



# Arizona Fraternal Order of Police DPS Labor Council

www.DPSLaborCouncil.com

July 2005

## NATIONAL F.O.P. CLOUT

The Fraternal Order of Police is the best known and most respected name in law enforcement.

The Grand Lodge Fraternal Order of Police represents more than 321,000 **sworn and civilian** law enforcement employees in every region of the country. We are not only the oldest and largest law enforcement labor organization, but also the most widely recognized and respected.

The F.O.P.'s Labor Services Office keeps the F.O.P. at the forefront in labor issues and keeps labor at the top of the list when it comes to what the F.O.P. is involved in nationally. Out of the 75 largest cities in the United States, the F.O.P. represents 27 and that number continues to grow. The F.O.P. has a Labor Services Department staffed with some of the top labor professionals in the country. This staff has over 100 years of experience used to assist our members everyday with labor questions, helping all F.O.P. bargaining units with their labor needs.



**United States Senate Majority Leader, William H. Frist, M.D., in a letter dated May 19, 2005 stated, "The Fraternal Order of Police serves as the nation's voice for law enforcement."**

The F.O.P. has the ear of the White House and Congress. President Bush greeted Past National F.O.P. President Gil Gallegos, current National F.O.P. President Chuck Canterbury, and Arizona State F.O.P. President Bryan Soller at this year's Peace Officers' Memorial Service in Washington, D.C., which is an F.O.P. sponsored event.

A recent review of the twelve major law enforcement groups in the news during 2004 showed that the Fraternal Order of Police remains the most frequently mentioned organization for the fourth straight year. The review was conducted using Lexis-Nexis™ and examined twelve different organizations representing rank-and-file officers and law enforcement executives at the federal, state, and local levels from 1 January to 31 December 2004. During that period, the Fraternal Order of Police was cited in over 4,200 different articles. The next closest organization, the International Association of Chiefs of Police, was mentioned in just over 800 articles.

In addition to being the most well-known and widely cited law enforcement organization in the U.S. media, the Fraternal Order of Police is also the number one voice of law enforcement on Capitol Hill and the most influential and visible voice for law enforcement in Washington, D.C.

At the core of the National Legislative Program is the Steve Young Memorial Law Enforcement Legislative Advocacy Center, the F.O.P.'s permanent headquarters located on Capitol Hill. The F.O.P. maintains a very high profile as the premier voice of police officers nationwide with a full-time professional staff engaged in the day-to-day activities of Congress and the White House.

F.O.P. leaders frequently testify before Congress on legislation of critical importance to law enforcement officers. Decision-makers in the Administration often consult the collective experience of the F.O.P. in crafting national law enforcement policy. No other law enforcement organization is as widely consulted by the Federal government or the media for our views on law enforcement issues.

***"The F.O.P.'s ...influence has left other police organizations out in the cold..."***

***—The Wall Street Journal, "Police Union Has Friends in White House", 1 August 2002***

**DPS Labor Council: Representing DPS employees honestly with integrity through truth.**



## ARIZONA F.O.P. CLOUT

## 2005 F.O.P. Legislative Success

The Arizona State F.O.P. had its most successful legislative session ever this year. Governor Napolitano signed every F.O.P. bill on the F.O.P. legislative agenda listed below:

- **SB1042: OFFICER ORGANIZATIONS; DPS** Meet & Confer legislation for DPS employees, which was sponsored by Senators Huppenthal and Blendu. DPS must allow employees the right to form and join employee organizations and must meet & confer with organizations on hours and terms and conditions of employment.
- **SB1119: PARITY; DPS EMPLOYEE COMPENSATION** This DPS pay parity bill diverts vehicle license tax revenue to a new “parity compensation fund” to be used by the DPS director in conjunction with any legislative appropriation for salaries and benefits for DPS law enforcement personnel.

- **SB1418: LAW ENFORCEMENT OFFICERS; DUE PROCESS** Prepared for Senator Huppenthal, this bill gives law enforcement officers the right to have a representative present at an interview without that representative being threatened with disciplinary retaliation. The bill also improves the timelines that govern the exchange of documents and witness lists related to the matter under investigation.

- **HB2254: MVD RECORDS; PEACE OFFICERS’ PHOTOS** This made technical changes to newspaper publication issues and was introduced by Rep. Chuck Gray. Law enforcement agency photographs of peace officers will not be released to requesting newspapers for newsworthy events if it is not in the best interest of the agency.

