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CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
January, 21, 2021@ 3:00 P.M.

1 MS. WHITE: Good afternoon and welcome to the Detroit
2 Board of Police Commissioners meeting. We will move right
3 into the meeting announcements before the board has its
4 official business meeting. Please note the following
5 reminders for virtual meetings on zoom.us. A message
6 regarding zoom policies: attendees do not need to
7 identify themselves if they would like to make a comment.
8 Attendees can phone in to the meeting and phone numbers
9 will be masked by zoom.

10 If attendees join in by computer without a zoom
11 account, they may be prompted for a name and email. The
12 email is not visible to panelists or attendees. This is a
13 prompt from zoom, not the city of Detroit. Additionally,
14 the email address does not need to be your true email
15 address. It can be none@none.com or anything similar will
16 be fine for logging in.

17 **A reminder about the meeting forum. As a reminder,**
18 **please adhere to the Board's Bylaws and zoom's policies**
19 **of using this forum appropriately. Failure to adhere to**
20 **the policies will result in dismissal from the meeting.**
21 **Accessing zoom platforms requires adherence to all**
22 **policies.**

23 **Regarding BOPC contact information. To contact the**
24 **Detroit board of police commissioners, please adhere to**
25 **the following. For administration, please dial (313) 596-**

1 1830, or you may email the board of police commissioners
2 at bopc@DetroitMi.gov. To file a non-criminal complaint,
3 please contact the Office of the Chief Investigator, the
4 board's investigative unit, And the 24-hour complaint
5 line is (313) 596-2499. The fax number is (313)

6 596-2482. And please visit the board's website at
7 detroitmi.gov/BOPC.

8 For BOPC information resources, please again, visit
9 the board's website, the city website at
10 detroitmi.gov/BOPC to find the meeting calendar minutes,
11 reports, presentations, draft policy directives, video
12 links, meeting and much more. Please also join the email
13 list for weekly agendas. You may email the board at
14 BOPC@Detroitmi.gov, or you may dial (313) 596-1830 and
15 provide your email address to get the draft agenda, which
16 is distributed each Tuesday to some 360 people. Please
17 also subscribe to GovDelivery where there are over 5,200
18 people who receive BOPC news alerts and draft agendas.
19 You may sign up on the Detroitmi.gov homepage, and please
20 also see the BOPC link and other information that is also
21 available on the board's Facebook page.

22 Regarding public comments instructions, the virtual
23 meeting will use a forum for public comments and you can
24 sign up on Smartsheet without an email address and
25 access that forum on the board's website. The board of

1 police commissioners allows one hour from 3:00 to 4:00 PM
2 for the public to request to speak during public comments
3 or oral communications on the agenda. To make a request
4 without Smartsheet, meeting participants may use the
5 "raise hand" icon on the website, or they may press star
6 nine (*9) on the telephone.

7 Regarding important reminders for public comments.
8 Upon joining the meeting, participants will join the
9 meeting muted. Please do not start your video unless
10 invited to do so by the host. Video, images, or
11 unprotected speech deemed inappropriate by the Chair will
12 result in your dismissal from the meeting. Please
13 remember that you may complete the Smartsheet form. You
14 may use the Zoom controls on your computer screen "raise
15 hand," or you may dial star nine (*9) from a mobile
16 device. You may use any one of these options by 4:00 PM
17 to be acknowledged for public comments.

18 And finally, regarding public comments, each speaker
19 will have two minutes to speak. The BOPC staff will
20 acknowledge each speaker. We ask that you remain
21 respectful and professional and refrain from violating
22 the Board's Bylaws, zoom's terms of services, and other
23 relevant laws and ordinances, which are posted on all
24 meeting access forums.

25 At this time, please silence your phones and other

1 background sounds to prevent interrupting the meeting.

2 And as a reminder to the honorable board and DPD
3 executives and panelists, you do have the option to
4 enable or disable your microphone or video at any time
5 for your convenience. And please also note that the
6 city's website, the board website, is currently under
7 construction. It's still up, but the city is currently
8 doing modifications and redesigns to the board's website.
9 So please be patient as you look for relevant and
10 pertinent information regarding the board's meeting, but
11 the access link, the video link the meeting link is
12 available on the board's website as well as the agenda
13 and all relevant information. Thank you. And now,
14 Chairperson Bell.

15 CHAIRPERSON BELL: Thank you, Ms. White. Good
16 afternoon, commissioners, and good afternoon to all
17 that's on the call. This is another opportunity to come
18 together with the board of police commissioners mandated
19 by charter to have this meeting authorized by the state
20 to have it on Zoom as you all know, we will continue that
21 format. I'm going to move right into chaplain Gaylon
22 Porter for the invocation, please.

23 CHAPLAIN PORTER: Let us pray. Father God, we thank
24 you for today. We thank you for your visitation. We thank
25 you, God, for your sovereignty. We thank you, God, that

1 you have all things under your control, and we are in the
2 palm of your hands. And I ask today, Lord Jesus, that you
3 would touch us today, touch this commissioner board, God,
4 that you would give them wisdom and insight that they
5 would complete the mission that you have given them to
6 do. And I ask that you would bless their lives and bless
7 their moving forward for the city of Detroit, even in
8 their personal lives, father, give them vision, insight,
9 and clarity so that everything they do will please you.
10 This is my prayer, my request and I ask you to do this in
11 Christ's name we pray. Amen.

12 COMMISSIONER JONES: Amen.

13 CHAIRPERSON BELL: Thank you, Chaplain Porter.

14 CHAPLAIN PORTER: Yes, sir.

15 CHAIRPERSON BELL: We're going to call the meeting to
16 order. We're going to have an introduction of the
17 commissioners. I am Willie Bell, district four, your
18 chair. And I'm going to ask our vice-chair to introduce
19 herself, please.

20 VICE-CHAIR HOLT: Thank you. Chair Bell. Yes. Vice-
21 chair Annie Holt, member at large, and I say prosperous
22 2021 to our honorable board of police commissioners and
23 staff, the citizens of the City of Detroit, along with
24 our fantastic marvelous Detroit police department.

25 CHAIRPERSON BELL: Thank you. District one.

1 COMMISSIONER BROWN: Wow. That's a hard act to
2 follow. Good afternoon, everyone. I'm Commissioner Darryl
3 Brown, district one.

4 CHAIRPERSON BELL: Thank you. District two.

5 COMMISSIONER BERNARD: Hi, Linda Bernard, district
6 two. Hi, everybody. It's a beautiful day.

7 CHAIRPERSON BELL: Thank you. I already introduced
8 myself as district four. I'm sorry. District three.

9 COMMISSIONER BURCH: Good afternoon to everyone, our
10 police department, the entire City of Detroit, and to my
11 fellow colleagues. I am Commissioner Shirley Burch of
12 district three. Love and respect where you live.

13 CHAIRPERSON BELL: Thank you. District five. If not
14 district six, Lisa Carter is excused until such time. She
15 notified us that she's not going to be able to attend.
16 District seven.

17 COMMISSIONER DAVIS: Good afternoon, everyone. This
18 is police commissioner William M. Davis love where you
19 live and also, love where you work.

20 CHAIRPERSON BELL: Thank you. Commissioner at large,
21 Commissioner Hernandez.

22 COMMISSIONER HERNANDEZ: Good afternoon, everyone.
23 Jesus Hernandez, at large.

24 CHAIRPERSON BELL: Thank you. Commissioner Jones.

25 COMMISSIONER JONES: Good afternoon everyone. To the

1 entire Detroit board of police commissioners, as well as
2 the Detroit police department. This is Commissioner
3 Martin Jones, at large. We'll be working hard in 2021 to
4 make our community a safer community to live in.

5 CHAIRPERSON BELL: Thank you. The commissioner from
6 the historic Little Rock Baptist Church.

7 COMMISSIONER HOLLEY: Present and accounted for. Mr.
8 Chairman, where in the world is Bernard coming from?
9 Where is she?

10 CHAIRPERSON BELL: I think she might be in Hawaii on
11 the Westside of Detroit.

12 COMMISSIONER BERNARD: Right here. That's just my
13 background. Aloha. This makes me happy. That's where I
14 want to be and I want to take all of you with me.

15 CHAIRPERSON BELL: I'm with you. As long as you pay
16 the cost I'm ready. Okay. Thank you for the introduction.
17 We can move on.

18 MS. WHITE: Mr. Chair, you do have a quorum.

19 CHAIRPERSON BELL: Thank you, Ms. White. We're going
20 to move. As I stated, the agenda, we are going to try to
21 move this agenda as quickly as possible. I'm not going to
22 have any--Very brief remarks, very, very brief. We're
23 going to move right. We're going to try to address this
24 agenda. So with your co-operation, as you well know, I'm
25 asking for the approval for agenda for January 21. Those

1 in favor?

2 ALL: Aye.

3 CHAIRPERSON BELL: Those opposed? Ms. White, motion
4 carries. The next item would be the minutes from January
5 14th, 2020. What is the pleasure of the board?

6 COMMISSIONER HOLLEY: So moved.

7 COMMISSIONER BROWN: Support.

8 CHAIRPERSON BELL: It's been properly moved and
9 supported. Discussion, any correction or addition?

10 COMMISSIONER BERNARD: Commissioner only that I had
11 called to be excused for that meeting.

12 CHAIRPERSON BELL: Yes. Do we have Commissioner
13 Bernard excused for that meeting?

14 COMMISSIONER BERNARD: Yeah, I had talked to Melanie
15 and asked her to put me as excused.

16 CHAIRPERSON BELL: Okay. Yes. I recall that, right.
17 Thank you. Those in favor?

18 ALL: Aye.

19 CHAIRPERSON BELL: Those opposed? Motion carries.
20 Thank you, commissioners. The next item is the chair's
21 report. And I just want to say, we all have been lifted
22 up by the celebration of Dr. King, Martin L. King. Jr
23 from Atlanta, Georgia throughout the United States on
24 Monday, the holiday and the service that was rendered.
25 And it's just really been marvelous. Then to move right

1 into January to 20th. As you well know, double historic
2 to see.

3 COMMISSIONER DAVIS: Mr. Chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER DAVIS: Weren't we supposed to go to the
6 introduction of staff?

7 CHAIRPERSON BELL: Oh, yeah. I'm moving the agenda.
8 Ms. White, you should interrupt me.

9 MS. WHITE: Yeah, sorry, I didn't want to interrupt
10 your remarks, your excellent remarks.

11 CHAIRPERSON BELL: Okay. Ms. White, please. Thanks,
12 Commissioner Davis.

13 MS. WHITE: Yes, sir. Through the chair. Good
14 afternoon, again. The Department Of Innovation And
15 Technology is present during the meeting and the meeting
16 is being recorded. And also our court reporter for this
17 evening is Mr. Don Handyside and the following staff
18 member board staff members are present today. Mr. Robert
19 Brown Administrative Specialist, Ms. Teresa Blossom,
20 Community Relations Coordinator, Ms. Jonya Underwood
21 Administrative Assistant, Ms. Tiffany Stewart, an
22 investigator with the board of police commissioners,
23 Interim Chief Investigator Lawrence Akbar, Supervising
24 Investigator Ainsley Cromwell, Supervising Investigator
25 LiSonya Sloan, and Senior Investigator Rosalia Madrigal

1 are all in attendance today.

2 CHAIRPERSON BELL: Thank you, Ms. White. I apologize
3 to the commissioners and our very own first assistant
4 chief stair in terms of the introduction of the DPD,
5 please.

6 FIRST AC STAIR: Good afternoon, honorable board. As
7 you know, because we're on Zoom I can't necessarily see
8 everyone, but I know for sure that our agency CFO Nev
9 Nazarko is on as well as Captain Tosqui this afternoon.

10 CHAIRPERSON BELL: Thank you. We welcome all those
11 you haven't called and we appreciate their ongoing
12 support of the board and their attendance.

13 FIRST AC STAIR: Thank you very much, sir.

14 CHAIRPERSON BELL: Any elected officials or
15 representatives, Ms. White?

16 MS. WHITE: At this time, sir, I do not have any
17 indication that there are any representatives. And please
18 note that Chief Legal Counsel Megan Moslimani is present
19 on the line as well, but I don't have any other
20 indication of VIP invited guests.

21 CHAIRPERSON BELL: Well, why don't we pause and give
22 our Corporation Counsel Attorney Moslimani an opportunity
23 to speak, please? Ms. White, is that possible?

24 MS. WHITE: Yes, I can double-check and see if she--
25 I know that she is in and out of the meeting and she is

1 utilizing her mobile device. So I can see if she is
2 available, but if you want to move to the next item, I
3 can just do it.

4 CHAIRPERSON BELL: Well, the next item is just
5 basically what I was sharing with you on January 20th was
6 historic in terms of election of the president and the
7 vice-president. I'm not going to spend any time. You all
8 had an opportunity to watch it, or you can watch it in
9 the near, near future, but it really was historic in
10 terms of what transpired there. So the theme is unity and
11 us to make a difference, what we have experienced in the
12 last four years and I think this leadership team is going
13 to do that. So on that note, I'm just going to move on.
14 We're going to move right into the budget approval. Ms.
15 White?

16 MS. WHITE: Yes, sir. Through the chair. The
17 honorable board received the resolution this afternoon or
18 earlier this week regarding the DPD's proposed budget and
19 so that information is included in your weekly packet and
20 in today's packet. And we can show that using the shared
21 screen feature. Also, please keep in mind DPD agency's
22 CFO, Mr. Nazarko presented before the board last week on
23 the DPD's proposed budget, and all of the relevant
24 material and budget reports were included in that weekly
25 submission and additional documents were included in

1 today's submission as well for your review. And so the
2 resolution, Mr. Chair, if one of the commissioners had
3 the resolution to read into the record.

4 CHAIRPERSON BELL: I'm going to ask vice-chair Holt
5 if she's available.

6 VICE-CHAIR HOLT: Oh, okay. I'm back. I can't find my
7 packet, but---

8 CHAIRPERSON BELL: Ms. White is going to share the
9 screen.

10 VICE-CHAIR HOLT: Thank you.

11 CHAIRPERSON BELL: Yes. If staff co-hosts could share
12 the screen with the resolution, please.

13 COMMISSIONER BERNARD: And while she's doing that,
14 can we review if you will, the commission's budget in
15 particular for the full commission so that we allow know
16 exactly where we are from last year and where we want to
17 go this year.

