

**PLEA and James Holmes v. Phoenix Police  
Department, City of Phoenix and Commander  
Chuck Miller**

# NOTICE TO EMPLOYEES

After a hearing at which all parties had the opportunity to present evidence, the PHOENIX EMPLOYMENT RELATIONS BOARD has found that we violated Sections 2-220A(3) of the City of Phoenix Meet and Confer Ordinance and we have been ordered to post this notice at every City employee work location where notices to employees are customarily posted.

The respondent, the City of Phoenix, its officers and agents are ORDERED:

To cease and desist from interfering with employee rights under the Ordinance, and from discriminating against employees in their work assignments on the basis of membership in an employee organization.

It is FURTHER ORDERED RECOMMENDING:

That Officer James Holmes be reinstated to his former assignment of Public Information Officer in the Public Affairs Bureau.

DATED this 18th day of October, 2011.

By: Lou Steward Labor Relations Administrator  
Representative Title

CITY OF PHOENIX  
(Employer)

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED OR REMOVED BY ANYONE  
This notice and order must remain posted for 30 days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the offices of the Phoenix Employment Relations Board, 17 S. Second Avenue, 2nd floor, Phoenix, AZ, Telephone (602) 262-4081.