





TOLEDO POLICE



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Mayor names deputy chief Galvin fill-in

BY ROBIN ERB
BLADE STAFF WRITER

Blade
4-18-98

A 20-year Toledo police veteran has been named the department's interim chief while Mayor Carty Finkbeiner searches for a new chief.

Deputy Chief Mike Navarre, 47, will replace Chief Gerald Galvin May 15.

Chief Galvin has accepted the chief's post of the larger Albuquerque, N.M., police department.

Mr. Finkbeiner said he expects to find a permanent replacement within 90 days of Chief Galvin's departure.

Chief Navarre, who heads the department's administrative services bureau, is on vacation this week and could not be reached for comment.

He has not said whether he will apply for the permanent post.

He was hired in 1977, rose through the ranks, and was named deputy chief in 1994.

He oversees the personnel, fiscal affairs, training, public affairs, and inspection offices.

His father, James, is a retired Toledo police captain,

Deputy

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and his brother, Danny, is one of the department's detectives.

Mr. Finkbeiner said he will look nationwide for someone "with character and integrity" who "is a team player" to replace Chief Galvin.

Equally important, though, is that the new chief carry on Chief Galvin's moves toward community policing, Mr. Finkbeiner said.

Mr. Finkbeiner said he prefers to hire within Toledo's ranks and will consider the department's three deputy chiefs and any other officer who is interested.

The department's two other deputy chiefs, Nate Ford, 48, and Mike Schroeder, 50, also have not said whether they will apply for the chief's post.

"There's more than a single qualified candidate in Toledo," Mr. Finkbeiner said.

But so far, only one person has announced he will apply for the position.

D. Michael Collins, of the Toledo Police Patrolman's Association, said that his years as the union's president have given him the experience and the insight to run the department.

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Navarre named chief

Council likely to OK appointment Tuesday

BY ROBIN ERB
BLADE STAFF WRITER

With his wife and four children at his side, acting Police Chief Mike Navarre yesterday was named chief of Toledo's 701-officer department.

Considered a departmental insider for the position, the son of a retired Toledo homicide detective has been the acting chief for four months and was chosen from an original list of nearly four dozen applicants.

Chief Navarre replaces Chief Gerald Galvin, who left in May to take the chief's post in Albuquerque, N.M. The \$84,000 position as acting chief earlier this year thrust the quiet-spoken Point Place native into the limelight and placed him just one step shy of the permanent post.

Still, just days after his 43rd birthday, Chief Navarre admitted being a bit surprised that he now will take the department's helm, even though he said he had considered someday applying to be a police chief.

"This came about a lot quicker than I expected," he said during a morning news conference.

His appointment, which most likely will be confirmed by city council at its regular meeting Tuesday, ends an exhaustive national search which began after Chief Galvin announced he was leaving.

A six-member search committee evaluated resumes in July, and in August it forwarded its top four recommendations to Mayor Carty Finkbeiner, who met with the finalists last week. Early yesterday, he

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Navarre

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notified the other three candidates, including Toledo Deputy Chief Nate Ford, that the job was being offered to Chief Navarre.

The other finalists were Chief Ralph Evangelous, of the Temple, Tex., police department, and Maj. Dan Flynn, of the Miami-Dade County police department.

Mr. Finkbeiner said the search took so long because the police chief is one of the most important and most high profile positions in the city, and the search must be "very thorough" and "very meticulous."

"You want to make sure that your final choice is the right man or woman for the job," he said.

Mr. Finkbeiner called the search "both easy and ... challenging" because Deputy Chief Ford and Chief Navarre were, by far, the best candidates for the position among a field of candidates who mostly were from outside Toledo. He called Deputy Chief Ford a "very close second" for the job.

The mayor handed over the city's gold police chief badge to Chief Navarre during a 10 a.m. news conference packed with city council members, department heads, the chief's family members, and police officers who just a short time earlier had heard about the announcement.

Stepping to the microphone, Chief Navarre, whom colleagues praise as not only professional but approachable, joked with co-



BLADE PHOTO BY DON STRAYER

Police Chief Mike Navarre, who received the gold badge from Mayor Carty Finkbeiner, rear, speaks about the changes he plans.

workers.

