



Steroids. What You Need to Know!

PLEA recently represented PPD officer and PLEA member Carl Ramirez who was terminated in October for testing positive for a Nandrolone metabolite, which is a type of steroid. Carl's test showed a result of 5.1 nanograms per milliliter. The Department's threshold is 5.0 nanograms per milliliter. Carl was 1/10 of 1% over the threshold amount and the Department's response was to terminate him, even after evidence was presented by PLEA to the contrary. PLEA hired expert witness, Dr. Don Catlin, who is known as the "father of steroid testing". He is the one who designed most of the steroid tests that are in existence today. He also oversees all steroid testing on Olympic athletes and clearly is one of the pre-eminent experts in the field of steroid testing.

Dr. Catlin told the Department (and the City doctor agreed) that the steroid test the City uses has an error rate of 20%. This meant that Carl's level could have been as low as 4.1 or as high as 6.0. There was no concrete evidence that Carl was over the threshold for Nandrolone. In fact the City's doctor testified at civil service that he could have tested the sample 10 times and half of the tests would have been negative and half would have been positive. This is the equivalent of ending an officer's career based on a coin toss. Carl was taking a commercially available supplement known as "Tokyo Tren". "Tren" supplements are widely available via the internet as well as over the counter at health food and vitamin stores. They are now known to contain trace amounts of Nandrolone as well as other compounds that mimic the effects of Nandrolone and would therefore cause a positive indication for the presence of Nandrolone metabolites in a random drug screen. Dr. Catlin testified that he has tested 10 different types of "Tren" supplements with all of them having traces of Nandrolone in them. This didn't matter to Chief Harris and he fired Carl saying that 5.0 is the cutoff and that it is an absolute ceiling.

PLEA again hired Dr. Catlin for Carl's civil service appeal. He flew down to Phoenix and testified during Carl's hearing. Dr. Catlin was an excellent witness clearly articulating the error rate of 20% on the test and also providing testimony about supplements and what current trends are relating to the supplements labeled under the "Tren" label. A manufacturer (often from a foreign country) produces a supplement which in turn is marketed to health food distributors and is put on the shelf where it is legally sold



*By Will Buividas
Chief Negotiator*

for another 6 to 12 months before the FDA will have a chance to evaluate it. This is a vicious cycle that can and does go on repeatedly. There are hundreds if not thousands of supplement companies worldwide marketing their products via the internet, health food stores, and vitamin shops. One question that continually comes up is: How is it possible for health food stores to sell products containing an illegal substance across the counter? The short answer is that with the finite amount of resources the FDA has it can only work so fast to test and evaluate over the counter supplements for banned substances. In addition to this, the health food stores themselves are often unaware of the exact contents of what they are selling. Some supplement companies are now putting warning labels on their products indicating that use of the product could produce a positive or false positive on a steroid test, however this is the exception rather than the rule.

Even with the testimony of Dr. Catlin the hearing officer recommended that Carl's termination be upheld in part because the hearing officer found:

Continued on Page 2

Steroids, What You Need to Know!

Continued from Page 1.

“The Appellant did not exercise enough due diligence to determine what compounds were in the supplements which he consumed nor did he attempt to learn or understand what is in the compounds which he had added to his protein drinks while at the fitness centers.”

Read that statement again! This now places an incredible burden on YOU! The hearing officer is saying in essence that YOU need to know every compound inside every supplement that YOU take: He goes on to add that this even includes knowing every compound contained in a protein drink you get from the juice bar at the gym. This is a horrific and completely unreasonable standard that the hearing officer believes we should be held to.

Fortunately for Carl the hearing officer's report was only a recommendation to the Civil Service Board. The good news is the Civil Service Board voted 4 – 0 to reinstate Carl to the Department. The discussion among the Board members revolved around Carl's work history which included no discipline along with the fact that Carl had recently been awarded the Medal of Valor. They also wanted to know if he had demonstrated any signs of steroid rage or unusual behavior at work, which he had not. I believe that if Carl didn't have such a great work record or he had shown signs of steroid use in the workplace the Board would have upheld his termination. The bad news: the Board also voted to accept the entire hearing officer's report except the recommendation for termination. This means the entire rest of the report is now the rules we must live by; including the inflammatory bolded statement above. This means the burden is now placed squarely on YOU as to ANYTHING that YOU consume.

