

Mayor and City Council, we strongly urge you not to act upon this letter alone, but to conduct your own investigation into this matter so that you can make an informed decision based on fact. We strongly encourage you to call Chief John Urby into executive session, without the presence of Rick Menchaca, and "put him on the spot." Ask him the tough questions that will get to the truth of this matter. Or, call him individually and ask for facts. Call anyone of us. There are a number of us who can give specifics which will affirm these allegations, and all of us can give specifics of what our organizational culture has become. You might also call other department heads, but we are not sure what their responses will be, because they understandably fear that they will get "chopped off at the knees."

Mayor and City Council, once you have satisfied yourselves you have the truth at hand, we strongly urge you to take action. It is not our place to tell you what that action should be; however, we earnestly believe that inaction will further devastate the Midland Police Department. Our greatest resource is our people. We need, and Midland deserves, a city manager who fully understands and embraces that concept. We need a city manager who treats all city employees with respect.

Some may wonder why we are writing this letter now, and not 2, 3, or even 4 years ago. An accurate answer would probably be that there are a number of reasons, but primarily it is loyalty. Even under the circumstances, we have had a great chief of police in John Urby, and we would not do anything to hurt him. Chief Urby is an honest man of great character, but he has decided it is time to retire. There are a number of well qualified administrators at the Midland Police Department who are very capable of running our department on an interim and permanent basis. But no matter who the next chief of police is, if our city manager embraces and respects our greatest resource, our people, that manager will appoint a chief of police who will do the same.

In closing, we would like to remind you that we are not troublemakers, malcontents, or disgruntled employees. We are the Command Staff of the Midland Police Department, who have given our hearts and souls to serve the citizens of Midland. Our dedication to the citizens of Midland, and to the employees we supervise gives us the courage to write this very difficult letter. Our agenda is the well-being of the Midland Police Department, and the City of Midland, and nothing else. And, as we mentioned above, we know good leadership when we see it, and we believe that each of you has been chosen to lead us through these troubled times.

Thank you for your attention to this matter,