Thank You Mark!

Several years ago, the members of the Phoenix Law Enforcement Association decided that a new era of management/labor relations was needed. Past union business practices had become troubling and worrisome to a majority of the membership because of a perception, real or not, that police department managerial personnel were manipulating union decisions towards their own vested interests. Thus, the membership decided a new direction and a new leader were needed to address the needs of the city’s police field personnel.

The membership wanted a leader that would be able to reach out to the people of the city, state, and ultimately the nation so they could clearly understand the seriousness of the problems facing Arizona’s law enforcement officers. They wanted a new approach and a solid communicator. They found these attributes in Mark Spencer. Achieving victory with a large vote margin and with a new and energized PLEA board at his side, Mark went to work, ever cognizant of his membership’s desires and expectations.

Prior to becoming PLEA President, Mark had long been known as one of the “enforcers” for the association. Advocating for equal justice and comparable discipline at all levels of the Phoenix Police Department, he soon became known in department management circles as “radical and non-conformist.” It had actually gotten to the point where management, at one point in time, had told PLEA to “Get their boy on a leash” in reference to Mark. This was actually a backhanded compliment of sorts. This was nothing more than management’s veiled way of saying that they feared Mark. Because of Mark’s “non-conformist” ways, management understood that if a manager or supervisor pushed too hard to exact an exorbitant punishment or to bias an investigation, Mark Spencer would likely come to a DRB or IRP loaded with material to embarrass the investigating supervisor and concurring manager in order to expose their incompetence. He would often show why an investigation was biased; citing inflammatory investigative reporting that lacked credibility and often lacked credible evidence as well for the submitted allegations of misconduct. This is not to say Mark found every internal investigation biased or lacking in credible evidence. When Mark found an officer’s action improper, he was the first to advise the officer to accept responsibility for his actions and then go about making sure that whatever discipline was meted out was fair.

When Mark took the reins of PLEA his demeanor and mannerisms did change, but not in the way police management expected. What perpetrated this change were the lessons he was forced to learn early on in his Presidency. Mark was told by other union leaders he needed to learn the art of politics and diplomacy in the management/labor world in order to be successful. His managerial and union peers expected him to control his association and to follow established decision making processes determined through prior labor management processes in the City of Phoenix. But to the chagrin of many managers, city union leaders and members of the City’s executive staff, Mark rejected the status quo and provided a lesson for them to learn from him. This lesson came by the way of a simple message: The relationship between police labor and police management in this city has to and is going to change. No longer is this a one-way street to an end result, but rather it is a two lane road that requires continual repair, maintenance and ultimately respect. So stunning was this statement and so feared was its intent that managers and executives alike decided to take this statement as a challenge to the past pattern and practice of how things had previously worked with regard to police labor relations. Mark had decided in that statement to stand up for the opinion of the rank and file. This was something not previously done in political and management circles by police union officials.

The problem with one way dictatorial decrees is that they are sometimes lost on free thinkers and those with a mind leaning towards a system of values espoused by a free republic. I believe Mark was keenly aware of the issues (perceived doctrine of a motionless boat) and frustrations (lack of respect for rank and file officers) that the membership had with current managerial practices in the police department and in the city. He knew the membership expected change but he also knew the cost for provoking this change could be costly to his reputation both as a police officer and an Association official.

On May 25, 1961, President John F. Kennedy discussed the difficulty of deciding to accept a burdensome challenge and what
Thank You Mark!

Continued from page 1.

measures it would take to overcome the obstacles that inevitably become intertwined with such a decision. President Kennedy said; “If we are to go only half way, or reduce our sights in the face of difficulty, in my judgment it would be better not to go at all.” It was with similar resolve that Mark moved to steer PLEA in a new direction and accept the challenge of management/labor reform in the City of Phoenix’s police world. This decision would become controversial to some; welcome to others, but surely one that would make PLEA members understand that together they would elevate themselves towards a long sought measure of equality with management. Most also realized if they were to be divided on the issue, they would fall into the bottomless pit of irrelevancy for years to come. Mark was determined to go all the way to reach this goal of equality and respect but he had no idea the war of words and action that awaited him.

