

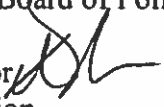
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TO: Melanie White
Interim Secretary to the Board of Police Commissioners

FROM: David Whitaker, Director 
Legislative Policy Division

DATE: March 10, 2020

RE: 2020-2021 Budget Analysis

Attached is our budget analysis regarding the Board of Police Commissioner's (BOPC) budget for the 2020-2021 Fiscal Year.

Please be prepared to respond to the issues/questions raised in our analysis during your scheduled hearing on **Monday, March 16, 2020 at 2:30 p.m.** We would then appreciate a written response to the issues/questions at your earliest convenience subsequent to your budget hearing. Please forward a copy of your responses to the Council members and the City Clerk's Office.

Please contact us if you have any questions regarding our budget analysis.

Thank you for your cooperation in this matter.

Attachments:

Issues and Questions
Agency Plan: Mission, Goals and Activity Summary
Appropriation and Cost Center Expenditures
Positions
BOPC 2018 Annual Report

cc: Councilmembers
Auditor General's Office
Tanya Stoudemire, Budget Director
James George, Agency CFO for Governmental Operation Departments
Stephanie Washington, Mayor's Office

Board of Police Commissioners (BOPC)/Non-Departmental (35)
FY 2020-2021 Budget Analysis by the Legislative Policy Division
Board of Police Commissioners

Per Section 7-802 of the City Charter effective January 1, 2012, the Board of Police Commissioners has supervisory control and oversight of the Police Department. The Board of Police Commissioners is composed of eleven (11) members (formerly 5 members under the 1997 Charter), seven of whom shall be elected from each non at-large district. Four (4) members of the Board shall be appointed by the Mayor, subject to the approval of the City Council. However, if the City Council does not disapprove an appointment within thirty (30) days, an appointment is confirmed. All members of the Board must be residents of the City.

According to Section 7-803 of the Charter, the duties of the Board of Police Commissioners include:

1. In consultation with the Chief of Police, and with the approval of the Mayor establish policies, rules and regulations;
2. Review and approve the departmental budget before its submission to the Mayor (emphasis added);
3. Receive and resolve, as provided in this chapter, any complaint concerning the operation of the Police Department and forward all allegations of criminality to the appropriate internal or external law enforcement agency for further investigation;
4. Act as final authority in imposing or reviewing discipline of employees of the department; and
5. 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.

Moreover, the Board may subpoena witnesses, administer oaths, take testimony, and require the production of evidence. To enforce a subpoena or order for production of evidence or to impose any penalty prescribed for failure to obey a subpoena or order, the Board shall apply to the appropriate court.

In addition, the City Code Section 55-15-8(a), "the board of police commissioners shall establish standards, including insurance and bonding requirements, that must be met in order for a tower to qualify for police authorized tows...and the police department shall maintain a current list of such qualified towers."

Board of Police Commissioners 2020-21 Budget
Issues and Questions

1. Please briefly explain the BOPC's new expense initiatives, new capital funding requests, operational reform and savings proposals, and new revenue initiatives/proposals to be implemented in FY 2021. Please provide which appropriation/cost center the new initiative/request/proposal is impacting in FY 2021.

2. Please indicate your number of vacancies as of February 29, 2020. Please briefly describe the difficulty of filling the vacancies. Also, please briefly explain the department's strategy to fill vacant positions.
3. The Mayor's fiscal year 2020-21 budget provides \$3,716,736 for the Board of Police Commissioners. This represents a small decrease of \$17,722 from the current fiscal year's adopted budget of \$3,734,458. There were no significant changes in the FY 2021 budget from the FY 2020 budget.
4. The FY 2021 Budget deleted 1 Executive Manager position and added one Administrative Specialist III position. Please explain this change for FY 2021 and the benefits it will provide.
5. Please provide the Board of Police Commissioners' (BOPC) latest report on citizen complaints. Have the number of complaints increased or decreased over the last year? How many complaints were open as of February 1, 2020? How many complaints were open as of February 1, 2019?
6. What were the number of closed complaint cases in calendar year 2019 where the findings were sustained? What percentage were the sustained complaints to the total amount of complaints made in 2019?
7. We noticed that police litigation expenses were up in 2019. Does the BOPC have any concerns about the increasing litigation expenses and if so what are they? Also, what is being done to mitigate the litigation expenses?
8. Is the BOPC FY 2020-2021 budget sufficient?

NON-DEPARTMENTAL (35)

AGENCY PLAN: MISSION, GOALS AND ACTIVITY SUMMARY

MISSION:

The Non-Departmental budget provides funds for activities which are not the responsibility of any one single agency. Non-Departmental is also the depository agency for General Fund contributions for enterprise activities and for a wide variety of General Fund revenues, which cannot be credited to any specific department.

DESCRIPTION:

The Non-Departmental budget includes four of the five major revenues: casino revenues/wagering taxes; income taxes; property taxes; state revenue sharing. Utility User Taxes are reflected in the Police Department. Revenues from reimbursements from enterprise/non-General Fund agencies of personal services costs, transfers from other City funds, miscellaneous receipts and any prior year surpluses (or deficits) are also budgeted in the Non-Departmental agency.

The Non-Departmental budget includes the following independent boards, commissions and/or agencies with city-wide operations:

The **Board of Ethics** investigates and resolves complaints regarding alleged violations of the Ethics Ordinance by public servants, and issues advisory opinions regarding the meaning and application of provisions of the Charter, City ordinances or other laws and regulations establishing standards of conduct and disclosure requirements for public servants. Advisory opinions are rendered upon written request by a public servant and published by the Board annually in a report to the Mayor and City Council. The Board is charged with monitoring and recommending improvements in the disclosure requirements, and in the standards of conduct under the Ethics Ordinance, in order "to promote an ethical environment within City government, and to ensure the ethical behavior of public servants." All meetings of the Board shall be open to the public unless an individual involved in the matter to be addressed requests, in writing, that the meeting be closed, or unless otherwise provided by ordinance or by statute.



The **Board of Police Commissioners** (BOPC) is a civilian agency that exercises supervisory control and oversight of the Detroit Police Department (DPD) as set forth in the Charter. The Board has 11 members, 7 elected by District and 4 appointed by the Mayor with the consent of the Detroit City Council.

The Board meets every week as a Committee of the Whole including (12) community/evening meetings in the Districts. The internal organization of the agency includes fiscal, policy, administrative, legal advisor, community outreach, and the Office of the Chief Investigator. Some of the Board's charter-mandated authority and responsibilities includes but is not limited to the following: in consultation with the Chief of Police and with the approval of the Mayor, establishes policies, rules and regulations for the DPD; maintains subpoena power under the Charter that can be used for investigative purposes; reviews and approves the DPD budget pursuant to the charter; investigates non-criminal citizens' complaints against members of the Detroit Police Department; acts as final authority in imposing or reviewing the discipline of employees of the department; and receives and hears disqualification appeals from police recruits hoping to enter the Detroit Police Academy. Lastly, the BOPC makes an annual report to the Mayor, the City Council, and the public of the BOPC's activities and accomplishments.

The BOPC was a cooperating host for the 2019 National NACOLE Conference (National Association for Civilian Oversight of Law Enforcement) held in Detroit, September 22 -26, 2019.

NON-DEPARTMENTAL (35)

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BOPC operating sections are as follows:

- Fiscal section monitors the budget of the DPD quarterly.
- Policy section receives proposed directives from DPD and evaluates these directives for best practices and makes policy recommendations to the BOPC.
- Legal Advisory section to the Board advises the Board on legal and policy issues.
- Community outreach section prepares brochures, reports and engages with outside law enforcement support organizations.
- Administrative section coordinates the work of the agency.
- Office of the Chief Investigator (OCI) serves as the investigative entity of the Detroit Board of Police Commissioners. The OCI receives, processes, investigates and issues findings on non-criminal citizen complaints filed against the Detroit Police Department and its personnel. The OCI processes and investigates approximately 1,500 - 1,700 complaints annually.

The City Code Section 55-15-8(a) provides that "The Board of Police Commissioners, shall establish standards, including insurance and bonding requirements, that must be met in order for a tower to qualify for police authorized tow and the police department shall maintain a current list of such qualified towers." It further provides that "The Board of Police Commissioners shall also promulgate and publish the rules and regulations that it uses to determine which towers shall be called for tows under this chapter. Such rules shall as nearly as practicable, provide for equitable distribution of police authorized towing to all towers on the list of qualified towers."

The **Detroit Building Authority (DBA)** is primarily responsible for administering capital projects, as determined by each respective City Department, with identified capital or grant funds. Critical functions include: encumbering funds through Contracts of Lease; managing the bid, RFP/RFQ process; issuing contract awards; securing the necessary clearances; advising contractors of Executive Order 2007-1 requirements; execution of contract documents; monitor design development and construction for each DBA capital project; review and approve contract invoices; oversee payments to vendors.

In addition, the DBA is responsible for the following:

- Creating and maintaining a database of all City-owned commercial property.
- Maintaining and managing all of the properties within the database.
- Managing the sale of the property, which includes tracking the applications through the process, marketing of properties, obtaining City and Council approvals, and finalizing the sale transaction.
- Managing City leases, which consist of property leased by and from the City, cellular towers and billboard leases.

CITY OF DETROIT
 BUDGET DEVELOPMENT
 FINANCIAL DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER - EXPENDITURES
 DEPARTMENT 35 - NON-DEPARTMENTAL

Department # - Department Name	FY2020	FY2021	FY2022	FY2023	FY2024
Fund # - Fund Name	Adopted	Mayor	Forecast	Forecast	Forecast
Appropriation # - Appropriation Name					
Cost Center # - Cost Center Name					
13853 - Non Dept Note B Payment	13,957,059	13,956,221	13,956,221	13,956,221	13,956,221
351025 - Note B Payment	13,957,059	13,956,221	13,956,221	13,956,221	13,956,221
13854 - Non Dept Retirement Systems	45,000,000	70,000,000	55,000,000	60,000,000	166,000,000
351026 - Retirement Systems - UAAL	-	-	-	-	166,000,000
351051 - Discretionary Pension Contributions	45,000,000	70,000,000	55,000,000	60,000,000	-
13965 - Non Dept Quality of Life Exit Financing Debt Service	32,508,286	33,047,217	33,028,701	33,309,946	20,692,216
351023 - Quality of Life Exit Financing Debt Service	32,508,286	33,047,217	33,028,701	33,309,946	20,692,216
14001 - Non Dept Budget Reserve	45,000,000	30,000,000	-	-	-
352101 - Budget Reserve	45,000,000	30,000,000	-	-	-
20253 - Blight Remediation Projects	13,000,000	13,000,000	13,000,000	12,500,000	12,000,000
350014 - Land Bank Operations	13,000,000	13,000,000	13,000,000	12,500,000	12,000,000
20539 - Non Dept Board of Police Commissioners	3,734,458	3,716,736	3,745,725	3,745,725	3,745,725
350002 - Board of Police Commissioners	3,734,458	3,716,736	3,745,725	3,745,725	3,745,725
20649 - Surveillance Technology	1,800,827	-	-	-	-
351020 - Non-Departmental	1,800,827	-	-	-	-
1003 - Blight Remediation Fund	12,000,000	-	-	-	-
00277 - Non Dept Detroit Building Authority	2,000,000	-	-	-	-
350310 - Detroit Building Authority	2,000,000	-	-	-	-
20253 - Blight Remediation Projects	10,000,000	-	-	-	-
350011 - Blight Remediation	10,000,000	-	-	-	-
3921 - Other Special Revenue Fund	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
13366 - Non Dept P.E.G. Fees	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
350324 - P.E.G. Fees	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000

CITY OF DETROIT
BUDGET DEVELOPMENT
FINANCIAL DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER - EXPENDITURES
DEPARTMENT 35 - NON-DEPARTMENTAL

Department # - Department Name	FY2020	FY2021	FY2022	FY2023	FY2024
Fund # - Fund Name	Adopted	Mayor	Forecast	Forecast	Forecast
Appropriation # - Appropriation Name					
Cost Center # - Cost Center Name					
00870 - Non Dept Centralized Payments	18,251,413	25,082,806	24,292,589	24,785,656	23,291,062
350800 - Centralized Payments	18,251,413	25,082,806	24,292,589	24,785,656	23,291,062
04739 - Non Dept General Revenue	22,833,900	18,843,200	18,875,000	19,442,021	19,440,251
351020 - Non-Departmental	22,833,900	18,843,200	18,875,000	19,442,021	19,440,251
05414 - Non Dept African American History Museum	1,900,000	1,900,000	1,900,000	1,900,000	1,900,000
350290 - Charles H. Wright Museum of African American Histc	1,900,000	1,900,000	1,900,000	1,900,000	1,900,000
10397 - Non Dept Board of Ethics	448,228	496,113	502,851	509,724	516,735
350165 - Board of Ethics	448,228	496,113	502,851	509,724	516,735
12161 - Non Dept Zoo Operations	570,000	570,000	570,000	570,000	570,000
350095 - Zoo Operations	570,000	570,000	570,000	570,000	570,000
12162 - Non Dept Detroit Historical Museum	500,000	500,000	500,000	500,000	500,000
350093 - Detroit Historical Museum	500,000	500,000	500,000	500,000	500,000
13125 - Non Dept Media Services & Communications	1,548,237	1,528,623	1,549,583	1,570,963	1,592,769
350325 - Communications Services	506,784	588,369	595,508	602,790	610,216
350326 - Media Services	1,041,453	940,254	954,075	968,173	982,553
13141 - Non Dept Eastern Market Corporation	225,000	225,000	225,000	225,000	225,000
350097 - Eastern Market Corporation	225,000	225,000	225,000	225,000	225,000
13181 - Non Dept Distributable State Aid Bond	33,165,745	37,959,990	37,950,698	37,950,488	37,953,127
351030 - 2016 Series DSA Debt	33,165,745	37,959,990	37,950,698	37,950,488	37,953,127
13608 - Non Dept Pension & Employee Benefits Pension	3,704,243	3,432,107	3,500,749	3,570,764	3,642,179
350015 - Pension & Employee Benefits/Pension	3,704,243	3,432,107	3,500,749	3,570,764	3,642,179
13637 - Non Dept Elected Officials' Compensation	1,470,563	1,462,773	1,486,995	1,511,701	1,536,902
350007 - Elected Officials' Compensation	1,470,563	1,462,773	1,486,995	1,511,701	1,536,902

CITY OF DETROIT
BUDGET DEVELOPMENT
POSITION DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER
DEPARTMENT 35 - NON-DEPARTMENTAL

Department # - Department Name	FY2020	FY2021	FY2022	FY2023	FY2024
Fund # - Fund Name	Adopted	Mayor	Forecast	Forecast	Forecast
Appropriation # - Appropriation Name	by FTE	by FTE	by FTE	by FTE	by FTE
Cost Center # - Cost Center Name					
Job Code - Job Title					
13303162 - Supervisory Accounting Technician II Retirement	0	2	2	2	2
13601153 - Administrative Assistant III Retirement Systems	0	9	9	9	9
201042 - Supervisory Accountant IV- Retirement Systems	0	1	1	1	1
201052 - Accountant II - Retirement Systems	3	0	0	0	0
303091 - Chief Accounting Officer	1	0	0	0	0
43303152 - Accounting Technician II - Retirement Systems	1	0	0	0	0
43303162 - Supervisory Accounting Technician II - Retirement	2	0	0	0	0
43309954 - Clerk IV - Retirement Systems	5	5	5	5	5
43601104 - Administrative Assistant IV	4	3	3	3	3
601153 - Administrative Assistant III - Retirement Systems	8	0	0	0	0
13637 - Non Dept Elected Officials' Compensation	11	11	11	11	11
350007 - Elected Officials' Compensation	11	11	11	11	11
010010 - City Clerk - Election Commission Chairperson	1	1	1	1	1
010030 - City Council Member	8	8	8	8	8
010031 - City Council President - Election Commissioner	1	1	1	1	1
010040 - Mayor	1	1	1	1	1
20539 - Non Dept Board of Police Commissioners	35	35	35	35	35
350002 - Board of Police Commissioners	35	35	35	35	35
011805 - Executive Manager - Police	3	2	2	2	2
012073 - Police Community Relations Coordinator	1	1	1	1	1
013131 - Office Assistant III	1	1	1	1	1
091941 - Legal Assistant	1	1	1	1	1
931401 - Administrative Specialist III	0	1	1	1	1