18 CHAIRPERSON BELL: Are you speaking to the board of
19 commissioner budget?

20 COMMISSIONER BERNARD: Yeah. The board of
21 commissioners, police commission, which is part of the
22 police department's budget.

23 CHAIRPERSON BELL: No, no, it's not.

24 COMMISSIONER BERNARD: You've separated it out now?

25 CHAIRPERSON BELL: Yes ma'am, it's totally separate.

1 That will be forthcoming.

2 COMMISSIONER BERNARD: Okay. Thank you. Then I'm
3 okay.

4 CHAIRPERSON BELL: Yes, ma'am. Thank you.

5 VICE-CHAIR HOLT: Okay, we're ready?

6 CHAIRPERSON BELL: Yes, ma'am.

7 VICE-CHAIR HOLT: Resolution language for BOPC
8 approval of DPDs budget 01.21.2021. Whereas the city of
9 Detroit is required to generate a budget to forecast
10 revenues and plan the orderly implementation of a
11 balanced budget in the interest of the health and safety
12 of the citizens of Detroit, and that one of the
13 critically important budgets in the city government is
14 for our police service and law enforcement. And that the
15 Detroit police department's agency finance office DPD CFO
16 is required to develop a budget summarizing the revenues
17 and projected expenses for the department in cooperation
18 with the chief of police; And

19 Whereas the Detroit board of police commissioners is
20 required by the charter of the city of Detroit, section
21 7-803 to review and authorize the transmittal of the
22 Detroit police department budget to the mayor who will,
23 in turn, receive recommendations from the Office of the
24 Chief Financial Officers, Budget Department and Finance,
25 and that the mayor will then submit his recommendations

1 to the Detroit city council for approval and subsequently
2 to the financial review commission.

3 Now, therefore be, it resolved that the Detroit
4 board of police commissioners, having reviewed the
5 proposed budget from the DPD CFO, authorizes the
6 transmittal of the fiscal year 2022 budget in the amount
7 of \$72,949,170 in total revenue and \$369,291,534 in total
8 expenditures to the mayor of the City of Detroit
9 inclusive of the new initiatives recommended by the BOPC
10 and department.

11 CHAIRPERSON BELL: Thank you. Commissioner Holt.
12 Commissioners, what is your pleasure?

13 COMMISSIONER HOLLEY: Mr. Chairman?

14 CHAIRPERSON BELL: Yes, sir.

15 COMMISSIONER HOLLEY: Oh, just for a point of
16 information. Have you read this budget through and
17 through? Are you prepared to go before the city council
18 to defend it?

19 CHAIRPERSON BELL: Yes, sir. With the process of
20 expert help in reference to the budget and that's why we
21 went through it. And commissioner it's something that
22 I've really been doing for the last two or three years
23 more or less with the budget and basically, as you well
24 know the council has a hearing on it and the mayor has a
25 hearing on it and that process is very thorough and the

1 community can weigh in on it. And I'm pretty sure that we
2 are not the final word on this whole budget process, but
3 yes, sir.

4 COMMISSIONER HOLLEY: Who will be there with you?

5 CHAIRPERSON BELL: Ms. White, and we would have
6 another commissioner, Commissioner Jones, and another
7 commissioner. It's an open forum for you to attend in
8 terms of the board. Anybody else wants to volunteer? I'm
9 willing to entertain that.

10 COMMISSIONER HOLLEY: May I ask, Commissioner Jones,
11 have you read this thing so that you can be definitive on
12 this budget.

13 COMMISSIONER JONES: Well, through the chair, if I
14 can answer that, because I know we're not supposed to
15 really via question direct. Yeah, I was in as it appears
16 to Mr. Nazarko and the presentation that he did give on
17 the budget so we were able to follow along with the
18 package that was included, that was sent to our homes.

19 COMMISSIONER HOLLEY: Thank you, Mr. Chairman.

20 CHAIRPERSON BELL: Commissioners, Mr. Nazarko wants
21 to respond, please. Thank you, sir.

22 COMMISSIONER DAVIS: Mr. Chair.

23 CHAIRPERSON BELL: Yes, sir. Commissioner Davis,
24 hold on one second. Mr. Nazarko wanted to respond. Go
25 ahead, sir.

1 MR. NAZARKO: Through the chair. Thank you Mr. Chair.
2 I'd like to make sure that the commissioners know that
3 the fact that defending the budget before the city
4 council, the DPD budget which is separate from the BOPC
5 budget now is my task and the chief's office with the
6 first AC Stair and other representatives of the DPD. We
7 do that on your behalf for the numbers that were
8 presented to you. The BOPC piece of that which is your
9 own budget, then yes, you're correct that you and other
10 BOPC commissioners go there, but we're not involved with
11 that. The resolution you have in front of you today only
12 addresses the DPD budget request to be gone to the
13 mayor's office and ultimately to the city council for
14 their approval. And we'll do the representation of the
15 DPD before the city council on that, along with the
16 budget office.

17 CHAIRPERSON BELL: Commissioner Davis.

18 COMMISSIONER DAVIS: Commissioner Burton indicated to
19 me by a text that he's not allowed to get on.

20 CHAIRPERSON BELL: I assume that staff is going to
21 work that up to get him on. Any other concerns about the
22 budget?

23 COMMISSIONER BERNARD: I have a question, Mr.
24 Chairman.

25 CHAIRPERSON BELL: Yes, ma'am.

1 COMMISSIONER BERNARD: In the budget summary, that's
2 dated January 14th and was in our package and so forth,
3 it indicates on page, we'll get back to it here, that
4 you're hiring five additional HR consultants. We're
5 hiring 20 police officers and five HR consultants and I'd
6 like to know why that is. I'll get to the, for \$1.4
7 million or whatever it was.

8 MR. NAZARKO: Through the chair.

9 CHAIRPERSON BELL: Yes, sir.

10 MR. NAZARKO: The 20 police officers are proposed as
11 a new initiative from the mayor and the chief's office to
12 handle the mental health wellbeing of our citizens. And
13 the first AC is here, she can explain more about the
14 document I submitted today through Ms. White explains in
15 very, very details, the plan and the cost. While the five
16 additional HR consultants will be needed to transition
17 from the current payroll system that has been in
18 existence and the utilization since 1970 to the new up-
19 to-date then more modern payroll system where the police
20 officers and all of us employees are going to check in
21 and check out from our jobs using the modern technology
22 instead of the time keepers and hand-writing and all that
23 good stuff. So those five are needed to transition us to
24 the UltiPro, which is the new payroll software. And they
25 are needed for the, actually, we are working to hire them

1 now because we are in the process of implementing that
2 system. And furthermore, they'll be needed throughout
3 2022 and then they'll be evaluated for future budget
4 years.

5 COMMISSIONER BERNARD: Well, the question is whether
6 you're hiring them as full-time equivalents or whether
7 they're being hired as consultants. Are they going to
8 become part of your overall permanent budget as
9 employees? Because of the fact as you know because you're
10 the benefit plan for employees is about 50% of salary.
11 That's the number one question. Number two, what are you
12 proposing to pay the consultants? I don't have any
13 problem with the police officers. That's fine. Five
14 consultants is a lot in a \$1.2 million budgetary line
15 item.

16 MR. NAZARKO: They may seem a lot madam commissioner,
17 but the fact is that our employee workforce, as you know
18 and you'll see throughout this budget, we're approaching
19 3,500 employees and five employees to keep track and to
20 work, that the paychecks week in and week out and
21 benefits are computed correctly and the time spent is the
22 time that should be spent and all that. They are not
23 given the magnitude, again, of our department. And those
24 are not consultants, by the way. Again, the title is HR
25 consultants 2, the exact title is employee services

1 consultant which again, they will work with DPD with
2 various departments to implement and to make sure that
3 the time recorded and the time paid is the accurate time.

4 COMMISSIONER BERNARD: But you just said that you're
5 going to a technological approach. So it's easier now,
6 not harder. And we already have an HR department with
7 lots of consultants.

8 CHAIRPERSON BELL: Commissioner Bernard let the first
9 assistant chief weigh in on this particular matter,
10 please. Thank you.

11 FIRST AC STAIR: Through the chair. Thank you so much
12 commissioner Bell. Yes, ma'am. One, I want to make sure
13 that Nev one, these folks, although their title has
14 'consultant' in it, they are full-time employees that
15 we'll be hiring, those five. And just because of the pure
16 magnitude of this particular title and the need to move
17 forward into the new UltiPro system, we really needed a
18 group of people with a specific skill set to support the
19 department as we move forward because as you know, you've
20 been around us a very long time, there are thousands of
21 us, and this is going to be totally different as it
22 relates to how we're going to be paid and ensuring that
23 everybody in the workforce and not just DPD and your
24 staff with the BOPC, but across the city that we are
25 getting things done right, people are getting paid and

1 their benefits are appropriate. And so that's why it was
2 the need and the recommendation actually came from
3 outside of DPD in order to get it done just because of
4 the pure magnitude.

5 COMMISSIONER BERNARD: Well, 3000 employees, as you
6 know Chief Stair, there's really not a lot of employees
7 as far as businesses are concerned. I mean, there are
8 10,000, 20,000, there are businesses that are much
9 larger. This is a big item when you already have an HR
10 department and you already have a payroll department.
11 We're not initiating this. We're just going to a new
12 program. So to hire five new people to do what people are
13 doing now is just a question for me. I'm sorry.

14 CHAIRPERSON BELL: Okay, the questions have been
15 answered, I think thoroughly, so we can move on. Any
16 other concerns?

17 COMMISSIONER BROWN: Through the chair.

18 CHAIRPERSON BELL: Yes, sir.

19 COMMISSIONER BROWN: The information that
20 Commissioner Bernard is asking about is also included in
21 this week's package and the name of the page is titled
22 FYI budget 2021 through 2022, new initiatives. And it
23 gives a breakdown of the police officers and the five HR
24 consultants, as well as some other line items that she
25 might be having questions about.

1 CHAIRPERSON BELL: Thank you. Commissioner Burton.

2 FIRST AC STAIR: Muted.

3 MS. WHITE: Commissioner Burton, you can unmute
4 yourself or enable your microphone, sir.

5 COMMISSIONER BURTON: Through the chair. Can you hear
6 me?

7 CHAIRPERSON BELL: Yes, sir.

8 COMMISSIONER BURTON: Colleagues someone just
9 referenced something about page 41 I'd like person one to
10 be able to read page 21 before this committee,
11 especially, the board secretary. In addition to that, I
12 do have some concerns about the budget based on district
13 five residents. We'd like to know if any dollars that's
14 in this budget is going to be going towards facial
15 recognition, the 1122 program, or any other program
16 that's tied to the department of defense, is there any of
17 the dollars are going towards ShotSpotter or listening
18 devices, things that are harmful to the black and brown
19 community? I speak for district five residents. I also
20 speak on the behalf of Civil Liberty activists.

21 CHAIRPERSON BELL: Thank you, Commissioner Burton. We
22 are not going to read this at this time. We set this out
23 in a very timely manner. So it behooves you to read it.
24 You have the document. AC Stair--

25 COMMISSIONER BURTON: Point of order--

1 CHAIRPERSON BELL: Excuse me. There's no point of
2 order--

3 COMMISSIONER BURTON: We are talking about the budget
4 and we'd like to know if any of the dollars in the budget
5 is going towards facial recognition, 1122, Shot Spotter.

6 CHAIRPERSON BELL: Commissioner Burton. You don't
7 interrupt the chair, okay? If you continue down that path
8 we would mute you, sir.

9 COMMISSIONER BURTON: I call a point of order--

10 CHAIRPERSON BELL: Ms. White.

11 COMMISSIONER JONES: Mr. Chair, it goes against the
12 rules of decorum to interrupt the chair while the chair
13 is speaking.

14 CHAIRPERSON BELL: Ms. White.

15 MS. WHITE: Yes, sir.

16 CHAIRPERSON BELL: Thank you. AC Stair, first
17 assistant chief, would you briefly respond to the
18 questions that he posed?

19 FIRST AC STAIR: Through the chair, I will say that
20 in our budget, there are people or members of our
21 department, both sworn and civilian who worked at the
22 Real-Time Crime Center. And so within that, those
23 members, their salaries and fringes are supported in our
24 budget. I did not get all of the questionings through the
25 back and forth of what commissioner Burton was asking,

1 but I surely will be able to follow up later on this
2 afternoon or tomorrow with all the questions that he had.

3 CHAIRPERSON BELL: Thank you. The chair is prepared
4 to entertain a motion on the budget.

5 COMMISSIONER BROWN: Through the chair. I have a
6 question.

7 CHAIRPERSON BELL: Commissioner Brown.

8 COMMISSIONER BROWN: Mr. Nazarko on your report, it
9 was talking about the narcotics forfeiture revenue and
10 you have an ask in there of \$1.2 million and in your
11 request for 2022, it's 1.253 million. I was under the
12 impression that this money was money that came from the
13 forfeiture act and everything that the department does.
14 Is there a pool that we're asking for this money from, or
15 we asking for this money from the city council?

16 MR. NAZARKO: Through the chair.

17 CHAIRPERSON BELL: Yes, sir.

18 MR. NAZARKO: Yes. This money came from the
19 forfeiture activity and this money is only allowed to be
20 used for police purposes and there are delineated
21 purposes for which we can use and we are audited on that
22 every year. We file a report with the state and federal
23 government every year in that regard. But the reason why
24 we're putting the budget before you and the city council
25 is that the budget act does not allow you to spend money

1 regardless of the source unless they appropriate and vote
2 on the appropriation. So that's why we're putting this in
3 front of you.

4 COMMISSIONER BROWN: And then also, through the
5 chair. I just want to make a comment. I believe my
6 colleague, commissioner out of district two, was making
7 the point as to why we were hiring the people when we
8 already have adequate staff. Why was this money being
9 lumped into our budget when we have adequate staff and HR
10 staff that's handling payroll that is already there hired
11 as experts in UltiPro, why is that money being moved into
12 DPD's budget? I understand that we need the people, got
13 that, but I guess the hiring of the people, and if
14 they're going to be there, long-term it doesn't say that
15 or are they just going to be there for a period of time
16 as to maybe a year or something when we get the UltiPro
17 system up and running for DPD?

