



# PHOENIX LAW ENFORCEMENT ASSOCIATION

*The Professional Association of Phoenix Police Officers Since 1975*

August 8, 2008

Mr. Ron York, President  
Policepay.net. Inc.  
219 W. Boyd Street Suit 205  
Norman, OK 73069

Dear Ron:

Thank you for your assistance in our 2008 contract negotiation with the City of Phoenix, Arizona. Your salary survey and fifteen (15) year city budget analysis gave us a clear assessment of where we compared with our peer group and gave the negotiations team a realistic target of what the city could afford. The information was used to make a compelling case in front of the Phoenix City Council justifying that a significant pay raise was needed prior to the start of official contract negotiations. The city manager later used some of our presentation to confirm our negotiated agreement in order to obtain council approval.

Your personal presentation, both at our negotiation table and with our city manager, was expertly balanced with tenacity and cooperation and always professional. The end result was Phoenix Police Officers received the largest two-year contract raise (13.7%) in over 20 years. What makes this amazing is the record increase came at a time when the city was experiencing significant budgetary cuts and non public safety job layoffs.

Again, thank you for your expertise and assistance in our very successful negotiation process. It was a pleasure working with you!

Sincerely,

JOE R. CLURE  
Treasurer/Chief Negotiator