Mark soon realized that in order to change a system, changes must be made not only to department policy, but also to state law. The changing of department policy is no easy task by itself, but adding a desire to change state law to this equation is an enormous mountain to climb. This is why it is absolutely imperative for an organization such as PLEA to be politically active.

To formulate new state law you must first gain a consensus of understanding and acceptance among your peers. In Mark’s case, the member associations of the Arizona Police Association and other statewide public safety groups. Through a series of addresses and meetings, Mark and his legislative liaison, Dr. Levi Bolton were able to highlight the concerns they hoped to address through the legislative process. Those who attended these addresses and meetings knew of Mark’s resolute desire to achieve fairness and equity. They understood his determination to see changes made in the statutes and acknowledged such a challenge was worthy of all their support. Mark gained the support needed from the APA Board of Directors and in the process came to understand the needs of the other association as well. The struggle once limited was now broadened to include municipal and federal police agencies from around the state.

As time went by PLEA and the APAs presence and footprint became noticed at the legislature. Not only was PLEA earnestly working the legislature on behalf of the members, PLEA also invigorated their legislative team by allowing them to support the legislative initiatives of other APA member associations. This pairing of resources resulted in the passage of many bills including: Just Cause, MRSA, AZPOST reporting changes, Establishment of disciplinary procedures for officers without a contract, State wide immigration reform, Pension reform and much more. With the passage of legislation designed, supported and enacted by the PLEA/APA team, the profile of PLEA was recognized nationally as well. PLEA, along with many APA associations became the “go to” resource for the real truth. It was no longer sufficient to view truth based merely on the opinion of political appointees i.e.

police chiefs. Many politicians now wanted to know how legislation was going to affect and be received by the street level officer. There are some critics that will say PLEA’s notoriety came at much expense, especially to local relationships previously established between management officials and labor. I believe Mark’s drive and positional stances helped inaugurate a new perspective, that of the field officers which had been ignored or misinterpreted by those in the police command structure in the past.

When you read this article, Mark will no longer be the PLEA President, but he will still have a few months left as a police officer and will continue to serve as a representative for the organization. When the day does come for Mark to ride off into the sunset, remember the hard work and difficult positions he took for the betterment of the law enforcement community. No...Make that the street level law enforcement community in Arizona. You may not agree with everything he did or stood for but what you cannot argue with is his tenacious drive to represent the officers of the Phoenix Law Enforcement Association in the manner they expected. I want to personally thank Mark for all of his efforts, hard work and sacrifice in making PLEA the nationally and internationally recognized organization that it is today. I count it as a privilege to call Mark a friend and wish him well in his upcoming retirement from the law enforcement ranks and brotherhood.

Mark soon realized that in order to change a system changes must be made not only to department policy but also to state law.

Membership meetings are the last Tuesday of each month at 7:30, 12:30, and 5:30.

Board meeting is held the 3rd Tuesday each month and members can attend at 8:30 am.

BENEFITS TO MEMBERS

Aflac Rep, Debby Tornberg, is available to meet with members at a place and time convenient to them. She can be reached at 602.214.4686.

Hester, Heitel & Associates Exclusive group insurance offers to PLEA Members only for homeowners, and auto and liability. Please call Mark or Loretta at 602.230.7726.

Tom Jonovich Financial & Retirement Planning Sessions 3rd Thursday each month at PLEA Office 10am - Noon 602.954.5025 or 602.989.3560

Rep from Nationwide will not be in PLEA Office on 4th Thursday of September due to PLEA Installation Reception on that date. Call Kathleen Donovan @ 602.266.2733, x 1161.
August 18, 2011

Dear President Spencer,

It is an honor to recognize your work and accomplishments over the last 14 years to the Phoenix Law Enforcement Association (PLEA). I extend my sincere appreciation to you as you set to retire as President of PLEA.

Your dedication to representing and serving over 2300 rank-and-file Phoenix Police Officers and Detectives has set an excellent example for future presidents and members of PLEA. You have touched many lives through your work, and as you move on to new opportunities, know that you shall continue to be an inspiration to current and future law enforcement agents to help each other and lead in their communities.

Again, congratulations on your retirement and best wishes for the future.

