

From: Theodore Robert

Sent: Tuesday, August 05, 2014 12:51 PM

To: Mark Neal; Mayor Pete; Janet Cadotte

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; David Newton; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn

Subject: Public Meeting with Mayor and Chief of Police

Mayor Buttigieg, Deputy Mayor Neal and Janet Cadotte, HR Director

It is obviously apparent that there is racial divide and along with a smelly atmosphere of inequality that exist here in the City of South Bend and the SBPD. A respectable solution appears to be no where in sight. When Martin Luther King Jr was incarcerated he wrote the "Letter from Birmingham City Jail." The letter defends his nonviolent resistance to racism and injustice, arguing that people have a moral responsibility to break unjust laws.

King wrote "Injustice anywhere is a threat to justice everywhere. Whatever affects one directly, affects all indirectly." Just like King, I have come to realize that this white power structure within the city of South Bend and the SBPD will leave the black community and black police officers with no other choice.

Just as King, I too have been labeled an outsider and troublemaker especially by the white employees that are appointed by the Mayor. These employees include those who work directly for the Office of the Mayor, the Law Department, the Code Enforcement Department and the Police Department. This label has been branded simply for the fact that I am standing up for injustice and constantly speaking out against the racial injustice that's ongoing within the City and the SBPD. So be it, then I take that label as a badge of honor. I now have more other black brothers standing beside me against the injustices that that are ongoing within the police department and are subsequently ignored by the Mayor. And we all will continue to be labeled as trouble makers by the unjust white power structure that commits ongoing unjust acts against us.

Chief Justice Earl Warren, who said in 1958 that "justice too long delayed is justice denied." Justice has been denied too long and now it's time to act with more vigor for justice.

This is our "Birmingham Letter"

Mayor Buttigieg demoted a black Chief of Police that was respected and one who was fair. The demotion was based on a controversial issue surrounding alleged evidence of officers engaged in serious acts of misconduct and racially derogatory statements relating to other ranking officers including then chief Boykins.

The Mayor then replaced the black chief with a white interim chief. This white Interim chief was actually fired from the University Notre Dame for lying during an investigation into a domestic battery investigation. Shortly after the white chief was appointed, the white chief then purposely broke the Indiana state law and refused to become certified as a police officer. This violation of the law was known by the Mayor because later he and the Law Department attempted to cover up this fact. Yet the Mayor refused to take action against the white chief that broke the law. But he swiftly demoted a black chief for what he claims was a violation of law.

Then Mayor then appoints a new white chief who was surrounded by a mass of negative criticism. The new white chief was not respected by the police officers whom he worked with during his prior appointment. We know this for a fact because those officers sent letters to the SBPD informing us about his condescending, unfair and arrogant demeanor. This newly appointed white chief was alleged to have been in constant conflict with his prior elected leaders. The newly appointed white chief had over fifty open internal affairs investigation and approximately nine filed complaints of discrimination against him. Yet this is the man that Mayor believed to be the best fit to serve as our new Chief of Police. The new white chief is not fair and is not respected. In fact the morale within the police department is at an all-time low.

Since becoming the new chief of police. The white chief has alienated black and white officers throughout the department. The white chief first refused to back a black officer when he was in the midst of a potential dangerous situation. An outside investigative agency including our own Board of Public Safety found the white chief to be in violation of this gross act of misconduct but our Mayor refused to discipline the white chief. Yet he acted swiftly when he thought the black chief was in violation of a law.

The white chief is constantly violating the Duty Manual (also known as Standard Operating Procedures). The Mayor is very aware of this yet the white chief is allowed to continue with this ongoing violation of written rules and procedures.

The white chief allows other highly ranking white officers to violate the duty manual and he will subsequently cover up their violations. For example, there was a domestic disturbance within the police department involving a white officer and his wife. This disturbance included acts of insubordination and it was alleged that the spouse threw the gun and badge in the direction of the other spouse. One spouse threatened to quit due to domestic issues. The white chief intervened into this domestic disturbance. One of the white officers is now appointed as a captain and the other white officer has been promoted to a new position. Yet the white chief will bring forth alleged charges against a black police officer for littering.

