



Surprise Police Employees Association

PO Box 8456

Robert Mulligan, Pres-

Surprise, AZ 85379

Brandon Toleu, Vice

www.speaonline.com

President

Membership Meeting Agenda 2/29/2020

Call to Order (0907 Hours)

Attendance

1. Board Members in attendance (Michelle Cain, Robbie Mulligan, G. Graziosi, Yolanda Zamora, Brandon Toleu)
2. Board Members absent (Guadalupe Garcia)
3. Members in attendance (Ryan Scott, Richard Hernandez, Ian Murton, Valerie Murton, Mr Murton, Michael Jalbert)

Recent meeting minutes approved by Hernandez and Yolanda

MOU Updates

1. What's been mostly settled
 - a. Animal Control Officer certification pay program
 - b. Public Safety Communications Supervisors FTO pay while training
 - c. Police Sergeant FTO pay while training
2. Still in the works
 - a. Lateral Compensation program **Being competitive with surrounding agencies.)**
 - b. Take Home Vehicle **city does not support take home vehicle program. Talked about having take home vehicles as an advantage to hiring more officers. City believes is police get take home vehicles then other city departments will be wanting take home vehicle's**
 - i. **Still in violation of CNT not having a take home vehicle per the SAU policy. What is being done?**

SPEA and the PD

1. Working to create some sort of workout program, training- Encourage the use of Ottawa gym benefits. **Members don't believe the Ottawa gym is suitable for their workout needs. On-duty workout time not permitted as it becomes a liability for on-duty injury. Would need to have an assessment for physical standards.**
 - a. PD will look into gym training possibly provided on quarterly basis.
2. Lateral MPO eligibility
 - a. Off Duty/Extra Duty contract clarification and minimum hours (for private and for city jobs). Currently only applies to private jobs. **Yolanda is currently working on it with city jobs to mirror private jobs.**
 - b. Working to create language for eligibility- looking at a 2 for 1 type of credit for years of service. **Create equity for laterals. Language to credit laterals.**



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- c. Eligible after successful completion of employment trial period.
3. Military Leave Directive to come out soon
 - a. Allowing those members impacted by military leave on the weekends to adjust one 10 hour shift to another similar shift during the week.
Some sergeants allow this while others do not. Need to be on the same page and have more clarification on this. Discussed military members who do not use their hours if they could donate their hours to other military members in need.
 - b. Originally this came out in an email to those affected, but PD will be putting out official directive to rid the confusion.

Concern w/ Lt. Arvizo

1. We have met with administration multiple times regarding this issue
2. Chief asserts that he is not aware of anything having happened that would warrant a demotion or termination and so his practice has been not to place employees on admin leave if neither of those is option.
3. We will continue to monitor the situation
4. We have voiced concerns and frustrations of membership multiple times
5. Will save this situation for any similar future situations where a member faces admin leave. **Believes there is no transparency. Other occurrences where people have been put on leave pending an investigation.**
6. SPEA has several public record requests in with several agencies for more information about her. **Attorney just got Phoenix Police Department file. Will be going through that in the upcoming weeks.**

ACTION ITEM (Action to follow in membership vote)

1. Discussion and action pertaining to a vote of no confidence in Lt. Teresa Arvizo's ability to lead and supervise.
 - a. **Not being a leader and helping her sergeants become better**
 - b. **Giving sergeants her responsibilities. Things that only Lieutenants should be doing.**
 - c. **Leaves on time EVERYDAY whether there are numerous calls/investigations pending**
 - d. **Does not come out onto the road for guidance of her Sergeants.**
 - e. **Several investigations in which cases were thrown out underneath her guidance**
 - f. **Sergeant Reppert and Sergeant Gaybrych were both under her command. She did not step in and do the right thing. Saw potential problems but didn't speak up.**
 - g. **Will be compiling a list of things for members. Create language for members. Look out for this in the upcoming weeks.**
 - h.

Charity Donations Made



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1. Charity Softball Tournament- SPEA Board voted to donate \$300 to Special Olympics, Veteran's organization, 100 Club. **Great job SPEA**

Bylaws changes proposed (Action to follow in membership vote)

1. Discussion and vote to allow sergeants to serve in the position of President on the SPEA Executive Board. **Concern with direct supervisors.**
2. Discussion and action to allow members of PSU to serve on the SPEA Executive Board. **Discussion around allowing PSU as it may hurt members.**
3. Discussion and Action to create a bylaw stipulation for a board member involved in departmental promotional process to relinquish their position and/or voting abilities during the process. **If members are going to be promoting then they shouldn't hold a position as it may hurt their promotion. Stay under the radar.**
4. Discussion and action to create a bylaw requiring training for new SPEA Executive Board members- expand knowledge, guidance and abilities for membership. **Members need to attend trainings so we know what to fight for and HOW!**

Benefits (outside the legal/admin representation)

1. Verizon plan
2. Ammo Inc.

Sergeant at Arms Position

1. Members interested in fulfilling this position should submit a letter of interest to the Executive Board by 3/15/2020
2. Executive Board will nominate and vote to fill this position ASAP.
3. Entails being a first point of contact for members needing assistance, representation, etc.
4. Should be well versed in department policy, city policy, criminal and administrative laws and be able to provide initial assistance to our membership.
5. Keeps the Executive Board advised of ongoing IA investigations.

Call to membership

1. Any other issues to present to the board? If items require voting they will have to be presented for the next quarterly meeting.

To Do List

1. Send out email regarding Sgt at Arms



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2. Survey Monkey for action items **Look for this regarding voting on positions within SPEA as well as Lt. Arviso's conduct within the Surprise Police Department**

Meeting adjourned (1135 hours)