Sincerely,

Janice K. Brewer
Governor

August 19, 2011

Joe,

In my eight years as Mayor, there can be no question about the top priority for the City of Phoenix. Without fail, public safety has been first and foremost as we’ve worked to lower crime to its lowest point in 25 years. This years-long effort has given me the chance to develop a close working relationship with Mark Spencer, the outgoing president of the Phoenix Law Enforcement Association.

Though we haven’t agreed on every issue, we’ve been strong advocates of increasing our police force and resources available to them. And there’s no disputing that Mark, as the public face of PLEA, has been a strong advocate for police officers in Phoenix and all over Arizona. His leadership has been essential in helping the City balance its budget year after year, while adding police officers in the face of a severe economic downturn. Today, the Phoenix Police Department has the confidence of the citizens it serves and stands as a model of community policing. Without Mark’s four years as PLEA president, that simply would not be true.

Not many civil servants spend 25 years serving their City and the public. Mark Spencer should be proud of his career and his contribution to quality of life in our community. He’s helped make Phoenix the safest large city in America. For that, we are extraordinarily grateful.

Sincerely,

Phil Gordon, Mayor
August 17, 2011

Dear PLEA friends:

Let me take this opportunity to thank you for your service to our citizens and your commitment to our community, public safety and for your unwavering vigilance to do what is right.

Let me also express my deepest appreciation for Mark Spencer. I have grown to love and respect him for his moral character and his tenacity (giving him my personal cell phone number might have been a mistake!!). I believe Mark has brought the kind of respect and integrity to the Phoenix Law Enforcement Association it deserves.

I have spent my entire life committed to public service, safe neighborhoods and getting criminals off the street. I love our law enforcement family. I have two boys and several nephews in law enforcement. I know what it takes to be on the front line.

Mark has such a deep love and commitment to our men and women in uniform and battles for them everyday. I have grown to love and admire Mark for his abilities in defense of law enforcement and his obvious love for them, making sure they never forget their responsibility to those they serve. Mark has remained steadfast in doing the right thing at all times especially when there has been tremendous opposition to his efforts.

The character of its people measures the greatness of our nation. We live in a Constitutional Republic based on moral law, freedom and personal responsibility. Our number one responsibility is to protect life, liberty and property.

I love PLEA and the relationship I have been blessed to have with them. I thank Mark Spencer for allowing and promoting our friendship on a personal and professional level. I cannot express my gratitude in an appropriate way for the appreciation and respect I have for him. Mark is a friend and a great American. He is a leader among leaders and a great emissary for law enforcement in their commitment to standing up for what is right in spite of great personal risk at times.

"Well done thou good and faithful servant." Matthew 25:21

Gratefully your friend,

Russell K. Pearce
Arizona Senate President
Mark Spencer, President
PLEA

Dear Mark,

Working with you the past four years has been an adventure. Your fearless quest to defend line officers impacted the entire department. Your ability to work with other agencies and Phoenix residents is unprecedented. I appreciate the time and effort you spent attending meetings and sharing information. Thank You.

Your accomplishments served the City well. You can be proud of your term in office. You made a difference.

Here’s wishing you success in your future endeavors.

Sincerely,

Thelma Williams
Phoenix Vice Mayor
Council District 1

August 10, 2011

Mr. Mark Spencer
President
PLEA
1102 West Adams Street
Phoenix, Arizona 85007

Dear Mark,

On behalf of the 241,000 officers represented by the National Association of Police Organizations, and our national board of directors, please allow me to add NAPO’s congratulations to those of your many friends upon the occasion of your ending your service as PLEA’s president.

During your tenure as president, PLEA has secured its place as a national leader in the common effort to safeguard and protect the rights of our nation’s law enforcement officers. Your unwavering support of NAPO’s TOP COPS program, and your seminars and educational meetings are truly appreciated. Your and PLEA’s steadfast commitment to putting “boots on the ground” when it comes to lobbying Congress and the administration have proved effective time and time again.

Please allow all of us here at NAPO to extend our best wishes to you as you complete your service as PLEA president.

Sincerely,

William J. Johnson
Executive Director
NAPO

PLEA board pictured with former PLEA Chaplain John South in 2008 after his return to active duty with the U.S. Army and prior to his deployment to the middle east.
About four years ago the PLEA membership elected a core group of people to key leadership positions within the PLEA organization. The members felt it was time for a change and elected a group consisting of Mark Spencer, Danny Boyd, Joe Clure, and Billy Coleman to crew the ship.

