



# WEST VANCOUVER POLICE DEPARTMENT

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Peter Lepine  
Chief Constable

February 27, 2013

Dr. Terry Anderson PhD  
8143 Skagit Way  
Blaine, Washington  
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**Re: Your Work with the West Vancouver Police Department**

Dear Terry,

It has been almost three years since you took on the task of working with the Executive of the West Vancouver Police Department as we attempted to surf the wave that came from the troubled waters as a result of a couple of years of uncertainty, negative public scrutiny, poor morale, and low employee engagement. The employees of the WVPD have always been seen as dedicated, hard working, and committed to doing the best job possible. However due to a series of events, we were at risk of eroding the support of our public to the point where pressures to collapse our department would have been a viable options for our community leaders.

Over the last three years, you introduced us to the Continuous Improvement Team (CIT), which for the first time in the Department's history allowed our employees to become fully engaged in improving team performance and charting the character and image of our department. You then took the time to help me create an effective executive management team model because of a set of negative circumstances that I inherited upon taking over as the Chief Constable. You helped the team design job profiles, task management processes, and helped me to capitalize on the hidden talents that already existed amongst my executive staff. Then you continued to check with me to ensure that I was on track.

As if that wasn't enough, you took the time to engage my mid-level leadership team to create job profiles and align them with an assessment process that actually made sense. With that, you went to great lengths to help my Staff Sergeants to step up to the leadership role and go above and beyond their normal duties for the betterment of our Department. While you were busy doing this work, these NCO's were clearly seeing that the executive management team had a stake in their personal

# Police Officer Letter Of Recommendation

**Anthony S. Fauci**

A red circular graphic with a gradient, appearing as a partial circle or a thick curved line, located to the right of the name 'Anthony S. Fauci'.

**Police Officer Letter Of Recommendation:**

## Unveiling the Power of Verbal Beauty: An Mental Sojourn through **Police Officer Letter Of Recommendation**

In some sort of inundated with monitors and the cacophony of fast interaction, the profound energy and psychological resonance of verbal beauty usually fade in to obscurity, eclipsed by the regular assault of sound and distractions. However, located within the lyrical pages of **Police Officer Letter Of Recommendation**, a charming function of fictional splendor that impulses with raw emotions, lies an unforgettable journey waiting to be embarked upon. Composed with a virtuoso wordsmith, this enchanting opus courses visitors on a psychological odyssey, delicately revealing the latent possible and profound impact stuck within the delicate web of language. Within the heart-wrenching expanse of this evocative evaluation, we shall embark upon an introspective exploration of the book is central styles, dissect its captivating publishing design, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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