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April 6, 2009

Jack Harris  
Public Safety Manager  
Phoenix Police Department  
620 West Washington  
Phoenix, Arizona 85003

**RE: Phoenix Law Enforcement Association**

Dear Mr. Harris:

As you know, this office represents the Phoenix Law Enforcement Association. I am writing in response to your recent video message to the employees of the Police Department wherein you referenced a correspondence received from President of PLEA, Mark Spencer, in which he reports a number of incidents of misconduct which were reported to the Phoenix Law Enforcement Association. Obviously, when this kind of information comes to the attention of PLEA, it is incumbent upon PLEA to make that information available to investigating authorities and the City of Phoenix. That was done.

The purpose of this correspondence is to respond to the mischaracterizations in your video message. Firstly, Mark Spencer, on behalf of PLEA, at no time, as you well know, labeled the entire police department as a racist organization. Your characterization of PLEA's reporting is grossly misleading and will not be tolerated. Secondly, despite the fact that PLEA's message reported misconduct by only supervisory personnel, your message, very deliberately and contrary to what was obvious to you in PLEA's correspondence, indicated that PLEA had reported misconduct committed by rank and file officers. Again, this letter serves to keep the record clear. Such was never reported.

When you take messages to the employees of the department, the members of the police unit of which PLEA is a certified bargaining representative, and mischaracterize the actions of their representative organization, we look very carefully to determine if, once again, the department has violated the meet and

confer ordinance. At the moment, we are doing just that. In the meantime, at least for now, the record has been set, once again, straight so that the officers, the members of PLEA, will know precisely what was said by PLEA despite your obvious efforts to mislead them.

Very truly yours,

**NAPIER, ABDO,  
COURY & BAILLIE, P.C.**



Michael Napier

cc. Mark Spencer, President of PLEA  
Frank Fairbanks, City Manager, City of Phoenix