

January 14, 2021

To: Board of Fire and Police Commissioners and Executive Director Todd

From: Paul Mozina

Re: Requesting the Board to document resolutions (FPC19339 and FPC21002) so they can be understood and accurately amended.

Thank you Commissioners, for resuming your efforts to review the Psychological Evaluation Process for Testing and Recruiting and for considering Residency Preference Points in promotional exams.

Board and Committee Chair, Nelson Soler, emphasized the importance of documenting the Board's actions when he welcomed Executive Director Leon Todd to the FPC at their Regular Meeting on January 7th. This is perhaps the most important and fundamental duty of, and expectation for, the Executive Director, who is the secretary and principal staff person for the Board.

It would not be fair to expect Mr. Todd to have fully documented versions of the two aforementioned resolutions that the committee will consider today, but their current state as nothing more than titles, exemplifies the woeful lack of due diligence exerted by his predecessors.

There is no way that anyone who has not been following the Board's efforts on these two resolutions would have any idea of what the Board is about to consider. The resolutions have no Analysis section that explains the general intent and goal of the resolutions. Neither resolution has a Body, which is typically composed of whereas clauses that provide the justification and necessity for the proposed actions. And finally, neither resolution has a Conclusion consisting of "Be It Resolved" clauses that explicitly state what will be accomplished if the resolution is adopted.

There is no way that anyone can intelligently comment on either of these resolutions as there is no way to know what actions are being considered. There is no way that the Board can coherently and correctly amend either resolution because there is no clear statement of the intentions. I have witnessed many instances where Commissioners have amended resolutions with nothing concretely written down before them – the wording is literally pulled out of thin air and amended. And after deliberating both of these matters since the fall of 2019, there is not a single word in the text of either resolution documenting what has been discussed or tentatively decided.

We don't know how many RPPs are contemplated or for which eligibility lists they would apply. We have no idea if the resolution to review the Psychological Evaluation Process for Testing and Recruiting might include an appeals process for those who have failed the exam.

Commissioners and Executive Director Todd, please make these two resolutions the examples of how you plan to proceed and work together in a way that is transparent to the public, and

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document both of these resolutions – “fill the files” – as the Alders say, with thorough and amendable Analysis, Body and Resolved clauses.

Thank you.