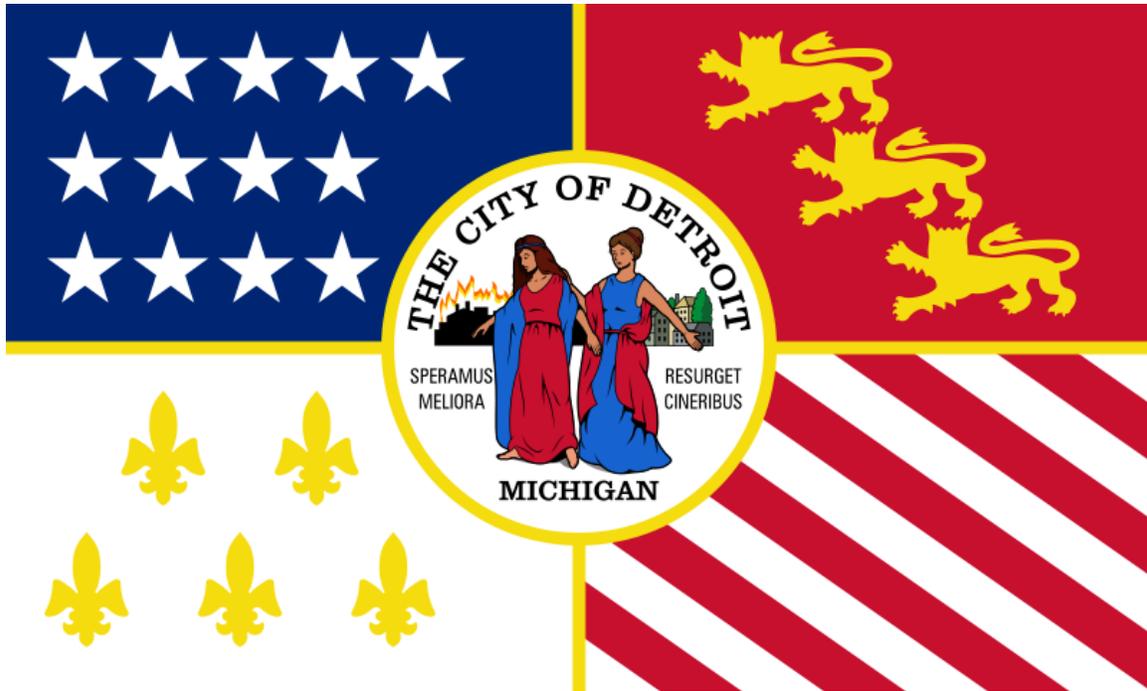


# Detroit Board of Police Commissioners



## 2014 Annual Report

*The 2014 Annual Report for the Board of Police Commissioners  
is presented to the citizens of the City of Detroit  
in humility and gratitude.*

*"We need to dream big dreams, propose grandiose means if we are to recapture the  
excitement, the vibrancy, and pride we once had."*

*Coleman A. Young*

## **Board of Police Commissioners' Mission Statement**

*To increase public confidence and trust in the Detroit Police Department by providing competent, objective and effective civilian oversight.*



### ***On the front cover – Flag of Detroit***

*David E. Heineman designed the flag of Detroit in 1907. It was adopted as the city's flag in 1948.*

*The City's seal (center) depicts the Detroit fire of 1805 and includes the representation of two women: the woman on the left weeps over the destruction of Detroit caused by the fire. The Latin motto next to her reads "Speramus Meliora" meaning "We hope for better things." The woman on the right, representing hope, gestures to the new city. The Latin motto next to her reads "Resurget Cineribus" meaning "It will rise from the ashes."*

*The quarter panels represent the countries that have ruled Detroit since its founding. The lower left panel contains the Fleur-de-lis of France, which founded the city in 1701. The upper right panel contains lions representing Great Britain, which later controlled the Detroit colony. The upper left and lower right panels represent the United States of America.*



## Duties & Responsibilities of the Board of Police Commissioners

*Section 7-801 et seq.*

**Creation:** In 1973, the citizens of Detroit adopted a new form of governance for the Police Department by revising the Detroit City Charter and creating the Board of Police Commissioners. This Charter provision became effective on July 1, 1974.

**Current Composition:** The 2012 City Charter provides for the Board to have **11 commissioners** – 4 members appointed by the Mayor, subject to City Council approval, and 7 elected members, one from each non at-large Police Commission District. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” as set forth in the Charter.

**Residency:** All members of the Board must be residents of the city of Detroit.

**Leadership:** The Board elects a chairperson annually. A member of the Board may not serve consecutive terms as chairperson, nor may an appointed person serve more than 5 years consecutively years as a member of the Board.

**Meetings:** The Board meets at the call of its chairperson, and is required to meet at least once each week. The Board may recess during the Thanksgiving, Christmas and New Year holidays. All meetings are held in accordance with the Michigan *Open Meetings Act*.

**Duties:** The Board is responsible for the following specific duties:

- Establish policies, rules and regulations for the Police Department in consultation with the Chief and approval of the Mayor;
- Review & approve the departmental budget;
- Receive and resolve citizen complaints except those alleging criminality;
- Act as final authority in imposing or reviewing discipline of employees of the Department;
- Make an annual report to the Mayor, the City Council, and the public of the Department’s activities during the previous year, including the handling of crime and complaints, and of future plans.

- The Board may subpoena witnesses, administer oaths, take testimony, and require the production of evidence.
- The Board approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs.

**Staff:** The Board appoints a Board Secretary. It also appoints a Chief Investigator and such additional staff of investigators, as it deems necessary. All Board appointees serve at the Board's pleasure.

**Board Function:** The Board is a liaison between the citizens of the city of Detroit and the Detroit Police Department.

## Executive Summary

Dear Honorable Mayor,  
Members of the Detroit City Council, and  
The Citizens of the City of Detroit

On behalf of the Detroit Board of Police Commissioners (the “Board”), we are pleased to present the 2014 Annual Report, in accordance with Section 7-803(5) of the 2012 Detroit City Charter. This report details the summary of the Board’s mission, operations and activities, the Office of the Chief Investigator and the Human Resource Bureau for the period of January 1, 2014 – December 31, 2014. Also included are the Detroit Police Department’s crime statistics for the applicable period.

The collective focus of the Board is to increase public confidence and trust in the Detroit Police Department by providing competent, objective and effective civilian oversight. Our goal is to remain transparent and accountable to the citizens of Detroit. As we enter our 40<sup>th</sup> year of representing the interests of our citizens, we will continue to work in consultation with the Chief of Police and the Mayor in fulfilling our Charter mandated duties.

In 2014, the Board for the first time in history convened with appointed and elected Commissioners. In accordance with the 2012 City Charter, the Board’s membership expanded from five (5) Mayoral appointees to an eleven (11) member Board, consisting of four (4) Mayoral appointees and seven (7) elected Commissioners from each non-at large City Council/Police Commission District.

In 2014, the Board also remained under the restrictions of Emergency Manager Order (EMO) 11, which were put in place on July 1, 2013. A subsequent Order, EMO 42, dated September 25, 2014, continued these restrictions through December 2015. As before, EMO 42 restricts the Board’s oversight authority on key provisions of the Charter. The Detroit City Council can fully restore the Board’s authority in December 2015 as provided in State Law.

The Board of Police Commissioners greatly appreciates the opportunity to serve our great City. We look forward to enhancing community partnerships that promote public safety and overall wellbeing.

Sincerely,



Willie E. Bell, Chair

# Detroit Board of Police Commissioners



January 9, 2014

*The above photo shows the newly constituted Board of elected and appointed Commissioners following its first meeting at the Northwest Activity Center on January 9, 2014.*

*From left to right, the Commissioners are: Richard Shelby (District 1); Wendell C. Byrd (District 2); Willie E. Bell (District 4); Lisa Carter (District 6); Donnell R. White (Mayoral appointee & Vice Chair of the Board on this date); Jessica Taylor (Mayoral appointee and Chairperson on this date); Reverend Jerome L. Warfield (Mayoral appointee); Willie E. Burton (District 5); Ricardo R. Moore (District 7); and Reginald Crawford (District 3)*



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**EMERGENCY MANAGER  
CITY OF DETROIT**

**ORDER No. 11**

**ORDER APPOINTING JAMES CRAIG CHIEF OF POLICE  
OF THE CITY OF DETROIT POLICE DEPARTMENT**

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BY THE AUTHORITY VESTED IN THE EMERGENCY MANAGER  
FOR THE CITY OF DETROIT  
PURSUANT TO MICHIGAN'S PUBLIC ACT 436 OF 2012,  
KEVYN D. ORR, THE EMERGENCY MANAGER,  
ISSUES THE FOLLOWING ORDER:

---

\* \* \*

It is hereby ordered that:

1. Mr. Craig shall be appointed, and serve as, Chief of Police of the City of Detroit Police Department effective as of Monday, July 1, 2013.
2. As the Chief of Police Mr. Craig shall carry out the duties listed in Section 7-806 of the Charter.
3. Notwithstanding any Charter provision or policies, rules, and regulations established by the Board of Police Commissioners to the contrary, Mr. Craig also shall have the authority to hire a Chief of Staff, Special Advisor to the Police Chief, Director of Police Personnel and Internal Affairs director, and to make other command level hiring, retention, promotion, demotion, reassignment and any other related personnel decisions, subject to the approval or disapproval of the EM or his designee in writing.

\* \* \*

Dated: July 1, 2013

*See Appendix for more information*



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**EMERGENCY MANAGER  
CITY OF DETROIT**

**ORDER No. 42**

**ORDER ADDRESSING ISSUES RELATING TO THE CONCLUSION  
OF THE EMERGENCY MANAGER'S TENURE AND TRANSITION  
OF CITY OPERATIONS TO THE MAYOR AND CITY COUNCIL**

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BY THE AUTHORITY VESTED IN THE EMERGENCY MANAGER  
FOR THE CITY OF DETROIT  
PURSUANT TO MICHIGAN'S PUBLIC ACT 436 OF 2012,  
KEVYN D. ORR, THE EMERGENCY MANAGER,  
ISSUES THE FOLLOWING ORDER:

---

\* \* \*

*City of Detroit Police Commissioner; Police Chief*

8. Notwithstanding anything to the contrary in EM Order No. 11, the following powers of the Board of Police Commissioners shall be reinstated effective immediately:
  - a. The power to consult with the Chief of Police, and with the approval of the Mayor, establish policies, rules and regulations;
  - b. The power to review the departmental budget prior to its submission to the Mayor and to make recommendations to the Mayor regarding such budget;
  - c. The power to receive, investigate (including the power to subpoena witnesses, administer oaths, take testimony and require the production of evidence, and to apply to the appropriate court for enforcement of same, and to continue its current investigative staffing levels for this purpose), and recommend resolution of complaints to the Mayor concerning the operation of the Police Department;
  - d. The power to forward all allegations of criminality to the appropriate internal or external law enforcement agency for further investigation; and
  - e. The power to make an annual report to the Mayor, the Council and the public of the handling of such complaints.