Thankfully, Police Management has realized that in this case the hearing officer's report has created a need to reevaluate our steroid policy. PLEA will work with Management to attempt to come up with a more common sense workable policy that will prevent officers like Carl from being wrongfully terminated. I don't know how long it will take to have the policy tweaked or if we will ever come to an agreement with management but this is the goal.

In the mean time the advice from PLEA is to protect yourself from a situation that could potentially result in a situation where you are facing termination. Make sure you know what is in the supplements you are taking. If you are unsure, the internet is a great resource and there is much information available regarding most commercially available supplements. If you plan on going off of the advice given to you by a 23 year old vitamin shop employee you are gambling with your career. If you have concerns about the contents of particular supplement you are taking, STOP taking it and consult your Doctor in order to get professional medical advice regarding the contents of what you are taking. Taking supplements under your Doctor's orders can greatly assist in your defense if you do test positive. If you are taking supplements or steroid compounds under the direction of a Medical Doctor, makes sure you are seeing a qualified medical professional that is evaluating you face to face. Mailing urine samples to a Doctor in Detroit that you located on the internet isn't going to cut it. Under the Department's current rules using an internet Doctor is not considered valid with regard to prescribing steroids. Please take every precaution you can to protect yourself. The hearing officer's report makes the rules on steroids extremely stringent and narrowly focused.

You can read the complete hearing officers report on line at www.azplea.com. If you have any questions on the topic please do not hesitate to contact the PLEA office.

LAW OFFICES OF MICHAEL NAPIER, P.C.

MICHAEL NAPIER has been representing Phoenix officers for over 32 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.

JANET FELTZ was admitted to practice in Arizona in 1985. Prior to joining the firm in 2005, she served as an administrative hearing officer for twenty years in disciplinary and other employment matters on behalf of merit boards and commissions throughout the State. She also served as an administrative law judge for the Arizona Department of Economic Security from 2001 – 2005.

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.

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.

2525 E. Arizona Biltmore Circle • Suite 130
Phoenix, AZ 85016
(602) 248-9107 • www.napierlawfirm.com

PLEA *Feature of the Month*



Single Day Admission Ticket

\$25

Valid thru 9/26/10

COMMON SENSE AND GOOD JUDGMENT

By Franklin R. Marino
PLEA Trustee



“You can do this job if you have common sense and good judgment.” I first heard this very poignant and philosophically true statement during the summer of 1984 inside Maglin Hall, at the United States Army Military Police School, Fort McClellan, Alabama, as an Army Private going through Advanced Individual Training. Our primary instructor during our law enforcement training phase was a no-nonsense individual named Sergeant Seeley. He was a serious instructor, passionate about his job, but he exhibited a lighter side. This was demonstrated by helping us fight bouts with the “Z-Monster” (falling asleep in class) by making us do exercises to keep our eyes and ears open. Sergeant Seeley’s words and actions have always been in the back of my mind through the years, more so as I am in my fifteenth year with the Phoenix Police Department. Merriam-Webster defines common sense as “sound and prudent judgment based on a simple perception of the situation or facts.” While it has served us well for many years, it seems to have gone out the window. Lori Borgman wrote an article which was published on March 15, 1998 in the Indianapolis Star regarding the “death of common sense” and it has since been modified, edited, and sent around the world in various e-mails. Not a day goes by when I see a lack of it in decisions made by people on this department, ranging from the rank and file on up through lower, middle level and executive management.

There may be some light at the end of the tunnel, however, based on a pursuit that occurred on September 11, 2008, which ultimately ended up before the Driving Analysis Committee for review. The incident started in 400 while Gang Squad, Patrol, and MOB units were following a vehicle with a known homicide suspect. The Air Unit was with them and the units ultimately ended up in 500 where a passenger bailed out of the vehicle before the driver continued and got onto I10 heading eastbound. There was some confusion since the 500 units who got involved didn’t have all the details of what was going on. Despite several supervisors from the involved bureaus monitoring the incident, there was a lack of guidance on what to do as far as continuing to follow and try to stop the vehicle. Finally, a diligent patrol officer from 500 took it upon himself to take the initiative and do what had to be done...**DECLARE PURSUIT!** The driver made his way from the area of North 18th Street and East Coronado Road to East McDowell Road, eventually getting on the I10 freeway. He proceeded eastbound on I10 and eventually ended up back on his home turf in 400 with not only the original units involved following him, but now units from 500 including the unit who declared the pursuit and me. Units were authorized to deploy Stop Sticks and falling back on what I learned many years ago as a new officer, I began to look for a location to “bull’s eye” and set up in case they drove past me. By this time I was in the area of South 16th Street and East Broadway Road.