Prior to that election I was approached by many officers and supervisors alike asking what I thought would happen if Mark were to be elected President. My response was always the same. I told people, that in my opinion, the boundaries between PLEA and management were seriously out of balance and that Mark, if elected, would aggressively push the boundaries back to a point of equilibrium.

For several years prior to 1997 Mark served as a PLEA Rep and he’s served continuously on the PLEA Board since 1997. In the last several years he’s worked as the Grievance Chair, PLEA Secretary, negotiations team member, Recap editor and President. As a rep, and later Grievance Chair, Mark knew better than most what it’s like to be in the trenches fighting for the rights of officers who found themselves caught in the department’s crosshairs. It takes courage to stand in the gap and walk point while challenging management on a regular basis. Mark learned early on that the grievance camp can be a meat grinder that will literally wear a person down and burn them out if they don’t learn to maintain perspective and balance the responsibilities of the job.

Mark’s prior experiences within the organization equipped him well for the position and responsibilities that go with the office of PLEA President. What most people probably don’t know is that I along with others had approached Mark about running for the position of President years before he ever did. His response; He didn’t want it; Moreover, he didn’t think his wife would be happy if he pursued the position. Family came ahead of the job with him. Although Mark is a hard worker he isn’t a workaholic that lives to work. He works to live and the job is a means of making a living so he can support and spend time with his family. This lends credence to the phrase that often times the best person for the job is the one who doesn’t want it.

Political office of any kind can be a toxic environment that, if not managed correctly, can literally consume and sometimes destroy people. This is yet another reason many shy away from high profile positions. Mark ultimately decided to run for the Presidency based on a strong desire to effect change within an organization. Regardless of your best efforts, there are always unpleasant tasks to go around and Mark was never shy about handling his share of them whether he found himself in the department’s crosshairs.

Soon after taking office Mark’s courage, dedication and enthusiasm became evident and were a contagious influence for those who worked around him. The rest of us in the office quickly learned that he was the pace setter and worked hard to keep up. We also learned a lot about the work ethic and principles that made him tick. A lot of people talk a good game when it comes to morals, integrity and ethics, but anyone who has worked around Mark knows that he truly leads by example in these areas.

Part of Mark’s uniqueness is derived from the fact that in addition to being a police officer he is a licensed pastor with a Masters degree in theology. His faith in God combined with his work experience and personal values gives him a unique perspective on problem solving, balancing delicate situations, and being able to speak effectively to people be it members of the media, politicians, police management, board members, or an officer that may have the grievance camp can be a meat grinder that will literally wear a person down and burn them out if they don’t learn to maintain perspective and balance the responsibilities of the job.

As a leader, Mark understood and implemented key principles and concepts that served the organization well. Attend meetings in pairs; Deal from a position of strength; Better to be feared than liked; Communicate honestly; Don’t treat the media as an enemy, it’s far better to make them your friend; Don’t be overly critical of the members, even if you think they’re wrong; Play to the strengths of those you work with, and always be training others to take your place.

Probably one of the most important principles that Mark advocated and practiced is the biblical concept of servant leadership. Mark knew that to lead effectively you first have to be willing to step up to the plate and serve. He wasn’t afraid of rolling his sleeves up and getting his hands dirty and he wouldn’t ask anyone to do something that he hadn’t done or wasn’t willing to do himself. There are always plenty of unpleasant tasks to go around and Mark was never shy about handling his share of them whether taking time away from family to attend late after hours meetings, rolling on officer involved shootings, attending meetings with police management and city officials, walking neighborhoods on weekends for political candidates, attending community meetings, handling PSB interviews, taking his shot in the barrel for standby shifts or meeting with family members of wounded and deceased officers to name a few.

As PLEA President, Mark truly exemplified leadership by example. He, like his predecessors, understands better than most that it can sometimes be challenging and lonely walking point for the organization. Regardless of your best efforts, there are always
those who don’t have an inkling of what you do that are all too happy to second guess, criticize and tell you how it should have been done. Despite what some may think; Mark, in the last four years has done the lion’s share of the heavy lifting with regard to getting PLEA back on track and focused on the key issue of looking out for the members.

