

5/30/2013

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DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR MEETING

THURSDAY, MAY 30, 2013 3:00 PM

DETROIT POLICE HEADQUARTERS

1300 BEAUBIEN

DETROIT, MICHIGAN 48226

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COMMISSIONERS:

- GEORGE ANTHONY, Secretary
- JEROME L. WARFIELD, SR., Commissioner
- DONNELL R. WHITE, Commissioner

DETROIT POLICE DEPARTMENT COMMAND STAFF:

DEPUTY CHIEF JAMES W. TOLBERT

1 Detroit, Michigan  
2 Thursday, May 30, 2013  
3 About 3:07 p.m.

4 COMMISSIONER WARFIELD: Good afternoon,  
5 ladies and gentlemen and welcome to the Board of  
6 Police Commissioners meeting.

7 My name is Jerome Warfield, Chairman of  
8 the Board of Police Commissioners. Serving with  
9 me today is Commissioner Donnell White.  
10 Commissioner Stewart is in Mackinac and  
11 Commissioner Taylor is in Muskegon so we will not  
12 have quorum today but we would move the business  
13 forward as best as we can.

14 Representing the Chief's office is  
15 Deputy Chief James Tolbert. Sir, good to see  
16 you.

17 DEPUTY CHIEF TOLBERT: Good afternoon,  
18 sir. Good to see you.

19 COMMISSIONER WARFIELD: Also sitting at  
20 the table in front of you is our Board Secretary  
21 Attorney George Anthony. I'm going to ask if  
22 Mr. Anthony will introduce our staff that's  
23 present.

24 SECRETARY ANTHONY: Thank you,  
25 Mr. Chair. For the record, George Anthony,

1 Secretary to the Board. We have seated in the  
2 front our Director of Police Personnel,  
3 Ms. Loletha Porter-Coleman. We have Mr. Robert  
4 Brown who's recording our proceedings as well as  
5 Sgt. Alan Quinn and Mr. Dale Rose from Hanson  
6 Court Reporting Service. That completes the  
7 introductions.

8 COMMISSIONER WARFIELD: Thank you, sir,  
9 appreciate that. And for our invocation, we have  
10 Pastor Chaplain Myatt. We're going to ask Pastor  
11 Myatt to come to the podium and lead us in our  
12 invocation for today.

13 CHAPLAIN PASTOR MYATT: Thank you, sir  
14 to the Chair, to all represented officers.

15 (INVOCATION WAS GIVEN).

16 COMMISSIONER WARFIELD: Thank you,  
17 Pastor Myatt. I want to say thank you to  
18 Ms. Pannell for the treats, thank you,  
19 Ms. Pannell for the outstanding treats that you  
20 provided prior to the meeting. We came in a  
21 little bit happier as the result of your love.

22 Thank you so very much, we appreciate  
23 that.

24 We did have some suspensions without  
25 pay issues and we will move those to our next

1 meeting seeing as though we do not have a quorum  
2 today and so please keep that in mind. That's  
3 all of the report from the Chair.

4 At this time we're going to -- well,  
5 unfortunately the Deputy Chief had to step out.  
6 I'm going to ask if Director Porter, could you  
7 come with your presentation now if that's okay  
8 and we'll come back to the Chief's Office  
9 afterwards.

10 And as she's getting ready, I do want  
11 to say this for the record. I do understand and  
12 know that the Purchasing Department has provided  
13 for the towers the new procedure for submitting  
14 the City's administration fee under towing since  
15 the fees have changed, and I think there was one  
16 correction needed to be made, and that was at the  
17 very bottom of that communication where it said  
18 that the towers needed to pay a \$75  
19 administration fee on auction vehicles and that's  
20 not true because they already paid that fee up  
21 front.

22 And so we don't want them to be double  
23 charged and so we will send a communication out  
24 to the Purchasing Department to clarify that to  
25 make sure that the towers are not being charged

1 two administration fees on behalf of the City.

2 Sir, she hasn't started. I know you  
3 had to step out, but if there's something else  
4 you want to do or want to introduce her, sir.

5 DEPUTY CHIEF TOLBERT: Absolutely.  
6 Director Porter who -- everybody knows her and we  
7 have a presentation from Human Resources Bureau,  
8 and so I'll turn it over to you.

9 DIRECTOR PORTER: Thank you, sir. Our  
10 presentation this afternoon is about the Human  
11 Resources Bureau and in general the main thing  
12 about the total bureau is that we maintain  
13 complete and adequate personnel records from all  
14 members. We process personnel matters, oversee  
15 the recruitment of new members, administer and  
16 secure promotional examinations and receive and  
17 investigate complaints of discrimination or  
18 harassment on the basis of your race, sex,  
19 orientation, gender, creed or national origin or  
20 the EEOC complaints for the department.

21 Now, an overview of the bureau, what  
22 it's composed of is Police Personnel, civilian  
23 and sworn; Police Medical, Recruiting, the Equal  
24 Employment Opportunity Office, and Central Photo  
25 and Graphic Arts.

1                   And down here at the bottom, as of  
2                   September of 2012 the Human Resources Bureau  
3                   received from the City HR the full responsibility  
4                   of all civilian police personnel matters. Before  
5                   that time the City would handle the civilians and  
6                   we only handled sworn, so now we handle  
7                   everything.

8                   Police Personnel. Police Personnel is  
9                   responsible for maintaining complete and adequate  
10                  personnel records on all sworn and civilian  
11                  members now of the Detroit Police Department. We  
12                  process all personnel matters including new  
13                  hires, separations, transfers, health insurance  
14                  initiation and changes, employment verifications  
15                  when you needed to verify so you get a mortgage  
16                  or unfortunately sometimes get another job.

17                  Also all employees returning to work  
18                  from extended leaves sworn and civilian and any  
19                  statistical personnel information that the  
20                  department may require.

