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Failure to Prepare

I think most people have heard the saying, “Failing to prepare is preparing to fail.” I first heard the saying when I was in the Marine Corps, and it rang true for several situations, but not all.

Criticism, unlike toilet paper and hand sanitizer, is currently abundant in our country. Some of the criticism toward the handling of the COVID-19 pandemic may be just and some may not, but let’s take a look at our situation in Phoenix.

I know it is extremely difficult to prepare for everything, but public safety should at the very least have the basics. When things got serious for us, what did we lack? N95 masks and hand sanitizer. Items normally taken for granted have suddenly become a hot commodity. Every patrol precinct had a deficit of these items and no one was on the same page as far as future supply was concerned. One assistant chief would say we had plenty, while another would say we had to order more. City Human Resources said we had everything we needed. This was not true, at least when this started. Regardless, police were still expected to perform normal functions in abnormal times, with or without personal protective equipment (PPE).

Conversations with other labor organizations in our city revealed they too were ill-equipped. So much so that some were willing to pay ridiculous prices for items that our employer should be providing when expecting their employees to work in dangerous conditions.

The example of the masks and sanitizer is only one picture in need of improvement should something like this occur in the future.

The preparedness of our Department directly affects the safety of our community.

What lessons were learned? PPE stock should be first on the list for police supply and should reflect accurate employee numbers for an extended period of time. PLEA may also be able to solve some of the problems in future contracts.

The preparedness of our Department directly affects the safety of our community, and I hope our City Council recognizes that.

Please stay safe and healthy. PLEA

CONGRATULATIONS

to the following PLEA members who won the March/April 2020 contests:

<table>
<thead>
<tr>
<th>Contest Type</th>
<th>Winner</th>
<th>Prize</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hidden Symbol Contest</td>
<td>Joel Kaminsky</td>
<td>$250</td>
</tr>
<tr>
<td>Serial # Contest</td>
<td>Sean Brininger, Shaylyn Grega, William Weber</td>
<td>$50</td>
</tr>
</tbody>
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MICHAEL “BRITT” LONDON
President
mlondon@azplea.com

The preparedness of our Department directly affects the safety of our community.
In the interest of the safety of our members and staff, the PLEA Executive Board recently decided to cancel PLEA’s Family Day event, originally scheduled for Sunday, May 3. We will evaluate whether it is feasible to host the event at a later date this year. We truly appreciate your understanding, and thank you and your family for your continued service to our community during these unprecedented times.

Stay safe and healthy.
TOBY SEXTON
Vice President/Grievance Chair
tsexton@azplea.com

VICE PRESIDENT’S
MESSAGE

Interviewing With EOD? You Need Representation

I know things have been a little challenging lately, having to work during the pandemic and creating an increased risk to your health and safety, along with keeping your family safe from what you are exposed to at work. Well, there is another challenging issue I need to bring to your attention that many of you may not be familiar with — the Equal Opportunity Department (EOD). EOD is an administrative investigative department in the City of Phoenix, separate from the police #10558 department, that is putting officers’ careers at risk with what I believe are some of the worst investigations I have ever had the opportunity to be involved with. One would think that if there were an investigative department that would be fair and include facts in an investigation, it would be EOD. Based on the EOD investigations I have reviewed, they are not fair or accurate and investigators do not even apply common sense in their investigative reports. There have been several investigations from EOD that have come back with sustained allegations of employee misconduct that do not have facts to support the conclusion, include inaccurate information and, in one case, false information.

As a City employee, you are required to participate in an interview with EOD when they call. You are also allowed to have a PLEA representative with you when you give that interview, regardless of whether you are a complaining, witness or subject of the investigation. Please make sure you call PLEA so that we can represent you during this process. EOD investigators do not record interviews and only take handwritten notes. Your PLEA representative will record the interviews (this has proven to be helpful when reviewing reports prepared by EOD). These reports are not like the ones you are used to seeing. They do not include the specific details we as police officers are used to including in our reports. In our review of audio recordings of recent interviews, PLEA has found inaccurate statements in the EOD report and challenged the conclusions. Currently, it appears we are having to challenge a majority of the EOD investigation due to serious factual inaccuracies.

