



RECAP

The Official News-Magazine of the Phoenix Law Enforcement Association

The President's Message

By Jake Jacobsen, PLEA President

The Year in Review

As hard as it may be to grasp, another year has come and gone. Every year has its milestones, successes and tragedies. 2004 was no exception. As we begin the new year, let's reflect on a few events during the past year.

After twenty-eight years of leasing, PLEA started the New Year by moving into our new home at 1102 West Adams. Some remodeling continued as we opened for business, and it wasn't long before the 24/7 member's lounge was outfitted with a big screen TV and big comfortable lounge chairs. The lobby and counter areas were completed in February creating several workstations for our member services staff to assist you.

The New Year also saw the beginning of negotiations on a new contract. Contract preparation had started many months earlier with the member survey. The tabulated results were turned into our contract proposals. As we listened and learned of other departments around the country fighting with their Mayors and management over the lack of a contract, PLEA was negotiating better wages and benefits with a city that has never let us work without one since 1977.

The New Year also began with a 4 -1 margin of victory that re-affirmed PLEA as your union and has earned your trust to provide a quality contract, legal protections, member benefits, and strong representation for the past 28 years.

February brought the first tragic news with the accident that critically injured Officer Darrol Yoos. Darrol was on his way to work when he was struck head-on by a drunk driver going the wrong way on I-17.

In the spring, the parking lot on the north side of the new PLEA building was paved. PLEA was involved as the city prepared its trial budget for the '04-'05 fiscal year. We were there for the budget hearings and spoke on behalf of our members and department as the draft budget was presented to our citizens.

In May, PLEA was represented in Washington DC as the National Association of Police Organizations (NAPO) held its annual Legislative briefing conference. PLEA and other APA member union presidents met with our Arizona congressional delegates on issues of importance to law enforcement. PLEA also received special recognition for our financial commitment to the National Law Enforcement Museum from Chairman Craig Floyd during a VIP reception prior to the candlelight services at the Law Enforcement Officer's Memorial.

May also brought tragedy as our police family lost Officer Don Schultz during an on-duty evidence recovery dive. The



“There is no end to our agenda. As we successfully resolve one concern, we begin work on another.”

dangers of our profession are not restricted to violence.

During all this time there were the regular meetings with City Council members, the Mayor, and meetings with City management and its staff on issues ranging from take home vehicles to safety equipment to health care coverage and many other topics. The PLEA Executive staff meets regularly with the Department's Executive Staff on important Labor/Management issues as well.

Summer was also the beginning of the big push from prospective candidates for political office for support and endorsements. From the White House to the State House and right down to School Boards, an endorsement by your Association is coveted by those seeking elected office. An endorsement by PLEA / APA is not tossed out without careful consideration and extensive

questionnaires and interviews. The overall success rate at the polls by those candidates endorsed by PLEA and the APA was an astounding 95.8%. This figure is unmatched by any other law enforcement group in the state and shows our commitment to political involvement has measurable benefits.

The City Council reconvened in late August and our long quest for the purchase and installation of the Fire Panel for our Patrol fleet was now making serious progress. Through the

(Continued on page 2)

In This Issue

- The President's Message , The Year in Review
Page 1
- 401(a) on the Way
Page 3
- Election Success
Rep Expectations
Page 4
- www.AZPLEA.com
Page 5
- Forecasting the Weather
Page 6
- How the Pros Do It: 10 Tips for Smart Investing
Page 7

The Year in Review, Continued

(Continued from page 1)

efforts and support of Public Safety sub-committee Chairman, Councilman Dave Siebert and sub-committee members, Councilwoman Peggy Bilsten, Councilman Michael Johnson, and Councilman Greg Stanton, the Fire Panel was recommended to the full Council for approval from an October sub-committee meeting. On the November 3rd Phoenix City Council's consent agenda, the Mayor recommended the Fire Panel purchase for approval. It was adopted.

