

PLEA Recap:

I am writing this letter with the hope that you will publish it in its entirety. I don't believe that the message will be all that new to most people but it needs to be put into print; a record needs to be established. Retribution is alive and well in the Phoenix Police Department.

As a middle manager I am saddened by the fact that I am doing this but I have no other choice. Actually, I do have another choice, but I fear what might happen if I choose to exercise those options. I am not a big fan of PLEA's but I recognize that you have the ability to be heard by a larger group than I and for that fact alone I am writing this letter.

Effective Monday, April 26, 2010, several commander reassignments will take place. Most notably, Tim Hampton and Glenn Gardner will be going to the duty commander positions. The fact of the matter is, we all know what that is all about.

Both Tim and Glenn have distinguished themselves in their positions (a-lot of us may hate to admit that fact but it's true) and deserve of better. I have heard from more than one chief (and most commanders in our peer group feel the same way) that what Hampton needs is an assignment away from patrol so that he might broaden his understanding of the commander's role. So where does he get assigned, the job that is all about patrol. How do we expect Hampton to grow as a commander if we recognize his shortcomings but do nothing to improve them? The fact of the matter is, we all know what that is all about.

Gardner had the temerity to provide an honest perspective to City Hall when asked, an his reward??-- the other duty commander position. In the past every commander, when completing the City Manager's Office assignment, was given a

pretty decent job, but in this case one of our more effective senior commanders gets the duty job. Once again, we all know what that is all about.

A message is being sent by these assignments and the desired result will not be one of loyalty, blind obedience and compliance without question, but of "let me just do enough so as not to bring attention to myself and make sure I protect myself in case I get on somebody's bad side." My peers know what I'm talking about.

At a time when leadership at the top is needed the most we spend time making sure nobody has an independent thought. One of my fellow commanders said something the other day that truly explains the situation we are currently in. He said, "we need to do things that make Jack look good." I wish I had the courage to ask "shouldn't our efforts be focused on making the organization more effective and protecting the citizens of Phoenix?" Instead, I didn't utter a word. That, I fear, will be the lingering effect of the Hampton Gardner assignments.

I am sending this letter anonymously for obvious reasons.