I would venture to say that, in many respects, PLEA has accomplished more in the last four years than in the last 20. It’s been one helluva rollercoaster ride and one that I wouldn’t have missed for the world. It’s truly been a privilege and an education working alongside Mark during these last few years. I’m honored to count him as a mentor and friend. I’ve learned a great deal in the process and I’m sure I speak for all of us in the office when I say that I’ll be sorry to see him go but at the same time wish him the best in his future endeavors. Mark is one of those guys that works hard to keep his priorities straight and I think God smiles on him because of that.

Mark Spencer has served the Phoenix Law Enforcement Association with passion and commitment and I have respected the partnership forged with his help with law enforcement over my time as the Maricopa County Attorney. I appreciated PLEA’s support in my pursuit of office to serve, fight crime and honor the rights of victims of crime, and protect and strengthen our community and Mark’s leadership helped greatly in that regard, as well.

As Mark concludes his years of service to the people of Phoenix, I wish him the best in whatever pursuits he may seek in the future. To help in limiting the vast number of fields he may look to succeed in, let me offer some to steer away from: country and western singer, a pair of cowboy boots might help with the look but he’s missing the necessary twang; male fashion model, not without a new gym membership and a new hairstyle; TV Preacher, while a background in theology helps - saving sinners for cash just ain’t his bag; hunting guide, not unless the backwoods have street signs and paved roads; spokesman for “Just for Men, while it may appear to be a natural fit – I’m not feeling it.

In all seriousness, I wish Mark Godspeed and safe travels.

Thanks, Mark.

NAILEM/Westwood Community would like to thank Mark Spencer for his years of service to the Phoenix Police, PLEA, and his passion for trying to help police officers find their way through troubling times. Mark is a family man. He is dedicated to his wife and children. It seems he is always hungry. His laugh is contagious and he is always upbeat. Mark also has strong leadership skills and always does the right thing even though it may not be popular.

He has led PLEA through some very difficult issues such as, the police policy on Immigration and the Jack Harris debacle. PLEA is always the first to throw fund raisers for officers who have died in the line of duty and their families.

Mark has been a friend for many years and we wish him well in future endeavors he may pursue. Mark has helped many communities as has PLEA. Mark will be missed by all of us “civilians.”

With great respect and friendship,

Donna and Jerry Neill

My Thoughts on Mark

by

Ann Malone, Require the Prior.org

I know we’re supposed to say things we admire or respect about Mark, and I will in a minute. But first I have to clear the air and tell you something I really hate about Mark Spencer.

You know what I hate about him? Even when he’s sitting down, he’s bigger than I am!

But my guess is, even if you’re big too, one of the first things that hits you about Mark is that he seems larger than life.

The better you get to know Mark, the more you see the truth of it. Everything he says, everything he does and feels really is just plain bigger. He can’t help himself. His devotion to supporting each and every PLEA member in their jobs is endless. The lengths he will go to protect anyone of the members from managers, PSB investigations, or any other perceived threat is limitless. Words like truth, honor, loyalty, and perseverance aren’t just words to him - they are the very fiber of his being. He eats big, he laughs big, and he sees the world big. But somehow he never forgets the smallest, most vulnerable, or the most in need. It has been an honor and a privilege to work side by side with him these past four years and I feel blessed to call him my friend.
Most of us heard of this dream at the academy – “One day you could be chief.” For a brief whisper of time some of us believed that. But with undoubted certainty, if one wanted to dash that dream of the moment against the rocks of reality and derail the vision of wearing a constellation on their shirt collar, all they had to do was become an elected PLEA board member. Anyone that invests personal time and effort while forfeiting gold stars for the sake of their professional peers is worthy of praise. Some choose to climb the ladder. Others are compelled to step into the gap – walking point to protect rank-and-file law enforcement personnel. This selfless choice deserves genuine gratitude. Three PLEA members who took peer service to the next level through an elected board position are Dave Dager, Mark Enegren, and Terry Yaweh. I personally and publicly want to thank them for their service.

Each of these PLEA board trustees brought a unique and distinctive set of eyes and perspective in Association issues. A great deal of this perspective was sourced in their specialty positions within the Department: Dave a motor (PLEA board member since 2001/former chairman of the board), Terry a detective (PLEA board member since 2007), and Mark a G.R.E.A.T. coordinator (PLEA board member since 2007). To complement this perspective was their understanding of the patrol “backbone” as a result of their years working in a uniformed precinct capacity.

