

November 11, 2025

Anonymous Letter to the Honorable Mayor and Members of the Fate City Council
City of Fate, Texas

Subject: Demand for Change in Leadership Within the Department of Public Safety

Dear Mayor Andrew Greenberg and Members of the Fate City Council,

I write this letter to you anonymously, not because I wish to conceal my identity, but because speaking openly has become dangerous within the Fate Department of Public Safety. I fear, as do many others, that telling the truth could cost me my job. Still, my conscience will not allow me to remain silent while the department I care deeply about continues to deteriorate under ineffective, self-serving, and retaliatory leadership.

Lack of Leadership and Direction

The Department of Public Safety is adrift. Under the current Director, there is no clear vision, no long-term plan, and no communication regarding the department's future. Decisions that directly affect daily operations, staffing, and morale are made without any consultation or input from the personnel they impact most. This absence of leadership and engagement has crippled morale and left staff frustrated, uncertain, and directionless.

Morale and Retention at a Breaking Point

The department is in crisis. We cannot recruit effectively, and we are losing valuable, experienced officers faster than we can replace them. Those who remain do so out of loyalty to their peers and to the citizens of Fate—not because they believe in the direction of this department.

Morale is at an all-time low. Hardworking, dedicated employees are overextended and disheartened. The lack of support, appreciation, and transparency has left many questioning whether their commitment even matters. What once was a department built on teamwork and pride has become a place of frustration and survival.

The situation has become so discouraging that many employees, including myself, have active job applications with other agencies—even those offering less pay. People are no longer leaving for financial reasons; they are leaving to escape a hostile and unhealthy work environment. That should speak volumes about the state of this department's leadership.

Retaliation, Favoritism, and Outside Influence

The workplace culture under the current Director has become toxic. Employees know that voicing concerns or offering alternative opinions can lead to retaliation. Terminations and

disciplinary actions are perceived as personal rather than professional.

Even more troubling is the influence of the Director's spouse on departmental matters. Her involvement has damaged trust and credibility across all ranks. One incident, in particular, stands out—her public conflict on social media with an employee's spouse, followed by that employee's termination. Whether coincidence or not, this sequence of events created an undeniable perception that personal relationships, not professional merit, dictate outcomes in this department.

Additionally, the Director's spouse has publicly disparaged a fellow city employee—the Community Engagement Coordinator—on Facebook. When this was brought to the Director's attention, his only defense was that "she is a private citizen" and can say what she wants. Meanwhile, department employees are effectively placed under gag orders and made to feel that speaking their minds, even off duty, could jeopardize their positions. While disciplinary action is never directly stated, the implication is clear—and powerful enough to silence nearly everyone.

Suppression of Speech and Constitutional Concerns

We have been explicitly directed not to speak with City Council members, city administration, or anyone outside the department—even while off duty—because doing so could, in the Director's words, "go outside your intended audience."

This order is a direct violation of our First Amendment rights. No city employee should ever be told who they can and cannot speak to, especially on their own time. Such suppression has instilled fear among staff and silenced those who might otherwise come forward to address legitimate issues. This is not leadership; it is intimidation.

Absence of Accountability and Deflection of Responsibility

When the issue arose regarding the inaccuracies in employee pay, the Director avoided taking responsibility. Instead, he sent both captains to deliver the bad news to the staff, knowing full well the frustration and backlash it would cause. They were left to absorb the anger and disappointment that should have been directed at him. In doing so, he deliberately painted them as the problem while he remained distant and silent. This act alone exemplifies his pattern of leadership—deflecting blame, avoiding accountability, and sacrificing others to protect his own image.

Lack of Transparency with the City Council

It is clear to those of us within the department that the City Council has not been provided with the full truth about our operations or internal challenges. Many of us watch council meetings and see the gaps between what is said publicly and what is actually happening inside the department. We know council members are being kept in the dark—shielded from the facts that define the daily reality of this organization.

Support for Structural Change

At the line level, there is overwhelming support for splitting the department. The current DPS model under this leadership is unsustainable. The promise of an efficient, unified structure has not materialized—instead, it has become a breeding ground for mismanagement and low morale. Change in leadership, and potentially structure, is not just wanted—it is necessary for this department to survive and rebuild trust with the community it serves.

Call for Change in Leadership

At this point, internal reviews or morale initiatives will accomplish nothing. The problems within the Fate Department of Public Safety stem directly from its leadership. As long as the current Director remains in place, the culture of fear, favoritism, and avoidance will persist.

I am calling on the Mayor and City Council to take decisive action: to replace the current Director of Public Safety with leadership that embodies transparency, fairness, and accountability. We need someone who will rebuild trust, empower employees, and return integrity to this department.

I love this city and the people I serve alongside. I am speaking out because so many others are too afraid to. Please hear not just my voice, but the collective concern of those who cannot safely speak for themselves. We need change—true change—and we need it now.

Respectfully,

A Concerned Employee of the Fate Department of Public Safety

(Name withheld to prevent retaliation)