

From: David Morris
Sent: Friday, August 30, 2019 5:57 PM
To: Roger McMillin
Cc: Joe Nassar; Kim Anderson
Subject: Re: Charlotte Recording Q/A

Consultants work for people that don't know enough to do the work the consultant is hired to do
We are often faced with telling them what they need to know or tell them what they want to hear
So to restate the question
Do we tell them what they need to hear or what they want to hear
In other words do we go along and get along
It a challenge worth exploring
david

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On Aug 30, 2019, at 2:57 PM, Roger McMillin <mcmillinr@morrisandmcdaniel.com> wrote:

So, my question is, do we want to tell them how stupid we think they are, or do we want to work for them?

The disconnect is typical to what we see lots of places. HR decides stuff. Maybe with Dept input but the call belongs to HR.

It's one of the reasons we're not doing police in Memphis.

Sent from my Verizon LG Smartphone

----- Original message-----

From: David Morris
Date: Fri, Aug 30, 2019 1:35 PM
To: Joe Nassar;
Cc: Roger McMillin; Kim Anderson;
Subject: Re: Charlotte Recording Q/A

You are right but based on this it will be a failure

david

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From: David Morris
Sent: Monday, September 9, 2019 10:17 PM
To: Glenna Allen; Joe Nassar; Glenna Allen
Subject: RE: Charlotte Entry Level

In the face of the ambivalent information I would like for us to provide them exactly what the RFP (which is incredible evidence that they do not know what they wanti.e. a test by December, diversity , and a criterion valid test tailored to Charlotte.....actually impossible to give them all.) asks for but also as experts in the field give them what they need and give it to them by December

david

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From: Glenna Allen <glenna@morrisandmcdaniel.com>
Sent: Monday, September 9, 2019 1:00 PM
To: David Morris <morrisd@morrisandmcdaniel.com>
Subject: FW: Charlotte Entry Level

From: Joe Nassar <joe@morrisandmcdaniel.com>
Sent: Monday, September 9, 2019 12:11 PM
To: Roger McMillin <mcmillinr@morrisandmcdaniel.com>
Cc: David Morris <morrisd@morrisandmcdaniel.com>; Glenna Allen <glenna@morrisandmcdaniel.com>; Elizabeth Wood <ewood@morrisandmcdaniel.com>; Judith Thompson <judith@morrisandmcdaniel.com>
Subject: Re: Charlotte Entry Level

Roger seems right. They aren't following what we have suggested & chosen different course for rfp. Surely they tell purchasing what to release.
I can dither is needed.

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From: David Morris
Sent: Sunday, March 29, 2020 4:57 PM
To: Joe Nassar; Roger McMillin; Kim Anderson
Cc: Elizabeth Wood; Mayra Prado
Subject: RE: STEPS FOR WRITTEN EXAM & AC ADM

Importance: High

I know my opinion is not shared by all, but for almost a half a decade I have passionately believed that Public Safety , is essential , and that good supervision is essential to public safety.
To elaborate on what those words mean, good supervision is needed....professional assessment are a much superior method of making those decisions. There have been numerous studies where the death of people , both the public and the public safety individuals has been attributed to quality of supervision.
The two deaths of firefighters in Houston that we are familiar with was attributed in part to quality of supervision where the rookie female fire fighter could have been prevented.
The study in Austin from 1996 to 2003 showed that the near deaths of the firefighters was attributed to the quality of the supervisors.
There is enough data to support what our mission has been for almost a half a century
Our test result in better supervisors.
There is no question that you can delay for many years the procedures that yield better supervisors, and for all of the wrong reasons many support delays.....selection for supervisors can by pass the normal civil service rules put into place to prevent bias, in appropriate political influence, and selecting ones friends rather than who is best for the Service.
The costs of these provisional promotions that bypass civil service rules are not minimal. When finally the right and deserving person gets promoted she or he get all of the back pay but none of the experience that the provisional promotion has gotten. Not only is this a loss of expercie to the person, there is an incredible loss to the Service.
I passionately believe the above and I have time to write a white paper and will do so to inform people of the risks ot t public safety of delaying these essential decisions.

david

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