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Tommie McLallen
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June 13, 2008

Sheriff Taylor,

In an April 3, 2008 letter to me you expressed your support of developing a relationship with the Pueblo Sheriffs' Employees Fraternal Order of Police Lodge 7. We realize we have travelled a rocky road, but we are a growing organization and are still learning each and every day. Our board feels strongly in mending our relationship with you in order to build the mutual respect and communication which has suffered these last several months.

Our members appreciate the fact that you have opened your door to our organization, as well as all employees of your office, to communicate ideas and make suggestions on issues concerning thoughts and ideas for improvement within the Sheriff's Office. I was glad to see that both of us feel strongly about an open relationship between your office and the FOP as being valuable for improved communications, and the resolution of workplace issues. We agree and feel that by partnering together, we will be able to make great strides toward improving some of the key issues our members would like to see resolved. We also feel you will be fair in addressing these matters.

The FOP respects your position on collective bargaining and we hope you understand ours. Gaining the right to collectively bargain is not goal set by your employees because of any issues with you, or the job you have done as Sheriff. You have been more than diligent on certain key issues, and the rank and file members of your office have benefited from that. You have gone to great lengths on matters of officer safety and security in the workplace. Your work and performance as Sheriff are not an issue for the FOP. Our issues lay with the system which governs and determines compensation, benefits, due process and various working conditions

Over the years this department has experienced both good and bad Sheriffs. Sheriffs who treated their employees fairly and with respect, and Sheriffs who ran their office like it was their personal kingdom, and the employees their serfs. The problem is not with you, it lies with the next Sheriff, or the next Board of County Commissioners, whenever that time comes. The employees never know what they will get. There is little security in the workplace over the long term. Similar to our experiences in the past, they may not be as willing or open as the current elected officials to work with the employees for the betterment of all.

For your employees salary is low on our list of priorities. That in part is due to the work you have done to begin the process of correcting that issue. Our major concerns are retirement, benefits, how leave time is deducted (holidays), and working conditions. Due process and the right to legal representation in disciplinary matters are high on our list. This is something that the people who we arrest are guaranteed; but not something that

your employees are entitled to, or benefit from. Many of these issues are controlled at the County level, and the right to negotiate on these matters will not interfere with your duties and obligations as Sheriff.

We are not asking you to recognize the FOP as the bargaining agent. That would come if we were to gain the right to collectively bargain. I want to clarify what I meant when I asked you to recognize us. We simply wanted to be recognized formally, as the representative organization of your employees. Perhaps I wasn't clear on that area and I wanted to take this opportunity to clarify that point.

We respect your opinion of collective bargaining and respectfully, we disagree. However we feel that our organization and you are very close on the issue. I feel the difference is literally a piece of paper that would formalize the process. It is my hope we can discuss this and hopefully come to an amicable solution on this matter.

Our draft referendum amending the County Code granting collective bargaining is nearly finalized. We plan on presenting the final version to the County Commissioners in July. We will be asking them to refer the measure to the voters of Pueblo County. Before we do that, we would like for you to review our proposed amendment to the County Code. We would like to meet with you, formally or informally, and discuss any issues you may have with our proposal. The Pueblo Sheriff's FOP Lodge 7 thanks you for your time and consideration of our request. We look forward to meeting with you regarding this matter.

Sincerely,

Tommie McLallen
President
Pueblo County FOP
Lodge 7

Cc: County Attorney- Dan Kogesvek

