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South Bend Common Council
City of South Bend
227 W Jefferson Blvd
South Bend, IN 46601

JUN 10 2014

OFFICE OF THE MAYOR
CITY OF SOUTH BEND

June 9, 2014 JUN 10 2014

Human Resources
City of South Bend

Dear Common Council Members:

We are here today for several important reasons. As our elected officials, we want to make you all aware of the significant issues which are occurring within the police department. It's sad to say that these significant issues are unjust. In addition, we are here to inform the citizen of South Bend of these issues because they are vital to the welfare of our community.

During the course of the last year, there have been multiple incidents of gross misconduct committed by Chief of Police Ronald Teachman and Mayor Buttigieg.

We want to present to you the Common Council, the media and the citizens of South Bend copies of the formal complaints against our Mayor, Pete Buttigieg and his appointed police chief Ronal Teachman. Within these complaints, we will explain the various acts of misconduct committed by Chief Teachman and the State and Federal laws broken by Mayor Buttigieg.

These serious acts of misconduct include civil rights violations in the form of racial discrimination, employment discrimination, violations the SBPD duty manual, abuse of power, ethics violations, unfair treatment, the creation of hostile working environments employee harassment and conduct unbecoming an officer.

It appears that Mayor Buttigieg has given Chief Teachman carte blanche, unrestricted power, unconditional authority to act at his own discretion; in short Chief Teachman has been given the clearance from Mayor Buttigieg to run amuck within the police department. As a result, we accuse Mayor Buttigieg of being in gross neglect of his duties to allow Teachman to continue with this unreasonable, impersonal behavior. All department heads are overseen by the Mayor. The Mayor should be aware of the actions and conduct from his appointed personnel. If the mayor is not aware of what is going on with his appointed personnel, then he is in neglect of his duties. If he is aware of the injustices committed by his appointees and does nothing then by default he is in support of their unjust behavior. Either Mayor Buttigieg has no clue what Chief Teachman is doing or he supports these unjust acts committed by Chief Teachman.

Recently there was a meeting held by the FOP and during this meeting, there was an issue brought up regarding a new positions created within the SBPD by the Chief of police. The officers who received the promotion to these newly created position are not in question, but the method which was used to create these position are in question. These position were created by the Chief of Police, without the approval of the BOPS. As a result, these new positions were not open for competitive bid to other police officers. There is no place in the SBPD duty manual that gives the Chief of Police the authority to

create a new position. There is no place in the duty manual that speaks of executive privileges or executive orders. In fact the word discretion is mentioned approximately thirty-five times. Only six times is discretion mentioned as it relates to the Chief of Police and that is with regards to maternity leave, travel policy, downtown cameras, video tapes, administrative leave and EVOC. There is no place that give him the authority to go beyond the scope of his duties that are specifically outlined in Sec 202 of the SBPD duty manual. This is just one example of the arrogance and untouchable attitude that is demonstrated from the Chief of police.

The writing has been on the wall for a long time. Remember when our Mayor failed to discipline Chief Teachman do to the incident which occurred at the King Center although several member of the BOPS requested discipline? The Mayor responded by saying that the Chief of Police and all his appointees are his responsibility. During the King Center incident a second complaint was filed against Chief Teachman for misconduct for using his position as the Police Chief to interfere with a State Police investigation. Mayor Buttigieg and the Law department did not attempt to investigate that complaint yet they only attempted to cover it up.

