



PHOENIX LAW ENFORCEMENT ASSOCIATION

The Professional Association of Phoenix Police Officers Since 1975

October 17, 2008

Alton Washington, Assistant City Manager
City of Phoenix
200 W. Washington St.
Phoenix, AZ 85003

Alton:

Thank you for your time on the phone with me yesterday. Your care and courtesy are greatly appreciated. I not only shared my objection with Assistant Chief Anderson's unprofessional misconduct at PLEA's press conference yesterday with you, but also with Mayor Gordon and Councilman Nowakowski – both of whom were present at the PLEA office when this incident occurred.

Please consider my conversation with you on the phone yesterday an official Association complaint against Anderson. This complaint not only alleges an unfair labor practice but also unprofessional conduct.

Carole Bartholomeaux of Bartholomeaux Public Relations is employed by the Phoenix Law Enforcement Association to manage and coordinate the Association's media events, contacts, and content. The success of yesterday's press conference with Mayor Gordon, Councilmen Johnson and Nowakowski, Donna Niell of NAILEM, and Ann Malone of Require the Prior can be directly attributed to her efforts and expertise. She has been in the employment of PLEA for approximately one year and is considered a partner, a friend, and a PLEA family member.

Anderson's contact with our employee, Ms. Bartholomeaux, was unsolicited. Anderson, who was in his full police uniform, directed Carol out into the hallway outside of the press conference room and, according to Ms. Bartholomeaux, "Chastised me like I was a 13-year old." Anderson's conduct with and criticism of Ms. Bartholomeaux and his objection to the PLEA press conference were inappropriate and unprofessional. I shared some of his comments to Ms. Bartholomeaux with you on the phone. Ms. Bartholomeaux explained to Anderson that "I work for PLEA and as my client I do what they direct me to." Ms. Bartholomeaux communicated to me that Anderson's response was, "The next time you do this you need to check with us and have a meeting."

PLEA is alleging that Anderson violated the City Ordinance, Article XVII (Employer-Employee Relations), Division 1 (Meet & Confer), Section 2-220.A.1 and 2 which states, "The public employer is prohibited from interference with employee rights under this ordinance and is prohibited from domination of employee organizations." In addition to this violation, PLEA is also alleging unprofessional conduct on the part of Anderson.

It should be noted that similar unprofessional behavior by Anderson occurred on Tuesday October 14 at a 3.5 grievance meeting at the Labor Relations office with Lori Steward. Anderson interrupted PLEA Grievance Chair Billy Coleman during his representation presentation during this formal step.

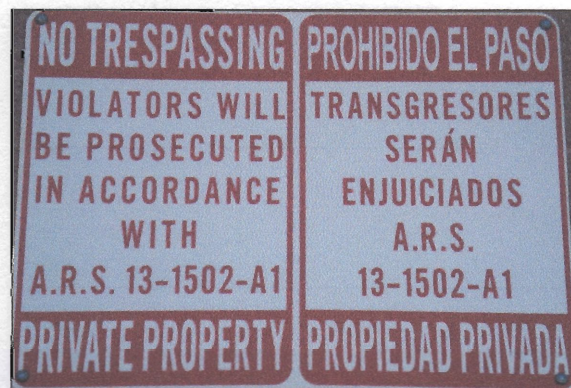
Anderson's conduct was disruptive to a point that the meeting was stopped, no resolution could be reached, and arbitration was the next step in the process. I subsequently contacted Lori Steward by phone that day and communicated to her that Anderson's conduct, style, and demeanor in the Labor/Management relations arena was going to be costly and burdensome to her and I sympathized with the difficulty Anderson was adding to her job.

With Anderson's public traffic outburst incident, it appears that a serious unprofessional pattern may be developing. The Department consistently addresses similar patterns in Unit 4 members (*police officers*) quite aggressively. While PLEA does not believe that this conduct should be tolerated at any level in the Phoenix Police Department, certainly a "blind eye" should not continue to be utilized at an assistant chief level.

Alton, PLEA is relying on Operations Order 3.19.1.A which states, "To ensure the integrity of the Police Department, **ALL** (*emphasis mine*) alleged or suspected personnel misconduct observed or suspected by supervisors, department employees, or citizens will be thoroughly investigated."

The PLEA board has an obligation to protect its employees and agents from abusive and/or intimidating behavior. Because of this, also consider this letter official notice that Assistant Chief Andy Anderson is no longer allowed on PLEA property. The property is posted against trespassing and the signs read as follows:

NO TRESPASSING
Violators will be prosecuted in
accordance with ARS 13-1502.A.1.
PRIVATE PROPERTY



Sincerely,

MARK SPENCER
PLEA President