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DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR BOARD MEETING

PAGE 1 TO 42

Taken at 1300 Beaubien Street, Room 328
Detroit, Michigan,
Commencing at 3:15 p.m.,
Thursday, March 29, 2012,
Before Wendy A. Boer, CSR 3505.

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APPEARANCES :

DONNELL R. WHITE, CHAIRMAN

JEROME WARFIELD, COMMISSIONER

JESSICA TAYLOR, COMMISSIONER

GEORGE ANTHONY, EXECUTIVE SECRETARY

CHESTER LOGAN, ASSISTANT CHIEF OF POLICE

3/29/2012

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Detroit, Michigan
Thursday, March 29, 2012
About 3:15 p.m.

CHAIRMAN WHITE: Let me say good afternoon to everyone. My name is Commissioner Donnell White. I have the pleasure of serving as Chairman for the Board of Police Commissioners. Welcome to the meeting dated for Thursday, March 29, 2012. Joining me today are my colleague Commissioner Jerome Warfield. To my right, your left is Commissioner Jessica Taylor. Representing the staff of the Board of Police Commissioners is Executive Secretary to the Board, Mr. George Anthony. Mr. Anthony, for the record, please introduce our staff.

SECRETARY ANTHONY: Thank you, Mr. Chair. For the record, George Anthony, Secretary to the Board. Our staff includes Miss Dalph Watson who is our director of police personnel, Miss Celia Banks Washington, attorney to the Board, Mr. Robert Brown who is our office manager, Sergeant Alan Quinn who is recording our proceedings, Miss Wendy Boer from Hanson Court Reporting Service and Miss Pam Copeland who is our intern is here. And that completes the introductions.

CHAIRMAN WHITE: Thank you, Mr. Secretary. I certainly would like to note the presence of

1 representing our Chief's office, Assistant Chief Chester
2 Logan. Thank you for being with us, sir.

3 ASSISTANT CHIEF LOGAN: Good to be here.

4 CHAIRMAN WHITE: At this time, we will have
5 our invocation by Chaplain Darren Penson of Allen Temple
6 AME Church. Good to see you, Chaplain.

7 CHAPLAIN PENSON: Could we all bow our heads
8 in a word of prayer? Dear gracious, kind and wonderful
9 heavenly father, we come before you first to say thank
10 you. Now we ask your blessings upon this meeting, God,
11 and ask your blessings upon each Board member, God.
12 Please them with the wisdom and the understanding as
13 they render decisions, God, for the betterment of this
14 Department. And we also ask the blessings, God, for
15 each officer, God. Shield them with the blood of the
16 lamb. In Jesus' name, Amen.

17 AUDIENCE: Amen.

18 CHAIRMAN WHITE: Thank you, Chaplain.
19 Commissioners, at this time, a motion for the approval
20 of the agenda dated Thursday, March 29th, 2012, is in
21 order.

22 COMMISSIONER TAYLOR: So moved.

23 COMMISSIONER WARFIELD: Support.

24 CHAIRMAN WHITE: It's been properly moved and
25 supported. Any discussion? Seeing none, all those in

1 favor?

2 COMMISSIONERS: Aye.

3 CHAIRMAN WHITE: Opposed? Thank you.

4 Commissioners, at this time, motion for the approval of
5 the minutes dated Thursday, March 22, 2012, is in order.

6 COMMISSION WARFIELD: So moved.

7 COMMISSIONER TAYLOR: Support.

8 CHAIRMAN WHITE: Properly moved and supported.

9 Any discussion? Seeing none, all those in favor?

10 COMMISSIONERS: Aye.

11 CHAIRMAN WHITE: Opposed? Thank you very
12 much. At this time, there is no chairperson's report.

13 I'll ask for the report of the secretary.

14 SECRETARY ANTHONY: Thank you, Mr. Chair. For
15 the record, George Anthony. Reporting on the citizen
16 complaints received in February, 2012. The 2012 monthly
17 count of complaints for February, 91, compared to the
18 same period last year there were 82, which represents an
19 11 percent increase. The year-to-date figures are 200
20 through February of 2012, 198 through February of 2011,
21 which represents a 1 percent increase.

22 At the end of February of 2012, the Office of
23 the Chief Investigator had open investigations, 577;
24 cases filed 200; cases closed, 313. Of the 91 cases
25 filed in February, 29 percent involve unknown officers.

1 The alleged known units involved and the complaints
2 filed in February, 2012, were Eastern and Northeastern
3 District both at 10 percent, 8th Precinct at 9 percent.
4 Of the 91 cases that were filed in February, 2012, there
5 were 126 allegations where the leading areas of concern
6 were demeanor 33 percent; procedure, 31 percent; force,
7 13 percent; and service 12 percent. That completes the
8 report.

9 CHAIRMAN WHITE: Thank you, Mr. Secretary.
10 Any questions from the commissioners? Mr. Secretary, I
11 do have one question. As relates to the percentages for
12 cases filed in February, 2012, do we have comparisons
13 month versus month or year versus previous year?

14 SECRETARY ANTHONY: We do. And I can get that
15 information for you.

16 CHAIRMAN WHITE: Would you please? Thank you.
17 Anything further, Mr. Secretary?

18 SECRETARY ANTHONY: That concludes my report,
19 sir.

20 CHAIRMAN WHITE: Thank you, sir. At this time
21 we'll move for our report from the Office of the Chief.
22 AC?

23 ASSISTANT CHIEF LOGAN: Sir, through the
24 Chair, Assistant Chief Logan. It's my understanding
25 that the director of personnel, Director Dalph Watson,

1 will come forward with the presentation.

