

To Whom It May Concern:

We, the undersigned members and supporters of the Columbus Police Department, respectfully submit this letter of no confidence regarding the leadership of the Chief of Police and request that appropriate authorities consider his removal from office.

This request is not made lightly. It is based on a pattern of leadership decisions and conduct that have negatively impacted morale, retention, professionalism, and the overall effectiveness of the department.

Since his appointment as Chief, the department has experienced a significant loss of officers to neighboring and competing agencies. Many employees have expressed concerns regarding low morale, a hostile work environment, favoritism, and a lack of professional respect. Officers who disagree with the Chief or question his decisions often feel marginalized, overlooked for opportunities, or subjected to retaliation. This has created a culture where employees are discouraged from providing honest feedback or contributing ideas that differ from the Chief's views.

Numerous concerns have also been raised regarding hiring and promotion practices. Individuals recruited from other agencies have reportedly been placed into positions of authority despite concerns about their qualifications, while experienced and qualified officers within the department have been overlooked. Additionally, exceptions to departmental rules and regulations have allegedly been granted to certain individuals brought in by the Chief, creating the perception of favoritism and unequal treatment.

The Chief's leadership style has fostered division rather than teamwork. Many officers believe that he dismisses the ideas and recommendations of others unless they originate from him personally. This has discouraged initiative, innovation, and collaboration within the department. His frequently repeated statement, "My name is on the door," has reinforced the perception that differing opinions are neither welcomed nor valued.

Concerns have also been raised regarding his treatment of officers seeking career advancement elsewhere. There is a widespread belief that officers who pursue employment opportunities with other agencies are unfairly targeted, discouraged, or professionally disadvantaged. Such actions create an environment of fear and resentment rather than one of professional growth and mutual respect.

Additionally, there have been repeated reports that the Chief has involved himself in the personal affairs of employees in ways that many perceive as inappropriate and unnecessary. Such conduct has further damaged trust between leadership and department personnel.

The department has also suffered from strained relationships with other local law enforcement agencies. Rather than promoting cooperation and partnership, the Chief has created tension between the Police Department and the Sheriff's Department, undermining opportunities for collaboration that would benefit public safety and the community as a whole.

Further concerns involve professionalism and public representation. Reports have been made regarding unprofessional interactions with local businesses and members of the community. There is also a perception among employees that standards are not applied consistently across the department and that certain individuals receive preferential treatment.

The Chief has repeatedly pursued leadership positions with other agencies while serving this department. Following unsuccessful attempts to secure those positions, many employees have observed changes in his behavior that have negatively affected morale. One notable example occurred after he was not selected for a chief position in Jackson. Rather than openly addressing his pursuit of another position, he reportedly held a department-wide meeting shortly afterward that many employees perceived as punitive and demoralizing.

The cumulative effect of these issues has resulted in declining morale, reduced trust in leadership, increased turnover, and a workplace culture that many employees no longer view as healthy or supportive. Effective leadership requires accountability, fairness, transparency, professionalism, and the ability to unite an organization around a common mission. Many members of this department no longer believe those qualities are being demonstrated.

For these reasons, we respectfully express our no confidence in the Chief of Police and request that appropriate action be taken to address these concerns and restore trust, morale, and professionalism within the department.