CITY OF PITTSBURGH
BUREAU OF POLICE
Office of the Chief
"...accountability, integrity, and respect."

Memorandum COP #06-514

TO:	Commander Catherine McNeilly	**UNIT:**	Zone 1
FROM:	Chief Nathan E. Harper, Chief	**UNIT:**	Bureau of Police
DATE:	December 6, 2006		
SUBJECT:	Demotion		

I have received and considered your written response dated December 5, 2006 to COP #06-494.

You do not dispute that you released confidential employee information to elected officials (members of City Council), other City employees (Chiefs Huss and McCaughan and the Police command staff), and members of the public (your husband and brother) without the permission of the Chief of Police, who at the time was Acting Chief Paul Donaldson. Nor do you dispute that your actions violated numerous Bureau rules and regulations, some of which you authored while assigned to Research and Planning.

I do not accept your excuse that there was no reasonable alternative to violating these rules. During the seven day period between Mr. Regan's nomination and your release of the confidential information, there was ample opportunity to discuss the matter with Acting Chief Donaldson or others in your chain of command. Had you done so, other avenues to communicate your concerns without violating Bureau policies, and the rights of a subordinate officer, would have been available.

It is unacceptable that a person of your rank would deliberately break Bureau rules governing confidentiality without first alerting her superior officers of the situation to explore other options. In doing so, you set a bad example for the rank and file.

I find that your conduct in this matter constitutes willful and unnecessary violation of Bureau rules pertaining to confidentiality and chain of command. It is behavior not worthy of a member of the Command Staff, and supports just cause for demotion.

Pursuant to Rule XI of the Civil Service Commission, within ten days of the date of this letter, you have the right to request review of my decision by the Civil Service Commission. Under Section 5 of the Rule, the Commission shall determine whether or not a hearing is warranted.

Nathan E. Harper
Chief of Police

cc: Hugh McGough, Assistant Solicitor
Deputy Chief Paul Donaldson
Assistant Chief William Bochter
Civil Service Commission