



**CITY OF PITTSBURGH
BUREAU OF POLICE**

Zone One Station

"...accountability, integrity and respect."

Memorandum CZ1-06- 369

TO: Nathan Harper, Chief **UNIT:** Bureau of Police
FROM: Catherine R. McNeilly #2646, Commander **UNIT:** Zone One
DATE: December 5, 2006
SUBJECT: **RESPONSE to COP #06-494 "DEMOTION"**

On November 29, 2006 at 1100 hours, at your request, I met with yourself and Chief William Bochter in your office.

At this meeting, I was given COP #06-494, "Demotion" which instructed as follows:

"You have five days from your receipt of this notice to answer in writing, as to why I should not take this action. If you do not respond, or if your response is unsatisfactory, you will be demoted (sic) to the rank of Lieutenant on Wednesday, December 6, 2006."

As instructed by your memorandum, please find my response.

I was appointed to the Pittsburgh Bureau of Police on July 17, 1978 and worked seven years in patrol.

- ✓ While working in patrol, I was an FTO.

In 1985 I was assigned to the investigations Branch and worked Arson Investigations.

In 1987, I was promoted to the rank of Lieutenant.

- ✓ I was the first female the PBP ever promoted to this rank.
- ✓ I was a Field Training Supervisor.

In 1992, I was promoted to the rank of Commander.

- ✓ In this rank, I've had such diverse assignments such as Night Watch, Training Academy, Zone 1, SDD, and Research & Planning.

I am the most Senior Commander in your Command Staff.

My 28-year career with the Pittsburgh Bureau of Police is pristine – I have never received disciplinary action for any reason.

I have received a Meritorious Service Award for my efforts to achieve compliance with the Consent Decree.

I have received a "Good Conduct Medal."

I hold a Bachelor's Degree in Administration of Justice from the University of Pittsburgh, an MPA from GSPIA (University of Pittsburgh) and am currently pursuing another Master's Degree in Information Security (MSIT) from Carnegie Mellon University.

I am a Graduate of the 191st Session of the FBINA.

I have briefly outlined 28 years of *dedicated* and *unblemished* service to my department and to the citizens I serve for two reasons:

- 1) it provides the context in which the actions I took in this matter should be viewed;
- 2) it should provide you with evidence that my actions in this matter were taken in good faith based on a good-faith belief that wrongdoing had occurred.

Your letter, however, advises that you intend to "demote" me for an action that I believed was crucial, and **for which I reasonably believed** time was of the essence.

*** It was my opinion that it was necessary to bring to the attention of the appropriate person(s) **that there was reason to believe** that something was terribly wrong, improper and quite possibly bordering on illegal.***

In that regard, I had information that Mr. Denis Regan attempted to improperly intimidate other police commanders in the course of their official police duties.

When I became aware that Officer Francis Rende activities required disciplinary action, I filed charges against him but received no feedback regarding the disposition of those charges. After 2 months when I inquired about the inexplicable delay in the processing of the charges, the very next day Mr. Regan appeared unannounced at my Zone. My fear was that he might attempt to intimidate me in the same manner that he attempted to intimidate other police officials in the past.

Although there may have been no so-called "conclusive evidence" that Mr. Regan improperly interfered in official police matters on the occasions that I am aware, I had a reasonable belief based upon an examination of his conduct that such was the case. I also believed, accordingly, that it was important to bring this information to the attention of decisionmakers poised to make the crucial decision of whether Mr. Regan should be appointed as the City's Public Safety Director and to others directly affected by any such decision.

As you know, there are no specific rules or regulations applicable to a situation such as this one. Nevertheless, I first forwarded the information through the proper channels, but to no avail. Thereafter, the information disseminated to others was clearly marked as "confidential" and I believed it would be kept as such by the persons to whom the information was disseminated.

Based on the above, I do not believe that "demotion" is appropriate or warranted .

I thank you for your consideration.

Cmdr. Catherine R. McNeilly #2646
Zone One Station

Cc: Paul Donaldson D/Chief
William Bochter, A/Chief Operations