"There's got to be some doughnuts close by," he quipped. "I can't imagine how we got this many people here."

But he spoke seriously about changes he plans for the department, which was overhauled under Chief Galvin's vision of community policing. That included decentralization and redeployment of offi-

cers onto bikes and horseback and into schools and public housing complexes.

Among the changes Chief Navarre has outlined for the department are:

- Setting up a nonemergency 311 phone line.
- Placing mobile computer units in police cars.
- Establishing citizens' councils throughout the city to work with police.
- Earning national accreditation for the department.
- Requiring updated training for officers.

"Together, we'll make sure the police department is the best darn police department in the country, and I'll do my best to be the best darn police chief in the country," Chief Navarre said.

Chief Navarre, who coaches sports teams for his children and is involved with the family's church and school activities, had struggled with the decision to apply for police chief — concerned that the demands as chief would take away from his time as a father.

But after four months of serving

as the acting chief, he said, "I feel comfortable now that I can do both and do both effectively."

The Navarres, who live in Perrysburg, will have to move within Toledo's city limits.

The importance of his family was obvious at the news conference as he introduced his children, ages 7 through 17. He spoke about their schools, their input in his decision, and even his daughter's volleyball team. Standing behind Chief Navarre was his father, retired homicide Capt. James Navarre, and the chief's brother, Detective Danny Navarre.

Chief Navarre choked up for a moment when he mentioned his mother, who died earlier this year.

Just an hour before the news conference, rumors of the chief's appointment began spreading through the Safety Building, where officers have pulled for the two local favorites. More than two dozen officers and police civilians walked across the street to Government Center to attend the news conference, cramming into the conference room and applauding as Chief Navarre walked into the room.

"Generally speaking, you go to a news conference, and you'll see a lot of well-wishers who are really politicking for their own career," said D. Michael Collins, president of the Toledo Police Patrolman's Association. Invited by Chief Navarre, he attended the conference. "But these people were really there to applaud him. Mike's well-liked and well-respected."

Deputy Chief Ford stood with the crowd and applauded Chief Navarre's appointment.

In his office later, he said he was disappointed that he didn't get the position, but "certainly willing" to stay with the department and work with Chief Navarre.

Deputy Chief Ford, who heads the department's daily operations, was the only African-American candidate among the four finalists. Some community leaders had complained recently that the city never has had a black police chief. But Deputy Chief Ford had distanced himself from the issue, saying the chief should be chosen on merit rather than race or gender.

Yesterday, he said the selection process did just that, proving that there were viable candidates, including minorities, from within the department.

Reached in Miami, Major Flynn agreed that the process was "good, comprehensive, and fair," although "it's a disappointment, a letdown, of course" that he wasn't chosen as chief.

"I still feel I'm the most qualified person for the job, and I thought that's who they were looking for. But it was the city's choice, and I think that's certainly fair."

Chief Evangelous did not return a call seeking comment.

Council confirms new chief of police

Members praise Mike Navarre

BY JACK BAESSLER
BLADE STAFF WRITER

The Toledo city council lavished praise on Mike Navarre last night after confirming his appointment in a 12-0 vote to be the city's police chief.

Selection of the police chief by Mayor Carty Finkbeiner has drawn compliments from around the city, Councilman Peter Gerken said.

"If you can get the administration and city council, and both police unions, to come out in support of your nomination, you certainly did wow them," Mr. Gerken said. "You need to keep that kind of consensus between those entities."

After his appointment was confirmed, Chief Navarre said one challenge will be to keep staffing levels of the police department from declining as the city tries to operate with available revenues.

Depending on the number of retirements, the next police class planned for early next year should have between 20 to 35 candidates, he said. The department has a total of 812 employees: 701 sworn officers and 111 civilian employees.

"If we are at 812 a year from now, we will be in good shape," he said.

Balancing the interests of individuals and groups doesn't always occur without conflict, he said.

"The key with the police unions and city council is we have to work together," he said. "You can't always agree."

Mr. Navarre, who will be paid \$88,500 a year, has been acting police chief for four months during a nationwide search to fill the job. He follows Gerald Galvin, who resigned in May after nearly four years as chief to become police chief in Albuquerque, N.M.

