



PHOENIX LAW ENFORCEMENT ASSOCIATION

RECAP

azplea.com

FEBRUARY 2013

The Official News Magazine of the Phoenix Law Enforcement Association

23rd Annual TAPS Memorial Golf Tournament



Are you ready for the challenge? If you played last year you will remember the interesting pin placements on the greens. I will do my best to not let you down again this year and make this a worthy challenge. This year will test your strategy for your team score and challenge your skill on the contest holes. Good luck!!!!

This tournament was held in memory of Phoenix Police Motor Officer Pat Briggs, who was killed in a traffic accident on June 20, 1990, and Phoenix Police Motor Officer Beryl 'Wayne' Scott, who was killed in the same manner at the same location on Sept. 10, 2002. The name has been changed to honor all Phoenix Officers lost in the line of duty. A tournament benefiting T.A.P.S. (TUITION ASSISTANCE FOR POLICE SURVIVORS) was created in 1991 to forever remember our fallen officers. This is a college tuition reimbursement fund for survivors of deceased law enforcement officers.

TOURNAMENT DATE: SATURDAY April 20th, 2013

LOCATION: Wigwam Resort & Spa
300 East Wigwam Blvd.
Litchfield Park, AZ. 85340

CHECK-IN: SHOTGUN STARTS AT 7:30 A.M.
(CHECK-IN STARTS AT 6:00 A.M.)

PRIZES:

Tickets will be sold at the tournament for raffle prizes to be announced. Prizes awarded during lunch until they run out. *(So don't be late!!!!)*

COST:

\$100.00 per person, One-Round.

Includes: Greens fees, cart for every two players, collared golf shirt, unlimited range balls, a hot catered lunch, tee bag and other goodies.

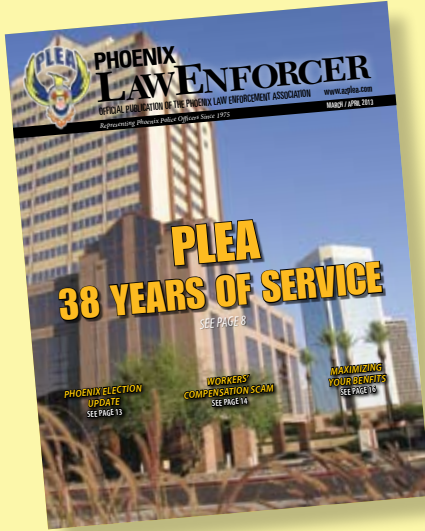
FORMAT:

Four-person Scramble, Best Ball format except that each player will be required to use 3 of their drives for the round, one of which has to be used on a par 3 hole. Best Ball format continues until your team holes out.

For entry forms and information, contact Melissa Sayban at (602) 246-7869 or email melissa@azplea.com



A New Look is Coming!



After 37 years of service as our monthly newsletter, PLEA will be taking the monthly *RECAP* to the next level. PLEA recently entered into a contract with 911Media in California to have them publish and distribute what will be the new *RECAP*. When it comes to publishing magazines and newsletters, 911Media is the preferred choice of numerous law enforcement associations across the United States.

PLEA members can expect to see a more professional and polished publication in their mailboxes beginning in March. The *RECAP* will undergo a name change and be called the *Phoenix Law Enforcer*, and will be a 24-page magazine. The PLEA Board has decided to transition from the standard monthly format in lieu of a higher quality, larger publication, which will be distributed every two months. This edition will be the last of the monthly *RECAPs*. The next issue will be the March/April edition of the *Phoenix Law Enforcer* in the new format.

One of the major differences in the new publication will be the presence of advertising, all of which will be handled for us by 911Media. Selling ad space will ultimately help defray expenses, which will allow us to produce a higher quality publication for you, our members, while keeping production and mailing costs about the same as we currently pay.

PLEA will still have the ultimate control of all content in the new publication. We encourage and welcome input and articles from members, though all submissions are subject to approval by the editor and editing for content and length. If you or someone you know is interested in advertising their business or services, have them contact the office so we can forward the information to 911Media.

PLEA would like to extend a heartfelt "Thank You" to graphic designer Bill Steele. As our current *RECAP* publisher, Bill has worked tirelessly for the past seven years to bring a quality product to the table. He has been a valued partner that PLEA will continue to work with for our other publishing and printing needs.

