



PHOENIX LAW ENFORCEMENT ASSOCIATION

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RECAP

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Which Way Will You Go When You Arrive at the Moral Crossroads?

*by Franklin R. Marino
PLEA Secretary*

Integrity is supposed to be the foundation on which law enforcement careers are built, however, like in any construction project, when integrity is compromised, it will lead to an eventual structural failure. For the contractor, it means the collapse of the building and for the law enforcement officer it usually signals the end of a career. When I think back to going through the hiring process to become a police officer, the police academy, and field training, one thing continually stressed by everyone in the process was integrity. This started with my Background Investigator and was stressed on my first day of the Academy. To reinforce this point, there is a large monument at the west gate of the Arizona Law Enforcement Academy that has the words, "Truth, Honor, Integrity" on it. While going through the Academy, staff, along with my Class Sergeant, RTOs, instructors, and Field Problem evaluators drilled integrity into our heads. In fact, one of our Field Problems was a scenario where a handcuffed prisoner in the back seat of a patrol car mouths off to the arresting officer, who promptly solved the problem with a blast of OC spray. If you didn't report the incident, you failed. Integrity was continually stressed through the FTO program. Ask any cop and they'll tell you that at some point in their career they've heard the following sayings or variations of them:

- **"You are here today because you have high moral and ethical standards."**
- **"Only those with the highest standards of integrity make it this far."**
- **"Nothing is more valuable than your integrity"**
- **"We will not tolerate integrity violations."**
- **"So and so resigned today because of an integrity violation."**
- **"We are committed to uphold the highest standards of integrity"**
- **"You can do a lot of things wrong in this profession and still keep your job, but if you lie, you will be fired."**

Brady v Maryland is a landmark U.S. Supreme Court case involving suppression of evidence favorable to an accused who requested it. By now, everyone has heard of the "Brady List" or Law Enforcement Integrity Database [LEID]. In short, it is a list of police officers who at some point in their career, have been



found responsible for conduct that questions their integrity. This can range from something as serious as deliberately including false statements in a departmental report to something as minor as calling your supervisor to tell them you will be in late because you had a flat, when in fact you overslept and fessed up later on in the shift. Regardless of the infraction, it could lead to your testimony being challenged in court. While many of these incidents have been minor infractions, their effects can last long after we hang up our uniforms and gun belts and put our badges in a shadow box on the wall of our den or home office. In fact, many officers have discovered that being tagged with a Brady violation can haunt them long after their career in law enforcement is over.

Retired Phoenix Police Officer and current Executive Director of the Arizona Police Association [APA], Dr. Levi Bolton assists in rebutting Brady cases for police officers Valley wide. Recognized as an expert on Brady issues, he meets regularly with the Law Enforcement Liaison of the Maricopa County Attorney's Office to monitor trends and new developments. Dr. Bolton makes it perfectly clear that being placed on the Brady List is not tethered to the level of

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Which Way Will You Go When You Arrive at the Moral Crossroads?

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discipline that an officer may have received for committing a policy violation, but it is the underlying charge which is relevant. This includes officers who may have recanted immediately or a short time afterwards. When Dr. Bolton was PLEA's Grievance Chair, he had a saying that he still uses to this day when assisting officers facing Brady: "It's not what you did. It's what the Agency said you did."

When now retired Commander Jeff Hynes was in charge of the Professional Standards Bureau, he would tell supervisors who considered taking an assignment there to make sure that at some point in the process, they took the time to either speak with a PLEA Rep or Board member they knew, or pay a visit to the PLEA Office to speak with the Grievance Chair. More than a few candidates were taken aback by this suggestion and wondered why in the world they should even consider doing such a thing. Jeff made it very clear and simple: "They are our largest customer and will be scrutinizing your work." Since then, those of us who work full-time in the PLEA office have spoken to several people who have either worked in PSB or are on a list waiting to go to PSB. There have been some brutally honest conversations about the experiences, both good and bad, we as Reps, have had with PSB. During these chats, we have also emphasized the following statement: "At some point in your career, you are going to come to a crossroads, where you will be forced to make a decision, which will be the ultimate test of your moral compass." A former, now retired PSB Supervisor actually laughed when this subject came up during their conversation with retired PLEA Grievance Chair Dave Kothe along with words to the effect of "Oh, come on, that will never happen!" Sad to say, it did and that supervisor retired suddenly after entering DROP due in large part to the stress brought on by decisions made in an extremely controversial investigation they were in charge of.