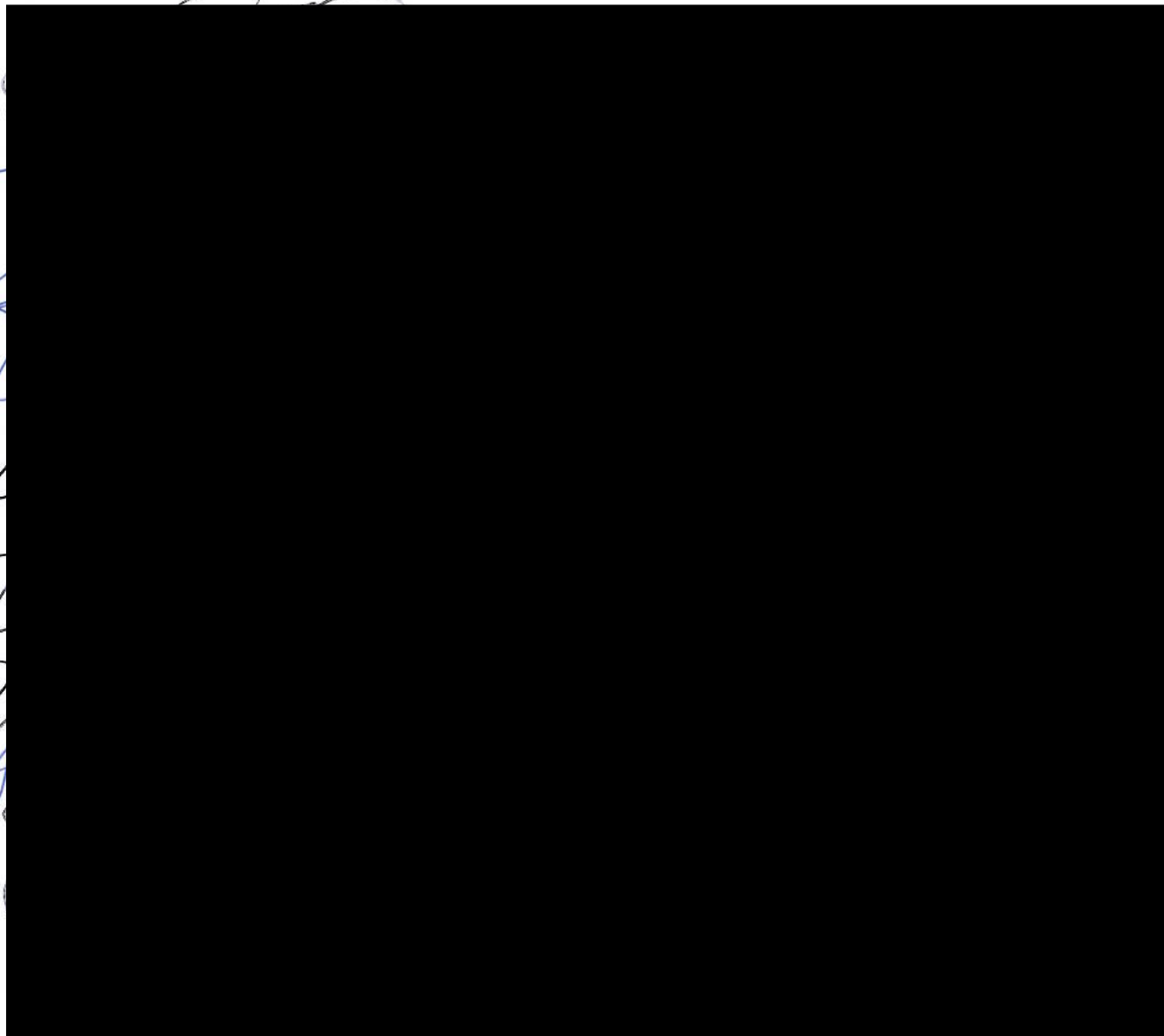
Prior to Teachman being appointed as Chief of Police, Mayor Buttigieg was aware of the fifty-five open internal affair cases left by Teachman when he left the New Bedford Police Department in 2011. The SBPD received letters from Chief Teachman's former co-workers. Included in these letter, it states "Teachman caused great dissension with his subordinates due to his condescending and arrogant attitude." It goes on to say Teachman lacks that "good leadership quality." One letter states "morale was at an all-time low when he was chief." A high ranking officer, with years on the force, said these opinions were echoed throughout the New Bedford police department. In addition to the fifty-five open internal affairs cases, there were nine active discrimination complaints against Teachman himself. It appears that Chief Teachman picked up just where he left off. This is the person Mayor Buttigieg selected as the best qualified candidate to lead the SBPD.

As concerned citizens of this community and as employees of the City of South Bend, we are requesting the South Bend Common Council initiate a complete and thorough judicial investigation into the Office of Mayor regarding unethical conduct and neglect of duty, and violation of State and Federal laws committed by Mayor Buttigieg.

In addition to the formal complaints filed against Chief Teachman today, we as citizens of South Bend and employees of the City of South Bend request that Deputy Mayor Mark Neal (effective June 10, 2014) relieve Chief Teachman of his duties as Chief of Police and place him on administrative leave until an exhaustive and thorough investigation is completed against his acts of misconduct. We request that an exhaustive and thorough investigation into these acts of misconduct not be completed by the City of South Bend's Law Department, but instead by an outside agency such as the Indiana State Police and the Indiana Human Rights Commission. Should these investigations find that Chief Teachman committed acts of wrongdoing, we request that the Mayor or Deputy Mayor terminate Chief Teachman for his acts of misconduct.

The SBPD Duty Manual states that an officer may be placed on Administrative leave for at least four reasons. We believe that reasons 2, 3 and 4.

2. Necessary for the safety and welfare of the community.
3. Preserve the good order and discipline of the Department
4. Necessary to keep the community's confidence in the Department



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