Look for the new issue of the *Phoenix Law Enforcer* in March!



FAREWELL TO OUR DEAR FRIEND & CO-WORKER YOUR PLEA FAMILY

On March 29, 2013 PLEA will bid farewell to JoAnn Gothard, our senior Membership Services Representative, who has been with us since August of 1996. After nearly seventeen amusing and quick witted years of full and part-time employment assisting PLEA Members with anything from cell phones, amusement park tickets and everything in between, JoAnn has decided to retire.

JoAnn started full-time with PLEA when our office was on 19th Avenue. As the years flew by, she gradually transitioned to a part-time status. When we moved into our current location, JoAnn happily and willingly took on additional responsibilities. Her expertise in creating holiday themes in the office throughout the year has warmed the hearts of many.

Having a special knack for decorating, JoAnn has created table centerpieces and props for numerous PLEA functions including installation dinners and luncheons, retirement parties, fundraisers, membership appreciation cookouts, and other events. JoAnn has used these same skills to wrap gift baskets, raffle prizes for the TAPS Memorial Golf Tournament as well as other gifts personalized with the PLEA touch.

JoAnn plans to spend her retirement continuing to spoil her thirteen grandchildren, spending time with family and friends, and making the world more beautiful wherever she goes. Congratulations on your retirement and THANK YOU for your service to PLEA, the members, and the community. You will be missed!



JoAnn



Joint PLEA/PPSLA Survey Coming!

Many of you may have heard rumors and rumblings about a survey in the works. PLEA and PPSLA are embarking on a cooperative venture to conduct a survey of all sworn personnel from the rank of Lieutenant on down.

The survey will focus on gauging the morale and leadership of the Department. The survey will be conducted by WestGroup Research, an independent, outside marketing and research firm.

WestGroup Research is a full service market research company and is Arizona's original and largest research firm. They were founded in 1959 and over the past 20 years, have established themselves as the Southwest's largest full service market research firm servicing clients across the nation. Here in Arizona they have done work for notable clients such as the Arizona Lottery, Valley Metro, SRP and the City of Phoenix to name a few. Sometime in mid-March, officers can expect to receive notices reminding them of the survey and encouraging them to participate.

Towards the end of March, employees will receive a letter at their home address from their respective Association. This will

contain a cover letter from the Association regarding the survey, along with a letter from WestGroup Research giving specific instructions on how to take the survey.

The survey will be web based. Participants will be directed to a website and be given a pin number that will allow for a one time completion of the survey. It is important to note that WestGroup Research will be the only entity with access to the survey data. Once the data is collected and analyzed, a final report with survey results will be provided to PLEA and PPSLA. The final report will not contain any identifying information that tie responses back to individual employees.

Once final results are in hand we anticipate requesting a meeting with upper level managers on the department to discuss the results prior to releasing them to the Unit 4 members as a whole.

When you receive your survey letter, please, let your voice be heard and take a few minutes to participate. Your input is important and of great value.

The survey will be web based.

PLEA Elections



Time flies and once again we find ourselves rapidly approaching yet another PLEA election cycle. Elections for PLEA Board positions are held every two years and the rules governing elections are enumerated in the PLEA By-Laws which are posted on the member's only section of the PLEA website.

The PLEA Board is comprised of 11 positions. Four are Executive Board or E-Board positions comprised of the offices of the President, Vice President, Secretary, and Treasurer. In addition to the E-Board, there are seven additional trustee positions.

Those persons wishing to run for office must have attended five monthly membership meetings or five monthly Board meetings. Members can also satisfy the requirement through a combination of monthly Board and membership meetings totaling five attended in separate months in the 12 months prior to the election which is May 1, 2013.

Persons running for office must come to the PLEA office and request a nomination petition for the specific board position they wish to run for. Petitions can be picked up at the PLEA office beginning March 1, 2013. Members must obtain signatures from 25 PLEA members and petitions must be turned in to the PLEA office no later than 1630 hours on May 1, 2013.

Once petitions are submitted, the election committee will verify the petitions and ensure that those persons on the petitions submitted are eligible to run. Ballots will then be printed and mailed to the membership. All ballots returned will be counted no later than the first weekday of August with new terms of office beginning on September 1, 2013.

Reaffirmation of the Oath of Office

by Ken Crane
PLEA Vice President



Cartoon reprinted with permission from the artist.

