TO: Mayor Bob Edwards
Town of Payson, Arizona

FROM: Public Safety Task Force
Town of Payson, Arizona

SUBJECT: Replacement of Retiring Chief of Police

The impending retirement of Police Chief Gordon Gartner in June has prompted the Public Safety Task Force to submit a recommendation prior to our final comprehensive report on the Police Department.

Our recommendation is based on two major factors. The first factor being that there is a very qualified candidate for the position of Chief of Police within the Payson Police Department. The second factor is that recruitments for such a position tend to be very costly to the city. Especially when you factor in the number of personnel hours required to solicit applications, interview candidates and conduct background investigations.

Selecting a qualified candidate from within a department makes sense. You are promoting a known quantity. No matter how good your selection process is, hiring a candidate from outside is still a gamble. Promoting from within the department generates upward mobility throughout the ranks, which in turn increases morale. This process also assists in making a smooth transition in the change of command.

After extensive consultation with the community and the Payson Police Department employees, the Public Safety Task Force would like to recommend that Commander Don Engler be promoted to the position of Chief of Police. Don is more than qualified for this position.

Commander Engler has served with the Payson Police Department for almost 23 years. He has been a supervisor for 15 years and an administrator for the past 11years. He is well educated, having achieved a Masters Degree in Business Administration with an emphasis on leadership. Commander Engler has attended the prestigious F.B.I. National Academy.

Commander Engler is well respected in the community. Having served on the Payson Unified School District Board for the past 6 years, he is now the School Board Vice President. In the "Best of Payson" surveys, Commander Engler was voted the best police officer in 2006 and was runner up in 2007.

Commander Engler is well respected by the Payson Police Department employees. He is known for his leadership ability and honesty. A number of employees listed his traits as: a consistent leader; well educated; a positive leader; a morale builder; a hard worker; intelligent and well respected. Commander Engler has many ideas to improve the Police Department's operation and their relationship with the community. He has his own style of management that will steer the Police Department in a positive direction.

The Town of Payson Public Safety Task Force members are in agreement with this recommendation. As members of this community, we feel that this recommendation is the best course of action to take for our community.

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