CITY OF DETROIT
 BUDGET DEVELOPMENT
 POSITION DETAIL BY DEPARTMENT, FUND, APPROPRIATION, & COST CENTER
 DEPARTMENT 35 - NON-DEPARTMENTAL

Department # - Department Name	FY2020	FY2021	FY2022	FY2023	FY2024
Fund # - Fund Name	Adopted	Mayor	Forecast	Forecast	Forecast
Appropriation # - Appropriation Name	by FTE	by FTE	by FTE	by FTE	by FTE
Cost Center # - Cost Center Name					
Job Code - Job Title					
931440 - Administrative Assistant - Board of Police Commiss	3	3	3	3	3
932501 - Secretary to Board of Police Commissioners	1	1	1	1	1
932502 - Chief Investigator - Police Commission	1	1	1	1	1
932503 - Investigator - Police Commission	15	15	15	15	15
932507 - Supervising Investigator - Police Commission - Citiz	1	1	1	1	1
932508 - Supervising Investigator - Police Commission	1	1	1	1	1
932509 - Supervising Investigator - Police Commission - Qua	1	1	1	1	1
932510 - Senior Investigator - Police Commission	5	5	5	5	5
932512 - Attorney To The Board of Police Commissioners	1	1	1	1	1
20649 - Surveillance Technology	29	0	0	0	0
351020 - Non-Departmental	29	0	0	0	0
046001 - Crime Analyst I	11	0	0	0	0
046003 - Crime Analyst I - Real Time Crime Center	10	0	0	0	0
15115104 - Info Technology Tech IV	2	0	0	0	0
932610 - Intelligence Specialist	6	0	0	0	0
3921 - Other Special Revenue Fund	21	22	22	22	22
13366 - Non Dept P.E.G. Fees	21	22	22	22	22
350324 - P.E.G. Fees	21	22	22	22	22
011445 - Social Planner IV	1	1	1	1	1
929102 - Administrative Special Services Staff II	5	5	5	5	5
931502 - Deputy Director - DCCC	1	1	1	1	1
931525 - Communications Specialist II - Media Services	13	14	14	14	14
931550 - Digital and Social Media Manager	1	1	1	1	1

BORC



Board of Police Commissioners

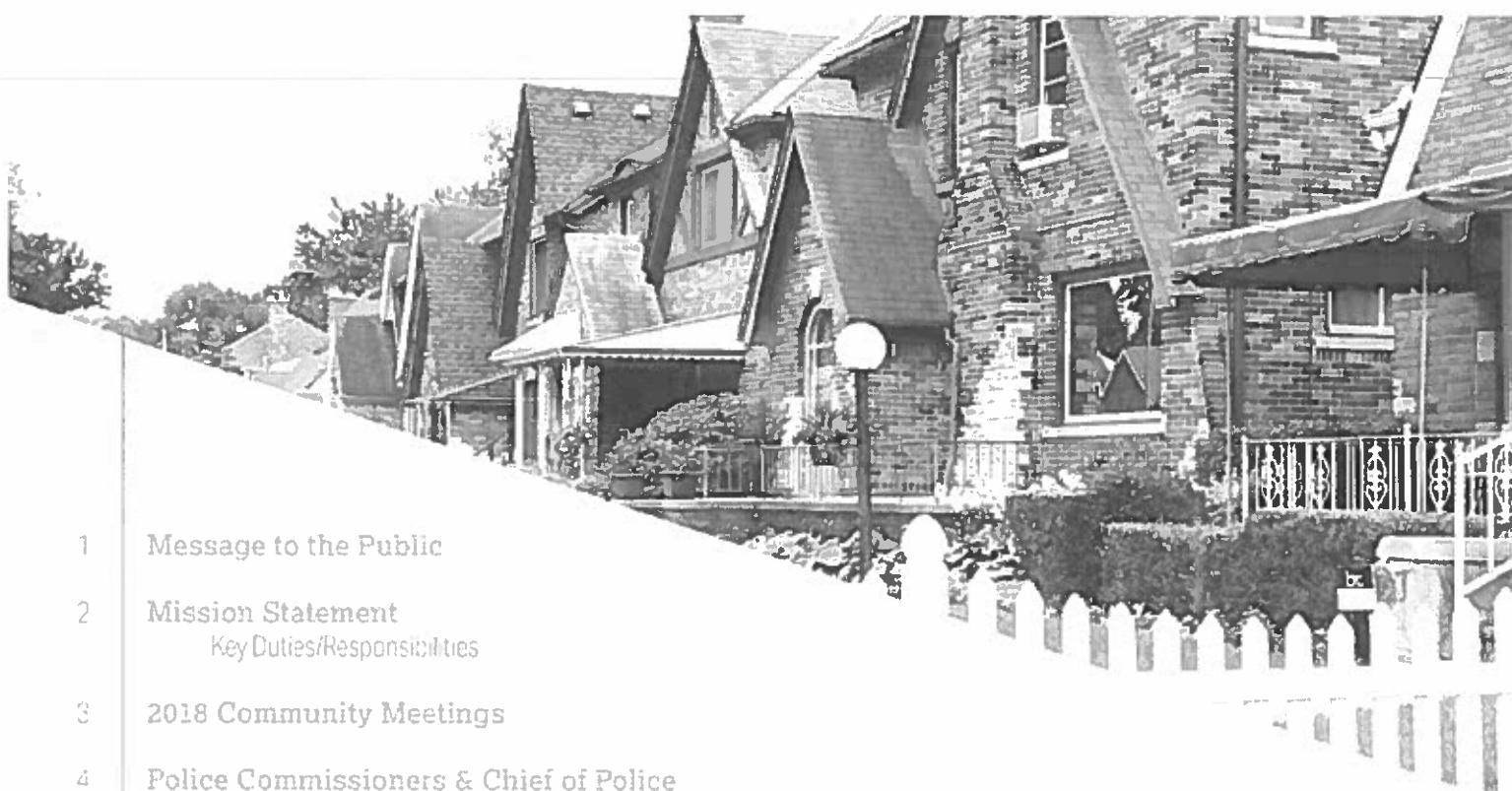
2018

Annual Report

CIVIL

RIGHTS

CIVILIAN OVERSIGHT



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Board of Police Commissioners

*Accountability
Through
Civilian Oversight
Since 1974*

To The Residents, City Council, and Mayor of the City of Detroit:

June 2019

By the numbers, Detroit continues to make progress in public safety. In 2018, our City saw reductions in violent crime by two percent and property crime by 10 percent.



Those numbers reflect a national trend in lower homicides, robberies and other crimes. The challenge remains to translate those numbers into a greater feeling of safety in Detroit as we go about our daily lives in every city neighborhood. No police department alone can achieve public safety or the best of community policing. It requires all of us as people and neighbors to engage in behavior that is lawful and respectful of an orderly society, and to speak up to say something when we see something because silence makes crime victims of us all. The spirit of volunteerism also is important, through participation with school safety programs, CB Patrols, block clubs, and the Police-Community Relations Councils in each precinct.

The Board of Police Commissioners continues to serve as an important part of that volunteer service, as all 11 members dedicate time, experience, and expertise to act as the civilian panel for oversight and supervisory control of the Detroit Police Department. As the theme for this year's annual report shows, civil rights is embedded in civilian oversight. The Detroit Board of Police Commissioners remains the most robust process for ensuring these constitutional and other important protections.

Through efforts by the Board, the community saw:

- Presentations by DPD divisions that shed light on operations to help the public better understand police operations procedures, and goals. These included information about the pilot, training, and distribution for both body-worn cameras and for electronic weapons, or tasers.
- Reports of findings from audits, which are vital tools to show strengths and areas for improvement.
- Monthly reports from the Police Human Resources and the BOPC Office of Chief Investigator with independent information about trends in workforce and in public complaints.
- Informative updates, from workplace harassment to illegal medical marijuana shops and their closures. A public forum also discussed what to expect for neighborhoods and residents as Michigan looked to make recreational marijuana use legal.
- An expansion of education and outreach, from hosting Lansing City Council members interested in the civilian oversight role to making a national presentation, *An Anatomy of Detroit Police-Community Relations* at the 2018 annual conference of the National Association for Civilian Oversight of Law Enforcement.

As host of the NACOLE conference September 22-26, 2019, Detroit's leadership continues to be important on the national stage. Our Board called for the end of retail sales of military-style weapons and ammunition long before several national chains stopped those sales. Our Board members also advocated for national requirements that help police departments report data essential to knowing the full scope and circumstances in the use of force, the FBI announced in December 2018 the launch of such a national database.

We all have great respect and appreciation for the service and commitment of police officers. The City of Detroit is fortunate to have a police department that is among the best nationally, along with a bridge between the community and the police to keep it among the best.

Sincerely

A handwritten signature in black ink that reads "Willie F. Bell". The signature is written in a cursive, flowing style.

Willie F. Bell, Chairman

MISSION Statement



January 2018 - BOPC board member swearing-in ceremony

The Detroit Board of Police Commissioners (BOPC) continues to serve the vital function of providing community-led oversight of the Police Department and its operations to ensure transparency, accountability and responsiveness.

KEY DUTIES/Responsibilities

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 – seven members elected from districts that are the same as City Council districts and four members appointed by the Mayor and subject to City Council approval. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” and sets forth its duties in Chapter 6.

Residency

All board members 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 five years consecutively 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.

Board Function

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

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 and 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;
- May subpoena witnesses, administer oaths, take testimony and require the production of evidence;
- Approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs;
- Conducts a professional search with a reputable and qualified executive search firm or other equally qualified entity to identify candidates for Chief of Police. The Mayor shall appoint, subject to approval by City Council, a Chief of Police from a list of qualified candidates provided by the Board of Police Commissioners.

Staff

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

BOPC EVENTS & Meetings



2018 Community Meetings

Date	Location	Address
January 11	Northwest Activities Center (12th Precinct)	16100 Meyers Road 48235
February 8	Heilman Recreation Center (8th Precinct)	19601 Crusade Street 48205
March 8	Wayne County Community College District (Downtown Services)	801 West Fort Street 48226
April 12	Peace Baptist Church (11th Precinct)	13450 Goddard Avenue 48217
May 10	8th Precinct Auditorium (8th Precinct)	21555 West McNichols Road 48219
June 14	Adams Butzel Recreation Center (2nd Precinct)	10500 Lyndon Street 48226
July 12	Joseph Walker Williams Center (10th Precinct)	8431 Rosa Parks Boulevard 48206
August 9	Northeast Guidance Center (5th Precinct)	2900 Conner Street 48215
September 13	Marathon Petroleum Michigan Headquarters (4th Precinct)	1001 South Oakwood Avenue 48217
October 11	Hunt Street Station (7th Precinct)	2200 Hunt Street 48207
November 8	Second Grace United Methodist Church (6th Precinct)	18700 Joy Road 48228
December 13	WSU McGregor Memorial Conference Center (3rd Precinct)	495 Ferry Mall 48202

2018-2019 Board of Police Commissioners

Darryl D. Brown District 1



has an undying passion for his city and community. He and Thelma, his wife of 29 years, have raised their children in Rosedale Park since 1997. Brown has been an active member of Macedonia Baptist Church for 19 years. He's served on Rosedale Park Improvement Assoc. Board, as block captain for 10 years, and on the Rosedale Park Radio Patrol.

Brown is a system supervisor for DTE Energy. He is a Wayne County Sheriff CERT Reserve, a retired Detroit Firefighter, and a former Regional Director for the IAB-PFF (International Association of Black Professional Fire Fighters). A graduate of the Executive Development Institute at Dillard University, he is pursuing a degree in Emergency Management from Waldorf University. Through his volunteer and civic involvement, he has taught Martial Arts to over 500 children and participated in rolling pantries feeding the homeless. Brown began serving as Police Commissioner for District 1 in 2018.

Conrad Mallett Jr. District 2 (Nov 2017 - Oct 2018)



is the Chief Executive Officer of Sinai Grace Hospital, the latest in several top roles he has held during his tenure with the DMC, the largest healthcare provider in southeast Michigan. Mallett is a former Michigan Supreme Court Justice. He retired from the bench in January 1999 after serving since December 1990, including two

years as Chief Justice. His career includes serving as a partner in two prestigious law firms and as a director for Kelly Services Inc. and Lear Corp.

Mallett earned his master's degree in business administration from Oak and University, a law degree and master's in public administration from the University of Southern California, and a bachelor's degree from the University of California Los Angeles. Previously as a Large Police Commissioner as a mayoral appointee, Mallett won election in November 2017 for District 2 and later resigned in October 2018.

Evette Griffie District 2 (Dec 2018 - current)



currently serves as the Customer Service Chief of Staff for DTE Energy. In this capacity, Evette leads the department's strategic planning process, provides benchmarking and industry insight to enable performance improvement, and informs the agenda for the Vice President of Customer Service.

Prior to joining DTE Energy, Griffie has held several roles in finance, as well as community and government affairs. Griffie is a native Detroit and a proud product of Detroit Public Schools. She also earned a Bachelor of Business Administration from the Ross School of Business at the University of Michigan.

Griffie is very active in the community. As a mentor in the Women of Tomorrow program, she works with students at the David Aerospace Technical High School to inspire and empower at-risk young women. She is also a member of the Links Inc., one of the nation's oldest and largest women's volunteer service organizations.

She was appointed by Mayor Mike Duggan in December of 2018 to serve as the Police Commissioner for District 2. Police Commissioner Griffie filled the vacancy left by Police Commissioner Mallett.

Shirley A. Burch District 3



is a longtime champion of safe and clean neighborhoods. In 1998, she launched CUP, Community United for Progress and recently led revitalization of Dad Butler Park. Burch was a toddler when her family moved from Alabama to Detroit. She graduated from Pershing High School and as a valedictorian at the Detroit School of Cosmetology.

She worked with the Detroit Public Schools in the Student Transportation Department. She has been active in the Belmont Police Mini Station and the CB Patrol for the Wayne County Sheriff's Department. Her honors include the FBI Community Service Award and the Mayor of Detroit's Outstanding Citizens Award.

A faithful member of Peace Baptist Church for 50 years, her civic involvement includes ARISE Detroit and Crime Stoppers of Michigan. She also was in the first graduating class of the Community Emergency Response Team (CERT) training for disaster preparedness. She is the business representative for Belmont Shopping Center and in partnership with both the

center and Imperial Supermarkets. Her organization – CUP – is a Greenlight partner. She also serves as chaplain of the Dequindre Good Neighbor Block Club. Burch is married and a loving mother of three sons. She began serving as a Police Commissioner in 2018 and represents District 3

Willie E. Bell District 4



is a native of Hernando, Mississippi who migrated to Detroit at an early age and graduated Northeastern High School. In 1966, he joined the United States Army, 1st Air Cavalry Division, and was stationed in Vietnam for a portion of his 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 and served the Department and City for 32-years as a sworn officer. He 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 the impact on issues facing the community. He contributes his time and talent to youth organizations, civic and community groups, as well.

A past board member of the Detroit NAACP, Commissioner Bell is past president of the Guardians and the National Black Police associations. Currently, he serves on the National Association for Civilian Oversight of Law Enforcement board.

Commissioner Bell holds a bachelor's degree from Central Michigan University. Re-elected to the BCPC in 2017 for District 4, he has been elected three times as board chair.

Willie E. Burton District 5



became the nation's youngest police commissioner when he took his seat in 2014 following his election by District 5 voters. Nationally, he is active with NACOLE, a national association for civilian oversight of law enforcement. Prior to election to the BCPC, Burton served a two-year appointment on the Detroit Public Schools Police and Public

Safety Oversight Committee and later as Director of Community Relations for Wayne County Commissioner Martha G. Scott (District 2). He also was the Detroit and Wayne County Field Director for the 2016 Bernie Sanders for President Campaign. His team was largely responsible for Sanders winning the state. He attended Central State University and majored in Business Administration. Burton is in his second term representing District 5.

Lisa Carter District 6



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 became a Deputy with the Wayne County Sheriff's Office and retired at the rank of lieutenant after 27 years.