Recently, Dr. Bolton buttonholed me in the hallway as he was leaving the office to meet with an officer who had recently been added to the Brady List. What he told me was not only depressing, but important enough to pass on to our members. In addition to this particular Brady case, he also told me about two other Brady cases.

The first officer worked diligently for his agency earning a reputation of being a highly respected detective. In fact he was getting prepared to punch out of his law enforcement career, retire, and begin a new career as a civilian subject matter expert. A bright post-employment future or so he thought. However, it all came to a screeching halt when the new employer found out that several years earlier that the officer had been accused of misconduct which resulted in his placement on the Brady List. It's the gift that keeps on giving.

He shared a second example even more horrific, because the scenario he described has already happened more than a few times throughout the Valley and the consequence for the involved officers were all the same; the officers found themselves on the Brady List. What makes these circumstances unique is that the involved officers were acting on the orders of upper level managers to re-write the report because their investigative conclusion did not comport with the investigative outcome that had already been decided on. Those managers were pandering to a public outcry without benefit of a thoughtful and thoroughly prepared investigation. An investigation unfettered by politics or supervisors eager to please the boss. When the investigator is in the best position to make the call, you have an investigation that won't later be categorized as an outcome with an investigation pushed up under it.

The last case involved an officer who was ordered to change their investigation to reflect the supervisor's decision despite the officer's objection. At the threat of job forfeiture the

officer had always been taught, "Always follow orders and appeal later." The reward for following orders was placement of his name on the Brady List. This particular incident was a high profile officer involved shooting and a classic example of "trial by media" where another officer in the agency was hung out to dry by their Chief and Mayor before the investigation was even completed. That officer was eventually indicted and tried for murder by a then politically motivated County Attorney. Experts hired by the officer's defense team were able to disprove what the investigators said occurred based on scientific research and ultimately the officer was acquitted of all charges. What is really sad is that multiple careers were destroyed by this chain of events:

1. **A police supervisor orders a subordinate to change the findings in an investigation**
2. **The investigator decides to deviate from their moral compass buy going against what they knew was right and changed the story, which in turn, led to the second officer's ordeal of losing their law enforcement career and having their reputation tarnished.**
3. **The investigating officer ending up on the Brady List and losing a prime opportunity for a second career to take them into the prime years of their life**

While the acquitted officer never had their AZ POST Certification revoked, due to the notoriety of the case, they were unable to obtain a job as a sworn Peace Officer since they were considered "damaged goods". In order to make ends meet, they resorted to menial jobs including cutting grass and cleaning grease from restaurant ventilation hoods until they were eventually hired as a detention officer by a neighboring county agency.

While integrity is one of the ideals we are supposed to stand for and swear that we will never compromise, it does happen, often with unintended and disastrous results for more than one person. The bottom line is that you too, like others I have mentioned in this article will at some point in your career, find yourselves at a crossroads, where you will be forced to make a decision, which will be the ultimate test of your moral compass. Unlike the others I have mentioned in the article, I hope that you have the courage to make the right decision, regardless of what it may do to your career. While the career is temporary, your legacy lives on.

2012 PLEA Dues Breakdown

Dues	677.92
Pager Basic	66.00
False Arrest	120.00

*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.*



Register Now for 2nd Annual COPS WALK SOUTHWEST

PHOENIX – Families, friends, co-workers and supporters of law enforcement officers killed in the line of duty will come together during a two-day, 25-mile walk on February 23-24th, 2013.

The National C.O.P.S. office and the Arizona C.O.P.S. chapter will once again host the 2nd Annual COPS WALK Southwest. The journey will be held at the Salt River Project Canal in Phoenix. Participants will walk approximately 12.5 miles each day.