2 CHAIRMAN WHITE: Welcome, Madame Director.

3 MS. WATSON: Welcome. Good evening, Board.

4 Director Dalph Watson for the record. Today the human
5 resources bureau is going to present to you. And I have
6 with me today Lieutenant Lolitha Porter Coleman who is
7 going to talk to you about the EEO program. And then I
8 have Lieutenant Mary Thomas who is the OIC for the
9 medical section as well as Sergeant Miles who handles
10 EAP. In addition, I have Lieutenant Rodney Sizemore who
11 is on furlough. But Lieutenant Porter is going to talk
12 to you about the unit he's responsible for, which is
13 recruiting. Sergeant Mark Henning is going to talk to
14 you regarding personnel. And then I have Sergeant
15 Martin Treadwell who is going to speak to you about
16 graphic arts and central photo.

17 LIEUTENANT COLEMAN: For the record,
18 Lieutenant Lolitha Porter Coleman. And our first unit I
19 will be addressing is police recruiting. Now, the
20 officer in charge is Lieutenant Rodney Sizemore who is
21 currently on furlough. So, I'm filling in for him. Our
22 slide says January, 2012, recruiting relocated. Along
23 with the whole human resources bureau, we went from
24 17825 Sherwood over to 2121 West Fort Street. In 2011,
25 recruiting received its second United States Department

1 of Justice's Office of Community Orientated Policing
2 Services, the COPS grant. And in addition to receiving
3 that grant which was to provide one hundred percent
4 funding for approved entry level salaries and benefits
5 for 25 Detroit police officers for three years, what we
6 did was we had the grant amended or changed due to the
7 financial crisis. And we were facing some possible
8 layoffs. So, what they did is they modified the grant.
9 And this allowed us to retain the officers currently
10 slated for layoffs. And those were mostly the ones that
11 were in the academy.

12 And we are one year into this grant right now.
13 And that academy class by the way is due to graduate
14 April 13th. So, we were able to retain them. Now, in
15 2011, we have career fairs. We attended and advertised
16 at approximately 11 career fairs. We held ten
17 application orientations, which is inviting people from
18 career fairs and those that have walked in to orientate
19 them on how to apply for the police department and how
20 to be successful in their application, in which we
21 invited 901 applicants back in 2011 when we were taking
22 interest cards and applications.

23 Our interest cards for 2011, the stats here,
24 we received approximately 1,423. That's 1,423 people
25 that actually walked in and said they were interested in

1 being police officers over at our old Sherwood location.
2 Right at the beginning, we were able to deactivate 314.
3 And that's simply by running a LEIN check right then
4 when you walk in. You know, if you have tickets, moving
5 violations mostly, an over abundant amount of parking
6 tickets or other things that might just automatically
7 deactivate you. We took in 40 restorations. That's
8 people that have been here, left for whatever reason,
9 came back. So, we restored 40 people. We reinstated
10 two. We had reappointments of 9. Fire arson are
11 candidates that come from the fire department that need
12 to be certified as police officers also in order to do
13 their fire arson investigations. And we had four of
14 those people last year. Hired to date -- and this is as
15 of 2011, a total of 63 people from January, February
16 through actually December of 2011. Now, we have police
17 personnel, and that will be Sergeant Mark Henning.

18 CHAIRMAN WHITE: I'm sorry, Lieutenant. If we
19 might be able to ask questions before we go on that
20 might help the Commissioners before we transition. So
21 are there any questions for the lieutenant?
22 Commissioner Warfield?

23 COMMISSIONER WARFIELD: Lieutenant Coleman,
24 for the public's sake, could you talk about some of
25 those items that restrict young men and women from

1 signing up as -- well, not restrict but might deactivate
2 their application for being considered to be a police
3 officer?

4 LIEUTENANT COLEMAN: Okay. Some of the things
5 that I personally know that deactivate people, if you
6 have a bad credit rating right at the beginning, that
7 will do it. Now, I know that sounds like an oxymoron
8 you know because I can't pay my bills because I don't
9 have a job.

10 MS. WATSON: Lieutenant Coleman is filling in
11 for Lieutenant Sizemore. Let me just field that
12 question if you don't mind. We do look at the credit
13 rating. But that's not the determining factor because
14 we know in today's market people have credit issues. So
15 what we try to do is encourage people to make
16 arrangements prior to starting because we look at things
17 like that automatically deactivate them would be
18 anything felony related, any type of things that are
19 assault and battery related, even if it's a misdemeanor
20 type issue. If they have an abundant amount of tickets
21 or too many points on their record, then they can always
22 come back when those items clear up. But those are the
23 major things. So, the credit alone will not deactivate
24 their account.

25 COMMISSIONER WARFIELD: Thank you. Appreciate

1 that.

2 CHAIRMAN WHITE: I'm sorry, Lieutenant. I
3 think there's one more question.

4 COMMISSIONER WARFIELD: The 63 hires for this
5 year, are they in the academy now or are some on the
6 street now?

7 LIEUTENANT COLEMAN: That was for last year,
8 2011.

9 COMMISSIONER WARFIELD: I'm sorry.

10 LIEUTENANT COLEMAN: Right. And the major
11 portion of them are going to graduate. They're in the
12 academy. But that graduation is April 13th.

13 COMMISSIONER WARFIELD: Great. That's all I
14 have.

15 CHAIRMAN WHITE: Commissioner Taylor?

16 COMMISSIONER TAYLOR: No, I have nothing.

17 CHAIRMAN WHITE: Thank you, Lieutenant.

18 SERGEANT HENNING: My name is Sergeant Mark
19 Henning, H-e-n-n-i-n-g. And I'm the officer in charge
20 of the police personnel unit, police personnel. Some of
21 the things briefly that police personnel
22 responsibilities are maintaining personnel records, both
23 physical paper records and computer records, maintaining
24 the departmental transfer list, processing awards,
25 medals, citations, facilitating separation of members,

1 facilitating their health insurance or life insurance
2 changes, tuition reimbursements. We help with FMLA
3 requests. We provide manpower statistics for the
4 Department. We administer the issuance of badges and
5 identification cards, that type of thing and what other
6 duties the director of personnel assigns to us. You can
7 see by the chart on the wall, this covers separation,
8 retirement eligibility and separations for the years
9 2011 and '12. It also shows 2002, something to compare
10 it to.