The bigger issue is that Professional Standards Bureau (PSB) gets the EOD report with these incorrect conclusions and creates its misconduct investigation report based on EOD’s findings. That means the involved officer violated the City’s EEO standards and is therefore subject to an eight- to 24-hour suspension based off a bad EOD report. Our PSB has had a longstanding policy of not reinvestigating EEO complaints and accepting the findings regardless of the poor quality of the investigation and the incorrect information contained in the report. Recently, after PLEA met with executive management and brought these issues to their attention, we were advised PSB will begin investigating these complaints. Evidently, our Department leaders themselves are having issues with the quality of EOD’s investigations.

I wanted to bring this to your attention in case you get called down to EOD. You cannot trust they will do a good, accurate or fair investigation. If you are called to EOD at any time, regardless of what your involvement is in the investigation, call PLEA! We can assist you in the process and will record the interview (something they will not do). Since this is an administrative investigation, EOD makes it clear to say they only need a preponderance of evidence to sustain an allegation. The problem we have seen recently is there is no evidence to support the allegation, just personal opinions. I can’t emphasize how important it is to call PLEA for representation. Our MOU and ARS 38-1104 provide you with the right of representation, so take advantage of these rights that PLEA has fought hard to obtain for our members.
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RAFTWERK, a German band known as innovators and pioneers in the genre of electronic music, including synth-pop, released their eighth album Computerwelt (Computer World) in May 1981. One of my first memories of hearing their song “Nummern (Numbers)” was on a late summer Friday night. I was listening to New York City radio station 92.3 WKTU while heading south on the Garden State Parkway toward the Jersey Shore town of Lavallette, where I was going to hang out for the weekend. (Snooki, JWOWW and The Situation weren’t even born yet, and Pauly D was a year old.) The song’s lyrics, which are repeated in various combinations, consist of numbers ranging from one through eight spoken in eight different languages — German, Italian, Spanish, English, French, Japanese and Russian — while the musical track is pure synthesizer and drum machine.

I’m sure you’re asking yourself, “OK, Frank, where are you going with this one?” Well, let me tell ya. Over the past 12 years, dealing with the City when it comes to numbers is like listening to this song. Sometimes you understand what is being said, and at other times you scratch your head wondering, “What did I just hear?” For anyone who has been around for a while and works for the City, those of us here at the PLEA Office refer to this concept as “city math,” and there are usually two key times when it is used: during annual public budget hearings and at negotiations. In other words, initially City budget forecasts are always rosy. Those of us who reside in Phoenix read about it in our monthly water bills, hear about it via the City’s social media accounts and on Phoenix Channel 11. However, when budget meetings and negotiations roll around, suddenly there is doom and gloom about a lack of money and the perennial game of pitting public safety against community begins. Now that we find ourselves in the midst of the COVID-19 crisis, City Manager Ed Zuercher is already telling department heads to look into potentially cutting 25% of their respective department’s budgets to save money. One side effect of this current crisis is that you can plainly see what consists of “essential core services” as opposed to programs and amenities the City provides but aren’t essential to everyday operations. It also reinforces exactly which “essential employees” are absolutely necessary to provide these core services.

