



PHOENIX LAW ENFORCEMENT ASSOCIATION

The Professional Association of Phoenix Police Officers Since 1975

February 10, 2010

Mr. David Cavazos, City Manager
City of Phoenix
200 W. Washington St.
Phoenix, AZ. 85005

David:

As negotiations continue, PLEA understands and is in support of a 3.2% compensation concession in order to assist the City with the current budget deficit. However, we must continue to work together using every available option to look for successful ways to maintain the highest level of police services to the community and ensuring the welfare of our first-responders.

We look forward to mutually working through the negotiation process with you and are committed to the men and women we represent as well as the citizens of Phoenix.

Sincerely,

MARK SPENCER
PLEA President