

Draft Minutes Detroit Board of Police Commissioners
Date of Meeting: Thursday, September 10, 2020 – 3:00 PM
Location: Zoom Virtual Meeting Platform

BOPC Chairperson Willie Bell called the BOPC Board Meeting to order at 3:00 PM (September 10, 2020)

Detroit Board of Police Commissioners' Membership / Attendance	Attend	Not-Attend
Willie E. Bell, Chairperson	Yes	
Annie Mae Holt, Vice-Chairperson	Yes	
Darryl D. Brown	Yes	
Shirley A. Burch	Yes	
Willie E. Burton	Yes	
Lisa Carter	Excused	
William M. Davis	Yes	
Evette Griffie	Yes	
Jesus Hernandez	Yes	
Jim Holley	Yes	
Martin Jones	Yes	
Quorum (Yes)	10	

The Board acting in accordance with its rules approved the Agenda for Thursday, September 10, 2020.

Chairperson Bell called the meeting to order and invited Chaplain Curtis Longstreet to provide the invocation.

INVOCATION: Chaplain Curtis Longstreet

I. MOTION: To approve the Agenda.

Motion: Commission Holley **Second:** Vice-Chairperson Holt **Discussion:** None.

VOTE: Yes = 10 No = 0 **Motion: PASSED**

II. MOTION: To approve the September 3, 2020, Meeting Minutes with necessary corrections.

Motion: Commissioner Holley **Second:** Vice-Chairperson Holt **Discussion:** None.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez, Commissioner Holley, and Commissioner Jones

No: Commissioner Burton

VOTE: Yes = 9 No = 1 **Motion: PASSED**

The Board considered the following Business Items:

- Introduction of BOPC Staff
- Introduction of Chief of Police and DPD Staff
- Introduction of Elected Officials, VIPs, civic leaders or their representatives

Chairperson's Report: **Chairperson Bell** discussed the Board's supervisory oversight authority, emphasized peaceful demonstrations and the Board's and Department's efforts to address misconduct involving the police protests, and the Board's continued monitoring of the Department's activities citywide.

Chairperson Bell stated, "As the supervisory oversight entity over the Department since 1974, the Board was created based upon a voter referendum, peaceful protests and nonviolence that accomplished impactful change in our law enforcement and criminal justice systems as a result of many forms of police brutality and injustices during that time. Historically and presently, the Board works to ensure that Department members refrain from violating any person's fundamental constitutional rights, including, but not limited to, the First and Fourteenth Amendments. More importantly, the Board still stands on these missions today." **Chairperson**

Bell also cited the Department's efforts to provide service throughout the neighborhood and provided commendations to Chief of Police Craig and the Department for addressing these recent incidents.

III. Motion: To approve Chief of Police James E. Craig's Recommendation to promote Deputy Chief Todd A. Bettison to the Rank of Assistant Chief.

Motion: Commissioner Griffie **Second:** Commissioner Burch Discussion.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Burton, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez, Commissioner Holley and Commissioner Jones

No: None

VOTE: Yes = 10 No = 0 **Motion: PASSED**

IV. Motion: To approve Chief of Police James E. Craig's Recommendation to Promote Commander Mark S. Bliss to the Rank of Deputy Chief.

Motion: Vice-Chairperson Holt **Second:** Commissioner Holley Discussion.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Burton, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez and Commissioner Holley

No: None

VOTE: Yes = 9 No = 0 **Motion: PASSED**

V. Motion: To approve Chief of Police James E. Craig's Recommendation to Promote Captain Kyra Joy Hope to the Rank of Commander.

Motion: Commissioner Griffie **Second:** Commissioner Burch Discussion.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Burton, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez, Commissioner Holley and Commissioner Jones

No: None

VOTE: Yes = 10 No = 0 **Motion: PASSED**

VI. Motion: To approve Chief of Police James E. Craig's Recommendation to Promote Lieutenant Robert Mitchell to the Rank of Captain.