When the issue of reaffirming our oath of office came up shortly after Chief Garcia came to Phoenix I think most thought of it as a somewhat bizarre and frivolous idea. When it actually came to pass...well, the reviews were mixed to say the least.

First of all, I don't begrudge anybody who has the desire or feels the need to reaffirm his or her oath of office. It is a highly personal thing and as such, it rankles the skin of most when the new top dog rolls into town and starts out by saying that everyone will reaffirm their oath of office. This usually elicits thoughts like: "So it wasn't good enough the first time I took it?" "Did it wear out?" "Was there an expiration date on it?"

Our lives are marked with milestones of varying types. Some of these might include things like: a first date, the first time taking the family car out alone, high school and college graduation ceremonies, having a beer for the first time, voting for the first time, getting married, getting divorced, and the birth of a child to name a few. Of equal significance would be events such as taking an oath to serve in our nation's Armed Forces or the day we all raised our right hands to take the oath that made us official as police officers. These are events that tend to be indelibly etched in our memory. They carry great meaning and significance for us.

It is for this reason that many, upon hearing of the Chief's grand plan, thought it to be not only absurd but insulting as well. Many of us still carry vivid memories of the day we graduated and took our oaths of office. We remember our family members, friends and relatives who were present and we all remember whom we selected to pin our badge to our uniform for the first time. I believe most of us would describe it as a defining moment in our lives.

In an ENS published December 18th, 2012 titled Message From the Chief / Annual Reaffirmation of the Oath of Office, The word "will" was used no less than five times in order to convey to the men and women of the department that reaffirming the oath was anything but optional. This in turn generated calls to PLEA from concerned members wanting to know what would happen if they refused to participate. PLEA President Joe Clure contacted the Chief who ultimately got back to him stating that while not mandatory, the reaffirmation of the oath was highly encouraged

and that for those who did not wish to participate, there would be no discipline.

This was a drastically different message than that portrayed in the ENS message. In speaking with some members of the media, I equated the actions of the Chief with that of mandating a married couple to renew their wedding vows on a certain date and time. Renewing wedding vows is not a bad thing but it is also something that should not be undertaken lightly, unless both parties are in agreement and want to do it. When there is an attempt to force something of this nature on a person it makes any oath, promise, or affirmation nothing more than empty meaningless words spoken on command for someone else's benefit.

In a FOX 10 news interview done January 3rd with the Chief at City Hall the day of the event, a news reporter asked Chief Garcia if any other city was doing anything like this. The Chief stated: *"I think Phoenix will be the first Department in the US to do this." The Chief went on to state: "Later in the month I'm attending the Major City Chiefs Conference and I will brief Chiefs from all over the United States on why we did this and how important it is and I think you're going to see a trend across the United States, of department's following our trend."*

When the reporter asked what the initial response of the department was when the idea of reaffirming the oath was brought forward the Chief replied: *"At first it was kind of a stunned look because they take it once and the consistency is we only take it once, but once I explained it to them and actually did a video talking about my feelings and our spirit of service and equating it to kind of like the pledge of allegiance, they came to understand it and now they're excited about it."*

When I first heard these comments on the news segment, I was, to use the Chief's words, kind of stunned. I figured he must have been talking about Dallas officers that are excited because I sure as heck hadn't run into any Phoenix officers that were amped up about re-taking their oaths.

Those who didn't see the interview apparently didn't realize that once the Chief put things in perspective by explaining the reaffirmation of the oath in terms simple enough for a kindergartner to understand i.e., "like the pledge of allegiance", that everyone is "now excited about it." I'm wondering if all the excitement and buzz is what caused folks from the Department's command group and certain work units to have to be ordered to show up in order to give the appearance of a filled room.

The Chief's interview comments are telling. It would seem that the reaffirmation of the oath of office is more about getting his name on the map in the world of the Major City Chiefs Conference along with starting a national trend with his name attached to it than anything else. Pride in an organization only occurs if there is quality leadership. You can't order someone to have pride. It can only be instilled when those in the organization have confidence in the leadership. Pride and confidence doesn't come from reciting words on a piece of paper because someone else wants you to.

Maybe when the Chief can get past the eye wash and window dressing we can get down to addressing real issues facing the department.



