



## BUNNELL POLICE DEPARTMENT

*“Professional Law Enforcement”*



Date: December 2, 2021  
To: Alvin Jackson  
City Manager  
From: Chief Tom Foster  
Subject: Notice of Retirement

This letter is my official notification to you and the City of Bunnell that after 42 years of dedicated, honorable, and highly decorated law enforcement service; 8 years of which was as your Police Chief, I have decided to retire and start a new chapter in my life. This decision has been difficult for my family and I, however the recent passing of Dominic Guida, has made my final decision clearer.

In accordance with policy 312 Separation from Employment, a director must provide four weeks' notice of my retirement, therefore my last day will be January 3rd, 2022. I have certainly enjoyed being your Police Chief and I am grateful for the opportunity and support during my employment. During my tenure here in Bunnell, we have made many accomplishments, some of which I will proudly share.

Since becoming Chief, I have worked diligently to improve the reputation of the city, but most importantly we changed what was once a negative image and reputation of this department, molding it into a professionally recognized and reputable agency. During my tenure, I implemented a Community Policing value system that currently permeates throughout our police department. Together our primary organizational goal was to work cooperatively with individual citizens, citizen groups, and both public and private organizations. We have established many wonderful relationships with the citizens of Bunnell through these initiatives.

I am proud to say that in the past year alone, we've had a 22.3% reduction in crime and a case clearance rate of 49%. We continually enhanced officer training and education to include FDLE accredited on-line training, in-service training with the Sheriff's Office, and Daytona State Collège. I have leaned on my 42 years of experience in the field and extensive working relationships to acquire top equipment, improved weapon systems, and patrol vehicles. My initiative in these areas is one based on creativity, knowledge of the mission and simply ethics: my officers needed the proper tools and training to do their job, things that were hard to come by in the past, so I stepped in as a proven leader and took charge, making these things happen, ultimately providing our department and our citizens with a professional police agency.

Working with our community I have championed and organized partnerships with numerous law enforcement agencies and community partners participating in many events and functions i.e., shop with a cop, polar plunge, the Early Learning coalition, Halloween, MLK parade, building of a park for children instead of vagrants and drug dealers, and many others.

In 2017, I was asked to step in as Interim City Manager, I was told I was best suited for this role due to my experience and education. In just 6 months the team began to feel the positive impact and momentum we were having.

I immediately went to work to balance the budget while still providing all city employees a significant COLA increase of 2.7% to assist them and their families. Due to this success, the board asked me to stay on as city manager however, because of my love for my job, our officers, and this community along with the positive momentum of the PD, I declined the offer of city manager and remained the Police Chief. My performance reviews have always contained positive feedback and excellent ratings not only based on these accomplishments that I have cited, but many more accomplishments at the agency.

In closing, I believe strongly that I was brought to the city of Bunnell as an instrument of change as the agency was struggling for leadership for decades. I am truly blessed to have served as the longest tenured chief in this city's history. My initial intention was to retire in March 2022, but as I stated with the passing of Sgt. Guida, it has opened my eyes and I have come to terms that I did what God has asked me to do. Philippians 4:13 states 'I can do all things through Christ which strengthens me', he has provided me the strength to step away and the strength to be at peace with this decision. I Thank God for his guidance and protection throughout my career.

I am very honored and blessed to have serve as the Police Chief for the City of Bunnell and I am very proud of the dedicated men and women of the Bunnell Police Department. May God Bless our Bunnell police officers and keep them safe.

Thank you all and God Bless!

Sincerely,

Chief Tom Foster

Cc: City Commissioners, BPD, HR