There is no registration fee to participate in COPS WALK events. Participants will raise a minimum of \$1,000 in donations on behalf of Concerns of Police Survivors. Lodging and meals are paid for beginning on Friday evening, February 22 through the conclusion of COPS WALK Southwest on Sunday, February 24.

Donations help support C.O.P.S.' Hands-On Programs that include retreats for survivors and conferences held in Washington D.C. for National Police Week each May. COPS WALK events have raised well over 1.2 million dollars in the past 8 years.

Concerns of Police Survivors was founded in 1984 for the surviving families of law enforcement officers, and today serves more than 30,000 surviving families nationwide. C.O.P.S. provides many programs at no cost to the survivor. C.O.P.S. hosts a summer camp for surviving children ages 6-14, an Outward Bound® Experience for surviving teens ages 15-20, and retreats for adult children, spouses, parents, siblings, in-laws, and co-workers. Each year, between 140 and 180 officers are killed in the line of duty. Their families and co-workers are left to cope with the tragic loss. C.O.P.S. provides resources to help them rebuild their shattered lives. There is no membership fee to join C.O.P.S., for the price paid is already too high.

To register online or donate on behalf of the participants of this amazing event, please visit www.nationalcops.org. Pre-registration is required. For questions, please contact Patty Friend at 573-346-4911 or patty_friend@nationalcops.org.

BENEFITS TO MEMBERS

Aflac Rep, Debby Tornberg,

is available to meet with members at a place and time convenient to them.

She can be reached at 602.214.4686.

Nationwide Retirement Solutions Representative

Jared Williams will be at the PLEA Office on the 3rd Thursday of every month effective 2013 from 9:00 AM until 3:00 PM to assist members with their accounts. Jared can also be reached at 602-266-2733, extension 1168.

Hester, Heitel & Associates Exclusive

offers all forms of insurance to PLEA Members, including Homeowners, Auto, Motorcycle, Life, Health and Business.

Please call Mark or Pat at 602.230.7726

School Shootings – Time for P

by

Ken Crane, PLEA Vice President

Author's note:

There is no doubt that gun violence and school/mass shootings have become an unfortunate part of the landscape in our society. They are issues that we, as police officers, are confronted with and forced to deal with whether we want to or not. The viewpoints expressed in this article are mine and do not necessarily reflect the views of the rest of the PLEA Board. Therefore, this article should not be construed as an official position from PLEA.

I don't remember exactly where I was when I first heard the news. December 14, 2012 was a day off for me. I probably heard the first news reports over my car radio while driving around. As always, the initial reports coming in were sketchy; mass shooting at an elementary school in Connecticut, multiple victims involving many dead, lone gunman armed with multiple weapons to include a dreaded "assault weapon" (isn't any object or weapon used to inflict harm and injury an assault weapon?). When the dust settled, 26 were dead, 20 of those were children so young they were incapable of defending themselves against any type of attack, let alone someone with a firearm. It's one of those news stories that leaves you reeling with a sickening feeling in the pit of your stomach, as your brain tries to make sense of what would possess anyone to commit such an atrocity. It hits especially hard for those with kids or even grand kids of their own. Adding to the grief was that this tragedy occurred only weeks before Christmas.

Sadly, our country has been through enough of these situations that everyone knows what the drill will be for the weeks and months to come. First, the constant news coverage of a grieving community trying to come to grips with how something so evil could befall them, followed by the media coverage of funerals and church services. Next, battle lines will be drawn, as the never ending debate over gun control heats up once again. The media and many in the political arena not wanting to "let a good crisis go to waste" will fan the flames and make every effort to capitalize on the grief and tragedy surrounding the school shooting at Sandy Hook.

In the days following this unfortunate tragedy, the societal response was predictable. Panic buying of guns and ammo, a hue and cry from those on the left advocating increased gun control, push back from those on the right citing the Second Amendment, along with the various pundits who weighed in on the topic from all directions. Some of the statements were rational and well-reasoned; many were driven by pure emotion, while others were absurd. The unfortunate ones caught in the middle of the fray were grieving families and a grieving community. Politicians and celebrities alike will get on their bully pulpits in order to capitalize on any high profile incident, often making outlandish statements that do nothing more than display their ignorance. They often advocate extreme legislation without thinking things through in order to simply "do something." I have always found it interesting that those who often know the least about a subject are the ones that often write the laws governing it.