The 21-year veteran edged out several finalists, including Nate Ford, one of two deputy chiefs. Mr. Navarre said he wants Mr. Ford to remain deputy chief. The new chief will appoint a third deputy chief to

fill the post he leaves.

Council member Allen McConnell congratulated Mr. Navarre on being named chief. "I was also impressed with the second person that we had from the city," referring to Mr. Ford. "I certainly hope you will retain him as a trusted ally."

Not long after the well-wishes were finished, council's discussion turned heated as it complained about a last-minute request from the city administration for emergency approval of tax breaks for a company.

Council member Edna Brown said it seemed unnecessary that urgent legislation needed approval to cut HCR Manor Care's income tax on net profits when it opens its headquarters at Summit Center.

It was difficult to believe HCR's plans to hire some of the 200 employees they will bring to Toledo as part of a merger would be impeded if council wanted time to postpone action.

"Why can't they wait two weeks to start hiring?" Ms. Brown asked. Only one day earlier HCR was able to sway the General Assembly to approve a bill that will give it a 75 per cent tax credit, Ms. Brown said. The credit is estimated to save the firm \$3.6 million in state corporate income taxes over 10 years.

The tax break HCR was asking the city to approve would give it an additional 80 per cent tax credit that will save it an estimated \$1.8 million in corporate municipal income taxes.

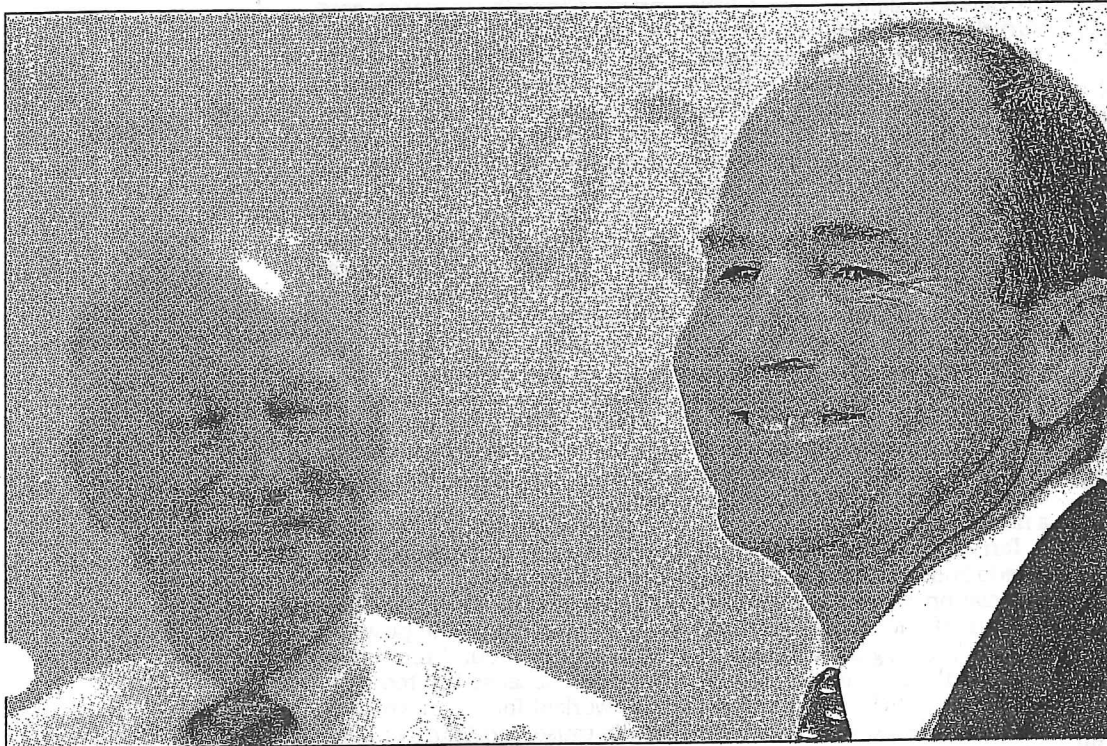
Paul Sieben, vice president of HCR, told council the urgent action was needed to assure it gets the tax credit for all employees it wants to hire from the firm with which it will merge.