All other powers granted to the Chief of Police by Order No. 11 shall continue.

9. The Mayor shall have the authority to negotiate and execute a contract that, among other things, extends the current Chief of Police's service to the City.

\* \* \*

Dated: September 25, 2014

# Members

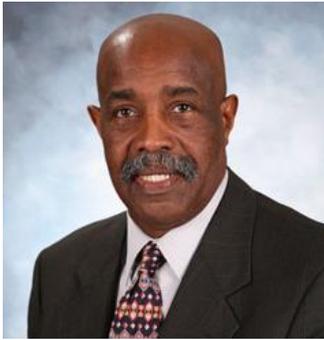
## Board of Police Commission



*The 2012 City Charter provides for the Board to have **11 commissioners** – 4 members appointed by the Mayor, subject to City Council approval, and 7 elected members, one from each non at-large Police Commission District.*

## **WILLIE E. BELL**

### **Chairperson**



A native of Hernando, Mississippi, **Willie Bell** migrated to Detroit at an early age and graduated from Northeastern High School. He joined the United States Army in 1966, 1<sup>st</sup> Air Cavalry Division, and was stationed in the Republic of Vietnam for a portion of tenure in the service. He was honorably discharged in 1969 after attaining the rank of Sergeant. In August 1971 Commissioner Bell joined the Detroit Police Department. He served the Department and City for 32-years as a sworn officer and retired in 2003 at the rank of lieutenant.

Commissioner Bell has dedicated his life and career to promoting justice, fairness, and effectiveness in law enforcement, with an emphasis on how it impacts issues facing the community. He contributes his time and talent to youth organizations and civic and community groups, as well. He is married and the father of two daughters and one granddaughter, and serves his church, Plymouth United Church of Christ, as an ordained deacon. Commissioner Bell holds a BS degree from Central Michigan University and is a 40 year resident of East English Village. **Commissioner Bell represents District 4**

## **LISA CARTER**

### **Vice Chairperson**

**Lisa Carter** is committed to the safety of the residents of the City of Detroit and the County of Wayne. Commissioner Carter is a lifelong resident of the City of Detroit and graduated from Cass Technical High School. She is currently employed at the Wayne State University Center for Urban Studies. Her responsibilities include managing AmeriCorps members assigned to targeted areas in the City of Detroit.



Prior to joining Wayne State University, Commissioner Carter worked for the Wayne County Sheriff's Office as a deputy sheriff. She retired at the rank of lieutenant following a 27-year career with that office.

Commissioner Carter has a Bachelor's Degree in Criminal Justice from Concordia University. She is also a graduate of the Eastern Michigan School of Staff and Command and the Central Michigan Law Enforcement Executive Leadership Institute. She and her husband Tyrone have 2 sons. **Commissioner Carter represents District 6.**

## RICHARD C. SHELBY



**Richard C. Shelby** brings a wealth of law enforcement knowledge and experience to his office as a retired Detroit Police Commander with 30 years of service. He also has vast experience in private security policing after serving in high managerial positions on college campuses in the Detroit metropolitan area.

Commissioner Shelby is the product of the Detroit Public School System (Central High School in 1967), and holds a Bachelor of Science Degree from Wayne State University and a Master's Degree in Liberal Studies from Eastern Michigan University. He is also a graduate of the Northwestern School of Police Staff and Command.

Commissioner Shelby has been married for 33 years, and is the father of six. He is a member of Mt. Zion Missionary Baptist Church, Ecorse, Michigan, where he serves on the Trustee Governing Board. **Commissioner Shelby represents District 1.**

\* \* \*

## WENDELL C. BYRD

Commissioner **Wendell C. Byrd** was elected in 2013 to the Police Commission seat for District 2.

In November 2014, Commissioner Byrd was elected to the Michigan House of Representatives. In accordance with State law, State Representative Byrd resigned his Police Commission seat following the election. Mayor Mike Duggan, in accordance with the Detroit City Charter, appointed Bishop Edgar L. Vann, II as Byrd's successor\*.



*\*Section 3-105 of the 2012 Detroit City Charter states, if a vacancy occurs in an elective office of the Board of Police Commissioners it shall be filled by the Mayor with a resident from the relevant district, subject to City Council approval.*

## **BISHOP EDGAR L. VANN, II**

In November 2014, Detroit Mayor Mike Duggan appointed Bishop **Edgar L. Vann, II** to fill the District 2 seat left vacant by State Representative elect Wendell Byrd.

Bishop Vann is the pastor of Second Ebenezer Church, which has more than 50 active and thriving ministries. He has developed an extensive international ministry and travels the world teaching and preaching the word of God. He is also an accomplished musician, and a prolific writer.

As a civic leader, Bishop Vann is the founder and President of the Vanguard Community Development Corporation, which leads the community towards restoration, healing and empowerment. Bishop Vann is married and has 2 children. **Commissioner Vann represents District 2.**



\* \* \*

## **REGINALD CRAWFORD**



Commissioner **Reginald Crawford** is a retired Detroit Police Officer, who also worked in Atlanta, Georgia as a Police Officer. He continues to serve law enforcement as a Deputy Sheriff for the Wayne County Sheriff's Department.

Commissioner Crawford is a passionate advocate for community involvement and oversight of law enforcement practices. He brings a wealth of law enforcement experience and community sensitivity to his position as a Police Commissioner.

Commissioner Crawford serves on several committees of the Board including Disciplinary Appeals, Legal Affairs, and Personnel and Training. **Commissioner Crawford represents District 3**

## **WILLIE E. BURTON**

Police Commissioner **Willie E. Burton** was elected to the Police Commission seat in November 2013. He is well known in the community for his grassroots activism and organizing skills.

He is committed to helping reduce crime, bring economic opportunities to his district and the City, helping our youth develop and grow in positive ways, and supporting a strong public school system.

**Commissioner Burton** serves on the Budget Committee for the Board and **represents District 5.**



\* \* \*



## **RICARDO R. MOORE**

Police Commissioner **Ricardo R. Moore**, also known as “Remo”, is a retired Detroit Police Lieutenant and one of two police commissioners who honorably served our country in the U.S. military (Army).

Commissioner Moore’s attraction to law enforcement began at an early age when his family began attending the Detroit Police Field Days at Tiger Stadium. He later joined the Jr. Police Cadet Program and ultimately signed on with the Detroit Police Department. As an officer, sergeant and lieutenant, Commissioner Moore held many assignments related to patrol, administration, and management.

Since retirement, Commissioner Moore has worked as a team leader for the Detroit Medical Center’s Police Authority and currently serves as a security specialist in the private sector. He has one son, Ricardo II, and is a proud grandfather. **Commissioner Moore represents District 7.**

## JESSICA A. TAYLOR

Commissioner **Jessica A. Taylor** was appointed to the Board in July 2011. She is the Executive Director of the Chance for Life Organization, which plays a significant role with Michigan's Prison population. Ms. Taylor sits on several state and local boards and holds a Bachelor's Degree in Business Administration as well an MBA from Cornerstone University.

Commissioner Taylor served as Chairperson for the Board during the 2013-14 term. Her term of office as a police commissioner expires on June 30, 2015. **Commissioner Taylor is a Mayoral Appointee.**



\* \* \*

## DONNELL R. WHITE



**Commissioner Donnell R. White** was appointed to the Board in 2010. He is the Executive Director of the Detroit Branch of the National Association for the Advancement of Colored People (NAACP), which is the largest NAACP branch office in the country. Commissioner White is the recipient of numerous awards and honors, and is considered one of Detroit's eminent emerging leaders for being civically engaged, culturally connected and spiritually led.

Commissioner White holds a Bachelor's Degree in Finance from Michigan State University. He is also a former Chairman of the Board of Police Commissioners. His term of office as a police commissioner expires on June 30, 2015. **Commissioner White is a Mayoral Appointee**



## JUSTICE CONRAD L. MALLETT, JR.

Commissioner **Conrad L. Mallett, Jr.** was appointed to the Board in November 2014. He is the Chief Administrative Officer of the Detroit Medical Center (DMC) who formerly served as the President and Chief Executive Officer of the DMC's Sinai-Grace Hospital (2003-11), as well as the DMC's Chief Legal and Administrative Officer (2003).

His career also included him serving as President and General Counsel of LaVan Hawkins Food Group LLC, Chief Operating Officer for the city of Detroit, and a partner in the law firm of Miller, Canfield, Paddock & Stone.

As a public servant, Commissioner Mallett served as the Director of Legislative Affairs for Governor James Blanchard (1983-84), and as the Director and Executive Assistant to Mayor Coleman A. Young (1985-86). In 1990, Commissioner Mallett was appointed to the Michigan Supreme Court and was re-elected twice. His peers selected him as Chief Justice, making Chief Justice Mallett the first African American to serve in that capacity. He retired in 1998.