21                  Also since Police Personnel is the  
22                  major entity that does the statistics we come out  
23                  weekly with our attrition list and that's sent  
24                  out to everyone either on Friday or Monday. What  
25                  I've done here is given you just a brief summary

1 of our attrition that's happened over the last  
2 two years and our budgeted numbers.

3 You'll see the first column are the  
4 separations that happened in 2012. The next  
5 column is who is eligible to retire on June 1 of  
6 this year, 2013. And the next column is the  
7 actual separations that we have seen so far, and  
8 then our budgeted numbers and then our actual  
9 numbers.

10 We'll go on to Police Recruiting and  
11 Police Recruiting is responsible for recruitment  
12 and processing of new members. Recruitment has  
13 two main objectives, recruiting and hiring.  
14 Police Recruiting encompasses the following:

15 We do field recruiting or special  
16 recruiting, advertisement and mailings and career  
17 fairs. Currently a thorough investigation of a  
18 candidate takes approximately 90 days or 10 to 14  
19 weeks which is still 90 days.

20 The process includes a credit check,  
21 evaluation of a candidate's employment history  
22 and that's where the timeline is varied. If  
23 you've only had one job and you're coming on the  
24 department of course it doesn't take that long,  
25 but some people we get, they've had over 10 to 15

1 jobs and we do have to verify.

2 Some of those jobs are expired where  
3 the places are no longer in business and of  
4 course we move on, but we do verify employment  
5 and contact former employers, soliciting  
6 evaluation from personal contacts and references.

7 We obtain academic transcripts. If  
8 you've had a lot of transcripts, we try to obtain  
9 them all. Scheduling your MCOLES writing and  
10 agility tests. Most of the time though before  
11 you come to us we have your MCOLES tests. We  
12 make that mandatory that if you really want to be  
13 seriously considered for employment the MCOLES  
14 reading and writing test is taken prior to us  
15 starting your investigation, and the MCOLES is  
16 Michigan Commission On Law Enforcement Standards,  
17 standard reading and writing test, so you have to  
18 bring in those scores before you actually get  
19 into the background investigation.

20 We do the psych evaluations once you're  
21 in there, your oral board interview and  
22 evaluation.

23 Here's just some numbers, statistics  
24 again. On interest cards we received from 2012  
25 to 2013. Now in 2012 we did not hire, we were on

1 a hiring freeze, but people still came over to  
2 Recruiting and filled out what we call interest  
3 cards. Now, why we call it interest cards  
4 instead of applications is because that's the  
5 first thing you get. We give you the application  
6 after we do the pre-investigation interest card.

7 So it's a small card, you fill it out.  
8 Right then and there we'll run your name in our  
9 Law Enforcement Information Network to see if you  
10 have any felony cases. And we also run your name  
11 in the Secretary of State to see how many points  
12 you have on your driver's license because those  
13 are the things that can hinder your progress in  
14 the recruiting process.

15 In 2012 we deactivated only about 50  
16 because we didn't have as many people coming  
17 through. They came in, we took their cards but  
18 we had to tell them we were not actively hiring  
19 at that time.

20 As of this date in May we've had over  
21 300 people come in and 70 have been deactivated.  
22 And mostly if you've had felony convictions that  
23 will deactivate you. That's about the major  
24 thing that deactivates you.

25 We have restorations and those are

1 people that have been gone for a time, they come  
2 back, we investigate them again and we restore  
3 them to full duty. We have reinstatements, we  
4 only had one, reappointments in Fire Arson which  
5 is an interesting category because if you're a  
6 fire arson, that simply means you're a member of  
7 the fire department.

8           However, for you to be a fire arson  
9 investigator to have the police powers you have  
10 to be admitted to the police department. So last  
11 year in 2013 we had three of those candidates  
12 from the fire department; this year we have two  
13 candidates trying to get their certification as  
14 law enforcement officer in addition to being a  
15 fire arson investigator.

16           Police Medical. Now, that list is long  
17 and extensive, looks like it has about 10 points  
18 on there. However, Police Medical's  
19 responsibilities have diminished over the years.  
20 However, these are some of the things that Police  
21 Medical does. They ensure that the proper care  
22 is provided for sick and injured members of the  
23 department, especially when the sickness or  
24 injury is duty related. They examine the  
25 physical and psychological qualifications of all

1 police applicants, so all police applicants have  
2 to go through Police Medical.

3 They determine whether a member's  
4 illness or injury is duty related and  
5 compensable. They do investigating and  
6 responding to medical grievances, respond to the  
7 Pension Board, maintain medical records, process  
8 medical complaints at the direction of the Chief  
9 of Police, supervise and coordinate the  
10 department's universal random drug screening and  
11 we do have random drug screening.

12 They process family medical leave  
13 requests for the member's injury or illness. If  
14 a member wants to take FMLA however for their  
15 family member or their children, that comes  
16 through the bureau proper. Supervise the  
17 department's Employee Assistance Program and  
18 that's done by our sergeant, Sgt. Steven Miles.

19 So far for our random drug screening  
20 this year we've done 726. Last year in 2012 we  
21 did 1,497.

22 In our Employee Assistance Program we  
23 did 45 referrals and that's mostly when people  
24 are having problems, stress-related problems and  
25 problems related to even things that are not

1 directly related to the job, but things that  
2 could impact the job, you know, family trouble,  
3 mental state you have when you're going through a  
4 divorce or if they experience some death in their  
5 family that they can't scope with. 113 total  
6 referrals in 2012.

7 Medical appointments, and that's when  
8 the officers are scheduled to come back to work  
9 or are currently off work and have to bring their  
10 medical excuse or papers to Police Medical. We  
11 have about 955 to date. Last year we saw a total  
12 of 2,522 total medical appointments.