HCR has employment offers pending to some 20 employees of the Maryland firm, some of them key managers, he said. "Our effectiveness to operate the company would be impaired," he said, if council delayed action.

Council approved the emergency measure for the tax break.

Smith out, Navarre in as Toledo police chief

Police



THE BLADE/ANDY MORRISON

Toledo Mayor Carty Finkbeiner, left, announces Mike Navarre's return as Toledo police chief.

WHAT THEY SAID

"To use his words, he is the big bull in the pasture. If he decides he wants to be the only bull in the pasture, I'll find another pasture."

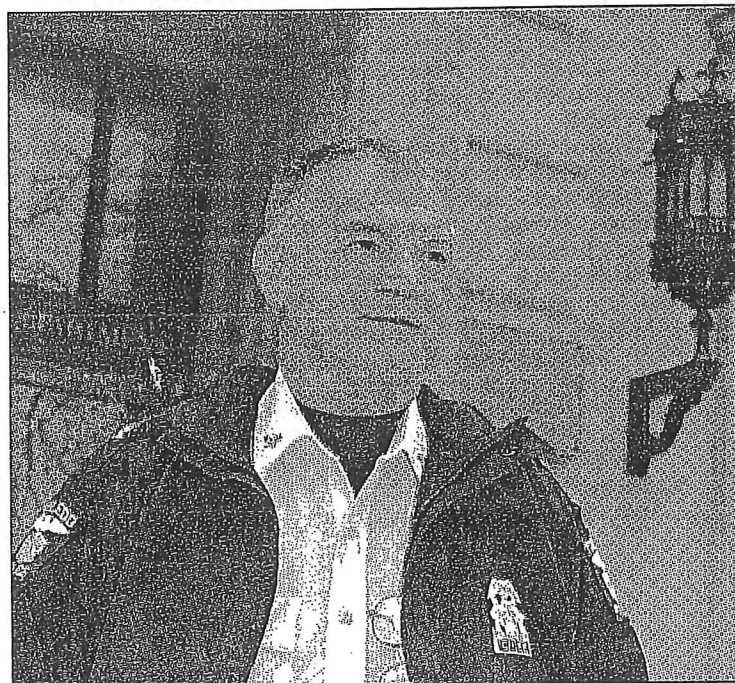
— Capt. Jack Smith, of Mayor Carty Finkbeiner

"The most important thing I'm concerned about is that every citizen of the city understands that ultimately the buck stops on my desk. I can't be guided by what people think of me. I have to be guided by what will move the city forward."

— Mayor Carty Finkbeiner

"When [Chief of Staff Bob] Reinbolt called me and asked me if I would be interested, without hesitation, I said, 'Yes.'"

— newly appointed Chief Mike Navarre



THE BLADE

Saying he was 'treated in a way I will not accept,' Jack Smith resigned yesterday as chief and returned to the rank of captain.

Shuffle triggered by blowup with mayor

By CHRISTINA HALL and ERICA BLAKE
BLADE STAFF WRITERS

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A confrontation yesterday between Toledo police Chief Jack Smith and Mayor Carty Finkbeiner led to the chief's resignation and the mayor selecting the former chief as his permanent replacement.

The heated discussion that led Chief Smith to resign his position and return to the rank of captain occurred in the mayor's office during a morning meeting about the city's gang situation.

Hours later, former Chief Mike Navarre — whom Mr. Finkbeiner replaced six months ago — accepted the top police job effective immediately.

"When [Chief of Staff Bob] Reinbolt called me and asked me if I would be interested, without hesitation, I said, 'Yes,'" said Chief Navarre, 50, who will be paid about \$92,000.

Captain Smith, a 33-year veteran, said his decision was not easy, especially when he expected to serve as chief for two years. However, he said, he was "treated in a way I will not accept."

"To use his words, he is the big bull in the pasture. If he decides he wants to be the only bull in the pasture, I'll find another pasture," the 58-year-old captain said of Mr. Finkbeiner.

The captain said he can tol-

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■ Navarre's career is on the rise again. Page 6.

■ Finkbeiner has angered employees before. Page 6.