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. Currently employed at Wayne State University, Carter is the Research Assistant-Member Coordinator for the AmeriCorps Urban Safety Project. She and her husband Tyrone have two sons.

Carter has served previous terms as Board chair and vice chair. District 6 residents first elected her as Police Commissioner in 2013. She is currently in her second term.

William M. Davis District 7



A longtime community and labor leader, William M. Davis is a West Virginia native who grew up on Detroit's west side. His family later moved to Highland Park, where he graduated from high school. After earning an associate's degree in law enforcement from Wayne County Community College, Davis went on to study criminal justice and graduated

with a bachelor's degree from Wayne State University. He started his career at the City of Detroit in the Water and Sewerage Department. Advancing to shift manager at the Waste Water Treatment Plant, he also served as chief union steward for the American Federation of State, County and Municipal Employees (AFSCME) and for UAW Supervisors.

Davis retired in 2012 and soon became president of the newly formed Detroit Active and Retired Employees Association to protect their rights and benefits when the City declared bankruptcy. His civic involvement includes serving as president of the National Action Network's Detroit branch and as vice president of the Detroit Men Organization, a program that advocates for and mentors young men. One of his proudest achievements is serving as an elected precinct delegate for Precinct 410, which is consistently one of Detroit's highest voting precincts. Davis has lived in Barton-McFarland for 30 years and serves on the board of the neighborhood association. Davis began serving as a Police Commissioner in 2018 and represents District 7.

Elizabeth Brooks At Large



has devoted her life to bettering her adopted community through volunteer work. Brooks, originally from North Carolina, has served on a multitude of boards since she and her husband settled in Michigan in 1998. She has served on many boards, including those of the Detroit Historical Museum, Motown Museum, Detroit Jazz Festival,

Detroit Institute of Arts and on the Michigan State University College of Law Advisory Board

She remains active in the volunteer community today, serving on boards including the Charles H. Wright Museum of African American History, the Michigan Opera Theatre, Reading Works, Neighborhood Legal Services Michigan and the advisory board of Josephine Ford Cancer Institute at Henry Ford Health System. She is also chairing/co-chairing projects for organizations such as the 150th anniversary celebration for the Detroit Public Library and the second annual Eastern Market Harvest Celebration. Mayor Mike Duggan appointed Brooks to serve as one of four at-large members of the Board of Police Commissioners

Eva Garza Dewaelsche At Large



Eva Garza Dewaelsche is President and CEO of SER Metro-Detroit Jobs for Progress, Inc., a workforce development organization since 1971 with operations in the city of Detroit, Illinois, Texas and Pennsylvania. Her tenure with SER Metro began some 35 years ago. She worked at National Bank of Detroit for 10 years, is a former Detroit Police Officer and

previously served on the Detroit Police Commission from 1999-2003 under Mayor Dennis Archer

Commissioner Dewaelsche is a graduate of Western High School in Detroit and holds Bachelor's and Master's degrees from Wayne State University. She is actively involved in the Detroit community serving on numerous boards and commissions including the Detroit Economic Growth Corporation, Detroit Public Television, Comerica Community Development Advisory Committee, Wayne County Community Development Entity, New Detroit, Inc., Wayne State University Alumni Board and LA SED. She is a life-long resident of Detroit with her husband Robert, and they have two married daughters. Mayor Mike Duggan appointed Dewaelsche as one of four at-large members of the Board of Police Commissioners.

Jim Holley At Large



Since 1972, Rev. Dr. Jim Holley has served as Senior Pastor of one of the largest congregations in Detroit, the Historic Little Rock Baptist Church. A native of Philadelphia, Holley was raised in Tennessee and West Virginia. He earned a Bachelor's Degree in 1965 and Master's Degree in International Relations in 1968 from Tennessee State

University. He went on to receive a Bachelor and Master's degree from Chicago Theological Seminary where he began working with Martin Luther King Jr., Rev. Benjamin Hooks, Jesse Jackson, and other civil rights movement leaders.

His experience with horrendous racism and inhumanity in both the South and North helped to shape and strengthen Rev. Holley's commitment to justice and social change. As a community leader in Detroit, Holley has sought to guarantee the basic rights and dignity of others and has launched or expanded community-based programs for job training, family services, education, housing and other vital services. He is the author of numerous books on Faith and Spirituality. He also holds a Ph.D. in Education from Wayne State University.

In addition to his role as Pastor, Holley has served as Dean of Ash and Theological Seminary, President of the Council of Baptist Pastors, and President and CEO of Country Preacher Foods Inc., the largest minority food distributor in the world. He also served earlier as a Police Commissioner. In April 2018, Holley began serving a new appointment as Police Commissioner At-Large.

Derrick B. Sanders (1959-2018) At Large



held positions on the City of Detroit Water Board and the Detroit Public Schools Oversight Committee. He had been a member of the International Union of Operating Engineers Local 324 since 1993 and served as a Business Representative and Trustee for the Detroit local. Commissioner Sanders was a lifelong resident of the City of Detroit

and gave back to his community by serving on various organizations dedicated to improving the quality of life for residents. Mayor Mike Duggan appointed him as one of four at-large members of the Board of Police Commissioners where he served with distinction until his passing over the 2018 Easter weekend.

Annie Holt At-Large



Annie Holt is a native of Birmingham, Alabama, and arrived in Detroit in 1967, the summer of the historic community rebellion. She is the mother of three daughters and has five grandchildren. In her new hometown, Holt soon became rooted in working for the progress of Detroit and its residents, especially its youth. She had a passion for education.

At the age of 40, she earned a Bachelor's of Science Degree from Wayne State University and later earned a Master's Degree there. During her 24-year career with the Detroit Public Schools, she taught middle school. Holt often worked with state and national leaders to prevent bias in standardized tests and to ensure best educational practices.

Holt is very active in the community. She is a member of Delta Sigma Theta and a Michigan AARP appointed volunteer advocate. A resident of the Grandmont #1 Association subdivision since 1978, Holt serves as a board member and as chair of its Senior 50+ Committee. She takes on numerous community projects, from volunteering for the city's effort to survey every parcel of land to helping people sign up for medical coverage under the Affordable Care Act.

Holt became an at-large Police Commissioner in February 2019, following her appointment by Mayor Duggan and confirmation by the Detroit City Council.

BOPC Leadership

(elected by Board members each June for a one-year term)

[July 2017 - June 2018]

Lisa Carter, Chair • Eva Garza Dewaelsche, Vice Chair

[July 2018 - June 2019]

Willie E. Bell, Chair • Darryl Brown, Vice Chair

2019 Board of Police Commissioners



Darryl D. Brown
District 1



Evette Griffie
District 2



Shirley A. Burch
District 3



Willie E. Bell
District 4



Willie E. Burton
District 5



Lisa Carter
District 6



William M. Davis
District 7



Elizabeth Brooks
At-Large



Jim Holley
At-Large



Eva Garza Dewaelsche
At-Large



Annie Holt
At-Large



Chief of Police

James E. Craig

started his law enforcement career as a police officer with the Detroit Police Department over 40 years ago. Following a reduction in staffing after three years, joined the Los Angeles Police Department (LAPD) for 28 years, working in a variety of assignments from administration to field. Following his retirement from LAPD, he served as Police Chief in Portland, Maine and in Cincinnati, Ohio, where he was the first outside appointed police chief and the first African-American chief. In 2013, Chief Craig obtained his life-long career goal and became Detroit's 42nd Chief of Police.



POLICIES & Procedures

As an oversight body, the EOPC reviews numerous policies and procedures throughout the year, some for minor changes and others for limited updates. Those that undergo substantial changes are posted for public review and require new approvals from the Board.

The Police Department manual has some 131 policy directives, including 19 chapters related to such categories as Administration, Personnel and Operations. Most policy directives contain references to statutes, case law, federal guidelines and national best practices. In 2018, such policies included:

- 202.7** Foot Pursuits Manual Directive
- 306.3** Property Control
- 102.3** Personal Cellphone Use While on Duty
- 102.3** Citizen Complaints
- 101.6** Human Resources
- 203.9** Custodial Interrogations
- 203.12** Polygraph Examinations
- 205.5** Bomb Threats and Explosives
- 303.6** Unmanned Aerial Vehicles (UAVs)
- 201.5** DPD's Policy and Academy Training on Mentally Ill and Homeless Persons
- 307.4** Criminal Justice Information (CJIS)
- 102.9** Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Community
- 203.4** Missing or Lost Persons
- 203.1** Crime Scene Investigation
- 205.3** Mobilization
- 204.5** Driver's Licenses and Permits
- 303.2** Vehicular Pursuits

The BOPC also created Policy Guidelines on Economic Hardship Relief of Tow, Storage, and Administrative Fees.

Police Commissioners lead training sessions at the Police Academy to ensure cadets understand civilian oversight. The Board reviews, evaluates, and develops Training Curriculum to Enhance DPD Academy and In-Service Training on Criminal Justice Policies.





2018 Highlights

- Reviewed and approved the 2018-2019 budget for the Police Dept. and sent it to the Mayor for submission to the City Council.
- Moved its investigative arm – the Office of the Chief Investigator, or OCI – to a community location at 900 Merrill Pleasant, near Woodward and Six Mile.
- Received and investigated 1,091 complaints filed against DPD officers or other employees. The BOPC's OCI handles all non-criminal complaints.
- Helped recruit new officers and led instruction of civilian oversight principles and impact as part of the Police Academy education and training for cadets and officers promoted to ranks of sergeant and lieutenant.
- Acted to suspend officers without pay based on serious violations of department policy and/or procedures. Suspensions cases ranged from officers involved in encounters that violated use of force standards to those who faced criminal charges.
- Oversaw the deployment of electronic control weapons, commonly known as tasers, after a comprehensive review of best practices and the BOPC approval of a policy directive.

Approved resolutions that supported better law enforcement standards with:

- An effort to stop bad officers from moving from city to city
- A call that put the BOPC at the forefront of national policy to ban military style assault weapons and ammunition from consumer outlets as one way to stop mass shootings and murders. The BOPC's action came before Dicks Sporting Goods, Walmart and other stores stopped selling such weapons and ammunition.
- Required special presentations from key police divisions to ensure opportunities for the public to better understand all the operations, such as fleet management, HR sexual harassment complaints, AND
- Hosted the Lansing Police Commission for a background and educational session on civilian oversight of law enforcement.
- Grew digital media subscribership from 0 to approximately 2,000.

- > Redesigned BOPC web site for easier navigation and increased content, including publications and new multi-lingual brochures for public complaints in English, Spanish and Arabic.
- > Held a town forum on Immigration amid shifts in federal policies and community meetings in each precinct, including one at Northeast Guidance Center, a major community mental health services provider and operator of Community and Police Partnership Advocacy (CAPPA) With an increasing number of encounters between law enforcement and persons in an emotional or mental crisis, Northeast Guidance Center provided information about general services and CAPPA, its program that provides police liaison services, outreach, police education and consultation to law enforcement in situations involving persons struggling with mental health and with homelessness.
- > Spearheaded a joint BOPC-DPD national workshop on effective police-community relations at National Association for Civilian Oversight of Law Enforcement (NACOLE) 2018 Annual Conference, where BOPC also promoted Detroit as the host site for 2019 and where Police Commissioner Willie Bell-District 2 won election to the NACOLE Board of Directors.
- > Started a dialog with the MCOLES (Michigan Commission on Law Enforcement Standards) to ensure equitable opportunity for applicants who had minor legal trouble as juveniles
- > Welcomed U.S. Rep. Brenda Lawrence for a special congressional update to the BOPC and new Corp. Counsel Lawrence Garcia, who committed to provide the BOPC with essential lawsuit information requested to ensure public accountability and transparency.



- > Issued publications to inform the public about the rollout and impact of body-worn cameras in Detroit and about several policy changes related to law enforcement, including BOPC-supported legislation for adding new training on police stops in driver education and tracking use of force by all Michigan police officers.
 - Mandatory training for protocols in police stops became state law in September as part of driver education classes.
 - The FBI announced in December the launch of the National Use of Force Data Collection as an addition to information submitted annually by police agencies to the FBI's crime reporting system.
- > Filled vacancies for Chief Investigator and DPD HR Director.

SPECIAL PRESENTATIONS to the Board

In addition to special monthly reports that provide updates on crime by precinct, HR trends, budget information, and complaints filed by the public, the BOPC requires special presentation that provide information about operations, plans and current topics to help Detroiters learn more about the police department.



January

Homicide Division
Chaplain Corps
Sexual Harassment & Discrimination Update
CPD Civil Rights

February

CityWide Police Community Relations Organization
Body Worn Camera Audits
Panel Discussion: Marijuana Update on Local & State Changes Ahead
Annual Report on the Operations of the Department
BOPC Website Redesign and other changes to detroitmi.gov

March

Downtown Services and Special Events for 2018
Recruitment
Chief of Police Improvement Plan (Ch. 7.806-7)
CPD Lawsuits & Settlements

April

Sex Crimes
Secondary Employment
Crime Intel / Real Time Crime Center
Drug Forfeitures
Police Authorized Towing

May

COMPSTAT Website - Deputy Chief Bettison
Improvement Plan
Communications 911 - Dispatch
Ceasefire

June

Disciplinary Administration and Professional Standards (Force & IA)
Implicit Bias - Dr. Agustin V. Arbulu, MDCR Executive Director
Detroit Public Safety Foundation
BGrants and Contracts (BOPC Review)

July

COMPSTAT Report and Presentation
Advance Police Technologies

August

Police Reserves
Detective Bureau
Discussion / Amendments - Police Manual

September

Police Academy Curriculum
Immigration Update / Panel Discussion
CPD Towing
The Detroit ID
NACOLE 2018 Conference Update

October

Domestic Violence
Congresswoman Brenda Lawrence
Neighborhood Policing

November

Fleet Management
Resource Facilities Management

December

Detroit Detention Center
Update on Recreational Marijuana
Attorney Kimberly James

RECOGNITIONS & Resolutions



January

Joane Fane, a lifelong Detroit resident and retired public school teacher, for her avid support of the Twelfth Precinct, including Diapers for New Mothers, Sergeant Santa and other precinct outreach.

Saad Abbo, owner of U.S. ICE Crystal Pure Ice, for his corporate support and countless donations to the Police Department, 12 Precinct and precinct community events.

Police Officer Lareen Booker, who was appointed to the Detroit Police Department on June 24, 1996, upon her retirement after 21 years.

Ms. Gail A. Oxendine was appointed to Director of Police Personnel by Chief of Police James E. Craig on November 4, 2013 while the City of Detroit was operating under bankruptcy and emergency management. In early 2016 she continued performing as Director under the authority of the Board of Police Commissioners and during Director Oxendine's tenure more than 800 police officers and over 400 civilians were hired. Her responsibilities included managing all activities of the Human Resources Bureau including civilian personnel, police personnel, Police Medical, Equal Employment Opportunity Office and Recruiting for sworn and civilian personnel and Director Oxendine launched a student internship program for college students interested in a law enforcement career.

February

Police Officer Glenn A. Doss, Badge 5110, posthumously. Following in his father's footsteps, PO Doss was appointed to the Detroit Police Department on March 28, 2016 and served in the Seventh Precinct. On Sunday, January 28, 2018, he passed away after injuries sustained in the line of duty.

Sandra Turner-Handy, a lifelong resident of Detroit, for her tireless work in the 9th Precinct, including with Denby Neighborhood Alliance and Great Communities Now to enhance the area's economic vitality and public safety.

Lt. Charles Clark, who was appointed to the Detroit Police Department on January 4, 1994, in recognition of his retirement in 2017 after 23 years.

Lt. Albert Yasso, who was appointed to the Detroit Police Department on January 17, 1995, upon his retirement after more than 23 years.

Police Officer Darren Weathers, Badge 4644, posthumously. He was appointed to the Detroit Police Department on June 29, 2016 and died in the line of duty following a car crash on Tuesday, February 13, 2018.

Police Officer Sandra Brooks, who was appointed to the Detroit Police Department on February 17, 1997, upon her retirement after more than 21 years.

Police Officer Gerrie Reedy Randall, who was appointed to the Detroit Police Department on August 11, 1997, upon her retirement after more than 21 years.

