

# MATIERNEY LEADERSHIP DEVELOPMENT, LLC

June 24, 2020

To: Common Council  
Of the City of Milwaukee

Dear Members of the Common Council

I am grateful for the opportunity to address you in this letter, regarding the reappointment of Griselda Aldrete to the position of Executive Director of the Fire and Police Commission. In the past months that she has held this position, she and her team have made tremendous progress on the long list of critical matters she was charged with taking on.

I write this letter, hoping, and frankly presuming, that you have availed yourself of the opportunity to review what she has accomplished.

Of course, there were some challenges along the way. In my current role as an executive coach, and over the course of my career as a senior level corporate executive, I have observed, and personally experienced, situations in which an Executive Leader is brought in to lead a team of tenured employees, with the express charge of increasing productivity, enhancing policies and procedures and instituting a culture of urgency in driving the mission. Invariably, this new leader experiences push back from staff who are not ready for a change in how they work together as a team. It is a given that there will be turnover. That can be difficult for everyone, and also creates another opportunity to advance changes. Certainly, Griselda faced those challenges. And yet, with a reduced staff, a staff of highly productive, collaborative professionals, she has accomplished all that she was charged to accomplish and more.

Please also give your attention to the rigor and care with which this talented attorney executes all of her responsibilities. I am confident that as Leaders of our City, you definitely want the important work of this Commission - documents, investigations, testing, policies and more - to be executed by an attorney with Griselda's level of detailed, rigorous focus.

In short, it would seem that Director Aldrete is exactly the person we need in this important role at this extraordinary time.

Thank you,

Mary Alice Tierney, ACC

CC: Jim Owczarski, City Clerk

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