

FEBRUARY EVENTS

- 2/1: String Cheese Incident @
Cajun House
- 2/3-7: Phoenix Art Gallery
- 2/5: U.S. Off-road Championships @
BOB
- 2/6: U.S. Off-road Championships @
BOB
Advance training classes in 111,
1p-5p
- 2/8: Payday @ 111, 4p-6p
Squeeze @ Cajun House
- 2/9: Sunny Day Real Estate @
Cajun House
- 2/12: DC Talk @ AWA
- 2/13: Tucanes @ Civic Plaza
- 2/14: Valentine's Day
- 2/15: President's Day
- 2/20: Senior Olympics @ ASU
- 2/22: Payday @ 111, 4p-6p
- 2/24: Moe @ Cajun House
- 2/25-28: Firebird Nationals
- 2/27: Fuel @ Cajun House
Oldies @ Mesa Amp.
- 2/30: Beastie Boys @ AWA

During the this month, we also have some day shifts available. We are also looking for anyone interested in working overnights or graveyard shifts in the Tempe area. Contact Christine or Taryn for more info.

FEBRUARY BIRTHDAYS

Happy Birthday to all the following employees who will be turning another year older this month:

Martin Stevens	2/3
Alex Francis	2/6
Zachary McFall	2/8
Carlos Perez	2/11
Abraham Lincoln	2/12
Michelle Colombini	2/14
State of Arizona	2/14
George Washington	2/15
Sam Steinborn	2/20
Brad Santos	2/24
Alfred Chavez	2/25

T.E.A.M. ANNIVERSARIES

Congratulations to the following employees who have been with T.E.A.M. for one whole year:

Gloria Ruelas will celebrate her one year anniversary on 2/25, along with Carlos Zavala on the same day!

THOUGHTS TO PONDER

Only in America.....

- can a pizza get to your house faster than an ambulance
- * are there handicap parking spaces in front of a skating rink and golf course
- do banks leave both the front and vault door open and chain the pens to the counter
- do we leave cars worth thousands of dollars in the driveway and leave useless things and junk in boxes in the garage
- do we use answering machines to screen calls and then have call-waiting so we won't miss a call from someone we didn't want to talk to in the first place
- do we buy hot dogs in packages of 10 and buns in packages of 8 and beer in packages of 12
- do we use the word "politics" to describe the process so well: "poll" in Latin meaning "many" and "tics" meaning "blood-sucking creatures"

BRET'S BILLBOARD

By Bret Rowley (Cade's brother)

Greetings from the Accounting Dept. For your information we are currently preparing the W-2 forms with the help of a CPA. The forms will be mailed out as soon as the final preparations are made. We are planning to mail all W-2's unless you notify us that you would prefer to pick it up.

Also if you have had an address change in the last couple of months please call and verify that we have your correct address. Otherwise your W-2 will be sent to your old address. A quick way to check and see which address your W-2 will be sent to is to check the address that appeared on your last check if this is the correct address no worries. Otherwise call 111 to make the change. Your personal tax returns need to be postmarked by April 15. Good luck and hopefully you all receive a large refund on your taxes.

ZAKS ON MILL AVENUE

By Zak McFall

Well it is officially the most stressful time of year. Not for the girls, for the guys. This is the time where we stress out to find the perfect present for the loves of our lives. Don't worry guys we still have

plenty of time before the day of doom (better known as Valentines day).

OK everyone I have a few announcements for all of you.

1. New radios
2. Radio rental
3. Uniforms
4. DMB locker

1) New radios. We have added twenty (20) brand spanking new radios to our collective. They are fully functional, and what I mean by fully functional is **they have all of their buttons!** So lets make sure we keep them that way. I would now like to tell you why those buttons are important. The reason is when we have to clone our radios those are the buttons that we use to do so. If the buttons are not there we can not clone the radios which makes them good and useless. So **DO NOT PULL THE BUTTONS OFF.** If you do, you will be charged for the damage.

2) Radio rental. When you take a radio home, I will assume you would like to rent it. So we will charge you twenty (20) dollars a day. You might think we won't find out but trust me we will. Twenty (20) dollars adds up very quickly. I will reiterate why we do this. When we have big events we rent radios from a company called Specialized Communications. Some times you guys and gals don't know if the radio that you have is one of ours or one of theirs so it's just better to always turn your radio in.