March

Burton Leland (posthumously), for his many contributions to Detroit and public safety as a representative and senator in the Michigan Legislature and as a Wayne County Commissioner in a career spanning 37 years, with achievements that included groundbreaking Lemon Law in consumer rights.

Sally Asbell Wilson for her work in organizing and leading neighborhood partnerships with the Detroit Neighborhood Police Officers to eliminate drug traffic and curb adverse behavior within and around the Washington Boulevard Apartments and the Capitol Park district.

Certificates of Appreciation:

Arthur Williams, Tasha Green, and Leslie Malcolmson (Commissioner Willie Burton), for exemplary work & service to the residents of District 5.



April

Police Commissioner Derrick Sanders (posthumously) for outstanding leadership and public service (pictured above).

Lieutenant Shawn K. Wesley Badge L 36, posthumously Lt. Wesley was appointed to the Detroit Police Department on October 20, 1986 and passed away on Wednesday, March 28, 2018, after 32 years of service.

Corporal DeLawn Steen who was appointed to the Detroit Police Department on March 21, 1994, upon his retirement after 24 years of service.

PO Frances Dickerson, who was appointed to the Detroit Police Department on May 6, 1996, upon her retirement after over 21 years.

Native Detroiter **Audrey Ramsey** for her longtime support of the Eleventh Precinct as a volunteer for Neighborhood Watch, Meals on Wheels, National Night Out and as a member of the Eleventh Precinct Community Relations Council for 22 years.

May

Alicia George for her community improvement efforts as owner of the Java House and co-founder of Bight Busters, as well as her civic and financial support of 8th Precinct community events for many years (pictured upper right).

Inspector Daniel L. Allen who was appointed to the Detroit Police Department on October 14, 1985, upon his retirement after 33 years.

June

Hubert Gaylord Lock (posthumously). Serving as administrative assistant to the Detroit Commissioner of Police, a position created by Mayor Jerome Cavanaugh in 1966. Dr. Lock had an intimate view and knowledge of the rebellion the next summer and his book - The Detroit Riot of 1967 - remain one of the best accounts.

Captain Octaveious Miles, who was appointed to the Detroit Police Department on June 21, 1995, upon his retirement after 23 years.

Ken Schutt for his faithful participation in community Comstat meetings and the 2nd Precinct Business United with Officers and Youth, including serving as president.

July

Betty A. Varner for her active volunteerism in the 10th Precinct for many years, including serving as the president of DeSoto-Ellsworth Block Association, executive board member for the Tenth Precinct Community Relations Organization and a member of the Detroit Police Citizens Academy Alumni Association.

Police Officer Sharon Elizabeth Tillman who was appointed to the Detroit Police Department on Nov. 3, 1985, upon her retirement after nearly 22 years.

August

Police Officer James Hearn (posthumously), who was appointed to the Detroit Police Department on February 24, 2014, after a fatal car accident.

James L. Jackson, Jr., who joined the Detroit Police Department in 1969 for his continued support as a retiree through activities with Jefferson Chalmers Business Association, and Jefferson East Business Association, Jefferson Chalmers Home Owners Association, the 5th Precinct Community Relations Council, and the Jefferson-Chalmers Citizens' District Council.

Bishop-Elect Darell Andre Reed of Spirit of Love Church, for his work with the police and community as President of Mornings de Neighborhood Association.

Judith Ann Justine Roth for her support of police-community relations in the 10th Precinct.

Sergeant Lee Smith, Badge 382 of the Wayne County Sheriff Department, posthumously, after 26 years of service.

RECOGNITIONS & Resolutions

September

Corporal William W. Radatz upon his retirement after 43 years

The Ideal Group and the **Venegas Family** for corporate citizenship with its support of southwest Detroit communities, including spearheading the remodeling of the Fourth Precinct Fitness Center and supporting the Motor City Makeover

Certificate of Recognition for **Sylvia Gucken** of the Ideal Group for assisting with the company's support.

Retired **Police Officer Hugh Lawrence Burrell** (posthumously), who became a community icon after he organized The Blue Pigs musical group, serving as lead vocalist and spokesperson.

October

Constance Bailey owner of Louisiana Creole and active member and leader of the police-community relations council in the 7th Precinct for many years.

Stevan Miller (posthumously) who spent over 20 years in the Detroit Police Department before joining the executive protection unit with the Wayne County Sheriff

November

Barbara Matney a longtime resident of the 6th Precinct who has served as president of Warendale Community Organization and the South Warendale Radio Patrol, for her work for a safe and clean environment for the residents.

December

Sarah James for work community organizing and community building through CB Patrols and other safety programs wherever she lives, including the University District community, Palmer Park Board and, most recently, the Third Precinct with the Community Association of New Center Commons Area.

INVOCATIONS

Local religious leaders help the community in many ways, including volunteering as Police Chaplains and delivering the invocation at BOPC meetings.



Board of Police Commissioners
June 14, 2018



Board of Police Commissioners
October 25, 2018



Board of Police Commissioners
March 15, 2018



Board of Police Commissioners
September 20, 2018

2018 COMPLAINTS Against DPD

Overview

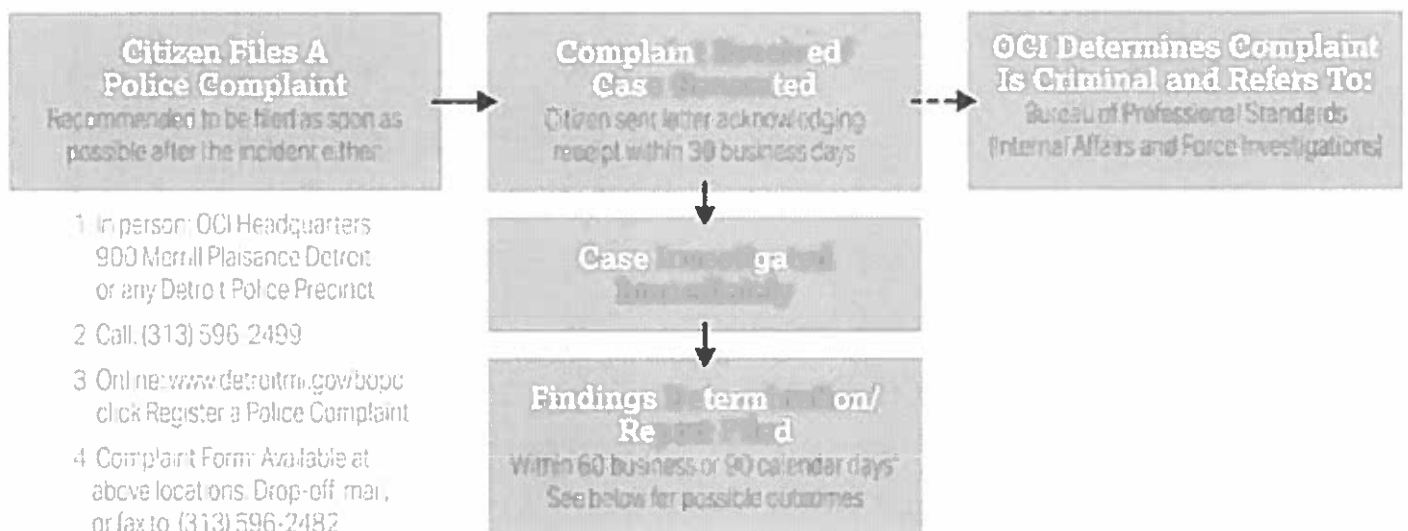
Through the City Charter, the Board of Police Commissioners has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. The Board routinely fulfills this charter-mandate through its Office of the Chief Investigator (OCI). The office investigates allegations about the Police Department and its personnel. The OCI is led by a civilian professional who is appointed by the BOPC. The office operates independently of the DPD chain of command. The office is comprised of the Chief Investigator, Supervising Investigators, Senior Investigators, line staff investigators and support staff. All OCI employees are civilian. The cases investigated are non-criminal in nature. During investigations, citizens receive periodic reports of case status and findings letters upon case completion.

The BOPC's Citizen Complaint subcommittee reviews and approves all OCI cases. After the Committee's review, copies of the reports are forwarded to the Chief of Police or his/her designee for review and disciplinary or corrective action, if appropriate.

OCI Mission

The mission of the Office of the Chief Investigator is to fairly, effectively and objectively receive, investigate and make recommendations regarding complaints concerning the Detroit Police Department and its personnel. It is the goal of the OCI to assist in improving the quality of law enforcement services by instilling citizen confidence in the integrity of the Detroit Police Department.

Charter Requirements for Citizen Complaints



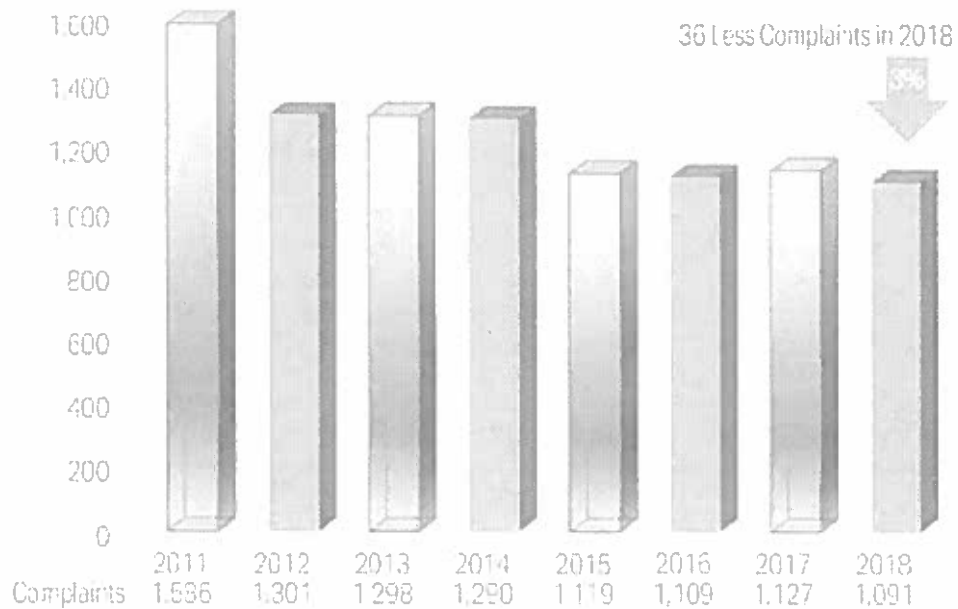
OCI Terms

- **Complaint** A citizen reported incident with Police personnel.
- **Allegation** Specific reported issue(s) within a complaint.
- **CCR:** Citizen Complaint Report • **Case** A Complaint or CCR
- **Finding** A determination of a case with one of the following outcomes:
 - 1) Sustained:** Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the employee(s) violated DPD policies, procedures, or training.

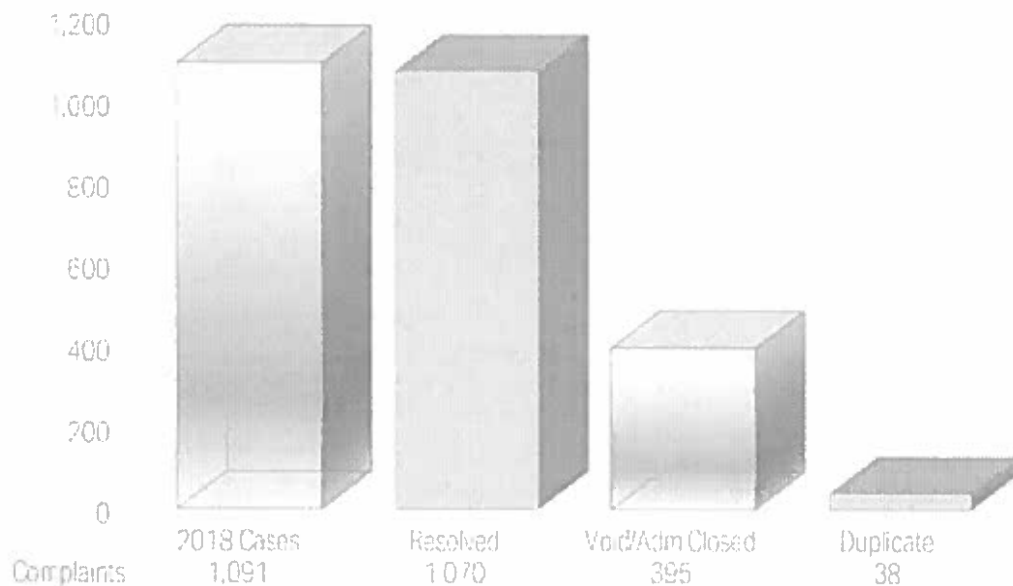
- 2) Inconclusive/Not Sustained** Where there are insufficient facts to decide whether the alleged misconduct occurred.
- 3) Exonerated** Where the preponderance of the evidence shows that the alleged conduct did occur, but did not violate DPD policies, procedures or training.
- 4) Unfounded:** Where the investigation revealed no facts to support that the incident complained of actually occurred.

TRENDS FOR Complaints Filed

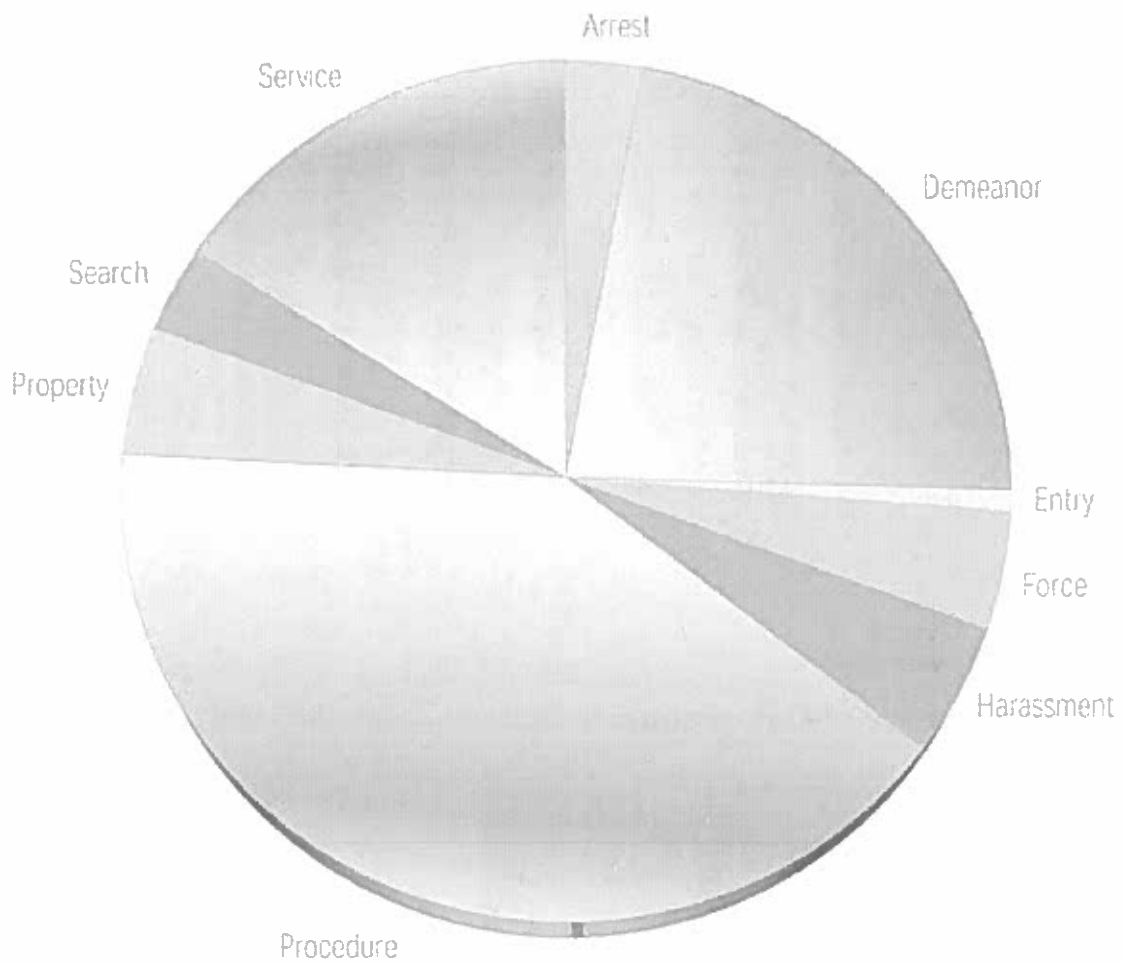
8 Year Comparison 2011-2018



2018 Summary of Complaints



2018 COMPLAINTS by Type of Allegation



Arrest	113	Procedure	1558
Demeanor	874	Property	186
Entry	29	Search	127
Force	171	Service	620
Harassment	190	Total	3,868