The white chief since his appointment by the Mayor, has not promoted one black officer. The white chief has not given one black officer a lateral transfer. Usually I do not respond to rumors, but based on the actions of the current white chief, there may be some truth to the rumor that the white chief was not interested in having Captain Taylor a black officer overseeing the training bureau, he suggested a white officer for this position but the white officer allegedly turned it down.

This white chief has charged more blacks with acts of misconduct than he has promoted.

When subordinate officer white and black are charged with acts of misconduct, the white chief will order a thorough investigation into the alleged acts of misconduct. When the white chief is charged with acts of misconduct the Mayor refuses to initiate an investigation. Black police officers have charged the white chief through formal complaints addressed to the Mayor with racial discrimination which is a very serious offense. But it has been months now since the filing of those complaints with the Mayor yet the white chief is still allowed to continue with his ongoing acts of discrimination against black police officers. The white chief was recently charged through formal complaints address to the Mayor with ongoing retaliation and ongoing harassment against several black police officers. It will be interesting to discover the actions taken by the Mayor in regards to those complaints.

The white chief promoted three white officer to positions of lieutenant, there were no black officers considered or chosen, yet two of those positions were not openly advertised. These unjust promotions were not rescinded although a formal complaint was filed to the Mayor objecting to these unjust promotions. The white chief placed a white officer in the training position without opening the position for all to bid. There were no black officers considered or chosen for that position. That unjust promotion was not rescinded, they were all allowed to stand.

The white chief was charged by several black police officers through formal complaints of racial discrimination and unjust hiring and promotions practices; these complaints were addressed to the Mayor. Instead of resending the unjust promotions committed by the white chief, the Mayor has allowed these unjust acts to stand. The Mayor will allow an unjust act to stand that is committed by the white chief when it's at the expense of black employees. Yet the Mayor acted swiftly against a black chief when he alleged that the black chief broke the law.

Recently there were several openings for positions in the Bomb Squad. Below is the request submitted by a black officer to be considered for one of the positions:

I respectfully request to be considered for the position of Bomb Squad Technician. My 17 years of experience, which included Military Ordinance, High Explosive, Pyrotechnics, and ammunitions training while serving in the United States armed forces make me a viable candidate for this position. I currently hold a federal secret clearance. I have recently completed a background check (2012) to maintain my secret clearance status for another 10 years.

Some of my pertinent training included the following (from most current):

(Military) Computer Based IED Training (mandatory every 6 months)

(Military) Computer Based and Tactical Hazardous Materials Training (Annually)(Military) Operational Readiness Inspection (with gas masks) Training (Biannually)

(Law Enforcement) Bombs & Hazardous Devices Class

(Military) Air Force Aircraft Armament Systems School with a 97% grade average (3.5 months)

(Law Enforcement) Detroit Police Academy with an 88% grade average (7 months)

Land mine Diffusion training

(Military and Civilian) X-Ray Machine and Metal Detector Training

(Military) Navy Gunners Mate "C" school with a 96% grade average (6 months)

(Military) Navy Fire Fighting School

(Military) Navy Gunners Mate "A" school with a 91% grade average (6 months)

I have extensive experience being a part of a team. I have worked on the Special Task Force at the Detroit Police Department (12th Precinct), a security team at a nuclear power plant, the Visit Board Search and Seizure Team for the US Navy, Small Craft Action Team (SCAT) for the US Navy, a 4-man team in a M1A1 Abram Tank in the Army National Guard, the Air Force PAR Team (Post-Attack Reconnaissance), and was also on the security team for the First Lady's visit to San Diego in 2000. The SM3 Missile was tested aboard my Navy Ship (USS Shiloh) and required tons of time and teamwork from Gunners Mates. I was the Gunners Mate in charge of the Aft VLS (Vertical Launching System) and the Aft gun mount ammunition for which I trained junior personnel on how to load, safely hold, carry, and protect it. As Gunners Mate I was responsible for inventorying, safe handling, off loading of weapons, ammo, missiles, and explosives.

I have worked as a team member to solve technical problems that our Military equipment has. I received an award in 2010 as Weapons Armament Mechanic of the Year. I also order parts after we have solved the problem in the equipment. I complete Computer Based Training on IEDs every 6 months in the Air Force. I was also trained to defuse standard Military Landmines in the Army.