Commissioner Mallett obtained his Bachelor's Degree from UCLA, and his Juris Doctor and Master of Public Administration Degrees from the University of Southern California, and an MBA from Oakland University. **Commissioner Mallett is a Mayoral appointee.**

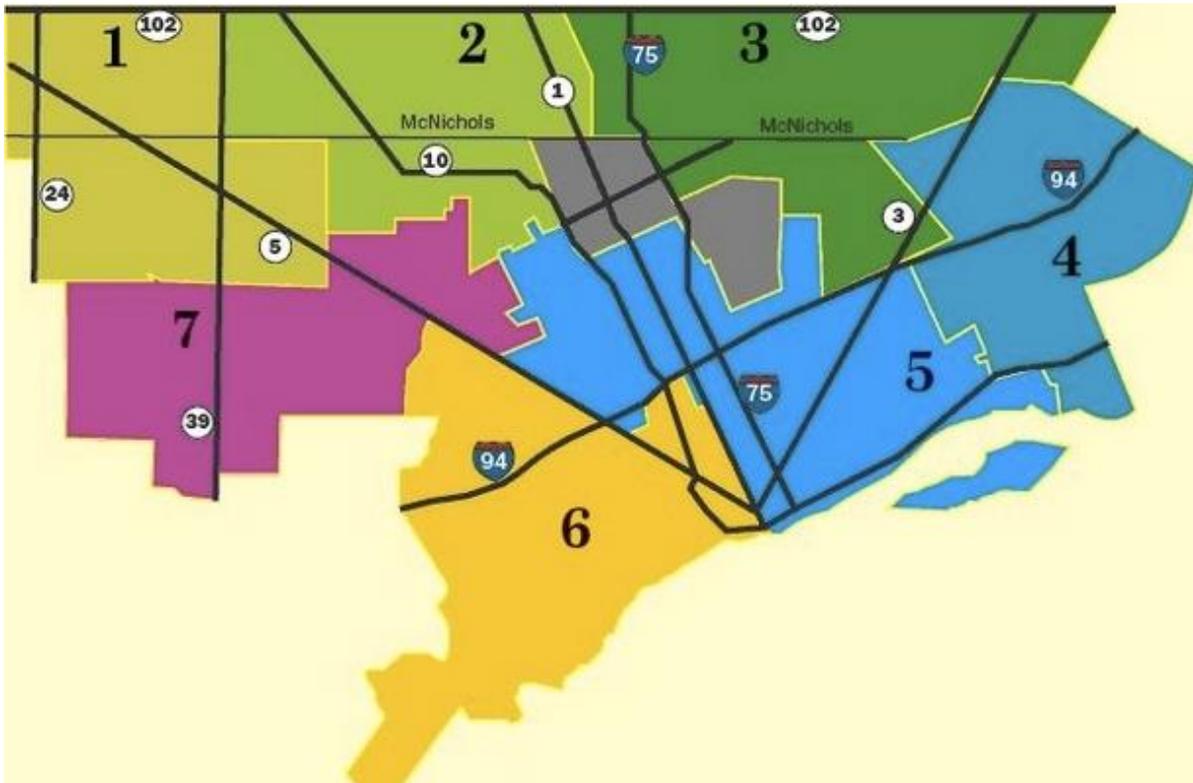
\* \* \*

## REV. JEROME WARFIELD, SR.

Reverend **Jerome L. Warfield, Sr.** was appointed to the Board in 2009. He pastors the Mt. Vernon Missionary Baptist Church in the Brightmoor community on the City's Westside. Pastor Warfield has received numerous awards and honors for his leadership and community activism. He holds a Bachelor's Degree in Criminal Justice from Michigan State University and a Masters Degree from Ashland Theological Seminary. Reverend Warfield has twice served the police commission as the Board's Chair. Commissioner Warfield resigned his position effective January 31, 2014 after being appointed to the Parole Board for the State of Michigan. **Commissioner Warfield was a Mayoral appointee.**



## Police Commissioner Districts



### DISTRICT REPRESENTATIVES

District 1: RICHARD SHELBY

District 3: REGINALD CRAWFORD

District 4: WILLIE E. BELL

District 6: LISA CARTER

District 2: WENDELL L. BYRD/

BISHOP EDGAR L. VANN, II

District 5: WILLIE E. BURTON

District 7: RICARDO R. MOORE

### MAYORAL APPOINTEES

JESSICA A. TAYLOR

DONNELL R. WHITE

CONRAD L. MALLETT, JR.

REVEREND JEROME L. WARFIELD, SR.

## 2014 MEETING SCHEDULE

DATE	TIME	PRESENTATION
Thursday, January 2, 2014	3:00 p.m.	No Meeting
Thursday, January 9, 2014	6:30p.m.	NW Activity Center (#12)
Thursday, January 16, 2014	3:00 p.m.	None
Thursday, January 23, 2014	3:00 p.m.	Resource Management
Thursday, January 30, 2014	3:00 p.m.	Public Information
Thursday, February 6, 2014	3:00 p.m.	None
Thursday, February 13, 2014	6:30 p.m.	Samaritan Center (#9)
Thursday, February 20, 2014	3:00 p.m.	Personnel
Thursday, February 27, 2014	3:00 p.m.	Budget
Thursday, March 6, 2014	3:00 p.m.	None
Thursday, March 13, 2014	6:30 p.m.	Boy Scouts of America (Central District)
Thursday, March 20, 2014	3:00 p.m.	Crime Control Strategies
Thursday, March 27, 2014	3:00 p.m.	Neighborhood Liaison
Thursday, April 3, 2014	3:00 p.m.	None
Thursday, April 10, 2014	6:30 p.m.	St. John's Conner Creek (#11)
Thursday, April 17, 2014	3:00 p.m.	Internal Affairs
Thursday, April 24, 2014	3:00 p.m.	Traffic Enforcement
Thursday, May 1, 2014	3:00 p.m.	None
Thursday, May 8, 2014	6:30 p.m.	Bushnell Congregational (#8)
Thursday, May 15, 2014	3:00 p.m.	Downtown Services
Thursday, May 22, 2014	3:00 p.m.	Criminal Investigations
Thursday, May 29, 2014	3:00 p.m.	Tactical Response Unit
Thursday, June 5, 2014	3:00 p.m.	None
Thursday, June 12, 2014	6:30 p.m.	SW Church of God (#4)
Thursday, June 19, 2014	3:00 p.m.	Recruiting
Thursday, June 26, 2014	3:00 p.m.	Civil Rights
Wednesday, July 2, 2014	3:00 p.m.	None
Thursday, July 10, 2014	6:30 p.m.	Helping Operation for People Empowerment (#10)
Thursday, July 17, 2014	3:00 p.m.	Narcotics/Vice
Thursday, July 24, 2014	3:00 p.m.	Training
Thursday, July 31, 2014	3:00 p.m.	Special Ops
Thursday, August 7, 2014	3:00 p.m.	None
Thursday, August 14, 2014	6:30 p.m.	UAW Local 7 (#5)
Thursday, August 21, 2014	3:00 p.m.	Cease Fire
Thursday, August 28, 2014	3:00 p.m.	AC Enforcement

**2014 MEETING SCHEDULE, cont.**

<b>DATE</b>	<b>TIME</b>	<b>PRESENTATION</b>
Thursday, September 4, 2014	3:00 p.m.	None
Thursday, September 11, 2014	6:30 p.m.	Boy Scouts of America (Central District)
Thursday, September 21, 2014	3:00 p.m.	Facility
Thursday, September 28, 2014	3:00 p.m.	Police Medical
Thursday, October 2, 2014	3:00 p.m.	None
Thursday, October 9, 2014	6:30 p.m.	Sacred Heart Activity Center (#7)
Thursday, October 16, 2014	3:00 p.m.	Grants & Contracts
Thursday, October 23, 2014	3:00 p.m.	Night Command
Thursday, October 30, 2014	3:00 p.m.	Audit & Inspections
Thursday, November 6, 2014	3:00 p.m.	None
Thursday, November 13, 2014	6:30 p.m.	Boys & Girls Club (#6)
Thursday, November 20, 2014	3:00 p.m.	None
November 24-28, 2014	Recess/ Thanksgiving	
Thursday, December 4, 2014	3:00 p.m.	None
Thursday, December 11, 2014	6:30 p.m.	Adam Butzel Recreation Complex (#2)
Thursday, December 18, 2014	3:00 p.m.	None
December 22-26, 2014	Recess/Christmas	
December 29-January 2, 2014	Recess/New Year's	

Location for the 3:00 p.m. Board meetings:  
 Detroit Public Safety Headquarters  
 1301 Third Avenue, 3<sup>rd</sup> floor  
 Detroit, MI 48226

The 6:30 p.m. community meetings are held at different locations throughout the city.

## FORMER POLICE COMMISSIONERS

Douglas Fraser

Rev. Charles Butler

Alexander Ritchie, Esq.

Edward Littlejohn, Esq.

Susan Mills Peek

Judge Avern Cohn

Walter Douglas

Fr. Malcolm Carron

Eugene Driker, Esq.

Harold Shapiro

Sharon Bernard Miller, Esq.

S. Martin Taylor, Esq.

Roy Levy Williams

Richard P. Kughn

Rev. David Ellis

Sharon McPhail, Esq.

Dr. Arthur L. Johnson

Harold Gurewitz, Esq.

Nathan Conyers, Esq.

Rev. Cleveland L. Anderson

Margaret E. Baylor, Esq.

N. Charles Anderson

Inez DeJesus

Bishop John H. Sheard

Kenneth L. Hollowell

Mariam Clark, Esq.

Sanford Cohen, MD

Zeline Richard

Eva Garza Dewaelsche

W. Anthony Jenkins, Esq.

Stanley Marx

Nathan Head

Bishop Edgar L. Vann, II

Megan Norris, Esq.

Arthur Blackwell, II

Willie Hampton

Erminia Ramirez

Rev. Jim Holley

Rev. Ronald L. Griffin

Mohamed Okdie

Adela M. Rivera

Toney Stewart

Michael E. Reeves

Rev. Jerome L. Warfield, Sr.

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# THE COMMISSION STAFF

## Section 7-804, Staff

*Secretary to the board.* The board shall appoint a board secretary, who serves at its pleasure. The secretary shall not have been an employee or elective or appointive officer of the city within three (3) years prior to appointment. The secretary shall attend board meetings.

*Investigative staff.* The board shall also appoint a chief investigator and such additional staff of investigators as it deems necessary. The chief investigator shall not have been an employee or elective or appointive officer of the city within three (3) years prior to appointment. Investigators serve at the board's pleasure. They must possess skills and experience necessary for investigative work.

*Other staff.* The board may hire, in accordance with article 6, chapter 5, such additional staff as is necessary to carry out its duties. All members of the staff are under the direction of the board, and the chief of police has no authority over any member of the staff.

## Section 7-811, Division of Police Personnel

The division of police personnel is headed by a *director* of police personnel appointed by the board. The director of police personnel must be a civilian and serves at the pleasure of the board.