Almost immediately afterwards, a supervisor, who wasn’t even involved in the incident, but merely monitoring the traffic from the station, gave an order for 500 units to return back to the precinct. Due to the dynamics of the situation, not all of the 500 units were able to abide by the order and as it turned out, two officers from 500 successfully deployed Stop Sticks and when the suspect returned to his residence, two other 500 officers assisted in taking him into custody.

Common sense would dictate that this was a successful end to a potentially dangerous situation; a homicide suspect was in custody, nobody was injured, and the only damage to property was four flat tires. However, ultimately, an investigation was started regarding “Failing to obey a lawful order” for the 500 units who assisted in apprehending this violent criminal. I discussed this with the sergeant, who backed his officers and said they did the right thing. He felt that the only investigation that was necessary was for the pursuit and I agreed with him. I spoke with the Shift Lieutenant about this, using the logic I mentioned above and he agreed to discuss it with the Commander and get back to me. Ironically, during the preliminary stages of the investigation, it was determined that despite the order that 500 units needed to return to the precinct, not only were there several 500 units at the scene, but some were SUPERVISORS! Ultimately, the only investigation that was done in this case was the one which should have been, the pursuit itself.

In the end, everything worked out well for all of the officers involved. The “Failing to obey a lawful order” was treated as a “training issue” and the pursuit was found to be in policy. To quote the DAC, “It is the Committee’s collective belief the officers and supervisors working this incident had the best interests of the department and community in mind when their assistance was requested to help stop a suspect vehicle with a violent felon inside. As officers sought clarification on directives, though, a breakdown in supervisory guidance gave rise to ambiguity and confusion. It is the committee’s belief that the officers acted in good faith during this incident based on information known to them at the time and for these reasons, the officers were found to be “In Policy.”

Common sense won in this case and I would like to publicly acknowledge the decisions of the following individuals for the rational and logical conclusion of this incident: Assistant Chief Jeri Williams, Commander Manny Davila (Ret.), Lieutenant Matt Giordano, and Sergeant Chad Austin.

Communications Issues



*By Ken Crane
PLEA Secretary*

One of the concerns often voiced by PLEA members deals with lack of communications with the membership. Having been actively involved in the organization for a number of years I can tell you that PLEA works hard at actively communicating information to the membership. We have come a long way from the days of only having a monthly membership meeting and a once a month newsletter as the primary forms of communication.

When members tell me that they aren't getting any information from PLEA, my response is usually to ask when the last time was they attended a monthly membership meeting, went to the PLEA website, or called us at the office. The point is that communications is usually a two way street requiring active participation on both ends.

PLEA uses a variety of mediums to get information out to the membership. The Monthly Recap has always been PLEA's flagship in the form of print media that is mailed out once a month. The Recap does have its limitations with regard to time sensitive information. The PLEA flash fax is used to get information on rapidly evolving events out to the various precincts and bureaus. PLEA operates a state of the art website which is updated frequently and information that needs to be disseminated rapidly is usually put on the website. For anyone who has a text message equipped phone, the SMS sign up link located on the red navigation bar of the website will allow you to opt in to receive text message alerts from PLEA. Any member who requests login info for the member's only section of the website automatically has their e-mail placed on our list for our e-mail communication system that just recently went operational.

For those who prefer more direct methods of communicating; e-mailing, phone calls, or attendance at monthly membership meetings are all options that work well. Since the founding of the organization PLEA has always had monthly membership meetings. For the last 25 years they have been on the last Tuesday

PLEA uses a variety of mediums to get information out to the membership.

every month at 0730, 1230, and 1730 hrs. with reminder notifications published in every issue of The Monthly Recap. The monthly membership meeting is a relaxed informal get together where members have an opportunity to meet with Board members for some face to face discussion on matters of concern or interest. Some officers attend just to get a monthly update on the latest goings on from around the department. The people we usually see at membership meetings are the same small group of members who show up every month. I can't remember the last time anyone has ever showed up for a 1730 membership meeting. If communication is challenging with two people in a marriage, imagine the challenges with 2400 officers who are PLEA members.

