

Dear Glendale Police Department Family,

Over the past four years, we have accomplished a great deal of successful improvements and service enhancements. With your hard work and support we have corrected deficiencies in our facility, purchased and implemented new equipment and technology, initiated innovative mental health and medical programs, and made significant promotions. In addition, we have developed advanced training and created a rotational process to ensure a successful succession path for the future. I am extremely proud of all of you who have worked hard and supported me to achieve the vision of making the Glendale Police Department the premiere law enforcement agency it is. I am confident the foundation we have built will ensure even greater successes in the future.

One of the most important things I have learned from being a police chief for over seven years is that positive growth can occur with change. As community and organizational landscapes change, a police chief must recognize what is best for the community as a whole, even if this means great personal sacrifice. In addition, recent family obligations, needs and my personal health have and will continue to require my undivided attention and energy. As I have always said, "family comes first", and the time has come for my most important job to be a son, husband and father. As such, after in-depth dialogue with my family, I have decided to retire December 29<sup>th</sup> of this year.

I am wholeheartedly grateful to those of you who have overwhelmingly supported me, and shown me friendship and loyalty. Having worked with great professionals like so many of you was a lifetime opportunity. Together, we have been steadfast in our mission. Those who have earned the trust needed to lead are in place and we are better at communicating all the way to the front lines. You are all my heroes as you sacrifice so much and risk your lives every day to protect the city of Glendale and make it a better place. Thank you for allowing me the great privilege of serving as your police chief.

Sincerely,  
Rob