

J.E.A.M. CENTS

Volume V Issue No. 4 " The Official Newsletter of FMITGA's Lager and Brewery" May 5, 1998

Happy Cinco de Mayo!!! Hope many of you got to break a pinata this year. As we always do here in the newsroom, except this year Michael got into it before we had a chance to break it.



May is here and for many of you this may be your first year here in Arizona. As you may have noticed, the weather does change significantly. It gets hotter and many of you may not be climatized to this weather yet. So remember to drink plenty of liquids while out on post. One thing you may want to stay away from are sodas or anything with caffeine in it, as caffeine soaks up alot of your water. This is the time of year when you don't want to be sitting in your car with your jacket on, the windows rolled up, the heater on, drinking coffee and eating hot soup. So do not attempt to do this. Also don't attempt to jump over any ditches if you're at Firebird or something.

So have a safe month of May and read on for some helpful info>>>>

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MAY BIRTHDAYS

Penny Taylor 5/3
Guy Braden 5/5
Thomas Snider 5/6

Chris Martin 5/7
Joe Diaz 5/8
Jeremy Mullen 5/8
Jay Staab 5/10
Sam Kahoiwai 5/15
Robert Cordts 5/18
Jeremiah Drew 5/18
Chris Durnal 5/18
Jeremy Garcia 5/23
Robbie Rodriguez 5/24
Sam Blie 5/30
Darrell Duhamell 5/30

Happy Birthday to all of the above employees. Drinks are on Sam Kahoiwai!!!!

T.E.A.M. ANNIVERSARIES

This month we have two anniversaries: Chris Casias will be with for four years on the 7th of May and Masroor Syed will be with for one year on the same day (May 7). So if you see these guys around congratulate them or bow down!!!

UPCOMING MAY EVENTS

5/4: Payday
5/5: Cinco de Mayo
Cinco de Macayo's
Refreshments @ Hayden Square
5/6: Seis de Mayo
5/8-10 Art Festival of Henderson
5/8: Deftones concert @ Hayden Square
5/10: Soulfly Concert @ Club Rio
5/9: Concert @ Park and Swap
5/9: Jets vs Funny Cars @ Firebird
5/10: Mother's Day
5/16: Advance Training Classes @ 1300-1700
5/18: Payday
5/21: Dave Mathews @ DSP

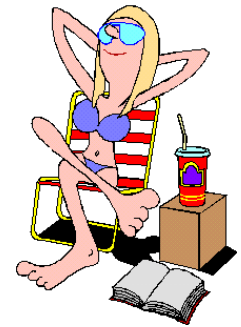
5/22: Hayden square Concert
5/24: Mick Crawford @ DSP
5/25: Eric Clapton @ AWA
5/25: Memorial Day
5/31: Moody Blues @ DSP

For those of you without licenses- you need to get a security license if you want to work the fun events.

FROM THE SCHEDULING DEPT.

By Taryn, Frank and Joyce

When you call in or come in for scheduling, please write your start times and location of where you are working. We are



having various problems with officers not writing their schedules down. We get alot of calls either the day of, or various days during the week asking where and when you are supposed to work. This is causing alot of lates, cancellations and no shows, which leaves our clients with bad feelings about our employees. Please write your schedule and make this a habit.

The "heat" is here! Make sure to use good judgement when working outside. A couple of reminders:

We do work long hours and you should bring plenty of food and water to the event you are working at. We will try to get you the required breaks, especially if you are feeling dehydrated.

Be responsible and bring water, as you know when we get busy and are working long hours, it sometimes gets hard to break everyone right away. That's why you take

your items to your post with you.

Be safe out there. If you do not take anything to an event, do not say that we didn't tell you!

PAYCHECK DISTRIBUTION

A reminder to all, you must call in yourself to request that your check be given to someone else. Please do not call in and ask us to ask someone to pick up and deliver your check to you.

FMITGA'S MINUTE

By Jeff Fischer

Hello everyone! It's that time of year again when our uniform supply has decreased drastically. The summer months are upon us and the polo shirts are becoming the standard dress code for most of our events. When you come to an event and sign in and tell the supervisor in charge that the shirt on your back is yours, we are assuming you have paid for that shirt. If you have not paid for the uniform, please return all unpaid for uniforms to the office. We are taking inventory and know who the employees are who have not put a deposit on a uniform. If you cannot afford to pay for uniform at this time, please call the office and let Joyce, Frank or Taryn know which uniform type, and number you have so we can get inventoried. If the missing uniforms do not start reappearing, severe repercussions may result.

