



PHOENIX LAW ENFORCEMENT ASSOCIATION

The Professional Association of Phoenix Police Officers Since 1975

Brian D. Lamkin, FBI Academy Director
FBI Headquarters, Washington, D.C.
J. Edgar Hoover Building
935 Pennsylvania Avenue
NW Washington, D.C. 20535-0001

Dear Director Lamkin,

The Phoenix Law Enforcement Association (PLEA) represents approximately 2600 rank and file police officers and detectives employed by the Phoenix Police Department.

It has recently been brought to our attention that Phoenix Police Department employee Lt. Joseph Knott #4037 has been invited to attend the FBI National Academy in Quantico, Virginia as a member of the September, 2009 class.

As the Association that represents rank and file police officers, we feel it is important to notify you of the following. It was recently brought to our attention that the Phoenix Police Department's management team has no less than 20 EEOC complaints pending against them. We know for a fact that two of these complaints are pending against Lt. Knott. We also know that these complaints involve retaliation, workplace harassment, and sexual harassment.

The FBI generally enjoys a stellar reputation within the law enforcement community and it is our understanding that municipal police officers selected to attend the prestigious National Academy are expected to be of the highest caliber.

Some of the criteria for eligibility to attend this training are excellent character, professional integrity, leadership qualities and respect for fellow officers.

Rank and file Phoenix Police Officers who find themselves under investigation are held to strict levels of accountability. In many instances they are assigned to administrative duties or to home, and in all cases they are denied the ability to transfer to other work units until the investigation is resolved. In addition, the Phoenix Police Department wouldn't think of allowing a rank and file officer with any type of pending investigation the privilege of attending training at a prestigious out of state institution such as the FBI's National Academy.

PLEA feels that if Lt. Knott is allowed to attend your September class it would conflict with the treatment of rank and file Phoenix Police Officers and send the wrong message to other law enforcement agencies. There is also potential for reputational damage to the FBI if any of these allegations are sustained.

Under the present circumstances, we would request that Lt. Knott be disallowed from attending the FBI National Academy until these EEOC complaints are thoroughly investigated and brought to closure.

If you have any questions please do not hesitate to contact the Phoenix Law Enforcement Association.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Spencer', with a long horizontal flourish extending to the right.

MARK SPENCER

President

Phoenix Law Enforcement Association