Motion: Vice-Chairperson Holt **Second:** Commissioner Brown Discussion.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Burton, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez, Commissioner Holley and Commissioner Jones

No: Commissioner Davis

VOTE: Yes = 9 No = 1 **Motion: PASSED**

VII. Motion: To approve Chief of Police James E. Craig's Recommendation to Promote Lieutenant Tonya Leonard-Gilbert to the Rank of Captain

Motion: Vice-Chairperson Holt **Second:** Commissioner Griffie Discussion.

Yes: Chairperson Bell, Vice-Chairperson Holt, Commissioner Brown, Commissioner Burch, Commissioner Burton, Commissioner Davis, Commissioner Griffie, Commissioner Hernandez, Commissioner Holley and Commissioner Jones

No: None

VOTE: Yes = 10 No = 0 **Motion: PASSED**

City Council President Brenda Jones provided remarks and commendations regarding the Department's recent Appointments and Promotions of DPD Executive Members.

Resolution: Vice-Chairperson Holt read the resolution honoring Retiring Detective Paytra Williams.

**RESOLUTION HONORING
RETIRING DETECTIVE PAYTRA C. WILLIAMS**

- WHEREAS** Paytra C. Williams was appointed to the Detroit Police Department on June 3, 1999. Upon graduating from the Detroit Metropolitan Police Academy, Officer Williams was assigned to the Housing Support Division; and
- WHEREAS** Officer Williams's assignments with the Detroit Police Department included the Headquarters Surveillance Unit, Internal Affairs, Chief of Staff, Tactical Operations, Narcotics, Investigative Operations, Narcotics again, Homicide; and
- WHEREAS** On August 15, 2014, Officer Williams was promoted to the rank of Detective and was re-assigned to Homicide Unit where she served until her retirement; and
- WHEREAS** Detective Williams was the deserving recipient of the following awards: Perfect Attendance Award, Ford Fireworks Celebration Ribbon, the Major League Baseball All-Star Recognition Award, the Rosa Parks Funeral Recognition Award, and the Super Bowl XL Recognition Award, in addition to several accolades from within the department and from other agencies and citizens for her professionalism and expertise; and
- WHEREAS** Detective Williams has tirelessly served the Detroit Police Department, the citizens of Detroit, and its neighboring communities for 21-plus years. Her professionalism, commitment to public service, integrity and dedication has been a credit to the Detroit Police Department.

NOW, THEREFORE, BE IT RESOLVED

That the Detroit Board of Police Commissioners, speaking for the citizens of Detroit and the Detroit Police Department, awards this resolution in recognition of Detective Paytra C. Williams's 21-plus years of dedicated and diligent public service. Her professionalism, integrity, and lifelong commitment to the city of Detroit and its citizens merit our highest regards.

We thank and congratulate you, Detective Paytra C. Williams.

Vice-Chairperson Holt moved to adopt the resolution of Retiring Detective Paytra C. Williams. **Commissioner Davis** seconded. Discussion.

VIII. VOTE: Yes = 10 No = 0 **Motion: PASSED**

Chief of Police Report: Chief of Police's Summary of CompStat Data and other Crime Information/DPD Information:

Chief of Police Craig reported on the following items: Recent Executive Appointments/Promotions and the Department's new Initiatives (i.e. Inside Out Program, Peer Support Program, Neighborhood Policing); Officers Injured in the Line of Duty; Comp Stat Crime and Statistical Data for the reporting period of September 10, 2020, citing an 11% Increase in Part I Violent Crimes, 22% Decrease in Property Crimes, with an overall 12% Decrease in Part I Crime, COVID-19 impacts, and recent critical incidents impacting the Detroit Police Department and the community. See attached Deposition Transcripts for more information.

