

J.E.A.M. CENTS

Volume IV Issue No. 5

"Revista Oficial de Cinco de Mayo"

May 1-31, 1999

DISCLAIMER

T.E.A.M. Cents staff does not assume liability in any way for anything printed, inferred, or diagrammed in *T.E.A.M. Cents*. If at anytime you find anything you read in *T.E.A.M. Cents* offensive, then by all means please stop reading immediately. If you should happen to be inadvertently offended and continue to read, you do so at your own risk. If you continue to read this offensive material to yourself, and your lips move while you read, and you are in a room with anyone who is able to read lips, then YOU and not US are responsible for offending them. The stories and characters you read about in *T.E.A.M. Cents* are purely fictional. Any similarity to real people living or dead, places and events is merely coincidental.

EVENTOS DE MAYO

- 5/1: Mill Avenue
- 5/3: Payday in 111. 4p-6p
- 5/5: Cinco de Mayo
Cinco de Macayo
- 5/6: Seis de Mayo
- 5/7-8: Mill Avenue
- 5/8: Funny Cars @ Firebird
- 5/9: Mother's Day
Tigres del Norte @ Civic Plaza
- 5/9-15: National Police Week
- 5/14-15: Mill Avenue
- 5/15: Advance Training Classes in 111. 1p-5p
National Peace Officer Memorial Day
- 5/17: Payday in 111. 4p-6p
- 5/21-22: Mill Avenue
- 5/28-29: Mill Avenue
- 5/31: Memorial Day
Payday in 111. 4p-6p

CUMPLEANEROS DE MAYO

Daniel Keeling	5/2
Penny Taylor	5/3
Jay Staab	5/10
Anthony Williams	5/13
Celeste Augustine	5/14
Lyle Ahasteen	5/15
Michael DeMatteo	5/15
Sam Kahoiwai	5/15
Eric Peterson	5/17
Jeremy Garcia	5/23
Derek Skinner	5/27

Happy Birthday to all employees celebrating a birthday this month.

ANNIVERSARIOS DE MAYO

Congratulations to those celebrating their one, two and five year anniversaries!

- 1 year: 5/1- Carla Baker
5/20- Andy LaFave
Anthony Bozzo
- 5/27- Bill Selby

2 years: 5/7- Masroor Syed

5 years: 5/7- Chris Casias

RECRUITER'S REQUIEM

By Michelle Colombini

Hard to believe that it's already time for me to think of another topic about which to write. It might be a little easier to do if this weren't Monday. In fact, everything might be a bit easier if this weren't Monday. But anyway...

As I've mentioned in previous newsletters, part of my job here is to try to assist in the retention of employees. In order to do this, I need to try to pinpoint the reasons that people leave so that we can rectify any problems that may exist. This brings me to my point...if anyone has any comments, complaints, suggestions or feedback in general, please call me, and we can discuss them.

It is the goal of every member of the management team to ensure that all employees are happy with the working

conditions. However, as we can't be everywhere, nor can the supervisors, we must rely on your thoughts and opinions to help us out. It is my hope that everyone who works here feels comfortable enough to converse with me candidly and know that there will not be any negative repercussions, no matter what is said.

Kind of along the same lines, I would like to remind everyone about commendation/reprimand forms. In the event that there is anyone who does not know the purpose of these, allow me to explain. These reports are used to document either good or improper behavior. As I stated above, managers and supervisors are unable to be everywhere all the time, so it is very helpful for us to have this feedback. As everyone should be aware, you do not have to be a supervisor to write someone up. We do ask that you only write those up who are truly deserving. And just in case you're curious, truly deserving is not defined as; someone arriving in the proper uniform, arriving on time,

letting you smoke their cigarettes, etc...Also, if you happen to have a "personality clash" with someone, that is not grounds for writing them up. Please only write reprimands for those who flagrantly disregard either T.E.A.M. policy and procedures or that of the venue at which you are working, or about a person who treats you in a manner, which you know to be inappropriate.

Last but not least, if you are a supervisor or a probationary supervisor, please be in touch with me at your earliest convenience (SOON) to schedule a time when you will be able to come in and assist me with orientation. Orientation is conducted on Wednesday night from 1800 to approximately 2000 hrs.

Have a great month!!!!!!!!!!!!!!

FROM ACCOUNTING: PART I

By Bret Rowley

Greetings from the accounting dept. Well summer is in the air and there have been many big events that have recently come up and there are many more planned for throughout the summer. With all of these events there will be many sign-in sheets and I have a favor to ask concerning these. Please when you write your name on the sign-in sheet you need to print it in the first box and put your signature in the second box. If you sign your name in both boxes it makes it very difficult to distinguish whose name is there. An example is we have an employee named Carlos Gonzales and also an employee named Chris Gonsalves, so I need to have the names printed. Also as a final note make sure that you also put the date in front of your name on the sign in sheet. Thanks with your help on this.