13 Then we have our Equal Employment  
14 Opportunity Office. The EEO is primarily  
15 responsible for conducting all investigations and  
16 complaints involving harassment, discrimination,  
17 disparate treatment, violation of Americans with  
18 Disabilities Act, and reasonable accommodation,  
19 anything that has to do with the 1964 Civil  
20 Rights Act as Amended.

21 The EEO Office is a liaison also for  
22 the department with the Michigan Department of  
23 Civil Rights and with the United States Equal  
24 Employment Opportunity Commission.

25 And what that simply means is this.

1 Members have an opportunity to file a complaint  
2 with our EEO Office or with the Michigan  
3 Department of Civil Rights or the United States  
4 EEOC.

5 However, with the outside agencies they  
6 still depend heavily on what our internal EEO  
7 Office can provide them in terms of information.  
8 So basically our EEO Office does a preliminary  
9 investigation and gives it to the outside agency.

10 In terms of the complaints that we  
11 received over the last three years, you can see  
12 in 2011 we had 43 complaints, 2012 they dropped  
13 to 28 and 2013 we've only had 11. What can I  
14 attribute this drop to? We have online sexual  
15 harassment training. The online training is more  
16 extensive in that it accounts for everybody on  
17 the department.

18 Before we were training people as they  
19 signed up for the class or as their command  
20 signed them up for the classes and some of the  
21 people were missed. Online everybody is  
22 registered, everybody has to take the class. So  
23 over the past two years we have successfully I  
24 would say gotten the total department trained on  
25 sexual harassment.

1           So a lot of the complaints have gone  
2 down. The type of complaints, the sexual  
3 harassment complaints, have dropped extremely.  
4 You still have hostile work environment, but the  
5 quid pro quo and the actual sexual harassment  
6 complaints have dropped.

7           Then we have our last entity which is  
8 two actually, Central Photo and Graphic Arts.  
9 Central Photo provides photographic services,  
10 photographic processing, storage and printing,  
11 photographing materials, criminal investigation  
12 process of crime scenes for the department and  
13 that is the police piece. And that is the  
14 largest piece that Central Photo does.  
15 Departmental photographic assignments received  
16 from executive and specialized units and  
17 districts.

18           Graphic Arts, their primary function is  
19 the composites and the composites of  
20 perpetrators, preparing crime scene drawings for  
21 court and what that means is that they come out  
22 and they actually lay out in a sketch where the  
23 people might be or where the furniture or  
24 whatever.

25           And Sgt. Quinn has been so gracious as

1 to bring some of the things that they do. Right  
2 here is a crime screen sketch, and then two or  
3 three months later you would be able to still  
4 picture where the bodies were, what the house  
5 looked like or whatever.

6 The first one is a workup how a  
7 composite is done. That is mostly done by  
8 Officer Tinsley and Abair -- and Officer Abair and  
9 they start off like this. They're able to garner  
10 from a distraught extremely emotional sometimes  
11 victim what the perpetrator looked like.

12 Now, you'll always -- well, not always,  
13 but sometimes from victims you ask them what the  
14 person looks like and they will tell you, "I  
15 don't know, I don't remember" but because of  
16 their investigative skills they're able to sit  
17 down, first of all, and calm the person down.

18 And then secondly they're able to  
19 garner some of the characteristics of what the  
20 perpetrator looked like. A lot of times we have  
21 some remarkable results. I think we brought last  
22 year when we had an actual picture and composite.  
23 This year we didn't bring it, but anyway they  
24 work it up like that and before the victim is  
25 aware they're able to say, "Oh, yeah, that looks

1 like them."

2 The other is, like I said, the sketch  
3 of the crime scene and they work it up on boards  
4 exactly like this for court and for the court  
5 process because sometimes it's necessary to see  
6 how people got in the house, how people got out  
7 of the house, where the victims were found, what  
8 was found around the victims, you know, and this  
9 is used along with photographs.

10 The other board over there are some of  
11 our -- I would just say --

12 SGT. QUINN: Everything else they do.

13 DIRECTOR PORTER: Everything else they  
14 do. From certificates to flyers, we do brochures  
15 and posters and programs.

16 SGT. QUINN: I actually brought some of  
17 the signs. Any of the big events, Graphic Arts  
18 does the signage for them so I brought one of  
19 those up, but pretty much anything.

20 DIRECTOR PORTER: Questions, any  
21 questions?

22 COMMISSIONER WHITE: Thank you, Madam  
23 Director, for that very informative report. My  
24 question centers around your attrition report --

25 DIRECTOR PORTER: Yes.

1                   COMMISSIONER WHITE: -- the page that  
2 we had as it relates to our separations for 2012  
3 and 2013. It looks like we are about half of  
4 what were are currently from 2012, so my question  
5 would be, are you on par as it relates to  
6 attritions or are we seeing a spike in attritions  
7 given the fact that you had these 456 individuals  
8 who are eligible?

9                   DIRECTOR PORTER: We are seeing a  
10 spike. There's a lot of things that are coming  
11 into play this year. First of all, it's the  
12 economic climate. You know, some people are  
13 afraid of losing any more benefits. The police  
14 officers have already experienced the 10 percent  
15 pay cut. However, the lieutenants and sergeants  
16 have not and their contract expires at the end of  
17 the fiscal year, so we've seen a spike because  
18 some of them are afraid of taking 10 percent  
19 cuts. Some of them are also afraid that that cut  
20 would impact their pension benefits, that final  
21 compensation calculation, and then some of them  
22 are afraid that it will affect their accumulation  
23 of sick time and court time because you do have  
24 some people, oddly enough, that never took a sick  
25 day out of the 20 or 25 years they've been here.