Chief of Police Craig reported the following: *Crime Statistics Report* highlighting other crime-fighting strategies, the Department is averaging (100) CCW arrests a week; and overall response time is declining, with a 13-minute average over the last week. **Chief of Police Craig** also discussed that over the past week there were (17) shooting victims, (17) nonfatal and (4) fatal incidents. *Letter by U.S. Representative Rashida Tlaib*. **Chief of Police Craig** emphasized that the Department takes all complaints seriously, citing the City was in excess of 100 days of protests, (15) weeks of managing protests nightly; (6) incidents where the Department has had to use force; and was engaged in the ongoing investigation of complaints. During some of the recent protests, (44) persons were arrested, some of whom were armed with green lasers which is a dangerous device. Distinctions were also made between those who have engaged in violent behavior (i.e. engaging in destruction of property, throwing railroad spikes, bottles, boulders, bricks, deploying green lasers in officers' faces) and peaceful protesters. **Chief of Police James E. Craig** discussed the Department's and the Board's efforts to investigate and hold officers accountable for wrong doing emphasizing past use of force incidents where Chief of Police Craig terminated officers who engaged in excessive force (i.e. recent highly publicized incidents, (1) officer working Secondary Employment, (2) on-duty Special Operations officer who engaged in excessive force at a gas station, and (3) recent Suspension Without Pay of an officer who deployed less-than-lethal force against journalists who were not offering any resistance nor engaging in active aggression). **Chief of Police Craig** also noted that no action was taken against persons who damaged City property and initiated unprovoked attacks against police. **Chief of Police Craig** also commended First Assistant Chief Lashinda Stair and her team's police recruitment efforts.

Director Christopher Graveline, Professional Standards Bureau, provided updates regarding the Department investigations stemming from the police protests: (32) incidents involving use of force; includes (38) complainants; (19) incidents were self-initiated (i.e. Department observed through social media and other video); (10) complaints forwarded by the OCI. **Challenges associated with (32) incidents.**(10) unknown complainants where video is ascertained; (7) incidents where complainants have been identified; and an additional (6) complaints are still in the preliminary phase. **Current Results of the Investigation:** (1) Sustained Misconduct for Malicious Destruction of Property (MDP), unable to identify the offending officer; however, the Department has taken steps to reimburse person whose vehicle was damaged; (1) Criminally charged; (2) investigations have received exoneration findings; (1) Complainant has withdrawn complaint; and (6) ended the investigative phase but still under review by the IA Management Team.

Commissioner Brown thanked Chief of Police Craig and the Department; discussed the Department’s strategies to address mental health and wellness amongst police officers, flagging officers who might need intervention, citing the Chicago Police Department’s recent mental wellness program. Chief of Police Craig discussed the Department’s MAS System that identified trends and patterns involving officers’ behavior and activities, the Department’s Peer Support Program based on officers involved in critical incidents, and the DPD Fit Program. **Commissioner Jones** thanked Chief of Police Craig and the Department for their efforts, and also discussed whether it would be beneficial for all parties for the protesters to institute a flight plan with the Department of Aviation to provide the logistical information for safety and protection. **Commissioner Burch** asked about Assistant Chief Bettison and Commander Hope’s new assignments and also inquired about the Department’s vehicle forfeiture process and conversion to a police vehicle in a recent remark. **Commissioner Burton** asked about the Department’s strategies to address mental health disparities within the community and crime reduction strategies. **Chief of Police Craig** discussed the City and the Department’s efforts to address the mental health issues within the City, and invited Commissioner Burton to work with the Department with their program. **Commissioner Holley** discussed and requested discussion regarding the Board’s supervisory oversight role in relation to the recent court ruling and letters from U.S. lawmakers regarding recent police protests. **Vice-Chairperson Holt** discussed the 2020 Census benefits and impacts to mental health systems across the country; discussed the Department’s efforts to seek social workers. **Commissioner Davis** discussed the number of peaceful protests in the City, requested more information regarding the legal observers and journalists who may have been injured, and officers who were injured during the police protests. Commissioner Brown discussed his agreement regarding the Board’s supervisory oversight authority regarding oversight concerns, investigation of police-involved critical incidents, and the need for a meeting between the U.S. Lawmakers to meet with the Board regarding the recent letter sent by Rep. Tlaib, and Board’s efforts to implement supervisory oversight. **Commissioner Jones** voiced his vote in support of the promotion of Assistant Chief Bettison.

