You can win up to $250. See Page 11.

PLEA Charities helps Superhero September Soar. See Page 12.
PLEA Charities and Phoenix P.D. are once again partnering with Target Stores to make the season brighter for kids ages 8–12 who are referred and selected for participation by school resource officers, community action officers and patrol officers.

Please help us grant holiday wishes for children in need! Make a tax-deductible donation to PLEA Charities via pleacharities.org, or mail your donation to PLEA Charities, 1102 W. Adams St., Phoenix, AZ 85007, noting that it is for Shop With a Cop 2019. There is never a deadline for donations!

For more information, please call Cassandra Jarles at (602) 246-7869 or email cassandra@pleacharities.org.
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Like us on Facebook and follow us on Twitter
When push comes to shove, I believe everyone from politicians to faith leaders understands that PLEA values its members above all. I guess I should say that I used to believe that.

PLEA has always maintained a valued and friendly relationship with our community and business partners, and nothing in that realm has changed, nor will change, unless there is a detriment to the PLEA membership. Recently, the PLEA Board made some decisions to sever ties with organizations that we felt did not benefit the best interests of the membership, our profession or our entire community. This was done as affably as possible, and I believe, at least on the surface, no animosity was felt by those organizations.

Every PLEA member has a stake in the Phoenix Law Enforcement Association, and the reputation of PLEA is the reputation of its membership. Because of this obvious fact, difficult decisions must be made for the good of the entire membership. Any decision made is weighed against the interests of the entire membership. When one hurts, we all hurt.

PLEA normally takes a nonpartisan role when it comes to politics, and we all know how that goes. But if an entire political party is waging war against our profession and wants to “de-police” our nation, it makes sense to protect ourselves and our livelihood by meeting with those who show a more commonsense approach to the problems we face as a profession.

Another point: PLEA will not allow a relationship with organizations or politicians who attempt to harm or continually berate the membership. PLEA exists to serve and defend the membership against unfair and unjust treatment. Sadly, it’s a busy job right now and everyone needs to have a crystal clear understanding that PLEA is not the Phoenix Police Department. While we enjoy a good relationship with Chief Williams and her executive team, people often confuse the mission of PLEA with the protocol and procedures that the Department must follow. PLEA is a private entity consisting of members who are Phoenix police officers and Phoenix police detectives. PLEA promotes the positive role of the police profession and secures the rights and benefits of its members through representation and relationships with the community and government — positive relationships with the community and government.

We love our community and value the long-established relationships we have. The members of PLEA have given so much back to our community through PLEA Charities. Why? Because the members of PLEA care about our community and the future, that’s why. But make no mistake, PLEA will not allow its name or the integrity of the membership to be used by organizations and politicians who speak in half-truths and hide agendas that are harmful to us and our families.

We at PLEA feel the difference between word and deed is enormously important. If your deed matches your word, we can be friends. PLEA
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VICE PRESIDENT’S MESSAGE

Does the City Council Care?

It is no secret that the Phoenix Police Department is understaffed and has been so for several years. There may be multiple reasons for this, but the Mayor, the City Council and the City Manager — who works for the City Council — are responsible for providing adequate staffing to the Police Department. They have not, and now the Phoenix Police Department has found itself in a horrible position where it can barely maintain minimal operational needs. In this article, I am going to give a snapshot of one of the Phoenix Police Department’s bureaus using data I obtained — Property Crimes, which investigates the following types of crimes:

• Thefts, including shoplifting, auto and organized retail theft
• Trespassing, residential, commercial and vehicle burglaries
• Document crimes, including forgeries, credit card fraud and identity theft

There are currently 28 detectives in this detail to cover a city of approximately 1.7 million residents. In contrast, in 2008, when the city had a much smaller population, there were 70 detectives. Based on the statistics I have, each detective is assigned an average of 175 new cases per month, or around 2,100 per year. Of those cases, it is quickly determined that on average, 52 per month are classified as “workable,” or about 624 per year for each detective (workable cases are those where there is a possibility of solving them through follow-up investigation). In my research, I was provided an operational staffing survey that was conducted by the Houston Police Department a few years ago, which broke down by average how many hours a detective spent on a case for all the various types of crimes. In this survey, it was determined that a detective spent an average of four hours working a property crime.

