

July 8, 2004

Emmett H. Quill, Commander
Phoenix Police Department
620 W. Washington St.
Phoenix, AZ 85003

Dear Emmett:

This week I received copies of two memos (*see attached*) focusing on alleged misconduct regarding Lt. Ron Henry. One of the memos is authored by two officers and the other complaint is from a sergeant. The overall tone, misconduct, and complaints contained in these memos is consistent with the last eight (8) complaints (*see attached*) against Lt. Henry that have been brought to the Department's attention by PLEA over the past two (2) years. Mark Spencer has been contacted by Department personnel reference Lt. Henry making derogatory comments to subordinates about their physical appearance ("you're fat") and their religion (Catholics struggle with alcohol). Perhaps these comments and complaints could have been avoided had precinct commanders in the past taken an appropriate course of action with a subordinate. We feel that there is clearly a pattern being demonstrated by Lt. Henry that is beyond a single or infrequent "out-of-character" event.

In one of the attached memos, Sgt. [REDACTED] recommends a course of action in addressing the alleged misconduct of Lt. Henry. He states, "...that Lieutenant Henry transfer to shift one for 30-90 days so that the Commander might more closely supervisor him to assure compliance with the rules and regulations of the department." I feel that 90 days is a time period that is more consistent in PMG guidelines and providing an opportunity for an employee to improve performance. PLEA would like to recommend several other courses of action to help Lt. Henry succeed as an employee of the Phoenix Police Department. Perhaps Lt. Henry could be transferred to the Chief's office where his people skills may be more appreciated and utilized more effectively. Perhaps Commander Steve Forster needs a lieutenant to assist him with his new duties. Perhaps PSB will investigate Lt. Henry for alleged misconduct and the Department might expose him to progressive discipline.

PLEA feels that immediate intervention needs to be taken by the Department to protect subordinates from any further abuse from Lt. Henry. Please help.

Sincerely,

JOE CLURE
PLEA Treasurer

C: JAKE JACOBSEN, President
MICHELLE MONACO, Vice President
JACK HARRIS, Interim Police Chief
DEBRA BYERS-BLACK, Assistant Police Chief