

December 2, 2003

Director Mainella:

Thank you for letting me know that you spoke with Don Murphy following his unprofessional comments about me during the NLC conference call Wednesday, November 26, 2003. I received several phone calls late Wednesday afternoon about his unwarranted and unsolicited remarks. I am pleased that you agree that his comments were inappropriate.

This is not the first time that Don Murphy has said or written emotionally charged words about me. It is, however, the first time of which I am aware that he did so on a nationwide telephone call. I can supply, if needed, documentation of a written item in which my character was impugned by him and details of several instances where he has had conversations both with people inside the United States Park Police and those not associated with our organization or Federal service during which I was slandered by him.

Early this calendar year, Don Murphy and I spoke on two occasions about actions I took that were based on good faith without my knowing that they could be seen as violating some Federal policy or procedure. Instead of accepting his role and responsibility as my supervisor for training me in those areas, he decided to exact formal discipline against me. I remained professional in acknowledgment of his authority to decide how to handle these incidents.

In the first of the two cases, although he and I differed in our opinions as to whether I had violated any policy, procedure, or statute, he suggested that I sign the letter based upon the fact that he, personally, would be keeping the only copy and would throw it away after a few weeks, stating that he was under no obligation to keep it any particular period of time. Despite his assurance that the matter would remain confidential, members of the National Park Service (WASO) and NCR Personnel Offices notified my subordinates of the actions and even solicited their advice on how to prepare the document. The referenced letter was served in March of 2003. In early November of this year, I was questioned about this same discipline during a deposition; and just last week an attorney requested copies of this document as part of his discovery in an internal matter involving two former officers of the Force. To my dismay, yesterday I learned that Steve Krutz, an Employee Relations Specialist in WASO's Personnel Office, *faxed* a copy of my signed letter of reprimand to a subordinate on my staff in response to the request for discovery referenced above. I have since been told by another member of WASO's Personnel Office that Mr. Krutz retrieved this signed copy from his locked file cabinet.

Don Murphy had assured me this matter would remain confidential and that he would not forward a copy of the letter of reprimand to the WASO Personnel Office. Even if he later found out that he was required to do so, he had an obligation to inform me of his actions, which he has never done. He and I have had no further communication about this matter since March of 2003, yet it's clear that many others throughout the National Park Service, including my own employees, are talking about a privileged document that was, perhaps, stored improperly and which was certainly released inappropriately if not illegally.

Director Mainella
Page 2
December 2, 2003

In the case of the inexcusable and inaccurate public statements Don Murphy intentionally made about me last Wednesday, I would expect that formal discipline be taken against him and that a formal public apology be made by him to me during our next NLC conference call. I would also ask that he be cautioned not to discuss his evaluation of me or of my performance with my subordinates, coworkers, or other persons who have no legitimate need to know. Additionally, I would expect that a full investigation be conducted into the clear violation of confidentiality regarding the disciplinary action taken against me in March and that appropriate discipline be taken in that matter as well.

Thank you for your support and willingness to address Don Murphy's recurring attempts to slander my professional reputation and for your efforts in reversing the increasingly hostile work environment he created and continues to escalate and which I will no longer tolerate.