As Technical Sergeant (TSgt) in the Air National Guard, I have worked as a team member to solve technical problems with our military equipment. Some of my personal responsibility in that team is to order parts after we have solved the problem in the equipment and to frequently handle missiles, bombs, fuses, and other explosive devices. I received an award in 2010 as Weapons Armament Mechanic of the Year for my outstanding work.

Just like the Mayor, this officer takes time away from his family and his duty as a police officer to server his country. With the above qualifications, the black officer was not chosen for one of the three the full-time positions. What is more shocking, the black officer was also not chosen as an alternative for the three openings. All the openings and alternate positions were given to white officers.

The minority police officers recently refused to meet with the Mayor to discuss our concerns because we believed that the meeting would just be lip service.

We the Minority Police Officers would like to schedule a meeting with the Mayor that includes the Chief of Police in an open public forum. Luke 8:17 says: For nothing is hidden that will not become evident, nor anything secret that will not be known and come to light. If all that we have charged against the Mayor and his chief of police are done legitimately then there should be no problem discussing these matters in a public forum.

From: David Newton

Sent: Tuesday, August 05, 2014 2:19 PM

To: Theodore Robert; Mark Neal; Mayor Pete; Janet Cadotte

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn

Subject: RE: Public Meeting with Mayor and Chief of Police

It's interesting that an officer with such an extensive background handling, building and defusing explosives is passed over for a police position dealing with explosives. It makes you wonder how people with no experience are picked over him. I would like an explanation of why he wasn't picked for the bomb squad position.

From: Janet Cadotte

Sent: Tuesday, August 05, 2014 7:01 PM

To: David Newton; Theodore Robert; Mark Neal; Mayor Pete

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn

Subject: RE: Public Meeting with Mayor and Chief of Police

Lt. Newton,

I am looking into this matter and will address any issues directly with the candidate in question, as well as the Police Department and the Mayor's office, but as this matter is directly connected to an employee, I cannot discuss this matter with anyone else at this time.

Thank you.

Janet K. Cadotte

Human Resources Director

City of South Bend

227 W. Jefferson Blvd.

South Bend, IN 46601

(574) 235-7500

icadotte@southbendin.gov

From: Theodore Robert

Sent: Tuesday, August 05, 2014 10:15 PM

To: Janet Cadotte; David Newton; Mark Neal; Mayor Pete

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn

Subject: RE: Public Meeting with Mayor and Chief of Police

Mrs. Cadotte, we were under the assumption that a representative from HR would be part of the interview process. We were under the assumption that HR would serve as a check and balance against unjust interviewing and promotional practices that are ongoing and that currently plague the department. Was this not the case?

From: Janet Cadotte

Sent: Wednesday, August 06, 2014 7:36 AM

To: Theodore Robert

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn; Kathy Farrand; David Newton; Mark Neal; Mayor Pete; Cristal Brisco; Ron Teachman

Subject: RE: Public Meeting with Mayor and Chief of Police

Officer Robert,

I would be happy to provide you with a full explanation of this particular process and the role HR played in the selection of the Bomb Squad Technicians. However, as a complete response may require disclosure of information regarding one or more of the candidates not chosen, I will not respond until I have contacted each of those candidates and have received written approval from each to discuss this matter in such a public forum. I am in the process of contacting those individuals and will either respond to your email or provide a status update no later than 5:00 pm Thursday, August 7, 2014.

Thank you

Janet

Janet K. Cadotte

Human Resources Director

City of South Bend

227 W. Jefferson Blvd.

Theodore Robert

Thu 8/7/2014 2:29 AM

To: Janet Cadotte; Mark Neal; Mayor Pete;

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins;

Dear Mrs. Cadotte and Mayor Buttigieg and Deputy Mayor Neal:

It truly troubles me to have to write this letter to you but this letter will serve as a statement of fact regarding the racist culture that is ongoing within the City of South Bend and its Police Department.

Racism is the belief that one race or culture is fundamentally superior to another. The South Bend Police Department, the Office of the Mayor and now the Human Resource Department has shown that they will adhere to the perceived inferiority of one race over another. This perception of superiority by the leaders of the aforementioned departments is manifested and is commonly employed by those leaders as fair grounds for discrimination, whether institutionalized or individual. Racism runs as a counterpoint to the customary belief and practice of egalitarianism. Yet, despite our (minority police officers) efforts to rinse the political, legal and administrative superstructures of racism that exist within the City and Police department, it still persists covertly, through policy and overtly in others such as with the hiring and promoting of minorities.