3) Two down two to go. Time to talk about uniforms. There is a big difference between a "Security" uniform and a "Staff" uniform. Security uniforms are only to be worn by a DPS licensed security guard. If you are wearing a "security" shirt and you are not licensed you are breaking a major law. Also if you are a licensed security guard and you are wearing home a security shirt, and you stop at Circle K and it gets robbed and you don't do anything you can be held personally responsible. So it is best to take off your shirt at the end of your shift. Also ladies and gentlemen I have a list on my desk of people who have not purchased a uniform. A couple of you (you know who you are) have a uniform at home. I

strongly suggest you either turn them in or pay for them. If you do not have a uniform at home and you would like the convenience of having one, you need to come see me.

4) OK last one. The DMB locker is for DMB supervisors only. If you are not a DMB supervisor, **Do not open the locker and get your radios and uniforms.** Only the DMB supervisors and personnel with all access at 10-93 can go into it. DMB supervisors please make sure your DMB personnel do not get their own equipment. You sign them out so you get their equipment. If you do not comply with this request, you will have a thick personnel file if you know what I mean. I don't like having to baby-sit, so please make we do this.

OK my gripe session is over. Thanks for reading and keep up the good work. You all do a nice job so let's make it so. Thanks again.

BILL'S BAT CAVE

By Bill Sebby

Hello ladies and gentlemen we are now getting in another new month and we still are having problems with keeping 10-93 clean. We all need to start pitching in to keep 10-93 clean or we will not be able to get the computers put in that we need.

We are having problems with people who are not signing in and out properly, so I ask you all to please make sure that if you work during the week that you or your supervisor is properly signing you in and out. On weekends also do the same.

We will be doing more field evaluations on all of you so please brush up on your knowledge of your post and make sure that you have with you the proper work equipment. So to all of you, let's keep up the good work and try to make it better for all of us.

Thanks.

CHRISTINE'S CREED

By Christine Philbern

As you all know Scheduling is very limited right now so if you want to work call right away. Also when you take a Schedule make sure you can work it. We can't have employees taking schedules and then calling off at the last minute.

There have been a few misunderstandings about calling off. If you have to call off, you need to call off at least four hours before your shift. This doesn't mean you wait until four hours before your shift to

call off. The more time you give Taryn and I, the better. Also if you have an emergency within the four hours of your shift you still need to call off. Scheduling will be easier on you if show us a little courtesy.

When I take the time to call you or talk to you about your schedule, please have the courtesy to write down your schedule. I have enough to do without repeating the schedule to every air head that forgets to write it down. And maybe, just maybe that would improve my (not so bright and cherry) mood! So everyone who does write down his or her schedule, thank you and keep up the good work.

Now to all those people who show up on time, never call off and come in on last minute things. I just wanted to take this time to thank you. You all have a lot to be proud of. You are the people who keep us in business. I will make sure you are taken care of in one way or another. So again thank you.

So until next month readers, Keep on working

RECRUITER'S REQUIEM

By Michelle Colombini

I don't have too much to say, which those of you who know me will realize is just short of amazing!

Thanks again to those of you who continue to refer your friends and relatives to us! If you remember, when speaking to people interested in a position, please ask them to call to schedule an appointment. The reason for this is that I am sometimes out of the office for off-sight recruiting or other reasons and don't want to inconvenience anyone by having them come in for an interview and not have anyone here to conduct the interview.

I also want to take a moment to remind everyone about the \$100 Bonus Program. The criteria to qualify for this are posted in both 111 and 10-93. If you would like further explanation or have specific questions, please give me a call.

Those of you who have been with us for more than three weeks and have not yet gotten your "Guard Card" please do so as soon as possible. Besides being a mandatory part of your employment with T.E.A.M., it will also increase your rate of pay. Speak with Chris Casias if you've not yet gotten the necessary paperwork or need directions to the DPS office. If you're not in touch with us about this soon, you will be receiving harassing phone calls from me!!

Last but not most assuredly not least, don't forget, my birthday is February 14th and purple (commonly referred to as "sterling") roses are my favorite.

Guess I had more to say than I thought!

OPERATION'S ATTITUDE

By Jared Rafferty

Although I've said it many times I guess it's time to harp over the same old ground. Some people obviously aren't getting it. We must hold ourselves to a higher standard. We must lead by example and take responsibility for our own actions as well as inactions. When my son does something wrong I don't get irate. Mistakes are a part of life, a part of learning. Without mistakes we would never know what not to do. So with that in mind I never yell at my son for an honest mistake. The key is to accept that you were wrong and try to change.