18 MR. NAZARKO: Through the chair. If you want me, I
19 can add to what the first AC said earlier. Currently, we
20 have 11 or 12 payroll clerks who are processing the
21 budget along with the timekeepers that are stationed in
22 each precinct. These five new employee services
23 consultants that we are asking to hire will be used to
24 transition us from point A to point B, which is the
25 current system to the new system. After the

1 implementation is successful and the city has gone on to
2 use UltiPro two years ago, we are the last department
3 that has not been able to utilize that payroll software,
4 once the implementation is full and in place, these five
5 employee services consultants will not co-exist along
6 with the 12 payroll clerks. The evaluation will be made
7 in the next year's budget around this time. We'll bring
8 you more information to say that now we have
9 consolidated, we have implemented, and instead of 12
10 payroll clerks that we are utilizing now, we may very
11 well go down to six or seven. This is an estimate on my
12 part, but I know with certainty that next year's budget
13 is not going to have as it has now, 12 payroll clerks and
14 five employee services consultants, rather it'll have a
15 lower number reduced to that effect and there will be
16 savings in that regard.

17 COMMISSIONER BERNARD: Thank you.

18 CHAIRPERSON BELL: Thank you. That's a very important
19 point.

20 VICE-CHAIR HOLT: Through the chair.

21 CHAIRPERSON BELL: Yes, ma'am.

22 VICE-CHAIR HOLT: I really appreciate the questions
23 that have been posted by my fellow commissioners. In the
24 future, I ask you to read the report and come to the
25 discussion with our questions and I believe we would be

1 able to cover more information in terms of our personal
2 education, relevant to the budget report. Last week, when
3 we got the budget report, I sent an email and asked page
4 six, my question is really simple. When did we discuss
5 the leadership Academy program at Wayne State for a cost
6 of \$220,000 and I don't know that I got a response to
7 that last week? Perhaps Mr. Nazarko can expound on that
8 at this time.

9 MR. NAZARKO: Through the chair. I think the best
10 person and the person who is in charge of that, that
11 knows a lot more than I do is First AC so I'll defer to
12 her on that.

13 VICE-CHAIR HOLT: Thank you. First AC Stair, through
14 the chair.

15 COMMISSIONER BROWN: Great handoff.

16 FIRST AC STAIR: Great handoff. Through the chair.
17 And thank you, vice-chair. That program is the program I
18 presented probably about two years ago. That's the
19 program to develop a relationship with Wayne State's
20 Business School, The Mike Ilitch School of Business,
21 where members are able to go to a total of six classes
22 and obtain a business certificate. And the reasoning
23 behind that was Mayor Duggan's initiative that he wanted
24 me to work with the school to develop because, albeit, I
25 think 3000 people or a lot of people they obviously have

1 a large budget and with that, we are supporting and also
2 supervising a large number of people. And so we thought
3 and supported the mayor's thought process that we would
4 have folks who are in supervisory positions to have some
5 sort of business acumen if you will. And so with that,
6 the program was developed and members of the department
7 have been doing really well. And we've been able to move
8 forward as an agency in a much more professional manner.
9 And the mayor is still very excited about this program
10 and asked me last week when we met as a command team to
11 ensure that we continue to move forward with the program.
12 We've had three cohorts that have graduated. And there's
13 been four of us who've already gone on to get MBAs
14 through the program.

15 VICE-CHAIR HOLT: Oh through the chair. Thank you so
16 much for that detailed explanation. And I'm sure we've
17 heard it before, but I couldn't remember. Thanks again.

18 FIRST AC STAIR: Yes, ma'am.

19 CHAIRPERSON BELL: Commissioner Davis.

20 COMMISSIONER DAVIS: Questions. So what titles are
21 you talking about, is it just the executive command staff
22 or is it above Lieutenant or what?

23 FIRST AC STAIR: Actually, the initial was going to
24 be command and executives of staff members however,
25 members as low as the rank of Sergeant is able to attend

1 and we've had several sergeants participate.

2 COMMISSIONER DAVIS: Okay.

3 COMMISSIONER JONES: Through the chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER JONES: I move that we adopt the
6 resolution language for the BOPC's approval of DPDs
7 budget dated 01/21/21 in its entirety.

8 VICE-CHAIR HOLT: I second.

9 CHAIRPERSON BELL: It's been properly moved and
10 supported those in favor, aye?

11 ALL: Aye.

12 CHAIRPERSON BELL: Those opposed?

13 COMMISSIONER BURTON: Through the chair. According to
14 the governor's executive orders of previous, we do have
15 to call for a record roll call vote, Mr. Chairman.

16 CHAIRPERSON BELL: We don't have to, but we can call
17 for a roll call vote. We found that out just a couple of
18 weeks ago in the training process, but this is a very
19 important item that we will have a roll call vote on.

20 COMMISSIONER BURTON: Do you want to test me on this
21 one?

22 CHAIRPERSON BELL: Excuse me. Starting with vice-
23 chair Holt.

24 VICE-CHAIR HOLT: Yes.

25 CHAIRPERSON BELL: District one.

1 COMMISSIONER BROWN: Yes.

2 CHAIRPERSON BELL: District two.

3 COMMISSIONER BERNARD: Yes. And congratulations on
4 your capital projects. And the format of this proposal is
5 easy to understand. Thank you, Commissioner Stair and Mr.
6 Nazarko. Thank you.

7 CHAIRPERSON BELL: District three.

8 COMMISSIONER BURCH: Yes.

9 CHAIRPERSON BELL: District four. Bell. Yes. District
10 five.

11 COMMISSIONER BURTON: No.

12 CHAIRPERSON BELL: District seven.

13 COMMISSIONER DAVIS: No.

14 CHAIRPERSON BELL: Commissioner Hernandez.

15 COMMISSIONER HERNANDEZ: Yes.

16 CHAIRPERSON BELL: Commissioner Jones.

17 COMMISSIONER JONES: Yes.

18 CHAIRPERSON BELL: Commissioner Holley.

19 COMMISSIONER HOLLEY: Yes.

20 CHAIRPERSON BELL: Thank you. Ms. White.

21 MS. WHITE: Mr. Chair, there were eight yes votes and
22 two no votes.

23 CHAIRPERSON BELL: Thank you, commissioners. And I
24 just want to commend Mr. Nazarko and AC stair and DPD and
25 all the persons that worked on the budget, it was

1 outstanding and entertaining our questions and concerns.
2 So it's commissioner vice-chair Holt. We'll make sure
3 that we do due diligence next year in preparation for
4 this. It comes every year, so you can follow this budget
5 throughout the year and note concerns. So we're going to
6 move on. The next item would be first assistant chief
7 Stair. You have the time we are flexible now. You can
8 give a full report. Thank you.

9 FIRST AC STAIR: Thank you, sir. I'd also like to add
10 that assistant chief Bettison is also on the call with us
11 and the chief had another meeting and that's why he's not
12 here, but he certainly sends his greetings to each of
13 you. I'm going to jump right into crime. We've had the
14 same amount of homicides today as we've had last year
15 this time. Seven fewer assaults today than last year this
16 time. 27 more non-fatal shootings this year than last. 53
17 fewer robberies, and two more carjackings this year as
18 compared to last year. Total part one crime violent
19 crime, we're down 15%. Property crime, we've had 91 fewer
20 burglaries, which is a 30% reduction. Less, 275 larcenies
21 which is a 38% reduction, and 81 fewer motor vehicle
22 thefts for a 23% reduction.

23 Overall part one property crime, we're down 32%.
24 Overall part crime though, we're down 18%. It should also
25 be noted this past week that officer's confiscated a

1 total of 76 handguns and five long guns and made 75 CCW
2 arrests. Our response time for last week for priority one
3 calls was 11 minutes, 13 seconds. Priority two, 22
4 minutes and 29 seconds. And priority three, 33.0 seconds.
5 I'll go right into our Coronavirus update. Today we have
6 38 members who are currently quarantined or isolated. And
7 we have 30 members whose last test was positive. Of the
8 38 that are quarantined are isolated, nine of them are
9 civilian members and 29 of them are sworn numbers. And as
10 you know, last week or maybe like 13 days ago, so January
11 8th, Friday, that's when we started our inoculations for
12 the coronavirus vaccine. And today we've got 1073 members
13 who have been vaccinated thus far for a total of 38% of
14 our membership.

15 We still have currently five members on the
16 critically injured in the line of duty list. Police
17 officer Mark Robbins is still off after a vehicular
18 accident and he's currently going through physical
19 therapy at this time. Sergeant Mark Bailey, who you may
20 remember was injured back in May of 2020 during a
21 protest. He continues to be treated and is working with
22 an orthopedic specialist after having additional surgery.
23 Police officer Youssef Manna was involved in an accident
24 just this January, the sixth. He's still at home
25 recovering. And police officer Brenda Hernandez was

1 injured while she was attempting to restrain an arrestee.
2 She's being treated now as well. And lastly, Christopher
3 Ucomina (phonetic) and I hope I said this young man's
4 name right, but just on the 16th while attempting to
5 execute an arrest he was injured and he's recovering and
6 will be seeking assistance from an orthopedic specialist
7 as well. That ends my report, sir.

8 CHAIRPERSON BELL: Thank you. Do you have any
9 questions or concerns for the--

10 COMMISSIONER DAVIS: Mr. Chair?

11 CHAIRPERSON BELL: Yes, sir.

12 COMMISSIONER DAVIS: Questions, young lady. As it
13 relates to the...

14 FIRST AC STAIR: You know why I'm laughing but okay
15 commissioner.

16 CHAIRPERSON BELL: As it relates to the carjackings,
17 were any of those at Greenlight locations?

18 FIRST AC STAIR: You know what? I don't have that in
19 front of me. I'm working from home today, but I'll
20 certainly send that information over to you or give you a
21 call. I have your cell phone number.

22 COMMISSIONER DAVIS: Okay. Thank you.

23 FIRST AC STAIR: Yes, sir.

24 CHAIRPERSON BELL: Commissioner Holley.

25 COMMISSIONER HOLLEY: Thank you, Mr. Chairman.

1 Young lady.

2 FIRST AC STAIR: Yes.

3 COMMISSIONER HOLLEY: Chief, let me ask you this. Is
4 it mandatory for officers to be vaccinated? Is it
5 mandatory?

6 FIRST AC STAIR: No, it is not, sir.

7 COMMISSIONER HOLLEY: If it's not, then what's the
8 outcome of that? I mean, in other words, if I've got
9 police officers that don't have the protection, how are
10 you going to deal with that? How are you going to deal
11 with it?

12 FIRST AC STAIR: Well, I think we're just starting,
13 we're in this 13 days. And so, so far we've done pretty
14 well with that. As I said, we have well over a thousand
15 people who are already vaccinated. We're going to
16 continue to try to push the messaging that it's a good
17 thing to get vaccinated. Obviously, there are going to be
18 some part of our membership because of medical issues and
19 such that may not be able to and remember, police
20 officers, are just like everybody else, human. And so
21 people are really trying to consider what's best for them
22 although we're definitely pushing for every single member
23 to indeed be inoculated.

24 COMMISSIONER HOLLEY: The final question, Mr.
25 Chairman. Chief, thank you for that but let me ask you

1 this. I'm really upset about the fact that the courts are
2 letting people go when they find guns, illegal guns on
3 citizens. And I just feel like somehow, some kind of way
4 that this is part of the problem with this crime. So is
5 there anything that we can do on our part or the police's
6 part that really meet with the prosecutor and report?
7 Let's talk about letting people off with illegal weapons.

8 FIRST AC STAIR: Through the chair. This is something
9 that the chief has been working on for the last couple of
10 years. I think every time he is present at your meeting,
11 he discusses it and it's an ongoing issue. Certainly, he
12 would probably welcome any support that you can provide
13 and I'll make sure to let him know that you're interested
14 in supporting the initiative as well.

15 COMMISSIONER HOLLEY: And finally, thank you, Mr.
16 Chairman. You've been so nice to me but the judges are
17 elected. So they're elected. There are things that we
18 could do in the community to really help with this. They
19 are elected. And so the chief is appointed, but they are
20 elected. I think that somehow we ought to be involved in
21 this kind of way Mr. Chairman if you don't mind me saying
22 it.

23 CHAIRPERSON BELL: You said it Commissioner Holley
24 and I agree with you and we will have Ms. White address
25 that concern. Two weeks ago, Commissioner Jones and I

1 attended the press conference on crime with Chief Craig
2 and others, and he reported out very thoroughly, his
3 concern about this revolving door process. So we need to
4 weigh in on a public statement and also, can we have a
5 meeting with the chief judge and the prosecutor in terms
6 of this whole issue? So you're correct. I'm glad you
7 brought it up and hopefully, we'll weigh in on it. It's
8 an issue age-old, it's nothing new but because of what
9 we're dealing with the system feels as though they have
10 to be very lenient not to incarcerate these people also.
11 So that's another facet of what we're dealing with, but
12 we take that seriously what you said, and we will report
13 out next week in terms of the follow-up on it. Is that
14 fair enough?

15 COMMISSIONER BERNARD: Well, I don't agree quite
16 frankly, Mr. Chairman. As I said at my first meeting, I'm
17 really very much in favor of a gun buyback program. And
18 most people that have guns have never committed a crime,
19 even though they're carrying them. Most of the people
20 that I know that have been stopped with guns are carrying
21 them for protection. And for the last seven months, you
22 weren't able to get a CCW permit because of the
23 Coronavirus. You couldn't go in and get the permits and
24 so forth as you could ordinarily, it's still very
25 difficult even now. So, I mean, I really do think there

1 has to be an analysis of each factual situation. Just
2 because a person like a client of mine 27 years old. I
3 mentioned it to you.

4 He wears Cartier glasses. No previous arrest, not
5 even a traffic ticket. And he was just walking down the
6 street and he stopped. He said I had the gun because I
7 had \$2,600 on me. I was going to my sisters, he was. He
8 works in construction. He was going to his sister's
9 birthday party and he had on diamond glasses. So he said,
10 I grabbed the gun. I was going to go get my permit, but I
11 couldn't get it et cetera, et cetera. The bottom line,
12 he's never, ever committed a crime. He did have a weapon
13 on him that he was not licensed to carry, that's separate
14 from the gun itself being an instrument of crime. We have
15 to separate the two.