PLEA has worked hard to improve its communications methods over the years and is always open to suggestions with regard to doing things better and with greater efficiency. PLEA encourages all members to be active participants in the communications process.

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.

EDC Court and the Contract

*By Joe Clure
PLEA Treasurer*

We frequently receive calls at the PLEA office inquiring about EDC Drug court and how compensation should be paid in relation to stand-by. EDC subpoenas typically are scheduled for a 1:00 P.M. court docket with instructions to call to verify your need to appear after a specific time in the morning of the day that court is scheduled. If you work shift three, the time that the court requests you call to confirm your need to appear will probably be right in the middle of your sleep time. Keep in mind that the request to call at a given time is just that, a request. Call at YOUR convenience! Regardless of the situation you will receive compensation from an EDC court subpoena.

The rule is this: For P.M. dockets stand-by time starts at noon and for A.M. dockets standby time starts at 8:00 A.M. So, if you get that EDC subpoena for 1:00 p.m. and are instructed to call between 8:30-11:30 A.M. first remember to call at your convenience. If you call and they request your phone number, then, per the MOU, you are on stand-by from noon until they call you back to tell you to appear or that you are no longer needed. If they tell you to be in court at 1:00 P.M., you would be compensated with one hour of

stand-by (from noon till 1:00) followed by the three hours minimum for your appearance in court. As always, stand-by is self cancelling at 5:00 P.M. in which case you would be compensated two hours of stand-by if you are not called in on an afternoon docket.

A common situation many officers find themselves in is calling to verify court at 0800 hours and being told they need to give a call-back number and that they are on standby for a 1:00 P.M. docket. Per the MOU, standby cannot begin until 1200 hours because the court is slotted in a P.M. docket. The officer is then contacted by court personnel at 1145 hours and is told that they do not need to appear. In this situation the officer would not receive standby pay but would receive two hours of penalty pay for the court's failure to notify them at least twelve hours in advance of their need not to appear. This would be denoted on your overtime slip by checking the "other" box, with a written description of "MOU Violation Sec 3-6A. 12 hr rule".

If you have further questions concerning this topic please don't hesitate to call the PLEA office for assistance.



You Have the Right to Remain Silent

By Ken Crane
PLEA Secretary

Simple words that all cops have recited to people hundreds if not thousands of times during the course of a career. The Miranda warnings established by the landmark Supreme Court decision rendered in 1966 in the case of *Miranda v. Arizona* mandated that persons placed under arrest for a crime be given specific advisements prior to questioning.

Believe it or not police officers sometimes find themselves as the focus of a criminal investigation. The importance and seriousness of Miranda warnings are often lost on cops who are on the receiving end of them due to the effect of working in a police environment where rights are recited on a daily basis. The result can be complacency and failure to recognize the true seriousness of the situation.

If you as a police officer ever find yourself in the position of being contacted by law enforcement personnel whether in person or via phone, a few ground rules need to be established. You need to ask a few preliminary questions prior to answering any questions. You need to know if the person interviewing you is doing so as your employer (administrative investigation) or as the police (criminal investigation). You can get this sorted out by asking: What are you investigating? Are you conducting a criminal investigation? Are you interviewing me as a suspect, investigative lead or witness? Are you recording this conversation? Am I compelled to talk to you?

If you are not being compelled to talk or if you are advised of your rights prior to questioning, this is your cue to terminate the conversation until you have consulted with legal counsel. If the person will not tell you what they want to discuss until you come in to meet with them, this would be yet another red flag to terminate the conversation and seek legal counsel. The exception to this would be if the person has indicated that they are with PSB which would make this a compelled interview and would trigger Garrity protections prohibiting the dissemination of information to criminal investigators.

Remember, just because you're the police doesn't mean you don't have constitutional rights. Over the years I have heard numerous reasons why officers didn't invoke their rights or why others thought they shouldn't invoke. "I didn't want to appear un-cooperative." "Hey, I didn't do anything wrong, I've got nothing

to hide." "It just looks bad." We often feed into the myth that only the guilty refuse to talk. Seeking sound legal advice is just good common sense if you find yourself involved in a criminal investigation. Refusing to talk doesn't necessarily mean that you will never talk. Once you have consulted with legal counsel in a confidential environment, they may not see a problem with you giving a statement, or they might decide that it would be more prudent to wait until a later time to give a statement with them present.