COMPLAINT Resolution/Findings

2018 Complaint Findings by Type of Allegation

CCR Allegation	Exonerated	Inconclusive*	Not Sustained	Sustained	Unfounded	Total
Arrest	18	1	0	1	9	29
Demeritor	10	106	68	105	135	424
Entry	3	1	0	0	0	4
Force	12	15	9	8	30	74
Harassment	0	5	4	2	27	38
Procedure	125	67	37	127	134	490
Property	10	9	2	5	9	35
Search	16	6	7	4	6	39
Service	19	17	12	16	49	113
Total	213	227	139	268	399	1246

Total Inconclusive / Not Sustained 366

*Note until April 2018, this was called not sustained

2018 OCI CCR Allegations & Findings

CCR Allegation	Adm/Closure	Exonerated	Inconclusive*	Not Sustained	Sustained	Unfounded	Total
Arrest	12	18	1		1	9	41
Demeritor	54	10	106	68	105	135	478
Entry	3	3	1				7
Force	16	12	15	9	8	30	90
Harassment	31		5	4	2	27	69
Procedure	192	125	67	37	127	134	682
Property	28	10	9	2	5	9	63
Search	6	16	6	7	4	6	45
Service	123	19	17	12	16	49	236
Total	465	213	227	139	268	399	1711

Total Inconclusive / Not Sustained 366

*Note until April 2018, this was called not sustained

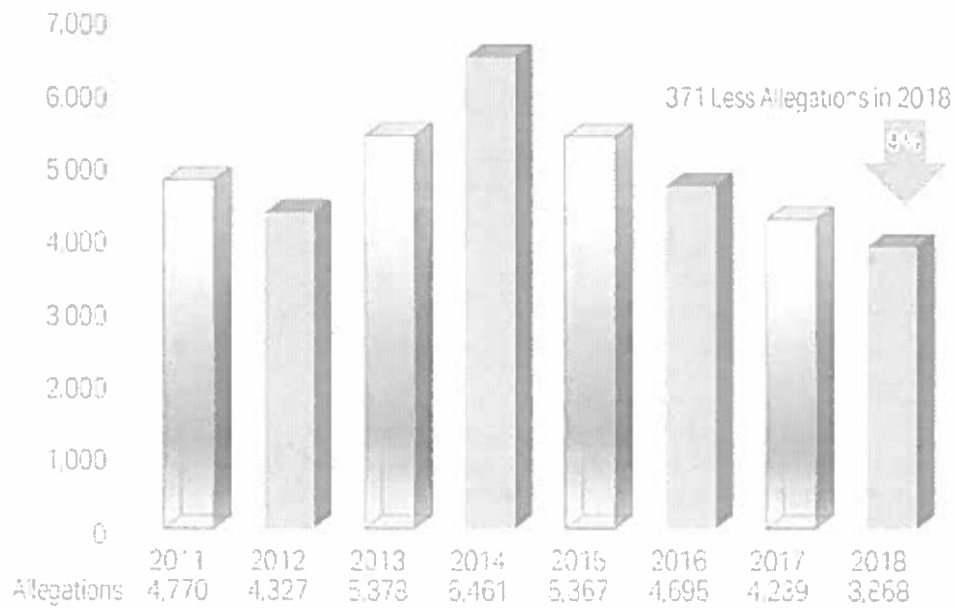
2018 Alternate Dispositions

Year	Total CCRS Closed	Total Alt. Closures	Administrative Closures	Transfers	Innocence of Charge	Inadequate Service	% of Total CCRS
2018	1091	433	223	42	35	95	100%

Note: Duplicates not included

COMPARISON of Allegations

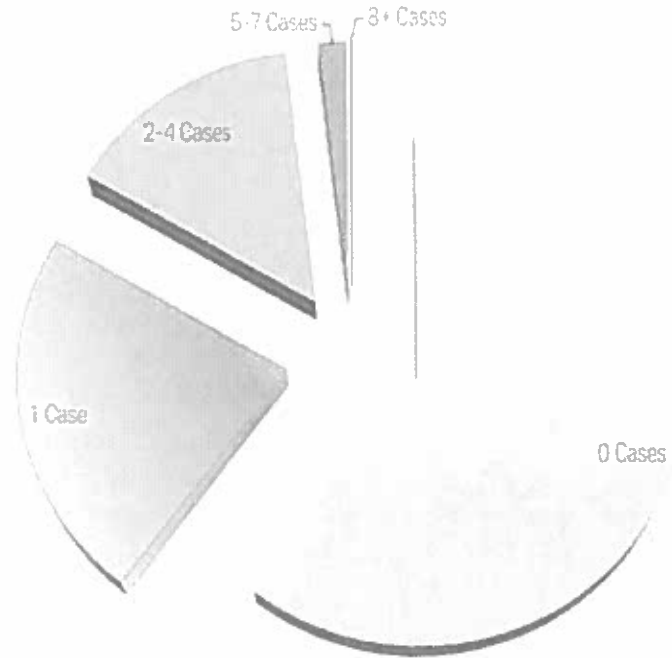
8 Year Comparison 2011-2018



OFFICER Complaints (Cases)

2018 Officer Complaint Cases

	# of Officers Involved	% of All Officers on Force
Officers with No Cases	1,475	60.23%
Officers with Cases	974	39.77%
1 Case	564	23.03%
2-4 Cases	364	14.86%
5-7 Cases	44	1.80%
8+ Cases	2	0.08%
Total # of Officers on Force*	2,449	



*Ending 12/31/2018

Includes all officers named regardless of no charges or voids (duplicates)

Most Complaints - Sworn

# of Officers	# of Complaints	Range of Yrs. Experience
26	5	1-41
9	6	2-22
5	7	2-22
1	8	10
1	12	14

Most Sustained Complaints - Sworn

# of Officers	# of Sustained Complaints	Range of Yrs. Experience
1	8	14
1	6	5
3	4	10-15
10	3	2-19
8	2	1-20
10	1	1-19

Most Complaints - Civilian**

Department	# of Complaints
Communications / 911	25

**Zero Sustained

Void & No Charge CCRs Not Included

COMPLAINTS by Precinct

Unit Involved	Total	Arrest	Domestic	Entry	Force	Harassment	Procedure	Property	Search	Service
1st Precinct	216	7	46	2	8	13	95	7	6	32
2nd Precinct PDU	11						5			6
3rd Precinct	83	7	23		2	2	32	1		16
3rd Precinct PDU	19		4				6			9
4th Precinct	106	3	27		12	10	33	2		19
4th Precinct PDU	19	1	6				7	1		4
5th Precinct	125	6	30	1	10	6	47	6	2	14
5th Precinct PDU	10		4				3	1		2
6th Precinct	189	8	54		8	13	68	9		29
6th Precinct PDU	15		2				5			8
7th Precinct	89	3	16	1	3	5	47	3	3	7
7th Precinct PDU	15		3			1	7			4
8th Precinct	314	3	104	7	15	20	109	9	16	31
8th Precinct PDU	38		8				9	2		19
9th Precinct	152	5	34	1	7	5	57	4	4	35
9th Precinct PDU	42		10		2	1	12	3	1	13
10th Precinct	89	5	23			3	35	1		22
10th Precinct PDU	19		3			1	6	2		7
11th Precinct	160	6	49		4	5	60	7	5	24
11th Precinct PDU	27		5				11	2		9
12th Precinct	186	5	53	1	19	5	59	8	7	29
12th Precinct PDU	13		5				4			4
Abandoned Vehicle Task Force	10		2			1	3	2		2
Automated	8		3	1			4			
Auto Patrol Unit	3		2							1
Auto Theft	9		4	1			3			1
Call Center	1						1			
Chief of Police	2		1							1
Chief of Neighborhood Liaison	2						1			1
Child Abuse Unit	5					2				3
City Council Security	2				2					
Clayton Park Unit	10		4				5			1
Communications Operations	133		34				35			64
Crime Intelligence	3		2				1			
Crime Scene Services	4						4			
District Deviation Center	6		2			1	1			2

Unit Involved	Total	Arrest	Detainee	Entry	Force	Harassment	Procedure	Property	Search	Service
Chief's Police Department	7		2			2	1			2
Domestic Violence	10		6							4
Downsized Services	95	3	21		12	1	39	9	1	9
Executive Protection	2						2			
Fatal Squad	4		3				1			
Fleet Maintenance	2		1			1				
Forty-Two	6		4		1			1		
Fugitive Recovery Unit	1						1			
General	5		1			1	3			
Grant Intelligence	65	1	14	3	9	3	20	4	11	
Identification Unit	4		1				2	1		
Intelligence	46		5	2		1	17	7	3	11
Investigative Operations	5		1				1	1		2
K-9 Unit	3		2				1			
Law Department	3		1				2			
Major Violations	56		10	1	4	3	19	9	8	2
Medical	2		2							
Personnel Planning & Analysis	2						2			
Recruitment & Retention	5		2				2	1		
Northwestern District	1	1								
Planning	1				1					
Police Personnel	2				2					
Prisoner Receiving Unit	9		3		2	2	2			
Public Safety Officer	8		2				3			3
Secondary Employment	3					1	2			
Sex Offender	8						5			3
Special Response Team	5	1		1			2		1	
Special Victims	16		4				6			6
Support Services	2		1				1			
Special Response Unit	62	2	25		10	5	29	3	4	4
Police Force Administration	1						1			
Telephone Unit Recording	26		9				8			9
Traffic Enforcement	34		7			1	20	2	1	3
Use	5		2				2			1
Unassigned Command	1100	22	284	14	56	60	404	37	51	172
Total	3760	89	976	36	189	175	1373	148	124	650

FINDINGS by Precinct

Unit	Total	Admin. Closure	Exonerated	Inconclusive*	Not Sustained	Sustained	Unfounded	No Charge	Void
2nd Precinct	216	29	25	9	14	24	41	70	4
2nd Precinct PD	11	2		2	1		2	4	
3rd Precinct	83	10	9	5	3	6	18	32	
3rd Precinct PD	19	2		3	1	1	5	7	
4th Precinct	106	17	8	7	4	9	23	33	
4th Precinct PD	19	1	2	3	2	1	2	8	
5th Precinct	125	16	17	1	3	11	32	42	3
5th Precinct PD	10	1		1		1	3	4	
6th Precinct	189	27	9	12	7	24	49	59	2
6th Precinct PD	15	8		1			1	5	
7th Precinct	68	18	8	5	1	5	16	35	
7th Precinct PD	15	2	1	4	1	1	2	4	
8th Precinct	314	37	27	26	18	40	54	102	10
8th Precinct PD	38	9	2	3	3	3	5	13	
9th Precinct	152	23	11	19	4	21	14	52	8
9th Precinct PD	42	11	4	4	6	2	1	12	2
10th Precinct	89	9	11	7	6	10	13	32	2
10th Precinct PD	19	5		3	1		4	6	
11th Precinct	160	18	18	4	8	25	31	56	
11th Precinct PD	27	4	1	4	1	1	4	12	
12th Precinct	186	21	13	9	21	20	28	74	
12th Precinct PD	13	2	1	2	1			5	2
Roundwood Waste Transfer	10	1	1	1	2			5	
Armed & Dangerous	8	1	1	1	1	2		2	
Animal Control	3				1			2	
Auto Theft	9		2	1	1	2		3	
Bicycle	1	1							
Child Abuse	2				1		1		
Child Neglect/Abuse/Endo	2	2							
Child Abuse Unit	5	1			1		1	2	
City Council Security	2					1	1		
Citywide Police Unit	10	1		1		1	4	3	
Community Care Center	123	29	6	9	1	16	15	56	1
Community Services	3			1				1	1
Child Support Services	4			2				2	
Desktop Detection Center	6	3		1				2	

*Note: Until April 2019, this was called "Not Sustained"

Unit	Total	Admin_Closure	Exonerated	Inconclusive*	Not Sustained	Sustained	Unfounded	No Charge	Void
Detriot Police Department	7	1		1			1	4	
Domestic Violence	10	7		4	1		1	7	
Drug Court Services	95	11	16	11	3	11	10	33	
Executive Protection	2			1				1	
Fatal Squad	4			1		2		1	
Fleet Management	2	2							
Forensic	6			3		1		2	
Flight Recovery Unit	1						1		
Gaming	5	1	1	1		2			
Gang Intelligence	65	2	4	11	3	9	8	26	7
Harassment Unit	4			2				2	
Horror	46	18	2	5	1	1	4	15	
Investigative Operations	5		1		2			2	
K-9 Unit	3					1		2	
Loss Department	3		1					2	
Major Violator	56	12	6	11	3	2	5	14	3
Maneget	2			1				1	
Mobile Planning & Analysis	2			1				1	
Non-Fatal Enforcement	5			3			1	1	
Non-Fatal District	1	1							
Planning	1				1				
Public Relations	2				1			1	
Public Training and	9		1	2			2	4	
Records & Information	8	2	1	2				3	
Secondary Enforcement	3			1		1		1	
Sex Crimes	8	4		1		1		2	
Special Response Team	5	1						4	
Special Victims	16	6		3	1		2	4	
Support Services	2	2							
Tactical Response Unit	82	3	10	5	5	14	16	29	
Taxi Fund Administration	1	1							
Telephone Crime Reporting	26	2	1	7	1	2	2	10	1
Traffic Enforcement	34	11	5	2	1	7	3	5	
Use	5	1	1	2				1	
Unit Loss Command	1100	183	64	93	53	89	123	467	28
Total	3760	577	291	325	189	370	549	1390	69

TRENDS IN WHEN CCR's Were Filed



Open and Closed Complaints Monthly Comparison 2018 to 2017

	2018		2017	
	Open	Closed	Open	Closed
January	74	106	85	88
February	80	96	79	92
March	73	82	90	80
April	79	72	106	82
May	97	79	81	77
June	98	71	125	87
July	116	81	106	114
August	110	105	100	90
September	91	87	86	91
October	101	115	104	90
November	90	94	105	94
December	82	82	60	90
Year Total	1,091	1,070	1,127	1,075

COMPLAINTS by Location

DCR Report Unit Receiving	Email	In-Custody	Letter	Online	Outside Agency	Telephone/TDD	Walk In	Total
2nd Precinct	1	2				3	45	51
3rd Precinct		1				7	12	20
3rd Precinct		2				2	10	14
4th Precinct PDL							1	1
5th Precinct		2				4	29	35
6th Precinct		2				3	19	24
7th Precinct						2	4	6
8th Precinct						15	41	56
8th Precinct PDL							4	4
9th Precinct		1				5	30	36
10th Precinct						10	13	23
10th Precinct PDL						1	1	2
11th Precinct						10	36	46
11th Precinct PDL						2	1	3
12th Precinct		6				6	29	41
12th Precinct PDL						1		1
Abandoned Vehicle Enforcement							1	1
Chief Neighbor Call Center						1		1
Chief of Force							1	1
Community Officers Operations						20		20
Control Detection Center	2	16				1	2	21
Community Affairs Director						1		1
Downtown Services						1	3	4
Field Investigations		1				24	2	26
Forensic						8	1	9
Human Resources					5			5
Internal Affairs		1			1	39	4	45
Major Violators						1		1
Neighborhood Policing						1		1
Office of Civil Rights	2							2
Office of the Chief Investigator	3		14	81	3	425	45	571
Records and Identification							1	1
Special Victims						1		1
Telephone Crime Reporting						16		16
Traffic Enforcement							1	1
Total	8	34	14	81	9	609	336	1091

Top Methods of Filing Complaints: ▶ 56% Call-Ins ▶ 52% Directly to OCI ▶ 31% Walk-In