As focused as we try to be on an extensive program of improved benefits and work related issues, nothing can prepare us for the loss of one of our own. On August 28th tragedy struck again as Officers Jason Wolfe and Eric White were gunned down trying to apprehend a shooting suspect in a north Phoenix apartment complex. Officer Chris Parese was wounded during the same encounter. PLEA, the Department and the City came together to make sure the families were the focus of our resources and support. Also of great concern was the well being of the many officers at the scene that night. Our department's understaffed Human Resource Detail worked very hard to make sure they received all available support and counseling services.

During a candlelight vigil in front of the main station just four days later, word of another shooting came out. SAU Officer Scott Johnson was shot during a west side barricade. Fortunately he was struck in the vest and was not injured. The very next afternoon Officer Matt Morgan was shot three times during a south side traffic stop. One round broke his lower leg.

For two years we had not lost an officer in a duty related incident. Then, in a little over three months we lost three and had three wounded. In December, we lost our fourth officer when Darrol Yoos succumbed to the injuries he sustained in February's accident.

There is no end to our agenda. As we successfully resolve one concern, we begin work on another. We continue our work on the ballistic vest issue (Zylon) through the Arizona Attorney General's office and with NAPO (the only national law enforcement group to bring suit against Second Chance and Armor Holdings). We are shaping our legislative agenda and actively seeking sponsors for our bills.

As the year came to a close your PLEA Board of Trustees attended the annual Labor / Management retreat. This year we received the formal program on Interest Based Relations (IBR) from the Federal Mediation and Conciliation Service. We are the first police department in the country to receive this training and to apply it to labor relations. It is a commitment from Chief Harris and PLEA to improve the way we do business.

There is no "down time" in the PLEA office, just an occasional pause to catch our breath before moving on to the next project. If you'd like to learn more or if you'd like to pitch in and be a part of the process, please call or drop by. Learn what your Association is doing.

From all of us in the PLEA office, we hope for a safe and prosperous New Year. ●

Memorial in 2004



Don Schultz

On May 10, 2004 at approximately 3:00 pm, Officer Don R. Schultz, #4410, was participating in a Dive Team search for evidence in the canal near 19th Avenue and Hatcher. He came loose from his tender line for unknown reasons and was found lodged in a canal gate by other members of the Dive Team, who freed him.

He was pulled from the water and taken to John C. Lincoln hospital where on Wednesday, May 12, 2004 at 7:10 PM, he passed away after being removed from life support.

Eric White 7275 & Jason Wolfe 7215



On August 28, 2004, at 1754 hours, officers responded to emergency radio traffic of a shooting at the Northern Pointe Apartments, 1905 W. Las Palmaritas (8200 N.). After evacuating surrounding apartments, officers attempted to make contact with the suspect. When they were unable to get a response, they kicked in the apartment door. Officer Jason Wolfe #7215 and Officer Eric White #7275, immediately sustained fatal gunshot wounds.

Officer Darrol Yoos 3101



Officer Darrol Yoos passed away December 22, 2004 from injuries he sustained after a motor vehicle collision on his way to work February 5, 2004.

We just wanted to thank everyone at PLEA for all the kindness and support you showed to Gloria and the family during Darrol's hospitalization and funeral services. It meant a great deal to all of us.

Dawn and Ted Campagnolo
(Darrol's daughter and son-in-law)

Dawn + Ted Campagnolo
(Darrol's daughter + son-in-law)

401(a) on the Way

Joe Clure

It's coming, slowly but surely. In July 2006 the 401(a) benefit will be up and running. Let me first explain what the 401(a) benefit permits under the IRS codes and then explain what our 401(a) benefit program design will be. Under IRS guidelines for 2004, the 401(a) benefit allows an employee to contribute up to \$41,000 in a tax-deferred investment account much like your 457 deferred compensation account. The 401(a) annual contribution limits go up in 2005 to \$42,000. There are three basic components to the 401(a) plan including rolling your sick, vacation, and comp time at time of retirement (or separation from DROP) into the 401(a) in order to delay the tax hit. This election must be made at least 90 days prior to retirement (or separation from DROP). There is the "fringe" contribution which is the additional 1% contribution beginning in July 2005 that was negotiated last contract. On an annual basis, a member will be able to decide if they want to contribute ALL of their fringe (1.18% deferred comp fringe and your new 1% 401(a) fringe) to either a 401(a) or a 457 deferred comp account. Finally, there is the "supplemental" contribution in which you may make an **irrevocable election** to contribute an additional portion of your pay.

