

# J.E.A.M. CENTS

Volume III, Issue No. 3

March 10, 1997

Welcome to another issue of *your* newsletter. Hope everyone is in good health and ready for the fun filled events we will be working this month and the beginning of April. So if you kids look at the upcoming events, we will be doing an event in Mexico on the 1st of next month, sign up now!!!

In this issue we have dates of some of your co-workers' birthdays and our event calendar. No one has an anniversary this month so we'll save space and skip that column. Of course articles from Doug Hawkins, Mick Hirko, Chris Casias and if Michael Guzman makes it to 111 today he'll have one in this issue. Also Erica takes a shot at the soda machine and we hear from our former and recent scheduler Mike Tabaka.

Also be sure to read the useful information included, some of the articles in here are actually memos that are posted in 207 and 111, however not everyone sees them so we include them in the newsletter.

We still want to hear from you kids out there, with Brian Acuna leaving us, we do have an opening to help out in the newsroom. It would only take a few hours out of your time and maybe we can put out an issue every payday. So if you're interested let Chris or Doug know.

The newsletter also is a good way to sell or advertise things. For example Doug always puts in a help wanted ad for T.E.A.M.! So read on and we'll reach you kids next month!!!

## BIRTHDAYS

Stephen Anderson-3/2  
Colleen Beier- 3/4  
Kenny Smith- 3/10



## T.E.A.M.

Paul Sethi - 3/14  
James Jones - 3/20  
Mike Nicklous- 3/20  
Chris Brummett- 3/21 Thomas Denton-  
3/28  
Sam Taing - 3/28

## T.E.A.M. MARCH CALENDAR

3/13 ; Advance Training Class in 111 @ 1700.  
3/13 ; Maloney's in Tucson St.  
Patrick's Day Party  
3/14-16; ArtFest of Tucson  
3/15 ; Summer Uniforms Begin  
3/17 ; St Patrick's Day  
Maloney's Party  
3/18 ; Employee/supervisor Meeting in 111 at 1900.  
3/20 ; Spring Begins  
3/24 ; Payday  
3/27 ; Advance Training Class in 111 @ 1700.  
3/30 ; Easter  
4/1 ; Payday  
Rocky Point, Mexico ArtFest  
4/3-6; MAMA Spring Art Festival in downtown Tempe.  
4/4 ; Presidents of USA Concert in Hayden Square.  
4/5 ; Widespread Panic Concert in Hayden Square.  
4/5 ; Sorority Formal.  
4/5 ; Beer and Wine Festival at Arizona Center.  
4/6 ; Spelling Bee  
4/7 ; Payday/newsletter

## COOL THREADS POLICY

March 15 is the date we will go back to the summer uniform policy. The summer uniform consists of the polo shirt and the option to wear shorts. So between now and then you need to make arrangements to

trade your jackets and/or sweatshirts in for polo shirts. If you do not already have a deposit on a uniform, then by March 15 you will want to put a deposit down on one or two. Don't worry we will still keep the jackets around for those cold nights.

If you do not yet have a deposit on any uniforms you may go about doing so by first contacting the equipment manager . Then you must fill out the correct form. Uniform deposits can be made by either a cash deposit or a deduction from your paycheck. The summer polo uniform requires a \$15.00 deposit to be placed on each uniform issued.

## THAT EXTRA CASH POLICY

Any employees with an error in paychecks must first fill out a payroll protest form before talking to payroll



dept. These forms can be obtained from office staff. The form must be filled out completely. Follow all directions on this form. Once the payroll protest is filled out, turn in to an office staff member. If you are missing some

hours on your check, besides filling out form, you will need to go through white copies of sign-in sheets from the office manager. If the mistake was by the employee not signing in or not following procedures, the amount of mistake will be added on to next check. If the problem was a mistake by T.E.A.M., a check will be issued to you within 2-3 working days.