Let’s discuss City departments that produce revenue, including those that can’t be spent outside those respective departments, and departments that charge other departments for services. The Water Services Department is considered an enterprise, meaning that not only does it provide the services of supplying clean drinking water and treating wastewater, but it also charges fees for those services, and those monies can only be used in that department to repair, improve and replace critical infrastructure. The Aviation Department functions the same way. When you take the numbers of people who travel through Sky Harbor Airport, it shows a direct daily economic impact of $106 million! Portions of that revenue are what allows them to continually improve and update runways and terminals and expand the billion-dollar people mover 1 mile west to the Rental Car Center. The Public Works Department, which includes Equipment Management, not only collects trash and recyclables, but is also responsible for maintaining the City’s fleet of vehicles, including our unmarked vehicles and marked patrol fleet. Public Works charges residents a monthly fee for trash collection, and they also charge the various City departments for vehicle repairs. The $300 oil change and $10,000 engine replacement for a Tahoe you may have heard of are byproducts of that process. Talk about a

If you want a highly trained police department equipped with the latest technology, it costs money.
racket! Now as a disclaimer, I’m not putting this on the mechanics who do the work, because without them our fleet would not run; department heads make those decisions. The South Shop used to be a 24/7 operation, so if you needed a minor repair or tire change regardless of what time of day it was, it could be done without having to take a vehicle out of service and write it up. As part of cost savings, the City eliminated third and second shift, in that order, because it’s cheaper to pay a contract tow company to haul your vehicle back to the precinct so that you can swap out vehicles and the precinct mechanics can do the repairs during their normal shift. The Parks and Recreation Department would charge the Police Department for landscaping work done at the various precincts, substations and training facilities. A few years ago, in the midst of a budget crunch, one Academy staff member found out it was cheaper to outsource the work by hiring a contractor.

When it comes to the City’s annual budget, you will often hear that public safety accounts for the largest amount of general fund expenditures. This is a factual statement because it is one of city government’s primary functions. If you want a highly trained police department equipped with the latest technology, it costs money. Unfortunately, even when the Department asks for end-user input regarding choices of equipment or software to do our jobs, sometimes it’s as if nobody’s statements counted. A prime example is

Continued on page 10 »

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Anthony Silva, CFP®
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the disaster known as RMS (Records Management System), affectionately known as “our mess,” and for good #9767 reason. Despite concerns expressed from the beginning, the City went ahead and purchased it. When it finally came online in 2015, the City spent $30 million for the initial program and necessary network infrastructure to support it. Five years later, after the initial costs and spending thousands of dollars troubleshooting and trying to fix it, it’s still a disaster. When we screw up, we have to admit it, but why don’t we ever hear that from our City leaders when they make bad decisions?

What about sworn personnel numbers? While police staffing has been a sore issue due to the six-year hiring freeze, PLEA has aggressively challenged the City regarding sworn officer staffing. At our peak in 2008, the total number of sworn personnel on the Phoenix Police Department was 3,388, and our population was 1.579 million. Shortly after the Great Recession, City leadership decided to stop hiring police officers to save money, and we didn’t start hiring again until 2015. During that time, they also decided to defer pension debt, and in 2017 the Phoenix City Council approved a plan to extend the payment plan for pension debt out to 30 years from 20 years due to unfunded pension liabilities of $2.1 billion! From 2015–2018, 12,858 people took the written test to become Phoenix police officers, 5,788 turned in background packets and a total of 1,069 were hired. Keep in mind that City Manager Zuercher’s July 1, 2018, goal was to have a total of 3,125 sworn officers because it “was what we could afford” versus what we needed for a city of our population and geographical footprint. It should be noted that we have yet to meet that goal for two straight years! At this time last year, our population was estimated to be 1.632 million, and we had a total of 2,897 sworn employees; 50 had to retire due to DROP and 635 were eligible to retire and could walk out the door at any given time. At the time I was writing this article, we had a total of 2,927 sworn employees; 50 have to retire this year due to DROP, more than 850 are eligible to retire and, to look at the bigger picture, more than 1,200 officers can retire within the next four to five years.