Now I will explain what our 401(a) program will be and explain the thought process behind the design.

1. **"Special pay contribution"** - This refers to your sick, vacation and comp time payout received either at retirement or separation from DROP. You will have to make the election at least 90 days in advance of retirement as to whether or not to contribute 100% of these amounts (you must elect 100% of your sick time, vacation time, and comp time) into your 401(a) account. Once you fill out the form electing to participate, you cannot change your mind. If you do nothing (don't fill out the form) at least 90 days in advance, you will not be allowed to defer these amounts into a 401(a). You can choose not to participate in this benefit and just receive your sick, vacation, and comp time paid out at retirement and pay the tax liability.

2. **"Fringe"** - This is easy, it's the contractually negotiated contribution the city makes on your behalf. On an annual basis, beginning in January 2006, you may choose to contribute **all of your fringe** (1.18% deferred comp and 1% 401(a) contribution) into either your 401(a) OR your 457 deferred comp account. You will not be able to split the fringe into the two accounts: it's one or the other. This decision must be made 60 days in advance. The City will have an "open enrollment" period for this in October of 2005. If you do nothing, your fringe will continue to go into the 457 deferred comp account.

3. **"Supplemental Pay"** - This is the tricky part of the benefit. Effective July 1, 2005, any member who has more than two years as an officer will be allowed to elect from the following options for additional contributions they may wish to make. This decision also has to be made 60 days in advance, so we expect the City to allow members to submit enrollment forms sometime in April 2005. **Keep in mind that the decision you make is voluntary and irrevocable. It will continue until you terminate employment or move into another labor group.**

A. **Straight Percentage:** 1%, 2%, 4%, OR 8%. **once you pick it, you cannot change it for any reason.**

B. **Years of service Based:** 1% @ more than 2 years but less than 5 years; 3% @ more than 5 years but less than 10 years, 5% @ more than 10 years but less than 15 years, 7% @ more than 15 years but less than 20 years, 10% @ more than 20 years but less than 25 years, and 15 % @ more than 25 years of service. If you make this election you will jump in at whatever level your years of service would dictate.

The "Supplemental Pay" is the portion of the benefit that created the challenge. I look at it like fire, a little bit of it is really beneficial, too much and you can get burned. IRS codes call for very restrictive guidelines in making the contribution elections. A lot of thought and research went into the design. Keep in mind that because of the restrictive IRS guidelines, the program was de-

(Continued on page 7)

Memorial in January



**Kenneth E
Campbell**
01-29-1984



Robert T Fike
01-8-1986

Memorial in December



Albert R Bluhm
12-28-1970



Dale C Stone
12-28-1970

Memorial in November



**Quincy Clay
Haywood**
11-22-1971



**Michael D
Henschmeyer**
11-2-1973



John A Robertson
11-19-1984



Goelet Beuf
11-1-1999

PLEA Mission Statement

To promote the positive role of the police profession.

To protect and secure members' rights and benefits through effective representation and professional relationships with the community and local, state, and national governments.

Election Success

Brian Livingston, Director APA

The 2004 election was characterized as one of the most challenging elections in recent history. Many police unions and associations became deeply divided when determining which candidates to endorse because of the deep divisions within the nation as a whole. When PLEA and the Arizona Police Association initiated its endorsement process, we knew it was going to take a lot of hard work to get to the facts and separate the wheat from the chaff in each contested race. Our process was lengthy and our issues many, but the final outcome, once again, proved the value of research as our endorsed candidates won victory after victory across the state.

PLEA and the APA broke tradition in the summer of 2004 by endorsing President Bush for re-election. This was not an easy decision but was the right decision. As I am writing this article, news stations across the country are flashing the concession speech of Sen. John Kerry.