1                   So with the Lieutenants and Sergeants  
2 Association, that union, they get -- is it 80  
3 percent or 85 percent of -- 85 percent of their  
4 sick time. They're afraid that there might be a  
5 cap put on it or a takeaway and all that time  
6 they've accumulated when it's time to retire will  
7 not be given to them, so we've seen some of them  
8 walk out the door.

9                   So that's where the spike has actually  
10 come in.

11                   COMMISSIONER WHITE: The actual  
12 manpower as of 2013, 2,421, that is as of which  
13 date?

14                   DIRECTOR PORTER: That should be as of  
15 May, at the beginning of this month probably  
16 because I know I've sent out a weekly attrition  
17 and it might be different from the last one I  
18 sent out because weekly we go in and we change  
19 that number.

20                   COMMISSIONER WHITE: Okay, so currently  
21 give or take more or less there's roughly 2,400  
22 members on the department?

23                   DIRECTOR PORTER: Yes.

24                   COMMISSIONER WHITE: Okay and last  
25 question, Mr. Chair. Madam Director, how will

1 the plans for the new recruiting class offset  
2 some of this attrition that you are projecting?

3 DIRECTOR PORTER: Well, the recruiting  
4 plans are -- can offset what is needed. What the  
5 problem -- not a problem, but what needs to be  
6 identified is, is it in the budget. That's about  
7 all I need to know. How much or -- yeah, how  
8 many am I budgeted to hire.

9 So if it's in the budget I can do it.  
10 Now, we do have a class planned for June, 30.  
11 They're already planned for and there's another  
12 30 behind them just kind of floating. We're  
13 still working with them, but, you know, they're  
14 floating. I need to know what the budgeted  
15 number is in order for us to hire.

16 And if you look on the weekly attrition  
17 you'll see the budgeted numbers.

18 COMMISSIONER WHITE: Thank you, sir.

19 COMMISSIONER WARFIELD: Thank you. I  
20 want to stay with that for one second, the  
21 attrition report. If we're losing 103, let's  
22 just say -- let's say 62 officers, I'm just  
23 looking at the police officer number right there,  
24 62 police officers who have separated already in  
25 2013 and we've budgeted for those persons to

1 still be on the job, why wouldn't the numbers  
2 still be there?

3 DIRECTOR PORTER: Do you want me to get  
4 the weekly attrition? We're not really budgeted  
5 for those 62 to be there. The budgeted number --  
6 the budgeted number I think is -- we're currently  
7 in the positive for about 19 on the attrition.  
8 The weekly attrition is --

9 COMMISSIONER WARFIELD: So basically we  
10 were projecting more officers, more police  
11 officers not to be with the department in 2013  
12 than what we actually have right now?

13 DIRECTOR PORTER: Yes.

14 COMMISSIONER WARFIELD: Wow, okay.  
15 That answers a lot of questions. Moving on to  
16 recruiting again, you had mentioned earlier in  
17 your presentation about the points on the  
18 driver's license and how that can come up against  
19 individuals.

20 Now, in the past I know that there has  
21 been complaints that's been filed against the  
22 police that young men especially were written  
23 tickets that basically made them ineligible to  
24 apply. Do we have anything in place or in  
25 process where we can review if there is an abuse

1 of power as it relates to ticket writing for  
2 certain types of individuals because many  
3 organizations have done studies on that and shown  
4 that it was almost a way to exclude especially  
5 certain black men from applying for the police  
6 department. And what is the point range as far  
7 as what makes them not qualified to be --

8 DIRECTOR PORTER: The point range -- I  
9 I will refer to --

10 LT. BOWENS: I believe it's seven  
11 points over like a three-year period.

12 DIRECTOR PORTER: It's seven --

13 COMMISSIONER WARFIELD: I'm sorry, for  
14 the record.

15 LT. BOLLINGS: I'm sorry, I'm Lt. Fred  
16 Bowens, I'm the officer in charge of  
17 Recruiting. I believe --

18 DIRECTOR PORTER: However, points fall  
19 off. So even if you had 11 because we've had  
20 people come in there with 11 points and we just  
21 give them a little time limit and they come back  
22 and once we run it again as soon as some of those  
23 points fall off or you fall under that point  
24 system you're good to go, but tell them how many  
25 points?

1                   LT. BOWENS: I believe it's seven  
2 over -- not over like a three-year period and  
3 they fall off and we do advise them, okay, two of  
4 these will be off next year, come back in six  
5 months. It's a rare candidate that points  
6 excludes them from the process.

7                   DIRECTOR PORTER: And never  
8 permanently.

9                   COMMISSIONER WARFIELD: Great, never  
10 permanently. That's very important to know. And  
11 sticking with the recruiting for just a moment  
12 here, how many have we gotten approval -- have  
13 you gotten approval to hire?

14                   How many new recruits have we gotten  
15 approval to hire?

16                   DIRECTOR PORTER: Well, Chief Logan has  
17 told me to hire 60. Now -- yes, he just told me  
18 to hire 60.

19                   COMMISSIONER WARFIELD: Okay, great.  
20 Just a few more questions I have. Regarding the  
21 Employee Assistance Program, is there an active  
22 way that we try and seek out members of the  
23 department who may be suffering with some issues,  
24 some personal issues that we might get them help  
25 or do we just wait for them to come to your

1 office or come to their supervisors?

2 DIRECTOR PORTER: Well, they know  
3 there's an Employee Assistance Program, that's  
4 the only active way. Also though through Police  
5 Medical if they know that you are being treated  
6 for a condition that's in that area, then they  
7 try to refer you if you haven't gotten treatment,  
8 but in terms of -- totally active, no. The  
9 people know though that there's an EAP program.