TRENDS IN HOW CCR's Are Filed

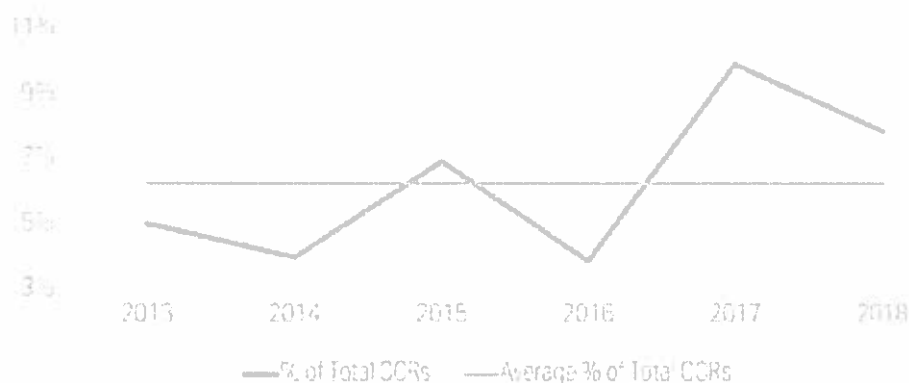
Walk-Ins Comparative Statistics

Year	Location	Total # of Walk-Ins (Department Wide)	% of Walk-Ins to CCRs Filed	Total # of Walk-Ins (OCI Only)	% of All Walk-Ins
2017	DPSH	409	36%	42	12%
2018	DPSH	793	27%	42	14%
2018	Merrill Plaisance*	43	4%	3	70%
2018	Total	336	31%	45	13%

*OCI moved from DPSH to Merrill Plaisance on Nov 3, 2018

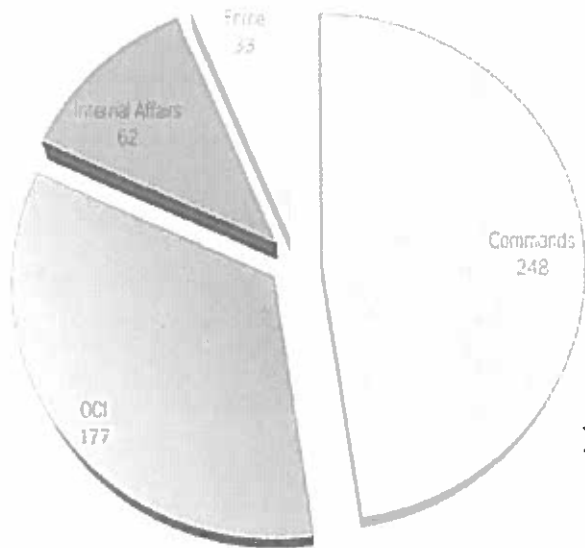
OCI CCRs: Totals vs. Walk-Ins 6 Year Comparison

Year	OCI Total CCRs	OCI Walk-Ins	% of Total OCI CCRs
2013	576	29	5%
2014	549	22	4%
2015	403	28	7%
2016	463	18	4%
2017	504	50	10%
2018	571	45	8%
6 Year Avg	511	32	6%



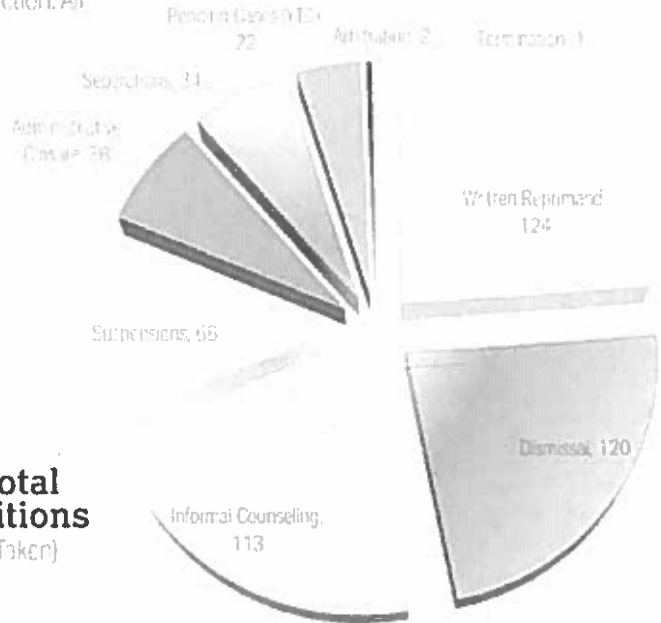
DISCIPLINARY Actions

After the BOPC signs off on the investigation and outcome from OCI cases, the HR division or DPD professional standards is responsible for corrective action. All types of disciplinary cases and actions are shown below:



Disciplinary Actions by Category

*Data provided by DPD Disciplinary Administrator



Disciplinary Actions Taken

520 Total Dispositions
(Actions Taken)

Our Government Has No Idea How Often Police Get Violent With Civilians
© 2018 NPR

We can't solve what we can't see: How a lack of national police reporting obscures local problems
November 18, 2018

DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

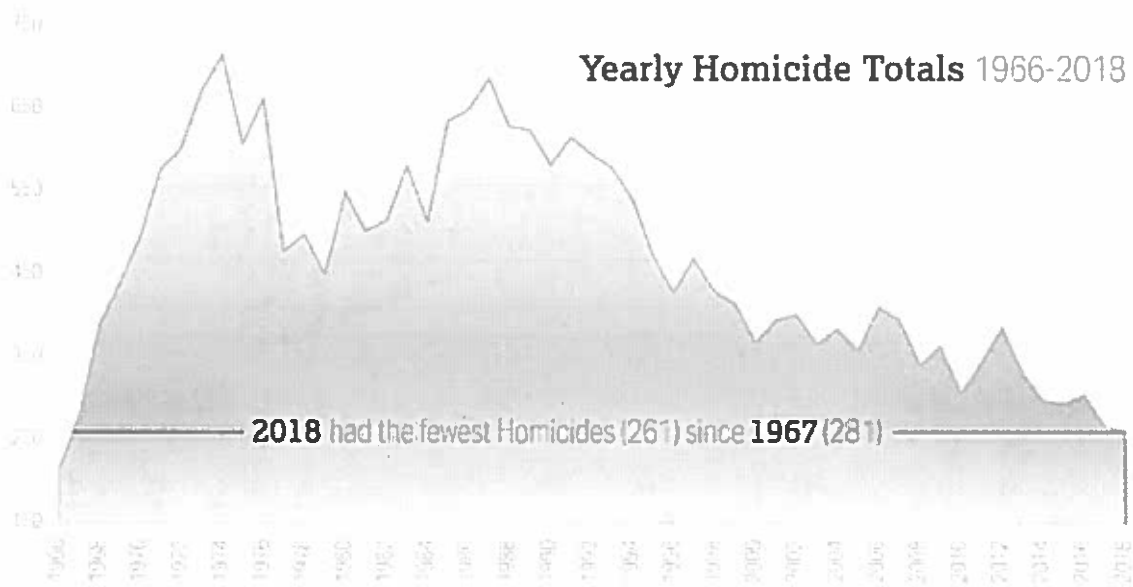
FBI to Start National Use-of-Force Data Collection

At the request of major law enforcement organizations in 2018, the FBI established the National Use-of-Force Data Collection in an effort to promote more informed conversations regarding law enforcement use of force in the United States. The goal of the collection is not to provide insight into specific use-of-force incidents, but instead to offer a comprehensive view of the circumstances, subjects, and officers involved in such incidents nationwide. The FBI planned to launch the National Use-of-Force Data Collection in 2019. The program is an addition to the national data collections in the FBI's Uniform Crime Reporting (UCR) Program. As with all UCR Program data collections, participation is voluntary.

The scope of the collection and reporting Use of Force data would include:

- ▶ Force that results in the death or serious bodily injury of a person, as well as when a law enforcement officer discharges a firearm at or in the direction of a person.
- ▶ The definition of serious bodily injury will be based, in part, upon bodily injury that involves a substantial risk of death, unconsciousness, protracted and obvious disfigurement, or protracted loss or impairment of the function of a bodily member, organ, or mental faculty.

CRIME Statistics



Reported Crimes Through 12/31/18

Violent Offenses

Offense Type	2016	2017	2018	% Chg v 2016	% Chg v 2017
Homicide*	305	267	261	14%	2%
Rape*	674	697	894	33%	28%
Robbery	3,680	2,639	2,304	25%	13%
Aggravated Assault*	10,509	10,193	10,015	5%	2%
Total Violent Offenses	14,568	13,796	13,474	-8%	-2%

Property Offenses

Offense Type	2016	2017	2018	% Chg v 2016	% Chg v 2017
Burglary	8,717	8,258	7,428	15%	-10%
Larceny	15,065	14,045	13,652	-9%	-3%
Stolen Vehicle	8,639	8,155	6,301	-27%	-23%
Total Property Offenses	32,421	30,458	27,381	-16%	-10%
Total Part 1 Offenses	46,989	44,254	40,855	-13%	-8%

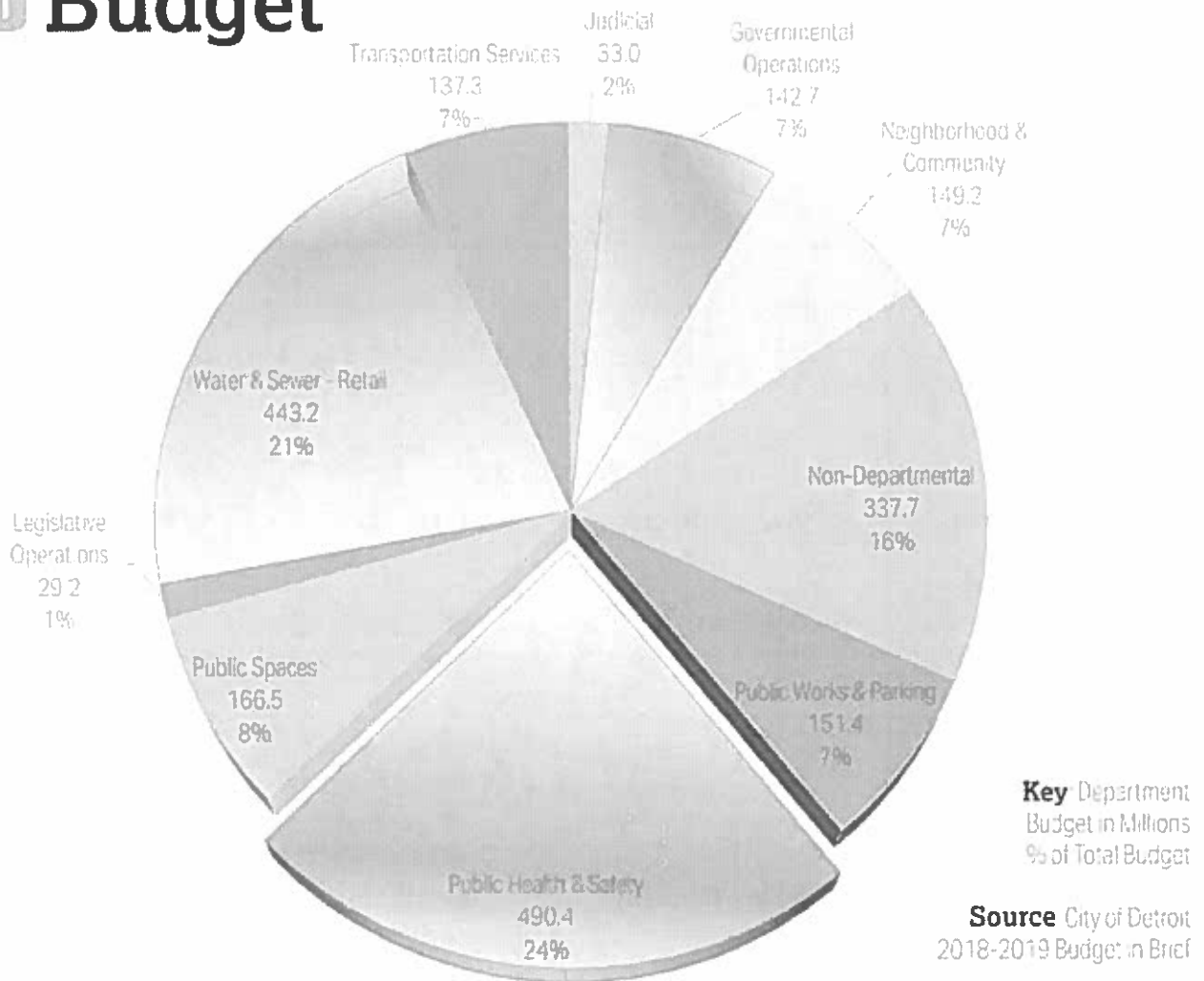
Other Offenses

Offense Type	2016	2017	2018	% Chg v 2016	% Chg v 2017
Non-Fatal Shooting*	957	840	755	-21%	-10%
Carjacking*	381	301	309	-19%	3%
Aggravated Assault (Incident-Based Total)	8,958	8,588	8,330	-7%	-3%
Total Other Offenses	10,296	9,729	9,394	-9%	-3%

*Victim based data

This PRELIMINARY INFORMATION is used on an ongoing basis by the Detroit Police Department for strategic planning and crime analysis. This data is not final and thus is not the crime data that is reported to the FBI Uniform Crime Reporting Program.

DPD Budget



Fiscal Year Budget Added More Police, Higher Pay

Detroit Police officers got an immediate **two percent pay raise in October 2018**, which will go to **seven percent total over three years**. The raise helps close a salary gap that challenges recruitment and retention. A new budget also added **69 new positions** for officers.

Services Provided by Category

Public Health & Safety: \$490,400,000 - 24%

Police

- Enforcement of Laws
- Criminal Investigation
- Community Policing
- Crime Prevention
- Emergency Call Center

Board of Police Commissioners

- Supervisory Control & Oversight of the Police Department
- Establishment of Policies, Rules and Regulations (In consultation w/ the Chief of Police & approval of the Mayor)
- Review and Approval of the Police Department Budget
- Receive and Resolve citizens' complaints

Fire

- Fire Suppression
- Emergency Medical Services
- Fire Investigation
- Arson Investigation
- Fire Dispatch

Health

- Maternal - Child Health
- Immunizations, Lead, Vision and Hearing Testing
- HIV - Aids Program / Sexually Transmitted Disease Clinic
- Promotion of Health Nutrition
- Food & Environmental Health and Safety

DPD Demographics

Sworn Residency



New Hire Residency



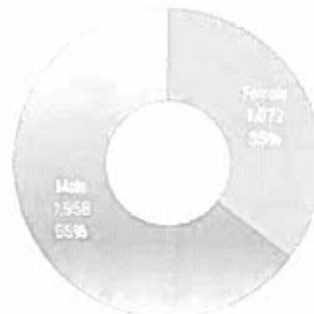
Sworn Gender



Civilian Gender



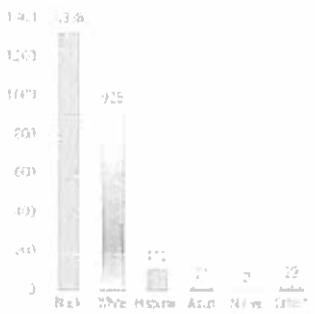
Total Gender



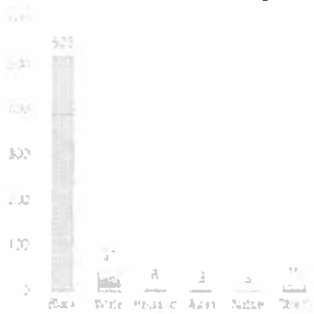
New Hire Gender



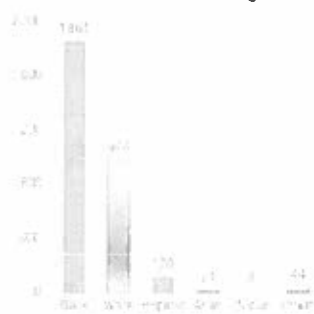
Sworn Ethnicity



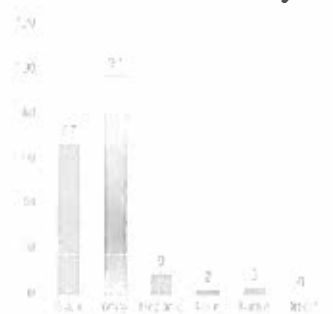
Civilian Ethnicity



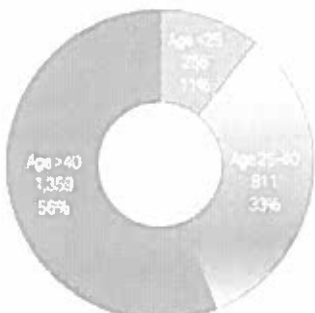
Total Ethnicity



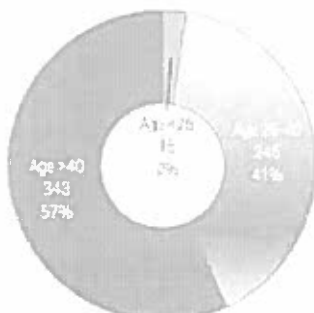
New Hire Ethnicity



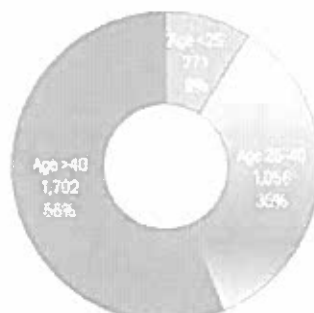
Sworn Age



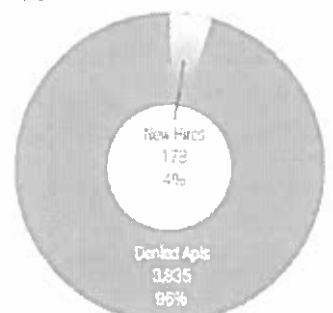
Civilian Age



Total Age



Applicant Admission Rate



* Includes unknown and not indicated

DPD Human Resources Bureau (HRB)



Chief Drag, inducting new DPD Officers

About HRB

Under the Charter, the Board of Police Commissioners hires the Director of Human Resources/ Personnel due to the influential role HR has on professional standards and workplace culture of organizations. After BOPC approval, Dr. Marcella Anderson became Personnel Director of the DPD Human Resources Bureau in October 2018.

