

May 2, 2005

Bill Campbell, Commander
Phoenix Police Department
620 W. Washington St.
Phoenix, AZ 85003

Dear Bill:

On April 2, 2005 four (4) unit members from the seven (7) man 43G squad, supervised by Sgt. Leonard Pinuelas, contacted the PLEA office about supervisory concerns. This contact was unsolicited and included phone calls and walk-ins. The impressions that are being imprinted on this squad are consistent and can be summarized in the following bullet points:

- Sgt. Pinuelas prefers his subordinates not chase misdemeanor suspects in order to avoid officer safety issues. Some officers stated that he appeared to be inconsistent, unclear, and contradictory in the area of arrests. This seems to challenge the clear goal of Chief Harris and you – make arrests.
- Sgt. Pinuelas communicated to Officer [REDACTED] that it would have been preferential to allow two suspects to attempt to disarm him first before drawing his weapon prior to taking them into custody. There is a concern about Sgt. Pinuelas' tactical skills and decisions.
- Sgt. Pinuelas is imposing weekly quotas on the squad (*see attached supervisory inspection reports*) – 4 reports, 4 tickets, 4 interrogations – arrests are not mentioned. Not only do quotas fall outside of CALEA standards and the Department's discretionary philosophy, but they also appear to contradict the clear goal of Chief Harris and you – make arrests.
- Sgt. Pinuelas is failing to meet with his subordinates on a quarterly basis to cover supervisory notes. He appears to be relying on subordinates to take care of managerial tasks and training issues. Lt. Conrad was advised of this issue approximately 1-2 weeks prior to the officers contacting PLEA.
- Sgt. Pinuelas is documenting personal conversations in a divisive manner in his supervisory notes. He seems to rely on the observations of others in documenting performance and by doing so pits one peer subordinate against another.
- Sgt. Pinuelas' personal standards in lieu of Department policy are generating doubts instead of cultivating decisions. Officers have been told to adopt his policies as long as they work for him. There is a strong impression that he is

forcing his police style on them and deviation from his style brings about confrontation even though Department policy has been adhered to.

- Sgt. Pinuelas has not produced any commendations for officers; Officer Shawn Clark is receiving a commendation from another squad member for his involvement in a recent child neglect intervention at 44th St. and Baseline which appeared in the City's major media outlets. Sgt. Pinuelas was aware of this incident and took no commendatory action.
- Since Sgt. Pinuelas' arrival at the beginning of the year, five (5) transfer requests have been put in with two (2) officers leaving and three (3) waiting to leave. There are three (3) probationary employees who are prohibited from transferring.

PLEA does not feel it is in the best interest of the members and the Department to allow subordinates to carry the burden of a struggling supervisor. I am respectfully requesting that all transfer requests be approved, that quotas and divisive comments be removed from supervisory notes, and that Sgt. Pinuelas be given the opportunity to attend tactical and leadership classes.

Your input, clarification, and direction are greatly valued.

Sincerely,

MARK SPENCER
PLEA Secretary

C: Jake Jacobsen, PLEA President
Michelle Monaco, PLEA Vice President
James Pina, Assistant Police Chief