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PHOENIX LAW ENFORCER

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PRESIDENT'S MESSAGE



MICHAEL "BRITT" LONDON
President
mlondon@azplea.com

I want to thank those of you who were able to take the time to come to the PLEA Office or attend virtual meetings explaining the proposed contract.

A Big Team Win

By the time you read this, our contract, or memorandum of understanding (MOU), with the City of Phoenix for fiscal years 2021–2023, will have been presented to and passed by the City Council. I want to thank those of you who were able to take the time to come to the PLEA Office or attend virtual meetings explaining the proposed contract.

This contract not only provides for increased compensation, equipment stipends, trainer pay and more, but it is representative of community concerns, taking steps to address issues our City thinks are fair.

Our profession is changing. All it takes to see this is a quick glance at web news. Politicians are making new laws governing police practice, and municipal employers are modifying police policy. Read about some of the changes in our nation's largest police departments or federal proposals on universal police policy, and you will have a good idea of what seems to be inevitable. Change can be difficult, and particularly so when policy and practice have been the same for years, but it does not have to be bad.

Police reform is being seen everywhere, and the focus on Phoenix has intensified in the past three years, most likely because we are the largest city in the Southwest United States, and we have no formal office of oversight and are not under DOJ control. To us, the initial thought of changing any existing policy was absurd. "If it ain't broke, don't fix it." That argument was not enough for our elected officials, but more importantly, it was not enough for our community. Through polling, community meetings and input from our community partners, PLEA learned that most Phoenix residents support our Department, agree that we provide professional service, think we need more officers and want #9904 more transparency with the policies and

procedures that allow us to enforce laws in the City of Phoenix.

I think most of us understand that we work for our community and have no problem with the flexibility needed to be a government employee. We should have understood that when applying for the job of a police officer, public scrutiny is just a part of the package. Problems do arise when we are treated unfairly for doing what we are trained to do, being accused of an action we did not commit or following a policy that we did not make. There is a difference between making a mistake that can be corrected and committing a crime, and we know that our membership is unafraid of an honest look at honest actions.

The 2021–2023 MOU continues to provide the same due process rights that Unit 4 members are familiar with, and this is the most important part of the contract because it ensures procedures that account for fairness in discipline procedures, should you find yourself the subject of an investigation for a policy violation.

PLEA has built a reputation advocating for Phoenix police officers. We have turned those efforts to educating our community partners on the realities of being a police officer and the effects of policy on us and our families, and we are having great success. The positive relationship we have with our community as a police association will only serve to help us obtain fair policy for the future generations of Phoenix police officers. **PLEA**



VISITOR GUIDE

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VIEW VIDEO



VICE PRESIDENT'S MESSAGE



TOBY SEXTON

Vice President/Grievance Chair
tsexton@azplea.com

Please call or stop by so we can discuss the exciting benefits you get as a PLEA member.

Benefits, Benefits and More Benefits

Being a PLEA member comes with benefits. *I'm talking about all PLEA members, including retirees, associates, and of course, active officers.* Some of these benefits are exclusive to PLEA members. Your membership has always included wills, deeply discounted phone plans, discounts to entertainment places, travel, supplemental insurance, financial advisors, discounts on trusts, real estate, personal injury representation and many other things. At times, some of us at PLEA must attend seminars and training in locations outside of Arizona. At these places, at times, we talk with representatives offering many different services. At the latest seminar we attended, we met representatives offering some very good benefits for police officers and their families. Some of the new contacts and benefits we came across are:

- **Lending to Heroes.** A mortgage lending service that offers *no* application fee, processing fee, underwriting fee, commitment fee or lock-in fee.
- **CrossCountry Mortgage.** Another lending service that offers police officers *no* application fee, processing fee, commitment fee, document prep fee or underwriting fee. They are also licensed

in all 50 states and have a program for construction loans with land purchase when building your own home or vacation home.

- **PMA USA Washington National.** A supplemental insurance company that offers its products to PLEA at a rate exclusive to PLEA members. Washington National provides our entire membership in good standing (including active, retirees and associate members) with a *free college benefit*. Yes, it is a *free college benefit* for you, your spouse, children, stepchildren, grandchildren, step-grandchildren, siblings, nieces and nephews. This is a free online college from an accredited college and university with no tuition fees, book fees — or any fees. There are two-year degree programs #9577 along with some bachelor's degree programs that are totally free for just being a PLEA member. This benefit is exclusive to PLEA members, and no other police labor group representing Phoenix officers will have this benefit. This a very exciting benefit.