Selecting a U.S. Arizona Congressional Delegation in Washington was indeed a challenge for PLEA and the APA. We picked candidates from both parties in the primary knowing full well we would have to differentiate between these candidates in the General Election. We convened a second time to determine our General Election candidates for endorsement shortly after the primary election was over. This proved to be a truly successful meeting as **all** of our endorsed U.S. Congressional candidates won election in the General Election.

In Arizona, PLEA and the APA used the same endorsement process in deciding who should receive our endorsement. In some cases the candidate's positional statements were simply insufficient to receive an endorsement. In other cases an insufficient amount of historical political activity was noted, but the candidates we did endorse demonstrated a clear understanding of the issues that were important to PLEA and APA association members, and I am proud to announce most of these candidates won election or re-election to the Arizona Legislature. The non-certified election totals indicate our endorsed state senatorial candidates were 100% successful. The totals in Arizona House of Representatives indicate a 79% win ratio for our endorsed candidates. PLEA and the APA also achieved a 100% success rate at the Arizona Corporation Commission and for offices within Maricopa County.

I want to thank each and every member, family member and friend of both the APA and PLEA for allowing us to share this election with you. Without your support and your input we could not have been as successful as we were this election. ●



Rep Expectations

From Your Representatives

PLEA rep training was recently completed and those members who chose to take on the crucial role of a rep were asked the following question:

“As a PLEA rep, what are your expectations from members or managers?”

Below are some of the responses that were provided.

Frank Marino, Central City Precinct: “As a PLEA Representative, I expect unit members to do their jobs to the best of their abilities using Operations Orders as a guideline, combined with what they have gained through their training and experience. Exercise the use of common sense and good judgment and treat others as you would want to be treated. Be able to articulate why you did what you did under the given circumstances, don't make excuses, don't lie, and don't be afraid to admit you are wrong when you have made a mistake. I expect management to do the same. They should also lead by example, nurture, mentor, and back up their subordinates. As managers you should know your people and not rush to judgment when someone makes a complaint, as there are two sides to the story. Be fair, firm, and consistent in treating them when they do make mistakes. Lastly, never forget where you came from, for whether you are a Sergeant, Lieutenant, Commander, or Chief, you began your career as an **Officer** who made mistakes as part of the learning and development process, just as any human being would. I expect all of us to be **AC-COUNTABLE** and **PROFESSIONAL**.”

Bob Palma, Airport: “I expect the same from our members as I do from our management, which would be an open, honest, sincere, respectful relationship. I expect management to accept responsibility for their actions and decisions just like the members are required to. I expect to be able to sit down with members and management and openly discuss issues, changes, discipline, and future goals with a legitimate feeling of teamwork in progress. I expect accountability from both members and managers. I can stand up to these expectations and feel that we all can as well.”

Bob Furneaux, Cactus Park Precinct: “What I expect from management as a PLEA representative – 1. **Integrity:** We as the Phoenix Police Department will ultimately be respected based on the actions of management that earn such respect. 2. **Consistency:** Just as we impartially police the citizenry, so must we police ourselves. When management is treated comparatively to subordinates in regards to discipline, not only will a high level of morale be maintained, but the organization as a whole will benefit. 3. **Fairness:** The Webster's New Collegiate Dictionary defines fair as a situation “marked by impartiality and honesty, free from self-interest, prejudice, or favoritism.” Anything more is considered icing on the cake as far as I'm concerned.” ●

The person who says it cannot be done should not interrupt the person doing it. -- Chinese Proverb

www.AZPLEA.com

Mark Spencer

Words To Eat (www.wordstoeat.com) is the website vendor that provides outstanding service to your Association on the internet. It's interesting to see how effective and well-used the PLEA website is. Let me share with you some of the statistics tallied over the past year by the proprietor, Detective Chad Amos.