While some in upper level police management over the last two decades practiced the religion of “ME, ME, ME”, the “ME” that Dave, Mark, and Terry respected as board members was the “ME” in “MEmber.” All three personally adhered to the clear Association philosophy – it’s all about the MEmbers. The priorities of the MEmbers were their priority. One doesn’t need a constellation to be a good cop. Commitment to community, common sense, and character are what make the difference in effective police work.

Dave, Mark, and Terry – thanks for your sacrificial service to the MEmbers.
Dear Mark,

On behalf of myself and the residents of my district, I want to wish you congratulations on your retirement. You have been a dedicated and appreciated member of the Phoenix Police Department during your years of service. It has been a pleasure to have worked with you over the past few years.

I would like to take this opportunity to thank you for your service to the City of Phoenix. While we have worked together, you have always prioritized the safety of Phoenix residents above all else. I have always respected your commitment to making sure that you offer the residents the service they deserve. I appreciate your honesty, your diligence and the integrity that you have shown while serving the City of Phoenix. You will be missed.

I am sad to see you go, but I wish you all the best in your future endeavors.

Sincerely,

Sal DiCicco

August 9, 2011

Mark Spencer
President
PLEA
1102 West Adams Street
Phoenix, Arizona 85037

Mark,

I would like to express my heartfelt gratitude for your leadership and the friendship that I have with you.

Your faith and love for God and Community is uncommon and was clearly visible to me throughout the good times and difficult times. I always looked forward to our interactions because I knew your faith in the Lord and love of Community was what fueled you. We may not have always agreed with each other, but that never shook the foundation of our friendship.

Mark, you have made an incredible difference in the lives of the very officers who put their lives on the line everyday to protect our loved ones, neighbors and community. Your impact for an economy that benefited law enforcement and their families is truly appreciated and recognized. You simply did an amazing job to ensure that your members were treated with the utmost respect, dignity and fairness.

Mark, this is simply the beginning of the next chapter in your life. As the Bible teaches us in Jeremiah 29:11 - God knows the plans he has for you, his plans include prosperity and that no harm come to you. His plans give us hope and a good future to us all.

Your friend,

Michael Nowakowski

200 W. Washington St., 11th Floor, Phoenix, Arizona 85001-5811 • phone: 602-265-4181

Mike Broomhead
November 11, 2011

Having come from a family of police officers, I have always had respect and admiration for the job that they do. I don’t think the public understands the stress and responsibility that a police officer carries every time he/she goes on duty. It seems as if the media only talks about cops when they do something wrong or they die. At the inception of my radio career, I committed to trying to give some insight into the lives of police officers. Shortly after taking over the afternoons show I met Mark Spencer. His passion to give credit to the beat cops was obvious from the moment we met. In a city the size of Phoenix, difficulties are always going to happen. Mark’s honesty was refreshing. In a case where a cop had done something wrong, Mark was always out in front of it, never making excuses for the issue. But when cops were being unfairly accused or mistreated by the public or city management he was the first to stand up and fight for those officers. That honesty is what makes Mark credible. His willingness to tell it like it is and stand up for the street cops is what I respect and will remember most about Mark.

I consider it a privilege to call Mark my friend. I hope the new representative of PLEA will follow his example of honesty and integrity.

P.S. I just hope the rumors of him getting the chief’s 5-star cluster tattooed on his neck and joining the Fire Department are just dumb lies.

Respectfully,

Mike Broomhead
News Talk 550 KFYI
M-F 8p-7p
August 11, 2011

Mark Spencer  
Phoenix Law Enforcement Association  
1102 West Adams Street  
Phoenix, AZ 85007-2709

Dear Mark,

Thank you for your 25 years of dedicated service to the City of Phoenix, the Police Department and to our residents. I am grateful for the opportunity we had to work together to advance our community and our City of Phoenix organization. Your leadership was instrumental in developing solutions to meet the city’s financial challenges and obligations. The success of our team efforts to balance the city’s budget could not have occurred without your devoted efforts.