The kicker: Phoenix is the fifth-largest and fastest-growing city in the country, has an estimated population of 1.66 million and has estimated unfunded pension liabilities of approximately $2.5 billion. As time goes on with the current COVID-19 pandemic, it will be interesting to see what happens since projected revenues are already down. Many of the businesses, which generate those revenues through sales taxes, have been forced to close while others have limited hours. While I did mention a slow population growth over the past decade, there is massive development going on citywide. Raw desert and former farmland are being turned into residential and commercial property, and there are infill projects all over the city. At the beginning of February in the downtown area, there were 14 high-rises under construction, with nine more in the permitting process. Many of these are residential properties, and as they are completed, we should see a massive population spike, because we have heard most of them are sold out before the interior paint has dried. At some point in time, the residents who live in these communities and the businesses they will patronize will need police services, but at the rate the Phoenix Police Department is growing, they too will be forced to get in line and wait for us to respond. PLEA
Candidates who submitted petitions to run for the three trustee positions, secretary or treasurer must submit to the Election Committee a photo and election statement of no more than 500 words for electronic publication by mid-May.

Ballots will be electronically distributed on Wednesday, July 1, and voting will end on Tuesday, July 7. On Wednesday, July 8, ballots will be counted and election results will be announced.

The new PLEA Board members will take office on September 1.

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The City of Phoenix and its management are required to provide certain core services to its citizens. Public safety, waste management, adequate streets and water services are some examples. These core services are why we pay taxes. Dictionary.com defines "core" in many ways, and one is "the central, innermost or most essential part of anything." Based on this definition, the core services of the City are essential and need to be provided adequately regardless of cost.

For the past 12 years since the Great Recession, City leadership has treated public safety more like a peripheral entity rather than a core service. If the Police Department needs to replace worn, inefficient equipment, build new facilities or refurbish old ones or add manpower to provide a high level of service to our citizens, we typically are met with negative responses, including "we don't have funding for that" or "to accomplish that, we would have to impose or raise taxes." This is backward thinking. If you accept the premise that public safety is a core service, then the Police Department needs to be funded in such a way that it provides our citizens the best customer service without making us out to be the bad guys, which has been the case every year during budget reviews. The public should consider it unacceptable to wait hours for an officer to respond to a traffic collision or to take a lower-priority report. Citizens have a right to have this core service be properly staffed and funded to provide quality service in a timely manner. As we have seen every year, because of the diminished manpower issue that we seem unable to overcome, the City continues to fall woefully short of where the level of service should be for a city of our population and geographical footprint.

One only needs to look at the current situation in which we find ourselves with the COVID-19 pandemic. While police officers have been identified as "essential personnel" by not only the City but the federal government, our police officers are, for obvious reasons, not afforded the opportunity to telework like other City employees. In fact, as a general rule, the City chose to exclude us from a portion of the Families First Coronavirus Response Act (H.R. 6201), despite other cities, like Glendale, including its first responders. As much as City leaders would like to, it is difficult to define what we do as police officers as anything but a core service.

Why do we continually struggle year after year to keep public safety funded? One glaring example of the City's misplaced priorities is and has been the light rail system. The vast majority of Phoenicians never wanted the light rail; it was initially forced on them. Last year, there was pushback from a group of business owners who will be affected by the southern expansion of the right of way along Central Avenue. Proposition 106, an attempt to end all future light rail expansion, made it on the ballot but was defeated by voters. More people than not ride the rail for free due to there being no solid system in place to ensure those who ride, pay. 2017 estimates we had received from the City indicated the cost to construct 1 mile of light rail was $150 million, and at the time it cost an estimated $3 million per mile per year to maintain. Maybe this is why Glendale made it known in no uncertain terms that it did not want the Phoenix light rail running through its city. Unlike Phoenix, Glendale seems to be smart enough to understand that the cost to maintain each mile would far outweigh any financial gain.

If public safety truly is a core service, there should be no need to create a funding source to staff and supply equipment. Save those "funding sources" for extra items in the community. It’s not that libraries, pools and retirement centers aren’t important, but if they are important to the community, then ask them to approve a funding
source above and beyond what is earmarked in the general fund to provide for them.

