



Office of the City Manager

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January 30, 2013

Phil Schenck  
Deputy Chief of Police

**Re: Issue Regarding Crime Analyst Position**


Dear Phil:

For the last several months, you have made it clear to me and others within the City that you no longer desire to work for the City. I am aware that you have been looking for a position outside the City for some time. While I certainly respect your decision, I cannot have someone operating in such an important leadership position as yours, who is less than 100 percent committed to serving the City and its best interests.

Unfortunately, your conduct has demonstrated that you are no longer interested in serving in this capacity. By way of example only, I was disappointed in the lack of leadership you exhibited as the City asked each department to reduce costs while preserving as many positions as reasonably possible. I was also disappointed in your communications with the Crime Analyst, wherein you failed to accurately communicate the City's efforts to preserve a position for her so she could continue her employment with the City. Rather than take steps to de-escalate the situation by providing accurate information and explaining the full range of cost saving measures the Department was forced to make, you gave the Crime Analyst permission to ignore the chain of command and communicate directly with City Council on this issue. While I would like to support you in your decision to leave the City, I cannot allow you to serve in your current position indefinitely as you search for another position.

Therefore, I will allow you until February 28, 2013 to find another position. During this time you are free to use your vacation leave to assist in your job search efforts.

Please let me know if you have any questions.

Sincerely,  
  
Frank Sweet, Interim City Manager  
City of Sunnyside