Keeping in mind the four hours needed to work a case, a full year of work for a detective, without taking any time off, is 2,080 hours. However, there are 11 paid holidays the detective must take off, which deducts 88 hours from their available time to work. If the detective takes a lunch break and their allotted breaks, there are another 208 hours subtracted #10100 from workable time, and if they take a modest two-week vacation, there go another 80 hours of time. Doing some math here, this leaves the detective 1,704 hours of time to work the “workable” cases, and that’s if they do not have an illness or other issues that may arise throughout the year and force them to take time off.

Again, the figures from the Houston study (a larger city than Phoenix) say that a property crimes detective spends an average of four hours on each case. So, 624 cases x 4 hours = 2,496 hours needed to work just the “workable” cases. You can see we have fallen 792 hours short for the detective to be able to work on the “workable” cases they received this year. So, how does the detective have time to work the pended cases from previous years or even the ones from earlier in the current year? The short answer is they do not have the time; the detectives barely have the time to process the required paperwork just to keep up with their current workload.

As you can tell, there is an insurmountable amount of work for detectives in a bureau that 10 years ago had 42 more detectives. I also want to make it perfectly clear that this is not a problem created by police management; this problem was created by the Mayor, Phoenix City Council and City Manager. Police management is trying to manage a depleted police force the City has refused to properly fund and staff for over a decade.

Police management is trying to manage a depleted police force the City has refused to properly fund and staff for over a decade.
Mayor, City Council and City Manager let the Department shrink to such low levels that the police management had to take drastic and creative measures to serve the citizens of Phoenix with the depleted workforce provided. The aforementioned actions by City leaders have led to these abysmal statistics. These detectives simply do not have the ability or time to work the cases the way the citizens expect. If a Patrol officer is not able to arrest the suspect, in most of these cases, then we are just filing paperwork for insurance purposes. Detectives want to do more; however, they are just not provided with staffing levels the residents of Phoenix need. The Mayor, City Council and City Manager are directly responsible for not providing Phoenix residents with the Police Department they expect and deserve.

I only used some statistics from one of the detective bureaus within the Phoenix Police Department, and I only used basic case information. Many cases require much more time and resources to process. That may involve writing and serving search warrants, obtaining DNA, reviewing hours of video, and callouts with the booking of prisoners, to name a few. All of our investigative bureaus are significantly down on manpower; what is the caseload in the Domestic Violence Unit, Sex Crimes, Crimes Against Children Unit, Assault, Robbery and Homicide details? Many of those types of cases require significantly more hours to work. How are detectives able to conduct follow-up to the investigations and apprehend suspects? It seems they are only allotted time to work the easy and quick cases because of the volume of cases coming to them on a daily basis. It seems the lack of staffing caused by the Mayor, City Council and City Manager has forced the Police Department to choose which cases will be worked and which ones will not. Many detectives have said they do not have the ability or time to conduct follow-up on so many of the cases — “If the suspect is not known, good luck!”, meaning they do not have the time to work on finding the suspect.

If the Mayor, City Council and City Manager are not going to provide more manpower to the Phoenix Police Department, police service to our residents will continue to suffer. It should not be expected that a detective has to work 800 hours of overtime simply to maintain a caseload. This is just a small example of some of the issues created by understaffing the Police Department. We plan on providing more information on these issues in the near future. The Mayor, Phoenix City Council and City Manager are directly responsible for this and need to be held accountable.
SECRETARY’S MESSAGE

FRANKLIN R. MARINO
Secretary
fmarino@azplea.com

If you ever find yourself with a few hours of your life that you have no desire to get back, attend a City Council circus — I mean, meeting. You’ll experience firsthand the majority of our so-called city leaders catering to a minority percentage of the city’s residents, along with some outsiders who tell you straight up they don’t reside in Phoenix, making demands about how the Phoenix Police Department should be run. These are the same people who repeatedly show up, break decorum and established rules for public order, and spew their anti-police hatred and rhetoric, all while demanding “transparency and accountability” from the Phoenix Police Department. I’ve witnessed firsthand Councilman Carlos Garcia adding fuel to the fire with his refusal to place his hand over his heart for the Pledge of Allegiance while wearing a T-shirt with “End Police Brutality” plastered on the front. At the September 17 City Council meeting, he accused us of being the “most violent police department in the nation.” We recently learned Mr. Garcia was stopped and cited for suspended license plates while driving in Downtown Phoenix by Arizona State University Police officers, then tried to argue with them about whether they had jurisdiction! I was awed when Councilwoman Laura Pastor got called out by a citizen at a July City Council meeting held at the Orpheum Theatre and, rather than responding, pranced off the stage doing jazz hands. As the political theater plays out every month, serious public safety issues facing the city and our community continue to go unresolved, and the mayor and some members of the Council find ways to create the illusion that the Department is broken and needs added civilian oversight.