The City has proven time and again it is a master at pitting citizens against cops and firefighters by forcing citizens every contract cycle to choose between public safety and amenities important to them. This was clearly evident in our 2019–2021 contract negotiations where we were told that while employees needed to be made whole after nearly a decade of concessions and no raises, the City also felt that the citizens needed to be made whole as well. In other words, as we’ve heard time and time again, “Well, we can give you a raise but if we do, we’ll have to shut down or reduce access to swimming pools, parks, libraries and senior centers.” Tactics like this are unacceptable because they do nothing more than drive a wedge between public safety and the citizens we serve by making us out to be the bad guy. When you combine this with the anti-police sentiment we’ve seen pushed by a vocal minority percentage of the community and shown by our mayor and the majority of our City Council, it’s a tough obstacle to overcome.

City management should change how it sees and prioritizes #8486 core services. If it did, you would not hear another word about manpower shortages and see police equipment on the back of tow trucks with an officer out of service.

Fund the core first; the rest is extra.

As always, if you have any questions or comments, I can be reached at the PLEA Office or by email at dkriplean@azplea.com.
Honoring Our Fallen Heroes

PLEA honors the Phoenix Police Department officers and K9s who have made the ultimate sacrifice in the line of duty. They will be remembered alongside their brothers and sisters in blue across the nation for their bravery and courage.

WE WILL NEVER FORGET

Officer Patrick O. Briggs
EOW: June 20, 1990

Sergeant John Wayne Domblisky
EOW: July 26, 1990

Sergeant Danny L. Tunney
EOW: July 26, 1990

Officer Leonard L. Kolodziej
EOW: September 4, 1991

K9 Dax
EOW: October 20, 1994

K9 Hunter
EOW: April 17, 1996

Sergeant David Martin Kieffer
EOW: May 21, 1997

Officer Marc Todd Atkinson
EOW: March 26, 1999

Officer Goelet Alessandro Carlo Beuf
EOW: November 1, 1999

Officer Beryl Wayne Scott Jr.
EOW: September 10, 2002

Officer Donald Ralph Schultz
EOW: May 12, 2004

Officer Eric James White
EOW: August 28, 2004

Officer Jason Alan Wolfe
EOW: August 28, 2004

Officer David Christopher Uribe
EOW: May 10, 2005

K9 R.J.
EOW: August 13, 2005

Officer Paul Robert Salmon
EOW: November 29, 2005

Officer Travis Paul Murphy
EOW: May 26, 2010

Officer Daryl Michael Raetz
EOW: May 19, 2013

Detective John Hobbs
EOW: March 3, 2014

Officer David Van Glasser
EOW: May 19, 2016

K9 Bane
EOW: April 17, 2018

Commander Greg Carnicle
EOW: March 29, 2020

Officer Haze Burch
EOW: February 5, 1925

Officer Walter H. Stewart
EOW: February 19, 1952

Officer Albert R. Blahm
EOW: December 28, 1970

Officer Dale C. Stone
EOW: December 28, 1970

Officer Clay Quincy Haywood
EOW: November 22, 1971

Officer Kevin W. Forsythe
EOW: September 7, 1984

Officer John A. Robertson
EOW: November 19, 1984

K9 Yager
EOW: January 1, 1986

Officer Kenneth L. Collings
EOW: May 27, 1988

Officer Robert T. Fike
EOW: January 8, 1986

K9 Top
EOW: March 13, 2007

Officer George Valentino Cortez Jr.
EOW: July 27, 2007

Officer Nicki “Nick” James Erfle
EOW: September 18, 2007

Officer Shane Cory Figueroa
EOW: October 25, 2008

Officer Paul Rutherford
EOW: March 21, 2019

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For the past 45 years, PLEA has been unwavering in its mission of promoting the law enforcement profession while securing and protecting the rights and benefits of its more than 3,000 members.
I
n 1992, I landed my dream job, and after 13 years, I was finally assigned to the Homicide Unit. Looking back on it, I will say the selection process was quite thorough and extensive.

