

## UNIVERSITY AND COLLEGE LAW ENFORCEMENT ASSOCIATION LEGAL PLAN

MEMBER BENEFITS	PROVIDED BY Law Office of Dale Norris	PROVIDED BY PORAC-LDF
Disciplinary hearings before the Personnel Boards, AzPOST and special actions to Superior Court and higher courts if necessary.	Experienced practitioner before the Personnel Boards, AzPOST and have successfully taken cases on appeal to the Superior and Appeals Courts.	
Criminal defense for matters occurring within the scope of employment.	Initial advice and consultation	Unlimited coverage
Response to critical incidents	Assistance to members with critical incidents and response to critical incident scenes when necessary.	Unlimited coverage
Civil defense for matters occurring within the scope of employment.	Experienced representation of employees for job related matters.	Unlimited coverage.
Consultation with attorney	Free consultations for members on any matter.	
Other Legal Services	Referrals to specialists in fields not covered by this policy.	
Services not covered under this benefit.	Reduced hourly fees for some matters not covered by this plan.	
Simple Wills, Medical Directives and Powers of Attorney	Free to member and spouse	

### LAW OFFICE OF DALE NORRIS

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Phoenix, Arizona 85003

(602) 307-5627  
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### LEGAL DEFENSE FUND

P.O. Box 2487  
555 West Benjamin Holt Drive  
Stockton, California 95201  
(800) 255-5610  
[www.porac.org/ldf/](http://www.porac.org/ldf/)

**Dale Norris** is a retired Phoenix police officer, former Chief Negotiator for the Phoenix Law Enforcement Association (PLEA), and the former Executive Director of the Arizona Police Association. After retiring from 22 years in law enforcement, Dale attended Arizona State University College of Law and is an attorney specializing in public sector employment and labor law.