Through the years I have let many patrons stay at an event because they told me the truth about their actions and were truly remorseful. On the other hand I have ejected many a patron for lying about their actions. And while I have ejected the same patron from different venues and events, I truly believe that I am more likely to have problems in the future with those that I have to eject as opposed to those who we can educate. We live in a community and because we have chosen to be responsible for people in this community we give up the right to pick and choose who we're going to be responsible for. So please let's leave petty insecurities and prejudices at the door.

When you don the uniform you should also don a bipartisan non-prejudicial attitude. Teach the people you come in contact with what we expect of them and we will all have an easier job. Take the time to explain to them why their actions are wrong. And then you will truly have made a difference. "Teach a man once, don't hit him twice". Thank you.

MICK'S MEMO

By Mick Hirko

A couple of years ago, I wrote about what an unfair month February is. I still feel strongly about that. Think about it... you have to pay the same amount of money for rent, car payments, student loans, mortgages, phone service, utilities, etc, but you are getting two to three less days to the month. This is totally unfair. Especially if you start adding it up. If any of you get to live to be as old as Jared or

myself, this will add up to months of money, that you pay for what? I think somebody owes me 3 months of free services, and Jared calculated his to almost 5 months, at least according to how he feels.

As I am sitting here, thinking about all the stuff I wanted to write about this month, I remember my New Year's resolution, to keep it shorter. As such, I have to apologize (he's forcing me) to Eddie Cano, for not writing about him this month. So, with no further digressions, let me talk about training! Told you, that's our subject for the year. Some of you have already been getting calls from either the schedulers, Chris or Michelle, about getting your licenses, or renewing expired ones. We are dead serious about this. Those of you who do not get compliant will either find yourself working a lot less events, in non-security capacities, or more extreme consequences may be taken. Our policy is that you have six months to complete your training. If you do not, you can be terminated. Your DPS License is part of your training, and you must have it.

In the coming months, you will be seeing and hearing a lot about the advanced classes, and new training curriculums. Last year, as part of the preparations for the block party we had to go to several classes and meetings to learn about Weapons of Mass Destruction (and they did not

cover Bill after a good Mexican meal) After Oklahoma City, the World Trade Center and the Atlanta incidents, I think we all have to realize that terrorism is on our soil. We cannot ignore domestic terrorism, nor can we think that we are safe any longer. It has become a part of our life, like gang violence, bar fights and Bill falling asleep during staff meetings. (I'm sorry, I just have to pick on somebody)

Anyway, we want to train everybody on the things we learned, and think that these are things that will not only make you a better security guard, but be useful in all walks of life. I grew up in Europe, and the RAF (That's Red Army Faction, not Royal Air Force) was blowing up things on a regular basis. Their main targets were U.S. Military, and so I learned early in life to watch for unattended packages, cars that didn't seem to belong where they were, wires just laying around, and things like that. Our school bus was searched all the time, and access to a lot of things on base was sometimes difficult and time

consuming. We learned what to do when we heard a blast, and the different types of bombs, and how to reduce injuries. Did you know that most of the bombs when they go off have shrapnel, which hugs the ground, and really does not go high in the air, and that most injuries and deaths are from lower body damage? We also had to deal with the whole nuclear deal, as the Cold War was still on (That's why we were there in the first place. Now we have a new one - Biological and Chemical elements. Oh, it's so tempting to get Bill on this one, but it's too easy, and too many choices) The newsletter is not the proper forum to explain all the things we did learn, and are still in the process of learning about, but I look forward to bringing this new training into our curriculum.

In the mean time, I hope that all of you who need to, will make it to our training sessions, and learn more one how to do our job. Finally, Joe Coomer is going to start developing Training Supervisors, who's primary responsibility it will be to not only make sure everybody is properly trained, but to make sure that they execute their responsibilities properly. If any supervisors are interested in becoming a training supervisor, please contact either Joe Coomer or Chris Casias. See you next month. Keep the Peace.

T.E.A.M. TOP TEN LIST

By
Chris Casias

From the home office in Guadalupe, AZ, this month's category is the "Top Ten Lame T.E.A.M. Valentine Sayings"...here we go ...