I had previously worked undercover for seven years in the Northside Street Crime Unit, and after that it was the Gang Investigations Unit and then onto Assaults. Knowing that I needed death-investigation experience, I decided to fully prepare myself by working Night Detectives for a couple years prior to applying for Homicide. I studied everything I could find on death investigations for about three years before doing the homicide detective process. While in Night Detectives, I volunteered for many cases knowing they might better prepare me for Homicide.

In 1992, when I walked through those doors at 620 W. Washington Street for my first day in Homicide, I was still woefully unprepared for what was about to happen. My life would be turned upside down for the next two years while I responded to a record-setting murder rate, which ballooned to 249 homicides that first year. Being the rookie, I responded to a good portion of those murders. The thought process was that in order to gain experience, a new detective needed a MASH-style work overload before carrying his first case. It didn't take me long to realize that I had an awful lot to learn.

Along with my fresh cases, I started looking into some of the many unsolved cases going back to the ’50s; however, there were many from the ’60s and quite a few from the ’70s. At first, this was just something I wanted to do, but as time went on, it turned into a full-time job.

The first cold-case squad was just me and the infamous Frank “Chappo” Chavez. We were supervised by Sergeant Jim Givens and Lieutenant Sherry Kiyler. Things started very slow. I solved a few of my fresh cases during my first and second year, but I did not have much luck on the old “cold” cases. In 1993, while in trial on several fresh cases, all the work I had sunk into several cold cases from the ’70s began to pay off. I was traveling all over the country on my days off from court and actually made a couple cold-case arrests. Needless to say, I was a very busy detective.

One of my more memorable ’70s cold-case investigations involved a suspect named Jonathan Treadaway. He had been suspected of molesting and murdering several children. Eventually he was arrested in the Brett Jordan case, where he was convicted and sentenced to death row, only to have his conviction thrown out. He was set free and remained on the streets of Maryvale for 15 years. I chose to work one of those unsolved cases — the murder of Doris Morris.

First, I gathered all the reports and pulled all the property out of impound, then resubmitted all the biological evidence from all the cases for DNA analysis. The Phoenix DNA lab was not up yet, so I sent everything to Colleen Profit at the state DNA lab. Profit was able to obtain suspect DNA on the Morris case and the Jordan case. As mentioned, the Jordan case was the one case that previously had been charged and went to trial in the ’70s. Treadaway was found guilty and sent to death row. However, his family had hired John Flynn, the premiere #10797 defense attorney in Phoenix at the time, who filed numerous appeals and was successful in having the main evidence against Treadaway suppressed. Treadaway was
acquitted in a retrial without the evidence and was subsequently released from prison.

Treadaway was also a suspect in the molestation and murder of Doris Morris, where Jon Sellers was the case agent and had put many hours into the case. I wanted so badly to work with him but was told to stay away while one of my fresh cases, the Charles Gold “Black Bart” case, was going to trial. Sellers was the defense investigator on the Black Bart case. Back in the ‘70s, Sellers did exemplary work trying to solve the Morris case, but without an eyewitness, fingerprints or a confession, the case would go nowhere.

While the Black Bart case was on a day off from trial, I got called out to a West Phoenix McDonald’s restaurant, where plain-clothes detectives (SAU), at my direction, had followed Treadaway. They observed him smoke a cigarette while watching the children play in the PlayPlace area. As soon as Treadaway left the restaurant, the detectives smartly secured the table where he had been sitting and waited for me. I retrieved the cigarette butt from the ashtray. This was a stab in the dark, but I knew that a person’s mouth is full of epithelial cells that carry DNA. I submitted Treadaway’s cigarette butt to the lab. About two months later, the results came back. Treadaway’s epithelial cells were extracted from the cigarette butt, and his DNA was obtained. This DNA profile matched the Morris case and was included in the DNA from the Jordan case. This was great, but I knew that the DNA sample from the cigarette butt was not good enough to go to trial on, and that I would have to obtain Treadaway’s DNA in a more controlled medical lab blood draw via court order.