Please call or stop by so we can discuss the exciting benefits you get as a PLEA member. **PLEA**

CONGRATULATIONS

to the following PLEA members who won the March/April 2021 contests:

Hidden Symbol Contest (\$250)

Mickey Martin

Serial # Contest (\$50)

Paul Brown
Brian Guertin
Christian Ortiz Cota

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TREASURER'S REPORT



DARRELL KRIPLEAN

Treasurer

dkriplean@azplea.com

*The best part
is that the
Vincere Cancer
Center offers
a thorough
screening,
complete with
a body scan
MRI and lab
work, for free.*

Take Advantage of This Incredible Benefit

While COVID-19 has understandably been at the center of the dialogue concerning officer health and wellness throughout the past year, it's important to remember the devastating effects cancer continues to have on law enforcement officers around the country. First responders have a significantly higher chance of succumbing to cancer compared to the general population due to high stress, toxic exposures and other factors. For this reason, I want to inform our members about the Vincere Cancer Center, which offers a first responder screening program that has helped countless police officers since it was established in 2018.

The program was created by Dr. Vershalee Shukla after research she conducted showed that cancer diagnoses had reached an epidemic level among first responders. As a result, Dr. Shukla and her team of doctors have made it their mission to help our members overcome the fear and uncertainty that comes from a possible cancer diagnosis. The best part is that the Vincere Cancer Center offers a thorough screening, complete with a body scan MRI, CT scan and lab work, for *free* (must be enrolled in an active City health insurance plan). This #6522 free screening also allows members to meet with Dr. Shukla and her team to ensure all questions and concerns are answered. All you need to do is visit vincerecancer.com/screening to fill out a short form. Within one business day, you'll be contacted about setting up an appointment. (Please note, this is



currently not available to our retired members due to agreements between Vincere Cancer Center and the City of Phoenix.)

Of course, if a more comprehensive screening is needed afterward or you are referred out to a specialist, normal co-pays would apply. Your health is their absolute top priority, and these are some of the best medical professionals in the state.

This incredible program is a huge benefit to the men and women of the Department, so please don't hesitate to get in touch with the Vincere Cancer Center today at (480) 306-5390 or by visiting vincerecancer.com. The center is located in Scottsdale at 7469 E. Monte Cristo Ave.

Even if you feel perfectly healthy and believe a cancer diagnosis could never happen to you, do your loved ones a favor by taking this opportunity to schedule a free appointment. With most any medical issue, the earlier it is detected, the better the chance of beating it. As always, if you have any questions or comments, I am available at the PLEA Office via phone or email at dkriplean@azplea.com. PLEA

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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 Haze Burch
EOW: February 5, 1925



Officer Walter H. Stewart
EOW: February 19, 1952



Officer Albert R. Bluhm
EOW: December 28, 1970



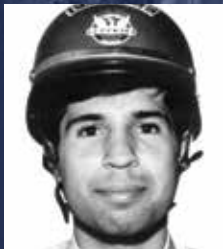
Officer Dale C. Stone
EOW: December 28, 1970



Officer
Clay Quincy Haywood
EOW: November 22, 1971



Officer
Michael D. Hemschmeyer
EOW: November 2, 1973



Officer Gilbert R. Chavez
EOW: June 16, 1975



Police Guard John F. MacInnis
EOW: February 22, 1976



Officer
Arthur E. Del Gaudio Jr.
EOW: April 22, 1976



Officer Ignacio G. Conchos
EOW: July 1, 1982



Officer John R. Davis Sr.
EOW: August 6, 1982



Officer Kenneth E. Campbell
EOW: January 29, 1984



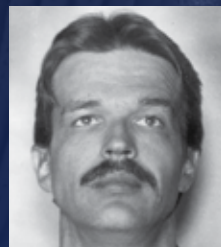
Officer Errol C. "Rusty"
Hawkins
EOW: April 24, 1984



Officer Robert L. Polmanteer
EOW: May 4, 1984



K9 Roscoe
EOW: July 13, 1984



Officer Kevin W. Forsythe
EOW: September 7, 1984



Officer John A. Robertson
EOW: November 19, 1984



K9 Yeager
EOW: January 1, 1986

PLEA Charities is a 501(c)3 and 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.