- There were 1,218,175 hits for 2004. March was the highest month with 143,702.
- Most users came to the site directly, meaning they knew the address or had it saved in their favorites. Google was the number one search engine that brought users to the site with MSN in second. The Policepay.com website was the number one site that brought outside users to us from a link on their site.
- The number one viewed file (*other than a web page or image file*) was the Taser video from channel 15 with the rest being split up over the RECAP files online.
- The most common search terms used to find the site from the Internet was "PLEA" and "Phoenix Law Enforcement Association" with "Jason Schechterle" in a close second. "Morale", "Policy on Taser", "Policy on Crown Vic" and "Police Sermons" were also common.
- 90% of all users were from within the United States split up among various networks like AOL and COX etc. US Military and other US Government computers were the next highest with, of all places, the Netherlands coming in next. We had people from Cocos Islands, Japan, France, Australia, the UK, Poland, Estonia, Iceland and Seychelles just to name a few.

I would encourage all members to acquire a password to gain access to the members-only section of the website. It's here that officers can find discounts, services, and promotions as well as member related news and information. As a PLEA member, I want to publicly thank Detective Amos for his "behind the scene" efforts as a fellow member in serving the entire membership. ●

**The ANSWER Man
DROP Brain Teaser**

Question: A Police Officer elects to participate in DROP and signs an agreement with the employer and the Pension System, agreeing that they will DROP on a particular date and that they will receive a stated rate of return based on the prevailing rate at the time they enter DROP. A month later, the law is changed, either increasing or decreasing the DROP period. How does this legislative change affect the Officer?

"We had people from Cocos Islands, Japan, France, Australia, the UK, Poland, Estonia, Iceland and Seychelles just to name a few."

Answer: The change in the law does not affect the officer's agreement with his employer or the Pension System. Once made, the election is permanent, and irrevocable as to the DROP period and rate of return. While a change in the law will affect those who have not yet entered DROP, it will not affect those who are already in DROP. Further, you can terminate your employment at any time during the DROP period and not be penalized.

Source: Public Safety Retirement System November 2004

Advertisements

<p>Dickerson Orthodontics Offices in Chandler: 1200 W. Warner Rd 480-963-2535 and Gilbert: 2550 E. Guadalupe Rd. 480-558-4312</p>	<p>Bill Heady - Prudential Arizona Properties Cell: 623-680-6955 Bus: 623-298-2200 E-mail: bhhhh@aol.com 9051 W. Kelton Lane, Ste. 7 Peoria, AZ 85382</p>
--	---

Hynes Painting
623-572-8043
Jim Hynes, Lic.# 119471



Member Access Information

It's easy to get your username and password for the PLEA web site. Current members just need to navigate to www.AZPLEA.com and then click on "Get Password" on the left side of the page where the main navigation is. You will be required to enter the last 4 digits of your social security number and your last name. These will be compared to the member information in our database. If they match up you will be taken to a screen and allowed to pick your own username and password. As soon as you do this you can log in, nothing else is required. If you have any problems, just click on "Contact PLEA" for e-mail!

Forecasting the Weather

Mark Spencer

A weatherman looks at certain conditions in the atmosphere in order to provide an accurate, though not guaranteed, forecast of the weather. The time of year, dew point, air pressure, wind direction, temperature, and humidity are some of the conditions that are considered in predicting what's coming. Rules of thumb that help in determining weather conditions include:

-  Clear moon, frost soon.
-  A year of snow, a year of plenty.
-  When the dew is on the grass, rain will never come to pass.
-  Red sky at morning, sailor take warning, red sky at night, sailor's delight.
-  Ring around the moon, rain by noon, ring around the sun, rain before night is done.

It's always raining somewhere; showers seemed to be consistent at the PLEA in office in the past. Please allow me the chance to give you a look at the conditions in the labor/management atmosphere and test your prediction skills as to the tenor of future union relations and upcoming management style. Here's what we've seen and some of our forecasting rules of thumb:

 A lieutenant comments at an IRP, "You can't have both equal and fair" explaining why a sergeant in his precinct who violated policy 4 times is subject to 0 investigations while an officer working for the same sergeant had 4 violations and was disciplined 4 times.

IF EQUAL ISN'T FAIR, THEN WHAT WE BREATHE ISN'T AIR

 A commander communicates out of frustration that the perception of managers being treated differently than officers in regards to policy violations is more than a perception, it's a fact.