Regardless of what side of the political fence you sit on, it seems we are a country in search of answers when it comes to gun violence. It is without a doubt one of the most polarizing issues confronting us at this point in time, with no easy answers. In Phoenix, one local radio talk show host was advocating a cop in

every school. Good idea, with one small problem... In the city of Phoenix we are down about 400 police positions, haven't hired in the last four years and aren't expected to for the foreseeable future. A quick internet search reveals that in Phoenix alone there are 223 elementary schools, 35 middle schools, and 79 secondary or high schools for a grand total of 337 schools. At about roughly \$130,000/year to cover pay, benefits, and the necessary infrastructure to put one new cop on the street... Well, you get the picture. In a perfect world, a cop in every school is great, but not likely to happen anytime soon.

In my humble opinion, there are a few things we might be able to agree on:

- Evil exists and there are evil people in the world (that's why cops have job security).
- Evil people, when not closely monitored, will do evil things.
- It is physically impossible to figure out who all the evil people are. Unfortunately, in many cases, we won't know who they are until bad things happen.
- To believe that we can pass legislation that will eradicate evil is like saying we can go out into the middle of San Francisco bay in a row boat on a foggy morning and scoop all of the fog into a mayonnaise jar. Not gonna happen.
- To live in a free society brings with it great responsibility and certain inherent risks.
- We probably have more people in our society, than ever before, who have been diagnosed with or suffer from mental maladies such as PTSD, ADD, ADHD, bi-polar disorder, depression, chronic depression, manic depression, and schizophrenia, to name just a few.
- We probably have more people in our society than ever before that are on a variety of mixtures of mood and mind altering drugs to combat the above listed maladies.
- Mood and mind altering psych meds, while sometimes helpful, often come with serious negative side effects that can induce suicidal and homicidal thoughts ultimately making them far worse than the condition for which they are prescribed.
- First responders are those who happen to be first on scene. In the case of a school shooting this means teachers, teacher's aides, janitors, librarians, principals, school secretaries, crossing guards, and maybe a School Resource Officer if you're lucky.
- The average police response time to an emergency call in a major US city is 3-5 minutes on a good day, a lot longer if you're in a rural area.

Some things we might not completely agree on:

- I believe the US Constitution is one of the most perfectly written documents in the history of our country.
- The founding fathers were men of brilliant intellect and knew what they were doing when they wrote it. Having fled from tyranny and oppression they knew what evil was.
- The Second Amendment to the US Constitution sets America apart from every other so called free country in the world. It protects the rest of the Constitution.
- Contrary to popular belief, the purpose of the Second Amendment is not to protect the right of Americans to duck hunt, deer hunt, and target shoot. While enjoyable pursuits, the true purpose is to empower Americans to be self-reliant with regard to their own protection and, as a mechanism to give citizens the power to overcome an oppressive and tyrannical government if necessary.



Practical Real World Solutions



- Enacting stricter gun control legislation that continually erodes the Second Amendment rights of Americans will guarantee two things: 1. Honest, law abiding citizens will slowly give up their rights and ability to protect themselves 2. Bad guys, with no regard for the rule of law will always have access to guns.
- Restricting guns based on physical appearance, caliber sizes, and magazine capacities isn't going to put an end to gun violence or end mass shootings.
- Punishing society as a whole for the transgressions of the miniscule percentage on the lunatic fringe won't solve the problem.

Gun Control Help or Hindrance:

It is ironic that American cities with the toughest gun control laws typically have the highest violent crime rates. A recent AP news article posted December 31, 2012 reported that the city of Chicago had the unenviable record of 500 homicides for the calendar year the vast majority, which were gun related. An article on the same topic posted by the Huffington Post on June 16, 2012 reported, at that point in time, Chicago homicides outnumbered US troop killings in Afghanistan. The mainstream media tends to overlook and under report on the gun related violence in Chicago. This could be because Chicago has some of the toughest gun control laws in the US. Therefore, strict prohibitions on firearms combined with an out of control skyrocketing homicide rate would tend to make the case that 1. Gun control in the windy city has been a dismal failure and 2. In cities with tons of gun restrictions bad guys will always find ways to get their hands on guns.