Mrs. Cadotte, when we minority officers first came to you, we expressed our concerns and at times frustrations regarding the ongoing unfair treatment, ongoing discrimination and racism that we have endured over the years. During and prior to that formal meeting, we expressed to you the level of distrust that we have toward some of the leaders and managers that are employed by the City. We made it absolutely clear that we wanted someone that was unbiased and fair to voice our concerns to and to hopefully come to a respectable and fair solution to eliminate the hatred and discrimination that continues to propagate within the police department. We intended in good faith to work directly with you in a liaison manner or as a mediator to increase the communication and possible collaboration efforts with the Office of the Mayor and the Chief of Police to hasten the end of the unfair treatment and various forms of discrimination which we were constantly subjected to as minority police officers. Mrs. Cadotte, we the minority police officers made a decision to let our guard down a bit to work with you and to trust you. Based on the recent events, we have serious doubts regarding your trustworthiness. No one succeeds in a situation where trustworthiness is a concern. We will begin to assess the events that have recently emerged to decide how we shall move forward and if we will remove you from the situation. Our expectations of trust were clearly defined and communicated and yet, unfortunately the day has come when one of our expectations has been shattered. As we stated earlier, we will trust you until you give us a reason not to trust you.

Mrs. Cadotte on 8/5/2014 Lt. Newton submitted to you a brief e-mail requesting an explanation as to why the most qualified candidate for the Bomb Squad openings (a black officer) was not chosen over white candidates with less or no experience.

On 8/5/2014 you responded by saying: "Lt. Newton, I am looking into this matter and will address any issues directly with the candidate in question, as well as the Police Department and the Mayor's office, but as this matter is directly connected to an employee, I cannot discuss this matter with anyone else at this time."

On 8/5/2014 I also wrote you the following brief e-mail: Mrs. Cadotte, we were under the assumption that a representative from HR would be part of the interview process. We were under the assumption that HR would serve as a check and balance against unjust interviewing and promotional practices that are ongoing and that currently plague the department. Was this not the case?

On 8/6/2014 you responded by saying: "Officer Robert, I would be happy to provide you with a full explanation of this particular process and the role HR played in the selection of the Bomb Squad Technicians. However, as a complete response may require disclosure of information regarding one or more of the candidates not chosen, I will not respond until I have contacted each of those candidates and have received written approval from each to discuss this matter in such a public forum. I am in the process of contacting those individuals and will either respond to your email or provide a status update no later than 5:00 pm Thursday, August 7, 2014."

Mrs. Cadotte, you were a part of the selection process, as a result there should not have been any need for you to respond to Lt. Newton e-mail by saying, "I am looking into this matter." No one has to look into or further investigate an event for which they were sufficiently involved. In your response to me you stated that HR played a role in the selection process. Mrs. Cadotte with all due respect, we believe that endeavor was a failed attempt to control the situation through manipulation. That was very disrespectful. In short, we feel as though you were playing us for fools.

Mrs. Cadotte, Officer Hackett gave us a synopsis of your meeting with him. We are aware that those who were apart of the interview process possibly violated various federal, state, and local laws that regulate the questions an employer can ask during an interview process. You are aware of possible illegal activity which occurred during his interview process. We are aware that the most qualified candidate who happens to be a black officer was denied or disqualified for this promotion based on unlawful questions asked by the panel. As a result five white candidates with less or no experience were selected over him. Mrs. Cadotte according to your recommendations, the HR department was responsible for supplying the interview questions to the panel moments before the interview. Either these unlawful questions were created by you and given to the panel to ask or the interview panel decide on their own to divert from the lawful interview questions you submitted and purposely discriminate against Officer Hackett. This is not a question, it's a statement of fact.

Mrs. Cadotte I have to admit that the writing was slowly being written on the wall. We began to see a change in your behavior from our first meeting. Slowly but surely we observed how you began to defend the unjust actions committed by the City. For example, we would explain to you an unjust act that was committed against a black officer by an appointed employee or high ranking supervisor, and your immediate response was to somehow defend their actions by attempting to make us feel as though we were not seeing the racism and discrimination situation clearly or that it was not an act of hatred but a misunderstanding. Another example, during your meeting with Officer Hackett, you

apologized for no one contacting him about not being chosen for the Bomb squad position. You informed Officer Hackett that Harvey Mills was told to inform everyone. You then went on to defend Mills' inactions by stating that his reluctance to contact him was due to their shift difference at the moment. Officer Hackett responded simply by saying that an email could have worked. This was our thought as well.