FRUSTRATION IS A RARITY WHEN YOU ELIMINATE DISPARITY

 Amateur and unqualified psychological evaluations of officers by sergeants are attached to investigations as addendums while an available work fitness evaluation process (designed in part to help "fix" the employee or at least accurately provide diagnosis) is ignored.

STRIPES, BARS, AND STARS LOOK PRETTY ON MY BLUE, I'M NOT ONLY THE BOSS, I'M A DOCTOR TOO

 An upper level manager cries "foul" because they believe their ignorance of the law shouldn't be dealt with through discipline.

NO LEEWAY FOR YOU BUT PLENTY FOR ME, YOU HAVE NO STARS, I HAVE THREE

 When a question on a 100 question sergeants' test is concerned about the length of time an engraver can be checked out (answer 3 days) and only around a dozen questions on another address the contract.

WHEN THE MAJOR IS THE MINOR AND THE SMALL BECOMES LARGE, EXPECT BAD DECISIONS FROM THOSE WE CALL SARGE

In spite of these past conditions, there are still spots of sunshine and clear skies.

 Commander Jeff Hynes shows courage and vision by being a presenter at the most recent PLEA rep training and addresses the issue of cultivating a positive labor/management environment.

 Commander Susie Parra advocates what's clear in the contract – pay the 5% FTO pay to her two certified FTOs on the Field Training Detail at the Academy, even though an assistant police chief doesn't want to adhere to the MOU. Resolution was obtained in this issue through Chief Jack Harris.

 Commander Emmett Quill patiently considers his officers' point-of-views on grievances and disputed investigations and resolves issues in-house with employee input and satisfaction.

 Police Chief Jack Harris agrees with three use-of-force subject matter experts and overturns a sustained unreasonable force allegation signed off by one of his assistant chiefs.

 The executive review board prepares to convene for the first time in at least 20 years to address four command level policy violations ranging from title 28 violations to sexual harassment.

 Your Association and the Department are working on initiating subordinate input in supervisory evaluations and union participation in promotional processes.

These are some of the current conditions. What's your prediction? We'll be able to weather any storms and we'll continue to strive for the fairness and common sense washed away during the past 5 years. Recent decisions from the 4th floor make us hopeful at the PLEA office that "fair" weather is in the forecast. We believe the Interest Based Relations (IBR) training that both Labor and Management received last month will go a long way to improving future forecasts. In the meantime, just in case, bring your umbrella and your PLEA rep just to be safe. ●

401(a) on the Way

(Continued from page 3)

signed to accommodate the average unit member. Some may say the percentages are too low. However, in researching the current 457 deferred compensation contributions, we discovered that out of approx. 2400 officers, only 191 of you are maxed out at the \$13,000 limit. Most are contributing far less than the allowable maximum contribution. The 401(a) will allow those that are maxed out in 457 contributions to contribute more, up to an additional 8%. Unlike the 457 benefit, the 401(a) will not allow you to adjust your contribution, including starting or stopping contributions at anytime.

I can personally attest that life holds many unexpected and unforeseen changes. This makes it difficult to plan such a restrictive benefit. For example, you and your spouse are doing great on your dual income, especially since your spouse makes considerably more money and you are looking for some tax savings and investment opportunities. If you decided to take advantage of the max 8% 401(a) contribution and later you get divorced and as a result you suffer a "loss of income" there is no provision for a financial hardship that would allow you to adjust your contribution. I'm sure you understand the issues so I will not go on.

The 401(a) is a great benefit! Use it in conjunction with your 457 benefit and prosper. If you have questions concerning this issue please feel free to call me. ●

30th Anniversary Challenge Coins



PLEA is offering a limited quantity of 30th Anniversary challenge coins. Five hundred (500) of these coins have been minted and are now available for purchase at the PLEA

office (1102 W. Adams) between 8:30 am and 4:30 pm for a cost of \$10 per coin. Proceeds will go to the PLEA Health & Welfare fund.

How the Pros Do It:

10 Tips for Smart Investing

Thomas S. Jonovich, Financial Consultant, Smith Barney

Job Box and Market Place

Do you have a skill, talent, or trade outside of police work? Want to generate new customers or business? Call the PLEA office and add your name and skill to the "Job Box". Do you need some help with a project? Call the office to find out if an officer has the expertise you need. The "Job Box" list will be published twice a year.