If you are expecting a mileage check, bonus/ incentive check or uniform refund

read the following information:

#### MILEAGE CHECKS:

Any T.E.A.M. employee working a special off-site account, performing special company assignments, or that have been placed in the position of Overnight Patrol Supervisor. See mileage compensation policy. You are responsible for equipping yourselves with the T.E.A.M. issued mileage logs and keeping accurate and complete logs of your total mileage traveled while working in any of the above qualifying capacities as specified by Total Events And Management in this policy. You are also responsible for making sure that your mileage logs are turned in to accounting no later than Wednesdays every week in order for them to be approved and processed. Mileage checks will be issued the following Wednesday. Tardiness in turning in your mileage logs will prolong the process in which you receive your travel compensation funds. If your mileage logs are not received by the end of the day on the Wednesday, those mileage logs will become invalid and you will not receive any travel compensation funds for any of those logs.

#### BONUS/ INCENTIVE CHECKS:

To receive the bonus after meeting the criteria, employees should come in to the Management Office with proof of working 400 hours. Pay stubs can be used for this. Employees are responsible for keeping track of their eligibility, and tracking the number of

hours worked. Bonuses will not be issued unless employees contact a member of management with proof of meeting the above criteria. If you have completed probationary status, have not been suspended or reprimanded, and feel you might be eligible for this bonus, figure out your total hours of work. If this exceeds 400 hours, contact a member of management at 111 with proof of this. This program went in to effect August 18, 1996.

Once you established that you are eligible for the bonus, schedule an appointment with the office manager. At this time a bonus request form will be filled out and processed. The procedure for this will be for the paperwork to be

turned in to the payroll department. The amount of the bonus will be included in your next paycheck if it was approved at least five days before the next payday. If not, it will go on the next paycheck.

#### UNIFORM DEPOSIT REFUNDS:

When uniforms are returned back to T.E.A.M., they must be turned in to the equipment manager. In turn the equipment manager will inspect all uniforms for their condition. Any uniforms that are returned in an either deliberately altered condition, or soiled or damaged beyond reuse, will be refunded on a reduced basis. Please allow five working days for the refund check to be processed.

Any questions on the preceding memo see Chris Casias.

#### DOUG SOUP

First you pick out the fowl. Preferably a plump yearling baster. Pinch the skin to see how elastic it is. There is nothing worse than eating a rubber duck. In the absence of such a bird, crow is a viable alternative. If you can not get a bird, get a fish from the T.E.A.M. tank. Remember, Christina counts them each day before she goes home. That means at 5:01 PM any weekday

they are fair game, and the loss will not be noticed for 24 hours.

Then you make the broth. One of our employees, let's say MG, no that is too obvious, let's say M, or no let's say G...recommends starting with a rock and a cup of water...or better yet water and a cup of Filiberto's coupons. To this base you add, or rather you suggest others add to the stew. Vegetables are good, odd shoes and spare change is not. The best way to get people to add vegetables to your duck soup is to ask the type of person you would normally call for a ride. If you are unsure who at T.E.A.M. you could ask to do this; MG, or I mean M, oh no I mean G is an expert at this. Tune in next month for Duck's Soup 'N Salad!

#### TABAKA-MACARENA

We could not get Mr. Mike Tabaka to write an article for us. He was too busy working on his golf swing. Field research, you know. No wonder he took all the day shifts guarding



the 18th Hole at the Phoenix Open. Do you really think they ordered day long, Monday-Friday security now through next January? Hope he doesn't lose any computers out there. We just saw this clip art, and felt it would be perfect for a Mike Tabaka article. If Mike ever writes an article for us, we will use this clip art for it. For those of you who have been missing Mike Tabaka as scheduler, you can cut this clip art out and put it in your wallet. Remember, since Mike is not scheduling anymore, you no longer need to suck up to him.

VISIT  
JOE GUZMAN'S  
BARBER SHOP.

FREE  
HAIRCUTS  
FOR \$5.00 !!!



#### RECRUITER'S REQUIEM

As you read this, we are three weeks away from the Spring Tempe Arts Festival. Those of you who were with us in December all remember how much fun it was. We basically have a little over three weeks to get ready for the festival. Remember how much work it is to protect the booths of 600 artists from the hundreds of thousands of locals that attend the festival over the three days. As an added challenge this year we are doing a wine festival at the Arizona Center, at the same time.

