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BCPPA Business
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Ladies and Gentlemen of the BCPPA,

On Monday, October 22, 2012 I attended the luncheon at the Boulder City Senior Center wherein the final four City Manager candidates met the public. This event was advertised locally in print and electronic media.

The candidates were: Pahrump Town Manager William Kohbarger; Boulder City Public Works Director Scott Hansen; Executive Director of the Nevada League of Cities & Municipalities David Fraser; and Tim Zisoff, the city manager of Indianola, Iowa.

Sergeants Chase and Johnson attended this event with me.

The only candidate that introduced himself to our table was Mr. David Fraser. After I introduced myself, Mr. Fraser remarked, "Please tell me that you just signed a nice, long contract with the City."

I replied, "No, the new city manager is not getting off that easy."

Afterwards, I attended the public interviews of each candidate by the City Council. This event was also advertised in print and electronic media.

I listened carefully to each interview and rated the candidates. I thought Mr. Fraser came in first, Mr. Zisoff a close second, Scott Hansen third, and Mr. Kohlberger a distant fourth.

Mr. Fraser impressed me with the quote: "First rate leaders surround themselves with first-rate people; second-rate leaders surround themselves with third-rate people." (He attributed this quote to a coach, but I cannot confirm the original source.)

Mr. Fraser also remarked, "... One can use managerial muscle to get employees to comply, but the truly effective leader strives for commitment."

After the interviews were concluded, I left City Hall. Upon exiting the building, I saw Mr. Fraser outside talking to a citizen. I congratulated him for a splendid interview and told him how I rated the candidates. I also mentioned there were several issues with the current contract, specifically separation between officers and sergeants. Mr. Fraser indicated he was aware of this issue. In parting, I shook Mr. Fraser's hand and said I looked forward to future discussions in the event he was selected as city manager.

Mr. Fraser was selected as the new city manager by City Council on Tuesday night, October 23.

Today, I received a phone call from a BCPPA member who was concerned about my meeting with the "City Manager" and my status as the BCPPA president. The implication being there was something sinister about my activities on Monday. This member wants a meeting to discuss my continued status as your president and other issues.

I am soliciting thoughts and comments about asking for an internal investigation (conducted by another agency) on the Chief, and possibly the Captain, for recent publicized accusations of misconduct and because of prior practices by the Chief in conducting formal internal investigations. Specifically because several members of the Boulder City Police Protective Association have been subjected to internal investigations for minor policy violations and for accusations of being rude to citizens. Notwithstanding officers' admissions to such infractions, Chief Finn vigorously pursued such incidents with formal Internal Investigations instead of meting out discipline informally. If a rank-and-file employee was the accused in the current matter, I feel confident an internal investigation would be well underway.

My personal thoughts are the new city manager will not retain Chief Finn due to the current public issues, the low morale within this Department, and the lack of a competitive process for specialty positions. Therefore, it is incumbent on us to come together as an association and collectively voice our desires as to who we prefer, and specifically who we do not

prefer, to be the next chief.

My desire as your president is for every member of the BCPPA to be treated with dignity and respect and that the rules and regulations are followed in accordance with City and Departmental policies and NRS.

Finally, if the majority of members desire my ouster as the current president, I will gladly resign. No meeting is required - merely e-mail me and I will facilitate the transition.

I look forward to hearing from everyone.

Please check with your fellow officers to ensure everyone received this email. In the event someone did not receive it, then I have an outdated address; please have the officer text me (702-499-8740) with a corrected e-mail address.

I am awaiting personal e-mail addresses from Officers Green and Buric and will forward this letter upon receipt.

Thanks,

Dan Jennings