

Internal Audit Division
City of Greensboro



February 17, 2010

TO: Rashad Young, City Manager
FROM: Internal Audit Division
SUBJECT: Police Department Review

The Internal Audit Division has completed our review of The Police Department as requested by the Police Chief and the CMO. Attached you will find our review report; the departmental response and our reply to their responses. We feel that sufficient corrective actions have or will be implemented to our recommendations as we move forward. If you have any questions or need additional information, please let us know. Thanks.

A handwritten signature in black ink, appearing to read "Len Lucas", with a long, sweeping underline that extends to the right.

Len Lucas, Internal Audit Director

Cc: Bob Morgan, Deputy City Manager
Andy Scott, Assistant City Manager for Economic Development
Denise Turner, Assistant City Manager for Community Affairs and Communications
Michael Speedling, Interim Assistant City Manager for Public Safety and Human Resources
Timothy R. Bellamy, Chief of Police



City of Greensboro

Date: January 15, 2010
To: Tim Bellamy, Chief of Police
From: Internal Audit Division
Subject: Police Department Review

The Internal Audit Division has reviewed the items of concern received in an anonymous letter to the City of Greensboro regarding the Police Department and Chief Bellamy's tenure as the Chief of Police. Even though the Chief and his staff are capable of addressing these concerns, we were asked to undertake this task as a means of providing a level of independence, and we were happy to accommodate the City Manager's Office and the Police Chief.

We reviewed four (4) separate concerns and will list them in the order received along with our recommendations:

Concern #1

It was stated in the letter that Chief Bellamy promoted every single minority candidate during his tenure as Chief of Police. Chief Bellamy was promoted to his current position on March 22, 2007. Since that time, there have been seven (7) Eligible Promotion Lists during which and all seven (7) included minorities that were not promoted. These are as follows: 2007 Sergeant (8); 2007 Lieutenant (5); 2008 Sergeant (6); 2008 Lieutenant (4); 2009 Corporal (5); 2009 Lieutenant (1) and 2009 Captain (5).

Recommendation

None

Concern #2

It was stated in the letter that higher paying off-duty assignments go to mostly black officers. We reviewed the Coliseum rosters (since Coliseum off-duty pays a time and one-half overtime rate) for the time period July 1, 2009 thru November 7, 2009 for officer sign-ups and the actual scheduling of those officers. From our review, we determined that 40.49% of the hours actually worked (20 hours or more) for this specific assignment and time frame were performed by black officers who made up 37.5% of the officers requesting extra duty. Ultimately, the officers assigned are selected at the discretion of the Supervisor.

Recommendation

This may appear to be a disproportionate percentage; however, off-duty work is strictly voluntary unless there is a departmental wide activation. There are general guidelines and directives (SOP's for Coliseum Work and Off Duty-Directive 3.3) in the Police Department, which lists general criteria that must be followed. Such as: an officer cannot work while on worker's compensation or work off-duty hours if it conflicts with their normal duty schedule. The general policy is to try and accommodate all officers on a rotating basis that fits the criteria of the particular need but, the final scheduling is subject to the Division Commander's discretion.

To alleviate perceived favoritism, if any; and subjectivity and provide all officers with equal opportunity to receive additional assignments on a rotating basis, we recommend that the Police Department and Human Resources develop a very specific policy for off-duty and over-time assignments.

Concern #3

It was stated in the letter that the Supervisors took most of the off-duty jobs themselves when supervisory roles were needed. We reviewed the Coliseum rosters for the time period July 1, 2009 thru November 7, 2009 for officer sign-ups and the actual scheduling of those officers. It appears that the SOD Commanding Officer and a Lieutenant were awarded or assigned the majority of the supervisory roles they requested since nineteen (19) of the twenty-five (25) assignments (76%) during this time period were filled by them. However, there is not a specific prohibition in the general directives against this procedure, and ultimately the Commanding Officer has this discretion.

Recommendation

To alleviate perceived favoritism, if any; and subjectivity and provide all officers with equal opportunity to receive additional assignments on a rotating basis, we recommend that the Police Department and Human Resources develop a very specific policy for off-duty and over-time assignments.

Concern #4

It was stated in the letter that most of the downtown off-duty jobs were assigned to black officers. We reviewed the actual hours worked for July 1, 2009 thru September 15, 2009. From our review, we determined that 45.8% of the hours actually worked for this specific assignment and time frame were performed by black officers who made up 47.37 % of the officers requesting extra duty. We also received input from a Sergeant about the parameters of this assignment. This particular area is somewhat unique, (which various assignments can also be considered unique) in that generally speaking, officers should be bike certified, but this does not specifically disqualify them. Additionally, there are other variables such as dealing with citizens, merchants and residents, sometimes all at the same time. Ultimately, the officers assigned are selected at the discretion of the Supervisor.