George N. Anthony, Esq.  
Secretary to the Board



Pamela Davis Drake  
Chief Investigator



Linda D. Bernard, Esq.  
Attorney to the Board

## **Board of Police Commissioners Office**

### **Administrative Assistant**

Robert Brown

## **Office of the Chief Investigator Staff**

### **Supervising Investigators**

Ainsley Cromwell

Lawrence Akbar

Abdullah Nelson (Interim)

### **Senior Investigators**

Rosalia Madrigal (Systems Analyst)

Charlotte Jones

Adela Rivera

Melanie White

### **Investigators**

Roslyn Banks

Yoniquea Coleman

Karen Hall

Hajnal Hiller

Jessica Hunter

Antonio Jones

Scott Lawson

Marquitta McConico

Delvata Moses

Elgin Murphy

LaShanda Neely

Carolyn Nichols

Samuel Quick

Denise Shelton

LiSonya Sloan

Tiffany Stewart

Gianna Turner

### **Office Assistant**

Angela Cox

## Office of the Chief Investigator

The Office of the Chief Investigator (OCI) is the investigative branch of the Detroit Board of Police Commissioners. Our mission is to fairly, effectively and objectively receive, investigate and make recommendations regarding non-criminal complaints made against the Detroit Police Department and its personnel. Through this procedure we receive, process, investigate and issue findings on citizen complaints.

The goal of OCI is to assist in improving the quality of law enforcement services by increasing the public's trust and confidence in the integrity of the Detroit Police Department. A major responsibility for the Office of the Chief Investigator is to bring the City into compliance with most provisions of the Consent Judgment on citizen complaints.

OCI is staffed by civilian investigators. Leadership and integrity is a highly focal component of the OCI. Mandated by the City Charter to be a civilian, the Chief Investigator reviews all reports and investigative findings and make recommendations to the Board. The Board reviews the findings, renders a ruling and submits the report to the Chief of Police for review and action. Citizens are notified in writing by the OCI of the investigative findings after approval of the Board and review by the Chief of Police.

Areas of concern investigated by the OCI are force, harassment, procedure, arrest, property, demeanor, search, entry, and service. These categories notwithstanding, the OCI investigates all complaints alleging non-criminal misconduct.

Once the investigation has been completed, each allegation is assigned one of the following findings:

**Exonerated** – Where the preponderance of the evidence shows that the alleged conduct did occur but did not violate DPD policies, procedures or training.

**Sustained** – Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the officer(s) violated the DPD policies, procedures or training.

**Not Sustained** – Where there are insufficient facts to decide whether the alleged misconduct occurred.

**Unfounded** – Where the investigation revealed no facts to support that the incident complained of actually occurred.

The mission of the Office of the Chief Investigator (OCI) is to fairly, effectively and objectively receive, investigate and make recommendations regarding non-criminal complaints concerning the Detroit Police Department and its personnel.



## THE UNITED STATES DEPARTMENT *of* JUSTICE

On August 25, 2014, Federal District Court Judge Avern Cohn dismissed the Use of Force (UoF) Consent Judgment against the city of Detroit and Detroit Police Department (DPD). In its place, the Court approved an 18-month Transition Agreement between the City and the U.S. Department of Justice (USDOJ), which now assumes responsibility for monitoring the DPD’s progress.

The UoF Judgment was the last of 2 consent judgments dismissed during 2014. The first judgment dealing with Conditions of Confinement (CoC) was dismissed in January 2014 when the Michigan Department of Corrections (MDOC), which operates the Detroit Detention Center (DDC), assumed responsibility for Detroit arrestees.

The following is a chronology of events that led to the termination of both judgments:

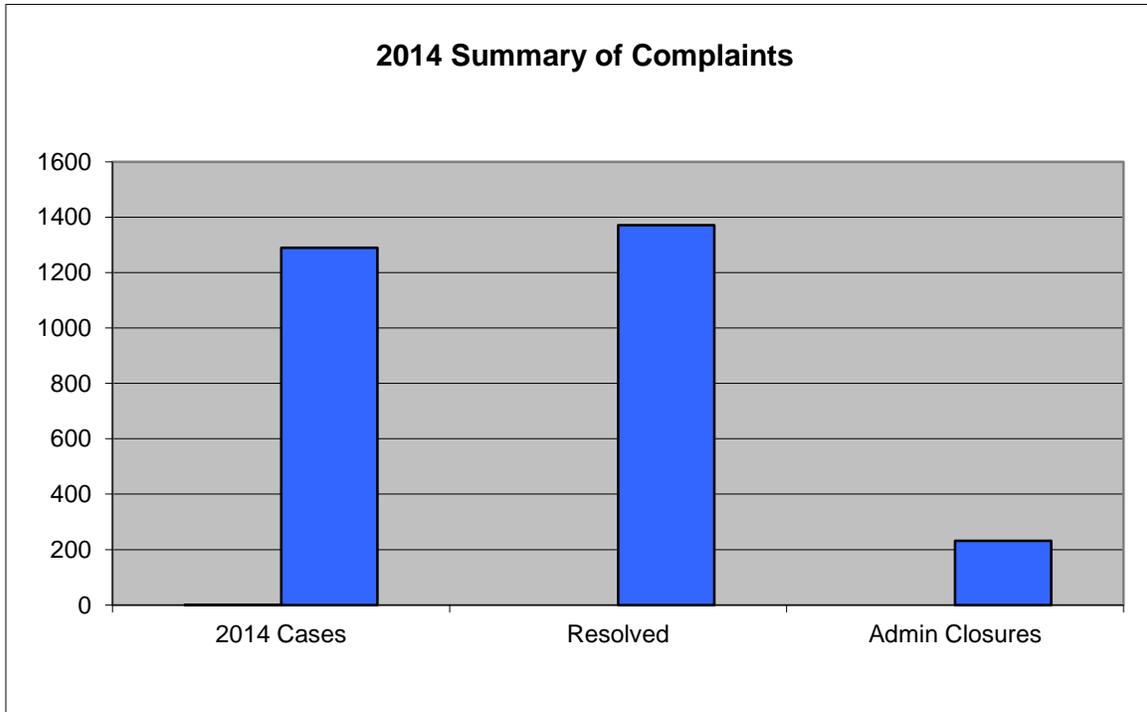
September 2000	<p>Mayor Dennis Archer asked the USDOJ to investigate DPD practices</p> <ul style="list-style-type: none"> <li>• Fatal shootings between 1995-2000: <b>47</b> (including 6 unarmed suspects)</li> <li>• Deaths in holding cells 1994-2000: <b>19</b></li> <li>• Uses of chemical spray in 2000: <b>460</b></li> <li>• Closure rate for Homicide cases in 1998: <b>47%</b></li> <li>• Citizen complaints in backlog (i.e., over 90 days) in 2000: <b>1,300</b></li> <li>• Over <b>1,800</b> citizen complaints received in 2000</li> <li>• Police litigation payouts 1987-2000: <b>\$142M</b> (\$8.9 M/yr.)</li> </ul>
November 2000	The USDOJ begins its investigation of DPD practices
March 2002	The USDOJ makes its recommendations on UoF and includes OCI
April 2002	The USDOJ makes its recommendations on holding cells
June 2002	The USDOJ makes its recommendations on witness detention
June 2003	<p>The USDOJ files a complaint against the City for “excessive force” and “unconstitutional conditions of confinement” –</p> <ul style="list-style-type: none"> <li>• <i>United States of America v. City of Detroit</i> (Case #03-72258)</li> </ul> <p>The USDOJ and the City file a joint motion to appoint a monitor</p> <p>Consent Judgments are signed and dated</p>
July 2003	<p>2 Consent Judgments are filed and approved by the Federal District Court: <i>Conditions of Confinement</i> and <i>Use of Force</i></p> <p>Attorney Sheryl Robinson becomes the Independent Monitor</p>

May 2009	Last quarterly report issued by Attorney Robinson
October 2009	<p>Chief Robert Warshaw is appointed to serve as the Independent Monitor</p> <ul style="list-style-type: none"> <li>Chief Warshaw's 1<sup>st</sup> quarterly report finds the DPD at 82% compliance on Phase 1 (Policy requirements); and 29% compliance on Phase 2 (Implementation-level compliance)</li> </ul>
January 2014	The Consent Judgment on CoC was dismissed when responsibility for prisoner processing was turned over to MDOC which operates the DDC
August 2014	<p>The USDOJ and the City file a joint motion to terminate the Consent Judgment on UoF and to dismiss the Independent Monitor</p> <p>The Court dismisses the UoF Judgment and replaces it with a Court approved 18-month Transition Agreement between the USDOJ and the City and USDOJ in which the USDOJ will continue to monitor the DPD's ongoing reforms</p> <ul style="list-style-type: none"> <li>Fatal shootings between 2009-2014: <b>18</b></li> <li>Deaths in holding cells 2008-2014: <b>1</b></li> <li>Uses of chemical spray in 2013: <b>50</b></li> <li>Closure rate for Homicide cases in 2014: <b>65.9%</b> (FBI National Standard/Average for Homicide Case Closures: 64%)</li> <li>Citizen complaints in backlog in 2014: <b>0</b></li> <li>Over <b>1,300</b> citizen complaints received in 2013/2014</li> <li>Police litigation payouts 2013: <b>\$4.4M</b></li> </ul> <p><b>Fees paid to the Independent Monitor: over \$15 Million since 2003 (\$87,825/month)</b></p>
March 2, 2016	Anticipated date for termination of the Transition Agreement

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# STATISTICAL CHARTS

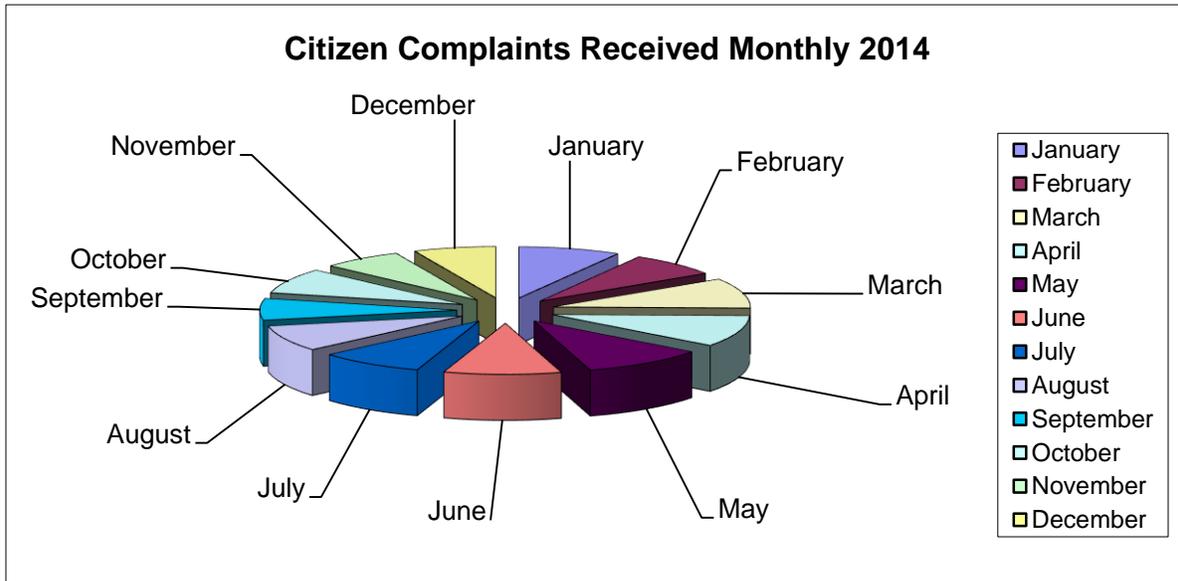


2014 Cases	1,290
Resolved	1,371
Void/Adm-closed	232

The Office of the Chief Investigator investigated and closed a total of 1,371 citizen complaints in 2014. Included in that number were several cases from the previous year.

