



# *City of Norfolk*

## *Office of the City Auditor*

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*Investigation of Chief of Police Hiring Process*

*Report Date: April 17, 2023*

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**Tammie Dantzler, CIA, CFE, MBA,  
City Auditor**



*City of Norfolk Office of the City Auditor  
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Honorable Mayor Alexander and Members of the Norfolk City Council:

The Office of the City Auditor received an allegation questioning the process the City Manager executed to hire Norfolk's Chief of Police. We do not have the authority to investigate personnel issues or concerns; however, we are within our jurisdiction to design investigative steps to ensure the City Manager did not violate the City code, policies, or his authority during the execution of the hiring processes. To authenticate the allegation, we reviewed applicable City codes and policies. Based on our review, we determined the Chief of Police is considered an unclassified position and serves at the will of the City Manager. As a result, the City Manager has the authority to hire employees without receiving confirmation from the City Council. Therefore, the City Manager complied with the City Code Section.2.1-1.4 and the City's Employment 3.3 Policy, Section 2, Unclassified Services.

However, we noted the City Code requires employees nominated by other City Council appointees must be confirmed by the council. Therefore, we recommend the Norfolk City Council consider amending the city code to require the City Manager to receive confirmation from the City Council for potential employees hired for positions with significant community engagement and visibility as currently mandated for other Council Appointees to mitigate potential risks.

Respectfully Submitted,

Tammie Dantzler, CIA, CFE, MBA  
City Auditor