

Mr. Blesse,

I wanted to take a moment and voice some concerns that have occurred at the Police Department.

First, I do want to mention that I am looking forward to staying employed with our City and I only want to keep moving forward in a positive direction. When I started my employment with our Department, I felt it was not a professional Police Department regarding the Officers and Supervisors that I was working with. I was on night shift with Supervisors that I felt were not ready to be in the positions they were in and did not take their jobs seriously. In fact, I did not feel comfortable with the agency until Ron Dooley was employed as the night shift Corporal. I found it very easy to work with Ron and I, along with other Officers looked up to him and always went to him for advice. As I moved up through the ranks Ron was always there to offer advice and guidance to myself and many others.

I have always known Ron to go above and beyond and always treated the citizens of our City with the upmost respect and always did everything he could to help the victims of Jersey Village. In short, I am asking you to please re-consider hiring Ron back as I know he is a huge part of our agency and will benefit our residents as well as the Police Department.

The second topic I wanted to speak to you about is Chief Riggs. Since he has hired on at our Department, I feel less than appreciated. I feel this way due to him always going around me and goes to Sgt. Keele for everything before he ever goes to me. As the Patrol Lieutenant I feel that I should be the first person to know things so they can be passed down respecting the Chain of Command. The way things are now Sgt. Keele completely bypasses me and goes straight to Chief Riggs which he is encouraging. I have spoken to Sgt. Keele many times about this but Chief Riggs still allows it. I recently came across an accommodation letter that I noticed went straight to Chief Riggs from Sgt. Keele that was bypassed by me. I feel the Officers did a great job and did deserve the letter but I simply felt it should have gone from Sgt. Keele to myself and then the Chief. I feel it would be better if I was involved with the types of communications so that I can better perform my duties. I just simply feel the Chain of Command should be respected.

Several weeks ago, Chief Riggs planned a meeting with myself and Sgt Keele to speak about radio updates. When asked if Sgt. Brandon needed to be at the meeting also, he said it was up to me and then he explained not this time. I don't see why Sgt. Keele has to be at every planned meeting. It seems to me that Sgt. Keele is being assigned duties one by one by Chief Riggs that I feel should be my responsibility. Last week Chief Riggs set up a meeting with Harris County's Bomb division. The staff that was invited was Sgt. Limerick, Sgt. Lopez, and Sgt. Keele. I was not invited to meet with the Bomb division even though I came in early that day before they ever left. In fact, I don't recall even being advised of this meeting and only heard about it from the Sergeant's that attended. I simply find his method of utilizing the chain of command to be un-useful.

On Tuesday December 17, 2019 I provided Chief Riggs with a Use of Force form that was generated by Officer Hawley. Attached to this form was the Coban video from Officer Hawley's patrol vehicle and Officer Bryant's patrol vehicle. I explained to Chief Riggs that I found the Use of Force was in Policy but Officer Hawley did cuss while speaking to a subject "stop giving me shit". Later in the evening I located Chief Riggs in the Sergeant's Office attempting to watch the videos and he was having trouble getting them to play. We walked to my Office and I showed him how to play the videos and watched the videos together. At this time, he was sitting in my chair that is located behind my desk and I was

sitting in another chair that was approx. three feet away from him. While watching the video Chief Riggs looked at me and asked if I noticed anything odd about the incident. He then asked how come Sgt. Limerick did not engage while Officer Hawley was handcuffing the suspect that was now on the ground. I explained to him that I have not spoken to Sgt. Limerick about the incident yet. While my focus was still on the monitor, I noticed Chief Riggs drew his attention to me and leaned in saying "Lieutenant I'm giving you a direct order to not discuss this with anyone". I looked at Chief Riggs who appeared to be starring at me with an angry expression. I advised "ok" and then directed my attention back to the monitor. After several seconds I noticed that Chief Riggs was still starring at me. I looked at Chief Riggs again and noticed that he still had an angry expression on his face. He advised that he has said things in the past that have been taken out of context by staff. He did not mention what staff members he was speaking about or what he was referring to.

He then sat back in the chair and asked if I agreed with his decision about firing Ron Dooley. I explained that I did not agree with the decision and he then said that he has heard rumors that I was looking for another job. I explained to him that I was not looking for another job but stated I have considered it since Lt. Dooley had been terminated. I further explained that I felt my job was in jeopardy for the last several months and that I did not feel secure anymore. He explained that he was not out for my job and I advised that I would like to see our staff be happy and that I want to help better the patrol division. He then left my Office and returned several minutes later and again reminded me not to mention anything to anyone about the Use of Force. He then said again, since your looking for another job... I interrupted him and explained again that I was not looking for another job. He said ok I must have heard you wrong.

On Wednesday December 18, 2019 I met with him again in his Office and asked if I could speak to Sgt. Limerick regarding the Use of Force form and ask why he did not engage. He explained to just leave it on his desk and also stated that he spoke to Sgt. Keele about the incident and advised that Sgt. Keele had spoken to Officer Hawley. (Again, going around me to Sgt. Keele) He then mentioned that he knows I voted for 8-hour shifts and that he was going to keep me working the same hours with the same days off. (The department is going to 8 or 12 hours shifts and im being punished to keep my same days off and work the same schedule. Even though every sergeant is getting the weekend off and changing their hours). I should mention the schedule that Sgt. Keele came up with had me working from 6am to 4pm with Friday, Saturday, and Sunday off.) This is what was posted in the patrol room and was something that was brought up to Chief Riggs prior to it being put in for a vote by Officers. He never mentioned to me that he wanted me to keep my schedule the same. Is this retaliation because I do not agree with his decision to fire Ron, or is it because I voted for 8-hour shifts?

In short, I'm asking for you to please consider hiring Ron back and I'm asking for you to please do something about Chief Riggs. In addition, I want to express that I assumed Chief Riggs would be more concerned with helping me improve the department and less concerned with going around me and keeping information from me.

I would have sent this sooner but, I'm worried about losing my job and was worried about retaliation if I where to send it. I honestly feel this is the right thing to do. I want to thank you for reading this and I will be happy to speak to you in person about this if you would like.