



**PHILADELPHIA LODGE #5
FRATERNAL ORDER OF POLICE**

11630 Caroline Road, Philadelphia, PA 19154-2110
215-629-3600 website: www.fop5.org 215-629-5736 (fax)

John J. McNesby, President

Robert B. Ballentine, Jr., Recording Secretary

December 22, 2015

Charles Ramsey, Police Commissioner
Police Department Headquarters
Room 314
Franklin Square
Philadelphia, Pa 19106

Re: Shooting Team

Dear Commissioner Ramsey:

Yesterday we at the FOP along with the balance of the Philadelphia Police Department were first advised of your intent to attempt to bring representatives of the Pennsylvania State Police into the City to perform investigations of shootings involving Philadelphia Police Officers as well as custody deaths. That notice has resulted in a veritable deluge of phone calls and messages from Philadelphia Police Officers who are understandably hurt and insulted by your incredibly unjustified public attack upon their competence and integrity.

As I trust you are not aware, the members of the Shooting Team are among the most competent, dedicated and professional officers within our Department. In many cases they have dedicated their entire careers to seeking the truth – regardless of where it leads or how it might play with the public and/or media.

Your motivation in publicly disgracing these officers is readily transparent. In that regard yesterday you eagerly accepted hearty congratulations from yet other alleged “experts” who have never spent a single hour on the streets of Philadelphia, never investigated a shooting in our City and have absolutely no understanding of what it means to be a real police officer.

As with your disastrous effort to unilaterally modify the disciplinary code, your stated intentions to solicit the help of strangers to run the Philadelphia Police Department is blatantly unlawful. Apparently unlike other places in which you have worked, the City of Philadelphia has a collective bargaining agreement with the Fraternal Order of Police that is generally honored. Your announcement flies in the face of the sanctity of that contract. To the extent that you lack confidence in the ability and integrity of the Department that you lead and wish to assign bargaining unit work to non-bargaining personnel, kindly contact our offices and we will be willing to negotiate the matter with you and your successor.

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Before you depart to seek your fortune elsewhere, we believe that you owe the men and women of the Philadelphia Police Department a public apology for your unwarranted, undeserved and utterly unprofessional attack upon them. They clearly deserve more.

Sincerely,

A handwritten signature in black ink, appearing to read "John J. McNesby". The signature is written in a cursive style with a large, prominent initial "J" and "M".

John J. McNesby, President
Philadelphia Lodge 5
Fraternal Order of Police