

City of Memphis

Police Division, Inspectional Services Bureau
Case Summary I043-06

Exhibit G

Printed On: 5/16/2006

The investigation revealed that on Monday, March 27, 2006, Lt. Debra Hawkins, a supervisor at the Memphis Police Training Academy, discovered an answer sheet "scantron" of a police recruit (Gloria Bolton-Grice #10864) in the desk drawer of Officer Margaret Walker #2467 who is an instructor at the Memphis Police Training Academy. Officer Walker admitted that she took the scantron from Sgt. Beasley's desk which belonged to her sister; Police Recruit Gloria Bolton-Grice. Also the investigation revealed that several complaints have come up from Officer Walker regarding the manner in which Lt. Hawkins conducted herself in supervising Officer Walker and consequently made it a hostile work environment for her.

An administrative investigation was initiated on March 27, 2006 regarding the possible altering of an official academy testing document involving Officer M. Walker #2467. The investigation also involved the possible unprofessional conduct displayed by Lt. Hawkins #3681 in reference to Officer Walker.

Officer Quita Knowlton #2785

Officer Quita Knowlton #2785, an instructor at the Memphis Police Academy, stated that she was not present during the test and the grading process that was conducted on March 27, 2006. Officer Knowlton stated that she was aware that Officer Walker did have two relatives in the class which included Police Recruit Gloria Bolton-Grice #10864.

Officer Knowlton stated that she did not observe or hear Officer Walker complaining about how she was being treated by Lt. Hawkins and how it was negatively affecting her performance at the academy.

Sergeant Vincent Beasley #0772

Sgt. Vincent Beasley #2785, class Sergeant of the 93rd session, stated that he realized that a scantron from the test taken on March 27, 2006 was missing from the folder that he had on his desk. After looking for the scantron, he was called by Lt. Hawkins and summoned to Officer Walker's office at which time he observed a scantron belonging to Police Recruit Gloria Bolton-Grice #10864 in Officer Walker's desk drawer. Sgt. Beasley stated that Officer Walker at first told him that she took and made a copy of Police Recruit Gloria Bolton Grice's scantron, Officer Walker's sister, because of a bet that was made between her and her brother and making a copy was a way of proving how she did on the test. Then Sgt. Beasley stated that Officer Walker told him that she made a copy of the scantron because she felt that Lt. Hawkins might change her sister's score for unknown reasons.

Sgt. Beasley stated that Officer Walker did complain to him in general about some things that were going on that she felt was unfair but she didn't go into detail. Sgt. Beasley stated that Officer Walker did address those complaints to Lt. Greenleaf but from there he did not know whatever came from it.

City of Memphis
Police Division, Inspectional Services Bureau
Case Summary I043-06

Printed On: 5/25/2006

Oral Statement from Inspector Joseph Laurenzi #4789

Inspector J. Laurenzi #4789 stated that he had no knowledge of the problems that existed between Officer Walker and Lt. Hawkins.

Officer Latonya McSwine #4772

Officer LaTonya McSwine #4772, an instructor at the Memphis Police Academy, stated that Officer Dobbins and Officer Walker were the "proctors" regarding the test on March 27, 2006 and she along with these two officers were part of the grading process. Officer McSwine stated that she was notified by Officer Dobbins that the test was over and were in the conference room waiting to be graded. At this time the test were evenly divided and then graded by her, Officer Dobbins and Officer Walker. Officer McSwine stated by the initials placed on Police Recruit Gloria Bolton-Grice's #10864 scantron; it appeared that Officer Dobbins and Officer Walker were responsible in grading her test. Officer McSwine did not observe anyone change any answers to any scantron while she was in the conference room.

Officer McSwine stated that at no time did she hear Officer Walker complaining about how she was being treated by Lt. Hawkins or observe Lt. Hawkins being unfair towards Officer Walker.

Officer Adrienne Dobbins #1919.

Officer Adrienne Dobbins #1919, an instructor at the Memphis Police Academy, stated that she and Officer Walker were the proctors during the exam that took place on March 27, 2006 regarding the police recruit 93rd session. During the exam, Officer Dobbins did not observe Officer Walker erasing or altering anything on the scantrons once they were turned in by the police recruits. Officer Dobbins stated that there was a "key" to the test with the testing materials but that "key" stayed in its package and was never brought out until they were graded in the conference room. Officer Dobbins stated that once every scantron was turned in, Officer Walker collected them and then took them to the conference room to be graded. At this time Officer Dobbins stated that Officer Walker came to her office and told her that the test is ready to be graded at which point Officer Dobbins went to the conference along with Officer McSwine and Officer Walker and proceeded with grading the test. After the scantrons were graded, Officer Dobbins collected them, placed them in a folder and took them to Sgt. Beasley.

Officer Dobbins stated that Officer Walker did complain to her about Lt. Hawkins interrupting her classroom and said something that she believe embarrassed her but Officer Dobbins was unsure what the remark was pertaining to. Officer Dobbins stated that was the only thing she heard Officer Walker complain about to her regarding Lt. Hawkins.

Lieutenant James Greenleaf #3076

Lt. James Greenleaf #3076, supervisor at the Memphis Police Training Academy, stated that he left the Academy on March 17, 2006 and was reassigned to the Tact Unit and had no knowledge surrounding the test that took place on March 27, 2006.

City of Memphis
Police Division, Inspectional Services Bureau
Case Summary I043-06

Printed On: 5/16/2

However, it has been determined that Officer Walker admitted that she had removed a scantron (official document) that contained the test answer sheet of her sister (Police Recruit Bolton-Grice) that had already been graded from Sgt. Beasley's desk without his permission and acknowledgement. Even though Officer Walker advised that she only made a copy of it for reasons she mentioned in her statement to ISB, the fact that it was taken from a place where the responsibility of the scantron now li with another staff member, Sgt. Beasley was inappropriate. Therefore, Officer Margaret Walker of the Memphis Police Training Academy removed a department record (scantron) concerning police matter: (exam of the 93rd Police Recruit) from Sgt. Beasley's office without him being aware of it. Therefore D 602 Removal of Reports and Records against Officer Margaret Walker is: SUSTAINED.

Officer James Hawkins #2722, class Sergeant of the 11th session, stated that she was not present during the test and the scantron was taken from the desk of Sgt. Beasley on March 27, 2006. Officer James Hawkins stated that the scantron was taken from the desk of Sgt. Beasley which included Police Recruit Gloria Bolton-Grice #1086.

Officer James Hawkins stated that she had an interview with Officer Walker concerning about how she was being treated in Lt. Hawkins and how it was negatively affecting her performance at the academy.

Sergeant Vincent Beasley #0722

Sgt. Vincent Beasley #2785, class Sergeant of the 11th session, stated that he realized that a scantron from the test taken on March 27, 2006 was missing from the folder that he had on his desk. After looking for the scantron, he was called by Lt. Hawkins and transported to Officer Walker's office at which time he observed a scantron belonging to Police Recruit Gloria Bolton-Grice #1086 in Officer Walker's desk drawer. Sgt. Beasley stated that Officer Walker at first told him that she took and made a copy of Police Recruit Gloria Bolton-Grice's scantron. Officer Walker's sister, because of a bet that was made between her and her brother and making a copy was a way of proving how she did on the test. Then Sgt. Beasley stated that Officer Walker told him that she made a copy of the scantron because she felt that Lt. Hawkins might change her sister's score for unfair reasons.

Sgt. Beasley stated that Officer Walker did complain in general about some things that were going on that she felt was unfair but she didn't go into detail. Sgt. Beasley stated that Officer Walker did address those complaints to Lt. General but from there he did not know whatever came from it.