Hello Mark,

I have been a Police Officer and member of PLEA for almost 21 years. I have never really been involved in PLEA and have never had to have PLEA representation. I remained a member of PLEA because I believed that police officers needed a bargaining unit for representation regarding wages and benefits. I also knew that PLEA would be there to represent the rights of officers if they were involved in matters concerning allegations of wrongdoing.

Over the last few years, what I have observed has made me extremely concerned with the ability of PLEA to properly represent Phoenix police officers. It appears that PLEA has a very poor relationship with management and I believe most of this is because of the Spencer vs. Harris battle that takes place on a daily basis. To be blunt Mark, it appears to many members that you are utilizing your position as PLEA President, to push your own political and personal views. Your personal agenda is not benefiting the members who elected you.

I do not believe that representatives of PLEA, nor you, should be giving politically motivated speeches regarding SB1070. Many, if not most, PLEA members do not share your same views and opinions.

I do not believe that PLEA should be involved in the matter with Chief Harris. How does constantly airing your personal problem with Harris benefit us, the people who elected you? I do not want to be part of an organization that posts childish videos on the PLEA website. That was truly the most unprofessional thing that I have seen. The public also views these and if the Chief looks bad, then so do we. Remember Mark, the website belongs to the members of PLEA and it should not be used to promote your personal opinions and views.

One thing that we should remember is that prior to his retirement, Levi Bolton was being paid by the City for his position at PLEA. Then, he retired, accepted his pension, and was hired back by PLEA as a civilian doing the same job that he did before. How is this different from the Harris position? I guess the differences are that Levi is not in the spotlight and no one has brought this to the attention of the media in an adverse way. My belief is that both Levi and Harris did their time, risked their lives for this City and now deserve their money. What is wrong with that? You will soon be doing the same thing.

Remember, the money that Harris had paid out was <u>his</u> DROP money. Maybe we should not call so much attention to ourselves regarding our wages, benefits and DROP. You will get your DROP, but if you make this all look bad to the public, it will all go away. Like I said, you are safe, but the new officers are not. I am sure that most if not all of the PLEA members really do not care if you like Harris or not. But, I am sure that these childish battles will eventually hurt the police department.

I do not believe that PLEA should be involved in posting bond, using member's dues, for officers that are arrested. If this is one of our benefits, then it should be extended to all. For instance, did PLEA post bond for Mike Polk? James Wren? Steve Gregory? Sutton Wohlman? Billy Sosa (hung himself in jail)? Seth Castillo? Nope.

I do not believe that the PLEA President should be calling DEB and personally be making inquiries regarding the arrest of the wife of Sergio Virgillo. What did you do with that information Mark? What was the reason for your inquiry? Sarah from KPHO even showed up at Virgillo's home with this information. Would you want the news (or New Times), outside your home?

I do not wish to any longer be associated with PLEA. Thus, several of my peers and I will be ceasing our PLEA membership in January. It seems that we can join any time, but can only quit twice a year.

Sincerely,

Nick Wubker