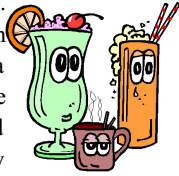
There is still time to prepare for the festival, but we need your help. If each of you just brings in one friend who will work that weekend, we will have more than enough help. Our bonuses are still in place. Remember, you get \$25 per person, for everyone you recruit; after both you and they become permanent. The \$100 new employee bonus is also still in place, so you friends could pocket some extra green as well. Please help out. If you have any questions, or need any assistance, please do not hesitate to speak to Doug Hawkins. See you at some shows.

#### ERICA'S EPITAPH

Well boys and girls, it's time for another dose of Erica's column. Instead of making

fun of people and exploiting their embarrassing experiences I'm going to actually write good things about someone...well honestly its about something. I call it.."Ode To La Pop Machine."

You come to work not feeling like you're on top, the thing to do is to get a soda pop. When you're feeling down and blue, go and grab for a Mountain Dew. If you're feeling all tore up, go and get a 7-up. If your day hasn't been bright, get yourself a crystal clear Sprite. If you want to kill a flea, smash it with a can of Lipton's Iced Tea.



If you're being attacked by a heifer, get rid of it with a Dr. Pepper. If you feel like life's a joke, get a Diet or Classic Coke. All in all the machines that contain these are really great. There's one at 111 and...what was that number again 207, 209, or 208.

Well folks that about does it, until next time...keep those cards and letters coming in!

#### T.E.A.M. TOP TEN LIST

Welcome to another fun filled top ten list. From our home office in Rillito Park, Tucson this month's category is the *Top Ten Reasons to Work the MAMA Art Festival*:

10. This is one of the few times you can call for MAMA on the radio and not be laughed at.
9. You can move the bronze sculptor's booth over to near the "Y", so all weekend he can say, "No the bunnies are not for sale!"
8. You can charge people to play croquet outside of Jeff Lee's door.
7. You can see what the Mill Ave. grunge kids would look like if they were creative grunge kids.
6. You can actually sell one of the rabbits, but you have to paint it blue.
5. You can see how many overnights John Johnson can work, but he is JJ, and he is the King of Overnights. (No offense Tony G.)
4. You can ask the lady at Changing Hands if her peace bumper stickers are left over from the war; and when she says, "Yes", you can ask, "The Civic War?"

3. You can help Doug sell Show West at every booth during your break, and threaten to tow their vans if they say no.
2. You can help Michael look all weekend for the Filiberto's Booth.

And the number one reason to work the MAMA festival is you can give people really messed up directions, like you go to the booth with the pottery and turn right, and then go to the booth with the jewelry and turn left, and if you get to the booth with the white top you've gone too far.

#### CONTEST CORONER

I would like to take this opportunity to challenge everyone to a spelling bee. The won't thing you need to do is:

1. Right a letter of intent to let me no.
2. No fowl language.



#### MICK'S MEMO

Its finally getting warmer, and the time has arrived that in many parts of the country, people have been anticipation for the past 6, cold months. In Arizona, it basically means that you can moth-ball the long sleeved shirts, and go back to shorts, Well, Spring Fever is upon us, and it's funny to see how it manifests itself in different people. Chris Davis and Bruce Buettner look at each other in a kind of weird way. I think I now know why Chris got rid of the little green lawnmower, and got a big, spacious van. Jennifer Mills is twice as loud as she proclaims: "I am a woman, not a girl! In one year and 19 days I'll be an adult. But, since woman mature faster than men, I already am grown up. So kiss my ....!" Michael Guzman is looking into having Filiberto's wrap his burritos in bikini tops, and Stephen Anderson is making little dynamite charges, so that he can "get those damn fish outta the tank, and on a plate."

Last week, somebody made the suggestions that we should start a comics section, where anybody can submit jokes, illustrations, cartoons and other items of humor (tasteful, of course.) I hear that the editorial staff thought this was a good idea, but didn't like the idea of having another column primarily devoted to Michael Guzman. So, if any of you have any

good jokes, funny stories, or have the creative ability to draw (Hey, Erica, Alex - here's your chance), please submit your contributions to Chris Casias, for the upcoming issues. Please stay away from offensive or rude subjects. Besides that Bruce and Chris thing already gave us enough of that, to last for a long time.