- **SB1367: RETIREMENT; PSPRS & CORP; BENEFITS** Senator Dean Martin introduced this bill that allows members of PSPRS who have 20 years of service and who have been called to active military duty to enter DROP.

- **SB1426: RETIREMENT; CORP; OVERTIME PAY** Senator John Huppenthal introduced this bill allowing overtime to be calculated in the CORP retirement pension plan.

- **SB1378: RETIREMENT; PSPRS; FUND MANAGER** This bill increases the PSPRS Fund Manager qualifications to include financial investment experience.

**While not all these bills are DPS related, they illustrate the success of the F.O.P. in the labor arena.**



### 2005 Peace Officers’ Memorial Service:

Governor Janet Napolitano, Arizona State F.O.P. Auxiliary President Nita Soller, Arizona State F.O.P. President Bryan Soller, and Arizona State Attorney General Terry Goddard. President Soller often confers with Governor Napolitano on issues important to Arizona law enforcement officers.

## DPS F.O.P. CLOUT

## F.O.P. Training

Many people at the Arizona Department of Public Safety aren’t exactly sure what “meet & confer” is, nor are they aware how meet & confer affects the employees at DPS. The F.O.P. and the Arizona Labor Council understand that educating and training employees in the bargaining process is paramount for DPS employees.

In October 2004, the F.O.P. and the Arizona Labor Council sent four DPS employees to a four-day F.O.P. training session dealing with collective bargaining. I was one of the DPS employees in attendance at this training seminar along with representatives from police agencies from around the country. This intense training initiated DPS employees into the realm of collective bargaining. The training culminated with the actual negotiation of a mock police contract.

The wealth of knowledge and experience of the F.O.P. instructors was immeasurable. The federal government even had a Department of Labor representative present who provided instruction. The F.O.P. was credited by Andrew Siff of the Department of Labor in getting U.S. Department of Labor rules rewritten to increase police officers’ benefits. Mr. Siff further commented that, **“The Fraternal Order of Police is the only relevant police organization in America.”**

The instructors’ real world experiences and guidance in negotiations will prove to be invaluable to our organization in the future when we represent DPS employees at the bargaining table. The training that I attended is only one type of training provided to F.O.P. members. Other DPS employees have attended F.O.P. sponsored training on a variety of topics.

DPS employees have to ask themselves who they want to represent them when dealing with labor issues. The F.O.P. has already provided training to DPS Labor Council reps on labor issues and will continue to do so in the future.

John Ortolano, Chairman  
DPS Labor Council

*“Your job is tough, highly public, and full of risks. You need a strong voice to speak up on your behalf. Together, our voice will promote better working conditions, increase benefits, and improve representation in DPS proceedings.”*

Bill Whalen, Chairman, Arizona State Troopers’ Labor Council.



## CIVILIAN DPS F.O.P. CLOUT

## F.O.P. LODGE 32 CLOUT

The FOP/ALC supports DPS civilian employees too.

- As a civilian employee with the Department for nearly 17 years, I have seen the Fraternal Order of Police/Arizona Labor Council (FOP/ALC) consistently step up to represent the interests and needs of the civilian segment of the Department.
- During the last CCMR process, the assistance provided by the FOP/ALC and their legal counsel was invaluable. They actually attended Merit System Council meetings and spoke **on our behalf!**
- Meet & confer encompasses all employees. The FOP/ALC has a true system in place to collectively bargain for both sworn and civilian employees. This is a powerful mechanism for our voices to be heard.
- Through the FOP/ALC, the DPS Labor Council has a sworn arm to represent the troopers and a civilian arm to represent civilian employees. The DPS Labor Council offers a complete package for DPS employees.
- The choice is clear and simple. **DPS Labor Council**

**Ted Dick, 602.223.2640**

- Call to assist in the election process.
- See what the DPS Labor Council can do for you.

The Fraternal Order of Police was originally organized in 1915. The organization started to assist police officers in Pittsburgh with labor disputes. From there it spread to its current size. Representing most of the states, it is the largest single police representative organization with well over 321,000 members. Lodge #32 was originally chartered in the '40s as Lodge 4, disbanded by Superintendent Hathaway in the early 60's, and resurrected as Lodge #32 in 1968 to represent our members with both fraternal and labor matters.

