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March 19, 2019

To: Yakima City Council
From: Ira Cavin, Chairman – Yakima Police Patrolman's Association
RE: Vote of No Confidence

Members of the Council-

We, the members of the Yakima Police Patrolmen's Association, are writing you to express our significant concerns regarding the leadership and capability of the current City Manager Cliff Moore. The summary below reflects the opinions of our members and states facts brought to our attention over the past year.

Directly, we wish to state that we have **no confidence** in Cliff Moore as the City Manager of Yakima. This statement is not one taken lightly by our members. It comes after lengthy debate and only at the point where we feel we have no other option. Traditionally our bargaining unit and its executive board have resolved conflict between management and members using a bi partisan and professional manner. It is clear to us that this method is not effective with Mr. Moore. As the leader for the city of Yakima, he should embody the mission vision and values of the city of Yakima. Instead he has fostered a culture of distrust, hostility and lack of transparency. His decisions directly threaten public safety and the safety of those employed to protect our community members.

1. When he first arrived, Mr. Moore met several times with the executive board to address the concerns of our members. Specifically, he wanted to address why the city of Yakima annual employee survey consistently showed that employee morale within the department was historically low, and declining. During those meetings, the board provided suggestions on remedies to various problems. They also encouraged Mr. Moore to reach out to the membership on a regular basis, making use of our scheduled monthly trainings to touch base with front line employees and hear our concerns directly. To date, Mr. Moore has rarely spoken to Officers in a group setting. Most recently, he invited questions from the group, but when pressed on a specific issue, he avoided the question and abruptly left the room.
2. With respect to former Chief Rizzi. He was terminated from his position in late summer by Mr. Moore. The YPPA was not consulted, interviewed or briefed on this major event until after the press release had been issued announcing the termination. Many of the performance issues cited as reasons the Chief was terminated were created by the micro

management of the department from City Hall. During the last year of his tenure, Chief Rizzi was repeatedly undermined and removed from supervising an entire division of his department (Police Services) due to a personnel complaint alleged by that department's manager. Instead of resolving the conflict, Mr. Moore directed this manager to report directly to city hall staff. What this created was a level of dysfunction and disconnect that was extremely harmful to the department's operations. On several occasions, this manager would have disagreements with the Chief, and would simply call over city hall for approval on an idea or issue the Chief had already decided on. The Chief would then receive a phone call, directing him to change his decision.

At one point during the year, the Chief was not allowed to approve any training/travel which required out of state travel or overnight stays. The City Manager appointed himself to review the training requests for validity and approval. What this resulted in were delays of several weeks, causing some personnel to miss registration deadlines. Eventually Mr. Moore returned some of this approval authority back to the Chief.

This behavior has continued with Interim Chief Jones. The City Manager does not allow his department heads, who are the subject matter experts in their fields, to run their departments. He engages in constant micro oversight and undermines their authority and position.

3. Mr. Moore refuses to address or confront dishonesty within his own management staff. During a recent promotional examination within the services division, over half of the applicants raised an issue with respect to the assessment center. During the civil service hearings which followed an appeal of the testing process, senior members of the services division, including management, testified to the commission. Their testimony was later found to be false. When this was brought as a formal complaint to Mr. Moore, he promised an investigation would follow. He assigned a member of city staff to investigate the matter, but to date no corrective or disciplinary action has been taken.
4. With respect to the current process for replacing Chief Rizzi, Mr. Moore has not engaged the membership as to a discussion of valid internal candidates. In fact, he has pushed forward with a plan to spend tens of thousands of dollars on a "national search" for candidates. He even went so far as to meet with potential internal candidates and tell them they would not be seriously considered for the next Chief of Police. If the city truly is looking to find any possible way to save money, then why not consider an internal applicant first. Right now, there is a qualified, respected member of the command staff, who is willing to serve in the capacity of Chief for the next several years. This person is the current Interim Chief, Gary Jones. Appointing him to this role would bring immediate stability and focus to the department and allow the council time to plan and budget appropriately for the next Chief selection process a few years down the road. Interim Chief Jones is a dedicated member of the Yakima Police Department, with connections and investment in this community and the department. He has demonstrated his leadership ability and quality on multiple occasions and has the full endorsement of this Association.

Mr. Moore has also not been honest regarding the costs associated with selecting a new Chief. He was directly asked by officers during a meeting in December how much the city was spending on its search for an outside Chief. Mr. Moore told the group it was about \$20,000. Later the Association board asked the recruiter directly how much the search was costing the city, and he provided a figure nearly double that amount. This money is coming directly from the police department budget. There is no doubt this money could be better spent.