We continually hear the terms “transparency” and “accountability” thrown around regarding the Phoenix Police Department; however, it’s clearly not reciprocal regarding the City Council. Case in point: PLEA has been sounding the proverbial alarm bells regarding staffing levels for the Phoenix Police Department for over a decade, and we’re still short of the 3,125 total sworn personnel we were supposed to have in July 2018, 263 fewer personnel than we had in 2008 — and we recently learned we won’t reach that number until next year! Yet our members are continually expected to do more with less. This includes detectives in all bureaus, who are feeling the crush of totally unmanageable caseloads while more cases come through the pipeline every day.

In September, PLEA published an article on our website addressing whether the City Council cares about Phoenix’s most vulnerable crime victims: children. It is no secret that the Crimes Against Children Unit of our Family Investigations Bureau, which investigates some of the most despicable crimes imaginable — like child neglect, child abuse, sexual conduct with a minor and molestation — has been understaffed for years, yet little has been done to address the issue. PLEA has copies of memos dating back to July 2005 (14 years, in my Tech math) describing detectives “floundering with the number of cases and requests of assistance by Patrol and other agencies involving Child
In May 2008, the same supervisor who authored the first memo was “compelled to submit this memorandum again” to request additional staffing due to caseloads and pending unit attrition that would “cause additional strain on already overloaded Crimes Against Children Detectives.” Memos included a need for Spanish-speaking detectives, as the one in the unit was already overworked and overwhelmed. In March 2012, nearly seven years since writing the first memo, the same supervisor wrote yet another memo, stating, “my squad is not able to keep up with the current demands of the child crimes investigations as required by the protocol and operations orders,” and further, “we cannot continue to provide the level of service to the children and our partners in the criminal justice system that the citizens of Phoenix have come to expect.” Two months later, the above-mentioned retired detective was thrown under the bus at a Public Safety, Veterans, Transparency, and Ethics Subcommittee meeting as being the cause of unresolved case management issues! After we cross-posted the article to our Facebook page, it went viral and hit a nerve at the tall, shiny building located at 200 West Washington Street, resulting in the typical knee-jerk reaction we see from the City when they are called out. Once again, when you try to hold those who demand “transparency and accountability” to task, they deflect and immediately go on the defensive instead of coming up with a real solution.

By the end of the month, an announcement of yet another long-standing tradition of how City leadership handles manpower shortages on the Phoenix Police Department began: the shell game of moving sworn officers around to allow transfers to critical investigative details like Homicide, Crimes Against Children, Domestic Violence, Robbery, Sexual Assaults, and Assaults. This time, the unlucky pawns are community action officers (CAOs), who were reduced by 50%; one CAO from each squad area was sent to a Patrol squad in their precinct until staffing allows them to move back. Cutting two feet off the bottom of the blanket and sewing it to the top of the blanket suddenly gives us more coverage? We've been doing this for almost a decade now, and the results are the same! No matter how many pieces #5818 you slice the pizza into, it's the same size; you may not be able to eat all of it by yourself and might need help!

The irony is that the Employee Notification System (ENS) that went out regarding the latest three-card monte game starts out by saying, “The most valuable resource on the Phoenix Police Department is the men and women who make up the Department.” If there were an ounce of truth to this statement, the City would have found a way to hire police officers during the lean times and provided us with small wage increases, instead of cutting our pay and benefits and then giving us a meager pay raise after we finally clawed our way back to the top of the hole they dug.

Traditionally, overtime has been used to offset manpower shortages, but overtime comes and goes and there isn’t an infinite supply. However, some divisions, bureaus and details get more overtime than others, due to the nature of the work they do and funding sources, which can be grants, enterprise funds like Aviation and Transit, or the City's General Fund, which covers most of our pay and benefits. Once again, overtime has come under scrutiny, and this ties in with caseloads. When you're carrying more cases, you don't have the time in your regular workday to get your work done, so you either work on your own for free, which is a violation of the MOU, or you work on overtime. When you get overtime, it costs the City more money, but the bottom line is that the City can’t have it both ways, especially when they created the problem in the first place! If you can't work your regular cases in the allotted time and you're not able to work overtime, what do you do? You face increased scrutiny from management because you can't keep up with your caseload and have a number of open cases because you don't have the time to close them. It's a vicious cycle, and detectives are caught in the middle and take the blame for something they had nothing to do with!

