



## City of Phoenix

PERSONNEL DEPARTMENT

January 4, 2012

Mr. Joe Clure  
President  
Phoenix Law Enforcement Association  
1102 W. Adams Street  
Phoenix, AZ 85007-2709

Dear Joe:

Thank you for submitting your Meet and Confer proposals. This letter will serve as the City of Phoenix's response in compliance with the Meet and Confer Ordinance, Phoenix City Code § 2-218(E).

The City will discuss all of your proposals during the Meet and Confer process. We do not agree to any of your proposals at this time, as we first need to thoroughly discuss all the issues at the table in order to ensure a common understanding. It is important that at the end of the process we have the structure in place to maintain our high-performing workforce.

The City will develop specific proposals during the negotiation process following some initial discussions at the table. The City considers all current Memorandum of Understanding (MOU) articles open for discussion and potential change. **We plan to review the current MOU with you to identify potential efficiencies and cost savings, increase organizational flexibility and effectiveness, and address any issues that may arise from departmental innovation and efficiency studies and the citywide pay and benefits review that is in progress at the time of this response.**

The City is looking forward to working cooperatively with you during the upcoming negotiation process. To be most efficient with our staff resources, the Budget and Research Department will not initially cost each of your economic proposals. As the table discussions develop, the City will provide costing for the economic proposals of either side that are identified as priorities.

As previously discussed, we will meet once a week on Wednesdays starting on January 11, 2012. We look forward to working with you during the upcoming Meet and Confer process.

Sincerely,

Lori Steward  
Labor Relations Administrator

C: David Cavazos  
Janet Smith  
Will Buividas  
City Clerk Department