



**City of Phoenix**  
POLICE DEPARTMENT

September 14, 2009

Ken Crane  
Phoenix Law Enforcement Association  
1102 West Adams Street  
Phoenix, Arizona 85007

Dear Officer Crane:

This letter is to notify you that the Professional Standards Bureau is in receipt of your letter, dated July 31, 2009. The Professional Standards Bureau's mission is to investigate complaints made against police employees that amount to a policy violation or criminal act.

In the material you provided, you requested that a formal investigation be conducted into allegations of falsifying Special Assignment Unit's (SAU) physical fitness test records during 2004 through 2006.

Investigators learned that similar allegations had already been brought forth and investigated. On August 16, 2006, (deceased) Officer Brian Howe became concerned the physical fitness records completed by (former) SAU Sergeant Bob Baker were inaccurate. Officer Howe's concerns were forwarded through the SAU chain of command and reviewed by both (former) Commander Rob Handy of the Tactical Support Bureau, and (retired) Commander Steve Campbell of the Professional Standards Bureau. Ultimately, the commanders agreed that the allegation would best be handled within the Tactical Support Bureau. Therefore, the Tactical Support Bureau conducted an investigation into the possibility of falsified records.

On August 23, 2006, the investigating supervisor, (then) Lieutenant Dave Harvey completed a memorandum with his findings. According to the memorandum, Lieutenant Harvey discovered "ineffective record keeping," but he did not discover any misconduct on the part of Sergeant Baker. As a direct result and in order to better track physical fitness test records, SAU personnel adopted a new physical fitness testing form, along with a new database. Lieutenant Harvey's findings and recommendations were reviewed and approved by Commander Handy.

A record of your letter will be kept in an Administrative Inquiry, INQ09-0490. If you have any questions regarding this inquiry, please feel free to contact Sergeant Gabe Lopez at 602 262-4580.

Jack F. Harris  
Public Safety Manager

A handwritten signature in black ink, appearing to read "George Richards", written over a horizontal line.

George Richards, Commander  
Professional Standards Bureau