10 COMMISSIONER WARFIELD: The reason I  
11 bring that up is because I've heard from  
12 chaplains specifically that -- okay, Deputy  
13 Chief, one minute. I want you to make a comment  
14 too -- I heard from chaplains recently that  
15 there's a huge problem within the ranks  
16 especially as relates to the cutback in pay, the  
17 cuts in pay, that some people are financially in  
18 a great deal of stress and it brings, of course,  
19 additional stress in the house.

20 And so to be able to hopefully get them  
21 some type of counseling or some type of help I  
22 think I would be helpful.

23 Deputy Chief Turner, you had something  
24 you wanted to add?

25 DEPUTY CHIEF TURNER: Yes. Deputy

1 Chief Turner, Police Community Services. With  
2 the Chaplain Corps, some of our chaplains are  
3 certified in counseling. They do go to the  
4 precincts and they do interact with the officers,  
5 so they also act as a referral service and a  
6 counseling service.

7 COMMISSIONER WARFIELD: That's good to  
8 know, thank you, sir.

9 DIRECTOR PORTER: Now, we're also --  
10 and this might be a little bit of assistance  
11 further on down the line. Dr. Blessman along  
12 with Mr. Eman Arbel from Wayne State University  
13 were in the middle of a study on stress that may  
14 give us some additional funds for our EAP program  
15 if we can complete that study.

16 COMMISSIONER WARFIELD: Okay, great.  
17 Going on to the medical appointments, 955 to date  
18 this year. Is there anything that's being done  
19 on the command side to help reduce that number  
20 regarding the medical appointments?

21 Is there anything being done to help  
22 reduce that number.

23 DEPUTY CHIEF TOLBERT: I'm not quite  
24 sure if I understand, can we do anything to  
25 reduce the number --

1                   COMMISSIONER WARFIELD: Right, of those  
2                   who are leaving active duty due to medical  
3                   issues.

4                   DEPUTY CHIEF TOLBERT: Actually, sir,  
5                   there was just recently -- I think it came out in  
6                   the last couple of days a teletype regarding  
7                   individuals who have been on restricted duty  
8                   non-duty related effective, I believe, it was  
9                   March 25.

10                  After March 25 they have one year to  
11                  actually get back onto duty in a full duty  
12                  capacity or otherwise we could take steps to  
13                  retire them, so that -- and that is another issue  
14                  that you might think there -- well, obviously  
15                  some people I'm sure will come back simply  
16                  because of that order. Then you have some people  
17                  that just will not be able to come back and those  
18                  individuals will be individuals we'll have to  
19                  replace also.

20                  COMMISSIONER WARFIELD: And I guess to  
21                  that point, Deputy Chief, I was also maybe  
22                  thinking about maybe either training or  
23                  information from a proactive standpoint to say  
24                  how to take care of your body, how to take care of  
25                  yourself in certain situations to help reduce

1 potential injuries or whatever medical issues  
2 that might come up.

3 DEPUTY CHIEF TOLBERT: And I can speak  
4 on that. I know there were some -- we actually  
5 had a couple of doctors and they put them in  
6 touch with Dr. Blessman. I know there's one  
7 doctor who just -- could do sleep apnea, things  
8 of that nature, where they make a presentation to  
9 the Medical Section and they decide what they're  
10 going to do.

11 I think the one doctor was given an  
12 authorization to go and go to the various  
13 precincts and talk to the officers about their  
14 sleeping habits, do some type of an evaluation to  
15 determine if they have any sleeping issues.

16 So what happens is yes, the answer to  
17 your question is yes. We absolutely are  
18 cognitive of the welfare of the officers, so we  
19 put things in play that have to go through a  
20 process of approval, and once they're approved  
21 they can go to the precincts and talk to the  
22 officers and treat the officers if necessary.

23 COMMISSIONER WARFIELD: Great, thanks,  
24 appreciate that. And then, ma'am, I think my  
25 last question is regarding the EEO part of your

1 job, your responsibility, are you appropriately  
2 staffed to handle the EEO?

3 DIRECTOR PORTER: No, sir.

4 COMMISSIONER WARFIELD: What do you  
5 need to be appropriately staffed to handle the  
6 EEO complaints in the department?

7 DIRECTOR PORTER: A supervisor,  
8 investigative supervisor, to take care of the  
9 investigations.

10 COMMISSIONER WARFIELD: Just one?

11 DIRECTOR PORTER: Yes.

12 COMMISSIONER WARFIELD: Okay, all  
13 right. If we can advocate for that,  
14 Mr. Secretary, and see what we can do to --  
15 because what I'm seeing is that although the  
16 numbers are trending downward, the number of  
17 discrimination complaints are trending upward  
18 which is going against the trend and so certainly  
19 we want to make sure that we service all of those  
20 within the department who has concerns, but  
21 excellent report and certainly, you know,  
22 Commissioner White and myself have been  
23 acquainted with certainly the Graphic Arts  
24 portion of your department as well as Central  
25 Photo, so overall I think you all do just an

1 outstanding job, so kudos to you and your team.

2 DIRECTOR PORTER: Thank you.

3 COMMISSIONER WARFIELD: Is there  
4 anything else?

5 COMMISSIONER WHITE: Thank you.

6 COMMISSIONER WARFIELD: Thank you,  
7 ma'am. Moving right along -- sir, is there  
8 anything else from the department?

9 DEPUTY CHIEF TOLBERT: No, not at all.

10 COMMISSIONER WARFIELD: We will, again,  
11 move the old business, we will move that on to  
12 our next agenda for our next meeting.

13 Our next meeting will be held on  
14 Thursday, June 6, 2013, 3 o'clock PM and we will  
15 be at the Central District. We believe there's a  
16 baseball game that day, and so we'll be at the  
17 Central District, 7310 Woodward here in Detroit  
18 and so we ask that you govern yourselves  
19 accordingly to that.

