

Chief Taylor and The City of St. Albans,

We, the employees of the St. Albans Police Department (NEPBA Local 420), have great respect for our community and persons who serve our community. We strongly feel that it is our responsibility to express our views regarding the leadership of our department.

This letter is written with great hesitation, and only after much discussion and contemplation. We hesitate because we consider ourselves a team of dedicated individuals, and it goes against our nature to break the chain of command. We are also hesitant because we wholeheartedly believe that if this letter does not have the desired result, and we continue to work under this current administration, there will be retaliation exacerbating the already strained working environment. We will ultimately pay a price for doing what we know in our hearts is the right thing for the City of St. Albans, its citizens, and its employees.

Over the past few years, we have been disheartened by the actions of Chief Gary Taylor. He has repeatedly tested our confidence in him as a leader and his ability to lead this department adequately. Under his recent leadership, employees feel suppressed and subdued, while morale and trust within the department has plummeted.

After numerous discussions and reflection, the overwhelming response from our members feel Chief Gary Taylor should not lead the St. Albans Police Department and is not supported by his staff. The membership has come to this difficult decision due to the following reasons:

- Personnel have voiced concerns to Chief Taylor about potential new hires, probationary employees, and current employees. These concerns are "noted" by the Chief and by all appearances promptly disregarded.
- Employees learn of major departmental issues, terminations, and accusations through various media outlets instead of through the Chief and are left with questions unanswered. Employees who were terminated, criminally charged, or forced to resign create a wake of distrust and confusion within the department, and no information or guidance is offered by Chief Taylor. The chain of command breaks down as input is ignored from the bottom up and information is not disseminated from the top down.
- At several departmental meetings, employees have been told by Chief Taylor, "No one has your back more than I do." The lack of support and presence during major incidents, times of crisis, and day to day operations show this not to be true.
- The overall consensus is that Chief Taylor puts himself, the individual, before all else. Protecting and preserving self-image before the department's image and employees.

- Chief Taylor states how important training is but the budget does not reflect this. While both employees and the community have requested increased training and specialized training, it remains low on the priority list. The training employees receive is bare minimum and not consistent with the community policing and customer service our department promotes and strives for. Chief Taylor limits employee growth and development on an individual basis.
- Chief Taylor makes hasty decisions and lacks clear judgment, often resulting in the spread of misinformation and rescinding agreed upon policies and procedures. Decisions are made reactively and never proactive.

Let it be known that we have made this letter available to Chief Taylor 24 hours before we are presenting this to City Officials. We further encourage the City of St. Albans to consider the concerns expressed herein. We further encourage the City Officials to take any and all time needed prior to making a final decision.

New England Police Benevolent Association Local 420