11 Right now at this moment, our manpower, our
12 manpower levels, total manpower levels is 2,679 sworn
13 members. Of that number, right now, approximately 534
14 are eligible for retirement, which could be problematic.
15 So far, this chart demonstrates the separations from
16 2010 and 2011 broken down by month. Thus far in 2012,
17 in January, we have lost 28 officers; February, 23
18 officers; and March we will lose a total of six officers
19 so far. I mean, so far they have turned in their
20 paperwork to retire or to separate, six officers. I
21 guess that's it. If you have any questions for me, let
22 me know.

23 CHAIRMAN WHITE: Thank you, Sergeant Henning.
24 Commissioner Warfield?

25 COMMISSIONER WARFIELD: Thank you, Chair.

1 Sergeant Henning, I've had questions from officers that
2 have retired as relates to their retired badges and
3 retired ID cards, and especially those who may be on
4 reserve duty. What is the process for them to receive
5 those items?

6 SERGEANT HENNING: Retired officers, we as a
7 matter of course issue them a retired badge and a
8 retired ID card. There has been problems within the
9 past several months, we ran out of materials to make the
10 ID cards. And we ran out of badges to issue them. Not
11 all ranks. We ran out of badges for the rank of police
12 officer and investigator. We put in a request to
13 purchase. We just got permission within the past week
14 or so to purchase badges. And we just got permission to
15 purchase the materials we need to make the ID cards.

16 I have acquired the materials for the ID
17 cards, and we are making them now, the new style ID
18 cards. The badges, I'm negotiating for the order of
19 them. I have talked to the vendor. Best case scenario,
20 it's still going to be six to eight weeks before we get
21 the delivery, physical delivery of the badges.

22 COMMISSIONER WARFIELD: Do they call your shop
23 to follow up on the time line as far as when?

24 SERGEANT HENNING: Yes. If -- you know if you
25 know of a member that has not been issued them and is

1 supposed to be issued these things, tell them to call me
2 periodically. I will let them know what -- police
3 personnel will let them know how we stand. We've
4 ordered them. But the badges are going to take at least
5 eight weeks to get here. The ID cards, we are doing
6 them right now. We're trying to work out the backlog.
7 We had a backlog of them because we were out of the
8 materials to make the ID cards for several months. For
9 several months we could not get permission to purchase
10 them.

11 COMMISSIONER WARFIELD: Sure. I understand.
12 Almost on the same note, as Commissioners, we visit a
13 number of community groups. And some of the meetings we
14 go to, it's helpful to have a badge holder. I know I
15 went across the street to the uniform supply store to
16 see if they could order those since they have to come
17 through the department you know. They slip inside your
18 suit coat pocket. And the badge is on the outside of
19 it. Is it your department that order those or how does
20 that -- because when I went to the uniform store, they
21 said it had to come through you or through the
22 Department.

23 SERGEANT HENNING: I don't know -- we have
24 never dealt with those items. We do not deal with
25 uniform parts, only the badges, physical badges

1 themselves. We don't deal with any badge holders. We
2 never have.

3 COMMISSIONER WARFIELD: I guess they're the
4 actual police badge. It's our Commission badge. But
5 it's on a lapel pocket holder so to speak.

6 SERGEANT HENNING: Right. Again, that would
7 be something that the uniform store would have to deal
8 with. We do not deal in uniform parts at all. We can
9 get the badges. In fact, we do get the badges for
10 commissioners. But name tags, badge holders, we do not
11 deal with those.

12 COMMISSIONER WARFIELD: I have that one. Not
13 like that. It actually slips -- it's a hard one. Okay.
14 Thank you. Thank you, Sergeant Henning.

15 CHAIRMAN WHITE: Commissioner Taylor?

16 COMMISSIONER TAYLOR: Can you repeat the
17 number of officers that's eligible for retirement again,
18 please?

19 SERGEANT HENNING: Okay. As of the end of
20 March, 2012, there should be a total of 534 officers. I
21 have the breakdown by rank if you need it.

22 COMMISSIONER TAYLOR: Can we get that
23 breakdown, please?

24 SERGEANT HENNING: Should be four deputy
25 chiefs, nine commanders, nine inspectors, 42

1 lieutenants, 148 sergeants, 36 investigators and 286
2 police officers. Now, those are eligible for separation
3 retirement right now or at the end of this month. In
4 the next year, there is not too many that are eligible
5 -- too many more that are eligible. In April, there
6 will be an additional 25 members eligible. In May,
7 there will be an additional ten. And then it springs to
8 August. August, there will be an additional only seven
9 members more will be eligible. And then it goes until
10 February, '13, there will be another 20 members eligible
11 to retire.

12 COMMISSIONER TAYLOR: Thank you.

13 CHAIRMAN WHITE: Sergeant, I did have a
14 question for you. As relates to those that are
15 available for attrition, are we able to hire individuals
16 to fill those spots? How does that weigh into --

17 SERGEANT HENNING: I don't understand
18 available for attrition.

19 CHAIRMAN WHITE: For individuals who are able
20 to retire, I'm assuming some spots will become available
21 over a period of time?