Administrative Closures are citizen complaints that are closed without formal investigations because the complainant is unavailable or is unwilling to cooperate with the investigation **AND** one or more of the following is present:

1. The complaint is a duplicate;
2. The complaint has been referred to an appropriate outside agency;
3. The complaint was filed against an officer or employee who no longer works for the department;
4. The alleged conduct does not violate law or policy;
5. The complaint lacks sufficient detail about the involved officers or the incident, or it lacks merit.

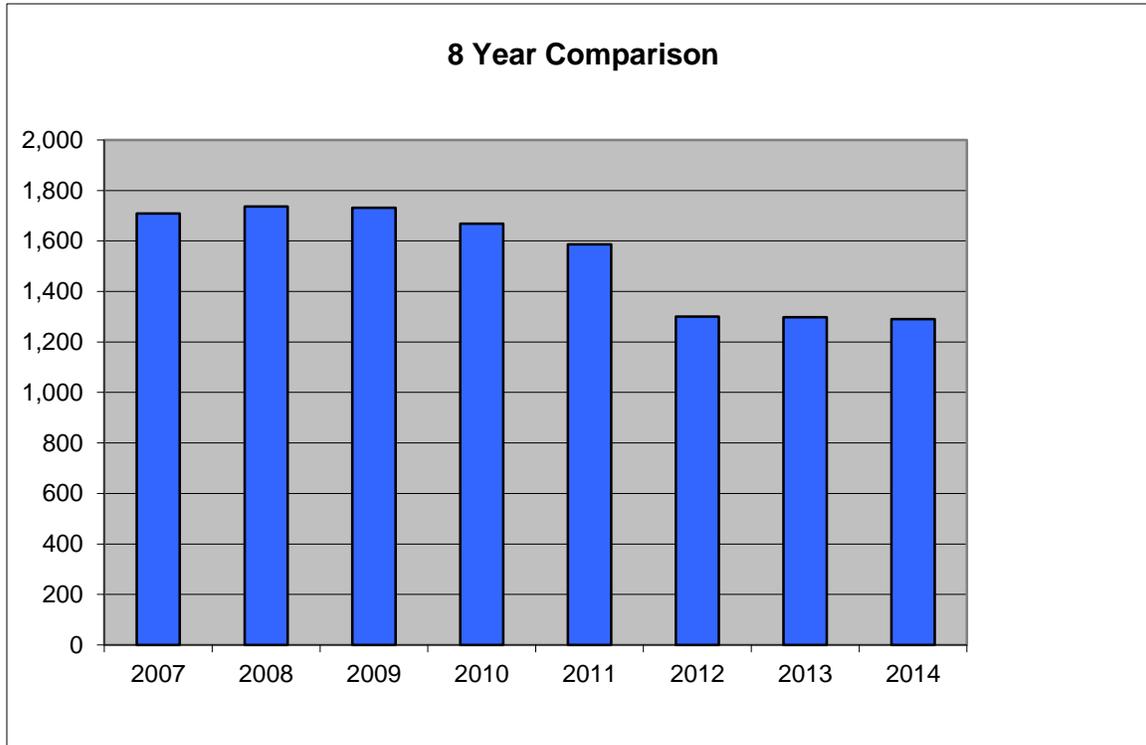


	<b>Open 2014</b>	<b>Closed 2014</b>	<b>Open 2013</b>
January	108	119	103
February	97	109	69
March	122	101	83
April	128	116	94
May	131	140	126
June	124	104	113
July	111	120	130
August	106	133	123
September	88	93	122
October	103	138	137
November	85	100	109
December	87	98	89
<b>Year Total</b>	<b>1,290</b>	<b>1,371</b>	<b>1,298</b>

The chart details the monthly breakdown of citizen complaints. As a general rule, citizen complaints increased during the warmer months. This increase reflects the fact that citizens tend to engage in more outdoor activities during warmer weather.

There is a variance between the number of 2014 open and closed cases. Though only 1,290 cases were opened in 2014, there were 1,371 cases that OCI closed during the calendar year. This latter figure takes into account investigations that were carried over from 2013.

## Yearly Comparison of Complaints 2007 - 2014



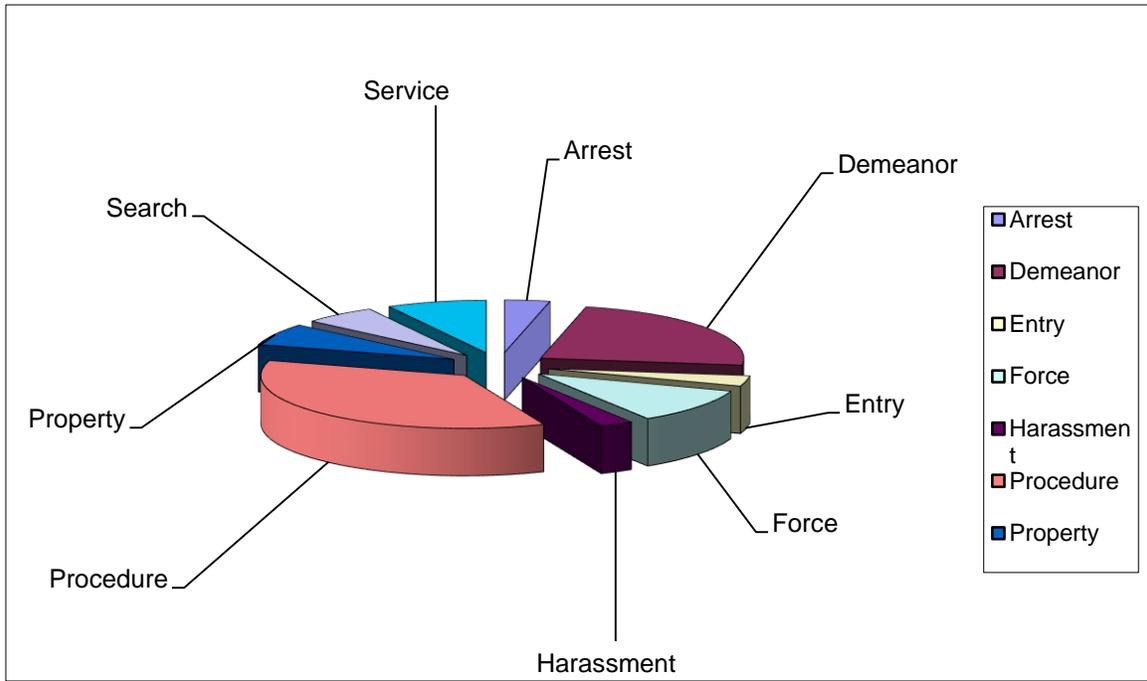
Year	2007	2008	2009	2010	2011	2012	2013	2014
<b>Complaints</b>	1,709	1,736	1,732	1,669	1,586	1,301	1,298	1,290

The above chart is an 8-year comparison of the citizen complaints received from 2007 – 2014. After experiencing highs in 2007 through 2008/09, the numbers began to trend downward.

Since 2003, the Detroit Police Department has been under 2 Consent Decrees that were entered into by the U.S. Department of Justice and the City of Detroit, and were approved by the U.S. District Court for the Eastern District of Michigan. The *Use of Force* Decree, among other things, required OCI to initiate a quarterly external informational campaign that advised citizens on how and where to file citizen complaints. The highs for 2007 – 2008/09 may be attributed to citizen awareness in knowing how to file citizen complaints, especially since the number of complaints showed a sustained increase after 2002 (2002=1,113; 2003=1,370; 2004=1,584; 2005=1,500; and 2006=1,492).

The decline in the number of complaints since 2008/09 may be evidence of better supervision and improved monitoring, corrective action being taken when warranted, and increased officer adherence to training and policy.

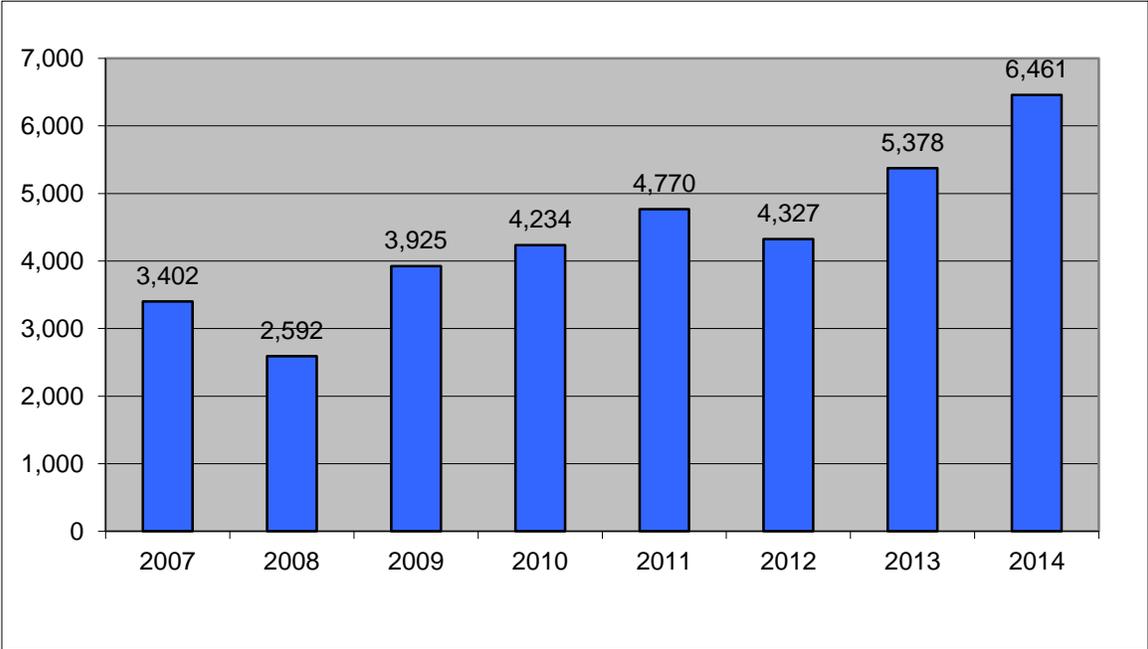
## Summary of 2014 Allegations



Arrest	232
<b>Demeanor</b>	<b>1,520</b>
Entry	208
Force	690
Harassment	172
<b>Procedure</b>	<b>2,318</b>
Property	435
Search	375
Service	511
<b>TOTAL</b>	<b>6,461</b>

The above chart reflects the number of complaints by specific allegations. Demeanor and procedure allegations (3,838 combined) comprise approximately 59% of the total number of allegations. These 2 allegations remain top priorities for DPD training and education.