16 CHAIRPERSON BELL: Commissioner Bernard, we have
17 separated it. You should have heard Chief Craig speak to
18 this issue about the legal guns that have been
19 confiscated. We take your point seriously, but it's an
20 issue that we are in a gun society and this department
21 has confiscated guns all over the place. I'm not going to
22 debate with you, but we will report out, but the
23 information is already there. I'm familiar with it and
24 hopefully, any commissioner will do their homework, but
25 as Commissioner Holley states and it's Commissioner

1 Jones, we have an issue in this city with guns and
2 violence and people carrying guns. I'm a product of this
3 city. I understand the gun law and we all are a product
4 of the city. We all understand, especially as a young
5 African-American, I was one at one time. Commissioner
6 Holley knows, he knows the outcome of funeralized and
7 people dealing with gun violence, probably more so than
8 anyone but that's the reality. So we'll continue this
9 debate, but I think we have to weigh in. If that's
10 consistent with the commissioners, anyone in opposition,
11 let me know, and I will respond in kind, but I think the
12 majority understands the issue at hand.

13 COMMISSIONER BURCH: Mr. Chair.

14 COMMISSIONER BERNARD: I do too because I'm in court
15 with them. I understand it too. The bottom line is that
16 people really do carry guns for protection, and many of
17 them have never committed a crime and never will commit a
18 crime. Now that's the bottom line. So I'm just saying
19 there has to be a distinction between criminals with guns
20 and people who are carrying a gun for personal protection
21 because their brother was just shot a week ago.

22 CHAIRPERSON BELL: Commissioner Bernard, duly noted.
23 I'm well familiar with the issue as you well know,
24 perhaps more so than you, and you are a defense attorney.
25 I understand your position, do your job, but Commissioner

1 Burch.

2 COMMISSIONER BURCH: Yes, sir. Thank you so much. I
3 just want to share that we keep beating the horse just
4 with a dead, whatever you want to call that quote. I've
5 talked about crime forever and a day. There are solutions
6 and AC stair knows some of them and I will recognize her
7 as who she is, a very prominent woman in Detroit, far as
8 doing what God has told her to do. But let me share this
9 with you all. There are solutions that ordinary citizens
10 have. If the police do not take into consideration to at
11 least look at these when we show you proof of how it
12 works in other cities, it seems to not get to the right
13 people to go start a plan. You can't tell me as a woman
14 senior citizen, that there's not a way to combat all of
15 this crime. There are ways Mr. Bell, I don't care how
16 many years you say you've been a police officer. There
17 are ways to stop this. How do you think the other cities
18 do that? Because they sit down with their people. It's
19 about the people. That's all I got to say. Thank you.

20 CHAIRPERSON BELL: We're not going to continue this
21 debate. We're going to move on...

22 COMMISSIONER BROWN: Through the chair. I just have
23 one question.

24 CHAIRPERSON BELL: One question. Thank you.

25 COMMISSIONER BROWN: AC Stair, thank you for the

1 report. And as always, I keep my men and women of DPD in
2 my prayers. As far as the Shot Spotter program, have we
3 rolled that out and if so, how are we tracking the
4 success of it?

5 FIRST AC STAIR: Through the chair. I've been out of
6 the office a few days, but I do believe that you all had
7 the policy that was forwarded to you. And so we are
8 waiting for approval of the policy as it relates to any
9 stats associated with it. I'll forward it to you later
10 this afternoon.

11 COMMISSIONER BROWN: Okay. Thank you.

12 MS. WHITE: Through the chair. The department is
13 preparing to present out on the policy directive, as far
14 as AC stair just mentioned. So they're going to present
15 out on that next week before rolling out the technology
16 program and they're presenting the policy to receive the
17 board's approval before implementing the technology.

18 COMMISSIONER DAVIS: Mr. Chair.

19 CHAIRPERSON BELL: Commissioners keep in mind, we
20 said we were concerned about the time element.
21 Commissioner Davis.

22 COMMISSIONER DAVIS: Okay. First Assistant Chief
23 Stair, I'd like to apologize. I shouldn't have called you
24 young lady, I shouldn't have called you by your title and
25 your name. Have a great day.

1 FIRST AC STAIR: Thank you.

2 COMMISSIONER BURTON: Through the chair.

3 FIRST AC STAIR: No problem, sir.

4 CHAIRPERSON BELL: Commissioner Burton.

5 COMMISSIONER BURTON: Questions. Last week, I raised
6 from the table about 1401 Chene, which is a senior
7 citizen building in district five. It's in my district.
8 The building, two floors caught on fire. I believe it was
9 the sixth and seventh floors. I wanted to know what the
10 public safety response time for that building was. I
11 don't have to have it today. I'm not sure if you have
12 that information today, but I did raise it at last week's
13 meeting. If we can have that by the next meeting, I still
14 would like to have that the response time for that
15 building for police and EMS and also for fire. In
16 addition to that my last question citizens in my district
17 are concerned about ShotSpotter being able to listen to
18 the sensitive conversation from a street level. I hope
19 that next week when this is brought before the board or
20 whatever, I hope somebody could really explain that. We
21 have seen some incidents in other cities pertaining to
22 ShotSpotter. Also, the civil liberties activist community
23 has concerns about DPD purchased StingRay.

24 CHAIRPERSON BELL: Commissioner Burton, you're going
25 to pass your two questions, sir.

1 COMMISSIONER BURTON: And the question is, has DPD
2 ever used it without of warrant, and how come the board
3 of police commissioners is not aware that you all have
4 this capability?

5 CHAIRPERSON BELL: Thank you. AC stair will respond
6 to you personally and also to the board in a timely
7 manner. Thank you. We're going to move on. Ms. White.

8 MS. WHITE: Yes, sir. Through the chair. Before
9 moving to chief legal counsel Moslimani, just for the
10 record the department assistant chief LeValley forwarded
11 the response regarding the address of 13140 Conner Street
12 in response to commissioner Burton's inquiry. And that
13 information was submitted last Thursday, immediately
14 after the meeting. And so all of that information is
15 included in your email correspondence. Chief legal
16 counsel.

17 COMMISSIONER BURTON: It's not Conner Street. It's
18 1401 Chene, not Conner, Chene. 1401 Chene. The address
19 was wrong and the street is wrong. I always said 1401
20 Chene, Parkview Place.

21 CHAIRPERSON BELL: We're going to make that
22 correction. Ms. White.

23 MS. WHITE: Chief legal counsel Moslimani is on the
24 line, sir and also, attorney Erica Whitley is also on the
25 line Mr. Chair, if you would require remarks.

1 CHAIRPERSON BELL: Yes, ma'am.

2 ATTORNEY MOSLIMANI: Hi everyone. Can you hear me?

3 CHAIRPERSON BELL: Yes, ma'am.

4 ATTORNEY MOSLIMANI: Well, my title is no longer
5 Chief Legal Counsel. I am now the Director of Marijuana
6 Business and Entrepreneurship for the city of Detroit. I
7 have just moved into the new position and it all happened
8 very fast, but I wanted to make sure that I took a moment
9 to come on and introduce the new attorney that's going to
10 be assigned to the board and also, to thank you all and
11 let you know what a pleasure it's been to serve on this
12 board and to meet all of you, although it was only
13 virtual due to the times. I look forward to a meeting in
14 the future and if I can ever be a resource to anyone on
15 this board, please reach out. My email will remain the
16 same and I'll still be part of the city. I'll just be out
17 of the CRIO department, which is the civil rights office.
18 And I have Ms. Ericka Savage Whitley on the line as well
19 and she will be the board's new counsel assigned by the
20 law department. She is a very experienced attorney, very
21 smart. And I know that the board will be a good fit with
22 Ms. Whitley. But I did want to say thank you to everybody
23 and I didn't want to just disappear. So I had asked for
24 just two minutes of your time today, so thank you, guys.

25 COMMISSIONER BROWN: Congratulations.

1 CHAIRPERSON BELL: Congratulations.

2 ATTORNEY MOSLIMANI: Thank you.

3 CHAIRPERSON BELL: Thank you. Really appreciate it.

4 COMMISSIONER BERNARD: Thanks, Megan.

5 ATTORNEY MOSLIMANI: Thank you. I'm excited.

6 CHAIRPERSON BELL: And we welcome now our new
7 attorney. We would give her the opportunity to introduce
8 her next week because of the timeframe, but we welcome
9 her. We will interact with her, Ms. White, and we take it
10 from there. So looking forward to that, but you've been
11 great, Megan. Thank you.

12 ATTORNEY MOSLIMANI: Thank you all so much.

13 CHAIRPERSON BELL: We wish you the best.

14 ATTORNEY MOSLIMANI: Thank you. I wish the board luck
15 as well. Thank you.

16 CHAIRPERSON BELL: Thank you.

17 ATTORNEY MOSLIMANI: Okay, everybody. Have a good
18 one.

19 CHAIRPERSON BELL: Thank you. Ms. White your brief
20 report, please. AC Stair, thank you for your report.

21 MS. WHITE: Yes, sir. Through the chair. Honorable
22 board, you have received the incoming correspondence for
23 this week if staff co-hosts, thank you can bring up the
24 agenda for the board's awareness, as well as the public's
25 awareness. The items are listed on the agenda and they

1 are as follows, the weekly DPD facial recognition
2 technology report for the week of January 11, 2021,
3 through January 17th, 2021. The agency's CFO, Mr. Nazarko
4 submitted the fiscal year 22 grant budget request
5 information that the honorable board asked for last week.
6 Also, there were additional budget documents included in
7 that submission and please check your email
8 correspondence for that. Number three, the HR monthly
9 report for the month of January 2021, also additional
10 bills BOPC budget inquiries that I just indicated, and
11 additional staff reports, included in your packet for
12 today's meeting and for today's closed session. And that
13 concludes the incoming correspondence.

14 CHAIRPERSON BELL: Thank you, Ms. White. I appreciate
15 you updating information and sharing. We're going to move
16 right into unfinished business. We're going to move with
17 our candidate and there have been some adjustments. Ms.
18 White, would you elaborate?

19 MS. WHITE: Yes, sir. Through the chair. Chief
20 recruitment officer, Mr. Daryl Conrad is on the line. And
21 of course, first AC stair, who will be facilitating the
22 interview process of the candidates for this afternoon
23 for the position of director of police personnel. And Mr.
24 Conrad will provide brief instructions on that process at
25 this time. And I should also note, again, the honorable

1 board has received all of the pertinent correspondence
2 relating to the interview process this evening, including
3 the interview questionnaire, the resumes, and the
4 additional pertinent information. So please review the
5 packet that was submitted to you this week. Thank you.
6 Mr. Conrad.

7 MR. CONRAD: Honorable chair and members of the
8 board, thank you for allowing me to assist in both your
9 search and now facilitate the interview of now two
10 candidates for Director of Police Personnel. I'd like to
11 take a minute just to explain the process. We'll have
12 about an hour and 15 minutes per interview that's about
13 four minutes per question. There'll be approximately 50
14 of those minutes will be for the specific questions and
15 then we'll allow the board to ask questions. We'll have
16 about 15 minutes for that. If you do not get a chance,
17 because I see about eight board members if you don't have
18 a chance to ask a question to one of the candidates,
19 we'll try to bring you up for the next candidate. There
20 may be some room for discussion on that, but that time
21 may be eaten away as well. AC stair and I will be asking
22 the questions while the board is encouraged to take
23 copious notes. And we'll ask the board members to hold
24 any of their questions until the very end.

25 COMMISSIONER BROWN: Through the chair.

1 CHAIRPERSON BELL: Yes, sir.

2 COMMISSIONER BROWN: I'd like to move to table these
3 interviews to a later date.

4 CHAIRPERSON BELL: Sir--

5 COMMISSIONER BURTON: Support! Support! Second!

6 CHAIRPERSON BELL: Sir, we're moving on with this
7 item. Go ahead, Mr. Conrad.

8 COMMISSIONER BURTON: Point of order, Mr. Chairman. I
9 did call for a second on--

10 COMMISSIONER BROWN: The motion's on the floor.

11 COMMISSIONER DAVIS: There's a motion on the floor.

12 COMMISSIONER BURTON: And I second it.

13 CHAIRPERSON BELL: Commissioner Conrad, go ahead.

14 MR. CONRAD: Okay.

15 COMMISSIONER BROWN: The motion on the floor, Mr.
16 Chairman. You're out of order.

17 COMMISSIONER BERNARD: There has to be a vote.

18 CHAIRPERSON BELL: Go ahead, Mr. Conrad.

19 MR. CONRAD: There are technical questions that will
20 be involved regarding experience in HR, and then we'll be
21 going into behavioral questions that'll dive into
22 competencies that'll relate to leadership in HR. Since
23 you do have the packets of the questions, we're going to
24 be eliminating the last bullet in technical questions.
25 When we go into the behavioral-based questions, we'll be

1 asking the candidates to use examples and specifics as
2 much as possible. I have been in communication with the
3 candidates and briefed them on the process. So I will not
4 have to do that at the beginning. I will keep the
5 interviews going to stay on pace out of respect for the
6 candidates the honorable chair and the board, and also
7 the public, and make sure that we're not in this meeting
8 at 11:00 PM. And if the candidates have any questions,
9 what they're going to be doing is they're going to be
10 emailing them to an email address, and then either the
11 board or myself or AC stair will address them at a later
12 time all in an effort to make sure that we can get
13 through--

14 COMMISSIONER DAVIS: Point of information.

15 CHAIRPERSON BELL: No interruption. Go ahead,
16 Commissioner Conrad.

17 COMMISSIONER DAVIS: Point of information, sir.

18 CHAIRPERSON BELL: Go ahead, please.

19 COMMISSIONER BURTON: And I had a point of order out
20 there a long time ago, Mr. Chairman. Let's call for a
21 legal opinion because--

22 CHAIRPERSON BELL: Mr. Conrad, go ahead, please.

23 COMMISSIONER BROWN: You're out of order, Mr.
24 Chairman.

25 COMMISSIONER DAVIS: You're out of order.

1 COMMISSIONER BURTON: I call to overrule the chair!

2 COMMISSIONER BROWN: Support.

3 COMMISSIONER DAVIS: We should have a vote to
4 overrule the chair. You're not acting properly.

5 CHAIRPERSON BELL: Go ahead, Mr. Conrad.

6 MR. CONRAD: Through the chair--

7 COMMISSIONER BURTON: You shut down free speech, Mr.
8 Chairman and you shut down democracy!

9 COMMISSIONER JONES: Point of order! The chair has
10 the determination on who has the floor at the time.
11 Nobody has--

12 COMMISSIONER BURTON: There's a second that's on the
13 floor that needs to be recognized! I personally second
14 Commissioner Brown's-- The chair has failed to
15 acknowledge a second! This is abuse--

16 COMMISSIONER JONES: Chair Bell has the authority to
17 say who has the floor. Please refrain--

18 CHAIRPERSON BELL: Pause.

19 COMMISSIONER BURTON: I call for a legal opinion
20 right now! You just shut down democracy in a board of
21 police commissioners meeting! You are wrong, Mr.
22 Chairman! I call for the city of Detroit's--

23 CHAIRPERSON BELL: Excuse me, commissioner. Ms.
24 White, would you mute him at this time? We're going to
25 take the motion. You're trying to overrule the chair, is

1 that correct?