In addition to your role in helping to balance the city’s budget, you were an effective representative for the members of the Phoenix Law Enforcement Association. As president of your association, you were passionate about the interests of your members, while at the same time appreciative of the needs of your community.

I wish you the best and look forward to continuing our relationship as you embark on your new chapter.

Best wishes,

David Cavazos  
City Manager
Mr. Mark Spencer,
Phoenix Law Enforcement Association
1102 W. Adams Street
Phoenix, Az. 85007

Dear Mr. Spencer:

Leaving is not easy, but during your tenure you played an important part in bringing PLEA to all parts of the community. We all look upon your leaving as a personal loss.

Your leadership and counsel has been most beneficial to my work as president. This is most important when we were dealing with issues that could have caused divisiveness between the Black community and Law Enforcement, for that I thank you.

I realize that a thank you is small reward for your diligent work, but we expect to make our thank you more tangible as we continue to work with PLEA leadership in the future.

Your contributions have been great and although you will be missed, I know you will continue to be an inspiration to those you are in contact with.

Your Brother,

Rev. Oscar Tillman
President

Michael Napier
Legal Counsel

In 1975, two Phoenix police officers came to my office to start an association. They already had the name-the Phoenix Law Enforcement Association. PLEA, as it became known, was a relatively small organization for several years, but as the city grew, and the department grew, so did PLEA. From those past years, PLEA now has a rich history of victories and defeats, good times and tough times, but most of all a history of police officers who were willing to commit themselves to helping their fellow officers-dedicated to improving the lives of all officers and their families. These were the PLEA Trustees. Above all else, Mark Spencer understands the significance of that history and the importance of that collective dedication that he inherited when he became involved with PLEA and ultimately its president.

As PLEA president, Mark dedicated himself to others like so many had before him. He understood PLEA's legacy to take care of the members and worked hard to do just that. In that quest, he shaped a mission that centered on fundamental rights and fairness. He could re-tilt officer’s world to where it rightfully belonged by seeking and finding fairness for that officer. He did this repeatedly.

He also knew, at all times, exactly where he was: in a position of importance and influence, and used those privileges to improve the lives of officers and, beyond that, the community. PLEA’s prominence and sphere of influence reached unprecedented levels under Mark’s leadership. In Mark, PLEA found a strong voice—unafraid of challenge or controversy. PLEA developed an unprecedented fitness to take on any situation that affected its members. From here, Mark has given PLEA a great start on the future-in the experienced, steady hands of Joe Clure and a committed Board of Trustees.

Mark’s appreciation for PLEA’s history, for the past sacrifices made on behalf of others and for the unrelenting fight for fairness, made him aware of PLEA’s significance and relevance, and allowed him to improve both. In short, having watched PLEA grow and develop, he knew the importance of his job. He knew its potential and set out to find that potential. And find it, he did. Mark, I want to say this to you: thank you for your support, for valuing our insights and experience, for listening, for inclusion, for your trust and, above all, for being a true friend.

Peter Busch
Weekend Anchor, CBS News 5
The Board Of Trustees
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PLEA Legal Resources
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Anthony Coury .......................... Legal Counsel
Kathryn Baillie .......................... Legal Counsel
James Abdo ............................ Legal Counsel
(602) 248-9107
www.napierlawfirm.com

Legislative Liaisons
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Mark Spencer ........................... Lobbyist
Williams & Associates ........... Lobbyist

The PLEA Office Staff
Arlene Venturini ....................... Office Manager
Leigh Ann Bennett .................. Accounts Manager
JoAnn Gothard .................. Membership Services
Debbie Webster .................. Membership Services
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If You Have A Grievance
FIRST: Attempt to resolve the matter informally with your supervisor.
SECOND: If you cannot resolve this with your supervisor, contact one of the representatives above.
REMEMBER: There are time limits to initiate a written grievance.

If You Are Being Investigated
RECORD: All interviews once you have been given an NOI.
COPY: All memos or paperwork related to the investigation.
TRUTHFULLY: Answer all questions related to the investigation.

If you are called by Professional Standards Bureau or any police supervisor regarding an investigatory interview or interrogation, you may have PLEA representation during that interview. Call for representation as soon as possible. For your convenience, a PLEA board member and representative are available 24/7.