

South Bend Board of Public Safety
227 W Jefferson Blvd
Room 1308
South Bend, IN 46601

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JUN 10 2014
CITY OF SOUTH BEND
DIV. OF ENGINEERING

Theodore Robert
2617 Fredrickson St
South Bend, IN 46628
Human Resources
City of South Bend

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Dear Members of the Board of Public Safety:

Please allow this letter to serve as my complaint of discrimination and unfair treatment against the South Bend Chief of Police Ron Teachman.

JUN 10 2014
OFFICE OF THE MAYOR
CITY OF SOUTH BEND

My complaint of discrimination includes the following:

I. I have a concern that there is a culture of unfair treatment, discrimination, both across the board and racially, as well as unfair promotional employment opportunities occurring within the police department. The brave men and women who are hired by the City to serve as police officers are promised equal opportunity for advancement.

Sectional 208.01 of the Duty Manual states The Services Chief will be responsible for the coordination and dissemination of all information relating to promotional procedures. He will ensure that testing, evaluation procedures and the actual promotions occur within the guidelines of existing promotional plans.

There are police officers scheduled for promotions by the Board of Public Safety (BOPS) on May 21, 2014. Of these police officers scheduled for promotion to lieutenant, how many sergeants were given the opportunity to apply for those three positions? Were there three separate job notices for each promotion available for sergeants looking to advance or current lieutenants looking for a lateral transfer? The answer is no. There was one notice issued on Feb 7, 2014. The notice was for a single opening, not multiple. When and where did the other two job opportunity for advancement notices occur? They did not occur.

There are only a few minorities within the police department that hold the rank of lieutenant. How many minority sergeants were promoted to lieutenant as a result of these promotions? None. More importantly how many minority sergeants were given the opportunity to apply to the other two openings? None. Therein lies the problem, the other two promotions did not consist of open competitive opportunities.

On March 2nd there was a notice for an open sergeant position, and that position was subsequently filled. There was a second notice for a sergeants opening on May 12. As you can see, there were separate promotional notices for a sergeant position. That was not the case with the lieutenant positions. On the City's Web Page it clearly says "The City of South Bend is an Equal Opportunity Employer"

So what does this say, it says that the Chief of police is practicing job discrimination, not only are other white officers not allowed to apply but that means minority officers are not allowed to apply as well. Aren't employers required to post all job notices and vacancies openly? Of those persons who were selected for a lieutenant's position, all three were white and two of the promotions were not open competitive job announcements. This says that

there is no such thing as equal opportunity for advancement in the South Bend Police Department. This method of promotion is blatantly discriminatory and unfair. It says that one should not bother to seek advancement through a job announcement because the Chief of Police has already chosen whom he wants to fill a position even before a job announcement is distributed.

II. We all know that the busiest time of day for the police department is the second shift, most of the calls for police service occurs between 2 PM and midnight. Statistics show this. Yet, Lt Wrights who is the supervisor for the second shift detectives has only three detectives under his command working the second shift. The first shift has approximately twenty detectives. After speaking with Lt Wright, I was informed that he has been requesting help for months, yet the Chief of Police can continue to fill the day shift openings in the Detective Bureau and add promotions to the day shift but Lt Wright, a black supervisor is not given adequate personnel even when it is proven that the 2nd shift is the busiest. Lt. Wright seems to have been put in a situation where he can't possibly succeed given the circumstances. The Chief of Police is not naïve or uninformed about the man power needed to adequately investigate crimes.

It seems that Lt. Wright has been purposely put in a stressful situation in which failure is almost certain. Such unfair treatment can be taken as an aspect of bullying wherein the outcome can then be used as ammunition to discredit Lt Wright. This treatment towards Lt. Wright can be taken as a prime example of covert institutional racism. As we all know, covert racism is a form of racial discrimination that is disguised and subtle, rather than public or obvious such as the case of not providing Lt Wright with the necessary manpower to effectively investigate crimes.

So I ask you, is this discrimination solely coming from the Chief of Police or is he getting his directives from our Mayor? Or is this discrimination and unfair treatment coming from both?

I believe that you will also agree that such methods of promotion which has occurred with the promotion of lieutenants goes against the equal employment policy of the City of South Bend. I request that you take immediate action and rescind the unjustifiable promotions of two of the lieutenants' positions until a more equitable method of competitive openness is allowed.

I believe the each member of the BOPS will advocate protection of fair treatment in the work place. I request that you take immediate action to ensure that Lt. Wright has the necessary manpower to effectively manage his officers as the 2nd shift detective bureau supervisor.

Respectfully submitted,

Theodore Robert
Concerned Tax Paying Citizen



CC: Mark Neal, Deputy Mayor
Janet Cadotte, Human Resource Director