After receiving this news, I located and went to see Mrs. Morris first. She was very excited and depressed at the same time. She wanted me to call Sellers because she knew how hard he had worked on the case. I didn’t, but now wish I had.

On June 20, 2017, almost 20 years later, and more than 40 years since the murders occurred, I sat down with Sellers for the first time and debriefed him about all the details of the reinvestigation of the Morris homicide. He told me that the Morris case was the one case he wanted to continue working after he left; he wanted it solved more than any other case. We spent most of the day together meticulously going over every detail of my and his investigations. Even in his advanced age, Sellers is still sharp as a tack and remembered unbelievable details of the case.

There was no new trial for Treadaway. Several weeks after the DNA match was made, I had a search warrant to obtain identifiable evidence (DNA) and had him under surveillance again. After sitting on his house for about a week, a plain-clothes officer (SAU) made contact at the house. An employee at the home said that Treadaway had recently (in the past week) died from a very painful stomach and/or liver ailment. Before I could get to the hospital, they destroyed his blood samples.

I truly believe that someone else wanted Treadaway — someone a lot bigger than me or our court system. The timing was too incredible. I’m sure that his punishment was much worse than anything the courts could do to him.
Phoenix Police Commander Greg Carnicle, a 31-year veteran of the Department, was a lifelong Phoenix resident and graduate of Cortez High School. He began his career with the Phoenix Police Department in June 1989, graduating as a member of Phoenix Regional Police Academy Class #221 in October of that year. During his time as a patrol officer, he worked in the Maryvale and South Mountain Precincts before promoting to sergeant in 1995, where he initially worked in the Squaw Peak Precinct, now known as the Mountain View Precinct. Carnicle went on to work in the Downtown Operations Unit, Community Relations Bureau and Property Crimes Bureau. In 2004, he promoted to lieutenant and worked patrol in the Central City and Cactus Park Precincts before moving to the Tactical Support Bureau, where he oversaw the Special Assignments Unit and K-9 Unit. In 2012, Carnicle transferred to the Professional Standards Bureau and also oversaw the Laboratory Bureau before promoting to commander in 2015. As a commander, his first assignment was the Desert Horizon Precinct, and he then moved to the Property Management Bureau. In June 2019, he requested to be transferred to the duty commander position, known as “Car 4,” where he oversaw citywide weekend overnight patrol operations.

On Sunday, March 29, Carnicle was shot and killed while he and two other Phoenix police officers were responding to a domestic disturbance call involving several roommates at a north Phoenix home. Carnicle was going to retire in October. He was a family man who loved his wife of 30 years, his four adult children — three daughters and a son — and four grandchildren, with two more on the way. He had a lifelong love of baseball and coached his son’s little league team as well as his grandson’s team.

After the incident, Carnicle’s family provided the following statement to the Department: “There are literally no words that can properly convey the incredible man our husband and father was. He was a selfless man who was always there for a neighbor, a friend, his brothers in blue, but mostly his family. He dedicated his life to serve, protect, provide for, and love us. He was truly our hero and always will be. He touched many lives and many hearts have now been broken. We are beyond thankful for our community. We appreciate the outpouring of kind words and we hear your prayers. We know he will live on through the character and love he built in our family. We are strong because of him and we will do our best to live to the fullest to honor him.”

The community suffered a great loss on March 29.

Fundraiser Draws Support From Community

Creativity was key in gathering the community to pay tribute to Carnicle; however, initially, we were not entirely sure how this would be accomplished amid the pandemic. Fortunately, Chick-fil-A Deer Valley reached out and asked how they could help serve. They stepped up and offered to host a drive-thru fundraiser to benefit the Carnicle family.

On March 31, PLEA Charities set up a tent and donation box not knowing what the turnout would be but hoping for the best. The community, along with Chick-fil-A Deer Valley, raised over $36,000 for the Carnicle family.

