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August 24, 2009

Via Email Willie.belinjr@sheriff.pima.gov and US Mail

Lt. Willie Belin
Pima County Sheriff's Office
1750 East Benson Highway
Tucson, AZ 85714

RE: VIOLATION OF MEET AND CONFER ORDINANCE

Dear Lt. Belin:

Our firm represents the Pima County Deputy Sheriffs Association ("PCDSA") and its umbrella organization, the Arizona Conference of Police and Sheriffs ("AZCOPS"). We understand that you serve the FOP in some leadership capacity. We are writing you because of your recent statements to the effect that you would be urging deputies to vote for "No Representation" in today's Meet and Confer election.

We at PCDSA and AZCOPS have dealing with FOP for years. And so we truly understand the complete disconnect between the FOP's "bark" over actions it claims it will take and its lack of any real action on behalf of its members. Out of an abundance of caution, and because this election is so important to all Pima deputies, we are writing to you advise you that your proposed conduct will violate the Meet and Confer ordinance and will not be tolerated.

The pertinent portion of the Pima County Meet and Confer Ordinance provides as follows:

2.20.040 County neutrality and employee rights.

A. The county's confidential, **managerial and supervisory employees, in their employment dealings with eligible employees, shall remain neutral on the issue of whether employees are to be represented by an employee organization or if so, which of any potential employee organizations should be the representative of such employees.** Eligible employees shall not be treated adversely in the workplace for discussing or expressing their views regarding employee representation, the employee organization, or workplace issues.

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While FOP may freely oppose PCDSA's Meet and Confer representation out of spite or because FOP failed to take any action to obtain Meet and Confer for deputies; - you as a management employee and supervisor may not attempt to influence deputies as you previously indicated you would. Such conduct would violate the ordinance and open you up to investigation and discipline for unbecoming conduct.

Finally, please consider this letter a public records request pursuant to A.R.S. 39-121 for your non-privileged email for period from August 1, 2009 through tomorrow, August 25, 2009. This request is not made for any commercial purpose and we will gladly pay a reasonable copying charge for the requested documents. We expect compliance on or before August 31, 2009.

Thank you for your time and attention to this matter.

Best regards,

BIHN & MCDANIEL, PLC

/s/ Martin A. Bihn

Martin A. Bihn

Cc: Captain Christopher Radke
Larry Lopez, AZCOPS President
Christopher Rogers PCDSA President