# Yearly Comparison of Allegations



<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
3,402	2,592	3,925	4,234	4,770	4,327	5,378	6,461

# HUMAN RESOURCES BUREAU

## ANNUAL REPORT 2014



**Being a cop  
is more than  
just a gig.**

Detroit Police Recruiting



*Gail Oxendine, Director  
Human Resources Bureau*

The **POLICE HUMAN RESOURCES BUREAU** mission is to sustain policing excellence by ensuring uniform officers and civilian administrative staff are recruited, vetted, fit for duty and supported to provide exemplary, on time, crime reduction services to the citizens, business owners, visitors and other stakeholders of the city of Detroit.

### **HUMAN RESOURCES/EEOC**

Director of Police Personnel – 1  
Sergeant (EEO) – 1  
Civilian EEO Coordinator - 1  
Human Resources Analyst – 2  
Business Analyst – 1  
Human Resources Generalist – Temporary – 1  
Executive Secretary – 1  
Office Management Assistant – 1

### **POLICE PERSONNEL**

Sergeant – 1  
Police Officer – 3

### **POLICE RECRUITING**

Lieutenant – 1  
Sergeant – 1  
Investigator – 2  
Police Officer – 7  
Human Resources Analyst – 1  
Office Management Assistant – 1  
Office Assistant – 1  
Police Recruiters – Temporary – 2

### **POLICE MEDICAL**

Lieutenant – 1  
Sergeant – 1  
Police Officer – 4

**Total HRB Staff -35**

**HUMAN RESOURCES** is responsible for the recruitment and processing of new civilian staff and maintaining all employee records and files. In addition, the Human Resources Bureau is responsible for the coordination and facilitation of promotional ceremonies for sworn members. The unit is also responsible for any human resources special projects such as process improvement, system implementation and planning/facilitating sworn member promotional exams.

**ACCOMPLISHMENTS**

- Hired 37 Emergency Services Operators to assist with a high volume of emergency calls from citizens and visitors to the city.
- Hired 36 Office Management Assistants to replace the Police Officers working in police precincts as Desk Operations Service Officers. This initiative allowed the department to redeploy sworn officers from working inside the precincts to assigned patrol duties.
- Hired other civilian staff to enhance department operations (see below).

<b>CLASSIFICATION</b>	<b>NO. HIRED</b>
Telecommunications Operator	19
Senior Telecommunications Operator	1
Human Resources Analyst	1
Investigator – Board Of Police Commissioner	2
Animal Control Officer	3
Social Worker	1
Animal Control Investigator	1
Detention Facility Officer	5
Personnel and Payroll Record System Clerk	1
Office Management Assistant	1
Executive Secretary	1
<b>Total</b>	<b>36</b>

- Hired individuals via the Temporary Staffing Initiative to assist commands where manpower was low. The charts below detail the classifications and number of individuals hired to assist critical need areas. A total of 43 contractual staff were hired.

<b>COMMUNICATIONS</b>	
Civilian Dispatcher	25
Police Training Coordinator – Dispatch	1
Senior Emergency Services Operator	2
<b>Total</b>	<b>28</b>

Note: 14 additional Civilian Dispatchers hired 12/16/2013

<b>INFORMATION TECHNOLOGY</b>	
IT Project Manager	1
<b>Total</b>	<b>1</b>

<b>RECRUITING</b>	
Senior Clerk	1
Police Officer Recruiter	6
Human Resources Generalist	1
<b>Total</b>	<b>8</b>
<b>HUMAN RESOURCES</b>	
Human Resources Generalist	1
Human Resources Generalist (J/A)	1
<b>Total</b>	<b>2</b>
<b>FISCAL OPERATIONS</b>	
Principal Accountant	2
Cashier	1
<b>Total</b>	<b>3</b>
<b>TRAINING</b>	
Police Officer Trainer	1
<b>Total</b>	<b>1</b>

**FUTURE GOALS**

- Hire 150 Police Assistants; these individuals will work on a part-time basis in a sworn capacity assisting in the following areas – Disciplinary Administration, Media Relations, Secondary Employment, Police medical, Police Personnel, Fiscal Operations, Crime Analysis, Records Management, Labor Relations, Police Law, Resources Management Bureau, Facilities Management, Property Control, Firearms Inventory, Technology Bureau, Forfeiture, Liquor License, Crime Scene Services, Traffic (Downtown), Recruiting, Training, Prisoner Transport and Court Officer.
- Civilianization Project – hire approximately 175 additional civilian employees to fill administrative positions currently held by sworn police officers in an effort to redeploy the maximum amount of sworn members to patrol positions.
- Plan and facilitate sergeants and lieutenants promotional examination.
- Participate as subject matter experts in the implementation of the city’s new human resources and payroll system.
- LEAN process improvement initiative for the sick leave and restricted duty processes.

**EQUAL EMPLOYMENT OPPORTUNITY (EEO)** Office investigates allegations of harassment and discrimination on the basis of age race, sex, religion, ethnic origin, disability, etc. and provides sexual harassment and discrimination awareness training to supervisors and all department members.

In 2014 the EEO Office received a total of 56 claims filed by department employees at one (1) of the following agencies – the Detroit Police Department’s EEO Office (29), Michigan Department of Civil Rights (15) and the United States Equal Employment Opportunity Commission (12).

<b>2014 EEO CASES</b>	
Cases Closed Not Sustained	10
Cases Closed Unfounded	11
Cases Closed Complainant Withdrew	4
Cases Closed Sustained	5
Open Cases as of December 31, 2014	26
<b>Total</b>	<b>56</b>

**ACCOMPLISHMENTS**

- Designed and implemented new EEO training program to educate department members on sexual harassment and discrimination awareness.
- Hired an experienced investigator to address the increase in cases, ensuring the department responds timely to complaints.
- Implemented tracking database to monitor case load and report metrics.

**FUTURE GOALS**

- Recommendation to implement EEO training in the 40 hour block class, to new recruits, and supervisor class; this training will be interactive and instructor lead, to increase department knowledge on EEO laws, and the importance of identifying and addressing violations.
- A representative from the US-EEOC is being sought to discuss the federal laws with the command staff at the spring retreat.

**POLICE PERSONNEL** is responsible for maintaining complete and accurate personnel records for all sworn members and processing all personnel matters including but not limited to, awards, medals citations, transfers and transfer requests, and employment verification. The unit is also responsible for maintaining Human Resources metrics for sworn members, such as attrition rates, EEOC demographics and manpower levels. Ensuring employees have proper city/departmental identification cards and police badges, and onboarding all sworn members are also functions of this unit.

In 2014 Police Personnel processed the following transactions for members:

<b>TRANSACTION TYPE</b>	<b>2014</b>
Separations*	192
New Hires	129
Transfers	1,112
Transfer Requests	414
Employment Verifications	1,300

\*Separations include: retirement, resignation, termination, death, etc.

**ACCOMPLISHMENTS**

- The department held four (4) promotional ceremonies and promoted a total of 113 members to the positions of: Detective (55), Sergeant (25), Lieutenant (16), Captain (9), Commander (4), Deputy Chief (2) and Assistant Chief (2).

**FUTURE GOALS**

- Organize and centralize employee personnel documents into one (1) departmental file; purge all outdated files.
- Participate as subject matter experts in the implementation of the City’s new human resources and payroll system.

**POLICE RECRUITING** is responsible for the recruitment of new sworn members. Current staff members attend career fairs and graduation ceremonies to engage the public by advertising the benefits of employment with the Detroit Police Department. In 2014, the department identified 131 new recruits out of 2,462 total applicants. Please see the statistical data for 2014 below:

<b>PROFILE OF POLICE APPLICANTS</b>		
Detroit Resident	842	34%
Residents of other Michigan Cities	1486	60%
Residents outside of Michigan	134	5.4%
<b>Total Applicants</b>	<b>2,462</b>	

<b>ETHNICITY AND GENDER OF 2014 APPLICANTS</b>						
			Males		Females	
Black	1287	52%	821	33%	466	18.8%
White	870	35.2%	750	60.6%	120	4.5%
Hispanic	35	1.4%	25	1%	10	.4%
Asian	12	.5%	10	.4%	2	.08%
Other	98	3.9%	95	3.8%	3	.12%
Unidentified	160	6.1%	114	4.6%	44	1.7%
<b>Total</b>	<b>2462</b>		<b>1815</b>	<b>74%</b>	<b>645</b>	<b>26%</b>

<b>APPLICANTS HIRED 2014</b>		
Detroit Residents Hired	20	15.2%
Residents of other Michigan Cities	110	84%
Residents outside of Michigan	1	0.8%
<b>Total Applicants Hired</b>	<b>131</b>	

NOTE: Two (2) applicants hired for the Fire Department – Arson.