I monitor the mandatory DROP and retirement eligibility lists on a monthly basis. As of October 18, there were more than 20 sworn personnel ranging from officer through commander who must retire by the end of the year. Based on October retirements alone, at least a dozen of them were gone by the time this issue was hitting mailboxes, and more than 500 sworn personnel are currently eligible to retire. Even though the City has stepped up hiring and we're running all-Phoenix recruit classes of 50 through the Academy, we can't keep up with the attrition. While one class will graduate on November 15, they were down to 34 recruits; the class scheduled to graduate on January 23 was down to 44 recruits, the “baby class” that was in its first week was already down to 47 recruits, and we routinely hear from field training officers who tell us about officers-in-training quitting shortly after hitting the street because “they didn't sign up for this $#&*!” At the rate we're going, I don't see us reaching the magic number of 3,125 when more people are on the #20&out plan and forgoing DROP because they can't take it anymore.

Slow down, wear your vest, stop advising on calls and stay safe! PLEA
TREASURER’S REPORT

DARRELL KRIPLEAN
Treasurer
dkriplean@azplea.com

CBD Oil and the Police Profession

Over the past year or so, the topic of CBD oil and pain relief has become more popular. As we all know, this job takes a huge toll on our bodies, and we have been looking for ways to relieve the pain we all live with daily. Throughout the years, many of us have been prescribed prescription painkillers for persistent #7045 back pain or the remnants of a torn-up knee or shoulder. The problem is that prescription painkillers are highly addictive and very bad for you in general. To avoid a possible dependency issue, we stop taking the prescriptions and resort to over-the-counter pain relievers like ibuprofen and Tylenol. Of course, with the high dosages that we need to take to stave off — or, at the very least, reduce — the pain, we end up destroying our livers and kidneys.

Fast-forward to the ever-popular CBD oil. Cannabidiol, or CBD, is the second most common active ingredient in cannabis (marijuana). Many studies have concluded that CBD oil is not addictive, nor will it harm your body like prescription opioids and non-steroidal anti-inflammatory drugs. Studies also show CBD oil does an outstanding job of reducing the chronic pain we all seem to have. Unfortunately, at this time, it is not a viable option for those of us in law enforcement, and I will explain why.

CBD is derived from the cannabis plant and may contain trace amounts of tetrahydrocannabinol (THC). THC is the part of marijuana that, for lack of a better term, gets you high. The problem, however, is that the FDA currently does not regulate CBD oil, as it is deemed a supplement rather than a medication, so the actual amount of THC can vary widely depending on the manufacturer. Because of this, if you are randomly selected for a urine test, there is a chance you will show a positive presence of THC, since the test only looks for the metabolite of THC, not the metabolite for CBD oil. When using CBD oil for pain relief, you may have enough THC in your system to show up positive for THC, even though you will not be feeling any of the effects of the THC.

Many of you are thinking right now, “Even if I test positive, I can prove that I am using CBD oil and all will be OK.” Wrong. How does the City determine whether the employee's positive presence of THC is related only to CBD oil or if the employee smoked marijuana? How do you prove it? Therein lies the issue.

To put that much faith in a for-profit company that says it removes all traces of THC from the CBD oil is very reckless. In the end, it is your career and the means you use to support your family. Until the testing process can show beyond a shadow of doubt that a positive test is directly related to CBD oil usage and not marijuana ingestion, I would avoid it for your chronic pain relief.

Rest assured that in the not-so-distant future, we will see advancements in CBD oil and drug-testing procedures. It wouldn't surprise me if the FDA does finally become involved in overseeing the production process, which may make it safe for us to finally use CBD.

As always, if you have any questions, please don't hesitate to contact me here at the PLEA Office or via email at dkriplean@azplea.com.
We've hidden five serial numbers within this issue of Phoenix Law Enforcer. If your number is among them and you call (602) 246-7869 to let us know that you found it, you'll win $50. If you didn't find your number this time, try again in the next issue, where we'll hide five more!