Back the Blue

Services are provided to active and retired police officers in times of need. Support includes: line of duty deaths, line of duty injuries, non-line of duty injuries, officer family support and more.

For more information or to donate visit: pleacharities.org



Officer Robert T. Fike
EOW: January 8, 1986



Officer Kenneth L. Collings
EOW: May 27, 1988



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



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 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



Officer Paul Rutherford
EOW: March 21, 2019



Commander Greg Carnicle
EOW: March 29, 2020



Phoenix Law Enforcement Association

Representing Phoenix Police Officers Since 1975

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.

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AND THEIR CHILDREN.

Date: May 16, 2021

Where: Main Event-Avondale
10315 W McDowell Rd

Time: 9am-2pm



To R.S.V.P:

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May 1, 2021
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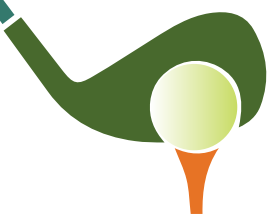
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PLEA Member Rudy Peru and his sons came out victorious for the second straight time at the Fallen Officer Memorial Golf Classic.



FALLEN OFFICER MEMORIAL GOLF CLASSIC

PLEA Scores a Hole-in-One at Annual Event



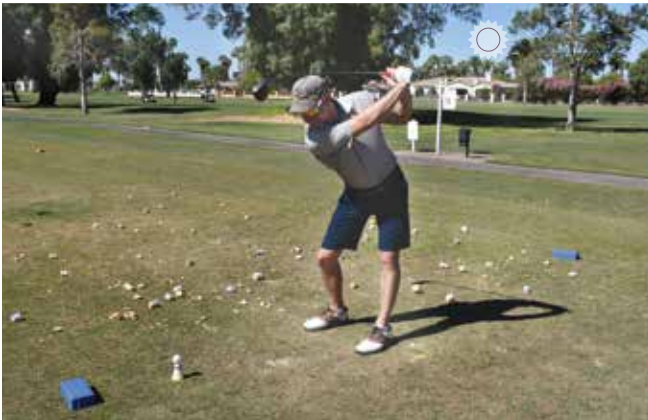
On a recent sunny Saturday afternoon, 300 PLEA members teed off at the annual Fallen Officer Memorial Golf Classic at Wigwam Resort & Spa in Litchfield Park. The event, which raised much-needed funds for PLEA Charities, was a massive success and a welcome return to form after COVID-19 and election conflicts forced the tournament to be postponed last year.

The full-capacity event featured a new and exciting tee box and putting events, fun prizes and a catered lunch. Rudy Peru and his three sons once again brought their A-games by winning the tournament for the second straight time. “We put the ball closer to the pin more frequently and had no bogeys,” Peru says. “It always makes it nice and easy having most shots close to the hole and good putts.”

The team’s strong day on the course was highlighted by “scoring an eagle on a par-4,” says Peru, whose first shot that hole landed just seven feet from the cup.

While the victory was certainly sweet, the best part for Peru was spending time with his sons and contributing to a great cause. “I have attended this tournament every year since I can remember, and I really enjoy the time I get to spend with my three boys — time spent with my sons is most important,” Peru says. “The event also brings people together and builds camaraderie. It is a great event that not only honors fallen officers but brings in money for PLEA Charities.”

PLEA Charities is a 501(c)(3) nonprofit organization that strives



to promote the positive image of law enforcement, assist officers and their families in need and contribute to community members and causes. In a time when law enforcement has increasingly been under attack, Peru says being able to give back shows PLEA's commitment to working toward positive change and building relationships with the community.

"I feel that law enforcement is not being shown in the best light at this time," he explains. "This event is a good way to show the positive influence police have on the community, and anything we can do to build relationships is awesome. Thank you to the vendors and sponsors for showing support. Everyone who attends the golf tournament always has a good time."

PLEA would like to thank all the sponsors, golfers and volunteers for holding strong throughout this #10168 difficult last year and making this year's tournament one to remember. We can't wait to see everyone next year! **PLEA**

Who Speaks for You When You Can't Speak for Yourself?

