



**Assistant Chief's Update**  
**August 2<sup>nd</sup>, 2013**  
***"Coming Up On Three Months...."***

Dear Tempe Police Employees,

It is hard to believe that I transferred to the Investigations Division nearly three months ago. Time is truly flying by. In fact, I have not even had the chance to put any pictures up in my office. In any event, I have to say that my move to this Division has been very eye-opening. The diversity of job functions, the complexity of the work and the sheer volume of work is truly incredible!

Within my first three months in the Division, we had the gruesome homicide of Anovedwin Begay-Barakzai, Adrienne Salinas went missing, two of our Detectives from the Special Investigations Bureau were involved in an officer-involved-shooting (fortunately they are safe), our Detectives investigated a fatal shooting at Baseline and 48<sup>th</sup> Street, we conducted a missing child investigation which lead to an Amber Alert and the list goes on. In every one of these incidents, I have had the opportunity to observe the hard work and dedication of our employees from all different areas of the department. The coordination between work units, the manner in which our employees support each other to accomplish the mission and the genuine desire of our employees to fight crime and keep our community safe is truly outstanding!

Shortly after my arrival, I decided to take a walk around the building in an effort to learn where the different work units were located and hopefully meet a few folks along the way. During my walk, I encountered a couple of Detectives and struck up a conversation. We discussed my recent transfer and they gave me a quick lesson on who sits where and who does what. Also during this conversation, one of the Detectives made reference to how busy he was and not having the time to play basketball or run to the corner for coffee. For those of us that have been here for some time, we recognize that his comment was in jest and that he was referring to an old and unwarranted view that some officers once had of our Detectives. After just eleven weeks in this Division, I can assure everyone that these folks work hard!

On a completely different topic, Patrol shift change is right around the corner. I often tell people that shift change is probably the single biggest thing we do internally every year as it affects the most people. This year three veteran investigators will be transitioning to Patrol. These three gentlemen have made great contributions to the success of CIB and have made a positive impact in our community. Two long-time members of the Training Unit also have decided to return to Patrol. These officers have been major players in the development of new/ "cutting edge" training specifically designed to help keep our officers safe. My sincere thanks to these gentlemen for a job well done.

Conversely, I would like to welcome several new detectives to the Criminal Investigations Division and new officers to the Training Unit. I hope that you will all join me in welcoming these employees to our Division and assisting them in their transitions.

As you can see there will be quite a bit of change occurring within the next few weeks. Although change can bring stress and uncertainty to some, it can also bring opportunity. It is important to understand that change is healthy for any organization. It can even be exciting. In the coming weeks, Chief Ryff will be sending out a Chief's Update that outlines some of the external changes that we will be facing as our City continues to grow and develop. These changes will undoubtedly bring with them great opportunities.

Finally, my plan moving forward is to continue to learn as much as I can about the different specialties within the Investigations Division, continue getting to know my new coworkers, providing a vision and direction that continues to support our department's mission, looking for new and better ways to deliver police services and to ensure that our employees have the training and resources they need to perform their jobs effectively AND safely.

Thank you and please be safe!

Angel