PRESENTATION(S) TO THE BOARD: A. Human Resources Report – Lieutenant James Coles representing Police Recruitment and Police Human Resources

B. Commander Kari Sloan and Captain Russell Solano - Fourth Precinct Presentation

- A. Monthly Human Resources’ Report:** Lieutenant James Coles representing DPD Police Recruiting and Human Resources Section, provided a summary of activities and statistical data during the month of August 2020, noted below, including: staffing, hiring, manpower, leaves of absence, restricted duty, and suspensions. Please refer to the Human Resources’ Report for full details.

EMPLOYEE CATEGORY	POSITIONS FILLED	VACANCIES
SWORN	2586	86
CIVILIANS	585	158

MCOLES					AGILITY EXAM				
SCHEDULED	APPEARED	PASS	FAILED	RESCHEDULED	SCHEDULED	APPEARED	PASS	FAILED	RESCHEDULED
124	80	60	20	4	173	112	70	42	20

SWORN RECRUITING NUMBERS July 1, 2019 – August 31, 2020						
APPLICANTS	IN PROCESS	HIRED	LACK OF INTEREST	TEMPORARILY DISQUALIFIED	PERMANENTLY DISQUALIFIED	AWAITING MCOLES
875	29	21	40	360	96	329

DETROIT RESIDENCY INFORMATION (as of 06/29/2020)		
SWORN	CIVILIAN	POLICE ASSISTANTS
573	338	31

ATTRITION March 2020								
SWORN	CIVILIAN		POLICE ASSISTANTS			TOTAL		
22	10		0			32		
LEAVES OF ABSENCE / RESTRICTED DUTY								
Employee Category	FMLA Continuous	FMLA Intermittent	Medical Leave	Military	Personal Education	Restricted	Disabled	Sick
Sworn	28	124	1	3	0	139	63	12

SWORN PERSONNEL SUSPENSIONS					
Police Officer	Detective	Investigator	Sergeant	Lieutenant	Total
13	0	0	0	0	13

DROP PROGRAM (DEFERRED RETIREMENT OPTION PLAN)	
TOTAL	
543	

Commissioner Jones discussed his visit to the Police Recruitment Section and the Police Training Academy, commended Lieutenant Coles and the Department regarding the police recruitment/training process, and encouraged the Board to receive training on the Detroit Recruitment Process and the Department's Training Academy. **Vice-Chairperson Holt** commended the Department regarding the Human Resources' Report and the information included and discussed the police recruitment process. **Commissioner Davis** inquired whether the Department has a program in partnership with area schools regarding police recruiting or arranging a junior police academy within the school systems. **Commissioner Burch** asked about the Department's process for addressing police misconduct amongst new police recruits/new officers. **Commissioner Brown** discussed the number of disqualifications, demographics surrounding disqualifications and requested information on the Department's efforts to address disqualifications.

- B. Fourth Precinct Presentation: Commander Kari Sloan and Captain Russell Solano** reported on overall crime within the Fourth Precinct and activities and operations including but not limited to the following: Crime Statistics within the Fourth Precinct providing year-to-date comparisons on crime data; Specialized and Targeted Enforcement Initiatives; Project Greenlight Businesses; precinct staffing level; Precinct Detective Unit Operations case intake within the last period; resulting in (295) warrants submitted to the Wayne County Prosecutor's Office; (114) Carrying Concealed Weapons (CCWs); (6) Charges of Assault with Intent to Commit Murder; and the Community Court Diversion Program (sentencing program). **Commander Kari Sloan and Captain Russell Solano** also discussed strategies and measures used to reduce crime (i.e. nonfatal shootings, homicides, overall crime, and quality-of-life issues) within the Fourth Precinct, including but not limited to partnerships with the Michigan Department of Corrections (MDOC), federal agency partnerships, specialized units' partnerships, Cease Fire Initiatives, Social Workers embedded within the precinct, community/city partnerships, grant program, and retooling/training staff and deployments. The precinct has also removed (148) illegal guns off of the streets, and issued over (25) ordinances as a result of the strategies implemented since the beginning of the year.