By John Mariner

Founder, Generation Living Trusts

Whether you're involved in a serious accident, are a victim of an unexpected life-threatening injury or are a patient undergoing routine medical care, it's important to have someone you trust available to speak for you in the event that you are unable to speak for yourself. We often think that planning only means making sure we have a traditional will, but it should mean a lot more than that.

- A *medical power of attorney* allows you to select individuals who can make healthcare decisions for you if you are unable to do so. This critical estate planning document lets you choose someone you trust to oversee your *physical and mental health* and to become the *guardianship* representative of

all your medical affairs. However, it's not the only document you need.

- A *living will* — not to be confused with the document that dictates who gets your money or walks away with your prized possessions — allows and authorizes those you choose to remove life support if you become terminally ill or injured. It does *not* authorize a chosen individual to oversee any other medical directives — that's why you need both a *living will* and a *medical power of attorney*. Together, these documents properly address these situations by speaking for you when you can't speak for yourself.

Serious medical matters need to be addressed with legal documents that, in moments that could mean life or death, empower those you love and trust to make sure your wishes are honored.

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.

"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!

Brett Adams	Angel Guerrero	Roman Nelson
Evan Berti	Christian Gurrola	Joshua Pena
Kaleen Bowers	Erick Hendrickson	Ronnie Rabel
Alex Covarrubias	Richard Hightower IV	Jason Randolph
Bjorn Eriksson	Christian Hutchinson	Vicente Rodriguez
Rachel Fernandez	Colton Jones	Tyler Russell
Edward Figueroa	Jessie Jones	Marc Sanchez
Taylor Flesher	Anthony McDaniel	Mathew Smith
Alejandra Fregoso	Tyler Moldovan	Angela Stokes
Jason Valenzuela	Zachary Johnson	Jacob Sweat
Gamez	Thomas Moor	Alex Tudur
Ryan Garcia	Aldrin Giral Morale	Tyler Walthers
Jared Gibson	Breon Moreno	Shane Wiggins
Eduardo Gomez		

JOIN US

Join us on Thursday, May 13, or June 10, 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

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.

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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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Thank you to our public safety. You are appreciated!

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EQUITABLE ADVISORS



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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.

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Same Great Legal Services With a New Firm Name

By Eric R. Wilson

Attorney at Law, Napier, Baillie, Wilson, Bacon & Tallone, P.C.

We are excited to announce that our law firm has recently undergone a name change!

Please be advised that our new law firm name is Napier, Baillie, Wilson, Bacon & Tallone, P.C., or for brevity, The Napier Law Firm.

Attorneys Mike Napier, Kathryn Baillie, Eric Wilson, Cassidy Bacon and Juliana Tallone are committed to continuing to provide the same legal services, at the same level of excellence, that the Napier Law Firm has proudly achieved for over 45 years for PLEA, PLEA members and their beloved families. The Napier Law Firm has significant experience and legal expertise in the

areas of employment law, labor law, personal injury and wrongful death claims.

PLEA and PLEA Member Representation

Since 1975, the Napier Law Firm has been dedicated to providing zealous, high-quality representation to the PLEA organization and PLEA members in matters attendant to their employment with the City of Phoenix. From negotiations to PSPRS retirement to industrial injuries to disciplinary appeals, our representational services and successfully defending officers' rights have become the Napier Law Firm's proudest accomplishments.

Personal Injury and Wrongful Death

The Napier Law Firm has extensive experience and has achieved great successes for PLEA members and their families in a broad spectrum of issues, including when one has suffered: physical injury (motor vehicle





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If you have any questions about this article or general legal issues in law enforcement practices, please visit napierlawfirm.com or contact me at ewilson@napierlawfirm.com. PLEA

About the Author

Eric Reginald Wilson is an attorney at law with Napier, Baillie, Wilson, Bacon & Tallone, P.C., your law firm and the most experienced firm in protecting your rights. He earned his Bachelor of Science in environmental studies from the University of Nebraska-Lincoln in 2008 and his Juris Doctorate from the University of Denver Sturm College of Law in 2012. Wilson represents clients in various administrative, disciplinary, and other labor and employment-related matters.



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