(Excludes serial numbers listed in Retirees section.)

**FIVE $50 PRIZES**

Members who find the hidden serial number in this issue of Phoenix Law Enforcer, go to www.azplea.com, log in to the Members Only Area and register to be entered into a drawing for $250. You must enter by December 4, 2019, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

**ONE $250 PRIZE**

We've hidden five serial numbers within this issue of Phoenix Law Enforcer. If your number is among them and you call (602) 246-7869 to let us know that you found it, you’ll win $50. If you didn’t find your number this time, try again in the next issue, where we’ll hide five more!

(Excludes serial numbers listed in Retirees section.)

This giveaway is open to PLEA members only. You must be 18 or older to win.

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With Continued Support From PLEA Charities, Superhero September Puts on the Cape and Flies Higher Than Ever
or the fifth year running, PLEA Charities contributed to a staggeringly successful Superhero September to help bring comfort, support and healing to children who have suffered physical and sexual abuse. The PLEA Charities–sponsored Superhero Shopping Spree at Target’s South Mountain store on August 31, with the assistance of volunteer costumed crimefighters from Heroes United, brought in a record-setting $4,200 worth of donated action figures, clothing and other items to meet the needs of kids served by the Southwest Family Advocacy Center and Glendale Family Advocacy Center. This kicked off a month of sprees and other superhero-themed events citywide that raised awareness about the plight of child abuse victims and generated an incredible $120,000 — almost double the amount raised in all four previous years total!

But that’s not the only way this amazing cause has taken off. As its founder, Phoenix Police Department Officer Sean Reavie, explains, “At the end of the last Superhero September, we raised a great deal of money, but I knew that we could do so much more. With the word ‘September’ in the title, it was limiting. I had dreams and aspirations that went beyond one month’s worth of events. I desperately wanted to hold different styles of events throughout the year and support multiple advocacy centers to take our message of hope and empowerment to victim children across the Valley.”

This year, Reavie trademarked his Superhero September idea and incorporated a 501(c)(3) nonprofit called Put on the Cape: A Foundation for Hope. Almost immediately, he began work on a goal he’d long wanted to pursue: a 5K run/walk. With PLEA Charities as its very first sponsor, the May event sold out, drawing 423 runners and raising $12,000. The next 5K is already #9157 planned for March 2020, and the first annual Muscle Car Superfest is on the calendar for February. Put on the Cape also added its first-ever golf tournament to the traditional roster of Superhero September events, which sold out with 140 golfers and raised $32,000.

“We plan on having a major event at least every other month across the Valley,” Reavie says. “The sky is the limit!”

The foundation is even going national. This year, Put on the Cape partnered with the cosplay group League of Enchantment and the North Central Area Credit Union to expand its concept to Reavie’s home state of Michigan. On September 7, the same day Put on the Cape presented its fifth annual Super Main Event at Paradise Valley Mall in Phoenix, the first annual Super Main Event was held in Houghton Lake, Michigan, to benefit the Northern Michigan Children’s Assessment Center. Together, the two events raised $21,000 to aid victimized children.

But while Put on the Cape continues to expand and evolve, the support from PLEA Charities has remained a constant. “PLEA Charities helped build the foundation back in 2015 by supporting what was supposed to be a one-off event to raise money,” Reavie remembers. “Frank Marino and the team saw what this event could be with a little nudge, and they gave it to me. When Frank handed me that first check for $500, he opened the door to the single greatest series of events in our history: the Superhero Shopping Spree. Events like that are what makes us so unique. We take our foundation to the public, engage them in amazing, fun events, educate them on child abuse, and all the money raised goes to support our mission. It’s only right that PLEA Charities has become the signature name sponsor of the legacy event they created.”

Building from this foundation, Reavie remains continuously driven to make the initiative bigger and better in the hopes of helping even more children in need. “You would think raising more than $100,000 and having a national charitable foundation would be satisfying, but it’s not,” he says of his refusal to rest on his laurels. “Why? Because with great power comes great responsibility.”
FOURTH ANNUAL

Police Officers’ Ball

Law enforcement members and supporters from throughout Arizona gathered at the Pointe Hilton Tapatio Cliffs Resort on October 19 for the fourth annual Police Officers’ Ball. Attendees enjoyed cocktails, dinner and dessert, silent and live auctions, entertainment and dancing, all in support of PLEA Charities’ mission of helping police and caring for our community through programs including Back the Blue Officer Support, the Back to School Drive, the Phoenix Police Cadet Scholarship and Shop With a Cop. Special thanks to KNIX radio personality Tim Hattrick for hosting, the many local and nationwide businesses that sponsored and donated, and everyone else who contributed to making this event a success! PLEA
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Avoid the Perils of Probate!