IMPORTANT BENEFICIARY INFORMATION

Provided by City Benefits

Plan Ahead – Designate beneficiaries

Nationwide Retirement Solutions, the city's plan administrator for the 457 and 401(a) Plans, wants you to keep in mind that planning your retirement is more than just saving now and deciding how to spend your money later. The choices you make now may allow you to provide for your family's needs even after you're gone, especially if things don't go as planned. You've worked hard to establish your 457/401(a) account for your use during retirement. It is important that you act now to maintain your legacy by designating a beneficiary.

Having a Beneficiary Designation Form on file with Nationwide means that you determine the person(s) who would receive your benefits or account balance if you pass away before your account is paid out. If you've not listed anyone as your beneficiary, your family may be required to go through the court system to resolve the payout status of your account. And that could end up being a messy process. Losing a loved one is hard enough. Why expose your loved ones to additional distress?

Take advantage of today, plan ahead, and use this opportunity to assign or assign or update your beneficiaries as necessary, so that no matter the life-altering experience (marriage, divorce, death, birth of a child, etc.), you've made things as easy for them as possible during a hard time.

Go to the Plans' website, www.phoenixdcp.com.

Click on the Forms tab.

Select "Beneficiary Designation Form"

If you are designating minor(s) as primary or contingent beneficiary(ies), to appoint custodian(s) for minor beneficiary(ies), you should also complete a "Beneficiary Designation Supplemental Form for Minor Beneficiary Designations".

Please note that to update your beneficiary(ies) for your city pension, you should contact the city's Retirement Office at 534-4400; and to update that information for the life insurance provided to employees by the city, you can go online to the city's E-CHRIS Self Service function at eChris.phoenix.gov or call the Benefits Office at

262-4777 for assistance.

DATES TO REMEMBER & BENEFITS TO MEMBERS

Rep from Aflac will be in the PLEA Office the second Wednesday of each month. Call Aflac Office @ 602.870.1122

Hester, Heitel & Associates Exclusive group insurance offers to PLEA Members only for homeowners, and auto and liability. Please call Mark or Loretta at 602.230.7726

Tom Jonovich Financial & Retirement Planning Sessions
3rd Thursday each month at PLEA Office 10am - Noon

Rep from Nationwide will be in the PLEA Office the 4th Thursday of each month to assist with Deferred Comp, 401(a), or PEHP and updating your beneficiary. Call Kathleen Donovan @ 602.266.2733, x 1161.

15 Signs Your Office Is Dysfunctional

By Albert J. Bernstein PhD, author “*Am I the Only Sane One Working Here? 101 Solutions for Surviving Office Insanity*”

Does your job drive you crazy? Do you sometimes wonder if you are the only sane person in working there? Is your workplace dysfunctional, or is it you? Here’s how to find out.

Based on more than 30 years of experience as psychologist and business consultant, I’ve put together a checklist of 15 diagnostic signs of a psychologically dysfunctional business. Is it the job, or is it you?

Sign No. 1: Conspicuously posted vision or value statements are filled with vague but important-sounding words like “excellence” and “quality.” These words are seldom defined and the concepts they allude to are never measured.

Sign No. 2: Bringing up a problem is considered as evidence of a personality defect rather than as an observation of reality. In a dysfunctional company, what it looks like is not only more important than what it is, it is what it is. If you don’t believe that, you are the problem. A surprising amount of information is classified. Dysfunctional companies have more state secrets than the CIA. Anything that might embarrass the boss turns out to be a national security issue.

Sign No. 3: If by chance there are problems, the usual solution is a motivational seminar. Attitude is everything, especially in places where facts are embarrassing or inconvenient. In a dysfunctional family, there’s an elephant -- usually a drunken abusive parent -- in the parlor, but no one ever mentions him. To appear sane, you have to pretend that the elephant is invisible, and that drives you crazy. Businesses are full of invisible elephants, too. Usually they are things that might cause difficulties for people with enough clout to prevent their discussion. The emperor may be naked, but if you have a good attitude, you won’t mention it.

Sign No. 4: Double messages are delivered with a straight face. Quality and quantity are both job one. You can do it both cheaper and better, just don’t ask how. If you’re motivated enough, you should know already.

Sign No. 5: History is regularly edited to make executive decisions more correct, and correct decisions more executive than they actually were. Those huge salaries require some justification.

Sign No. 6: People are discouraged from putting things in writing. What is written, especially financial records, is purposely confusing. You can never tell when you might need a little deniability.