The Human Resources Bureau's 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. The HRB consists of five (5) offices:



HR Highlights

Complaints about DPD workplace dropped

DPD HR's FEO Office takes complaints about harassment and discrimination directly from employees or from other agencies, such as the Michigan Department of Civil Rights or the U.S. Equal Employment Opportunity Commission.

In 2018, the office received a total of 32 complaints: 22 from employees and 10 referred from the state or federal civil rights agencies. The 32 complaints represented a 29% decrease from those filed in 2017.

Detroit mirrored national hiring, recruiting drops for police as strong economy continued

Through Police Recruiting, HR saw decreases in hiring and recruiting compared to 2017. In 2018, new officers totaled 178 – a 50.4% decrease from the 361 officers hired in 2017. Recruiting staff processed 4,013 applicants in 2018, about a 10% drop from the 4,452 processed in 2017.

Did You Know?

Under HR's college intern program, 40 interns have become police officers and three were hired for civilian positions. Overall, 250 students have completed internships since the program began in summer 2014.

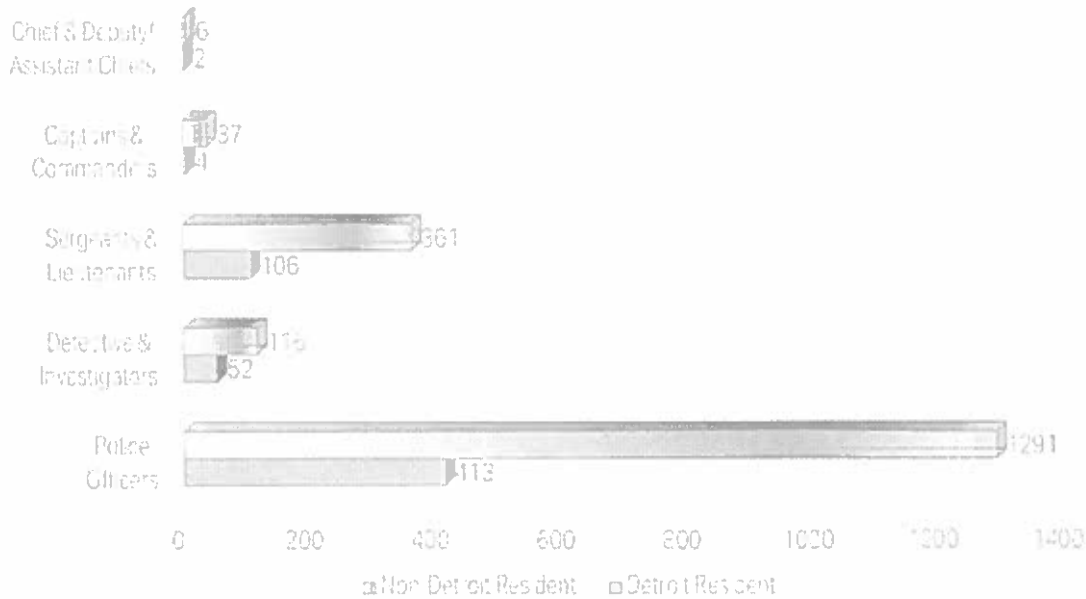
SWORN MEMBER AGE by Ethnicity and Gender

2018 Officer Age, Ethnicity, and Gender Composition

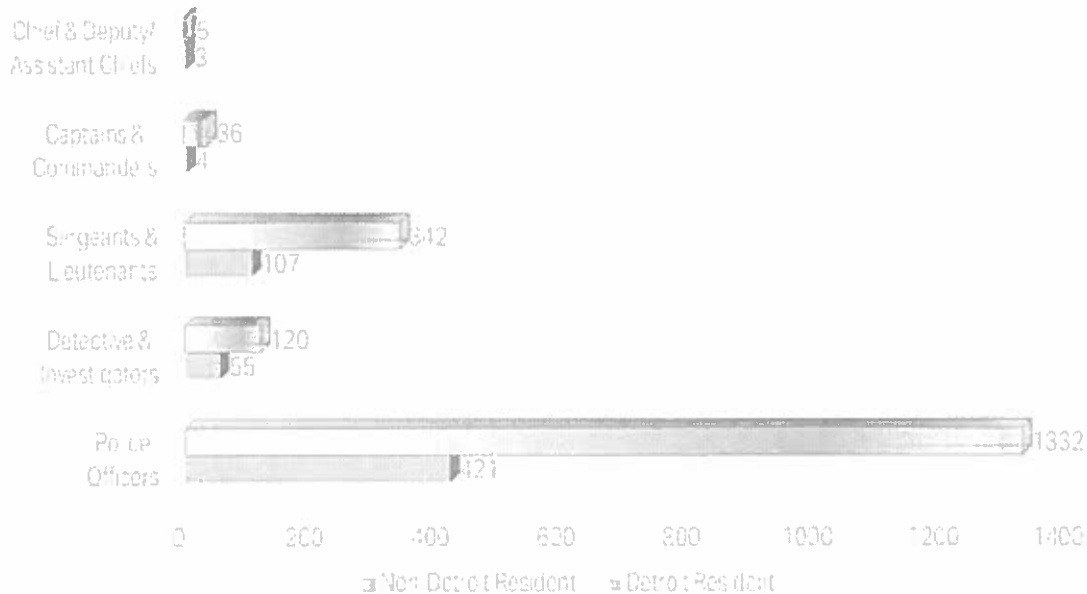
Age Range	Black Male	Black Female	White Male	White Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	Native Male	Native Female	Total Members
18-22	37	12	58	10	11	2	3				133
23-27	103	37	149	30	27	6	3	1	1	1	353
28-32	80	30	95	20	6	3	8				242
33-37	73	34	64	6	6	2	1			1	187
38-42	105	56	96	26	10	5	1	2			301
43-47	158	93	129	28	17	3	1			1	430
48-52	163	59	96	17	11	2	3		1		352
53-57	121	42	34	8	6			1			214
58-62	53	30	21	4	3						111
63-67	31	11	10		2						54
68-72	5	4	4	1	1						15
73-77	1						1				2
Totals	930	408	756	150	97	23	21	4	2	3	2394