Lastly, we have learned that Mr. Moore is currently in the process of applying for a job with the city of Port Townsend. How can someone who is actively trying to leave the city be trusted with the important task of choosing the next Chief of Police.

5. In recent years, several officers of the department have sought professional treatment and counseling for serious PTSD related symptoms. Some of these employees have been in emergent need of treatment. Mr. Moore has repeatedly denied workers compensation claims for such treatment. Further he has directed police management to tell officers not to seek treatment from such providers. Mr. Moore has also denied senior members of the police management free training on options for dealing with employees experiencing post-traumatic stress.
6. The manner with which the 2019 budget was prepared and presented was of specific concern. It is the opinion of our membership, supported by fact, that Mr. Moore and Assistant City Manager Ana Cortez provided misleading or vague information to the council. It was apparent from the first public study sessions that they had a clear idea of reducing spending on public safety. They framed the discussion by using graphics which would seem to make it appear the city of Yakima is disproportionately spending money from its general fund, on public safety needs, when compared to other cities. The information they provided to Council was lacking key information, such as the overall budgets of these other cities, what services these cities include in "public safety" and the crime rates of these cities.

Several council members asked for follow up information on a few of these items. Interim Chief Gary Jones and Captain Jay Seely prepared a short PowerPoint presentation, which provided a summary of various areas of public safety spending specific to the police department. The presentation was created with the intention that they would be presenting it to council. Instead, the information was filtered by the City Manager and Assistant City Manager, and only portions of it were included in the back of a several hundred-page council packet. The Interim Chief was not allowed to address the council regarding any of the proposed cuts and the negative effect it would have on the police department. Instead, council was led to believe that these cuts were drafted and endorsed by the department heads as acceptable.

This restriction was not limited to just the police department. When Archie Matthews, director of the Office of Neighborhood Development Services, had a brief opportunity to address council regarding cuts to his staff, he spoke passionately about how the Assistant City Manager "Thrust the paper under my nose, and said this is going to happen". He

was the only department director who managed to get an opportunity to speak to how this budget process worked behind the scenes.

In the first budget session, the council was forced to discuss at great length, the structural revenue problems the city of Yakima has. These issues were not new and should have been addressed months before these sessions if they were to have any impact on the 2019 budget. Instead precious time was wasted talking about massive overhauls to the city's revenue structure for Police, Parks and Fire.

What was quietly hidden and then thrown in at the last minute, was a removal of 4 vacant police officer positions from the budget. This is simply unacceptable. Historically the city of Yakima has operated with fewer officers than it ought to have for a city with our population level and calls for service. Eliminating positions does nothing to improve public safety and was an unnecessary move.

Rather than presenting the council with options, the City Manager and Assistant City Manager presented their own plan. It was crafted in a way that made it appear the City of Yakima is in a financial crisis and the only possible solution is cuts to public safety. Revenues were underestimated, and taxes were re allocated from the general fund to other funds.

After the 2019 budget was adopted by the council, Mr. Moore has further cut into police funding. He has directed Interim Chief Jones to identify more cuts to the already approved budget. You as a council approved a budget for the police department, which already include cuts to funding. Mr. Moore has decided to alter your decision. He has targeted training and overtime, which will DIRECTLY affect public safety. The Yakima Police Department is understaffed by approximately 13 commissioned positions. With another 12 in training or other leave status we are nearly 25 officers down. We must rely on overtime to meet minimum staffing needs on the road, in order to provide adequate service to the public.

The members of the Yakima Police Patrolmans Association are honored to be able to serve the citizens of Yakima. It is extremely unfortunate that our relationship with the City Manager has reached this critical point. Each day and night, our officers are in the community, facing challenges and dealing with real life situations that few are prepared for. They strive to conduct themselves in a professional manner, while providing the best possible service to our community. The residents of the city of Yakima deserve the best, in all aspects of their government.

We request the current search for the next Chief of Police be suspended while the council has time to consider the recruitment process used, and whether it's appropriate for Mr. Moore to continue selecting the next Chief while he is seeking to leave the city of Yakima.

We also ask that you consider our points above, and we urge you collectively to have a frank discussion about the performance of Mr. Moore and his ability to continue as the City Manager of Yakima.

Respectfully,

A handwritten signature in blue ink, appearing to be 'Ira Cavin', with a long horizontal flourish extending to the right.

Ira Cavin
YPPA Chairman.