RECAP PAGE 7



Sign No. 7: Directions are ambiguous and often vaguely threatening. Before you respond to a vague threat, remember this: Virtually every corporate scandal begins with someone saying, “Do it; I don’t care how.” That person is seldom the one who gets indicted.

Sign No. 8: Internal competition is encouraged and rewarded. The word “teamwork” may be batted around like a softball at a company picnic, but in a dysfunctional company, the star players are the only ones who get recognition and big bucks.

Sign No. 9: Decisions are made at the highest level possible. Regardless of what it is, you have to check with your boss before doing it. She also has to check with her boss.

Sign No. 10: Delegating means telling somebody to do something, not giving them the power to do it. According to Webster’s Dictionary, you delegate authority, not tasks. In dysfunctional companies, you may have responsibility, but the authority lives in the office upstairs.

Sign No. 11: Management approaches from the latest best-seller are regularly misunderstood to mean what we’re doing already is right on the mark. “Seven Habits of Highly Effective People,” “Good to Great” and “Who Moved My Cheese?” all seem to boil down to, “quit griping and do more with less.”

Sign No. 12: Resources are tightly controlled. Your department may need upgraded software, but there’s been a spending freeze since 2006. Cost control is entry-level management, but in a dysfunctional company, anything more sophisticated is considered too touchy-feely. Whatever you propose, the first question you will be asked is if it can be done cheaper.

Sign No. 13: You are expected to feel lucky to have a job and know you could lose it if you don’t toe the line. Dysfunctional companies maintain control using the threat of punishment. Most will maintain that they also use positive rewards ... like your paycheck. A few people are actually fired, but most of those who go are driven to quit.

Sign No. 14: Rules are enforced based on who you are rather than what you do. In a dysfunctional company, there are clearly insiders and outsiders and everyone knows who belongs in each group. Accountability has different meanings depending on which group you’re in.

Sign No. 15: The company fails the Dilbert Test. Dysfunctional organizations have no sense of humor. People who post unflattering cartoons risk joining the ranks of the disappeared. When an organization loses the ability to laugh at itself, it is headed for big trouble. If you’d get in trouble for printing this article and posting it on the bulletin board at work, maybe it’s time to look for another job before this one drives you crazy.



PHOENIX LAW ENFORCEMENT ASSOCIATION

1102 WEST ADAMS STREET
PHOENIX, ARIZONA 85007

602.246.7869 • fax 602.246.0226
www.azplea.com

Non-Profit Organization
United States Postage
PAID
Phoenix, Arizona
PERMIT NO. 787



Representation Committee



Chairperson
Dave Kothe

Vice Chairpersons
Jerry Gannon & Ken Crane

Representatives

Tim Baiardi • Kent Barnes • Ken Barton
John Buckner • Brent Bundy • Bob Furneaux • Greg Gibbs
Bret Glidewell • Scott Gomez • Bryan Hanania
Gary Hotchkiss • Steve Huddleston • Barry Jacobs
Michael London • John McTernan • Terry Mills
Anthony Navas • JR Pool • Dave Sampson
Scott Sayban • Clark Schwartzkopf • Rick Simonick
Frank Smith • Kevin Smith • Jason Smith • Stu Sterling
Rusty Stuart • Tom Tardy • Mike Walsh • James Ward

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.

The Board Of Trustees

David Dager Chairman of the Board
Mark Spencer President
Dave Kothe Vice President
Joe Clure Treasurer
Ken Crane Secretary
Will Buividas Trustee/Chief Negotiator
Mark Enegren Trustee/Representation
Bill Galus Trustee/Representation
Jerry Gannon Trustee/Representation
Frank Marino Trustee/Representation
Terry Yahweh Trustee/Representation

PLEA Legal Resources

Michael Napier Legal Counsel
Janet Feltz Legal Counsel
Anthony Coury Legal Counsel
Kathryn Baillie Legal Counsel
James Abdo Legal Counsel
(602) 248-9107
www.napierlawfirm.com

Legislative Liaisons

Levi Bolton Lobbyist
Williams & Associates Lobbyist

The PLEA Office Staff

Arlene Venturini Office Manager
Leigh Ann Bennett Accounts Manager
JoAnn Gothard Membership Services
Debbie Webster Membership Services
Melissa Solimeno Membership Services

The RECAP Staff

Ken Crane Editor
Bill Steele Publisher