20 At this time we will open up the floor  
21 for oral communication. If you wish to address  
22 the Board of Police Commissioners we would ask  
23 that you please come to the podium, give us your  
24 name and spell it for us for the record, and we  
25 ask that you abide by our two-minute time limit

1 so we can hear from as many people as possible.

2 You may come at this time, those who  
3 wish to address the Board of Police  
4 Commissioners.

5 MR. HASKA: My name is William last  
6 name is Haska, H-a-s-k-a. I spoke to a police  
7 officer and he said he recommended me coming here  
8 to speak to you pertaining to the issues that I'm  
9 dealing with living in the city of Detroit.

10 On May 9th -- do you want the police  
11 report number?

12 COMMISSIONER WARFIELD: Yes, you can  
13 put it in there.

14 MR. HASKA: May 9, 2013. I was  
15 carjacked in my alley. The next day my insurance  
16 company found the car. When we called the tow  
17 truck company and told them we would like to see  
18 if my wallet is in the car because it was, that  
19 afternoon three gas charges were made on my  
20 credit card by somebody. I don't know who it  
21 could have been, but the tow truck company had my  
22 wallet and somebody charged gas that afternoon.  
23 That's all the charges that were made.

24 A week later I started getting phone  
25 calls threatening my life saying if I don't give

1 someone \$5,000 they were going to burn my house  
2 down, kill me and kill my girlfriend. That  
3 police report is 1305160488. That's on 3-16.

4 On 3-17 I started getting more phone  
5 calls and texts and I saved everything that says,  
6 "Last chance, Bill."

7 I sent them back, "I need a week"  
8 because I wanted someone to be appointed from the  
9 police department. It says, "No, I want my money  
10 by tomorrow night. I know you have it. Don't  
11 f--- with me, Bill. This is your life you're  
12 playing with, don't forget."

13 On 5-18, Report Number 1305180225, "I  
14 tell you, you don't pay me my money by tonight  
15 you'll find out what I'm going to do. Don't  
16 forget, it's not hard to get to you, Bill. I'm  
17 done playing with you. Either you pay me my  
18 money by tonight or your bitch, your daddy and  
19 those houses will be non-existent" because I own  
20 rental properties.

21 It then says, "Okay, I know where you  
22 are and that you can't get a CCW and that's fine,  
23 but think what you'll be hearing from me soon."

24 On 5-19 I get another text, "Once we  
25 make our move the price goes up."

1                   On 5-20 I get another text, Report  
2                   1305200370, saying my address on East Outer  
3                   Drive, one of my rental properties, 12697 East  
4                   Outer Drive. Then I get another text, "When my  
5                   niggers broke into your house a few months ago  
6                   --" which it was broken into, "-- I should have  
7                   let them snatch your ass like they wanted to."

8                   I wasn't there, but it was broken into.

9                   COMMISSIONER WARFIELD: Let me ask you  
10                  this, Mr. Haska real quick. I'm sorry. These  
11                  text messages that you're getting, you turned all  
12                  this information over to the DPD?

13                  MR. HASKA: Yes.

14                  COMMISSIONER WARFIELD: Okay.

15                  MR. HASKA: Verizon tells me they have  
16                  a legal team that they can track these numbers  
17                  down very easily. I have all the three phone  
18                  numbers that are here -- oh, and then the other  
19                  night when they called me they said, "Do you  
20                  think your carjacking was a coincidence?"

21                  Now I called the officer that's dealing  
22                  with the carjacking, left him this message, no  
23                  phone call back. I called the detective sergeant  
24                  that's dealing with this, no phone call back.

25                  When they said Friday -- here it is,

1 "We did that insurance job on your garage, Bill."  
2 Friday night 5:25 they burnt the garage down on  
3 Outer Drive. The arson investigator got involved  
4 in it. He said, "Well, I'll speak to my captain,  
5 but it cost a lot of money to track these phone  
6 numbers down."

7 I said, "I will pay the money, whatever  
8 it costs. This has to end. This has been going  
9 on since May 9. We're at what date now? Every  
10 day I get phone calls from this individual who's  
11 trying to extort money from me. They know who I  
12 am, they know where I live, they know my  
13 whereabouts."

14 I have three phone numbers that I need  
15 to be tracked down to find out who this is. It  
16 could only be a few people.

17 COMMISSIONER WARFIELD: And this  
18 happened -- let me ask you this -- this happened  
19 after your car was --

20 MR. HASKA: The carjacking happened on  
21 the 9th. Less than six days later I started  
22 getting these harassing phone calls extorting me  
23 and they said on one of the phone calls, "The  
24 carjacking was not a coincidence."

25 So they carjacked me, they're

1 threatening me. They burnt down one of my  
2 garages on my house. They've threatened to kill  
3 my girlfriend and me and this goes on  
4 continuously and I get no help.

5 COMMISSIONER WARFIELD: Okay, two  
6 things. First of all, I'm going to ask Deputy  
7 Chief to speak to you about what we can do to  
8 help, and then we'll have one of our persons look  
9 into this as well.

10 DEPUTY CHIEF TOLBERT: Mr. Haska, first  
11 of all thank you for bringing it to our  
12 attention. I'm kind of bewildered as to why you  
13 made all these reports and you haven't talked to  
14 anybody in the Detroit Police Department.

15 MR. HASKA: I spoke -- you know, you  
16 make a report, they say someone is going to be  
17 appointed to you in four or five days.

18 DEPUTY CHIEF TOLBERT: Right.

19 MR. HASKA: When I spoke to Det. Sgt.  
20 Werboy who has this --

21 DEPUTY CHIEF TOLBERT: The carjacking?

22 MR. HASKA: No. When I spoke -- as far  
23 as the carjacking, initially when I tried to  
24 track down who was investigating that that took  
25 seven days and when I called Officer Jackson, he

1 said, "I don't know what the hell you're talking  
2 about."