The Lodge, since its inception, has been involved with labor disputes. We have attended numerous training seminars through the years continuing to be active in labor training and actions.

Lodge #32 is best known for sworn representation although we do represent both sworn and civilian. Sworn, through the mother lodge and civilian through FOPA, the associate lodge. An example of civilian representation can be found during the third year of CCMR II, when the FOP was the only representative organization that fought for and won a larger pay increase at the LEMSC meeting.

Lodge #32 is the only employee organization with a history of aggressive employee representation. It will continue that history as the official employee representative organization during the meet and confer process.

Lynn Ideus, President  
Grand Canyon State Lodge #32  
Fraternal Order of Police



### Governor signs F.O.P.'s DPS Meet & Confer Bill

Governor Janet Napolitano signed the Arizona Fraternal Order of Police's Meet & Confer Bill for the Department of Public Safety (DPS) (SB 1042) into law on request of the Arizona F.O.P.

The first and only attempt to secure meet & confer for DPS officers was a bill written by the Arizona Fraternal Order of Police. While other lobbyists and political advisors said it would never happen, the F.O.P. persevered and, in two short years, had the bill signed into law.

The DPS Meet & Confer Bill requires a written contract between the Director of DPS and its employees. This bill requires DPS to:

- Allow its employees to form and join employee organizations.
- Recognize an employee organization that is elected by majority of DPS employees.
- Agree to meet & confer with the elected employee organization regarding hours, terms, and conditions of employment.
- Commit any agreement to a written contract.

The Governor may accept, reject, or modify any agreement or compromise after considering the interests of DPS employees and the public interest. The Governor's final decision is binding. The DPS Labor Council thanks Governor Napolitano and bill sponsors Senators Robert Blendu and Jim Waring for working with the Fraternal Order of Police to make meet & confer a reality for the Department of Public Safety and its employees.

## Question: Who's looking out for you while you're looking out for the rest of us?

### What is the DPS Labor Council?

The DPS Labor Council was formed under the Fraternal Order of Police, Arizona Labor Council, Inc. (FOP/ALC). The Arizona Labor Council is a unique statewide law enforcement labor union created for the express purpose of addressing law enforcement related issues in all respects. The DPS Labor Council is the Local Representative Executive Committee for FOP/ALC members at DPS.

#### OBJECTIVES

The FOP/ALC is dedicated to the betterment of law enforcement personnel through representation of its members in constitutional issues, labor relations, collective bargaining, and other legal matters. Working together, the FOP/ALC has already made improvements at DPS:

- Formed representative committees for DPS personnel.
- Lobbied for the passage of the DPS Pay Plan.
- Provided professional employee representation.
- Assisted with LEMSC hearings.
- Improved employment conditions.
- Given expert assistance with grievances.
- Ensured due process for DPS members.
- Provide professional assistance with complaints and discipline.
- Professionally trained labor reps.
- United, represented, defended, and promoted the interest of DPS members.
- Cooperated with organizations promoting the efficiency, professionalism, and well being of DPS members.

The DPS Labor Council is the labor component of the F.O.P. Lodge 32 and a bargaining unit affiliate of the Arizona Labor Council. The DPS Labor Council is a law enforcement employee union comprising a distinct sworn employee arm and a distinct civilian employee arm. Each arm will provide full service labor representation for its bargaining unit.

Though distinctly different in mission from the fraternal and social side of the F.O.P., the DPS Labor Council nonetheless affords its members all the benefits of membership through our affiliation with the F.O.P. and ALC. Those benefits include access to all national, state, and local F.O.P. provided benefits, and security for you and your family through the superior legal defense plan offered by the FOP/ALC and their professional group of attorneys.

Nationwide, through its leadership and network of state labor councils, the F.O.P. has developed into the most effective police labor organization in the country. From the bottom up, its elected leaders carry the voices of more than 321,000 police officer members to Washington, D.C. The voice of DPS employees must also be heard in Washington, and there is no other organization better qualified to represent them.

This is your opportunity to make positive change. Allow the DPS Labor Council to be your representative, to negotiate and enforce your contracts. We will deliver what you deserve, professional class representation, which is truly responsive to your needs. The DPS Labor Council wants to represent you.



**Your  
voice  
at DPS**

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