We are getting into the busy event season, and Mike Tabaka and I are both looking into a few different things, that we are going to try and pursue for new accounts. In the mean- time, let me warn you St. Patty's is this weekend, both here and in Tucson, as well as the ArtFest down there, April 4-6 is a must work week-end, due to the MAMA Spring Fest, and a beer fest at the Arizona Center, as well as a few other, assorted events. More to come on all the events, and I'm sure that as more new stuff comes in, you'll be the first to know.

In the past couple of weeks, I have seen a lot of things that are really good. A lot more of you are taking initiative, and not only making decisions, but very good ones in the field. Those are signs of confidence and leadership, and qualities that will stay with you for life. Dress code is better, attendance has improved. Now, on the one point that is still a bit of a problem, and I promise not to carry on too much about it; Problem Solving. I have seen it myself, and have gotten reports from several supervisors and staff, that some of you are being a bit too aggressive in dealing with situations. Bring it down a few notches. If somebody is rude to you, don't show them that you can be ruder, tougher, etc. Start on a calm level. Show that you are the professional, who is in charge of the situation, who will not lose your cool over some clown who is making a fool of him or herself. We are currently working on coming up with a better and more complete problem solving area of training. A lot of it will consist of problems that we all encounter, and some of the unexpected, as well. Any

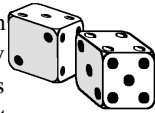
ideas or feedback and what you would like included, or specific questions, please see either Corey Lines or Mr. Filiberto.

One final word on officer safety, and this related to the previous issue. Remember that you never know what you

are dealing with, when confronting somebody. You don't know how somebody is going to react, or what they have on them. The 910's on last Friday are a vivid reminder that there are a ton of guns out there, and plenty of fools that want to use them. As we go into the summer, and it gets hotter, tempers are going to get shorter, and that acts of violence will go up. Just remember your own safety, no matter what. We will go home at the end of our shifts! Be good, and stay safe.

### BRIAN'S BONUS BITS

Hi kids, welcome to what I believe to be the final edition of my column. You may notice that the column has moved locations, but that only because I'm here writing on the printing deadline. Come ask me about my jury duty experience I had today and I'll tell you why you shouldn't get a driver's license or register to vote. Anyways, here are my final words of T.E.A.M. wisdom, which will be appearing in my forthcoming book entitled Brian's Best Bonus Bits (hardcover \$24.95).



\* Some of you may remember this one...Let's all remember to drink water as the summer is creeping up on us. A persons body can become dehydrated very fast in the desert heat, even at night. You will need to ask for a break even if don't feel you need one. There have been employees who have been taken to the hospital after collapsing on us in the field. See the equipment manager when you go to work, water bottles are available to be checked out to you while you're working. As the old saying goes, "If you don't have to go to the bathroom, you're not drinking enough water !"

\*Stephen Anderson, your friendly T.E.A.M. Equipment Manager has had some hip packs screen printed with the T.E.A.M. logo. If you're tired of having bulging pockets or wearing those paramilitary organization pants, go pick one up for only \$8.50. And of course we feel we have to tell you that this is a low, low introductory price and these handsome belt bags are not available in stores. Order yours now !!!!!

That's going to be all for my column, kids. If you're ever in the El Paso area and

have been deported, ask the coyotes to drop you off at my station.

## CHRIS' CORNER

Hard to believe it's already March and 90 degrees outside. That's going to mean more paperwork for everyone. Speaking of paperwork, I'd like to talk to all of you about important things about some of the paperwork we have to do here at T.E.A.M. First we'll talk about Patrol Logs. They are used when our clients want regular security checks, and also are used in place of shift reports at Papago Medical Park. The problem in both situations is that for our security checks employees are only writing in "All is clear" and then drawing a line down the rest of the patrol log in place of actual information about the patrols. This needs to stop, starting now.

Next we will talk about the old Reprimand/Recommendation forms. Now there is just a Reprimand form, and a new form call a Commendation. This new form will serve the same purpose as the recommendation part of the old form. Lastly, the Late/No Show /Cancellation form that so many of you are familiar with has changed for the better. Hopefully no one has to worry too much about them in the future.

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