

Good evening ladies and gentlemen, I want to preface what I say tonight: that it's said with absolutely NO disrespect to anyone.

I'm Master Police Officer T.D. Gilbert code #2241 I am a 20yr veteran with RPD. – (Husband and Father of three)

I started my police career with the City of Richmond in July of 1996. Back then during the mid-90's, the homicide rate had reached an all-time high of 160+/- . I swore then to unconditionally protect the Citizens of Richmond. I have dedicated the last twenty years of my life to serving the people of Richmond.

Over the course of my career, I have had great opportunities as well as numerous tough assignments that have been strenuous on my family. Being a Police Officer is "my" chosen profession; "my calling", not my families. They had no choice in the matter but they have been involved in everything this career has brought and brings with it. So yes, I think I should be allowed to repay my family's countless sacrifices on a fair and decent policeman's salary both now and in my retirement years. I, like most others, did not choose to get into policing for the money.

Question: Why are people are leaving faster than they can hire new ones to fill their spots. – stop the BS it's the \$\$\$ Lack of cost of living raises," stagnant salaries", and lack of movement within the department, Morale, social media and today's policing environment in general

Because Y'all have broken the "trust chain" in our City's six core values: Community-Focus, Accountability, Professionalism, Innovation, Shared Trust, and Integrity; and this has created an environment of discord, mistrust.

For the last 20yrs. This department has been a training department probably because some bean-counters in some office has decided it's cheaper to hire new recruits then it is to pay for vested/veteran officers now and their retirement salaries later. The same bean-counters say it's cheaper to pay us O.T. for Minimum staffing then to hire new officers and pay us what they said they would.

The City and the Police department say their dedicated to providing a work environment free from discrimination where employees are treated fairly with respect and dignity and that they strive to hire and {retain employees} who bring dedication and talent to the workforce. And then they turn their backs on us, the men and women that carry and have been carrying the load, the ones paving the way to help them reach their goals of reducing the crime rate throughout the years; making the city of Richmond a safer place to live, work and play.

Everyone knows, Perception is our reality; we feel that the City and Police Department don't care about us; they do not see us as valuable assets. This only further tarnish our reputation as a World Class Police Department.

I'm borrowing some of the Chief's words, 2015 was the "**Year of Accountability**"; we're now holding both the City and the Police Department accountable to fix this. His words again, 2016 is the "**Year of Urgent Action**" so I'm asking you 'all to act with a sense of urgency to fix these issues.

If I can would like to suggest we can call 2017 the "**Year of Corrective Actions**" fix these issues.

I have kept and continue to keep my oath to serve the Community and Department. Now with less than five years left before I can retire. I am asking, is the City going to keep to their word and compensate me at the level I was told? At the level indicated based on the city ordinance "for my years of service" based on my full years of sworn service after the successful completion of the Police Academy. At the level I was told/promised I would be compensated at by this point in my career. Now it's time I'm asking for the City and the Police Department to honor their word.

Thanks