22 SERGEANT HENNING: You're talking about
23 perhaps there are budgeted positions that have not been
24 filled?

25 CHAIRMAN WHITE: Right.

1 SERGEANT HENNING: Those decisions are made by
2 I would assume by the Mayor's office, not by us.

3 CHAIRMAN WHITE: Let me rephrase the question.
4 Currently there are 534 eligible to retire as of the end
5 of March?

6 SERGEANT HENNING: Yes.

7 CHAIRMAN WHITE: Let's say 20 of those
8 individuals retire. Are we able to fill those spots
9 with new hires?

10 SERGEANT HENNING: Again, we have to wait for
11 permission to hire those people. That permission comes
12 from the City-County building.

13 MS. WATSON: In order to fill the open
14 positions, we have to go through a requisition process.
15 So I would get the request. Then the request would go
16 through DC Toliver in our budget department. And then
17 she has to approve it, meaning that the positions are
18 available in the budget for us to actually fill. And
19 then it goes through over to the city side and their
20 budget and, you know, the Mayor and all those people
21 have to sign off on it before those positions are
22 approved.

23 CHAIRMAN WHITE: Thank you, Director. I guess
24 what I'm asking is with the current fiscal state and us
25 not hiring at this point, do we have the potential to go

1 from 2,683 members down to around 2,100 if the Mayor's
2 office does not allow the filling of these positions?

3 MS. WATSON: Well, a while ago there was a
4 notice that was sent out saying that there was a hiring
5 freeze for all civil service positions. So we have not
6 been authorized to hire for civil service. So if we are
7 not authorized to hire and if people leave and there's
8 no back fill through attrition, then yes, the numbers
9 will continue to decrease.

10 CHAIRMAN WHITE: Okay. Sergeant, last
11 question. We recently had to do the pick up your pay
12 check with your Social Security information. Were you a
13 part of that process?

14 SERGEANT HENNING: Yes, I was there.

15 CHAIRMAN WHITE: How was the department
16 numbers? Was there any results or findings as a result
17 of this effort?

18 SERGEANT HENNING: In terms of statistics on
19 pay checks themselves, I was not privy to any of that
20 information. What I did -- my duties were during this
21 time, was we checked to see -- to make sure we had
22 correct mailing personnel information on these members.
23 If they did not, we had them fill out the appropriate
24 forms for our shop and for payroll to update their
25 personnel information.

1 In terms of who didn't pick up their pay
2 check, was there any phantom employees I guess, I don't
3 know. I'd be very interested in knowing that. But I
4 haven't received any information.

5 MS. WATSON: Dalph Watson for the record.
6 That process is still not completely done. Initially we
7 had a little less than a hundred people who did not pick
8 up their checks. Then they sent them another notice
9 saying you have one more opportunity to pick up those
10 checks. Most recently they sent out a general city
11 notification telling people that if you did not pick up
12 your check, you won't get your check. You have to go
13 through this process to get it. So, once that process
14 is complete, then we will be able to know the final
15 numbers. And then we can report back to you on those
16 final numbers. But we don't have those final numbers
17 yet.

18 CHAIRMAN WHITE: Are they just holding that
19 one check or have they been holding subsequent checks as
20 well?

21 MS. WATSON: They just held the one that we
22 just got a week or so ago, maybe two weeks ago, two or
23 three weeks ago.

24 CHAIRMAN WHITE: That's when you got all that
25 money? Thank you, Sergeant. Thank you.

1 LIEUTENANT COLEMAN: Lieutenant Porter Coleman
2 again, and now it's for the Equal Employment Opportunity
3 Office. Our office investigates complaints department
4 wide, sworn and civilian, of harassment and/or
5 discrimination. The office acts as a liaison between
6 the Department and other outside enforcement agencies
7 such as the United States Equal Employment Opportunity
8 Commission, the EEOC, and the Michigan Department of
9 Civil Rights, MDCR. We also assist department wide,
10 sworn and civilian, supervisors and employees in
11 resolving work place problems and issues.

12 The Detroit Police Department is committed to
13 insure that no member is denied fair and impartial
14 treatment on the basis of their race, color, sex, age,
15 creed, religion, sexual orientation or national origin.
16 And this is just a brief chart of the complaints we have
17 received in the last three years. In 2010, our
18 complaint numbers were down. But as you can see, where
19 we can really see a decrease is in the type of
20 complaints we are receiving. And that is under sexual
21 harassment, they were down in 2010. They went up a
22 little bit in 2011. And 2012 they are practically --
23 well, we only have one complaint for sexual harassment
24 thus far.

25 Most of our complaints deal with the hostile

1 work environment. And those are not just -- those
2 basically are not supervisors on to employees. They are
3 peers on to peers you know. And most of them are people
4 not getting along. A lot of them don't have anything to
5 do with the civil rights laws you know. People are just
6 confused. And I think it's because of the stress of the
7 times or whatever. And they come to work, and it's
8 sometimes hard to get along with their co-workers. Our
9 next unit is -- any questions?

10 CHAIRMAN WHITE: Commissioner Warfield?

11 COMMISSIONER WARFIELD: Thank you, Lieutenant.
12 A couple questions. Diversity or sensitivity programs,
13 does the Department have those? And if so, when are
14 they implemented?

15 LIEUTENANT COLEMAN: We have diversity that is
16 actually taught in our in-service training, which is our
17 40-hour block that all members have to take annually
18 every year. So, you asked diversity and --

19 COMMISSIONER WARFIELD: Sensitivity training.

20 LIEUTENANT COLEMAN: Sensitivity is part of
21 that training. But we also have sexual harassment
22 training which is on line. Now, we had a smaller
23 version of the on line sexual harassment. It had
24 sensitivity and discrimination training awareness in it
25 on line. We had that program last year. All the

1 members were required to log on and take it. And we
2 have those records that we have just about 100 percent
3 compliance with that. We are, however, getting a new
4 program through training, which is another on line
5 program which combines the sexual harassment,
6 discrimination and sensitivity all on the on line
7 program. We just don't have that program on line yet.
8 It is done. We have to develop a rollout for the new
9 program.