2 COMMISSIONER BROWN: That is correct.

3 CHAIRPERSON BELL: Okay. We're going to take a vote
4 on that particular matter. Ms. White, could you state
5 what you're stating? Go ahead.

6 MS. WHITE: Yes--

7 COMMISSIONER BURTON: They just muted me again,
8 everybody.

9 MS. WHITE: Excuse me.

10 COMMISSIONER BURTON: This is shutting down
11 democracy.

12 MS. WHITE: Excuse me. Through the chair. The last
13 motion that was on the floor was the motion to overrule
14 the chair's ruling and so that is the motion on the table
15 at this time, Mr. Chair.

16 CHAIRPERSON BELL: Okay. Thank you. Those in favor of
17 the motion?

18 COMMISSIONER BURTON: Roll call vote!

19 CHAIRPERSON BELL: We're going to have a roll call
20 vote. Vice-chair Holt.

21 VICE-CHAIR HOLT: No.

22 COMMISSIONER HERNANDEZ: Point of information. I just
23 need to make sure we're all on the same page. It's a vote
24 to overturn your ruling and your ruling is to proceed
25 with the interviews, correct?

1 CHAIRPERSON BELL: That's correct, sir.

2 COMMISSIONER HERNANDEZ: Thank you, sir.

3 CHAIRPERSON BELL: Thank you for your question. Did
4 Vice-Chair Holt vote?

5 VICE-CHAIR HOLT: No, to overrule the chair's ruling.

6 CHAIRPERSON BELL: Thank you. One second, please.

7 District one.

8 COMMISSIONER BROWN: Yes to overrule.

9 CHAIRPERSON BELL: District two.

10 COMMISSIONER BERNARD: Yes.

11 CHAIRPERSON BELL: District three.

12 COMMISSIONER BURCH: Who are the ones that selected
13 the people? If you don't mind me asking who are the
14 people that selected these people to become candidates?

15 CHAIRPERSON BELL: They went through the city HR's
16 process of selecting candidates for the board of police
17 commissioners. We utilized that method.

18 COMMISSIONER BURCH: I know, sir, but you didn't have
19 a panel within the 11 people here.

20 CHAIRPERSON BELL: Yes, ma'am, eventually we had a
21 panel of four or five commissioners. You can't have six
22 commissioners sitting on the panel because it would be in
23 violation of the Open Meeting Act. So, therefore--

24 COMMISSIONER BURCH: I'm just trying to be clear
25 because we've got confusion going on again that's why at

1 the beginning of this, I asked you, did you listen to
2 president Biden how he spoke to a thousand people? You
3 only, sir, have 11. There should not be confusion like
4 this. You have an assistant chief sitting here. You have
5 this gentleman sitting here that we don't know, but you
6 can't just go into a meeting with the confusion, sir. You
7 can't do that.

8 CHAIRPERSON BELL: Commissioner Burch--

9 COMMISSIONER BURCH: President Biden, maybe you'll
10 listen to him.

11 CHAIRPERSON BELL: You met Mr. Conrad last week. You
12 met assistant chief stair in terms of this--

13 COMMISSIONER BURCH: I know all of them but I don't
14 know about this whole procedure.

15 CHAIRPERSON BELL: We've tried our best to explain
16 the procedure to you. We went through the process of
17 communicating to you that this would take place today and
18 the candidates are before us now. We went through a
19 thorough process to explain that this has been happening
20 for the last month or so. So we didn't just get here
21 overnight--

22 COMMISSIONER BURCH: I'm aware, Mr. Bell. I'm aware
23 of that. I'm just saying that you cannot run a meeting
24 this way with the confusion and the division that's what
25 your President of the United States have told people, why

1 are you so divided? Now, Annie Holt, you're sitting
2 there, you know better. You cannot run a meeting divided.
3 Pastor Holley, you know better. You can't just sit there
4 and don't say anything. The new chair here, Mr. New
5 Commissioner, you're in, just getting your feet wet so no
6 disrespect. I've been around the block. I know what's
7 going on. You all cannot run a meeting this way. It's
8 just out of order. I don't want to be a part of that and
9 I will not be. I'm not voting.

10 CHAIRPERSON BELL: Thank you. Commissioner Holley,
11 you wanted to speak?

12 COMMISSIONER HOLLEY: Nope.

13 CHAIRPERSON BELL: Okay. District four. I vote no.
14 District five.

15 COMMISSIONER BURTON: Yes.

16 CHAIRPERSON BELL: Commissioner Hernandez.

17 COMMISSIONER DAVIS: You didn't call district seven.

18 CHAIRPERSON BELL: I'm sorry, district seven.

19 COMMISSIONER DAVIS: Definitely, yes.

20 CHAIRPERSON BELL: Commissioner Hernandez.

21 COMMISSIONER HERNANDEZ: No.

22 CHAIRPERSON BELL: Commissioner Jones.

23 COMMISSIONER JONES: No.

24 CHAIRPERSON BELL: Commissioner Holley.

25 COMMISSIONER HOLLEY: No.

1 CHAIRPERSON BELL: Ms. White.

2 MS. WHITE: Mr. Chair, there were five no votes and
3 there were four yes votes and one abstention, and the
4 abstention is counted as a no vote.

5 COMMISSIONER BURCH: Excuse me. How are you going to
6 count it as a no vote?

7 MS. WHITE: Through the chair, according to the Open
8 Meetings Act, abstentions are counted as no votes when a
9 majority vote is required to pass a motion.

10 COMMISSIONER BURCH: Well, I go back and say yes
11 then. No. So you're speaking for me. All of these rules
12 you all have they're so non-void, so non-void. So if I
13 got to do that, yes.

14 CHAIRPERSON BELL: So we have a tie vote?

15 MS. WHITE: Correct, sir. Yes, sir.

16 CHAIRPERSON BELL: The motion failed. Okay, we move
17 on. Mr. Conrad.

18 COMMISSIONER BURTON: Mr. Chairman, point of order.

19 COMMISSIONER BROWN: That's not a tie vote, Mr.
20 Chairman. It was five to four.

21 CHAIRPERSON BELL: She changed her vote.

22 COMMISSIONER BROWN: She changed her vote so that's
23 five to four, that motion passed.

24 MS. WHITE: No, sir. Through the chair. When
25 commissioner Burch changed her vote to yes that then

1 turned the yes votes to five yes votes and then there
2 were already five no votes. That is a tie. The motion
3 fails.

4 CHAIRPERSON BELL: We move on. Mr. Conrad, please.
5 Thank you.

6 COMMISSIONER BURTON: Point of order, Mr. Chairman.
7 What about the original motion by Commissioner Darryl
8 Brown?

9 CHAIRPERSON BELL: Commissioner Burton, you do not
10 have the floor. Ms. White, would you mute Commissioner
11 Burton? Thank you. Mr. Conrad, go ahead.

12 MR. CONRAD: Yes. And then after we conduct the
13 interviews, if the candidates have any questions, they
14 will be submitting them either to the board and the board
15 can direct them to the appropriate party. Afterward,
16 after the two interviews, the board may go into a closed
17 session or hold a special meeting to select the candidate
18 and the first candidate is ready. I'm not sure how you
19 wanted to proceed, but we would really have to have one
20 meeting during these interviews. I don't know if we can
21 mute until we have the board questions.

22 CHAIRPERSON BELL: We're going to have the whole
23 meeting with the candidates to start the interview
24 process. Thank you. Go ahead.

25 MS. WHITE: Okay. We are bringing the first candidate

1 into the panelist's room.

2 MS. BECHTEL: Hello.

3 MR. CONRAD: Hi, Kate? Ms. Bechtel?

4 MS. BECHTEL: Hello. How are you today?

5 MR. CONRAD: I'm doing well. My name is Daryl Conrad,
6 and I am sitting here with the honorable chair, Mr. Bell,
7 and the commission of police and we are going to be
8 conducting the interview as you and I spoke earlier
9 today. And AC Stair and I will be asking questions for
10 the first 50 minutes and then we'll open it up for the
11 board. And we'll allow the board to ask questions. We'll
12 ask the board to write down their questions. So they're
13 prepared for the opportunity to ask the questions and
14 we'll get started as soon as you're ready.

15 MS. BECHTEL: I am all set. It's a pleasure to meet
16 everyone.

17 MR. CONRAD: Okay, good. Thank you. The first section
18 is technical questions and I wanted to make sure that I
19 will ask the first two questions and then AC Stair will
20 ask the following two. This is a fairly lengthy question
21 Ms. Bechtel so I'll try to break it down into components,
22 but please explain your experience on qualifications and
23 knowledge of HR strategies which will include
24 recruitment, which includes selection hiring employee
25 benefit programs employee discipline, which includes

1 performance management, conflict mediation, and then
2 managing a multi-layered multifunctional operation. Would
3 you like me to repeat it? At any time you'd like me to
4 repeat something or if you'd like AC stair to repeat you
5 may certainly do so.

6 MS. BECHTEL: No, I'm all set. I have been very lucky
7 in my career to be able to go through the HR departments
8 with highly dynamic organizations that are in a growth
9 mode. So I have overseen and specialized in two parts of
10 HR, which is technology. Being able to take current
11 processes and apply best practices all over the country.
12 The second part of it is all of the background I have.
13 It's been extremely focused on talent development,
14 bringing talent to the correct position, right people in
15 the right seats very dynamic organizations that are going
16 to hire, I've hired everything from doctors and nurses to
17 people who work the line at Toyota. Some of my dynamic
18 training is I do have a Master's in HR.

19 My undergrad allows me to really think outside of
20 the box. I graduated with my undergrad from the College
21 for Creative Studies in downtown Detroit. My Master's was
22 from Benedictine in Illinois. I also have experience with
23 unions. What I found young in my career, learning how to
24 work with people was an amazing skill. I can't teach
25 everyone to have emotional intelligence. I can show you,

1 I can guide you and I can coach you but when you
2 naturally have that, you succeed very quickly. I was
3 lucky in my career to be able to work for private owners,
4 also, unions and also work within federal and state
5 guidelines. At one point in my career, I was working in
6 41 States leading the HR and talent team and up into
7 Canada. So I understand the need to be able to really
8 communicate clearly a message to the employees the
9 clients and manage it within what the company is trying
10 to do.

11 The other part of this is change management. So
12 within my career, being in dynamic organizations that are
13 growing, we always have to look for best practices of
14 what we've done and what are we going to do next that
15 allows us really to be someone's employer of choice. If
16 I'm looking around, why would I want to work here? We
17 want to make sure we have everything from the benefits
18 all packaged correctly and people to understand and
19 educate what's what they can do. The second part of this
20 is once they are launching their career with us, we want
21 them to stay with us. How do we do that? How do you make
22 sure that training is available both inside the
23 organization and outside the organization and support the
24 employee? By creating a career path I was extremely lucky
25 and able to keep tenured employees a lot longer than in

1 the histories of the companies I worked at because we
2 worked so hard at making sure that the employees felt
3 valued and understood what their path was.

4 MR. CONRAD: When you say packaged or benefits, what
5 do you mean by benefits packaged well?

6 MS. BECHTEL: Yeah. So for a benefits package, I lead
7 the benefits package where I'm going to go out and I'm
8 going to do the best for all the employees and the
9 company to make sure we're getting value from our
10 healthcare benefit cash, which is going to be medical,
11 vision, and dental and then we're going to look at our
12 auxiliary. What matters to our population? Is it hospital
13 indemnity]? Is it going to be short-term, long-term, what
14 is the company paying for? How can I get the best rates?
15 And also, once we have all this in place, how are we
16 educating the employees and ourselves on how to use this?
17 What's the best time to do this?

18 MR. CONRAD: Thank you. Describe your knowledge of
19 current HR policies, procedures including employee rights
20 workplace safety, and including, but not limited to laws
21 relating to EEO FLSA family-medical leave or ADA or other
22 employment laws.

23 MS. BECHTEL: This is a very big topic. This is
24 something that is putting in the bones of HR, the things
25 that most people aren't going to see that I take care of

1 and my team takes care of every day. An example of this
2 is going to be in the current state, we'd have had a lot
3 of FMLAs. And we also made FMLA, had a little bit of a
4 COVID change. So being able to educate myself quickly and
5 understand the laws or rules, usually working with myself
6 and my team to navigate what's the next step. Also,
7 working with the legal team. Once we do decide we have to
8 pivot well, what are we doing? Are we doing this
9 correctly? It was very important in this current
10 political environment that with changes we make quick
11 changes.

12 We had all the bases. Well, we couldn't wait. We had
13 to respond to people and make sure they felt comfortable
14 and supported and knew if they were doing things for us,
15 that the company was behind them to make sure if
16 something happened, we were there. The other parts I've
17 worked on workman's comp is also been a very big part of
18 my career, making sure that we're managing workman's comp
19 correctly for the employee side of things and also,
20 making sure the investigations are clean. We have all the
21 information we need and if something isn't right, that we
22 have the answers to, we know what happened. Also, being
23 very organized in my career has really been a very key
24 point answering to the federal state for all the
25 (Audio broke up) you have to make sure you have

1 documentation. Also with the unions that you know, that
2 we set them up a path, we tried to coach, what was the
3 documentation here? On the other side of this running,
4 this is the training. So I'm not going to be around every
5 corner. My team's not going to be around every corner,
6 but I have to make sure the managers in the field and
7 people who are going to need help with workman's comp
8 with different things as we move through this, that
9 they're educated and know how to report this, how to make
10 sure that we're doing this correctly. So it's a real team
11 effort in this.

12 MR. CONRAD: I'd like to know how you do your
13 research on the various employment laws in order to,
14 ensure that you're facilitating your policies properly.

15 MS. BECHTEL: Yeah, I always maintained an active
16 member of SHRM, which is a very big database where they
17 really, really talk to us a lot about what's going on at
18 current. The other part is personal. I enjoy research. I
19 enjoy talking about it, looking at the news, watching
20 what's happening right now. What's coming down the
21 pipeline? I need to be a step ahead so if this policy
22 does hit in place, I'm already ready for it. Sometimes
23 they're not always going to get into play, but at least
24 we had a plan and could go forward with that. The other
25 part of this is pairing with the labor lawyer. They are

1 going to be key in pointing me in the right direction,
2 guiding and I've really enjoyed working with, I've had
3 some tremendous lawyers that I've got to work with and
4 they've really helped educate me and bring me forward.