Vice-Chairperson Holt asked whether the Precinct Community Relations' Meetings has resumed and for the meeting plans to be shared with the Board. **Commissioner Brown** asked about the Opioid issue and whether the Department has identified organizations that can provide the Narcan supplies and training for the officers. **Commissioner Burton** asked about the Fourth Precinct's fleet of vehicles and maintenance of vehicles.

Report from Interim Board Secretary/Communications Submitted to BOPC as incoming information: Ms. White reported on the following items:

1. Chief of Police James E. Craig's Recommendations Package and Support Material
2. Policy Division Updates citing upcoming Board vote on (4) policy directives
3. Human Resources Monthly Report
4. Weekly DPD Facial Recognition Report 08/31/20 - 09/06/20
5. Letter from Congresswoman Rashida Tlaib, State Senator Stephanie Chang, Council President Pro Tempore Mary Sheffield, and Councilmember Raquel Castañeda-López

Unfinished Business.

IX. Motion to Consider a Parliamentarian for the Board Meetings.

Motion: Commissioner Burch **Second:** Commissioner Davis **Discussion:** Chairperson Bell indicated that it is a staffing position and will be taken under advisement and that the motion was out of order.

New Business.

Commissioner Holley discussed proposed Bylaws' changes regarding elected Commissioners based on seniority and staggered terms to serve in the Board's Leadership, attending meetings with the Mayor and Chief of Police, and providing remarks during police academy graduations. **Commissioner Brown** volunteered to assist with drafting the proposed Bylaws language previously cited. **Commissioner Brown** requested a closed session to discuss the hiring of an Interim Director of Police Personnel (Human Resources Director). **Chairperson Bell** provided an update stating that the process concerning the Director of Police Personnel is underway and more information is forthcoming.

X. Motion to Adopt the provisions that were outlined in the recent federal lawsuit ruling by U.S. District Judge Laurie J. Michelson.

Motion: Commissioner Burton **Second:** Commissioner Brown **Discussion:** Chairperson Bell indicated the motion was out of order, Corporation Counsel has responded, currently the matter is in the court.

XI. Motion to Suspend the DPD's Facial Recognition Technology Program for the remainder of this year.

Motion: Commissioner Burton **Second:** Commissioner Brown **Discussion:** Chairperson Bell indicated the motion was out of order.

XII. Motion to Overrule the Chair's Ruling

Motion: Commissioner Brown **Second:** Commissioner Burch **Discussion:** None.

Yes: Commissioner Brown, Commissioner Burch, Commissioner Burton and Commissioner Davis

No: Chairperson Bell, Vice-Chairperson Holt, Commissioner Hernandez, Commissioner Holley, and Commissioner Jones

VOTE: Yes = 4 No = 5 **Motion: FAILED**

Commissioner Burch recommended that Professor Peter J. Hammer provide a closed session on organizational operations. **Chairperson Bell** shared the recommendation was appropriate for a Board Training, not a closed session.

Announcements: Chairperson Bell announced the following:

- A. **Next Meeting:** Thursday, September 17, 2020, at 3:00 p.m., BOPC Virtual Meeting
- B. **Next Community Meeting:** Thursday, October 8, 2020, at 3:00 p.m., BOPC Virtual Meeting

Oral Communications/Public Comments.

Chairperson Bell recognized Vice-Chairperson Holt. **Vice-Chairperson Holt** moved for adjournment.

Motion: Commissioner Holley **Second:** Commissioner Hernandez Discussion. None.

VOTE: Yes = 10 No = 0 **Motion: PASSED**

Chairperson Bell adjourned the meeting at 5:42 p.m.