There is obviously no cookie cutter one size fits all answer to solve the problem of school shootings. Examining lessons from the past, combined with well-reasoned approaches to problem solving can bring about common sense, cost-effective solutions that can drastically minimize, if not eradicate, these tragedies.

If someone had advocated that airline pilots be trained and allowed to carry firearms in the cockpit pre-9/11 they would have been thought of as a nut job. In the post 9/11 world, most people don't seem to think it's a bad idea for pilots to be armed. Keep in mind arming pilots was not the only solution. The government along with the airlines took a multi-layered approach to solving the problem. TSA was implemented to tighten security at airports and major transportation hubs and more Sky Marshals were hired to be on flights. In addition, an ambitious program was undertaken to harden the cockpits of all civilian commercial aircraft and new safety and security protocols were implemented by the airlines. The federal government also implemented the Federal Flight Deck Officer program, as a part of the Homeland Security Act of 2002, which allowed airline pilots to undergo training in the use of firearms, defensive tactics, legal issues, use of force, and the psychology of survival. It ultimately allowed for airline pilots to carry a firearm in the cockpit to prevent would-be hijackers and terrorists from taking control of the aircraft.

America, as a whole, got a huge wakeup call as a result of 9/11. No longer did Americans have the luxury of believing that acts

of terrorism were things that only happened to others in far flung countries, halfway around the world. No longer did airlines and flight crews have the luxury of operating under the mindset of "just give the hijackers what they want and everything will be OK." It was as if America collectively began to come to the realization that we as individuals and citizens of this country have to take increased responsibility for our safety and personal protection. How many times did we hear of stories in the media after 9/11 of passengers on airliners rising to the occasion when others got out of control or posed a potential threat?

The new measures implemented, combined with increased awareness on the part of airline passengers, coupled with the willingness of everyday Americans to take action, is what has prevented further terrorist incidences aboard airliners.

I believe the same principles and concepts can be applied to school security. It is a travesty that so many mass shootings at schools have occurred unchecked in this country over the last two decades. Like the airlines, there needs to be a multi-layered approach to securing our schools against the madmen of the world that would engage in the slaughter of innocent children.

I have to wonder what would happen if every nut-job wanting to make a statement and go out in a blaze of glory took an SUV, rammed it through a playground fence during recess, and began mowing kids down like ten-pins. I don't think there would be an outcry to ban SUVs, have a waiting period on SUVs, limit the size of the gas tanks on SUVs, govern the engines or reduce the horsepower on SUVs, or require background checks to buy them. What would happen is that folks would quickly get their heads together and come up with a common sense solution to harden school sites by putting in heavy duty fencing combined with concrete and steel barrier systems. Think about this, most of us can't recall the last time we heard about a fire in a primary or secondary school, but we wouldn't think of building a school or sending our kids to a school without sprinklers, fire extinguishers, emergency lighting, and ample exits...just in case.

I can't figure out why in God's name there wasn't a national outcry years ago for common sense solutions when school shootings first began.

I can't figure out why in God's name there wasn't a national outcry years ago for common sense solutions when school shootings first began. It seems we as a society have developed some sort of perverse aversion to taking active and proactive measures to deal with active shooters in our educational institutions choosing instead to simply put our heads in the sand hoping the next major shooting incident will never come.

It's far easier to attack a tangible object, such as a gun, and sell the idea that the object rather than the person behind it is evil. Over the years, the media has done a phenomenal job of brainwashing many Americans into accepting this line of thought without thinking twice about it. We put up signs declaring schools to be "gun-free zones". Translation: This location is a target rich environment. We choose to ignore, and the media refuses to report on the fact that in the past couple of decades that almost all cases involving mass shootings at schools or other locations

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School Shootings – Time for Practical Real World Solutions

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involved perpetrators who were either on or just coming off of psychiatric meds. There is a fascinating online news article on this topic titled “The Giant Gaping Hole in Sandy Hook Reporting,” authored by David Kupelian.