While this was different from our traditional fundraiser cookouts, the community showed up in full force. Cars backed up to the Loop 101 in all directions. Community #7843 members waited almost two hours to make donations and purchase food at the height of the day. Others drove long distances to pay their respects and drop off a donation. Chick-fil-A Deer Valley also generously donated 20% of food sales to the Survival Assistance fund benefiting the Carnicle family. Heartfelt thank-yous were given and tears were shed from those who came out to show their support.

Although we asked people to remain in their vehicles, the love for Carnicle and Phoenix police was still felt and embraced by all. Jeff Myles, owner of Chick-fil-A Deer Valley, said it was their busiest day ever and that he was overwhelmed by the community’s generosity. The community wrote messages of hope, love and gratitude to the fallen commander’s family on paper hearts, which were put on display for the day. The hearts, along with cards, gifts and the donations, will be presented to the Carnicle family.

It is never easy to lose an officer, but we will always back the blue, and it was shown during this event that the community does, too! We recognize the risk our officers take everyday to protect and serve the community, and we will never forget the sacrifices they make to keep us safe. Thank you for your service, Commander Carnicle.
PLEA Charities is a 501(c)(3) nonprofit organization that strives to promote the positive image of law enforcement and enhance the quality of life in our communities by helping police officers in need as well as assisting organizations and individuals within the communities we serve. PLEA Charities supports various programs including Back the Blue officer support, Back to School Drive, Cadet Scholarship, Shop With a Cop and other community needs.

Register today at www.pleacharities.org.

For sponsorship opportunities, customized packages and tournament information, contact Cassandra Jarles at (602) 246-7869 or cassandra@pleacharities.org.
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

Welcome, New Members!

Brandon Bailey-Garcia
Geena Bowles
Jacqulynn Cassey
Erik Cisneros Herrera
Zane Coolidge
Tyler Cottrell
Daniel Czapinski
Benjamin Davies
Paul Guerrero
David Guliano
Chris Hendershot
Djon Johnson
Joshua Johnson
John Jones
Bryce Lugviel
Thomas Millen
Matthew Montani
Ryan Moser
Ryan Muzzy
Rebecca Nathan
Chase Neely
Ginarro New
Peyton Pehrson
Andre Pelletier
Mark Pereboom
Scott Ratcliff
Andrew Rusnac
Matthew Scala
Kevin Timothy
Benjamin Vandenberg
Francisco Villegas Gonzales
Cody Walton
Emilie Wojtowicz

JOIN US on Thursday, June 11, at 10:30 a.m. 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.
AVOID the PERILS of PROBATE

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?

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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 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.

Now There Are 500 More Reasons Why It Pays to Read

PHOENIX LAW ENFORCER

This issue contains TWO ways to win your share of $500 CASH!

GIVEAWAY #1
ONE $250 PRIZE
Members who find the hidden © 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 June 10, 2020, to be considered eligible. Telephone entries will not be accepted. Visit our website for more details.

GIVEAWAY #2
FIVE $50 PRIZES
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.)

For so many reasons, it pays to read Phoenix Law Enforcer.

This giveaway is open to PLEA members only. You must be 18 or older to win.
Phoenix Law Enforcement Association Charities presents the 2020

Police Officers' Ball

October 24, 2020
Pointe Hilton Tapatio Cliffs Resort

COCKTAIL HOUR 6 P.M.

Dinner & Dancing to Follow

TICKETS: $95 Each or $900 For Table of 10

To purchase tickets, please visit: plecharities.org

All proceeds will benefit PLEA Charities, a nonprofit 501(C)(3).

Providing for Police, Caring for Community
In 1994 Ardy Jorjani graduated from college and moved to Phoenix to work for the Phoenix Police Department and to take advantage of the Valley's booming real estate market. Since then, he has put his enthusiasm, integrity and unrelenting work ethic to work as a Real Estate Advisor and continues to use his vast experience and creativity to assist clients with making their financial and retirement dreams come true.

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