



**Chief's Update
February 15, 2013**

Dear Tempe Police Employees,

Organizational change – no matter the size and scope – yields impact. How much a change impacts an organization, a work unit, or an individual is dependent upon many factors - key of which, is how close to the change one finds themselves. Our ultimate goal as a police department and as a city is to remain *sustainable*. To do so means we must strike the perfect balance between *change* and *stability*.

Over the past few weeks, significant changes have occurred in the city's management team. The reasoning behind the changes are many, but for our sake as Tempe Police Employees, we should not consume ourselves with the distractions associated with the "who," the "what," or the "why?" Instead, we must remain focused on our public safety mission while providing our continued support and trust to our city's elected and appointed officials so they can make the tough decisions necessary to keep our city healthy, vibrant, and sustainable for the future.

No matter what organization one works for, change is inevitable. Fortunately for us at the Tempe Police Department, we have a rich and solid culture which we rely upon on a daily basis to provide us the organizational stability we need to keep our community safe. With countless successes behind us - and collectively 1,000s of years of law enforcement experience shared amongst one another – we have begun to take our police department to the next level; transitioning from a medium sized - "college town" - municipal law enforcement agency, to one that is ready, willing, and able to serve a community which has become in its own right a large city strategically situated between two much larger cities.

There is no doubt that as we have re-organized, streamlined, and changed the way in which we police, we have experienced some growing pains along the way. Despite the challenges we have all endured, we are continuing to see the fruits of our labor – crime trends are being detected with greater efficiency; those responsible are going to prison; and those who are attempting to evade arrest are coming to the quick realization that their attempts are futile.

At present, we are in the final stages of completing our 2012 Annual Report. As you are aware, we began CY 2012 with the organizational goal of reducing Part I crime by 5% when compared to CY 2011. I am pleased to report that based upon our collective hard work over the past year, we not only achieved our goal, but we exceeded it. Ultimately, we were able to reduce Part I crimes by a total of 10.1%.

In closing, we are in a much better place than we were several years ago and additional success is sure to follow. As we strike the perfect balance between *change* and *stability*, let's stay focused on our crime-fighting mission as everything else will most certainly fall into place.

Tom Ryff
Chief of Police