5 MR. CONRAD: Okay. Thank you. AC Stair. You're on
6 mute AC.

7 FIRST AC STAIR: Thank you. Thank you, Mr. Conrad,
8 and thank you, ma'am, for being here today. My first two
9 questions won't be as long as Mr. Conrad's were. So the
10 first question I have for you is please discuss your
11 experience and qualifications with working with public
12 boards and or commissions.

13 MS. BECHTEL: So this is a pretty simple answer. I
14 actually have not worked with public boards or
15 commissions before. The closest point I can say is
16 working with the union boards. And I did that both at the
17 Wynn Las Vegas on the hospitality board and in Chicago.

18 MR. CONRAD: You can go into a little bit more detail
19 on that then, that's special.

20 MS. BECHTEL: Absolutely. So the Wynn Las Vegas was
21 my first experience with about 10,000 employees. It's
22 where I learned a lot of turbulent times, but they really
23 came through it. We learned how to interpret what the
24 union would like to say or was saying to us and work with
25 the employees. In the two and a half years I was there, I

1 managed about 250 people. At that point. I was in
2 operations. I never had a grievance filed against any of
3 myself or my management team, because if we did have an
4 issue, we worked within the guidelines. We had to
5 mediate. We had to figure out what was the best path
6 forward for the group right in front of us. So that was
7 definitely a big learning experience. The next step is I
8 worked for infusion management and they were in downtown
9 Chicago and I actually got to negotiate the union
10 contract after two months of me being there.

11 Unfortunatly, the director of operations who did it
12 11 years previously, who was going to run that one had a
13 fallout with the ownership and she unexpectedly left. So
14 I got to take over. That was something when I knew it was
15 going to be a very delicate process, I probably would
16 have never gotten to do that chance again. But I am a big
17 believer in stepping back and doing research and asking
18 the right questions. How I got through that process was
19 finding mentors in the community who were able to tell me
20 how my negotiations were going to affect the entire city.
21 I needed to learn about that.

22 MR. CONRAD: Okay. Thank you.

23 FIRST AC STAIR: Thank you for that. My next question
24 is as you're aware, we hire police officers and I have to
25 say on behalf of the police department, that we do much

1 better than most. In fact, we hired 274 new police
2 officers last year. So my next question is what
3 qualifications do you believe a police recruit candidate
4 should bring with hopes of becoming a member of the
5 Detroit Police Department in serving the residents of the
6 city of Detroit as a long-term courier?

7 MS. BECHTEL: Yes. Great question. So first in police
8 officers, I think you have a huge desire to help. That's
9 the first key that we're always going to identify. And
10 then the next part of identifying and growing is being
11 able to start if we're starting with younger talent,
12 figuring out what's the best fit for them. What path are
13 they going on? What are they interested in? Is this
14 someone who's saying I am going to start today, but guess
15 what? One day I'm going to be chief. That's not
16 everybody. We have to really, really decide who the
17 talent is and stay directly with them and make sure that
18 we can continue to grow them from the very first and they
19 know the path. Detroit's really, when I was doing some
20 research on it, it's such a wonderful department and
21 talking about it because there are so many options.

22 There are so many avenues to grow your career. And
23 speaking to different retired police officers in the last
24 week, they were telling me that in their career, if they
25 worked for a smaller department of Michigan, they would

1 have always gone back and worked for Detroit and when I
2 asked why? It was the career path. So I think really
3 understanding that. The other part of this is a lot of
4 the younger generation isn't understanding that this is
5 actually a career that you are going to join something
6 that is going to take you all different places in your
7 life. It's going to educate you. It's going to make you a
8 very important member of the community and explaining to
9 them not only that, but pensions and how all these
10 different things work throughout your career and will
11 carry you through is a really important factor.

12 FIRST AC STAIR: Thank you. Are there any specific
13 ideas that you may have to utilize in order to support
14 what you just referenced?

15 MS. BECHTEL: Yes. When I was looking at it, I would
16 like to bring back best practices. So right now, when I
17 overlooked some of the material that was out there,
18 recruiting is hard. Recruiting is hard for everybody
19 right now. One of the things we can do is understand that
20 technology has changed. If they're looking for a position
21 they're probably online looking at 12 different
22 positions, we have to move quickly. Second, we have a
23 wonderfully diverse population within Detroit that has a
24 lot of resources from faith-based to different things. We
25 need to start younger and we need to make sure that that

1 the community that can talk for us and promotes us, has
2 the same material, is excited, and can really be part of
3 the team that helps us recruit people. We can't do it
4 ourselves. We need to be able to do that.

5 FIRST AC STAIR: Thank you very much.

6 MR. CONRAD: Okay. All right. Then the next question
7 will be, tell us about a time when you had to address a
8 situation when an employee did not respect the diversity
9 of others just set up the situation and what were your
10 reactions and the result.

11 MS. BECHTEL: Yes. It was within a union environment
12 and I was approached by a line cook staff and he said he
13 was having some diversity and some issues feeling that he
14 was not getting the shifts he deserves and the times and
15 the best stations because the chef was looking at him and
16 not promoting him because of race. So when we sat down,
17 there was about four of us at the table and myself, I
18 learned something that day, everyone at the table was
19 African-American. The gentleman was African-American that
20 was saying it and his boss was Jamaican. So he actually
21 found that this was a very big diversity point for them
22 and I learned that it was the way they were interpreting
23 each other and the culture in between these two.

24 We had to really talk through it and say, hey, this
25 is what's going on. It wasn't what I expected that I'd

1 walk into that day but that was exactly what we had to
2 talk about. So we had to make these two gentlemen
3 comfortable with both cultures and the diversity between
4 them and move past it and also find a solution to why
5 that gentleman was feeling this way. Was it the reason he
6 was talking or was this his management style? So that was
7 one of my diversity accomplishments we overcame. And that
8 gentleman actually did stay with the company the entire
9 time I was there and was promoted under this person that
10 he at one point had friction with.

11 MR. CONRAD: What was your part in the actual
12 resolution of that?

13 MS. BECHTEL: So the resolution of it first, we
14 needed to find out the core, what it was, how they were
15 speaking to each other. If one felt that it was
16 disrespectful. The other part of this party was just the
17 culture and how he felt that it was okay to speak this
18 way. So once we kind of got it on the table that this was
19 just communication and it didn't have to do with anything
20 else it could be, we really opened up the lines of, hey,
21 let's talk about this and if you are having an issue,
22 let's mediate it right away. Say that I didn't understand
23 what you said to me. Did you mean it like this? So once
24 these two gentlemen felt comfortable having a
25 conversation and saying, I didn't understand what that

1 meant we really worked on that. Going back to well, after
2 we did this, we didn't just sit down once we had to check
3 in about every 30 days for about six months, we would sit
4 back down and say, how comfortable are you and what can
5 we do next? Do we have a goal for this week? So we really
6 made sure that the relationship was rebuilt because they
7 did rely on each other and they worked very closely
8 together.

9 MR. CONRAD: Okay, thank you.

10 FIRST AC STAIR: I have the next question. I
11 understanding that you've never recruited police officers
12 before but you did talk a little bit about getting the
13 community involved to help spread the word about
14 recruitment and also, the necessity for technology. I
15 understand that you've never hired or recruited police
16 officers before tell me about your recruitment efforts in
17 other industries.

18 MS. BECHTEL: No, that's great. I've never worked in
19 any of the positions I have recruited, but I bring the
20 best packages once I study. So yes, technology is going
21 to be useful. Working in the community, a good example is
22 currently I'm working with an in-home medical company and
23 our biggest client is the VA. So with the VA, it has been
24 very hard to hire the last six months we really worked
25 with not only working with the veterans themselves, who

1 do you know, who would you like to take care of you?
2 Giving those ideas of that hire a [unclear 01:30:15], you
3 can do different things like that, but we're also working
4 on the other side of that with the VA's that are looking
5 for jobs. We do their job fairs because once we're kind
6 of working with that and really, really, it's just a
7 sense of pride and they take great care of each other. So
8 that's one way.

9 The other way, when I was recruiting all across the
10 country, we had to sometimes go into very small cities.
11 We found it very, very helpful to reach out to the
12 community centers, different things to ask sometimes just
13 picking up the phone and asking, do you know anyone or
14 can you put this up? It works so much better than just
15 putting up an ad. So it was just being very hands-on when
16 we needed to in recruiting. There's never been a position
17 that I've ever worked that I've hired for. I'm successful
18 because I asked the questions. I see what worked in the
19 past and I also will change manage what we have. Detroit
20 has a lot of resources in place. Let's make sure we're
21 using our ability.

22 FIRST AC STAIR: Thank you. So just a follow-up
23 because of the experience that you had, if you could just
24 briefly relate what you know about recruiting police
25 officers and specifically the work that you've done in

1 recruitment.

2 MS. BECHTEL: Yes. So recruiting police officers,
3 one, is going to be a longer process. I'm going to say
4 this is going to be my some of my hires in medical that I
5 worked with, you had to make sure, one, they also came in
6 with a lot of passion, but they had to make sure they
7 were the right fit. So we would have a process of where
8 we are. We're out there. We're making sure we're
9 available. They know our resources, they apply, but as
10 soon as they are applying, same with police officers, we
11 need to be in contact and figure out what's next. What
12 are the steps? How are we doing it? With medical, it can
13 take up to three months to get a doctor into a hospital,
14 how are we engaging them? How are we keeping them
15 supported?

16 Same thing. When I was doing some research, there's
17 a couple of different routes. They can start very young.
18 One of my ideas is getting back into-- It's really hard
19 right now with COVID, but we have to figure out how we're
20 going to still ignite the community, get young youth
21 that's interested in it and be able to let them know. If
22 they're 16 to 18, are they starting to work desks? What
23 are they doing so that you can get involved and still
24 feel like the process, but then they're going to start
25 growing with us? What's happening there? Internships

1 also, I've seen really helped all departments. When we
2 are ready and when we do it correctly and have the
3 mentorship that really worked out nicely. With the
4 police--

5 FIRST AC STAIR: Thank you so much.

6 MS. BECHTEL: Thank you.

7 MR. CONRAD: What strategies would you have
8 implemented to increase morale and engagement to create a
9 dynamic team environment while maintaining a high quality
10 and efficient workforce?

11 MS. BECHTEL: Perfect. So that was actually summed up
12 really well in one of my goals. I was hired at Arrow. The
13 owner had a very big goal for me within two years which
14 she wanted to win Best Place to Work. She wanted to win
15 the Best Place to Work Award and she wanted to win it in
16 a space that there were very few people winning. An
17 average employee was anywhere between \$12 and \$16 an hour
18 that is hard to make sure that there's a lot of turnover
19 in that. So one of the first things I had to do is step
20 back and ask what's important to these employees? Well, a
21 couple of things were very important. A, we have to make
22 sure that we are getting that they understand where their
23 checks are, that they're always getting paid correctly,
24 that we are on top of all that. Two, I had to look at the
25 benefits package.

1 We talked about that earlier. What is important to
2 this employee set? What are they looking at? For this
3 particular employee set, we had almost 65% younger
4 females. So we're looking into what policies Blue Cross
5 Blue has that are really going to lean towards someone
6 that probably is going to need maternity leave and
7 different things like that. I also looked at the long-
8 term. We started a 401k and one of the questions when I
9 was out in the field quite a bit, I would get over and
10 over was so I don't participate in the 401k because when
11 I leave, I lose all my money. It's like, wow. We need to
12 provide some education around this, that this is a really
13 good thing and the money you put in you never lose. We're
14 going to transfer for you. So being able to educate still
15 came back to be just such a powerful tool in this company
16 and we did win.

17 MR. CONRAD: You won an award and what was that
18 award?

19 MS. BECHTEL: It was the Best Places to Work.

20 MR. CONRAD: Now put yourself a little bit in the
21 police department and your role as a director of police
22 personnel what kind of strategy would you use to engage
23 and increase the morale of both the civilian force and
24 uniform force?

25 MS. BECHTEL: Yes. So that's a good question. The

1 first thing is going to be building trust, support, and
2 letting the community know that we understand diversity
3 and we celebrate, it is going to be a big part of that.
4 Those are some of the first things I would do personally.
5 How I would do that? There are all different ways to do
6 it. We've kind of talked about some of that, but for the
7 police, there's so much that goes into, I've done a lot
8 of research and I actually spoke to another chief, and I
9 really was talking to him today because I wanted to know
10 what was working for them. It's a department that I
11 really feel their city is running well. They have a
12 diverse population. They're not far from Detroit. And I
13 asked him that question, what are you doing differently?
14 He actually was a retired 28 years, I believe on the
15 Detroit force. And he said, one of the biggest things
16 that's working for us is engaging the youth and keeping
17 them going. We need to stop the time to be able to
18 identify the right people within the force. He goes we
19 might start 20, but we might only end up with two or
20 three after three years, but those are the correct
21 people. So I think that is really important. I took those
22 words away with me.

23 MR. CONRAD: Okay. We are now at 04:36,
24 approximately, and we have three more questions. So we're
25 doing well on time right now. Please describe a time when

1 a subordinate did not meet your performance expectations
2 and what did you do? What was the situation, your action,
3 and then the final result?

4 MS. BECHTEL: Yes. I've supervised a lot. So I'm
5 going through my different scenarios. I am going to use
6 one of my most very high functioning employee I had. She
7 actually worked with me at two different companies. She
8 started off as an assistant to HR and I came in as a
9 director and I saw just immense talent. She just had
10 everything from being able to be very book-smart to also
11 being able to look up and engage and be very interesting
12 and talent management was wonderful. So I took them
13 through the process. Over two years, we moved her
14 through, she learned payroll she learned all different
15 aspects of HR from the FMLA to legal parts. I then moved
16 on and she stayed in her role. And about six months
17 later, she contacted me and said, I want to come with you
18 again. I'm very proud that that's something a lot of my
19 employees do and I had a role for her. So she came aboard
20 with me and her ultimate desire was to be in the training
21 and development role.

