

February 26, 2021

Mayor & Council:

I would like to first say that it is an honor and a privilege to serve You and the City of Forney for the past two and half years. I believe that we have worked very hard as a team to accomplish many of the City's goals. I can attribute this success to the great men and women who lead each department for the City. I am ever so grateful for the hard work of the staff and Department Heads; including the Police and Fire.

During my tenure with the City of Forney, I have worked very hard to carry out your vision with integrity and honesty. I recognize my role can be a challenging one when trying to balance the goals of Mayor and Council with the goals of the Department Heads. It is a role that I do not take lightly. At times, those goals may become disjointed and "feathers may get ruffled." As is the case with Chief Lunt's grievance.

I hired Chief Lunt 17 months ago because I believed that he was the best person for the job. He had never served as a Police Chief but had excellent experience serving for the Plano Police Department. I believed that Chief Lunt had an excellent background and the City of Forney would be a perfect place for him to "grow" into a Police Chief. I expected Chief Lunt to gain experience and move towards more loftier goals, while leaving the City of Forney with a solid foundation moving forward.

Unfortunately, Chief Lunt did not come to the City of Forney with this same ambition. I quickly learned that Chief Lunt does not like being told "no" and when he is, he will either shut down or become defensive and angry. I have had many conversations with him regarding this behavior, however he has not been receptive, and these conversations have only led to him becoming more defensive and argumentative. Within the past several months his decision making continued to greatly concern me and I became alarmed at several of the situations that I have not "let go of".

I wish to make you aware of some of those decisions to help you understand my concern:

Unbeknownst to me, Chief Lunt stored his private boat on City property and hooked it up to a City electrical outlet in the secured area behind the Justice Center. I observed the boat when I went to this area in late fall. I had no idea who the boat belonged to. I called Chief Lunt and inquired why a boat was being stored in this area. Chief Lunt informed me that it was his boat. I immediately informed the Chief that this behavior was highly inappropriate and unethical. I informed him that it must be removed, and it was poor decision-making on his part. It is my understanding that the boat was removed at that time.

I became aware on Monday, that on January 29, 2021, Chief Lunt brought his boat back and placed it in the sally port in the secure area of the Justice Center knowing full-well that this was

insubordination. I have video tape of the Chief and his boat along with an individual looking at it and taking it away for a few hours. Later that weekend the individual appears again with the Chief and takes the boat away. Chief Lunt knowingly disobeyed a direct order. He chose to hide it and projected to his staff that it is ok to disobey a directive from the City Manager. This behavior leads to the divide that has occurred between City Hall and the Safety Forces.

On another occasion, the Chief was called to my office regarding a complaint that was lodged against him. Mr. Thatcher was present during this meeting. I shared the complaint with the Chief in the hopes that we could work it out. He immediately responded in a very intense tone, "I don't know why I am even here". I continued to try and illicit information from the Chief, however, at this point the Chief became insubordinate stating, "I am not going to answer these questions". I exhibited a great deal of restraint and with Mr. Thatcher's assistance explained why he was there and the need to provide the necessary information. At the end of this meeting, the Chief reluctantly agreed to handle the situation differently in the future. Chief Lunt's insubordination during this meeting clearly could have resulted in discipline but I chose to attribute it to his inexperience and immaturity. It should be noted that I never raised my voice, demeaned him in any manner or talked down to him. It was clearly Chief Lunt that was exhibiting this behavior.

Finally, the last example that I will conclude with is his grievance to You. Chief Lunt was told that I disapproved of his use of City of Forney equipment to clear private property parking lots that was counter-intuitive to the goals of the City. By clearing the parking lots of private properties when we still had not accessed clearing the side roads, put a great deal of scrutiny and liability squarely on the shoulders of the City. Yet again he was told "no"; and yet again showing poor decision-making.

When Chief Lunt was told "no", he did not ask for clarification; he did not ask to speak with Human Resources; he did not ask to speak to Mr. Thatcher. He went straight to the phone lines to see if he had the "buy-in" to achieve his mission of forcing you to have to choose between him or myself. He filed a baseless grievance and to continue his poor decision-making, actively recruited City of Forney employees for his cause; citizens for his cause and the media for his cause. Ultimately putting the City of Forney on the front page during a very critical time for many of you...election time.

He has put forth a very calculated and intense effort to come across as a victim and the savior of the City. He has personally attacked my professional ethics and my character. I will not respond publicly in this matter because my professional rules of conduct prevent me from doing so and therefore I will not have a chance to try and clear my name. Apparently, he does not have the same ethical rules of conduct.

A professional experienced Police Chief would not have contacted the Mayor and Council and filed a bogus grievance because he was told no by his supervisor. If Chief Lunt was so certain

that his decision was right and mine wrong, he could have addressed the issue with me that Friday, Saturday or Sunday prior to contacting the Mayor and Council.

The Chief should have requested that he present his reason to Council members on why in the future he feels it necessary to send a City vehicle on private property to put down sand and salt. I would have given the Mayor and Council my reasons along with Ms. Woodman's recommendation from a risk management stand point why this is not a good idea. Whatever decision Council made would have been carried out by me in the future. Even if it was not what I recommended. I have always done this in the past and will continue to do so in the future. That is how professionals resolve their differences; not on City of Forney's social media or in the newspapers, or on the phone tainting the name of the City and the City Manager.

I believe my decision was correct in not allowing a City vehicle to go on private property. It is their responsibility to provide a safe parking area for their customers. Chief Lunt's effort to justify his decision based on the public good and data does not hold up to scrutiny. He was not having the City salt Walgreens or CVS parking lots. If he uses the reason that we did not receive calls for service from those areas is it because they took responsibility to make their areas safe? I have no doubt that if the City did go onto the properties he instructed them to, there would have been pictures taken and the press and other City businesses would be demanding answers on why the City was providing tax payer paid services to a select group of businesses but not to all the other business in the City. As the City Manager I would have had to answer these questions and I would not have been able to justify the City's actions. Chief Lunt does not mention that the Assistant Public Works Director who was instructed by Chief Lunt to carry out this task felt extremely uncomfortable with this request and notified me of this concern.

The meeting Friday should not be about my decision to make sure the city was not being placed in legal or financial jeopardy. It comes down to whether the City Manager can do his job without every department head coming to council if they are told "no" to a request.

I do not contact council every time I need to correct a Department Director. This is an administrative function. I always praise and thank our staff in public and if I must provide guidance I do so in private.

The issue before you is a grievance by an employee that was told he made an error in judgement. At no point during our brief conversation was I ever rude or abusive. I pointed out why it was a bad idea and the conversation ended. Chief Lunt has never advised our HR department of any interaction with me where I was rude or dismissive, because none has occurred.

If Chief Lunt really has the best interests of the City as he claims, why is a personnel matter being discussed in public. We have dealt with many personnel issues here in Forney over the last 2 ½ years. Never have you seen me ever make these issues public. Any experienced professional in the Chief's position would know how inappropriate his conduct has been this past week. The Chief has been using his authority to directly and indirectly persuade employees

to come to his defense. If the Chief thinks his actions were justified why must he resort to these tactics. The Chief has tried to make this a popularity contest where only one side has an opportunity to present the information. I refuse to resort to his methods. Sometimes making hard decisions will result in making a decision that is right and maybe not popular.

As Chief Lunt's supervisor, I made a decision that I believed was in the best interest of the City. He was told no and he reacted in a manner that has been detrimental to the City of Forney. This is not the conduct of a Police Chief that is making life and death decisions.

I am proud to serve the Mayor and Council and the citizens of Forney.

Thank you for your time and patience in this matter.

Sincerely

Tony Carson