

Identical Special Agent-in-Charge Talking Points form

Director Farrell

May 2014

Hello everyone – I wanted to take a moment to fill you in on a meeting I attended last week with the SACs and Director.

We got together because we believe the recent attacks on the Director is an attack on all LEI line leadership. We know working together we can address and resolve issues that may have led to these attacks.

Several topics we addressed include discussing roles and responsibilities of the LEI leadership team; communication; decision making; and leadership transparency.

So, what did we accomplish?

The SACs and Director are committed to improving our organization. LEI has been straight-line for 20 years now and many changes have occurred. We are a professional organization and will continue to strive to improve.

We endorsed the Chief's themes from his April 18 letter regarding improvement within LEI.

We are committed to improving morale, the image of LEI, and instilling a greater trust and confidence in LEI.

We are working on ways to improve morale, increase communication from leadership, and transparency in decision making.

R1 has a Field Advisory Committee proposal that was shared with us. I've enclosed for your review. I'd like to initiate something similar as I think it will be a way for more direct communication and working on issues within the region. Please give me your input by June 16. I'd like to move forward and would like your involvement in order to be more transparent

What will you see done differently as a result of this meeting?

The Director will make a proposal to the Chief for LEI (meaning the Director) be a part of the National Leadership Council (NLC). It has been a number of years since the NLC downsized and LEI is not a part of the national team. The Director needs to be part of the team as I am part of the RLT, Captains a part of the FLTs and LEOs on District teams.

There will be more SAC involvement in decision making on the LEI LT; we will communicate with the field on how our decisions are made; we will solicit more input from the field, when appropriate and possible, in the decision making. And the SACs and Director will have bi-weekly conference calls. More regular communication with the Director will keep us in the loop on many topics and vice-versa. (see why I like the idea of an advisory committee?)

What are we going to do about the Chat Pod concerns?

The Director and the LEI LT have not seen the chat pod remarks. So, we don't know what we don't know. We only know what we've seen in the Chief's letter and we acknowledge and endorse those comments.

The Chief has had a rule of not responding to items in the media. We would like the Director to make a request to the Chief to tell our story to those externals expressing constructive criticism.

I realize many people are wondering if the Director is still going to be here and for how long. The Director faces mandatory retirement in three years. Beyond that, it is David's decision when he will retire.

Next steps: The Director is going to meet with the ADs in a few weeks and get a sensing from them. Then we'll have a full leadership team meeting, probably in the fall to continue to work on the team and continued transparency.

Although our budget is tight and deficits are imminent, the Director will be making a request through the Chief to fill some positions. At this time, we would like to see some leadership positions filled so the supervisor/employee ratio is not too large. We believe adding supervisory positions will help improve some morale issues. Although we have 10-12 currently vacant supervisory positions, we're hoping to fill 6 positions. Outreach will be forthcoming on the vacant Commander position in Ogden, UT. Captain positions will follow for the Tahoe Basin, Puerto Rico, Duluth, the Sierra and the Sequoia (in that order) if we get the 6 positions we're hoping the Chief will allow us to fill. If you're interested in any of those positions, feel free to call as I am willing to discuss.

I have briefed the entire command staff, but am willing to answer any questions you may have. I know I have said it before, but I'm always open to telephone calls about anything. Just know if you want a decision on a topic that should be sent through the chain of command, I'll refer you back to that route.

Stay well and be safe. I look forward to your input