22 And we started it for about a year and then that
23 role became open. I was a little hesitant on the training
24 and development role because I knew how hard she was on
25 herself. And when she got into this role that was a huge

1 ball. She held every single person up to the exact same
2 standards she had and that was not the employee
3 population that we could do that to. We had to make sure
4 they felt comfortable, supported, and if they didn't get
5 something right, we coached them, we didn't judge them.
6 This was something she struggled on. And she and I had
7 daily and weekly talks on how to sculpt this, how to
8 change that. Ultimately, I have still questioned this to
9 this day, we ended up with her and I deciding that this
10 was not the correct role. And I've always wondered, did I
11 support her enough that maybe I could have coached her
12 more, but she went back to being HR generals where she
13 was great and that part of HR just was not for her.

14 MR. CONRAD: All right. Thank you so much. I
15 appreciate your answer. AC?

16 FIRST AC STAIR: Yes. Thank you. My question, please
17 describe your view of a 21st-century law enforcement
18 agency. What efforts would you take to employ emerging
19 trends and best practices toward improving HR and police
20 recruitment initiatives?

21 MS. BECHTEL: Yes. So this is a great blend between
22 technology and the actual human side of things. So on
23 knowing the department and what resources I would have to
24 work with, one of my first ones would be to look at the
25 technology and make sure that we are up-to-date. We can

1 take applications from all over the country, we can sort,
2 and that everybody can put the paperwork behind them so
3 we can actually look up and have conversations with
4 people. That's how we engage talent, is making sure that
5 they know what's going on. So I really have to kind of
6 take a deep dive. The other part I noticed in Detroit is
7 we need to package things well, we need to make sure it's
8 clear, we need to make sure we understand that this--
9 Some departments in New York did a wonderful job when I
10 was leaving, what am I starting with today but where am I
11 in five years? And what does this mean to me? So I'd
12 really work on the communication. I also found just some
13 very technical things that weren't correct. If I wanted
14 to be an officer, I was looking like I wanted to be, all
15 the job ads kept blinking this is how you apply, video?
16 The video is no longer up. So, those are simple things
17 that we need to clean up before we can even go forward.

18 FIRST AC STAIR: How would you stay up to date on
19 emerging trends and then with that, how important do you
20 think it is to stay up to date in this industry?

21 MS. BECHTEL: It's hugely important. I look across
22 all divisions. So I would never look and just say, hey,
23 I'm interested in the fast-food industry. We have to look
24 at the best practices all across the board and how
25 they're doing this. If you look at different things, we

1 can figure out how the background is driving the right
2 person that we want. A great example of this is Chick-
3 fil-A. They have done a really nice job of getting people
4 on board trained correctly, and they stay with us. That's
5 an issue. How are they doing this? So when I see great
6 service or I see a friendly smile anywhere, I question
7 how this is happening. Personally, part of this is just
8 me, I've just done this. My father is an entrepreneur. We
9 talked about it every day. So I look at it. The other
10 part is asking questions. Whenever I am getting to a room
11 with someone that has some information, I'm going to ask
12 how they got there. Then another thing I do is going to
13 be research. If I don't know something, I'm going to go
14 find out.

15 FIRST AC STAIR: Thank you. I have one final question
16 unless you have anything, Mr. Conrad.

17 MR. CONRAD: No, I'm fine. Thank you.

18 FIRST AC STAIR: Okay, great. My last question ma'am.
19 In the current landscape of the country's perception of
20 law enforcement, how will you expand the Detroit police
21 department's strengths to elevate its overall status
22 amongst the community?

23 MS. BECHTEL: I would like to redirect the
24 conversation. I came back to Detroit myself because I
25 think you've done a wonderful job in the last 20 years of

1 change. Things are changing so much. When I think about
2 Detroit or I talk about Detroit or where I was
3 researching the Detroit police, everything that came up
4 was focusing on a negative moment. There are thousands of
5 moments that officers make each day and connections that
6 are completely overlooked. We need to figure out how to
7 change that conversation and talk about the smaller wins
8 and the bigger wins. We can't always focus on the
9 negative because that, it just gets us to where we are
10 right now. And looking at the culture and what we have to
11 work with, we're going to have to work every day to
12 change our attitudes and what's going on. I really found
13 Amanda Gorman's poem yesterday at the inauguration,
14 really, a great moment in time because no, we are not
15 broken. We are in a process and we can come out stronger
16 if we keep trying.

17 FIRST AC STAIR: Thank you.

18 MR. CONRAD: I have one follow-up question related to
19 that. The emergent trends and best practices of police
20 recruitment initiatives if you could go into a little bit
21 more detail on your research on that.

22 MS. BECHTEL: Yeah. So I was looking at Explorer
23 programs. So different Explorer programs that I found
24 we're very young youth, 14 and 16. This also happens in
25 Detroit. I know there are Cadet Programs and I looked at

1 it. When I was doing my research, I found out that these
2 were very robust at one time, it was a very strict
3 program to get into. What I was being told is that I
4 might not-- it didn't have the same weight as it did for
5 years. Bringing that back and making sure that people
6 understand that once you join these programs, it's a
7 really structured program. We are going to teach you and
8 train you what you're going to get to do things that may
9 be at a young age, you never thought you got to talk
10 about or be exposed. The other thing I really found
11 interesting was that if you're going through these
12 internship programs as a younger one, once you hit the
13 cadet school and different things they're going to help
14 you with the cost of this. They're going to pay you to be
15 in school.

16 They're going to let you do associated classes and
17 different things and tuition. I thought that was such a
18 wonderful aspect of becoming an officer and being in this
19 profession because you could start off one day and think
20 I didn't want to do this and then all of a sudden you
21 have all this training and you're able to do this. It was
22 really, really interesting and it's a good way to build
23 trust and diversity. The other part, which I really think
24 we need to do is we need to be hands-on. We need to find
25 the right officers to be mentors. We need to be spending

1 time in schools and that is something that no matter what
2 anyone says, having a friendly officer and someone
3 standing at the corner gives you a great feeling. Those
4 community members are so important. We need to make sure
5 that we're allowing them to do that and feel safe and
6 supported by the full department and the community to be
7 there.

8 MR. CONRAD: You mentioned a faith-based community so
9 that's very important to us in the city of Detroit. Can
10 you explain what you would do with the faith-based too?

11 MS. BECHTEL: Yeah, so the faith base has an amazing,
12 amazing reach and a wonderful message. And it's something
13 that I love about Detroit, and I've always found
14 fascinating and feel very comfortable going into any
15 space because everyone's so welcoming. It doesn't matter
16 what's going on personally or past. What I would really
17 like to do is make sure we're educating the leaders
18 within that of what the police force can offer. What we
19 can offer as a career, a starting path. They need to be
20 able to speak on this and confidently, and then know when
21 they're sending people to us, that we are taking care of
22 them. We're supporting them correctly and giving them the
23 material to be able to do so. If they want to talk to
24 someone, handing them the brochure and saying, this is
25 the path, call this number or email this. Everybody

1 should have the same message and be able to say that with
2 confidence.

3 MR. CONRAD: One more question related to technology
4 that you brought up several times. Can you give me one or
5 two examples of technology that you would use in any of
6 the questions that we talked about?

7 MS. BECHTEL: Yeah, so a human resource data system
8 is wonderful. I just finished launching one, which is my
9 specialty, to make sure that it has a two-sided platform.
10 One is for the background for the recruiters, the ATS,
11 the onboarding, everyone who's working in HR and is ever
12 touching them, we collect all the data in one place. It
13 flows all the way through. Mistakes are less. The timing
14 is faster. Things like that are really important. The
15 second side of that is once you get technology running
16 correctly, we're going to have a hiring manager probably
17 all over the city. I had them all over the country. They
18 could communicate with one click, know what's going on,
19 and get updates at the palm of their hand. They also,
20 these systems worked for the employees. You can go ahead
21 and open your mobile phone and you don't have to call HR
22 anymore. You're going to have everything from checks to
23 different things in it.

24 MR. CONRAD: Okay. Thank you. At this point, we've
25 concluded the formal session of our questions. So I'll

1 turn the interview back over to the honorable chair and
2 then open it up for board questions.

3 COMMISSIONER BURCH: Mr. Bell.

4 CHAIRPERSON BELL: Yes, ma'am. Commissioner Burch.

5 COMMISSIONER BURCH: I'm ready.

6 CHAIRPERSON BELL: Yes, ma'am. You have the first
7 question.

8 COMMISSIONER BURCH: Yes, sir. Do I have a time
9 limit?

10 CHAIRPERSON BELL: No. What I'm trying to do, if you
11 could limit your question to two, I want to give other
12 commissioners an opportunity to speak, okay?

13 COMMISSIONER BURCH: Got you. Miss Katie.

14 MS. BECHTEL: Yes.

15 COMMISSIONER BURCH: I was very interested in what
16 you said that I'm the type of person that the police
17 should protect and serve. That means that not taking
18 anything away from them, but they should blend with all
19 of the citizens in their community. When you mentioned
20 the faith-based Detroit has churches on every corner.
21 Now, hear me out. If each church blended with each
22 precinct and did the entertainment I call it, Katie, with
23 the police, the faith base should be doing what the
24 police are doing. We need a better relationship. When you
25 mentioned the explorers, I'm getting to it, Mr. Bell,

1 when you mentioned the explorers I knew right where you
2 were going because that was when my kids went to school.
3 There used to be a connection with the youth, with the
4 police where they respected them. We've lost that. So we
5 need to build back up where young people recognize their
6 pastor, they recognize the police, and they recognize
7 senior citizens.

8 So all you said is not happening in Detroit. We
9 desperately need a coordinator to have programs that we
10 come together. One last thing, we have community
11 relations meetings once a month, all over the city of
12 Detroit. You just said the magic word. We should all be
13 on one accord, but that precinct over there is doing one
14 thing, the other one doing another, but you're not
15 addressing the crime. This is what I'm trying to get. And
16 also, ma'am, you mentioned the inauguration of Mr. Biden,
17 President Biden spoke exactly the words I've been trying
18 to put into Mr. Bell and DC Bettison and AC Stair. So
19 you're on the right track but ma'am, if you're that
20 person, I don't know. God is going to take care of
21 Detroit, but I could say more. I'll stop because Mr. Bell
22 is looking at me. Thank you.

23 COMMISSIONER HOLLEY: You should cut your light on
24 too. Cut your light on.

25 COMMISSIONER BURCH: Turn my light on?

1 COMMISSIONER HOLLEY: We can't see you.

2 COMMISSIONER BURCH: I can see myself. I'm dark, but
3 you're all light.

4 COMMISSIONER HERNANDEZ: Mr. Chairman, I have a few
5 questions.

6 CHAIRPERSON BELL: Commissioner Hernandez. Go ahead.

7 COMMISSIONER HERNANDEZ: Thank you, Kate. Appreciate
8 you spending the time and answering a few questions. Mine
9 will be brief. And I'll ask both so it gives you time to
10 process and answer both. You talked about talent
11 development and specifically, emotional intelligence.
12 That's a topic I happened to be very closely aligned to
13 in some of the work that I do and just the five elements
14 of emotional intelligence. Could you speak a little bit
15 more about how you would be able to use that as a tool
16 for Detroit police both uniform and citizen employees?
17 That's question number one. Question two is in order to
18 really live and breathe this work and actually represent
19 demographically, every aspect of our community and of our
20 city we obviously have to seek out persons who not only
21 look and breathe exactly how we do but also who speak the
22 language that we do. So for me, language access has been
23 big and will continue to be big. What could you speak to
24 in terms of hiring practices that could help diversify
25 not only demographically, but via language access, the

1 candidate pool that's out there? How do we tap into those
2 two?

3 MS. BECHTEL: Okay. So emotional intelligence is
4 something that everything I do is surrounded by that.
5 When you have it and you're able to recognize it, it's a
6 great skill. So one thing we talked about technology a
7 lot. So being able to have the technology that people can
8 apply and read things in different languages and feel
9 comfortable doing that is wonderful. We also have to look
10 and make sure that we have the ability to train and make
11 everybody feel comfortable. If they need a moment, or we
12 have specific classes that are more going to be bilingual
13 in different ways, we have to figure out how to do that
14 because the community is diverse and we do need every
15 aspect covered. So it's definitely a great question of
16 how we're going to do it.

17 There's a lot that can go into it. Emotional
18 intelligence, bringing it to the police it's something
19 that I look at the police officers, it's diffusing a
20 situation. You see them do it every day in a small, or
21 just in a little teeny manner, but they have it in them
22 and being able to develop it further and let them
23 recognize what talents they have and let's go further on
24 this. And then also recognize that somebody might not
25 have empathy. We think they do, but we have to be able to

1 recognize that they're missing this part and get some
2 training. These are soft skills that you can be aware
3 that if you don't have a lot of empathy, but if you're
4 aware of that, that just helps right there.

5 And you stop. I don't relate to people the same way.
6 So it's definitely through technology. It's going to be
7 having that diverse training and population that we can
8 bring them in and feel comfortable and be able to speak
9 to the different parts of the community. The other part
10 with emotional intelligence, I've always found I have to
11 change who I am 12 times a day. I can't speak to the
12 employee that answers the phone the exact same way that
13 I'm going to speak to the police chief that walked in the
14 room. I'm going to deliver the correct message to the
15 right person, always respectfully but I know my audience
16 and I trained my team to make sure I know my audience.

17

18 COMMISSIONER JONES: Through the chair.

19 CHAIRPERSON BELL: Yes, sir.

20 COMMISSIONER JONES: Right. Again thank you Ms.
21 Bechtel for your attendance today. You've given us a lot
22 of information. I believe I have two questions that I
23 would like to ask. For one thing in this way, you would
24 answer from an HR specific perspective, but the dynamics
25 of law enforcement and policing all over this country has

1 changed within the past year given the instance with
2 George Floyd, giving the instance with the protest that
3 followed given even what happened on January 6, 2021,
4 this year in Washington, DC. Do you think that you were
5 prepared for the challenges that an HR department and a
6 police department, this size would give to you because
7 obviously, they're going to be some great challenges
8 there, obviously, there are going to be some great
9 changes. You may have done one thing last year, but we
10 keep getting introduced to something new as we go along
11 each year, every couple of months it seems. Are you
12 prepared to handle those different dynamics of the HR
13 department in dealing with the police officers and the
14 new challenges that they continue to face?

15 MS. BECHTEL: Absolutely. I actually thought about
16 this long and hard before I took this interview. I wanted
17 to make sure that I was prepared and sometimes I might
18 even overthink for the obstacles that are going on right
19 now, and that are coming up in the future. The best thing
20 that I can rely on is that the basics of HR, they're
21 running, we know that but we're going to have to change
22 every day. Nothing in HR scheduled, nothing for a police
23 officer is scheduled. So we maintain that we have things
24 running in the background and we can have the capacity to
25 make changes quickly and actively. I absolutely am

1 prepared to do this.

