

February 24, 1995

Danny Cruz, Mayor
Town of Springer
P.O. Box 488
Springer, NM 87747

Dear Mayor Cruz:

This letter is in reply to your letter dated February 22, 1995, Chain of Command Procedures supervisory Conference, and to document our conversation of the same date.

On February 22, 1995, I was summoned to your office in City Hall where I was questioned concerning my role regarding the L.E.P Fund discussed on the Agenda of the February 21, 1995 Town Council Meeting.

You stated to me that I should come to you with any problems because you felt certain council members "are out to get me". I told you at that time that all I was concerned with was doing my job and having a good police department and I did not wish to be involved in any political activity. The questioning continued and as a result, and in my presence, you drafted a letter to me. I interpreted this hand written draft as a letter of reprimand. I then informed you that I did not agree with its contents and the drafted letter contained untruths..

In response to the subject of the L.E.P. Fund, I met with you approximately one week before the scheduled Council Meeting when you received a letter requesting L.E.P. Fund status. I expressed my concern at being unable to obtain any information on the status of the fund by going through normal channels, namely, Mrs. Nejla Munden. I was informed on two separate occasions by Mrs. Munden that there was **no** money in the fund and they still had to pay for radios. At this meeting you directed Mrs. Munden to get me a copy of the fund status and stated it would only take a few minutes. I did not receive any information until the day of the council meeting.

You then went on to reiterate your powers as Mayor of Springer as they relate to your ability to hire and fire employees. You further stated that I would not have my job had you not recommended me for the position.

The afternoon of February 22, 1995, I was asked to go to City Hall by Mrs. Linda Mascarenas. She handed me the typewritten copy of the letter you drafted in your office that morning and asked me to sign it. I refused. In addition to the letter, I received "highlighted" copy of the powers of the Mayor of Springer as these powers pertain to the hiring and firing of an employee. This is the fourth time you have informed me of these powers. The first time being my first day on the job.

I feel that your reiteration on the subject can only be a form of coercion. What you call a supervisory conference was actually an interrogation and an administrative sanction in the form of your letter was the result.

With all due respect for your office Mayor Cruz, and your status as my direct supervisor, I respectfully refuse to sign a letter which I do not believe to be accurate.

Respectfully,



Ed Martin
Chief

cc: Trustee Gutierrez
Trustee Jump
Trustee King
Trustee Williams