10. To JR from SS - Will you be my Valentine buddy ?

9. May I practice pat downs on you?

8. Let's renew our licenses together! (awwwww).

7. Tonight I'm wearing a heart on my bulletproof vest for ya !!

6. Freaks gotta fall in love too!

5. Falling in love is hard on the knees.

4. Gimme some of that Justice of the Peace loving!

3. "Will you keep me company on an overnight?"

2. To the Hooters Girls -

"I'll be an escort for you all night, I mean alright!"

And the number one lame saying for Valentine's Day.... "Let 's give a new

meaning to 'What's your position?'"

CHRIS ' FINAL THOUGHT

By Chris Casias

For the past two days I have been lying in bed sick. Throughout my sickness I was either sleeping or watching TV. During the afternoons, I watched the impeachment hearings, like I've done for the past weeks. I also had a chance to watch an old favorite- "Jekyll and Hyde" a Broadway musical out on video.

The show tells the story of research scientist DR. Henry Jekyll's attempts to discover the right combination of new and unique drugs that will pierce the veil of severe mental illness and save his own father's life.

DR. Jekyll's work and skills are very well respected. When his experimentation on animals proves successful, he attempts to convince the mental hospital's board members to allow him to use a human research subject. After they refuse, he injects the drugs into himself.

The drugs produce a manifestation of DR. Jekyll's alter ego, Mr. Edward Hyde. The villainous Hyde commits a string of brutal murders and makes progress toward taking over DR. Jekyll's life completely.

The struggle between the two characters is really only the struggle between good and evil sides of the same person. The concept makes for great drama. I must admit that I was chuckling to myself throughout most of the performance.

I couldn't help but find the irony in Bill Clinton's impeachment drama in which House Judiciary Chairman Henry Hyde plays a significant role. I laughed out loud at a very serious point in the show when I realized that DR. Jekyll's first name was also Henry. It seems that we have both the character and the alter ego merged into one.

When the House of Representatives became intent on pursuing impeachment against the President, even Democrats wanted Hyde to oversee the investigations and hearings. Hyde's work and skills were very well respected, and he was considered far less reactionary than former speaker Newt Gingrich.

Hyde appears as the kindly elder statesman who would elevate the good of the country over partisan bickering. The judiciary committee's membership included some of the House's most right-wing members. Hyde was supposed to rein them in.

Hyde's early interviews about the

impeachment process stood out as deliberative and calm. Last September, he said, “impeachment cannot succeed unless it is done in bipartisan or non-partisan way.” Hyde also said that the American people are the “ultimate jury.”

Hyde’s alter ego has apparently taken over. He’s trying to appeal to the most conservative branches of the Republican party, and he has forsaken all attempts to remove partisan politics from the process. A few weekends ago he said that he would push the impeachment case forward despite the incredibly solid opposition from the American people.

I guess the two-thirds of us who believe that the trial should be over are no longer the “ultimate jury.”

In the story of Jekyll and Hyde, the good doctor had an affair while his fiancée waited lovingly in the wings. Representative Hyde’s extramarital affair was among the first revealed in this hypocritical impeachment process.

For those of you who don’t know the entire tale, Jekyll ultimately takes his own life because he can’t control his vicious counterpart. Representative Hyde and the house managers prosecuting the President seem intent on destroying their own political lives and their fellow republicans as well.

The closet is our villainous alter ego. The drama in Jekyll and Hyde and these other fanciful tales comes from the characters’ unwillingness to simply tell the truth about who they are.

If we just come out of the closet, we’ll kill our own alter egos and live happy and free lives that we crave.

DISCOURAGED ?

It’s a rare person who doesn’t get discouraged. Whether it happens to us or to an associate we’re trying to cheer up, the answer centers around one word: perseverance

The value of courage, persistence, and perseverance has rarely been illustrated more convincingly than in the life story of this man (his age appears in the column on the right) :

	<u>age</u>
Failed in business	22
Ran for legislature-defeated	23
Again failed in business	24
Elected to legislature	25
Sweetheart died	26
Had nervous breakdown	27
Defeated for Speaker	29
Defeated for Elector	31

Defeated for Congress	34
Elected to Congress	37
Defeated for Congress	39
Defeated for Senate	46
Defeated for Vice President	47
Defeated for Senate	49
Elected President of the United States	51
That’s the record of Abraham Lincoln.	