As it gets warmer, please remember the dress code: T.E.A.M. polo shirt, black (conservative) shorts, white socks, and black tennis shoes or conservative style boots. A black, white or T.E.A.M. issued hat may be worn at most outdoor events. Do not forget that all indoor events require nice, black pants. Shorts are not permitted unless told otherwise.

Lastly, we are approaching our first year, for most of us that came over last summer to T.E.A.M. If you have not taken a moment to see how the whole operation works, this is the perfect opportunity to take advantage of it. When you come to an event introduce yourself to your neighbor. We all work for the same company and are paid to get the same job accomplished, whether you are down on Mill Avenue or at Desert Sky. If

you have a problem with someone in the company, leave your differences at

home before you come to work. Let's reduce company dissention and be a T.E.A.M. We all enjoy what we do or we wouldn't be here. Let's show the Valley of

the Sun what T.E.A.M. is all about.

I thank you for your time, participation, and cooperation regarding these matters. This has been a friendly minute from FMITGA's Lager and Brewery. Good day!!!

MICK'S MEMO

By Mick Hirko

It is fair to say that the month of May will bring a lot of changes. The old back East saying of "April Showers bring May flowers" might not apply so much to Arizona, even with El Nino, but the winds of change are upon us. For those of you who have not heard, there are a few people who will be leaving us in the next couple of weeks, or who have already left. Colleen Beier, who was our receptionist, left a week ago, to pursue a career watching soap operas. Just kidding. She actually has an opportunity to pursue her writing, which is her true vocation, and we wish her all the best. Cade Rowley is leaving us in a couple of weeks, after graduating from ASU with a degree in Civil Engineering. Most of you probably don't know Cade, as he works in the cold dark abyss we call the accounting department. His sense of humor, his professionalism, dedication and hard work were not only inspirational, but will be sorely missed. Good luck to you, Cade. You know, most people in accounting departments are depressing, personality-less, negative people, who only see doom and gloom in the future. Cade and Adam showed us that not all accounting staff are that way, and that payroll problems, invoices and bills can be dealt with in a cheerful, optimistic and very competent manner.

Lastly, Michael Guzman will be leaving us in two weeks. Michael has not only been here for several years, but is the General Manager and an owner of T.E.A.M. Michael has been contemplating a career change for some time, and looking to spend more time with his family. He recently was blessed with a baby sister, and courtesy of the DMB crew, does not get her very often. As we get older, our directions in life often change, and our priorities re-align themselves. Change is not only a constant, but a necessary and good thing. Michael has come to one of those points in his life, and we all wish him the best. Maybe our paths will cross

again in the future. Good luck, my friend. May the wind be in your sails, as long as it's not that hot wind from Filiberto's.

Finally, I would like to welcome a few new members to our staff. First Pat Sims, who is taking over some of Chris Casias's responsibilities as office manager. Pat is going to be involved in many aspects of our daily operations, as well as working on Mill Avenue with our weekend crews. I am sure that in the coming weeks, most of you will meet Pat. Make sure you say "Hi", and introduce yourselves, especially since when you do need something later on, Pat will probably be the one to help you, and she would really like to meet everybody.

Hey, anybody remember Mike Tabaka? He's Baaack!!! Yes, Ladies and Gents, Dr. Mike is in the house. Let's leave the last name jokes alone for a while, at least until he settles in. Mike will be here on the 11th of May, and his role is still a bit undefined, but I am sure you will be seeing his cheerful face at events real soon. By the way, he just got done with a year long stint impersonating medical professionals, so don't let his stethoscope or offers for a free exam fool you. He's still as goofy and medicated as always. Mike will not be working full time, as he and a new partner have started their own

business, but he will help us out as much as he can.

As I said earlier, May is full of changes, and these are some of them. So, if you hear any stories about who else is coming or going, please don't spread those rumors, but come see one of us in the office to get the true story. Have a great month, and keep the Peace!

Field Cards

Why do we use field cards? There are several reasons for that. First of all, to capture information for reports, without having to fill out the whole report there on the spot. Second, to get information on items that do not require a whole report, such as a trespass, found property and fake and/or confiscated ID's.

