

**PUEBLO COUNTY**



**SHERIFF'S OFFICE**

Charlene Graham  
Bureau Chief  
Law Enforcement

Kirk M. Taylor Sheriff  
J.R. Hall Undersheriff

Darlene Alcala  
Bureau Chief  
Detention

April 3, 2008

Sgt. Thomas McLallen, President  
Pueblo Sheriff FOP Lodge 7  
Pueblo, Colorado

Dear Sergeant McLallen:

I am in receipt of your letter of April 2, 2008. I am completely supportive of developing a relationship with the Pueblo Sheriff Fraternal Order of Police, Lodge 7 that would encourage an atmosphere of mutual respect and free communication. I would hope that the FOP will feel free to give me the valuable input of its officers and members in the future.


If you, or any other Sheriff's Office employees who are FOP officers or members desire to give me your thoughts or suggestions for improvement at the Sheriff's Office I would certainly welcome such meetings. If you have a desire to formalize your status as an organization that communicates the interests of your members, I would be interested in discussing this with you. I understand that type of relationship can be very useful in ensuring understanding and timely communication.

However, I believe as a matter of principle that collective bargaining is fundamentally inconsistent with law enforcement as it relates to Sheriff's Offices. Therefore, I will not recognize the FOP or any other organization as the bargaining agent for any Pueblo County Sheriff's Office employees. The constitutional and statutory authority granted to my office requires that one person be the ultimate decision-maker at the Sheriff's Office- the Sheriff.

In this regard, it is impossible that any decisions regarding matters that could affect public safety be determined by equal negotiating partners. In matters relating to the operation of the Sheriff's Office, there are no equal partners. The Sheriff is charged by state law with making these decisions and the citizens of Pueblo County elected a Sheriff to make them. My views of the responsibilities of Sheriff are completely inconsistent with sharing such decisions through negotiations with a bargaining agent.

I personally will make the decisions and I personally will be accountable for them. Given this, I must reject any request for bargaining agent status made by the FOP or any other organization.

Sincerely,

  
Kirk Taylor  
Sheriff, Pueblo County