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FBI NATIONAL ACADEMY

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Nicholas Sutter
Princeton Police Department
1 Valley Road
Princeton, New Jersey, 08540
January 28, 2014

Colonel Frank Rodgers
The Rodgers Group
PO Box 831
Island Heights, NJ 08732

Dear Colonel Rodgers:

I have been in the law enforcement community approaching twenty years. In that time, I have had the opportunity to work with a multitude of organizations, both public and private, in a variety of capacities. I can sincerely and without hesitation say that The Rodgers Group is by far the most professional, efficient and skilled organization I have ever been affiliated with.

Our department has contracted with TRG on several different projects including New Jersey state accreditation, professional development and training, organizational health and leadership analysis and perhaps most challenging of all, the consolidation of the Princeton Borough and Princeton Township police departments. Each one of these endeavors has strengthened our organization exponentially and affected me tremendously as an individual, both professionally and personally. To be able to leverage the expertise and experience TRG offers is an opportunity that I don't take for granted.

On January 1, 2013 the Princeton Township and Princeton Borough Police Departments consolidated operations as the two municipalities formed as Princeton. This was a massive undertaking on many different levels. We began working with TRG early in 2012 preparing for the merger. TRG guided us through every detail of the process including the integration of our evidence systems, CAD systems, records management systems, communications systems, policy distribution systems as well as our policies and procedures. TRG navigated us through the consolidation of our CJIS systems as well as UCR merging. Finally, TRG helped to mitigate cultural differences between the two former departments by finding middle ground based on best practices. TRG was the instrumental factor in the successful consolidation of the two departments.

Directly after the merger our new department began the pursuit of agency accreditation. TRG had the forethought of planning for this project as we consolidated policies during the transition. During this process I

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was fortunate enough to have personally worked with Mr. Mark Dietrich. His knowledge, attention to detail and ability to engage the entire department in this pursuit was incredible. I have gone through this process of accreditation alone and now with the partnership of TRG. Without reluctance I can say our department would never have achieved our goal in such a swift and efficient manner without your organization. Nothing was overlooked, nothing was missed and the goal did not seem insurmountable as a result of the confidence Mark instilled in us. Mark was amazing and we look forward to our future relationship as we continue to work on policy maintenance issues.

As a newly consolidated agency we felt the necessity to seek assistance in gauging our organizational strengths and weaknesses as well as to formulate a plan for improvement going forward. We immediately looked to TRG for assistance and your organization was there for us once again. Mr. Phil Coyne and Mr. Vance Mattis conducted an agency wide assessment leveraging several mediums including focus groups, scientific assessments and anonymous surveys to name a few. What resulted was a report that I will continue to rely on for many years going forward. You gave us a baseline and foundation we will continue to build on. I learned of the concerns, personalities, strengths and weaknesses within the organization that I would never otherwise have been made aware of. Our command staff is now tailoring initiatives and adjusting leadership and management styles to capitalize on this information and continue to move our organization in a positive direction. This is a tool I have never seen replicated before but should be used by any organization truly committed to excellence.

I find myself at a loss for words to truly express how privileged and humbled I am to have had the opportunity to work with such a fine group of individuals. I look forward to a continued relationship with The Rodgers Group. You have been an integral part of this organization since our inception and that is a bond that will continue well into the future.

Sincerely,



Nick Sutter
Captain

cc: Mr. Mark Dietrich
Mr. Phil Coyne
Mr. Vance Mattis