<b>ETHNICITY AND GENDER OF 2014 HIRES</b>						
			Males		Females	
Black	54	41%	44	33.4%	10	7.6%
White	59	45%	48	36.6%	11	8.4%
Hispanic	4	3%	3	2.25%	1	.75%
Asian	2	2%	2	2%	0	0
Other	6	4.5%	6	4.5%	0	0
Unidentified	6	4.5%	3	2.25%	3	2.25%
<b>Total</b>	<b>131</b>	<b>100%</b>	<b>106</b>	<b>81%</b>	<b>25</b>	<b>19%</b>

<b>SOURCE OF 2014 APPLICANTS</b>		
Walk-ins	848	34%
Career Fairs	775	32%
Employee Referrals	145	6%
School Referrals	29	1%
Media	28	1%
Not Specified	637	26%
<b>Total</b>	<b>2462</b>	<b>100%</b>

<b>STATUS OF 2014 APPLICANTS*</b>		
<small>*As of December 31, 2014</small>		
Temporarily Disqualified	235	9.5%
Permanently Disqualified	484	20%
Deactivated	1502	61%
Active in the Hiring Process	183	7.5%
Hired in 2014	131	5.3%

NOTE: (73) 2013 applicants were processed in 2014

Temporarily disqualified applicants are placed in this category due to one or more of the following reasons – driving record, drug usage, psychological examination, arrest record, failed oral board, poor credit, education level or other.

Permanently disqualified applicants are placed in this category due to one or more of the following reasons – arrest record, driving record, drug use, integrity/moral character issues, poor military record employment record, failed oral board, failed psychological examination or other.

Deactivated applicants have failed to submit Michigan Commission on Law Enforcement Standards (MCOLES) scores, respond to request regarding status or failure to complete the interview/hiring process.

#### **ACCOMPLISHMENTS**

- Coordinated, with Police Medical, psychological and medical evaluations for final candidates, enabling completion of evaluations in three (3) days or less.
- Reduced time to hire from six (6) months to 10-12 weeks by reviewing and improving the process with participation of the entire recruiting staff.
- Improved communication and customer service to current and potential applicants through follow up calls and emails.
- Developed a more efficient process to organize and track applicants by establishing a new database and developing metrics and reports.
- Ensured compliance with state laws, federal laws and MCOLES.

- Increased awareness of the availability and variety of careers within the Detroit Police Department
  - Partnership with over 15 local colleges and universities
  - 80 job fairs
  - Partnership with Michigan Works
  - Mailing to local churches and community groups
- Enhanced talent pool with depth and diversity
  - College internship created, rendering several new recruits and interest candidates.
  - Recruiting information translated and posted in Spanish.
- Developed and implemented monthly recruiting newsletter to enhance internal communications.

#### **FUTURE GOALS**

- Implementation of a paperless application and applicant tracking system with conversion to Neogov online system.
- Expanding our recruitment outreach to target underrepresented ethnic and gender groups.
- Exploring opportunities to work with the Junior Police Cadets to develop a feeder program into the applicant pool.
- Exploring the idea of developing partnerships with organizations such as Dress for Success and Plato's Closet to assist applicants in obtaining appropriate business attire needed during the hiring process.
- Create a women's forum to attract females to DPD careers.
- Expand recruiting to high school groups such as ROTC.
- Expand college student internship program to include winter and fall semester.
- Develop a recruiting video.

**POLICE MEDICAL** is centrally located at the Detroit Public Safety Headquarters at 1301 Third St Room 651. In conjunction with the City of Detroit Finance Department – Risk Management Division. Police Medical is responsible for classifying duty-related illnesses or injuries to sworn members and ensuring that proper care is provided, based on the doctor’s recommendation.

During 2014, there were a total of 878 sworn members who were in a restricted duty status, 304 sworn members who were in a sick status and 371 members in disabled status. It is to be noted that members who occupy a sick or disabled status are not actively working.

Police Medical also examines the physical and psychological qualifications of all police applicants, investigates medical grievances, Pension Board inquiries, reviews medical bills, maintains medical records for all sworn members, coordinates the department’s universal drug screening program and the Employee Assistance Program, which is a central component of Police Medical.

<b>POLICE MEDICAL UNIT STATISTICS 2014</b>	
Number of medical visits seen (Jan – Dec)	2106
Number of psych visits seen (Jan – Dec)	402
Number on disabled status	371
Number on restricted duty status	878
Number on sick duty status	304
Number referred to Anger Management	5

**ACCOMPLISHMENTS**

- Utilized the mobile medical unit from Henry Ford Health System to reduce the processing time of medical examinations for new police recruits.
- Improved the relationship with police unions and the members through open communication.
- Examined the sick leave process to initiate beginning stage of process improvement, including a reduction in the number of members on sick leave.
- The command has become family focused by allowing the member’s spouse or significant other to be a part of their session at Police Medical. In addition, the unit has created an Art Corner filled with activities to entertain the member’s child(ren) during these sessions.

**FUTURE GOALS**

- Continue to improve the sick leave process.
- Establish a restricted duty process to lessen the number of restricted duty members and increase the number of full time police officers.
- Establish a new Employee Assistance Program and Post Traumatic Stress Disorder/Critical Incident Program.
- Centralize the management employees in an off duty status.



## **2014 END OF YEAR STATISTICS AND PROJECTIONS**



*Police Chief James E. Craig*



## 2014 END OF YEAR STATISTICS AND PROJECTIONS

### 2014 YEAR END VIOLENT CRIME STATISTICS:

	YTD 2014	YTD 2013	YTD 2012
Total Death Investigations	361	387	461
<b>Criminal Homicides</b>	<b>300</b>	<b>332</b>	<b>386</b>
Justifiable Homicides	26	15	25
Suicides	27	35	39
Accidental	4	3	6
Natural Death	2	2	2
Occurred in another Jurisdiction	2	0	3
Indeterminate	0	0	0

*There were 32 less criminal homicides in 2014 compared to 2013 for a reduction of 9.6%.*

	YTD 2014	YTD 2013	YTD 2012
Non Fatal Shootings	1054	1161	1263

*There were 107 less non-fatal shootings in 2014 compared to 2013 for a reduction of 10%.*

- In 2013 we ended the year with 332 criminal Homicides. This was a 13.9 % decline from the previous year of 386. As you can see in the chart above, we achieved a 9.6% reduction in criminal homicides bringing our total number of criminal homicides for 2014 to one of the lowest in the City of Detroit since 1967. We have also accomplished a homicide clearance rate of 62% which is a substantial improvement over the 47% that was initially reported in July of 2013.
- At the beginning of the year, we set a goal of reducing overall part 1 crime (violent crime and property offenses) by 10%. We worked diligently to address those issues that matter most to the citizens and as a result we can report a 16% reduction.

<b>VIOLENT OFFENSES</b>	<b>YTD 2014</b>	<b>YTD 2013</b>	<b>Percentage Change</b>
<i>Aggravated Assault</i>	9302	8854	+5%
<b>Robbery</b>	<b>1928</b>	<b>2888</b>	<b>-33%</b>
<i>Sexual Assault</i>	322	351	-9%
<i>Carjacking*</i>	545	782	-31%
<b>TOTAL</b>	<b>12097</b>	<b>12875</b>	<b>-6%</b>

\*Carjacking numbers are included in the total Robbery numbers.

<b>PROPERTY OFFENSES</b>	<b>YTD 2014</b>	<b>YTD 2013</b>	<b>Percentage Change</b>
<i>Burglary</i>	10725	13277	-19.2%
<i>Stolen Vehicles</i>	10564	12594	-19.2%
<i>Larceny</i>	14603	18324	-20.3%
<b>TOTAL</b>	<b>35892</b>	<b>44195</b>	<b>-18.7%</b>

- In addition to the drastic decline in criminal homicides, this department has reached a decline in nearly every major crime category recorded. This decline is a direct result of our officers' relentless drive and dedication to the people of this great city. The criminal element has been put on notice that the Detroit Police Department will not allow them to terrorize our communities.
- In recognizing these reductions, it is important to highlight the category of Robberies, where we have seen a 33% reduction, and the sub category Carjackings, where we have seen a 31% reduction. This translates to 237 fewer carjackings this year than in 2013 across the city.
- Another notable decline to mention is the Non-Fatal Shootings. In 2013 we tallied 1161 Non-Fatal Shooting. In 2014 we have declined to 1054, equivalent to a 9% reduction.

- Throughout the year, we continued our renowned Operation Restore Order. This is a large scale operation that is deployed in problematic areas. In 2014 Operation Restore Order was responsible for removing a large amount of weapons, narcotics, and violent criminals from our city streets.

Statistics	Number
Arrests	1139
Juveniles Detained	3
Weapons recovered	150
Vehicles	4713
People Investigated	7153
Tickets	8245
Narcotics or Narcotic Proceeds	\$4,566,793

- We will continue to conduct these large scale operations in 2015 and we will continue to go where our community needs us.
- We have utilized a weekly COMPSTAT process as a tool to identify crime trends within our precincts and develop proactive policing approaches to abate those spikes in crime. COMPSTAT holds the Department's Executive and Command staff directly accountable for addressing all issues related to crime and for the overall efficiency and effectiveness of their areas of responsibility.
- In 2014, the department focused on:
  - Hiring more police officers:
    - We have hired 125 Police Officers in 2014
  - Becoming 100% complaint with our DOJ Consent Judgments
    - We have become 100% in compliance and have risen from the consent judgment saving upwards of 1,000,000 dollars a year.

- Reducing our response time to approximately 5 minutes for Priority One Calls for Service
  - We have improved our response time drastically yet still have not achieved the response time we would like. We are currently at about a 17 minute response time to priority 1 calls for service.
- Opening new precinct buildings for the 5<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> Precincts.
  - We are anticipating the Grand Opening of the New 5th Precinct, which is located at 3500 Conner on the City's East side early this spring.
- And most importantly, becoming the premier law enforcement agency that this city so rightfully wants and deserves.
  - Not only have we reduced crime in our neighborhoods, but we have built relationships with our communities that will serve as a blueprint for other departments to follow.
- In February we began our N.P.O. (Neighborhood Police Officer) Program. These are designated Officers who are specially trained and placed in specific sectors within our Precincts. These Officers concentrate on quality of life issues such as blight, noise complaints, neighbor disputes etc.
- Who could forget Chief Jayvon Felton? The 9 year old little boy who was bestowed the honor of Chief for the day. This young man smiled his way into all of our hearts when he arrived via helicopter, and took his oath as Chief for the day. Jayvon passed in February of this year but he will be forever remembered and forever a part of The Detroit Police Department.
- From January to April of 2014 our Chiefs Neighborhood Liaison Office ran CITI Camp, a program designed to teach at risk youths to re-focus their disruptive behavior and aggression and foster leadership skills.
- We started the Lighthouse project in March of 2014. This project, involving 14 businesses, provides safe havens for citizens who may need assistance.
- We have also joined with The Detroit Board of Education, Detroit Employment Solutions Corp. and the Youth Development Commission, to develop the Detroit Police Department's Junior Police Cadet Corps. This is designed to provide the youth participants with a basic educational and work experience through unity, self-discipline and leadership taught skills.

