

May 19, 2015

Warren Gooch, Mayor  
City of Oak Ridge, Tennessee

Dear Mayor Gooch:

This message serves as a summary of a telephone conversation held at your request on May 12, 2015. The conversation related to a proposed review of the Oak Ridge Police Department by the UT Municipal Technical Advisory Service (MTAS).

In that conversation...

1. You estimated the potential size of the interview pool to be 112 individuals, consisting of 76 current employees and 36 former employees.
2. You asked who would be responsible for scheduling the interviews and I reiterated MTAS's position that it is most appropriate for city staff to schedule the interviews based upon availability of MTAS consultants.
3. We again discussed the city council-proposed e-mail account to be established for interested persons to register their comments and I reiterated MTAS's position that those persons already have the most appropriate forum for that purpose at each and every city council meeting. I further reiterated MTAS's position that, if the account is established, it is most appropriately managed completely by the city council without any MTAS involvement.
4. You asked how much time MTAS committed to the project under the recently expired agreement between the city and MTAS. An estimate is 60 hours.
5. You asked how the work conducted under the expired agreement would be handled if the city chooses not to proceed with MTAS. Even though not required to do so under the expired agreement, MTAS would summarize that work for the city.
6. I reiterated that, for the ultimate credibility of the review to be preserved, interviews must be conducted with a randomly selected pool of current and former employees. Since the city council has directed that all current and former employees be provided an opportunity to be interviewed, the randomly selected pool would be interviewed before the remaining employees and former employees.

Sincerely,



Jim Thomas  
Executive Director