PLEA is pleased to announce its partnership with Grand Canyon University, a premiere private university since 1949.

Grand Canyon University offers a variety of programs with emphases in Law enforcement and Public Safety. We offer several learning options including:

- Traditional degree programs offered at our main campus
- Evening programs offered at our main campus
- Evening programs at select off-site satellite locations
- 100% online courses

A 5% tuition discount is available to all PLEA members and their immediate family. To learn more about this scholarship and which program is right for you, contact Terry Campillo at 480-251-4078 or terrance.campillo@gcu.edu.

Fallen Heroes

Phoenix Police Officers



Phoenix Police Officer
Haze Burch
February 5, 1925



Phoenix Police Officer
Walter Stewart
February 19, 1952



Phoenix Police Guard
John MacInnis
February 23, 1976



Thoughts From the Front Lines. . .

by Ken Barton
PLEA Representative

Like many of my fellow officers out there, I am tired. I believe in the badge and truly believe that we are the thin blue line that protects the innocent from those that desire to cause hurt in this world. Unfortunately, the thin blue line is getting thinner. The thinning of the line correlates directly with an increase of those who possess evil intent to cause mischief. The world is getting worse, bigger natural disasters, more people that choose to hurt other people. Yet as a police department, we are getting smaller and smaller as the world grows darker and darker.

With this newest rebid, I am on a squad with just seven other officers. Scratch that; we are now at six officers because during our first week together, an officer broke his arm. The area that I cover is about 10 square miles. Whether the area is nice, or abundant with crime, it just takes one time for an officer to need a backup and minutes may as well be hours when help is needed. No matter where we work we have probably started to feel it... Tired... Tired of not having a break because calls always need to be answered and many times there are not enough officers to keep up with the need for help.

Eventually the public will start to notice the delays that get longer and longer when they call for police service. The more this trend occurs, the public will slowly lose faith and confidence in our abilities to be there for them when they need us the most. There are few things that people can put their faith in. My hope is that we can be a police department that provides hope for our community and hope that there will be enough good guys to keep

the evil of the world at bay.

We need more patrol officers. We need a thicker blue line to protect those that are in the community. My hope is that city leaders will understand the need to have more officers. My call to all of us as officers is that although we are getting tired, we must continue to strive for excellence in the way we perform our duties. We must act in the right manner because that is what our chosen profession demands of us as police officers. We must also find ways to help each other maintain the standards of excellence that are expected of law enforcement officers. Every time one of us falls short, our ability to control and overcome the evil we are sworn to defend against weakens.

It is not about what uniform you wear or whether you renew your oath of office yearly. I believe that we should never lose sight of the fact that there are many good people in the world and much of the time we may be the only one that takes a stand for them. Ultimately, it does not matter if you are the Police Chief or the front line officer. We are a family with a common goal of keeping evil at bay so that the good people of the world can continue to live in an environment protected from the constant threats coming from the criminal elements in society. Many people may or may not appreciate the sacrifices that have been made for their protection. Let me take a moment to thank each one of you for serving beside me, for being a part of my family, and for doing what is right no matter what situation you find yourself in. Thank you for your service.

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

Joe,
My sincere appreciation for PLEA
to be there for our officer! The again

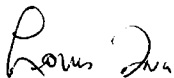
Dear Mr. Clure and PLEA,

Thank you so much for your kind donation to the fundraiser to benefit Officer Joe Ochoa. The evening was a huge success and we were able to present Officer Ochoa's family with some much needed assistance.

I am continually encouraged by the compassion and generosity of fine people such as you.

Please accept my sincerest appreciation.

With warm regards,



Louis Tovar, Commander
Central City Precinct

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.

You're Invited

On Tuesday March 12, the Phoenix Police Museum, located in Historic City Hall at 17 South 2nd Avenue, will be open to all active and retired Phoenix Police Officers from 11 AM to 3 PM. This is the 50 year anniversary of the arrest of Ernesto Miranda, whose original confession to the kidnapping and rape of a 17 year female victim was ultimately ruled unconstitutional by the U.S. Supreme Court. The resulting "Miranda Decision" is a concept that we as Police Officers are all familiar with. The museum is setting up a historical display with items related to this case. Active and retired Phoenix Police Officers may park in the parking garage at 305 West Washington and the museum will validate your parking ticket. The museum will be open to the public the next day for this display.

*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.*

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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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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