RESIDENCY By Rank

2018 Officer Residency by Rank*



2017 Officer Residency by Rank*

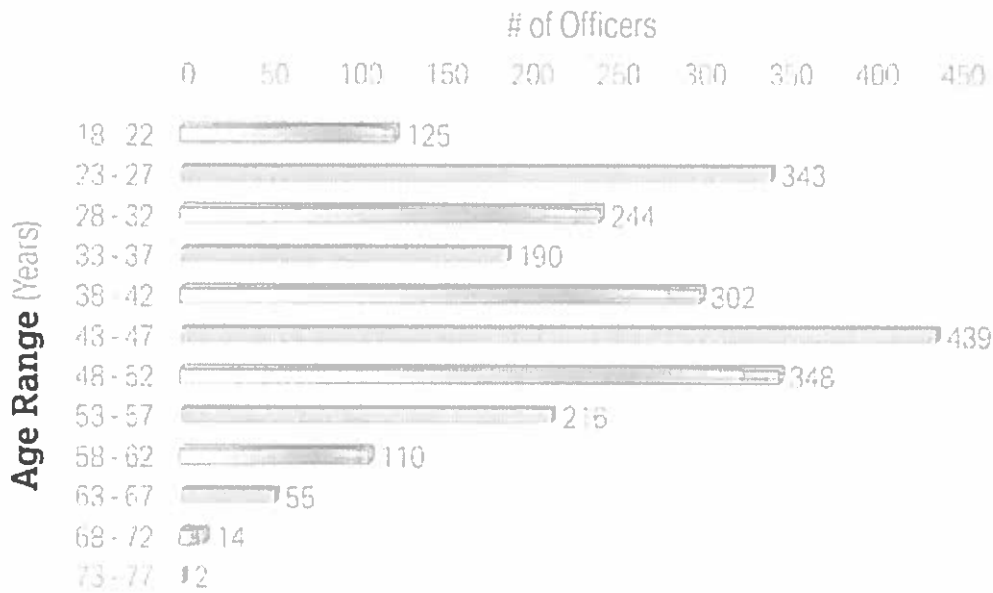


* Reported December 31, 2018

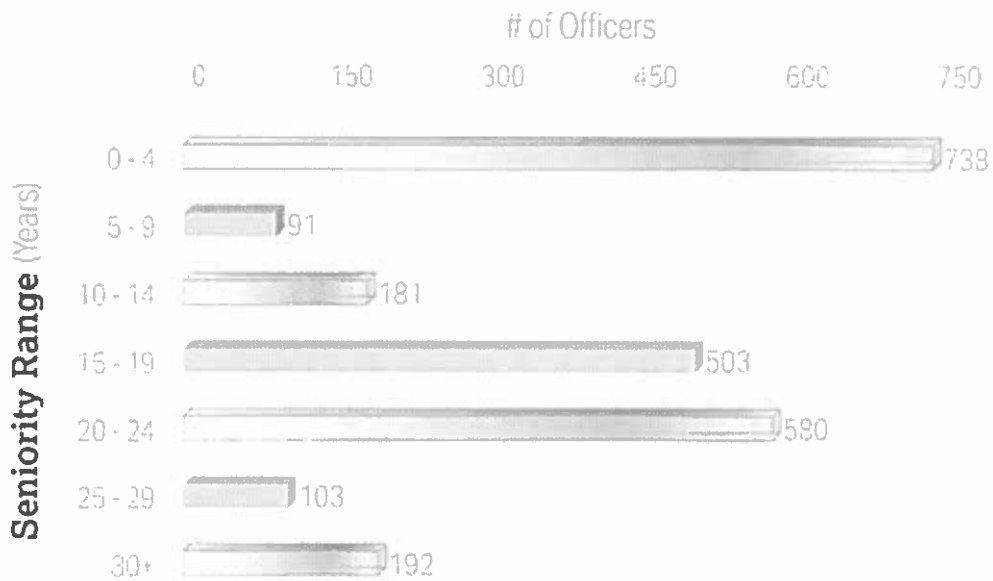
* Reported January 30, 2017

AGE & SENIORITY Distribution

2018 DPD Age Distribution

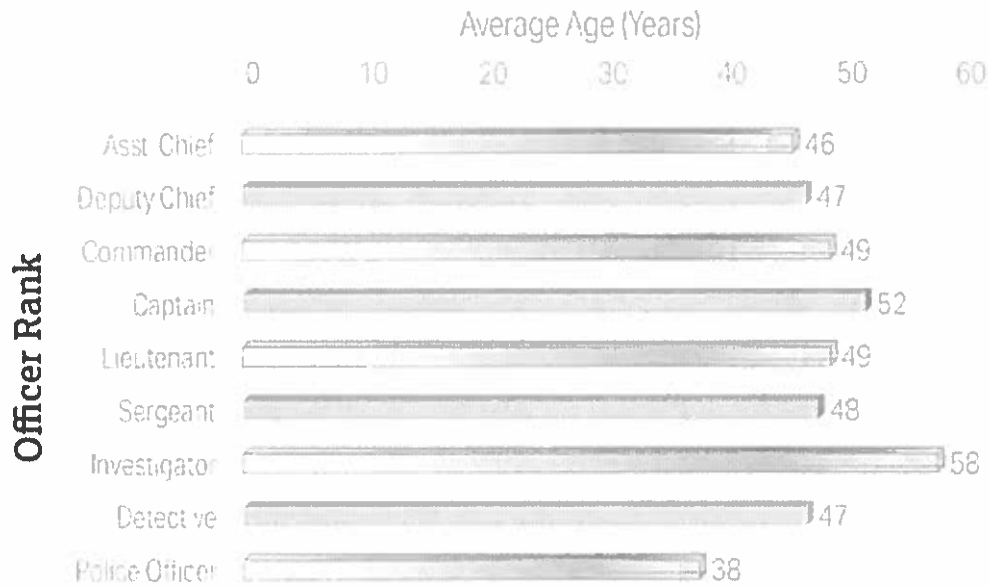


2018 DPD Seniority Distribution

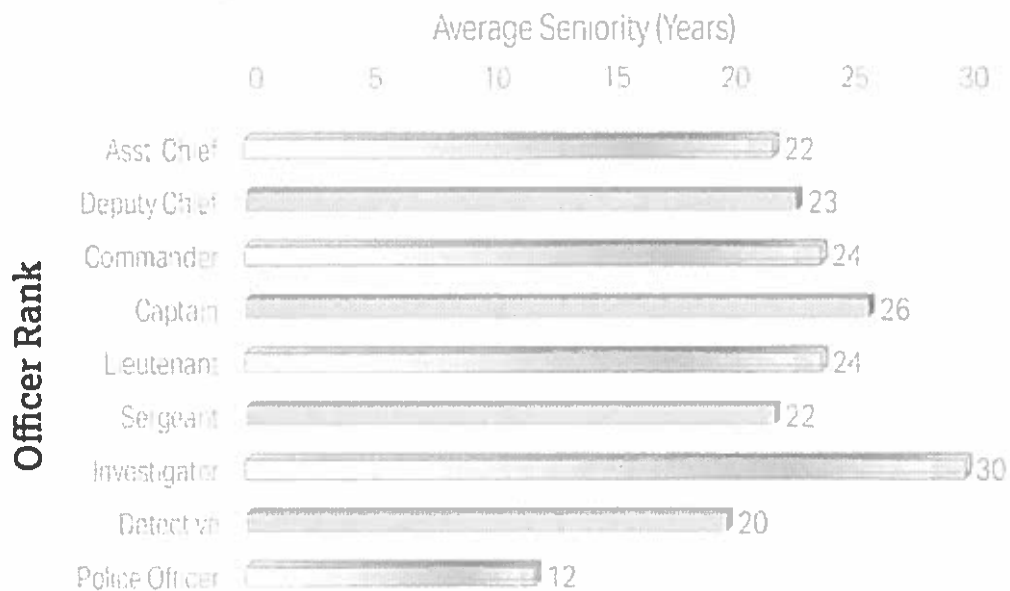


AGE & SENIORITY By Rank

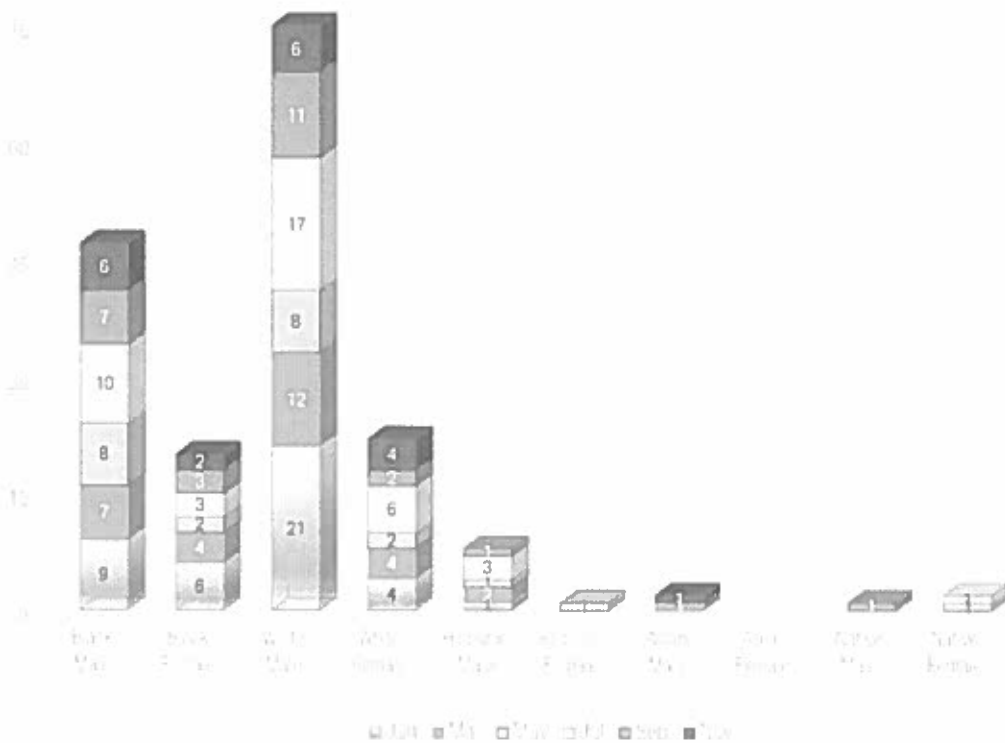
2018 Average Officer Age by Rank



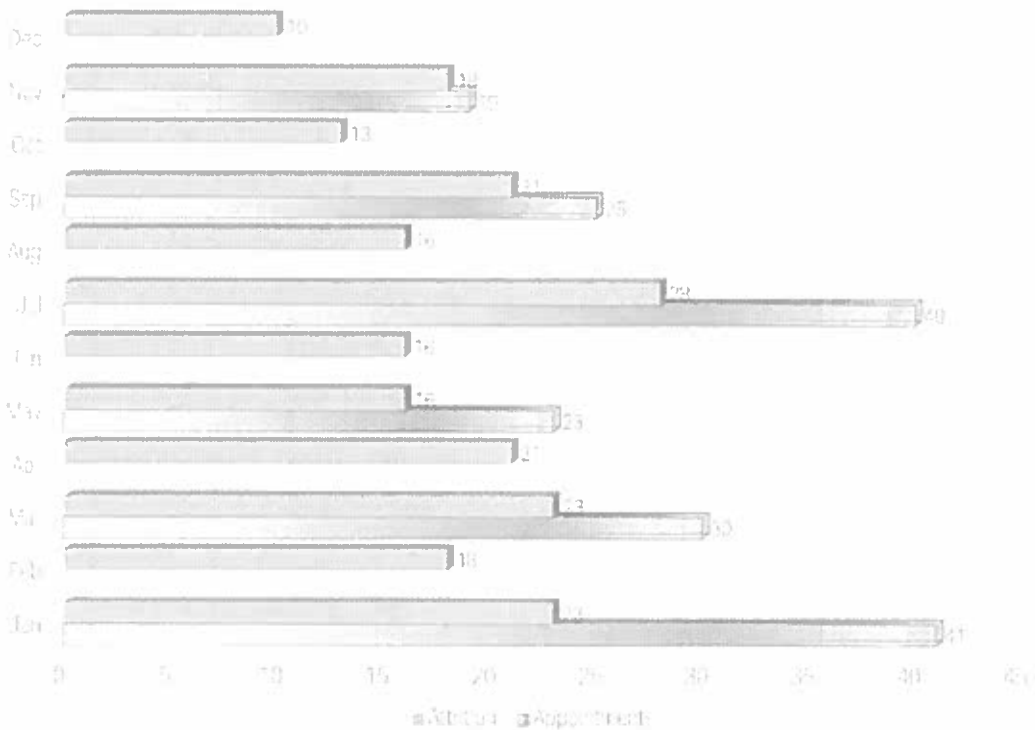
2018 Average Officer Seniority by Rank



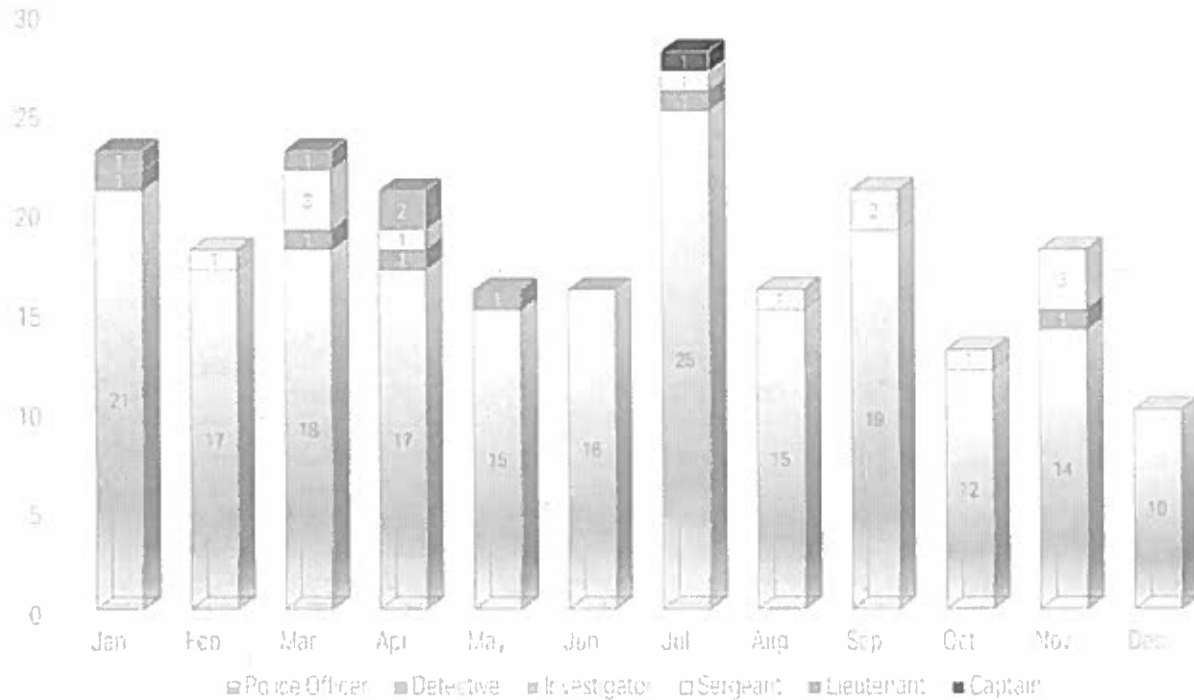
2018 Recruit APPOINTMENTS



ATTRITION vs. Appointments



2018 Annual ATTRITION



*Excludes Leaves of Absences

DPD SERVICE MEMBER Status

Year	Injured/Restricted	Disabled	Deaths
2016	525	240	2
2017	550	173	0
2018	244	168	3

Status Definitions:

- **Injured/Restricted** - Members who experience an on / off duty injury / illness / medical condition restricting them from performing their **FULL REGULAR DUTIES** as a Police Officer
- **Disabled** - Members who experience an on duty injury/incident prohibiting them from performing **ALL DUTIES** as a Police Officer.
- **Deaths** - Members who have died in the line of duty.

DETROIT BOARD OF POLICE COMM

PRECINCTS

2nd PRECINCT

3rd PRECINCT

4th PRECINCT

5th PRECINCT

7th PRECINCT

8th PRECINCT

9th PRECINCT

10th PRECINCT

11th PRECINCT

DOWNTOWN
SERVICES



Darryl D. Brown
District 1



Evette Griffie
District 2



William M. Davis
District 7



Lisa Carter
District 6



Elizabeth W. Brooks
At-Large



Eva Garza Dewaelsche
At-Large

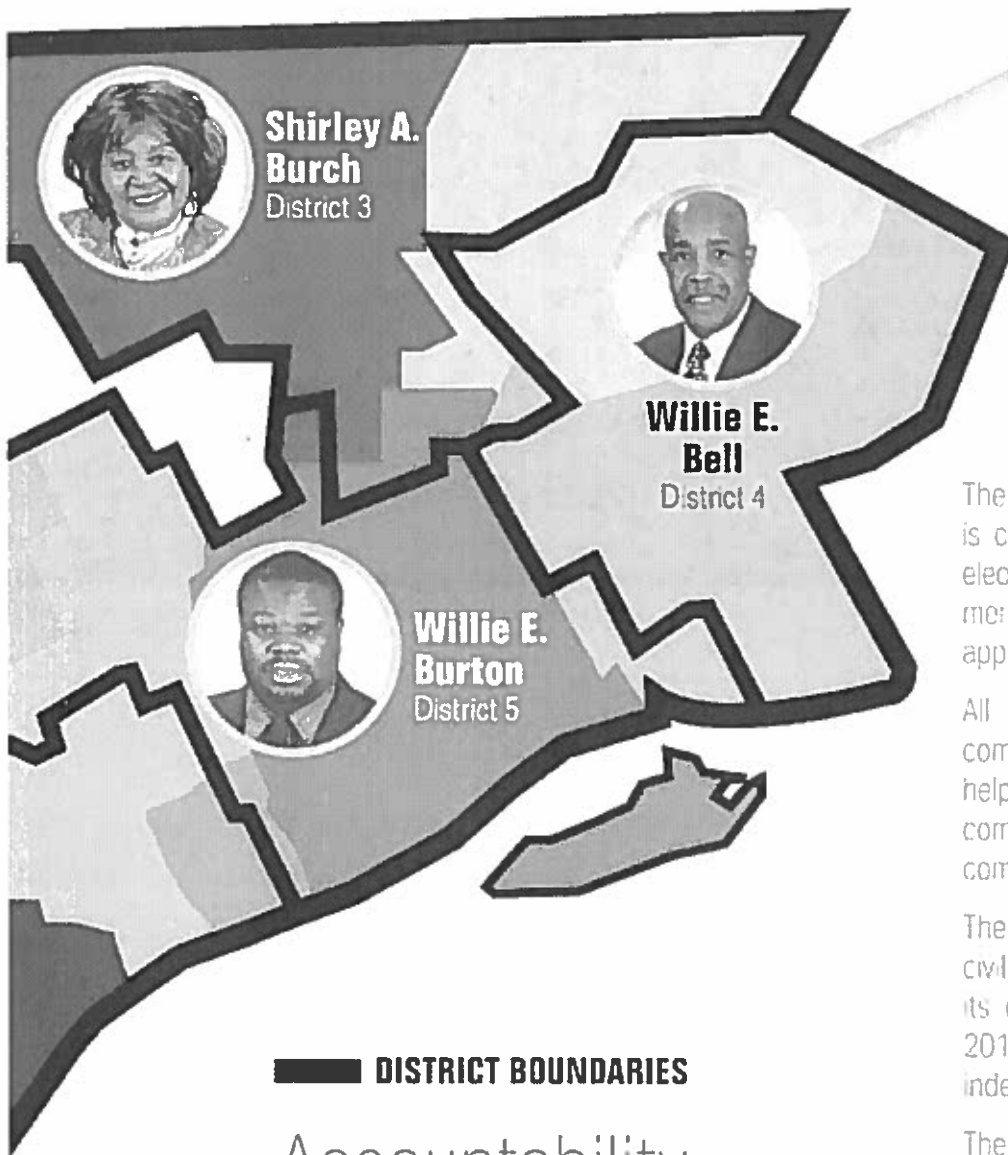


Jim Holley
At-Large



Annie Holt
At-Large

COMMISSIONERS - Districts & Precincts



Shirley A. Burch
District 3

Willie E. Bell
District 4

Willie E. Burton
District 5

DISTRICT BOUNDARIES

Accountability
Through
Civilian Oversight

About the Detroit Board of Police Commissioners

The Board of Police Commissioners (BOPC) is comprised of 11 members. Detroiters elect seven by districts like City Council members, and four are at-large mayoral appointees approved by the Council.

All 11 Board members serve without compensation as a vital civilian board to help ensure police powers and practices comply with Constitutional protections and community policing standards.

The 1974 City Charter first established a civilian oversight board. The BOPC derives its current powers and duties from the 2012 Charter, which strengthened independent, citizen oversight.

The Board has supervisory control and oversight of the Police Department.

The Board is required to meet at least once a week but may vote to recess during the Thanksgiving, Christmas and New Year holidays. All meetings are held in accordance with the Open Meetings Act.



2019 Goals

- Recognize and celebrate the City of Detroit's 45th Anniversary of civilian oversight as created by the community through the 1974 City Charter, which established the mayor's power to appoint a civilian board with five members. The first Board met on July 22, 1974.
- Ensure Detroit's success as the first-time host for the annual National Association for Civilian Oversight Conference during September 22-26, 2019 at the Marriott in the Renaissance Center.
- Showcase at the NACOLE conference and throughout the year Detroit's leadership and evolution in civilian oversight.
- Publicize the relocation of the Office of Chief Investigator from public safety headquarters to an independent site at 900 Merrill Plaisance.
- Provide a Bengali version to the multi-lingual (English, Spanish, Arabic) brochures about filing complaints against the police officers, 911 operators and other DPD employees to reflect the four primary languages of Detroit residents.
- Expand outreach and distribution of public information and educational material through community hubs and online, including instructional video on how to file a complaint against DPD with the Board.
- Ensure community education about the Detroit Charter Commission and its role in possible revisions to civilian oversight and the mandated duties of the Board of Police Commissioners.
- Connect with Detroit students and youth in education and inclusion on public safety trends and topics.
- Continue ongoing essential and productive Board member and staff training towards providing valuable and critical civilian oversight of law enforcement.
- Ensure the effectiveness of the Board of Police Commissioners' mission to provide transparent and accountable policing by providing opportunities for the community at large, key stakeholders, and the law enforcement community to impact law enforcement policies and legislative efforts to improve governing operations of the Detroit Police Department.
- Continue promoting community education of law enforcement policies, rules, and regulations for the distribution of comprehensive and accurate information.
- Revise the Board of Police Commissioners presentation to the Police Academy to include important updates for training cadets about the 2012 Charter and its mandates for civilian oversight through the Board.



Board of Police Commissioners

Detroit Board of Police Commissioners

Gregory Hicks, *Secretary to the Board*
Robert Brown, *Executive Manager*
Faye Johnson, *Executive Manager-Fiscal*
D'Layne Richards, *Legal Assistant*

Jermaine Wyrick, *Attorney to the Board*
Melanie White, *Executive Manager-Policy*
Jonya Underwood, *Administrative Assistant*
Teresa Blossom, *Community Relations Coordinator*

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Office of the Chief Investigator

Polly McCalister, *Chief Investigator*
Angela Cox, *Office Management Assistant*
Stephanie Phillips, *Office Assistant*

Supervising Investigators

Lawrence Akbar
Ainsley Cromwell

Senior Investigators

Charlotte Jones
Rosalia Madrigal
Delvata Moses
Adela Rivera
Lisonya Sloan

Investigators

Roslyn Banks	Jessica Hunter	Samuel Quick
Daniel Callaway	Makeeba James	Marquitta Starator
Yoniquea Coleman	Elgin Murphy	Tiffany Stewart
Ganna Coulter	Lashanda Neely	Keysha Washington
Hajrat Hiller	Carolyn Nichols	

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2018

Annual Report

CIVIL

RIGHTS

CIVILIAN OVERSIGHT

Detroit Board of Police Commissioners

Detroit Public Safety Headquarters

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