

May 17, 2022

Dear Councilors and Mayor,

I hope this letter finds you well and I am grateful for your support over the years as your police chief. Please continue to support the good and hard working staff of WPD. The job of a police officer is more challenging than ever and they need your continued support.

Fortunately, there was so much consistent good work done over the last six years by the Police Department that I hope you see in light of the recent texting case, there is more going on here than meets the eye. I noted the recently released RFP by the City will likely cost taxpayers hundreds of thousands of dollars and the stated purpose differs from the real purpose. The real purpose is to distract attention from the inappropriate interference of the Human Resources Director in the disciplinary system of the WPD and to deflect it onto the very people who brought forward significant ethical and operational concerns. I had talked to the City Manager about inappropriate and unethical involvement in police discipline cases many times. Furthermore, the City Manager appointment of the H.R. Director to the Committee charged with investigating how the texting case was handled was a flagrant conflict of interest.

I have witnessed past requests for information manipulated, information left out and consultant reports changed to fit the requested narrative. Under current circumstances, any consultant should report directly to elected officials. Additionally, be aware some police employees have recently sought whistleblower protection due to concerns of retaliation by the City Administration for speaking out. I am willing to help in any way and testify under oath to any investigatory body.

I respectfully suggest you seek an independent review that answers directly to you regarding the following:

- Every Police Department employee discipline case overturned or changed by the Human Resources Manager (or H.R. Department) going back 10 years, associated investigative reports, findings and action taken.
- Every ethics complaint, corruption complaint or any similar complaint made against the H.R. Manager or H.R. Department, associated investigative reports, findings and action taken.
- Every complaint, grievance, objection, or similar complaint made against or about the H.R. Manager or the H.R. department reference their involvement in police discipline and associated investigative reports, findings and action taken.
- Police management requests for police contract negotiations in 2021 and which of those requests were included in the approved and current contract.
- Every change made to the police contract in the last 13 years and examine the operational impacts.

- **Complaints of racial, age or sexual discrimination made by City employees to HR over the last 10 years, associated investigative reports, findings and action taken.**
- **Who makes the policy decision to keep public employee discipline records closed contrary to national best practices**

**Current issues at City Hall deserve your continued attention and focus as it is clear you are not aware of all the factors creating a troubled culture at the top levels of City Hall. Many are afraid to speak up.**

**Respectfully,**

A handwritten signature in black ink, appearing to read 'Gordon Ramsay', with a long, sweeping underline that extends to the right.

**Gordon Ramsay**