



## City of Phoenix

OFFICE OF THE CITY COUNCIL

**Michael E. Johnson**  
Councilmember

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COPY

January 29, 2010

Mr. Cavazos,

On Thursday, January 28, 2010, I received a text message from a City of Phoenix police officer who stated the following, "They are cutting 349 police officers, and I received my tentative termination papers this evening. We will receive the final word on March 15, 2010." I was informed that several police officers received a written notice in sealed envelopes with their names on it.

Yesterday, January 28, at approximately 1:30 p.m., I received a budget briefing from the management team and also received a copy of the proposed budget reductions by department. At no time during this briefing was there any mention of a written notification or tentative termination letters being sent to city employees. This briefing was the first opportunity my colleagues and I had to view the city manager's official recommendation on proposed budget cuts. I want to highlight the word recommendation.

It is obvious from the timeliness of these letters being presented to police officers that the decision to prepare and distribute the notification or tentative termination letters was made prior to my briefing on the budget as well as prior to me receiving the proposed budget reductions information.

I am disenchanted that a decision of such magnitude would be made and implemented without any notification to me as a member of the Phoenix City Council.

Of the 1,400 employee positions listed as possible lay offs in the budget, it appears the only employees who may have received these notifications or tentative termination letters were approximately 349 Phoenix Police Officers.

The City Manager's proposed budget is only a recommendation on potential cuts to balance the City's budget. It is the duty and responsibility of the Mayor and City Council to vote on, approve and implement the final budget.



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Without any City Council approval or input from the community, someone in City management made a decision convey a message to our police officers that was extremely premature. As a result, this premature decision has now caused undue stress and tension for our officers. The decision to prematurely distribute tentative termination papers to our police officers makes the Mayor, City Council, citizens, community, private industry and our City partners input appear to be irrelevant. This sends a disturbing message that it is unnecessary to consult with us and that it is also appropriate to disregard the role of elected officials.

I strongly urge the City Manager's office to immediately retract all notifications and/or tentative termination letters sent to police officers and that each officer receives a personal apology. I also request that city employees do not receive any such notification or tentative termination communication until all public hearings are concluded and the budget has been finalized and adopted by the Mayor and City Council.

Sincerely,

A handwritten signature in black ink that reads "Michael E. Johnson". The signature is fluid and cursive, with a long horizontal line extending to the right.

Michael Johnson  
Councilmember – District 8