3 DEPUTY CHIEF TOLBERT: What we're going  
4 to do is we have a Sgt. Harris over there and it  
5 sounds to me as though although you're a victim  
6 of this crime and this continuing harassment I'm  
7 going to take a guess -- this is somebody taking  
8 advantage of your carjacking and causing some  
9 other issues because a carjacker if it was random  
10 wouldn't know half that much information about  
11 your personal life.

12 MR. HASKA: I don't think this was  
13 random.

14 DEPUTY CHIEF TOLBERT: So it's somebody  
15 you know.

16 MR. HASKA: Yes.

17 DEPUTY CHIEF TOLBERT: So we will get  
18 -- absolutely we'll find out -- I guarantee you  
19 by today you'll be getting a call from the person  
20 who's in charge of your case or that commander  
21 today.

22 MR. HASKA: Thank you. No one calls  
23 back.

24 DEPUTY CHIEF TOLBERT: They will,  
25 guaranteed. If you just talk to Sgt. Harris and

1 we'll get your information, somebody will be  
2 calling you today.

3 MR. HASKA: Thank you and I saved all  
4 the texts.

5 DEPUTY CHIEF TOLBERT: I appreciate  
6 that.

7 MR. HASKA: I documented everything. I  
8 have to sleep at night with a shotgun in my bed  
9 because they're coming after me, someone is, and  
10 it's not a pleasurable way to sleep.

11 DEPUTY CHIEF TOLBERT: You will have  
12 someone -- you will talk to someone today.

13 MR. HASKA: Thank you, sir.

14 COMMISSIONER WARFIELD: And also,  
15 Mr. Haska, as relates to your lack of response  
16 from the department, I want you to talk to  
17 Supervising Investigator Mr. Abar right here and  
18 he can talk to you as well and we want to know  
19 the update.

20 So if you can call our office to let us  
21 know if you're receiving appropriate responses to  
22 your issues we would love to know that and we can  
23 help as well.

24 MR. HASKA: Thank you.

25 DEPUTY CHIEF TOLBERT: We will have the

1 OIC prepare a written update for the Board so  
2 that you will have it next week.

3 COMMISSIONER WARFIELD: Appreciate it,  
4 appreciate that greatly. Thank you, sir. Thank  
5 you, Deputy Chief.

6 Are there others who wish to address  
7 the Board? Are there others? Yes, Deputy Chief.

8 DEPUTY CHIEF TURNER: Yes, Deputy Chief  
9 Melvin Turner, Police Community Services.

10 Just for the community's information,  
11 Dow Chemical has donated a bunch of paint to the  
12 City for painting over graffiti and things of  
13 that nature, but if you want to take advantage of  
14 that, you have to do that by June 7th and you  
15 would call Angelo over at Keep Detroit Beautiful  
16 and that telephone number over there is  
17 313-876-0140 and they would like before-and-after  
18 pictures also in terms of the groups that use  
19 that and request that paint.

20 COMMISSIONER WARFIELD: Thank you, sir,  
21 appreciate that announcement.

22 MS. SMITH: Good afternoon, Bernice  
23 Smith, political activist, to you Deputy Chief,  
24 to you the Commissioners. I think this is a very  
25 nice picture, don't you, Chief White? What I

1 have heard over the air not only this morning,  
2 you know, most of the politicians are up in  
3 Mackinac. They're discussing our payroll here in  
4 the Detroit area, what's going to happen.

5 This is really overall what I want to  
6 tell you today, it was about your new chief.  
7 People were making comments about why would he  
8 let the people know or the citizens here in  
9 Detroit know it's him that's coming to this city  
10 to be our police chief, also other things that  
11 were said in regards to him planning -- what is  
12 it you call the policing of the community.

13 They didn't think that -- see, I'm  
14 giving you this what the people are saying so you  
15 would take it back and think about it, if it's  
16 for you to think about.

17 And also saying that the -- which I  
18 know and you know -- the morale of the police  
19 department is really at a low. Not only is it  
20 low because of the fact that the payroll has been  
21 cut and also your hours have been increased. I  
22 have been stressing that daily in regards to  
23 their feelings and I know most of the police,  
24 they feel as though it's not worth it at times.  
25 They have all kinds of feelings in regards to

1 whether they should stay or not. We got a lot of  
2 them that are retiring as you know.

3 But the fact is we have to find out if  
4 this chief is really going to be sincere in what  
5 he says. You know, politics always say the same  
6 thing, they going to do this and do that. You've  
7 been hearing it for the last two months and  
8 you're going to hear more of it as the months  
9 come along.

10 But the fact is I want to be very sure,  
11 I want to tell the people yes, we can depend on  
12 him, but we can't know until he gets here and he  
13 won't get here until next month, is that correct?

14 So in the meantime I'm going to keep  
15 the people informed on what your positions right  
16 here at this meeting so they will know that you  
17 are having the same feelings that we have because  
18 we want to know if he's going to be for real and  
19 not just come here and try to make us feel good  
20 like a lot of politicians do.

21 That's what I wanted to bring to you  
22 this morning and I hope that we won't be  
23 disappointed with him coming down and trying to  
24 straighten out our city because we all know crime  
25 is on the rampant and we need to have somebody

1 here to have a plan to stop all this high-jacking  
2 and threatening people and especially the  
3 seniors.

4 I'm so sick and tired of the seniors  
5 being assaulted. And one more thing. Can we do  
6 something about the gas stations where people go  
7 and get gas and they're being assaulted and it's  
8 on the uprise. It's not something that's once a  
9 week, it's every day because we announce it on  
10 our program in the mornings.