10 COMMISSIONER WARFIELD: How do officers make
11 complaints regarding sexual or racial harassment?

12 LIEUTENANT COLEMAN: They come directly to our
13 office or sometimes they make it through their
14 supervisor. But they don't have to. Most of the time,
15 the officers know because that was put out in the
16 training, how to make a complaint. So, they can -- my
17 number is out there. And the location as it changes is
18 out there. And they just call me or come in.

19 COMMISSIONER WARFIELD: Is that an internal
20 affairs investigation or does the personnel office
21 investigate that?

22 LIEUTENANT COLEMAN: That's the human
23 resources bureau.

24 COMMISSIONER WARFIELD: Human resources
25 investigates that?

1 LIEUTENANT COLEMAN: Yes.

2 COMMISSIONER WARFIELD: You alluded to the
3 fact that there is sometimes on the job, as in any
4 business, there's some employees that don't get along.
5 And those are not necessarily civil rights infractions.
6 What line is drawn to determine if it's just mere
7 personality clashes versus something a little bit more
8 serious like sexual or harassment issues?

9 LIEUTENANT COLEMAN: What line is drawn?

10 COMMISSIONER WARFIELD: Yes. How do you know
11 the difference between the two?

12 LIEUTENANT COLEMAN: Because I know the law,
13 the civil rights law, and I know if it meets that
14 criteria. Now maybe you're asking is when they come in,
15 do I draw the line right then? I will do a triage as
16 you would call it right then. But most of the time, I
17 do have to talk to other people, you know, which are
18 witnesses or whatever to gather enough information to
19 make that determination. You know, the person may think
20 it's one thing. But after I've gathered some
21 information from, you know, one, two or three people,
22 then I can make that determination and tell that person,
23 you know, what they have and what they need to do.

24 COMMISSIONER WARFIELD: So, if -- last
25 question. So if an officer feels like they are being

1 targeted or picked on, maybe not in a racial or sexual
2 way but let's say things are happening to them around
3 their desk, around their work area, they can come to
4 your office and make that complaint?

5 LIEUTENANT COLEMAN: Yes.

6 COMMISSIONER WARFIELD: All right, great.

7 Thank you.

8 CHAIRMAN WHITE: Commissioner Taylor?

9 COMMISSIONER TAYLOR: I don't have any
10 questions.

11 CHAIRMAN WHITE: Lieutenant, one question.

12 For the complaints that are filed against these
13 individuals, does that information enter into the MAS
14 system?

15 LIEUTENANT COLEMAN: No, I do not put that in
16 the MAS. It's supposed to be confidential you know per
17 the federal law. So it doesn't go in there.

18 CHAIRMAN WHITE: I'm sorry, not the individual
19 who is doing the filing. If there is an allegation of
20 let's use sexual harassment against an officer, does
21 that officer have a notch under MAS that this is
22 something that's being tracked?

23 MS. WATSON: Dalph Watson again for the
24 record. Usually what happens is once we complete our
25 investigation, if we determine that there is a potential

1 or the person violated some policies or some rules or
2 guidelines or whatever, then we would send it up to the
3 Chief's office for his final approval. Then it goes to
4 disciplinary. So, if it becomes an issue where the
5 person is disciplined as a result of that incident, then
6 that incident would be in MAS. But the actual complaint
7 itself would not be in MAS. So it has to be sustained
8 in other words.

9 CHAIRMAN WHITE: The reason I'm asking, Madame
10 Director, is if there's a pattern of individuals who are
11 getting complaints but maybe they weren't sustained, I
12 thought that was the nature of what MAS was, was to find
13 these triggers if you will that maybe an individual
14 needed some level of training that would prevent --

15 INSPECTOR RIVERS: Inspector Robin Rivers,
16 legal affairs. How are you this afternoon? As Director
17 Watson had indicated, if it is sustained, it will be
18 submitted to disciplinary administration. And yes, we
19 do track patterns and trends. And that information is
20 forwarded to our risk management unit. And then it's
21 addressed at that point, and it is put in MAS.

22 MS. WATSON: I think if I can, I think what
23 you're saying, Commissioner, is that like the citizens
24 complaints that we receive, even if they are not
25 sustained they go on MAS automatically. We don't do

1 that for EEO. But it's probably something we need to
2 look at because at this time, we don't track it like
3 they would a citizen's complaint because with those, you
4 track them whether they are sustained or they are not.
5 We don't do it that way. So maybe that's something we
6 need to look at putting them out there. The only thing
7 that's a little tricky is that because some of the
8 incidents are so sensitive in nature and some of the
9 allegations are kind of inflammatory, that if you put it
10 out there, you have to be mindful of people who have
11 access to MAS and what information they may be able to
12 gather.

13 CHAIRMAN WHITE: Thank you for the clarity.
14 And just maybe as a recommendation, I don't know if
15 something does prohibit us from doing so. I do
16 understand the sensitivity, Madame Director. But in my
17 belief, I think there is a benefit that we could have by
18 maybe not inputting the level of detail of every case
19 but to know that a certain pattern has existed for
20 certain officers I think would be of benefit to the
21 Department.

22 INSPECTOR RIVERS: I did want to stress that
23 if it does reach the level of disciplinary, be it
24 sustained or not sustained, we are tracking the patterns
25 and trends. And we are forwarding the information to

1 risk assessment.

2 CHAIRMAN WHITE: Okay. And, Inspector, when
3 you say tracking, is that separate from MAS? Is that
4 another mechanism for tracking?