CHRISTINE'S COLUMN

By Christine Philbern

Happy May Day everyone! Its newsletter time again. Sometimes I think that's the only way I know the coming of a new month. Anyway let's get down to business. Ok people, I think it would be in your best interest to write down your schedule when Taryn or I give it to you the first time. We don't have time to give everyone their schedule twice. Even if we did, I'm sure we have something better to do.

If you are working an overnight, it is good to call and check in and out. Just remember that I have to answer the pager no matter what time it goes off. So unless you it's an emergency, just call the 829-6066 number and leave a message in the scheduling mailbox. I check it every morning and will be sure to sign you in and out properly. It would also be in your best interest to write down all the hours that you work. That way if there is a problem with your check, all you will have to do is take your hours and transfer them to the payroll protest form and you will get your pay.

It's starting to get hot out there. So please make sure to dress appropriately and bring lots of water and sun block. If anyone has friends or relatives interested in working for T.E.A.M. bring them in, remember anyone who you refer that stays over 100 hours will get you a \$25 bonus. Just make sure that they put your name on the application. Well that's all I have to say. Have a safe May.

ADVANCE TRAINING CLASSES

Training classes for those interested in attending this month will be May 15. All classes are given at 111. From 1:00 PM to 5:00 PM.

You must complete these training classes if you want a raise or promotion. There are five classes you must take and pass the test. All the classes are given in one day.

Once you complete all the classes, schedule an evaluation with Chris Casias.

TARYN'S TURN

By Taryn Aguilera

Another newsletter, another reason to think of what exciting things we can talk about... I definitely want to thank all of you who worked that wonderful Korn concert, with those fine patrons in attendance....we could not have made it through that concert without all of you guys and the fantastic job you all did!!

Some of our weekends have really been incredible and jammed packed with clients needing staff - so to those of you who have been giving your weekends to T.E.A.M. - thank you very much! Especially to those who work double shifts or put in long 17 hour days at one event!!!!

The month of May offers a variety of events big & small, so please make sure you call in every week for scheduling.... and would you please bring the following to all events -(we are tired of telling you, and more tired of you practically dying at events, because you come unprepared... it's not like this is your first picnic... you are told these things at orientation, and you have learned these things after your first event!!) bring to every event:

Flashlight water food (if long shift)

A couple of weeks ago - some of you learned the hard way..... also - with summer here - you need to remember sunblock on outside events!!

Getting schedule.....please , please, please - when you call for scheduling, have paper & pen and write down all the @#&\$*! information you are given! And then post this &%\$#@*! information where you will not lose it or forget it! When you call on weekends because you forgot the call time or directions --you make Joe Coomer's and Christine's lives miserable! They would like to get a few hours of sleep on weekends, just like you do!!! So please write stuff down, and if we talk

too fast, or you do not understand...make

us stop and go over things carefully with you!

Thanks.....

OPERATIONS ATTITUDE

By Jared Rafferty

I heard something the other day that really disturbed me, While talking to a couple of people about an event at Firebird. One of our employees made a comment to the effect of "ooh! I heard that place sucks!" Now I take personal offense to any references to that effect. I have worked very hard to see that we have fun during Firebird events. Yes, we still work hard, yes the day's are long, and hot. But anyone who truly tries at Firebird can excel faster there than anywhere else. Just ask Sam Steinborn. A shining example of willingness to complete any task. Or Stephanie "yes, I was stuck at gate 2 for a year" Paine.

One thing that I have always tried to tell employees, is talk to me. Without knowing what you don't like about something there is no way that I can fix it. There are approximately seventy different posts at Firebird. All of these posts are very important.

I myself stood post at Gate 2 for six very long years. I have not forgotten the heat, morons, boredom, or constant frustration. But I learned the track, the racers, the staff, the vendors, and even quite a few patrons. If you are willing to learn and be a benefit, then the permanent Firebird staff is willing to take you in and show you the joys of a well managed event.

We work hard, and we play hard. But don't take my word for it sign up for 32 Funny Cars May 8th. One of the only shifts at Firebird where you don't need sun screen. But don't forget your flashlight.