By John Mariner
Founder, Generation Living Trusts

There is no greater estate planning need to protect individuals and their families than that represented by the men and women of law enforcement. However, this is a seriously underserved group of professionals who often lack basic documents that can protect themselves and their families. Of course, one of the most important questions deals with whether you should acquire a traditional will or a living trust. Many have been told that trusts are only for those with a million-dollar estate, which is simply not true. In fact, our clients are surprised that even a small estate can be damaged and left unprotected with a traditional will.

If you have $75,000 or more in personal assets (including the equity in your home), you will be subject to the perils of probate. A will does not avoid probate. Probate is the legal process associated with first determining every asset you own or hold title to, then properly transferring those assets to your loved ones, charities or other beneficiaries of your choosing at your death. This process is very expensive, extremely time-consuming and frustrating to all concerned. It raises the question: “After I die, why should I have to pay courts and attorneys to transfer my assets to my loved ones? It’s my stuff! Why can’t I simply give my stuff to whoever I want to, when I want to?”

If you have a will, at least you’ve made some decisions concerning who will speak for you (an executor) and who will be receiving your money (a beneficiary). However, a will does not protect you while you’re alive. It’s not designed to do that, and that’s one of the serious problems associated with a traditional will. If you become incapacitated, a will alone cannot help because it does not name who you might want as your guardian.

For these reasons and more, a living trust, with all of its support documents (medical powers of attorney, living will, durable power of attorney, etc.), is often the better choice. With a living trust there is no probate, you are allowed to select a legal guardian long before you might need one and there’s little or no delay in transferring your assets to your loved ones at your death.

“We believe every officer and all support staff within the PLEA family should seriously consider moving forward with a comprehensive estate plan to protect themselves and those they love,” says Michael Napier, founder of the Napier Law Group. PLEA

JOIN US on the second Thursday of every month in the PLEA Conference Room for a free on-site presentation on living trusts, wills and probate. Spouses are welcome! Seating is limited. RSVP to (623) 262-0845 for more information, or to arrange a free, no-obligation appointment in your home.
WHETHER YOU HAVE A WILL OR NOT, 
YOU CAN BECOME A VICTIM OF THE 
PERILS OF PROBATE.

A Will does NOT avoid probate. Probate is the legal process of transferring your assets to your loved ones at your death. Probate is very expensive, extremely time-consuming, and frustrating to all concerned. Remember - you’re not the only one in danger. It’s time to protect yourself and those you love from the perils of probate.

We’re Generation Living Trusts.

We’ve been serving the needs of Arizona families just like yours for more than 30 years. How? We’ll meet you in the privacy of your home or at work to discuss the merits of acquiring a Living Trust. Our fees are very affordable, our legal expertise is exceptional, and our customer service commitment to you and your loved ones is second to none.

We can help. Call today.

When bad things happen to good people, families are often not prepared. We welcome the chance to help prepare you and your loved ones, and to address the estate planning needs of PLEA, its officers and support staff, and their families. We’re excited to help protect those who protect us. When can we get started?

Protecting you from generation to generation

www.generationlivingtrusts.com

623.262.0845
Since July of 2014, our firm has been embroiled in litigation on behalf of PLEA and its officers, most recently regarding our Motion for Class Certification. In order to continue this case on behalf of all officers that were approved and participating in the MOU wage enhancement provisions of the MOU as of July 1, 2014, we made convincing arguments for the court to rule that the case should be maintained as a class action.

We are proud to announce that, after considering our Motion for Class Certification filed January 11, 2019, our Reply in Support of Motion for Class Certification filed March 8, 2019, oral argument conducted June 26, 2019, our Supplemental Brief in Support of Class Certification (with exhibits) filed August 12, 2019, our Supplemental Reply filed September 23, 2019, and final oral argument on October 18, 2019, the court granted our Motion for Class Certification.