5 INSPECTOR RIVERS: No. We forward the
6 information to risk assessment, and it is entered into
7 MAS. Additionally, all cases within a disciplinary
8 administration unit, there is a dump into our system.
9 So it's tracked. It is tracked.

10 CHAIRMAN WHITE: Thank you, Madame Director,
11 Inspector, Lieutenant. Thank you.

12 LIEUTENANT THOMAS: Good evening. For the
13 record, Lieutenant Mary A. Thomas, the officer in charge
14 of police medical. Right now, the police medical
15 department is the liaison between officers being
16 injured, whether it's duty or non duty, upon them being
17 injured and their report submitted, the doctors -- no
18 staff member from the police department makes that
19 determination. A doctor, whether it's the duty, the
20 officer's doctor, non duty or sick, when they come back
21 to us, their doctor makes a determination as it relates
22 to their illness or their injury. And their doctor do
23 care for them. The police department no longer pays for
24 any review other than the doctor making a determination
25 for the injury report. The Department no longer pays

1 for any treatment other than the ones that are injured
2 through Department related injuries.

3 As of May 4, last year, we moved back into
4 headquarters. We are on the fifth floor in room 519.
5 And our medical stats -- I'm going to give you the
6 Employee Assistance Program. But I'm going to give you
7 medical stats before we do the Employee Assistance. For
8 the year of 2011, we processed 2,905 members. And we
9 processed that with one less sergeant and one less
10 officer than we had in 2010. And we were also able to
11 process 900 more members than previously processed. On
12 average, there were about 31.5 disabled members, 28.75
13 sick members. And we had 138 restricted duty members,
14 138.2. Realize that the data was published in 2011.
15 But the information is accrued over a period of time.
16 That includes everybody that's carried with that
17 designator.

18 We had 1,583 medical appointments, 1,132
19 walk-ins with no appointments. And we also did the drug
20 screening. We did 2,800 -- I'm sorry -- 2,082 drug
21 screenings for police medical. Could you go back one,
22 Director, Ma'am? Just so you know, Sergeant Steven
23 Miles is in charge of EAP. However, he is not here
24 today. His son's brother was killed last night. And
25 Steve had to leave and take care of that. But he

1 maintains the Employee Assistance Program. It's called
2 EAP. If Steve is not in work as today, if he is not in
3 work, then I handle that. That's a confidential
4 location. The other officers that work that unit are
5 police officers. And they do not talk to the members.
6 We do. It's a supervisor that handles that.

7 Currently, the EAP office is being set up at
8 Herman Kiefer, which is over -- located over at 1151
9 Taylor. The members seen at EAP last year was 99. The
10 Employee Assistance referrals was 21. The referral may
11 very well come from a supervisor at the location. It
12 could come from a member. It could come from anybody
13 that notifies the commanding officer that there is a
14 reason that they need to come to us.

15 The psychological services referral, we did 78
16 of those. And that also includes fitness for duty. The
17 psychological services appointments was 206. And the
18 critical incident debriefing was five. Two of those
19 debriefing last year was included from the shooting that
20 occurred at the 6th Precinct when the gentleman came in
21 and fired shots at the officers and struck three of
22 them.

23 The Employee Assistance Program includes
24 Alcoholic's Anonymous, marital and relationship
25 conflicts, even though when you see that list, you may

1 think that that has nothing to do with the police
2 department. But on duty or off duty, if it impacts
3 their work, then they can come to us. The medical
4 marijuana awareness, I've had to tell some officers
5 recently, no, your doctor cannot tell the police
6 department that you have to work and smoke marijuana.
7 We can't tell the doctor that he can't prescribe it.
8 But the police department can tell you that you can't
9 smoke it and work. If it's stress or other emotional
10 difficulties, anger management. Anger management is
11 only dealt with if we receive it in writing. Somebody
12 just can't verbally say you need to come to anger
13 management. They can't put that in your record. They
14 have to document it. If it's a grief and loss issues,
15 domestic violence. You wouldn't think so because the
16 police department is armed. But we still have domestic
17 violence with male and females.

18 We have Gamblers' Anonymous. We offer legal
19 and financial assistance, family and children problems,
20 elder care referrals and child care resources. When we
21 say that, it doesn't come through our office, but it is
22 referred out. That completes it for me. Are there any
23 questions?

24 CHAIRMAN WHITE: Thank you, Lieutenant Thomas.
25 Commissioner Warfield? Commissioner Taylor? I'm sorry,

1 Lieutenant. The asterisk next to marijuana awareness,
2 I'm just wondering what that denoted.

3 LIEUTENANT THOMAS: It denoted for me to tell
4 you that the doctor can prescribe it, but you can't work
5 and smoke it.

6 SERGEANT TREADWELL: Good afternoon, Sergeant
7 Martin Treadwell, officer in charge of graphic arts,
8 central photos, graphic arts. We are going to deal with
9 central photos first. Many times central photos and
10 graphic arts are thought of as one unit, but it is
11 actually two. Central photos provides photographic
12 services for the entire department, covering community
13 policing events, major city events, community policing
14 like Toys for Tots, Goodfellow parade, Thanksgiving day
15 parade, major city events, Angel's Night, fireworks.
16 Right before you, we have a board displaying some of the
17 photos that we have taken throughout the City,
18 representing community policing with the police officers
19 involved from different units.

20 We aid in criminal investigation process by
21 documenting crime scenes for the police department.
22 There's a crime scene envelope there. This is a crime
23 scene envelope that I have in my hand. In it there is a
24 CD, and there are photographs that have been produced
25 from the CD that will go to court and aid in the

1 investigation of a court case. We further take projects
2 given to us by executive officers of the Department and
3 specialized units. We are currently working on a video
4 on the operation -- instruction video of a Nikon D 40
5 camera to instructionally show officers how to use that
6 camera.