All the information on the Field Cards is entered onto our crime data base. Yes, folks, we actually keep records of all the stuff we do out there. We can actually tell you who responded to what incident, how many incidents any employee responded

to, which client had the most calls for service, how many fights, etc. It's a really neat, professional system, if it gets used right. It helps us give clients complete reports, as well as judge what kind of staffing we require from past experience. This system does require your cooperation. Ejections and fights at concerts need as much info we can get, not only so our database is big, but to protect us from lawsuits. Anybody remember that Tommy Lee thang? Well, guess what, it hasn't even gone to trial yet, but the witnesses are already beginning to forget details. If everybody involved in a situation would write incident reports and supplements, or even jot down a few details on field cards, and turn them in, we could help refresh your memories. Also, without the reports, it is often impossible for us to trace back, and find out who was even involved in a situation. It is often years before a case goes to trial, and

lawyers drag these out as long as they can, with the hopes that witnesses either are not to be located, or have forgotten what happened. Believe me, even the most vivid experience will fade and change in your mind over time. If we can't locate you, or you have forgotten after three years, at least we have your written word to defend against these often B.S. lawsuits. **WE NEED YOUR DOCUMENTATION!!!!!!**

We can track every field card, shift report, patrol log, supplemental report or other documentation, with just a small bit of information. As far as the reports themselves, once we find them, they need to be detailed, for the above listed reasons. On the field cards, don't only get all applicable information on the front, but put a narrative on the back, including why we did a field card (crime, lost property, Fake ID, Suspicious person, etc.) and write your name on it, with employee number, so we can go back later, if we need to, to get more info, or get follow up from you.

Let's say you confiscate a Fake ID. Some it's pretty obvious why you took it. Others are, or appear to be completely legal forms of ID. Some of these people try to get them back. The oldest trick is that somebody (Person A) let a friend (Person B) use person A's ID to get into a bar or other liquor event. We take it, and

person A comes by the next day, claiming it was him or her at the bar, and wanting his ID back. Without documentation, what do we do? Also, since our ID's for the most part are turned into the State for prosecution, we need to document why we took them, we can be liable. So, make sure you put all the personal information from the person that you took it from, including the location, and on the back, why you took it, and your name and Employee ID #. For more boring, but very important information on paperwork, keep tuned to T.E.A.M. Cents.

GUZMAN'S GHETTO

By Michael Guzman

Hello everyone, one last time from the Ghetto. I say last time because as some of you may know or will find out that my last day here at T.E.A.M. will be the 18th of May. It is time for me to move on.



This move is a sad, but necessary one. I have enough memories from the last 4 years here to last a life time. There has been a lot of good, bad, and very scary times during my employment here at T.E.A.M. Here are just a few examples of what I mean . . .

I remember when a certain someone beat the crap out of a Fireman at one of the Tempe bars.

I remember when that same someone was shot at while trying to save some precious alcohol from being stolen at a location we weren't even working!!! I will never forget the countless arguments about whether it is proper or not for a human to have sexual relations with a Klingon.

Of course we cannot forget the almighty "off - the - bike - take - down" of the century by a certain bike cop that now plays with doggie cops. How about the infamous arsonist . . . (ok, I won't mention that one). Or the great riot of '96 actually 10 minutes into 1996 immediately following the Tempe Block Party. I will not forget all of the wonderful 16 year old employees we had at one point in time. Remember the psycho that went on a shooting spree outside the office? (What a terrible time to quit smoking, huh Mick??)

I could go on probably making this newsletter a book. I have enjoyed working with everyone and will miss this place a lot. I hope that T.E.A.M. will continue to succeed and be the best and biggest in the business for a long time to come. Good luck to everybody and farewell.

SPACE FOR MICHAEL GUZMAN AUTOGRAPHS

CHRIS ' CORNER

By Chris Casias

Just a quick and short statement for all those who think I don't like them:

I HIRE AND PROMOTE FIRST

on the basis of integrity; second on motivation; third, capacity; fourth, understanding; fifth knowledge; and last and least, experience.



Without integrity, motivation is dangerous; without motivation, capacity is impotent; without capacity, understanding is limited; without understanding, knowledge is meaningless; without knowledge, experience is blind. Experience is easy to provide and quickly put to use by people with all the other qualities.

We often search for complicated answers to problems when the truth is under our noses all the time. Henry Ford was once asked by an insurance agent whom he had known for many years why he never got any of Ford's business. "*You never asked me*" was Ford's reply.

My door is always open.

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