



**Bill Proctor**  
~~Commissioner~~ • District 1

February 26, 2019

Tallahassee City Commission  
City of Tallahassee  
300 South Adams Street  
Tallahassee, Florida 32301

**“DeLeo paints all people of color as untrustworthy, incompetent, and incapable of serving TPD and the citizens of Tallahassee. His personal idiosyncrasies are evident in the makeup of TPD.**

**DeLeo ‘s prejudicial impediments...have damaged the representativeness of the Tallahassee Police Department.” (Concerned Employees For A Diverse TPD 2-13-2019.) “**

Dear Commissioners:

I write to you after being made aware of a letter(complaint) submitted to the Tallahassee Human Relations Councils on 2-13-19. In response to this complaint I encourage your support of the following recommendations.

### **Suspend Chief DeLeo**

I request the immediate suspension of Police Chief DeLeo, pending an external and outside review by special committee with assigned outside legal counsel. This request is based on the long laundry lists of alleged intentional orchestrated discriminatory acts by Chief DeLeo aimed at undermining the upward mobility and shared governance of the Police Department with black colleagues. This complaint was submitted to the Tallahassee Human Relations Council (2-13-19). These allegations are serious, substantial and go to the core of the institutional integrity of TPD as a whole. It also ignites the issue of bias and institutional discrimination within and without of TPD.

Leon County Courthouse  
301 South Monroe Street, Fifth Floor  
Tallahassee, Florida 32301  
Email: [proctorb@leoncountyfl.gov](mailto:proctorb@leoncountyfl.gov)

(850) 606-5361  
FAX: (850) 606-5303

*People Focused. Performance Driven*

The astounding clarity of the complaint submitted by sworn law enforcement employees captured as “Concerned Employee For A Diverse TPD” are easily verifiable. The alleged wrongfulness of deeds committed by DeLeo and perpetrated against numerous black employees is a major problem. You cannot ignore the 2-13-19 complaint.

### **PBA No Confidence Vote**

DeLeo, as chief of police, has already twice received a vote of no-confidence by TPD officers. Over 80% of the Tallahassee Police surveyed reject DeLeo’s leadership. Why does the City Commission ignore the super-majority vote of TPD officers administered by the Police Benevolent Association?

### **Due Process Considerations**

1. The City of Tallahassee continues to sign agreements with PBA as a union representative for Tallahassee Police Officers. However, black officers have not filed a grievance with this union. Instead a complaint has been filed with the Human Relations Council. Apparently, neither City Managers, the Chief of Police nor the PBA are trusted for a review of these grievances filed by black employees at TPD. There is no Citizen Police Review Board. Why?
2. Black employees at TPD have asked the Human Relations entity for relief. No doubt, it would short circuit due process considerations for the City’s Attorney to review this complaint other than to structure a different Special Citizen panel. There must be outside legal counsel to investigate and substantiate these allegations. The City Attorney who negotiates the union agreement directly with the PBA and also represents the City Commission should not investigate. This is called a **CONFLICT OF INTEREST**. Do not allow the Human Relations Council to be pre-empted and circumvented by the City Attorney. Instead, empower this body with outside counsel to act on this investigation or create a special ad-hoc committee to investigate these claims.

### **Fire DeLeo if Allegations are Confirmed**

Upon verification of this information, I request that DeLeo be fired from the TPD as chief, consultant or advisor. How did our Police Department sink so low in its diversity? Is there but one black employee in the leadership team at TPD under DeLeo?

### **Diversity and Trust Matter**

Citizens deserve a diverse Tallahassee Police Department that has black senior leadership. Nearly 50% of people who live inside the City of Tallahassee are black. The DeLeo Administration is a far cry from what the city once stood for. This type of backward “Make TPD Great Again” styled leadership is unacceptable, discriminatory and unlawful.

When the city’s police force is racists both internally against its employees, and racists externally in its arrest, stops and treatment of black citizens at street level then it is time for new leadership at TPD. Period.

Only last week you personally listened to local citizens and discovered that the public does not trust the police department. Why do black employees and black citizens both reject and deem TPD as a race conscious instrument of City Government?

You heard the voices of distrust from the citizens black and white. You heard how people lack respect and trust for DeLeo’s TPD. This lack of trust runs so deep that the majority of people did not want this TPD located near their neighborhood. This is a major problem. The public, you heard from them, has no confidence in TPD under DeLeo.

If you payed close attention you had to have seen the obvious. Very few black men proportioned to their arrest levels and harassment received showed up at all. Why did black men stay away from meeting with you? Why are black men constantly believing the Police Force is against their safety, security and living? We need a police force that is fair and non racists.

### **No New Police Headquarters**

Suffice – A new Police Headquarters should not be built under the leadership of Chief DeLeo. New bricks and fresh paint cannot transform old tricks and racist taints.

There now exist too much turmoil, public and internal mistrust of DeLeo's TPD.

1. The PBA has conducted two surveys, Officers have revealed a high level of No Confidence in Chief DeLeo.
2. Black employees do not believe in DeLeo. They filed a discrimination complaint with the Human Relations Council.
3. The public declared their mistrust of TPD policing and its operations on February 18<sup>th</sup> and 19<sup>th</sup> told directly to the City Commission.

Also, the PBA actually surveyed its members of TPD with over 80% stating no confidence in DeLeo. Both black and white officers participated in the survey. Both races view DeLeo as incapable, unfair and biased.

### **No New Police Headquarters Until Race Discrimination Is Fixed First**

It is very wrong for the City Commission to charge black citizens taxes, utilities and municipal fees, but simultaneously deny black employees leadership roles within TPD.

Please do not build a new building off of our backs while we are treated wrongfully, differently and prejudicially by city government through the instrument of it Police Department. A new building occupied by old racists leadership is a no go at this moment in history.

### **Citizen Police Review Board**

The lack of an independent review process for substantive allegations like the one file by "Concerned Employees For A Diverse TPD" underscores the necessity for a stand alone citizen Police Review Board.

At an October public meeting I hosted at the Amtrak Community Room – A crowded room of citizen overwhelmingly supported a resolution that would encourage the new City Commission to provide leadership in establishing a new Police Review Board run under the direction and leadership of citizens. I ask your empathy and leadership in this regard. I can and will work with you

**Suspend DeLeo, Conduct Investigation, Fix TPD**

TPD is Broken! PBA CAN NOT FIX IT. Only you hold the authority to take corrective actions to reverse the racist, sexist and backward directions TPD has experienced under DeLeo as Police Chief. A police force that practice racism within its department against black employees will also practice racist enforcement at street levels. Black TPD employees are evidently hurting, have been wronged and have been systematically discriminated against under DeLeo.

**I ask you to suspend Chief Deleo until this whole matter has been reviewed without the chief intimidating, threatening or influencing the cooperation of police employees from top to bottom.**

Please afford our community an unbiased City of Tallahassee Police Department. We can ill afford to maintain and sustain the liability generated from the DeLeo Police Department that operates at the expensive costs of obliterating black careers as disposable human capital. The absence of a racially holistic police force leaves huge credibility holes in the city's ability to maintain appropriate balance and inclusive perspective in the area of Law enforcement at street level and internally within the Police Department.

DeLeo has led this unit terribly wrong. But you can right his wrongs by securing respected, progressive and a fair new Police Chief to run and promote the Tallahassee Police Department.

Sincerely,

Bill Proctor  
Leon County Commissioner  
District 1