7 Our statistics, our crime scene photos printed
8 from the CD's, we printed last year about 12,162 crime
9 scene photo reprints. Those come from negatives. And
10 as you know, generally we are not using negatives. But
11 every now and then crime scene photos have to be
12 produced from old cases from negatives. CD's are also
13 within the crime scene envelope. Those have helped in
14 reducing the number of prints because now they are able
15 to utilize the CD in court and show the crime scene
16 photos by projector.

17 We produce the ID's for civilians, for police
18 officers, for retirees in combination with personnel and
19 Sergeant Mark Henning. You also see that we produce
20 portraits. We have portraits right over here. We have
21 the Honorable Board. We have the Mayor, the Chief, the
22 Assistant Chief and the Director. We also produce
23 things like over here, when there is a need to show what
24 kind of uniforms or what a uniform dress is, the proper
25 wearing of insignia, police ID's with their placards.

1 And that's what we do in central photos.

2 Secondly, we have graphic arts. Graphic arts,
3 we have one of the best graphic art units in the nation.
4 Our graphic artists are able to produce composites to
5 color. We're the only department who is able right now
6 to produce color composite sketches of criminals. Our
7 graphic artists went up to the FBI Academy, and they
8 were impressed with the work that they do. Here is some
9 of the displayed work that graphic arts do. We produce
10 pamphlets, programs, tickets, crime scene photos
11 rendered to size for court right here. Right under the
12 monitor, you will see this is how a composite is begun
13 from the first step. A person comes in. You will have
14 a witness sit down and describe to a sketch artist what
15 a person looked like. And they will basically tell
16 them, I can't tell you what they looked like.

17 Our artists are able to question them in such
18 a way that they are able to produce a composite. On the
19 photo here, this is the composite that was produced from
20 a witness. And this is the picture right next to the
21 composite of the person. You can see, from questioning
22 a person, not from them saying that they don't know what
23 the person looked like. When they are finished, they
24 will say, would you say this person that we have drawn,
25 from a scale 1 to 10, look like the person that we drew?

1 And they will tell you. That person said that person
2 was about a 7 or 8.

3 We do maps. We bring maps. You will have
4 over here in the corner, maps of like that's a map of
5 2007, Angel's Night, one of the precincts. We bring
6 them up to scale so they can be used.

7 Signs for the virtual precinct. We do signs
8 for every -- we do signs for the precincts, for the
9 districts. We do them in whatever language they need to
10 be in. And that is in Arabic. And it's telling you
11 about the virtual precinct put together. These are
12 designs or logos, patches made by graphic arts. Our
13 artists sit down, and they come up with logos. And
14 these are logos that are currently used throughout the
15 Department made by graphic arts. They produce
16 certificates of recognition, resolutions, retirements,
17 posters and composite sketches. And that's what graphic
18 arts does.

19 CHAIRMAN WHITE: Thank you, Sergeant
20 Treadwell. Commissioner Warfield?

21 COMMISSIONER WARFIELD: No.

22 CHAIRMAN WHITE: Commissioner Taylor?

23 COMMISSIONER TAYLOR: No.

24 CHAIRMAN WHITE: Thank you very much.

25 ASSISTANT CHIEF LOGAN: Through the Chair,

1 Assistant Chief Logan. I think that concludes the
2 presentation, Director?

3 MS. WATSON: Yes, it does. I'm sorry.

4 CHAIRMAN WHITE: We are certainly appreciative
5 of that thorough report, Madame Director, for all the
6 visual aides that you have presented us with today. At
7 this time, there are no standing committee reports.

8 Under new business, I do have before us two
9 grants. First I'd ask if Commissioner Taylor can please
10 read for the Board, approval grant to request applying
11 for the "Solving Cold Cases with DNA Program," for
12 United States Department of Justice.

13 COMMISSIONER TAYLOR: The United States
14 Department of Justice, USDOJ, Office of Justice
15 Programs, National Institute of Justice is seeking
16 applications for funding under the "Solving Cold Cases
17 with DNA Grant Program." Local governments are eligible
18 to apply for up to \$500,000 with no cash match. The
19 mission of this program is to identify, review and
20 investigate violent crime cold cases that have the
21 potential to be solved using DNA analysis and to locate
22 and analyze the biological evidence associated with
23 these cases. Experience has shown that cold case
24 programs can solve a substantial number of violent crime
25 cold cases including homicides and sexual assaults.

1 Advances in DNA technologies have substantially
2 increased the successful DNA analysis of aged, degraded,
3 limited or otherwise compromised biological evidence.
4 As a result, crime scene samples once thought to be
5 unsuitable for testing may now yield DNA profiles.

6 Additionally, samples that previously
7 generated inconclusive DNA results may now be
8 successfully analyzed. The Detroit Police Department's
9 homicide cold case has been provided with the
10 application instructions and is currently developing a
11 program to fit the grant guidelines. The homicide cold
12 case unit with assistance from grants and contracts will
13 submit an application. In the event that approval is
14 granted to apply and the award is received, Sergeant
15 Michael Russell of the homicide cold case unit will
16 serve as the project director.

17 The deadline for this application is May 21st,
18 2012. Upon your approval, the Detroit City Council will
19 be requested to adopt a resolution supporting this
20 application.

21 CHAIRMAN WHITE: Thank you, Commissioner.
22 Commissioners, before us is a request to apply for the
23 Solving Cold Cases with DNA Program from the United
24 States Department of Justice. What is your pleasure?

25 COMMISSIONER WARFIELD: Sir, move we grant the

1 approval of the request for them to request.

