

Memorandum



CITY OF DALLAS

Date April 28, 2010
To Honorable Mayor and Members of the City Council
Subject Executive Appointment

The selection process for position of chief of police for the City of Dallas has been extensive and thorough. The six final candidates are knowledgeable law enforcement professionals with a wide range of experiences. They have been successful in a variety of assignments/positions, and each of them is uniquely qualified to lead a large city police department. The decision at this point then becomes which individual best matches the current needs, organizational culture, and future goals of both this department and our community.

Over the past six years, the Dallas Police Department has been successful in crime reduction, in the development of the beat policing model, in the creation of a cutting-edge fusion center, in the establishment of the Caruth Police Institute to research and develop best practices for policing, and in the hiring of a diverse group of over 600 new police officers. While challenges definitely remain, it is of critical importance that the momentum, particularly in the area of crime reduction, be maintained and the crime reduction must continue even in face of difficult budget times. Given these considerations, his educational background, experience, and proven track record with the city of Dallas and its residents, I am appointing First Assistant Chief David Brown as Chief of Police for the Dallas Police Department effective May 5, 2010.

Chief Brown has served the Dallas Police Department for over 26 years. He has worked in four of the six patrol bureaus, Internal Affairs, Legal Services, SWAT, and Communications. This broad range of experience within the department will provide a strong foundation for his service as the Chief. His educational background includes both a Bachelor of Arts and a Master of Business Administration. Additionally, during 2007-08, he worked as an interim assistant city manager with responsibility for six major city departments. This experience has broadened Chief Brown's knowledge of the city overall, enhancing his ability to drive success with a holistic approach to the public safety of our community. He has been the recipient of numerous awards within the department and the community, including the Meritorious Conduct for Heroic Actions and the Interdenominational Ministers Alliance Community Service Award.

Concurrent with the appointment of Chief Brown and in response to his request in the attached acceptance memo, Assistant Chief Charles Cato is being promoted to First Assistant Chief of Police. Chief Cato's experience, background, and approach will provide a good balance/match for Chief Brown's leadership. Chief Cato has been with the department since 1988 has worked at Northeast, Southeast, Northwest, and Southwest Patrol and in the Gang Unit as a Lieutenant. He was promoted to Deputy Chief in 2006 and Assistant Chief in 2008. Additionally, he has served as the interim chief for Dallas Independent School District, providing him broad experience with the youth of our community. He has a Bachelor of Arts and Science in criminology from University of Texas at Arlington. Chief Brown's request for Chief Cato to have a period of service within City Hall will be honored.

Please join me in congratulating and supporting these two capable professionals as they begin their new assignments. While there are many challenges ahead for them, I know that the strongest assets in meeting these challenges will be the exceptional police department where they work and the supportive, engaged community where they serve.



Mary K. Suhm
City Manager

CC: Tom Perkins, City Attorney
Craig Kinton, City Auditor
Judge Victor Lander
Ryan S. Evans, First Assistant City Manager
AC Gonzalez, Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager
Forest E. Turner, Assistant city Manager
Jeanne Chipperfield, Chief Financial Officer
Frank Libro, Public Information Officer
Helena Stevens-Thompson, Assistant to the City Manager

Memorandum



CITY OF DALLAS

Date April 28, 2010
To Mary K. Suhm, City Manager
Subject Acceptance

I am very pleased to accept the appointment to Chief of Police. I appreciate your faith in my ability to carry out this assignment and assure you that the citizens of Dallas will have my full attention, energy, and commitment in the continuing reduction of crime in our community, in providing leadership to the exceptional group of officers that serve the City of Dallas, and in maintaining the high regard in which this department is held nationally.

I am requesting that at the time my appointment is announced, it includes the notice of my choice for the First Assistant Chief of Police, Asst. Chief Charles Cato. His experience and skill sets will be an asset not only to my service, but also to the department and the community. Additionally, I would request that following a period of time for both of us to assure a smooth leadership transition, Chief Cato be allowed a period of service in the City Manager's Office. I believe that the assignment will be as significant a growth experience for Chief Cato, as it was for me, and that both of us will be more appropriately prepared for our work.

Again, I am honored and deeply appreciate the opportunity to serve the citizens of Dallas in this critical position. I am fully prepared to dedicate the time, effort, and performance to make Dallas the safest city in the country.

Should you have any questions, please let me know.

A handwritten signature in cursive script that reads "D. O. Brown".

David O. Brown
First Assistant Chief of Police