Recommendation

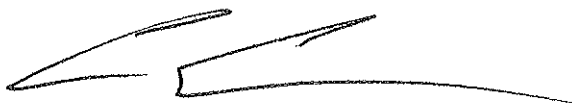
This may appear to be a disproportionate percentage; however, off-duty work is strictly voluntary unless there is a departmental wide activation. To alleviate perceived favoritism, if any; and subjectivity and provide all officers with equal opportunity to receive additional assignments on a rotating basis, we recommend that the Police Department and Human Resources develop a very specific policy for off-duty and over-time assignments.

During the course of this review, we learned that they were approximately eight (8) events during the course of the year and past years whereby specific vendors requested specific officers to be on site for their particular events. These events are: The Golden Triangle Jewelry Show (four times per year); The Gun Show (twice per year); and The Bride Show (twice per year). All of these officers requested were white males and these off-duty assignments do not appear to have been posted through the Special Operations Division for the normal sign-up process.

Additionally, we have learned during this review that the Police Department is working on a software program that will actually meet the requirements for our recommendations in items #2, #3, #4 and the above paragraph, and call officers with an "Automated System" based on the criteria programmed for the various needs. This system is called "TELESTAFF" and we recommend that the Police Department have this implemented by March 31, 2010.

We request a written signed response from the Police Department regarding our recommendations by January 29, 2010.

We wish to thank Chief Bellamy and his staff for the courtesy and cooperation during this review, and in particular Assistant Chief, Anita Holder; Assistant Chief, Ron Rogers; Captain, Brian James; Shawn Braswell, Operational Planning Officer; Renee McDaniel, Off-Duty Coordinator; Dan Cunane, Accreditation Section and Rachel Jacobs and Danny Tuttle both from the Division of Resource Management, for providing us with directives, access to information and police department files. If there are any questions or comments concerning the details of this review, we can be reached at 373-2823.



Len Lucas
Internal Audit Director

Cc: Rashad Young, City Manager
Bob Morgan, Deputy City Manager
Andy Scott, Assistant City Manager for Economic Development
Denise Turner, Assistant City Manager for Community Affairs and Communications

Greensboro Police Department
City of Greensboro



February 9, 2010

TO: Internal Audit Division
FROM: Timothy R. Bellamy, Chief of Police
SUBJECT: RESPONSE – POLICE DEPARTMENT REVIEW

An anonymous letter was received by the City of Greensboro Office of the City Manager. This letter listed four concerns regarding Chief Bellamy. The Internal Audit Division of the City of Greensboro was tasked with reviewing the listed concerns and make recommendations.

Concern #1

It was stated in the letter that Chief Bellamy promoted every single minority candidate during his tenure as Chief of Police. The Internal Audit Division found this not to be true, thus no recommendations were made reference this concern.

Concern #2

The letter stated higher paying off-duty assignments go mostly to black officers. The Audit Division, after review of assigned Coliseum off-duty work found from July 1, 2009 through November 7, 2009, 40.49% of hours actually worked at the Coliseum were performed by black officers. As noted in the audit black officers made up 37.50% of officers requesting to work off-duty at the Greensboro Coliseum.

With the implementation of Telestaff (an automated records management system); Telestaff will eliminate the human selection process for Coliseum off-duty work. The Telestaff process will be in place within the next twelve months.

Concern #3

It was stated in this anonymous letter that Supervisors took most off-duty Coliseum work when supervisory roles were needed. The results of the audit determined the Captain and Lieutenant (command staff) assigned to the Special Operations Division received the majority of supervisory assignments at the Greensboro Coliseum. This statement is correct, from a historical perspective since I have been employed with the Greensboro Police department (26years) this has been the protocol.

I concur with the audit's recommendation of creating a policy and procedure to allow more command level personal to work supervisory roles at the Coliseum. I will instruct the department's Telestaff team to analyze a process to select command level officers to work events at the Greensboro Coliseum.

Concern #4

This anonymous letter further stated most of the downtown off-duty work was assigned to black officers. The audit indicated black officers performed 45.8% of downtown off-duty work from July 1, 2009 through September 15, 2009. It was also noted in the audit's report that downtown work presented different issues and experiences for officers selected to work off-duty in downtown Greensboro.

When Telestaff is fully integrated in the police department the selection process for downtown off-duty work will be selected by an automated selection process. Downtown off-duty is classified as coordinated off-duty. The Department's Telestaff team is currently implementing coordinated off-duty into the Telestaff system, and this process should be completed within the next six months.

Please note that off-duty work is a volunteer process and employees wishing to work off-duty must sign up to work off-duty.


Timothy R. Bellamy
Chief of Police

Internal Audit Division
City of Greensboro



February 12, 2010

TO: Timothy R. Bellamy, Chief of Police
FROM: Internal Audit Division
SUBJECT: Police Review Responses

The Internal Audit Division has reviewed your responses to our recommendations regarding the Police Department and the anonymous letter received. We concur with your proposed corrective measures of implementing the Telestaff System. Thanks for your attention to this matter. If you have any additional questions, we can be reached at 373-2823.

Len Lucas, Internal Audit Director

Cc: Bob Morgan, Deputy City Manager
Michael Speedling, Interim Assistant City Manager for Public Safety and Human Resources