Lt Newton made a great point when he said "This just underlines the typical and consistent racial unfairness in this police department."

Mr. Mayor or Deputy Mayor, there is just one question for you; what are you going to do about the unfairness, discrimination and racism that is ongoing and currently plagues the Police Department?

"The honest and the righteous citizens of the world are not going to be silent spectators if some people from a particular race ruthlessly discriminate against people of another race." Author Unknown

South Bend, IN 46601
(574) 235-7500
icadotte@southbendin.gov

From: Janet Cadotte
Sent: Thursday, August 07, 2014 2:46 PM
To: Theodore Robert
Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn; Kathy Farrand; David Newton; Mark Neal; Mayor Pete; Cristal Brisco; Ron Teachman
Subject: RE: Public Meeting with Mayor and Chief of Police

Officer Robert,

I have not received written approval to disclose information pertinent to the candidate you reference below so I will limit my response to the process.

The HR Department is working with the Police Department to develop and implement a process for promotions and lateral movement that is more in line with basic HR practices. In the case of the Bomb Squad Technician position, the posting process had already been completed so we entered the process in time to review the proposed interview process and the practical piece, which consists of donning a special suit and demonstrating the ability to maneuver in it. We also generated interview questions, and attended the final meeting scheduled by the interview team to discuss the outcome of the interviews and the practical exam.

There were 10 candidates under consideration for 3 positions. The first step was to review the position posting and to discuss the key requirements of the position. The posting stated a number of requirements, including the requirement for the successful candidates to attend a six week training course followed by a 1 week course, both which were being held in Alabama. The posting also stated the candidates must be available for call up to 24 hours a day, must be available for 16 hours of training each month and an additional 40 hours of annual training.

Standard practice in the human resources field is to ensure that each applicant meets the basic requirements of the job. Upon review of the 10 candidates, it was learned that one candidate would not be available to attend the training in the foreseeable future (before Spring 2015). As the training is scheduled solely at the discretion of the FBI, a candidate's inability to be available is an issue. It is also standard practice in the HR field to disqualify a candidate if they cannot meet the basic, and in this instance, key requirements of the position.

The remaining 9 candidates were then evaluated on a number of factors, such as their level of confidence through the whole process, their ease in donning and wearing a bomb suit, and their agility and dexterity while in the suit. From there, the interview team began ranking each candidate based on

the criteria I just described. The top 5 candidates were identified and sent through the chain of command to Division Chief Scott Ruszkowski for further review. The candidates that did not move forward in the process were to be contacted directly by the interview team lead, as directed by Chief Ruszkowski.

Should you have any further questions on the process, please do not hesitate to contact me.

Thanks

Janet

Janet K. Cadotte
Human Resources Director
City of South Bend
227 W. Jefferson Blvd.
South Bend, IN 46601
(574) 235-7500
jcadotte@southbendin.gov

Dorian Finley

Thu 8/7/2014 3:32 PM

To: Janet Cadotte;

I must ask the question. With the extensive background in explosives, would that candidate who was eliminated, have to attend that training? Could a call or letter be sent to inquire about these qualifications prior to being eliminated? I know you can respond with a very limited answer so let this just be a rhetorical question.

Sergeant Dorian Finley
Midnight Shift Supervisor
South Bend Police
701 W. Sample St.
South Bend, IN. 46601
(574)235-5858 Ext 2047

From: Theodore Robert

Sent: Thursday, August 07, 2014 3:44 PM

To: Janet Cadotte

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn; Kathy Farrand; David Newton; Mark Neal; Mayor Pete; Cristal Brisco; Ron Teachman
Subject: RE: Public Meeting with Mayor and Chief of Police

Mrs. Cadotte please inform us why Officer Hackett was asked unlawful questions by the interview panel. I believe that you know what questions were asked. And I'm sure Officer Hackett informed you what those questions were during your meeting with him.