Oh sure, schools can have their lockdown procedures, and the cops - when they get there, can get a tactical team together to do some sort of accelerated deployment entry (that we haven’t trained on in over a decade). The problem is that a deranged madman with any type of weapon can inflict a lot of damage in the 3-5 minutes that it will take for initial responding units to arrive on scene. How many kids are in the one classroom that a gunman can get to before the rest of the school goes into lockdown? This situation epitomizes the well-known saying of; when seconds count the police are only minutes away. Ironically, on the same day that the Sandy Hook shooting occurred, a deranged 36 year old nut-job went into a primary school located in China’s Henan province. He went on a rampage estimated to last a half hour where he managed to injure 23 people with a knife, most of them kids, before he was finally subdued. So much for the theory that eliminating guns from society will make our schools safer.

A Layered Defense

The following could all be considered parts of an interwoven layered defense for schools:

- Lockdown and evacuation plans,
- Reinforced lockable classroom doors,
- Surveillance camera systems,
- Proper fencing with controlled entry and exit points onto the property and into buildings,
- Communications: intercoms, two way radios, cell phones,
- School Resource Officers (when available),
- Use of qualified retired law enforcement officers carrying concealed weapons,
- Allowing those teachers and school officials who have the desire, to receive the necessary training that would allow them to carry a concealed firearm,
- Most importantly, regular training and rapid response drills that would incorporate all elements of the plan.

Does all this stuff cost money? Absolutely. Does it take time effort and training to make it work? Yes. We have to get away from the panacea that simply putting a cop in every school will fix everything. Cops in schools are but one component of a comprehensive plan. Simply relying on having nothing more than an officer in a school is essentially a stop-gap measure at best. There is only so much a single officer can do in an active shooter scenario. Many school campuses are large sprawling facilities and a single cop can’t be everywhere at once. In addition, it’s not that hard for an adversary, especially a student who attends a given school, with a little forethought and planning, to learn routines and patrol patterns or to figure out when the officer is away. In many cities, Phoenix included, a lot of schools don’t have SRO’s and often-times one SRO might have to float between multiple schools.

Anyone who has had police or military tactical training knows that the elements of speed, surprise, and violence of action are absolutely essential when faced with a threat such as an active shooter. In an active shooter scenario, the first couple of minutes are crucial. That is when most of the damage will occur and, as psychotic as they are, the people that perpetrate these horrific crimes are still smart enough to know that when the shooting starts they have limited time to carry out their mission before the cavalry

arrives. In addition, negotiation usually isn’t an option. Most of the deranged individuals that perpetrate these offenses are operating from a terrorist mindset; they have resigned themselves to the fact that they will die either by their own hand or at the hands of law enforcement. Many years ago, world renowned physicist Albert Einstein defined insanity as: “Doing the same thing over and over again and expecting different results.” We have to break away from standard thought processes and start coming up with innovative out of the box thinking when it comes to protecting the children in our schools in the same manner we did in tackling the problem of terrorists taking over airliners.

We train teachers how to evacuate a school in the event of a fire. Fire drills are practiced regularly, people have assigned responsibilities, and teachers know how to grab a fire extinguisher and put out a fire before it gets out of control. Why? Because it could take the fire department 3-5 minutes to get there. Nobody balks at this. In fact, this is exactly what we would expect a teacher to do even though they aren’t trained firefighters.

Even though folks from most walks of life aren’t paramedics, we still teach people how to save lives by administering first aid, administering CPR, and how to use automatic electronic defibrillators (AEDs) when someone has a heart attack. Nationwide, police officers and armed citizens use firearms daily to protect themselves and their families, defend third parties, and to save innocent lives.

This leads me to wonder why we are so averse to the idea of training those educators (who want the training) in the fundamentals of basic gun handling and marksmanship. These are skills, that in an emergency, would give them the means to neutralize a threat at the onset of an attack saving the lives of many.