Chief

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erate criticism, but, "I will not tolerate abuse." He said he is not the only administrator in the Finkbeiner administration who is "unhappy with the way they're being treated."

"[Mr. Finkbeiner] is not a coach. He is not a cheerleader. He's a senior executive of a major city, and he needs to act like that," he said.

Captain Smith said the confrontation "was very close to being physical" and that an administrator stepped in between him and the mayor. Mr. Finkbeiner denied the situation escalated to that point, but said both men stood from their chairs.

"If anybody here thinks this 67-year-old man is going to take on a stronger, younger, ex-Marine with a revolver on his hip, you're wrong," the mayor said during a news conference.

Mr. Finkbeiner said the confrontation focused on a gang activity report, which he thought was too general. He wanted a more focused report on where gang activity was occurring.

The mayor also disagreed with the former chief when he said there was no more crime in the city's 4th Ward, which includes the Lagrange area, than 10 or 15 years ago.

"The most important thing I'm concerned about is that every citizen of the city understands that ultimately the buck stops on my desk," Mr. Finkbeiner said. "I can't be guided by what people think of me. I have to be guided by what will move the city forward."

Captain Smith said this was not the first run-in he's had with the mayor, but it was the first time it got that heated.

Mr. Finkbeiner said it was the "only single difference of opinion with Jack Smith I've had in six months," admitting that both men are "bull-headed individuals and, at times, we can both be

bulls in a china shop."

Sgt. Richard Murphy, the police department's public information officer, also said yesterday he will retire after 33 years on the force.

Dan Wagner, vice president of the Toledo Police Patrolman's Association, said he was a little surprised by Captain Smith's resignation and "totally shocked" by the mayor's decision to rehire Chief Navarre. "It's amazing how a man that just a few months ago wasn't capable of doing the job is now back as chief of police," he said, adding that the union has "always had a good working relationship with Mike."

"When Carty came in the office, he had his mindset on replacing Mike Navarre," Mr. Wagner added. "We weren't for it. We didn't push to get Mike removed. But when you have the chief executive officer coming in saying he's going to remove the chief, we had a duty to present a name."

Terry Stewart, president of the Toledo Police Command Officers Association, said he was shocked to hear of the resignation and said it's "nothing but a shame."

"I think the mayor should leave the policing to the professionals. As far as I know, the mayor's never been a police officer," Mr. Stewart said. "If the mayor would keep his nose out of things, I don't think this would have happened."

Union leaders said they welcome Chief Navarre back and will work with him as they did in the past.

Mr. Stewart said he was surprised Chief Navarre returned to his former job after being treated the way he was before being demoted. In December, Mr. Finkbeiner — then mayor-elect — announced he would promote Captain Smith to chief. Chief Navarre objected, saying his forced removal would violate the city charter. An accord was reached, avoiding litigation.

Chief Navarre became the department's assistant chief.

Yesterday, Chief Navarre said

he thought the split was "amicable" and said he never really left the "Finkbeiner team" even though he served in a different assignment the last six months.

City Council members were disappointed by Captain Smith's resignation, but few were surprised. Citing the mayor's record of confrontations with employees — Marti Felker resigned as police chief in 1994 during Mr. Finkbeiner's first stint in office — most council members expressed concern the city was losing an experienced leader.

But news that Chief Navarre was returning helped curb concerns that one of the city's most important positions would be left unmanned.

"I worked with Navarre just about the whole time I've been on council. I had a very good working relationship with him," said Councilman Wilma Brown, chairman of the public safety committee.

"Mike is a great guy. He was a good choice," council President Rob Ludeman said.

Councilman Frank Szollosi said he understood the position Captain Smith found himself in yesterday because he, too, had once worked for the mayor and left "because I couldn't work for the guy either."

"I know how committed Captain Smith is to the citizens of Toledo. The gravity of the decision shouldn't be made light of. It speaks to something about the character of the mayor. He can't keep good people close to him," Mr. Szollosi said.

Councilman Michael Ashford said the mayor's management style is well-known and should have been apparent to those who agreed to work for him.

"I'm disappointed, however, not surprised, but disappointed that they have let personalities cloud their overall mission to provide safety for children, families, and citizens in the city of Toledo," Mr. Ashford said.

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