For example, lawful military related questions are education/experience in military service which would relate to the job the applicant is seeking. Questions outside this area are unlawful.

Was the Mayor's deployment an issue? No, the city elected a leader to lead for four years on a continuous basis. His deployment status was not an issue for disqualification from the office he holds, he too is also an employee of this City.

There were other unlawful questions asked by the panel. I believe that you know what those questions were so there is no need for me to restate them. And if you do not know what they were maybe the entire selection of candidates should be rescinded and a new panel selected and the process starts over. You see that is what we call fairness and justice. But we know that won't happen because the City will never reverse an unjust act especially when it's at the expense of a minority employee.

We currently have a white officer that has been promoted to a training position even though he has been deployed in the past and his position requires periodic training updates, yet, he was not immediately disqualified or denied that promotion.

So what you are saying Mrs. Cadotte is that no police officer that is employed by the City (who can be called to active duty) can be promoted because of their military status? That is blatant discrimination. But we know that is not the case because a white officer was promoted in this situation. So Mrs. Cadotte there is no defense for your response.

You see Mrs. Cadotte what you have just written was a great example as to how you are defending the racist and discriminatory culture that exist within the Police Department.

From: Theodore Robert

Sent: Thursday, August 07, 2014 4:19 PM

To: Janet Cadotte

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Darryl Boykins; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn; Kathy Farrand; David Newton; Mark Neal; Mayor Pete; Cristal Brisco; Ron Teachman; Theodore Robert
Subject: RE: Public Meeting with Mayor and Chief of Police

Also have you reached out to the Mayor, deputy Mayor and Police Chief to meet with the minority police officers in a public forum?

Theodore Robert

Thu 8/7/2014 5:48 PM

To: Janet Cadotte;

Cc: Blair Fleming; Dorian Finley; Anthony Pearson; Anthony Ross; Nathan Cannon; Marcus Wright; Samuel Diggins; Charles Stokes; Davin Hackett; Devon Johnson; Will Johnson; Travis Teague; Millard Hill; David Herron; Tim Scott; Henry Davis Jr.; Valerie Schey; Gavin Ferlic; Oliver J. Davis; David A. Varner; Derek D. Dieter; Karen L. White; Patty Byrd; Darryl Boykins; Jarveair Bourn; Kathy Farrand; David Newton; Mark Neal; Mayor Pete; Charles Stokes; Joseph Capeles Jr; Theodore Robert;

Mrs Cadotte there are a few more questions that we would like answered regarding this matter.

Does Mayor Buttigieg also stand behind the immediately disqualification of an employee from a promotion if that employee can be deployed to fight for his/her country? 2. Does the City consider an employment sabbatical equivalent to a war deployment? 3. Is it the policy of the City to immediately disqualify any employee from a promotion if that employee can be deployed and based on the length and time of deployment? If so can you provide a copy of that written policy as it relates to Military Deployment 4. You asked Officer Hackett why he put in for the Bomb Squad position, should he also not apply for the upcoming Sergeants openings? 5. Which chief signed off on most recent Bomb squad technician promotions? 6. Is it lawful for the City to ask employees about their military deployment status during an interview?

Janet Cadotte

Thu 8/7/2014 6:37 PM

To: Dorian Finley;

Sergeant Finley,

It is my understanding that the FBI requires most, if not all, of the training in order to certify the individual. The other option would be to drop the certification, but is that in anyone's best interest? This was not an easy decision to make but I gave all of you my word about developing appropriate, consistent policies and procedures. And regardless of how you feel, I am doing just that. I am implementing standard human resources policies that start with a clearly defined position and the requirements of that position, the appropriate posting of the position, ensuring all candidates meet the requirements of the position, HR-generated interview questions, an appropriate and fair team discussion of the candidates, and then the selection. Yes – there were issues in this particular case. But we are trying to fix things here.

I also opted not to send out a group email. I am open to a personal discussion on this or any other matter.

