



City of Phoenix

OFFICE OF THE CITY MANAGER

April 6, 2009

The Honorable Terry Goddard
Attorney General
1275 W. Washington Street
Phoenix, AZ 85007

Dear Attorney General Goddard,

Recently, I received the attached letter from Mr. Mark Spencer, President of the Phoenix Law Enforcement Association (PLEA). The letter raised concerns about the internal treatment of police officers in regard to race or color.

It was important to me to promptly initiate an investigation of these cases. So I immediately forwarded a copy of his letter to Lionel Lyons, the City's Equal Opportunity Director, asking him to conduct a full investigation. Working with Alton Washington, I directed the Police Department to cooperate fully with the investigation by the Equal Opportunity Department.

In responding to Mr. Spencer, I pointed out that the individual officers involved also have a right to process their complaints through external parties. Both the Federal Equal Employment Opportunity Commission and the Civil Rights Division of the Arizona Attorney General's Office accept discrimination complaints. Aggrieved parties have a right to contact these agencies.

When Mr. Lyons' staff initiated the investigation, they determined that some of the cases had been previously investigated by the City. Given this, it is preferable that the complaints be looked at anew by an outside agency.

I am requesting that the Attorney General's Office investigate these complaints. The City is committed to fair treatment of all employees and citizens, so this is a crucial issue for us. I am copying Mr. Spencer in this letter and I am sure that he and PLEA will cooperate. I am directing the Police Department to cooperate fully with your office. Mr. Lyons would be happy to share any information his office has, if you wish.

Thank you in advance for any assistance you can provide us in resolving this important issue.

Sincerely,

Frank Fairbanks
City Manager

c: Mr. Lionel Lyons
Chief Harris
Mr. Mark Spencer