



FATE DEPARTMENT OF PUBLIC SAFETY
INTER OFFICE CORRESPONDENCE

To: Michael Kovacs, City Manager

From: Lyle Lombard, Director of Public Safety

Date: November 3, 2025

Reference: Semi-Annual Development Discussion Rebuttal

Sir,

During my semi-annual development discussion, you had mentioned that this is currently in draft, and if I wanted to appeal any of the items we discussed, I could. I recognize that I have areas for improvement and will make an effort to address those items. I believe that over the past two years, the political climate has been incredibly tumultuous and has entangled others within it. I have documented a few points from our conversation last week below for your consideration:

- I trusted two supervisors who registered the sex offender in a timely manner as required by state law, and interpreted the residency ordinance themselves. Within the City Attorney's response, she noted that the wording creates some ambiguity. Regarding timeliness, the notice from Councilman Harper to you was within 12 days of the person registering as a sex offender, and I'm sure that timeframe was shortened by the time it took Texas DPS to update the registry website. The personnel within DPS make many critical decisions daily that affect people's health, welfare, and civil liberties.
- During the salary survey period, I had not promised anyone a definite increase amount. It doesn't make sense that we would do a salary survey if it were known to provide a certain percentage increase. This process has identified a few members who have become greedy with the salary provided to them. I was shocked to hear that Council member(s) were informed.
- In reference to the FEMA grant, I spot-checked our fire personnel to see if they knew the plan if we did not receive the grant, and they did know we would hire three and run a "squad" vehicle when staffing allows to start tackling the overlapping calls.
- The reference to the police building design and land, I have always liked the two-story police building design for several reasons, but during our visits to other police facilities, Steven and I had discussed the cost savings and the loss of internal interaction with personnel having a two-story building. I agreed with some council members that a one-story building would result in lower construction costs. Since the original concept of a multi-use building was turned down, the land space for a two-story or single-story police building was not going to be available for a fire station on the single lot. I was attempting to provide options and not mislead anyone by not being able to do both buildings in the future as separate builds. The original shared spaces were the key factor in the single lot.
- In reference to the pay plan roll-out, the Captains had attempted to reach you to discuss the pay plan because I had discussed this situation with Leigh and separately with you about their concerns about the lack of use of the step plan during this salary adjustment proposal. I was unable to make any changes to their satisfaction, so their next step was to contact you directly. We did speak about the situation I was having trying to appeal to Leigh regarding their expectations, specifically John Taylor. I believe that part of the issue with venting to other managers or Council members is that when they are present, some council members ask pointed questions about the pay study or inquire if there are any concerns they should be aware of. Then, they hear the comments. I have been teaching the Captains more management practices and budgeting, and allowing more decision-making authority for their future.
- The detective reorganization was not a surprise. I have verbalized my idea of rotating personnel through as many aspects of the department as possible to create well-rounded police officers from the beginning. It was only "confusing" to Tyler Smith because he did not want to leave the Monday-Friday, off on



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holidays schedule to do shift work. He had been on this assignment for over 5 years. Tyler Smith has expressed that he felt like he was being demoted, but he hasn't been. Tyler Smith had attached himself to the command staff due to the proximity of offices and the ability to overhear discussions. I can't account for how other members may tease him. Several members of the department informed me that they appreciated the change. Morale in CID has increased following the reorganization. A couple of officers have requested shift transfers away from Tyler Smith's current supervision.

I am not writing this rebuttal to be argumentative. I am attempting to reveal another side of the situation. I would like to respectfully ask you to consider the sources of information and evaluate whether this is a result of personal hard feelings stemming from past social media postings that are not my own.