Other notable Community programs from 2014 are:

- Saturday, June 14, 2014, Anti-Gang Basketball Game w/Trick-Trick held at Cass Technical High School
- Third Annual Coat Drive (Bridging the Gap)
- November 25, 2014, Thanksgiving basket giveaway. Provided thirty (30) turkeys and baskets filled with food to unfortunate Detroit families for Thanksgiving.
- Monday December 9, 2014, Launch DPD Connect. A smartphone application that connects those that live, work and play in the city with the Detroit Police Department.
- Friday, December 12, 2014, Helping Heroes/Shop with a Cop.
- Friday, December 19, 2014, Adopt a Domestic Violence Shelter. Provided clothing, food and household items to a startup shelter on the east side of the City of Detroit.

Though we have had some great successes throughout this year, we are not above bringing to light some of the things we have not been able to accomplish. Some open homicide cases that we are placing a high priority on closing for 2015.

**Michael Bueglin.** On June 26, 2014, Mr. Bueglin was shot and his semi-truck burned in southwest Detroit in a suspected robbery attempt. This case has had very few leads, no tips and is wide open. A person recently came forward identifying two possible suspects, however, the information could not be corroborated

**Don Harrell.** On August 29, 2014, Mr. Harrell was gunned down on his way home from work. There were no witnesses, no physical evidence and appeared to be a robbery gone badly. It is believed this may be related to a string of robberies occurring in the 12<sup>th</sup> precinct during the same time.

**Courtney Lezette.** On September 9, 2014, Ms. Lezette was gunned down in her driveway early in the morning while going to work. Her boyfriend has a long narcotic history and under Federal Investigation. It is believed that he was the intended target.

**Paige Stalker.** On December 22, 2014, Ms. Stalker, a 16 year old Grosse Pointe Farms girl, was killed on the eastside of the city while sitting in a vehicle. Our homicide officers have received and investigated numerous tips from Crime Stoppers.

**Christina Samuel** (Indiana Tech Criminal Justice Student). On December 24, 2014, Ms. Samuel was shot in a vehicle on Carlisle Street on the city's eastside on Christmas Eve. It appears her male associate was the intended target and she was hit in the crossfire.

We are asking for the public's assistance in bringing to justice those responsible for these heinous crimes. If you have any information please call 313-596-2260, submit an anonymous tip through DPD Connect or as always you can call 1800-speakup.

We have accomplished many things in 2014 and yet we recognize there is much work still to be done. In 2015, we vow to continue to move forward. We will forge a path that will be a model for other departments across the country to follow. When I arrived I made a vow to make this city one of the safest major cities in America. I believe that that goal is within grasp, and we will continue to strive towards accomplishing just that.

***For additional information, please contact the Office of Public Information at 313-596-2200.***

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Office of Public Information • 1301 Third Street, 7 South • Detroit, MI 48226  
(313) 596-2200 • FAX (313) 596-1450 • TTY 9-1-1 • [www.detroitmi.gov/police](http://www.detroitmi.gov/police)

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## **PUBLIC SERVICE ANNOUNCEMENT**

## **Detroit Board of Police Commissioners**

The mission of the Detroit Board of Police Commissioners is to increase public confidence in the Detroit Police Department by providing accountability through competent, objective and effective civilian oversight.

### **What is OCI?**

The Office of the Chief Investigator (OCI) is the investigative staff for the Detroit Board of Police Commissioners. The OCI directs the process of receiving, investigating and resolving non-criminal citizen complaints against the Detroit Police Department. The staff includes both civilian and sworn investigators.

### **How Can I Make a Complaint?**

If you have a concern regarding the performance of any Detroit Police Department employee, you have a right to file a complaint by letter, telephone, online, fax, or in person, through any entity of the Police Department, or in person at the OCI.

### **What Happens Next?**

If you decide to speak with someone at the precinct, you will be referred to a supervisory officer. The supervisor will take the complaint detailing the allegations.

Then a citizen complaint report will be completed and forwarded to the OCI. You will receive a Citizen Complaint Report Number.

All complaints will be referred to the OCI for investigation and resolution. If your complaint alleges potential criminal conduct by a member, it will be forwarded to Internal Affairs/Force Investigation.

### **The Chief Investigator**

The Chief Investigator, who is required by City Charter to be a civilian, reviews all findings from the investigations and then makes a recommendation to the Board.

The findings are then reviewed and approved by a member of the Board of Police Commissioners, and then forwarded to the Chief of Police, or designee, for their review. Following Board approval, the OCI will notify you in writing of the investigative findings.

## **Results of the Findings**

The allegations will cite the appropriate findings as follows:

**Sustained:** Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the officer(s) violated Detroit Police Department policies, procedures or training.

**Not Sustained:** Where there are insufficient facts to decide whether the alleged misconduct occurred.

**Exonerated:** Where the preponderance of the evidence shows that the alleged conduct did occur but did not violate Detroit Police Department policies, procedures or training.

**Unfounded:** Where the investigation revealed no facts to support that the incident complained of actually occurred.

**The mission of the Office of the Chief Investigator (OCI) is to fairly, effectively and objectively receive, investigate and make recommendations regarding non-criminal complaints concerning the Detroit Police Department and its personnel.**

**OCI is located at:  
65 Cadillac Square, 40<sup>th</sup> Floor  
Detroit, MI 48226  
Phone: 313-596-2499  
Fax: 313-596-2482**

## **APPENDICES**

**APPENDIX A**  
**Comparison Chart EMO 11 v. 42**

<b>2012 Charter – Board Authority</b>	<b>EMO 11</b>	<b>EMO 42</b>	<b>Comparison</b>
7-803.1. In consultation with the Chief of Police, and with the approval of the Mayor establish policies, rules and regulations	No impact	The power to consult with the Chief of Police, and with the approval of the Mayor, establish policies, rules and regulations	Charter language and EMO 42 essentially the same  Several directives came before the Board for approval
7-803.2. Review and approve the departmental budget...	No impact	The power to review the departmental budget...	Charter language and EMO 42 essentially the same  There were no recommendation made to the Mayor during FY 2013-14 (New protocols were established under the EM)
7-803.3. Receive and resolve, as provided in this chapter, any complaint concerning the operation of the DPD and forward all allegations of criminality to the appropriate internal or external law enforcement agency for further investigation;	No impact	The power to forward all allegations of criminality to the appropriate internal or external law enforcement agency.	Charter language and EMO 42 essentially the same
7-803. The Board may subpoena witnesses, administer oaths, etc.	No impact	The power to receive, investigate (including the power to subpoena witnesses, administer oaths, etc.	Charter language and EMO 42 essentially the same regarding subpoena power  New language in EMO 42 allows Board to recommend resolution of complaints to the Mayor concerning the operation of the DPD

7-803.5. Make an annual report...	No impact	The power to make an annual report...	Charter language and EMO 42 essentially the same
7-804. The Board appoints a Board Secretary, a Chief Investigator, and other staff as is necessary. The Chief has no authority over any member of the staff.	No impact	No impact	N/A
7-805. The Board conducts a professional search to identify candidates for Chief of Police. The Mayor appoints the Chief from the list of qualified candidates. City Council must approve appointment with 30 days, otherwise, the appointment is confirmed.	EM appointed Chief under EMO 11	The Mayor has authority to negotiate and execute a contract that, among other things, extends the current Chief's service to the City.  <b>NOTE:</b> Under <i>Executive Branch Reorganization Plan</i> ¶6c. (p. 6), the Mayor has the authority to appoint the director of each City executive department and the Law Department; the appointee serves at the pleasure of the Mayor	Authority is in the Mayor
7-806. The Chief, with consent of the Board, may appoint Deputy Chiefs	Chief has explicit authority to appoint, subject to approval/disapproval of EM or designee in writing	Chief has retained authority to appoint	Authority is in the Chief who has exercised this authority since being appointed
7.806.1. The Chief organizes the department with the approval of the Board	Chief exercised sole authority in reorganizing (department, commands, rank structure, etc.)	Authority given to Mayor to reorganize city departments within the executive branch	Authority is in the Mayor with approval City Council

7.807.2. Summary Discipline: Board can set aside summary discipline and reinstate any loss of pay.	Chief has final authority over personnel matters, subject to approval/disapproval of EM or designee in writing	Chief has retained authority over personnel matters	Authority is in the Chief
7-807.3. General Discipline: The Board acts as an appellate body for Trial Board appeals.	Chief has final authority over personnel matters, subject to approval/disapproval of EM or designee in writing	Chief has retained authority over personnel matters	Authority is in the Chief
7-808. Citizen Complaints. The Board has plenary authority over the investigation and resolution of citizen complaints.	No impact	No impact	The Board retains its authority
7-810. The Board appoints the Personnel Director who serves at the Board's pleasure.	Chief has explicit authority to appoint, subject to approval/disapproval of EM or designee in writing	Chief has retained authority	Authority is in the Chief – the Chief appointed the current Director
7.814. The Chief shall make promotions with the Board's approval	Chief has explicit authority to promote, subject to approval/disapproval of EM or designee in writing	Chief has retained authority to promote	Authority is in the Chief

APPENDIX B



**CITY OF DETROIT, MICHIGAN**  
**NOVEMBER 5, 2013**  
**GENERAL ELECTION**

For the first time in Detroit’s history, voters were tasked with electing seven (7) new police commissioners, one from each non at-large City Council/Police Commission District (Detroit City Code, §7-802). Their 4-year terms began in January 2014 and run through December 2017. The results (*winners in bold type*):

Police Commissioner District 1 <b>RICHARD SHELBY</b> (write in)	<b>4,049</b>
Police Commissioner District 2 <b>WENDELL L. BYRD</b> Write-In	<b>20,253</b> 533
Police Commissioner District 3 <b>REGINALD CRAWFORD</b> Write-In	<b>11,597</b> 330
Police Commissioner District 4 <b>WILLIE E. BELL</b> Henry L. Williams Jr. Write-In	<b>8,151</b> 6,375 134
Police Commissioner District 5 <b>WILLIE E. BURTON</b> Marcelus Brice Write-In	<b>10,049</b> 7,903 243
Police Commissioner District 6 <b>LISA CARTER</b> (Write-In)	2,812
Police Commissioner District 7 <b>RICARDO R. MOORE</b> Tijuana Morris Write-In	<b>9,588</b> 6,322 162