



PHOENIX LAW ENFORCEMENT ASSOCIATION

The Professional Association of Phoenix Police Officers Since 1975

September 24, 2010

Jack Harris, Chief of Police
Phoenix Police Department
620 W. Washington St.
Phoenix, AZ 85003

Jack:

Your letter dated September 16, 2010 inquiring about PLEA's interest in a labor/management retreat was certainly an unexpected surprise.

On February 24, 2010 you laid out the need to Officer Dave Kothe for Mrs. Ann Malone to drop her pension lawsuit against you in order for a labor/management retreat to take place. Officer Kothe memorialized his conversation with you in contemporaneous notes he created on the same date at 8:20am at Steele Indian School Park during a citizens' budget meeting. Seeing that Mrs. Malone's lawsuit is still in process, our hope for a retreat was doubtful. Clearly your interest in a labor/management retreat is most welcome. The PLEA board believes that open and honest dialogue to further the effectiveness of the police department and improve the working conditions for rank-and-file officers is crucial. Our citizens depend on our organization which is comprised of law enforcement personnel to maintain the rule of law. Any improvement is in the best interests of taxpayers.

Beyond the on-going quarterly labor/management meetings, beyond PLEA's daily interaction with command staff in solving daily operational problems, and beyond the consistent team-based interaction between PLEA and PSB, the PLEA board concurs with you that the need for a labor/management retreat is overdue and is also of great value.

In order to get a head start on the agenda, may I offer some topics to discuss:

1. A review of PLEA's support of management's budget and staffing strategies.
2. An opportunity for PLEA to add to our suggested "best practice" plans to propel the positive direction that has been made and is still required in these challenging economic times.
3. Suggestions for up-coming PLEA fundraisers similar to the Explorer, Police Choir, and fallen officer charity cookout events at the PLEA office.
4. An opportunity to explain the need for educational based discipline and mediation currently being developed through the cooperative efforts of PLEA and PSB personnel.
5. Management suggestions for PLEA to protect state shared revenues at the legislature.
6. Management input for PLEA to maintain the health of the public safety pension system at PSPRS.
7. Open interaction concerning legislation that PLEA is promoting and that the Association may facilitate in the upcoming legislative session.

8. Specific issues of concern to PLEA (*i.e. disparate treatment, the illegal immigration policy, maintenance and improvements on the class D uniform, retaliation, steroid standards, personal purchase of rifles, partnerships with community leaders as well as state and federal law enforcement agencies*).

Hopefully this retreat can take place before the end of the year as PLEA is very flexible in matching calendars to lend to the success of this forum. We're confident a date, time, and location will be found that will facilitate maximum participation by command staff and the PLEA board.

Sincerely,



MARK SPENCER
PLEA President

c: Phil Gordon, Mayor
Michael Nowakowski, Vice Mayor
David Cavazos, City Manager