- 1. Develop a good source of financial advice and information.** Investing is not an art; it is a science born of considerable research and historical trends analyzed over a long period of time. The firms that do their homework typically have the most consistent long-term performance records.
- 2. Determine your risk tolerance.** Only when you identify how comfortable you are with taking investment risks, can you make smart, informed decisions about your portfolio. A financial consultant can help you with that process.
- 3. Diversify your holdings.** Not all types of investments, markets and industries perform in tandem with one another. Diversifying your assets among several types of investments, rather than just one or two, may help you reduce the risk inherent in any investment portfolio.
- 4. Set reasonable expectations for return on your investments.** In the current market environment, earnings have been greatly reduced from the historical 10%+ high.
- 5. Invest in quality securities.** Stay with solid companies that have stood the test of time. They generally do well during periods of market strength, and recover more quickly after periods of market weakness.
- 6. Never let a low price per share be your only reason to buy a particular stock.** The one or two low-priced stocks that jump significantly in a year are overwhelming exceptions.
- 7. Before investing, designate funds for short-term and long-term use.** Don't invest money you need to keep liquid; otherwise you may be forced to sell out of an interim dip in the market. Remember, investing is a long-term process. Real money is made over years, not months.
- 8. Allow dividends to compound over time.** The income you earn from stock dividends can add up over the years. Brokerage firms often offer free dividend reinvestment programs that use a company's dividends to purchase more shares of the underlying stock. Ask your financial consultant how you can participate.
- 9. Learn all you can about the companies in which you invest.** Read the annual reports and earnings summaries you should receive as a stockholder. Ask your financial consultant about current company research. The better understanding you have of a company's strategic focus and business direction, the less you'll be swayed by fluctuations in its stock price.
- 10. Live within your means.** Americans are saving less and less, and spending more. Keep your spending habits within the limits of your income and invest wisely for the future by maximizing your contribution to your retirement plan at work.

Phoenix Law Enforcement Association

1102 West Adams Street
Phoenix, Arizona 85007
(602) 246-7869 — Fax (602) 246-0226

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



Mailing Label Here

Membership Meetings
Last Tuesday of each month:
7:30 AM, 12:30 PM, 5:30 PM

Representation Committee

Chairperson **Vice Chairperson**
Michelle Monaco **Danny Boyd**

Representatives

Levi Bolton . John Buckner . Bob Furneaux
Josh Champion . Billy Coleman . Ken Crane
Sheldon Czegledi . David Dager
Bob Durka . Greg Gibbs . Ron Gomez
Bryan Hanania . Gary Hotchkiss . Barry Jacobs
Dave Kothe . Karen Lewsader . Nick Margiotta
Franklin Marino . Tom Marquez . Brian Miller
Darren Nielsen . Bob Palma . Steve Perrotta
Jerry Peterson . Dave Sampson . Toby Sexton
Annie Shumway . Frank Smith
Stu Sterling . Mark Spencer

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.

Record: All interviews once you have been given an NOI.

Copy: All memos and paperwork 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.

PLEA Board of Trustees

Jake Jacobsen - President
Michelle Monaco - Vice President
Joe Clure - Treasurer/Negotiator
Mark Spencer - Secretary/Membership
Levi Bolton – Trustee/Representation
Danny Boyd – Trustee/Representation
Ken Crane – Trustee/Representation
David Dager — Trustee/Representation
Brian Miller — Trustee/Representation
Steve Rackley — Chairman of the Board
Bruce Stallman—Trustee/Promotions

PLEA Legal Resources

Michael Napier — Legal Counsel
Dale F. Norris — Legal Counsel
(602) 248-9107
www.napierlawfirm.com

Brian Livingston — Legislative Liaison
www.azpolice.org

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 Monthly Recap Staff

Jake Jacobsen — Managing Editor
Mark Spencer — Editor
Published by Words to Eat
www.wordstoeat.com