Over the next several weeks, we will be preparing a notification that will go out to all eligible officers to inform you of your rights as they pertain to class action #10094 participation, including the nature of the action, the class claims, required information for computing damages and, if an officer elects, directions on how to be excluded from the class.

We ask that you please stand by as more information becomes available. As always, please contact PLEA or our office with any questions about this case.
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 the Professional Standards Bureau (PSB) 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.
If you are contacted by the Special Investigations Detail (SID), do not speak with them until you have contacted a PLEA Board member for referral to a criminal attorney.
For your convenience, a PLEA Board member and representative are available 24/7.
During normal business hours, please contact the PLEA Office at (602) 246-7869. During weekends, holidays and after hours, contact the Radio Supervisor.

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Live Where You Play
As a recent retiree looking back at my career with the Phoenix Police Department, I am proud of the agency I worked for and the good we did. Despite everything I went through physically, mentally and emotionally, I would not trade my experiences for the world.

With morale lagging and headlines dragging our reputation through the mud, this article is for those who know they are doing “20 and a day,” those deciding whether to just pack it up and go, and also those who have to leave because their DROP is ending. The purpose of this is to give you something else to consider as the door to the end of your career nears and then closes.

When our career is done, each of us should be able to say, “I worked in a high-stress, high-volume and high-stakes environment for longer than most would have endured.” We did and we have. Every single one of us has at one point or another worked in patrol or in a specialty detail that has exposed us to some sort of violence or trauma.

Over a decade ago, the Department recognized an “issue” with those of us who lived to be in the moment of what I termed “the blood, guts and gore” of “real” police work. For me, being there at the shooting scenes, the homicides, the serious or fatal collisions, was not so much to see and experience the violence, but to give me the fuel and drive to ensure I could hunt down those responsible for the evil and bring them to justice. Some of us have also been personally involved in critical incidents.

The Department knew this constant exposure could be a problem, but did not know how to label it. They were initially more worried about Department liability if one of these officers “went too far” or “did something that would not pass the headline test.” They did not care about individual officers’ physical or emotional exhaustion, compassion fatigue or burnout. Yet they wanted to find a way to identify these officers so they could be talked to, “disciplined down” or taught to be “less aggressive.”

The system they created was called the Personnel Assessment System (PAS). You were rated on various factors: number of calls to violent scenes, number of arrests, race of the arrested, number of pursuits, “discretionary” arrests or citations issued, etc. For each section of PAS, you had a traffic signal icon showing you your status. If your light in the various areas was green, you were good — keep on keeping on. At yellow, you needed to have a sit-down with your boss and discuss if there were any “issues” with your performance. And at red — look out, you had to meet with your sergeant and lieutenant (with review of your recap, your overtime, your court, your use of leave and discussion of having any off-duty work permits pulled). In the late 1990s and early 2000s, I was a “6” car (or hot car) that did not have a specific beat responsibility in my squad area. I earned this role because I was one of the few third-shift, Northside Spanish-speaking officers. I also had training in advanced DUI enforcement and advanced traffic collision courses, was detective qualified, and was a 35mm (non-digital) camera operator. I was live scan/fingerprint trained and had training in biological evidence collection, when at that time, personnel now known as crime scene specialists were usually the only Department employees able to do these tasks. I was one of the first controlled substances officers when the program was started, was in the Department’s first officer-phlebotomist program, and was a drug recognition expert (DRE). Because of my penchant for pursuits, I was told to be on the Pursuit Policy Revision Committee under then-Assistant Chief Michael McCort. Due to my lack of beat responsibilities and my skills, I had earned many yellow and several red lights. Each month, despite the PAS alerts, I was told to keep doing what I was doing. So I did, and I did not realize the emotional and mental damage I was doing to myself along the way.

After a year or two, PAS, for all intents and purposes, went into general disuse. But before it did, I transferred to the old General Investigations Bureau as a detective. I noticed all my traffic lights slowly turned to green, despite the fact that every call I went on was a violent crime. This reinforced to me that this was an attempt for the Department to shield itself civily from “problem Patrol officers” making a bad decision in a split-second situations. Using 20/20 hindsight, this could have been an early tool to recognize those who needed counseling, assistance or other help.