Thank you

Janet K. Cadotte

Human Resources Director

City of South Bend
227 W. Jefferson Blvd.
South Bend, IN 46601
(574) 235-7500
icadotte@southbendin.gov

Theodore Robert
Thu 8/7/2014 9:10 P
To: Janet Cadotte; Dorian Finley;
Cc: David Newton; Davin Hackett;

Mrs. Cadotte there are more than just simple "issues" here. A black candidate was disqualified because laws were broken during his interview. Why can't you just admit that instead of attempting to cover up this obvious fact? I wish you and others would just stop acting as though we can't understand these facts. And because of these broken laws, the black candidate was unjustly disqualified and five white candidates were selected who have less or no experience compared to the black candidate who was more qualified. Its that simple. So go ahead and explain what went into the interview process. But we would rather hear an explanation why you or the panel members broke the law when interviewing the black candidate. And we would also like know who signed off on this.

Theodore Robert
Fri 8/8/2014 3:25 PM
To: Janet Cadotte; Dorian Finley;
Cc: David Newton; Davin Hackett;

Mrs. Cadotte these questions still stand. Do you have an answer for them?

1. Does Mayor Buttigieg also stand behind the immediately disqualification of an employee from a promotion if that employee can be deployed to fight for his/her country? 2. Does the City consider an employment sabbatical equivalent to a war deployment? 3. Is it the policy of the City to immediately disqualify any employee from a promotion if that employee can be deployed and based on the length and time of deployment? If so can you provide a copy of that written policy as it relates to Military Deployment 4. You asked Officer Hackett why he put in for the Bomb Squad position, should he also not apply for the upcoming Sergeants openings? 5. Which chief signed off on most recent Bomb squad technician promotions? 6. Is it lawful for the City to ask employees about their military deployment status during an interview?

Theodore Robert
Fri 8/8/2014 5:02 PM
To: Keith Schweizer; Harvey Mills;

Gentlemen

I will not beat around the bush, here is the problem. If you are not aware, there were some unlawful interview questions that were asked during the interview process regarding the Bomb Technician

openings. Some of the interview questions violated federal, state, and local laws. This is a fact. And because of these unlawful questions, Officer Hackett was unjustly disqualified although he was the most qualified candidate. That is also a fact.

The questions that were asked during the interview process were they all questions from the list that was submitted to you by Mrs. Cadotte or did you all divert from that list of the questions and ask the candidates some or all of your own set of questions?

Your response would be greatly appreciated in clearing up this matter.

Thank you.

Janet Cadotte
Sat 8/9/2014 10:43 AM
To: Theodore Robert;

Officer Robert,

When I met with you and several other officers on Saturday, June 28th to hear your concerns, the very first thing I explained were some basic ground rules that I expected everyone in the group to adhere to, which included no public discussions regarding our meetings. I was very clear when I stated what was said between all of us was to remain between us, unless all applicable parties agreed otherwise for specific investigative needs. Each of you agreed to abide by those expectations.

After a number of individual meetings with most of the officers attending that initial meeting, I heard the expressions of disappointment that there had been no response from the Deputy Mayor. Although I attempted to explain to most of you that the Deputy Mayor was allowing me the latitude I had requested regarding investigating these matters, I determined I had been in error by asking him to retain some distance while I worked on the situation. As a result, I approached Deputy Mayor Neal and explained that it was evident to me that hearing directly from him was important to each of you, at which time Deputy Mayor Neal immediately encouraged the setting up of a meeting(s) so he could speak to each of you. I brought that offer forward with the expectation of settings date(s) to meet.

However, on July 26 you sent an email to Deputy Mayor Neal and myself declining, on behalf of the minority police officers, to meet with Deputy Mayor Neal. Unfortunately, you chose to Cc the City Council and others. Not only did you use the email to slap the Deputy Mayor, but you chose to go public with that slap. That is a direct violation of the agreement we had, from the very beginning, of keeping matters between you, I and the officers with concerns. You violated my trust and your own promise to me. I also am in possession of information that points to you acting not in the best interest of the group, but of your own accord, using this opportunity to publicly humiliate Deputy Mayor Neal. As a result, I will not take any further steps to arrange meetings of any kind through you or to address "public" complaints. From this point forward, if anyone has a concern I will meet with that person on an individual basis, with a representative of their choice is preferred.

I deeply regret the need to take this stance, but I can no longer trust that you will honor your word.

Regards,

Janet Cadotte

Janet K. Cadotte
Human Resources Director
City of South Bend
227 W. Jefferson Blvd.
South Bend, IN 46601
(574) 235-7500
icadotte@southbendin.gov

Janet Cadotte
Sat 8/9/2014 10:51 AM
To: Theodore Robert;
Cc: Keith Schweizer; Harvey Mills;

Officer Robert,

If anyone has questions regarding this process, those questions are to be directed to myself, as the Director of Human Resources.