The way I see it, teachers and school administrators no longer have the luxury of sitting back with the “it’s not my job” mentality when it comes to being pro-active against an active shooter. Playing defense just doesn’t cut it anymore. Remember the mindset of most Americans about guns in cockpits pre 9/11? For those that think I’m smoking crack to even suggest a teacher should carry a firearm in school, a FOX News article published August 15, 2008 reported on the Harrold Independent School District, in the state of Texas that granted District approval for teachers with proper training to carry concealed weapons on the school grounds. District Superintendent David Thweatt linked “gun-free” school zones with the uprising of school shootings in recent years. Thweatt was quoted as saying, “When you make schools gun-free zones, it’s like inviting people to come in and take advantage.” Thweatt also said, “The naysayers think a shooting won’t happen here. If something were to happen here, I’d much rather be calling a parent to tell them their child is OK because we were able to protect them.”

A December 28, 2012 news article published by Reuters and picked up by US News profiled Utah teachers getting free gun training in response to the Newtown Conn. shooting. Over 200 teachers flocked to an indoor sports arena to for free firearms training. One of the attendees, Kasey Hansen, a special education teacher was quoted as saying, “I would take a bullet for any of my students, but if faced with a gunman I would rather be able to shoot back.”

The Utah Shooting Sports Council, who hosted the training, organized the event especially for educators after the Newtown shooting. The event drew interest from hundreds and the class attendance had to be capped at 200 due to the overwhelming response combined with space limitations. Another news article published Jan 15, 2013 by the website RedState reports that the Buckeye Firearms Association in Ohio offered free firearms training to 24 teachers. Only three weeks after the mass shooting

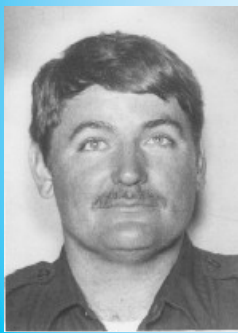
at Sandy Hook in Newtown Conn., they had received well over 1,000 requests from teachers and other school employees who expressed interest in attending the training.

We need more Kasey Hansen's and David Thweatt's in our schools. Superintendent Thweatt is proactive. Here is a guy that is thinking out of the box and who gets it. My hope is that common sense will prevail and the rest of the country will also get it.

If not, we will most certainly be swept away by the tidal wave of emotional debate that will fuel backroom political deals that will ultimately result in the disarming of the American people. This will do nothing more than to further erode the freedoms that we as Americans hold so dear. Sadly, this will do little to stop incidences of mass violence perpetuated upon our schools by mentally unstable people.

Fallen Heroes

Phoenix Police Officers



Phoenix Police Officer
Ken Campbell
January 29, 1984



Phoenix Police Officer
Bob Fike
January 8, 1986



Phoenix Police Officer
Scott Smith
January 3, 1997

LAW OFFICES OF MICHAEL NAPIER, P.C.

MICHAEL NAPIER has been representing Phoenix officers for over 36 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.

ANTHONY COURY has focused his 9 years of practice primarily on personal injury and wrongful death lawsuits in which he has served as plaintiffs' counsel. He has experience in cases dealing with dram shop liability, negligence, governmental claims and products liability including service as counsel on the litigation team for Phoenix Police Officer Jason Schechterle.

KATHRYN BAILLIE 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.

JAMES P. ABDO was born in Omaha, Nebraska. He earned his undergraduate degree from the University of Rochester in 1984 and his Juris Doctorate from the College of Law at Arizona State University in 1991. Mr. Abdo served as an Assistant Attorney General for Arizona before entering private practice as a partner at two major Phoenix law firms, where his practice focused on commercial litigation of all types. He has extensive experience both representing government bodies appearing before numerous state, county and city agencies in numerous licensing, procurement and labor/employment matters. His practice also includes the formation, counseling and representation of business entities, the drafting of a wide variety of real estate and other contract documents in addition to litigating disputes arising out of contracts.

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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PHOENIX LAW ENFORCEMENT ASSOCIATION

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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.

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