11 And this was suggested that we would  
12 have them to be responsible insurance-wise, be  
13 responsible for all their customers that come in  
14 there that have been assaulted. You know this  
15 past Sunday a lady was pulled out of a gas  
16 station over there on Telegraph and Schoolcraft  
17 and then the man, he didn't do anything. He  
18 claimed he called the police, but in the meantime  
19 these are things that we have to discuss and  
20 think about these gas stations.

21 We do not have no protection with them.  
22 If we would charge them with having security in  
23 there I think we would have low crime rates in  
24 regards to the gas stations. That's what  
25 I wanted to bring to you today. Thank you.

1                   COMMISSIONER WARFIELD: Thank you,  
2                   ma'am. Deputy Chief wants to address a couple  
3                   of things.

4                   DEPUTY CHIEF TOLBERT: Just a couple of  
5                   things, especially in a gas station, one of the  
6                   things that fuels crime is the reward and benefit  
7                   that the perpetrator uses, the absence of -- the  
8                   opportunity, the opportunity to commit that  
9                   crime, then the absence of individuals who can  
10                  prevent that crime, being the police.

11                  If you look at those three aspects, you  
12                  know, we can -- we have a little bit of play in  
13                  all of them, but it encompasses a lot of other  
14                  issues with it also.

15                  So what I would say is what we are  
16                  doing, we are looking at gas stations. We have  
17                  gas stations that are chronic offenders of crime  
18                  -- they're not chronic offenders, but the  
19                  environment around the gas station is constantly  
20                  breeding crime. So we're going to these gas  
21                  stations.

22                  Matter of fact, I have a meeting with  
23                  one on the west side next week and what we want  
24                  to do is, first of all, partner with them so that  
25                  the area is no longer open prey for what we call

1 crimes of opportunity, because that's what they  
2 are.

3 MS. SMITH: Linwood and Davison is very  
4 bad.

5 DEPUTY CHIEF TOLBERT: That's the one  
6 we're talking about.

7 MS. SMITH: All right, thank you.

8 DEPUTY CHIEF TOLBERT: And then we want  
9 to do just a systematic approach. They need to  
10 have security there. We want them to have  
11 cameras and video and then if that doesn't work,  
12 we want to put -- use secondary employment where  
13 they have an officer there. We're going to  
14 almost mandate some of these things with some of  
15 these problem gas stations. Otherwise, then  
16 we're going to go after them as a nuisance  
17 location and we're going to close them down.

18 MS. SMITH: That's wonderful, I  
19 appreciate you telling me that.

20 COMMISSIONER WARFIELD: Thank you, sir.

21 MS. PANSELL: Good afternoon, Sharon  
22 Pannell. I was wondering, could you tell me when  
23 the -- where the community meeting is going to be  
24 on the 13th of June, if not can you e-mail me?

25 MR. BROWN: Patton Park, Woodmere.

1 MS. PANNELL: And the new chief, will  
2 he be coming to these meetings or you don't know?

3 COMMISSIONER WARFIELD: Yes. According  
4 to the Charter he's supposed to be at the  
5 meetings. As you all know, he was here, he had  
6 stopped by here last week or week before last, he  
7 had stopped by when he was making his rounds and  
8 so he will be an active part.

9 I'll say this. You got -- certainly  
10 he's not here, he's not on board yet, but you  
11 judge him by his record at this point, what has  
12 he done in the places where he has served.

13 And if you look at his record, you  
14 would see that it's not rhetoric that's coming  
15 from him, it's actually a very strong record of  
16 community policing, a very strong record of going  
17 against gangs and working with people to make  
18 sure that crime is reduced.

19 So I think the proof will be in the  
20 pudding, but you're right, we can't judge him  
21 until he puts his plan in place. Certainly he'll  
22 come in and he'll assess -- he has to assess what  
23 he's working with.

24 Anytime you go to any situation, any  
25 job, you want to understand what's actually --

1 what tools you have in your toolbox to work with  
2 and then, you know, you lay out your plan after  
3 you do that and then move forward.

4 So I would say it's not going to be an  
5 immediate fix no matter who that person is, never  
6 going to be an immediate fix because you got to  
7 understand what you're working with and then move  
8 forward from there.

9 But, you know, my thing is still be  
10 diligent and -- here's what I give the department  
11 credit for and you're right, that morale is still  
12 that an all-time low, but there's hope and the  
13 members of the department still work every day.  
14 They still come to work even if they don't feel  
15 like it, they still come, they still do their  
16 jobs, they still are arresting people, they still  
17 -- you heard the report from the special program  
18 the Chief was doing. So they're still out there  
19 doing their jobs.

20 It's up to us to advocate for them and  
21 we do to get them more resources that they need,  
22 be it financial resources, be it changing of  
23 their hours and we're doing that behind the  
24 scene.

25 So you're going to see some changes

1 fairly soon. In the back half of this year we  
2 believe you're going to see some significant  
3 changes as relates to the officers' morale being  
4 a little higher as relates to what they're doing  
5 now because of some of the things that we put in  
6 place.

7 MS. PANNELL: Okay, thank you and I  
8 think the NIPIT program is working.

9 COMMISSIONER WARFIELD: Absolutely.  
10 Thank you, Ms. Pannell. Are there others who  
11 wish to address the Board of Police  
12 Commissioners? Any others? Any others, any  
13 others?

14 Okay, on that note we will close that  
15 portion of our meeting and -- any announcements  
16 or anything?

17 COMMISSIONER WHITE: No, sir.

18 COMMISSIONER WARFIELD: We will adjourn  
19 our meeting today and, again, we look forward to  
20 seeing you next week at the Central District,  
21 7310 Woodward.

22 Thank you, ladies and gentlemen, for  
23 coming, we appreciate you, bye-bye.

24 (Proceedings concluded at  
25 4:02 p.m.)

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STATE OF MICHIGAN )  
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