2 COMMISSIONER TAYLOR: Second.

3 CHAIRMAN WHITE: It's been properly moved and
4 supported. Any discussion? Seeing none, all those in
5 favor?

6 COMMISSIONERS: Aye.

7 CHAIRMAN WHITE: Opposed? Thank you very
8 much. At this time I would ask if Commissioner Warfield
9 could please lead into the reading of a request to apply
10 for the OJJDP Fiscal Year 2012 Community-Based Violence
11 Prevention Demonstration Program from the United States
12 Department of Justice.

13 COMMISSIONER WARFIELD: The United States
14 Department of Justice Office of Justice Programs Office
15 of Juvenile Justice and Delinquency Prevention is
16 seeking applications for funding under the FY 2012
17 Community-Based Violence Prevention Demonstration
18 Program. Local governments are eligible to apply for
19 awards up to one-and-a-half million dollars with no cash
20 match. The program will extend over a three-year
21 period. The mission of the program is to change
22 community norms regarding violence, to provide
23 alternatives to violence when gangs and individuals in
24 the community are making risky behavior decisions and to
25 increase awareness of the perceived risk and cost of

1 involvement in violence among high risk young people.

2 The Detroit Police Department's criminal
3 investigations bureau have been provided with the
4 application instructions and is currently developing a
5 program to fit the guidelines of the grant. CRIB, with
6 assistance from Grants and Contracts will submit an
7 application seeking the amount of \$1.5 million. In the
8 event that approval is granted to apply for the award
9 and the award is received, Inspector Marlon Wilson will
10 serve as the project director. The deadline for this
11 application is April 30, 2012. The Department seeks our
12 approval to present this before the City Council.

13 CHAIRMAN WHITE: Commissioners, as relates to
14 the request to apply for the OJJDP Fiscal Year 2012
15 Community-Based Violence Prevention Demonstration
16 Program from the United States Department of Justice,
17 what is your pleasure?

18 COMMISSIONER TAYLOR: Move that we approve the
19 request to apply for the grant.

20 COMMISSIONER WARFIELD: Support.

21 CHAIRMAN WHITE: It's been properly moved and
22 supported. Any discussion? Seeing none, all those in
23 favor?

24 COMMISSIONERS: Aye.

25 CHAIRMAN WHITE: Opposed? Thank you very

1 much. Under announcements, please be mindful that our
2 next meeting will be held Thursday, April 5, 2012, at
3 3:00 p.m. here at police headquarters, 1300 Beaubien,
4 Room 328 A.

5 Under oral communications, at this time, if
6 you wish to address the Board of Police Commissioners,
7 we would ask that you would come forward, please state
8 and spell for the benefit of the record your first and
9 last name. And please be mindful of the two-minute
10 allotted time period for remarks.

11 MR. WELBORNE: Good afternoon. My name is
12 Bill Welborne, W-e-l-b-o-r-n-e. I am president of City
13 Wide Police Community Relations. For the last year, I
14 have been working with the protective zone for kids at
15 different schools, Cody, Denby and Osborne. And first
16 of all, I want to say what an outstanding job that
17 Officer Monica Evans has been doing running this. She's
18 done a great job ever since she has been doing this,
19 also Sergeant Stephens too has been helping out.

20 Last Friday, we had a truancy run. And it's
21 the best one we had yet. We picked up 23 kids. But I
22 interviewed ten of those kids. When these kids -- when
23 they bring them in, they bring them in and they
24 register. And you go to different sections to see which
25 program you want to try to get into to try to help you

1 improve. And out of the ten kids I interviewed, I found
2 a lot of problems. These kids got a lot of problems.
3 One kid, there was an article in the paper Sunday, the
4 Free Press, about this. In fact, it was a whole page.
5 And this one kid, Ramone Morris I think his name was, he
6 hadn't been to school in a whole year. He just been
7 running around the street staying home.

8 And another kid, Quantez -- I forget his last
9 name -- he really had a problem. He was bounced around
10 all over the City from father to mother to sister to
11 grandmother to cousin. And when they found him, he was
12 living in an empty building. He was sleeping there. It
13 was warm then. So -- and the problem I have with this
14 whole thing is the parents say they won't pick these
15 kids up. Is there any way -- anything coming up any
16 time soon where these parents, that we can demand these
17 parents pick these kids up? They give you all kinds of
18 excuses, I can't come, I'm working, I'm sick. That to
19 me is a bunch of crap the way I look at it. You know,
20 you got to pick these kids up. These kids has got so
21 many problems. A couple of those kids had some pretty
22 good heads on them I talked to. This one kid, Quantez,
23 he impressed me. And he's the one that bounced around
24 all over town. But again, I want to give kudos to
25 Officer Evans. She is doing an excellent job. And I

1 know we got another one scheduled, but I don't know now.

2 CHAIRMAN WHITE: Thank you, President
3 Welborne. Any other communications? Any other
4 communications? Any other communications? Seeing none,
5 again, please be mindful of the next Board of Police
6 Commissioners meeting dated Thursday April 5, 2012, at
7 3:00 p.m. here at police headquarters, 1300 Beaubien,
8 Room 328 A. At this time, there is no further business
9 before us. A motion for adjournment is in order.

10 COMMISSIONER WARFIELD: So moved.

11 COMMISSIONER TAYLOR: Second.

12 CHAIRMAN WHITE: Having been properly moved
13 and supported, any discussion? Seeing none, all those
14 in favor?

15 COMMISSIONERS: Aye.

16 CHAIRMAN WHITE: Opposed? Thank you. Have a
17 wonderful week.

18 (Proceedings concluded at 4:15 p.m.)

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CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF MACOMB)

I HEREBY CERTIFY that I reported
stenographically the foregoing proceedings and testimony
under oath at the time and place hereinbefore set forth;
that thereafter the same was reduced to computer
transcription under my supervision; and that this is a
full, true, complete and correct transcription of said
proceedings.



Wendy A. Boer

Wendy A. Boer,
CSR 3505

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