He is recognized as a Super Lawyer by Arizona's Leading Lawyers, and is a graduate of the National College for Trial Advocacy. He is certified by the State Bar of Arizona as a Civil Trial Attorney and Board Certified in Labor Law. He has a track record of success in all types of cases, from personal injury cases to complex labor law matters.

For more information, please call Michael Napier at 602-223-4777 or visit our website at www.lawofficesofmichaelnapier.com.

Attention Motors

There will be a Phoenix Police Motor Reunion held on November 11, 2006. This will be an event for any and ALL who were Motor Officers, both current and retired. It will be held at the FOP Lodge at 11th Ave. and Stewart in Phoenix. It will begin with drinks at 5 PM, a sit down dinner ($55 per person at the door), and a “prowling” at 7 PM. We will have two guest speakers: Chris Koon and Dennis Garrett. After that, the microphones will go to whomever wants to speak. The event will be restricted to the Motor Officer and one guest.

There will be name tags at the door for everyone to wear. They will have your name and the years that you rode Motors. Please RSVP to Al Contreras (602) 225-3021 or by phone at 602-898-0280 by phone. When you e-mail or call, let us know the years of service on Motors. It will be easier to make sure all the name tags. Please, RSVP, because we need to know how many dinners to order. Hope to see you there.
National Save for Retirement Week is coming
Save the date...and save for your retirement

People are saving less and living longer—a daunting combination when it comes to your retirement. According to The Center for Retirement Research at Boston College, nearly half of American households won’t have enough money to maintain their standard of living in retirement.

But the city of Phoenix and Nationwide Retirement Solutions want to help you get ready! Mark October 22 – 28 on your calendar because it’s “National Save for Retirement Week.” You’re making a smart decision by investing in your City of Phoenix Deferred Compensation Program (DCP) – 403(b). So use October 22 – 28 to lock year pleasing into high gear. Nationwide can provide you with the resources, education, and personal service to help you make smart, informed decisions.

To increase your DCP contributions or make investment changes to your DCP account, call a Nationwide Retirement Specialist today at 1-800-851-4749 or 602-206-2733. They will give you the individual attention to help you plan and manage your retirement.

Officer Rob Targosz
Benefit Cruise

Gilbert police officer killed in the line of duty April 2006 by a suspected drunk driver.

7 Nights • March 11–18, 2007

Contact Officer Targosz’s widow to make your reservations:

(623) 492-9089
(623) 974-4690

SECURITIES FRAUD INVESTIGATOR

Candidates must be certified by the Arizona Peace Officers Standards and Training Board (AZPOST), or capable of being certified within one year of hire. A minimum of four years of investigative experience is required, with experience in financial crimes/financial fraud being given preference. Other required qualifications include: the ability to interpret and apply state and federal securities and criminal laws, rules, regulations and statutes; the ability to prepare clear concise reports, and the ability to testify in administrative, civil, or criminal proceedings as necessary. Starting salary is $45,000 for those currently certified by AZPOST. This position is not covered by the State Workmen’s Compensation. Qualified candidates should submit resume to the attention of the Chief Investigator at the address listed below or a email to: mark@azccc.gov. The State of Arizona is an EEO and ADA/Reasonable Accommodation Employer.

ARIZONA CORPORATION COMMISSION
SECURITIES DIVISION
1300 W. Washington, 3rd Floor
Phoenix, AZ 85007

Blood Drive

Thanks to everyone who helped make the blood drive a success

September 13 and 14th.

Law Enforcement Days at Knott’s Berry Farm

November 23 through December 17th

Law Enforcement and 1 guest free...stay tuned for more information on this benefit...

Included in your dues:
Group Life Insurance provides you with $10,000 on or off duty, up to $30,000 accidental death, $50,000 line-of-duty death, payable to the beneficiary of your choice.
I would like to make a few things clear as possible at the beginning of this article: IT IS possible to have and maintain a good working relationship with management. "Individually, I have always found that as long as you are a team player, you are never alone." The agreement would require you to have an understanding of what is expected of you and what is expected from you. It would also require you to be a team player in a professional setting. The agreement does not mean that you are not allowed to have your own interests and to pursue them. It simply means that you are working together as a team.

Of course, in order to maintain a positive relationship, it is important that both sides offer up all of the facts and information of each issue. This helps the potential of an agreement somewhere down the road.

Coming to successful resolutions is what a relationship is all about, isn't it? Let me give you a few examples:

1. You solve every situation knowing that it's your work environ-

2. If you have new and will probably remain new to the

3. When being asked, don't feel like you can avoid it or make excuses.

4. I can't understand why someone who consistently knocks their pet over wonders why the pet either turns on them, or simply wanders away.

5. I want a situation where you can accomplish more by setting goals and creating a plan for those goals. We get paid by the hour, so there's always plenty of time to talk, but at some point you're going to have to follow through and decide what you want to do next.

6. Please feel free to stop by the FELA office and share your thoughts on this matter with me, I am happy to listen to everyone.

7. What kind of relationship between your organization and management would you like to have when you're the one with the issue needing to be resolved? I know what I've been told by every one of the many thousands I've worked with. I say that I have a few people who have asked me to go in and kick the dog with a pantle full of rocks.

8. I need to know that you are not going to waste your time on this issue. I need to know that you will follow through and get things done. This is what I do as a team player. I do it for the betterment of the organization.