BILL'S BINGE

By Bill Seby

Just to let all of you know that it is starting to get warmer now and I am going to be putting the winter uniforms away for the summer. If you need to get shirts you need to contact me at 111 during the day or if you work on Mill during the weekends at 10-93. You will need to fill out some paperwork, so give me some time to do so. Also to all, you need to remember to get a flashlight or you can rent one from me, it will be \$1.00 for a night rental.

Again could you please help me out in keeping 10-93 clean? All it takes is a moment to pick up your garbage or if you see something just pick it and put it in the garbage. We also need to make sure that when you are working that you put your shirt number and your radio number down on the sign-in sheet. If you have any problems with the equipment please let me or a supervisor know what is wrong and do a fieldcard on it

Thanks!

SURF'S UP:

WWW.TEAMSECURITY.NET

By Karen Foley

Hey all you web masters and internet

surfers- T.E.A.M. is now online.

Check it out, you can look up our event calendar to find upcoming events, paydays and meetings. Or Surf over to our music sites. There you can look up your favorite band or see who will be coming to the valley soon. We also have great police sites page. There are tons of law enforcement sites from America's Most Wanted to the Tempe Police Department site.

So check it out and please feel free to post a note on our message board.

WWW.TEAMSECURITY.NET

Brought to you by that crazy redhead, also known as dispatch!

MICK'S MEMO

By Mick Hirko

Every so often, I sit back and reflect on the state of affairs. I, like everyone, gets frustrated by irresponsible employees, who don't show up, and don't have the decency to at least call, or others, that do incredible dumb things, without thinking of the consequences, or don't think at all, or those that lie about not being able to work, and get caught in the lie, especially if the lie was unnecessary. We don't force anybody to work, but this is your job, and if you don't want to work, why do you consider yourself employed? We all would love a job, where you don't have to show up or do anything. Reality dictates that this job does not exist yet, at least not in the private sector.

I got off my actual point - In my reflections, I also think about the great job so many of us do, each and every day, how we come together in the face of adversity, and just kick butt! Korn was one of those moments. What a night. We earned our keep that night, and I just wanted to thank you all for a great job, as so many times before, and for so many more in the future. I don't say it enough, nor could I - You guys (and gals) are the best. And yes, Eddie, you are the best looking. We sometimes forget all the great work, when we deal with one of the less than motivated or irresponsible team members. We all started somewhere in this business, and all have different backgrounds, morals, ethics and future goals. What binds us together is a desire to be the best individually and collectively. We do many things not for financial gain, but for self-fulfillment and our own satisfaction, for a job well done. We need to take a new

employee, and instead of just writing him or her up and off, work with them. Don't ignore a new person. Introduce yourself, and help them. Show them how its done, and why we do what we do. Some people won't work out - This is just not their "thang", but with a bit of encouragement and direction, you might be able to help create a new future supervisor. (Please do not create any more Eddie Cano's - One is enough). Give everybody encouragement for a job well done, and work with them. The person who you give word of encouragement to today might very well be the person who saves your butt tomorrow. In the coming months, you will see more of the redeveloped training supervisor program. Irrespective, we are all training supervisors, and it all of our responsibility to make us the best we can be. Do your part. P.S. - Never, ever, ever use Eddie Cano as a good example. He claims to be new and improved. He's up to something, but we haven't been able to figure out what yet.

I read dozens of evaluations every month, and the one common item I see in almost all of them, is that everybody thinks that they get paid too little for the job. I agree. Between my ranting last month about all of us not supporting the fly-by-night companies that underbid everybody, keeping the rates artificially low, and the amount of money we spend to replace lost equipment, we are talking a lot of money, that I would much rather put in your pockets. Every one of you that has 4, 5, 6 or more uniforms laying around at home without deposits contributes to that problem. We have to keep replacing uniforms that walk out, that we never see again, for reasons that I don't understand. When would you ever wear our uniform if you are not working? We have and will continue to prosecute people for theft and misrepresentation as a security guard, for anybody that we find, that still has one of our uniforms, who is not employed by us. Every person that takes a uniform is taking money out of our pocket. Remember that, and help us put that money in your pocket, instead of your closet.

We are going to be developing the armed division aggressively in the coming months. Minimum requirements to work armed for us are: You must be at least 21, have worked for T.E.A.M. for at least a year on a consistent basis, take both CCW

and tactical classes taught by any Tempe Police Officer, and complete all of our required armed training. There will be a CCW class the weekend of April 30th and May 1st, and a tactical class on May 16th. You must complete the CCW part, before you can attend the tactical class. There will be another CCW Class in May. Cost for the CCW class is \$65.00. The tactical class is about \$60.00, and you will be reimbursed for it, once you are accepted into our armed program.