Thank you
Janet K. Cadotte
Human Resources Director
City of South Bend
227 W. Jefferson Blvd.
South Bend, IN 46601
(574) 235-7500

Janet Cadotte
Sat 8/9/2014 10:57 AM
To: Theodore Robert; Dorian Finley;
Cc: David Newton; Davin Hackett;

Officer Robert,

I would be happy to answer these questions for anyone directly affected by the decisions of the HR Department.

Regards

Janet K. Cadotte
Human Resources Director

City of South Bend
227 W. Jefferson Blvd.
South Bend, IN 46601
(574) 235-7500
jcadotte@southbendin.gov

Theodore Robert
Sat 8/9/2014 2:53 PM
To: Janet Cadotte;
Cc: Mark Neal; Mayor Pete;

WOW! He is the Mayor, he is a politician. Hard and difficult questions come with the territory. So when did you become their spokes person? They are grown man, are they not? Are you now their personal assistant? Their feelings were hurt? I embarrassed them? I repeat they, are politician. Does the Mayor or Deputy Mayor have soft skin? Do they need your approval or permission to meet with us? No they don't. They can choose to meet with us if they desire.

But again Mrs. Cadotte you can spin the facts and divert from the real issue at hand which was that you submitted unlawful questions to the panel to purposely and intentionally disqualify officer Hackett from receiving a promotion. This has nothing to do with the Mayor or his feelings being hurt or meeting with them.

My question are about the lawfulness of the interview questions that you submitted to the panel. This has nothing to do meeting with the Mayor. In actuality we don't need your permission to meet wit the Mayor.

You can answer question about your set of interview question, but you are purposely trying to avoid the fact that you played a role in this discriminatory and unlawful event. Again Mrs. Cadott we are not fools!

Theodore Robert
Sat 8/9/2014 3:17 PM

To: Janet Cadotte; Mark Neal; Mayor Pete;

Also Mrs. Cadotte, are you speaking directly for the Mayor or Deputy Mayor? Did the Mayor or Deputy Mayor personally tell you that my e-mail letter was a slap in their face, did they tell you to communicate that to me? Did the Mayor or Deputy Mayor personally tell you that I embarrassed them or attempted to embarrass them? Did the Mayor or Deputy Mayor tell you to communicate that to me? More importantly, did the Mayor or Deputy Mayor inform you to tell us that they did not want to meet with minority police officers? Or was this your own individual frustration at me for bringing to light that you played a part in a discriminatory and racial act and now you are using the names and positions of the Mayor and Deputy Mayor unjustly in a formal letter?

Theodore Robert
Sat 8/9/2014 3:21 PM
To: Janet Cadotte;

Cc: Keith Schweizer; Harvey Mills;

Mrs. Cadotte my questions are not about the process, that is secondary, my questions are about unlawful acts. You were clear on the process in your letter. Thank you.

Theodore Robert

Sat 8/9/2014 9:15 PM

To: Janet Cadotte;

Cc: Marcus Wright; Nathan Cannon; David Newton; Anthony Ross; Dorian Finley; Blair Fleming;

Mrs. Cadotte

Something just dawned on me, why are you so concerned about the feelings of the Mayor or Deputy Mayor? You went out of your way to write a letter to me about how I was wrong for what I said about the Mayor and deputy Mayor. Yet, you were not appointed by the Mayor. How can I embarrass the Mayor or deputy Mayor for events that occurred by their own doing or for unjust events they allow to happen and continue to happen by persons whom he appointed. Just food for thought.

But what's really racking my brain is that we the minority police officers spoke to you about many of the injustices that were committed against us through the Office of the Mayor, the Law Department, the Chief of Police and others. Yet you have not once spoke out in the form of a written objection to either the Mayor, the Chief of Police or any other person that committed unjust acts against us.

You accused me of violation your trust. They violated our civil rights. Just think, if you spoke out against the injustices that we have endured over the years the same way that you spoke out about how I attempted to embarrass the Mayor, there would be a radical foundational movement of change taking place.

But thank you for showing us where your loyalty lies.

Thank you.