Sadly, during this time Phoenix rolled along with the national trend of police suicides and not talking about the issues causing them. My first exposure to the dark epidemic was when Brian Bauch, #7022, killed himself. I considered Brian a friend. He had many stressors in his life, but our “police culture” did not allow us to truly talk about it. There was nowhere on the Department to reach out to for help — or if there was, the way to find it was nearly impossible. Over the years, we have had many more officers commit suicide. Most of us on for any amount of time know of at least one or two names, several of us more. Sadly, there are many of us who can name retired officers who also succumbed to the mental injuries suffered on the job.

It wasn’t until about 2012 that I started to quietly seek help through the Department’s “12 free counseling sessions.” I started to see a counselor, as I was having issues coming to terms with being diagnosed
with “PTSD symptoms.” To this day, I still struggle with that “label,” which should not be one. After a while, I understood that I should not be ashamed of my mental injuries and started talking to other officers about it. I know at least one other officer who found the courage to start seeking help for themselves after we talked. For them, it just took someone being able to tell them it was OK.

However, it took Craig Tiger, #7356, to shine a bright light on the problem of PTSD and policing in Phoenix. While the Department has made huge strides in the last few years, there are still growing pains in getting us the help we need. I was the first in Phoenix to try to apply for help through the Craig Tiger Act, HB 2502. Once the law was passed, I had to wait for paperwork to be written and approved — which took weeks. (It should be noted that the paperwork issue was well above the pay grade for Sergeant Jared Lowe and the Employee Assistance Unit [EAU] — they were great in getting me help until the paperwork came through!) In the meantime, I decided I was done with my Phoenix career for several reasons. I am one of the retirees who will tell you walking away was the best thing for myself and my family.

However, after I left Phoenix, many of the resources the Department is now offering current employees were no longer available to me. The jobs I have held since I retired have been less hectic and less stressful. The volume of work is considerably less. As another retired co-worker told me, “When we left Phoenix, it was not like we were slowing down; we were hitting a brick wall and are full stop.” But being in a less stressful environment with less volume has allowed more time for intrusive memories, thoughts and feelings to interrupt my daily life. The Tiger Act was a good start; however, that’s all it was — a start. I have left the job, but the mental injuries have not left me. Please, as you head out the door, ensure that you are ready for the transition.

So, for those of you who are approaching the end of your career for whatever reason, make your mental and emotional health part of your equation to stay or go. Make sure you have resources in place for yourself in case you need them. And for everyone reading this, please contact your elected officials and help make mental health treatment for first responders available to those who need it — active and retired. We sacrificed to keep our communities safe; it’s the least we can ask for. PLEA

CALLING ALL RETIREES!

PLEA wants to stay in touch and needs your up-to-date contact information. Please send your name and email address to office@azplea.com. Thank you!

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November 12–15
Investigative Interviewing and Advanced Interrogation
Mesa, AZ

March 10–13 (NEW)
Investigative Interviewing and Advanced Interrogation
Phoenix, AZ

Please check Training and Classes in the Members Only section of the PLEA website for information on upcoming seminar dates and discounts.

CONGRATULATIONS

to the following PLEA members who won the September/October 2019 contests:

Hidden Symbol Contest ($250)
Ken Lapka

Serial # Contest ($50)
Matthew Cormier
Matthew Haney
Annette Hannah
Jacob Rasmussen
Andre Wesson

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Officer Beuf was killed instantly after he and a suspect, while engaged in a struggle, fell into the roadway and were struck by a semi truck. He had served on the Department for just over a year.

Officer Hemschmeyer was killed in a traffic accident while responding to another officer’s call for assistance. He had been a member of the Phoenix Police for four years.

Officer Robertson was shot by a suspect he was questioning and passed away two days later. He was an eight-year veteran of the PPD.

Officer Haywood was killed when a truck turned in front of his police motorcycle. Tragically, less than a year earlier, he had witnessed Officer Dale Stone die in a similar collision.

Officer Salmon died from injuries sustained in a single-vehicle rollover accident on his way to a domestic violence call. He had served with the Department for only six months.

Officer Yoos died as a result of injuries he suffered 10 months earlier, when his truck was struck by a wrong-way driver while he was on his way to patrol duty. He was a 28-year veteran of law enforcement.

After stopping a stolen pickup truck, Officer Bluhm was shot and killed by the suspects. Officer Dale Stone was killed in a motorcycle accident while racing to his assistance.

A four-year PPD veteran, Officer Haywood was killed when a truck turned in front of his police motorcycle. Tragically, less than a year earlier, he had witnessed Officer Dale Stone die in a similar collision.
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