Finally, on a somber note. We have recently seen a rash of police officer shootings. These incidents have affected many of us in different ways. To some, it was personal. Others, a general feeling of sadness, anger, frustration. Others again, have had to think about their own future, and plans in law enforcement. I think we all suffered in our own ways with each incident. Personally, I hope that I will never have to attend another police officer funeral. My dad was a decorated military hero, and he was buried with full military honors at Arlington National Cemetery. Aside from my own fathers funeral, nothing has ever hit me this hard.

The week of May 9th - 15th is National Police Week, ending with the National Peace Officer Memorial Day on May 15th. All federal buildings will be flying their flags at half mast, to honor those officers who gave their all to protect us. Please show your support, by attaching a blue ribbon to the antennas of your cars. You can pick up a ribbon in either 10-93 or 111, if you care to show your support for our police officers.

Finally, I am happy to report that Sgt. John Schaper is getting better every day, and hopes to be back to annoy all of us real soon. John - We miss you, and wish you a speedy recovery. Officers Chuck Bridges and Steve Smith recently came back to the bike squad. If you see them, say "Hi", and welcome them back.

CHRIS' FINAL THOUGHT

By Chris Casias

As I near my fifth anniversary with T.E.A.M. I sat in a circle with a group of about a dozen friends. We had just completed a guided meditation, as we do every week. This time I quietly paged through copies of several poems provided by one of our friends. Each person quietly read the poetry, reflecting on lines or stanzas that stirred some meaning or resonance.

I found myself drawn to this line from R. Tagor's "The Crossing":

"Rejoice! For night's fetters have broken, the dreams have vanished. Thy word has rent its veils, the buds of morning are opened; awake O' sleeper! Light's greetings spread from the East to the West, and at the ramparts of the ruined prison rise the paeans of Victory!"

I'm not familiar with R. Tagor or this work. But the first few lines of this stanza struck:

"Rejoice! For night's fetters have broken, the dreams have vanished."

I thought about how often I have encouraged others (and have been encouraged by others) to follow their dreams. Each of us has dreams for our future, hopes for things to come, and visions of what we long to come to pass. Some of these dreams and visions are projections of our own desires. Others I believe, are inspirations we receive. In either case, I believe it is important to pay attention to our dreams and visions for the future, to understand them, and to wisely consider how they draw us toward (or away from) the options life presents to us.

Following dreams and visions is tricky business. We always need to consider the ramifications of our actions. Is a dream practical, healthy for us, respectful of others? Sometimes, we find that a dream or vision is so strong and draws us so intensely that we seem to have no other option than to throw caution to the wind and make a leap of faith in an unknown future. We hope that the dream will sustain us and that all will be well because of our faith. But there are no guarantees that we will be right or wrong on our course of action. Only time will tell.

What will time demonstrate about our dreams? Tagor says it poetically: Night's fetters will be broken and dreams will vanish in the light of day. Following our dreams will lead us somewhere. But where? Often, it is surprising where we find ourselves. My experience tells me that in the light of day, when I can see the place where my dreams have led me, I'm not exactly where I thought I would end up. That's not necessarily bad.

To make this concrete, let me share from my own experience. About six years ago, I decided to leave the military and move back home to Arizona. Something inside convinced me that being here in Arizona was the right place for me. There were

some words of encouragement from others and several promises of things that would happen by moving back home. Here I am today, in Arizona,

mostly enjoying the life I've made for myself here. I followed the dream and paid close attention to the vision. In the move, I risked a great deal (retiring from the Marine Corps at

the age of 40). Yet, my life bears little resemblance to the life I thought I would lead here. Many promises made to me before I moved were broken. Whether intentionally or not, a few people seriously let me down and I had some scrabbling to do because of it. As life has unfolded, I have found I really am where I am supposed to be. It's not what I expected, but it's proven to be very good.

Had I clung too tightly to the dreams and vision, the day light would have dispelled the night and I would have been disappointed. Instead, I was able to look again and see that while dreams and vision led me, other things have sustained me for the long haul.

My experience is not unique. In many ways each of us feel drawn into the future by dreams and visions. Our movement forward into the future depends on our willingness to explore those dreams and, at times, make the leap of faith. No matter what the dream, the day light comes and we discover that it was only a dream. Dreams bring us forward to new places where the goodness of life can be embraced and celebrated in unique and different ways. So dare to dream. But appreciate the life circumstances that are the places your dreams lead you.

Have a fun May, and Happy Mother's Day to all out there and Mothers to be! See you next month and try to watch those Margaritas. Oh yeah, a welcome to Stephanie Foley who will be manning the front office!