2 COMMISSIONER JONES: And my second question is this
3 as you indicated, you do quite a bit of research. I have
4 to take it that you've researched the Detroit police
5 department and your responsibilities there. What areas
6 have you identified that seemed to be the most
7 problematic to you where your skills and your research
8 and your experience would help to be able to boost and
9 create a new engine for those departments so that you
10 boost morale and be able to address the 21 need of a
11 department this size?

12 MS. BECHTEL: Yes. So I think it's a fresh
13 perspective. There's going to be a huge of coming from
14 the outside and seeing different things of how they've
15 worked correctly is going to be a big asset with that and
16 being able to not have any bad habits of saying, hey, we
17 can't do this. No, we're going to try. We're going to see
18 what's going on.

19 COMMISSIONER JONES: Well, can I interrupt? I'm sorry
20 to interrupt you, but that comes across to me as general.
21 Do you think you have something specific where your
22 research has said, this is what I can address, and this
23 is what I can do to solve this problem?

24 MS. BECHTEL: So the biggest thing that I really
25 focused on that I saw is there is going to be a huge

1 liaison portion of this job position. I am going to have
2 to be able to speak to all of you, bringing the
3 information you need speak to the community, when I do
4 speak to the officers and also the management above,
5 being able to streamline that as I have before and get
6 the trust and get everyone on the same page is one of my
7 huge skill sets. So when I saw that in this job ad I
8 would figure most people would run away from something
9 that is that political and that charged, that excited me
10 to be able to get everyone's voices on the same page so
11 we can make a change and continue making change.

12 COMMISSIONER BERNARD: I have a question, Mr.
13 Chairman.

14 CHAIRPERSON BELL: Yes ma'am.

15 COMMISSIONER BERNARD: Hi Kate. It's nice meeting
16 you. What interaction have you had or your family had
17 with the police or the criminal justice system?

18 MS. BECHTEL: Good questions. So interaction was my
19 uncle's 25 years so I have a lot of interaction with
20 actual cops and police. We have a lot of them and my
21 actual best friend's a fire chief right now in the local
22 area. So I've had a lot of personal interaction where we
23 actually sit down and just talk about what's going on.
24 The other interaction I've had since childhood is I lived
25 on the corner of the police station. So we used to play

1 in the yard, talk to the police officers. It was always
2 something that was just right there. I have never had any
3 negative interaction at all. I've always really respected
4 the profession and watching my family go through what
5 they do on a daily basis, but they don't talk about is a
6 huge portion of that. Also just being in HR I like to
7 watch people. I've always been fascinated by watching the
8 difference between how a New York City cop's approaching
9 you from a Chicago cop to a Detroit cop and just watching
10 the habits has been really useful.

11 COMMISSIONER BERNARD: What is your familiarity with
12 the Detroit community? Do you live in?

13 MS. BECHTEL: I do. I live in Detroit. I bought a
14 house in November. I just moved back on November 20th. I
15 am at University.

16 COMMISSIONER BERNARD: You're my neighbor. I'm on the
17 University District Community Association Board, Kate.

18 MS. BECHTEL: Oh, yeah. I recognized your name.

19 COMMISSIONER BERNARD: The final question I have is
20 what is your commitment to fairness and equal protection
21 under law and beliefs transparency?

22 MS. BECHTEL: So that relates back to my ethics. I
23 have never been able to work or succeed in a company if
24 they don't have a strong ethical center. That is from my
25 grandparents, my parents, people always asked me if I was

1 ex-military. I don't come off as I'm going to be as
2 strong as I am, but I can be very strong when I need to,
3 it's because I don't waiver. We need to do the right
4 thing. We need to talk about if we're going away from it,
5 why we are. So I definitely just, that's why I was drawn
6 into this too because it kind of wraps everything that
7 I'm looking to do in the community. Moving back where I
8 did apply to this is I started looking to see how I could
9 give back and get involved again. And when I realized one
10 of my best skillsets comes in what I do in my career
11 that's why I came to this. I said, what can I do on a
12 daily basis that will make a difference in the community?

13 MR. CONRAD: Through the chair. One second. I just
14 wanted to remind everyone that we're at five o'clock. If
15 we wanted to defer some of the questions we can probably
16 continue for the next 10 minutes. I think these are
17 really valuable questions and I really thank the board.

18 CHAIRPERSON BELL: Okay, we're going to do the 10
19 minutes. I'm going to ask you to narrow your questions,
20 but not with an elaborate type issue on the question so
21 we can move.

22 VICE-CHAIR HOLT: Mine is simple and to the point,
23 even though the questions that we both accepted from the
24 commissioners thus far they've been very thought-
25 provoking and allowed the candidate Kate to demonstrate

1 her ability to do the job. And thank you. Candidate Kate,
2 first assistant Chief Stair and Mr. Conrad for the
3 professional way in how you're trying to manage this.

4 CHAIRPERSON BELL: Commissioner Holt, would you ask
5 your question, please?

6 VICE-CHAIR HOLT: In pursuit of this career
7 opportunity, candidate Kate, did you become familiar with
8 the Michigan commission on law enforcement standards? And
9 if so, what understanding did you especially take from
10 your research that will help you better perform your
11 managerial duties?

12 MS. BECHTEL: Yes, that's a good question. So I
13 actually just came across that yesterday when I was
14 talking to someone who said, hey, start looking at this.
15 That is going to be a key for me because, in order for me
16 to be successful in my role, I need to understand what
17 current rules, regulations, and guidelines are. That's
18 the only way I'm going to be successful. So what stood
19 out to me about that was it's very much like what I was
20 used to in the Unions is giving the guidelines of where
21 we should be and what's coming next. So I honestly have
22 only just started looking at it, so I can't answer too
23 much, but I've definitely started diving in.

24 VICE-CHAIR HOLT: Thank you for your candid response.
25 Through the chair.

1 CHAIRPERSON BELL: Thank you. Commissioners? If not--

2 COMMISSIONER BROWN: Through the chair.

3 CHAIRPERSON BELL: Yes, sir.

4 COMMISSIONER BROWN: Just very quickly Ms. Bechtel,
5 is that correct?

6 MS. BECHTEL: That is correct.

7 COMMISSIONER BROWN: Thank you for your time and your
8 consideration for employment with us. Really appreciate
9 you. I think you're doing an awesome job with your
10 interview and as well as the monitors, what we call them?
11 Practice. But tell me about a time when you had to
12 develop a recruiting program that targeted minorities,
13 what did you do? How was it implemented? And was it
14 something that was sustainable that they're using that
15 process today where you were?

16 MS. BECHTEL: Yes. So, we did diversity. So I would
17 say at Arrow, we had to make sure and I know we talked
18 about technology a little bit, as we noticed we're
19 working a lot in Texas and Arizona, where we were not
20 pulling from a certain demographic. The reason we weren't
21 pulling from it is once they started to look at the
22 online application and read it, they would get very
23 nervous about filling something out incorrectly if
24 English wasn't their first language. So we took the time
25 to make sure that everything was available in multiple

1 languages. And that also on that team, we had someone
2 that if someone called we had three or four different
3 languages spoken within the office and we could make them
4 feel comfortable. They couldn't always answer the
5 question right away. And that's what I always told my
6 team, we will make sure we get the information. You don't
7 have the answer right now for him. We have someone that
8 can help them is what we did.

9 COMMISSIONER BROWN: Okay, thank you.

10 CHAIRPERSON BELL: Mr. Conrad. I think we're prepared
11 to close this out. I want to thank the commissioners. So
12 do you want to close it out, sir?

13 FIRST AC STAIR: Commissioner Bell, through the
14 chair.

15 CHAIRPERSON BELL: Yes, first assistant Chief Stair.

16 FIRST AC STAIR: That's the second time I've been
17 called a commissioner today, it's no problem at all.

18 COMMISSIONER BERNARD: That might've been me.

19 FIRST AC STAIR: It was Commissioner Bernard who
20 called me commissioner earlier. I just wanted to
21 reinforce the fact that the department absolutely has a
22 very robust program with youth. In particular, we have
23 over a thousand youth that participates in Explorer to
24 cadet programs in the summer. We have the brotherhood and
25 sisterhood, the first of any in this country where we are

1 in six high schools doing some incredible work. We have
2 over 14,000 students or young people that are part of pal
3 Detroit as well, including other mentoring programs and
4 magnet programs. And I should also say that our training
5 cadre is just phenomenal and like you, we are very
6 thoughtful as it relates to emotional intelligence as
7 well. I just wanted to leave you with that information.

8 COMMISSIONER BROWN: Through the chair. Very quickly
9 commissioner Burton is requesting entry to the meeting to
10 ask a question. Is he going to be allowed to do that?

11 CHAIRPERSON BELL: Commissioner. I will respond to
12 you by email through Ms. White. Mr. Conrad, go ahead.

13 MR. CONRAD: Okay. Ms. Bechtel thank you so much. We
14 are very honored to have spent the last hour with you and
15 we are very privileged in inviting you to the great city
16 and its great police department to express your
17 qualifications, which were found to be very thorough. We
18 do appreciate that and we will be in touch with you for
19 the next steps. Okay.

20 MS. BECHTEL: I appreciate it. It was nice to meet
21 everyone.

22 MR. CONRAD: Thank you very much.

23 CHAIRPERSON BELL: Thank you.

24 FIRST AC STAIR: Thank you.

25 COMMISSIONER HERNANDEZ: Thank you.

1 CHAIRPERSON BELL: We are prepared for the next
2 candidate or what's the timeframe, where are we?

3 MR. CONRAD: We're at 05:08 so if you wanted to have
4 some discussion for five minutes, we could do that, or we
5 could bring in the next--

6 COMMISSIONER BERNARD: No. Next candidate. And can we
7 put Burton back on, Mr. Chairman?

8 CHAIRPERSON BELL: I will respond to you by email
9 through Ms. White. Mr. Conrad, call the next candidate.

10 MR. CONRAD: Okay. Thank you. This is Katrina Patillo
11 and we'll allow her into the meeting.

12 COMMISSIONER BURCH: What's her name?

13 MR. CONRAD: Katrina Patillo.

14 MS. WHITE: Through the chair. We're bringing her
15 into the meeting now.

16 CHAIRPERSON BELL: Thank you.

17 MS. WHITE: She'll be in very shortly. Thank you for
18 your patience, the honorable board, First AC Stair, and
19 Mr. Conrad.

20 COMMISSIONER BURCH: We can go grab a cookie now,
21 right?

22 CHAIRPERSON BELL: No, ma'am.

23 COMMISSIONER JONES: Looks like it.

24 MR. CONRAD: Ms. White, was she in the --
25

1 MS. WHITE: She was in the other waiting room in
2 another Zoom account. So it just takes a little bit of
3 time to make that transfer. So thank you all for your
4 patience.

5 COMMISSIONER BERNARD: Mr. Chairman, can you allow
6 commissioner Burton to sit back in the meeting?

7 CHAIRPERSON BELL: I indicated that Ms. White was
8 responding to that issue shortly. If she hasn't responded
9 already. Thank you.

10 COMMISSIONER JONES: Well, while we're waiting a
11 minute. Mr. Conrad, I think you're doing a good job with
12 helping us to guide through the questionnaire process as
13 well as the first assistant Chief Stair.

14 MR. CONRAD BELL: Oh, thank you. Thank you very much.

15 FIRST AC STAIR: Thank you, Commissioner.

16 COMMISSIONER HOLLEY: Have you got some time, Mr.
17 Chairman?

18 CHAIRPERSON BELL: Yes, sir.

19 COMMISSIONER HOLLEY: Mr. Conrad.

20 MR. CONRAD: Yes, sir.

21 COMMISSIONER HOLLEY: In all 50 States, you can't
22 find one male?

23 MR. CONRAD: We actually did in the first round, but
24 I wouldn't, you know, I, I don't look at a resume at all.
25 All I do is, as far as the demographics, all I look at is

1 the qualifications. And then I made sure that they meet
2 the qualifications and then we bring them in. Usually, we
3 have the opposite problem where we have too many males in
4 our pool. So it's just a matter of a luck of the draw.

5 COMMISSIONER HOLLEY: In the state of Michigan, I
6 mean, it's like we don't exist anymore.

7 CHAIRPERSON BELL: We have the candidate now.

8 COMMISSIONER HOLLEY: I'm sorry. Thank you.

9 CHAIRPERSON BELL: Mr. Conrad.

10 MR. CONRAD: Okay, Ms. Patillo you are on mute right
11 now, so I'll ask you to take yourself off. Perfect. How
12 are you this evening?

13 MS. PATILLO: I'm doing outstanding, how are you?

14 MR. CONRAD: Excellent. You and I had a conversation
15 earlier today where we went over the rules and how the
16 process was going to continue through the interview
17 process. We're staying on time and we appreciate you
18 adjusting your time to be able to make an earlier
19 interview time. So truly it's our pleasure to have you
20 join us. The interview will probably take approximately
21 an hour as we described and AC Stair, who is on the call,
22 and I will be answering questions. That'll go on for
23 about 45 minutes and then we'll open it up to the board,
24 which had phenomenal questions the last go around. So are
25 you ready to start the interview?

1 MS. PATILLO: I am, sir.

2 MR. CONRAD: Okay. Please describe your experience
3 and qualifications regarding HR strategies. And I'm going
4 to relate it to four different areas recruitment,
5 employee benefits employee performance management, and
6 how you would manage that in a complex, multi-functional
7 operation like the Detroit police department.

8 MS. PATILLO: Can you repeat those points?

9 MR. CONRAD: I sure will, yes. If at any time that
10 you need us to repeat a question by all means ask away, I
11 encourage that. It would be your experience and
12 qualifications regarding recruitment, which should be the
13 selection or hiring, employee benefit programs, employee
14 discipline, which would include performance management,
15 conflict resolution, mediation, and then managing all of
16 this in a multi-layer and multi-functional operation.

17 MS. PATILLO: So the first question would be my
18 experience in recruitment. So from my resume for the last
19 24 years, I've served in the United States Marine Corps.
20 My background for the last 20 years, 22 years have been
21 HR. Pretty much the assistant chief of staff for the
22 human resources. So, I was responsible for recruiting the
23 civilians. I was also responsible for pretty much working
24 with headquarters Marine Corps to assign on the
25 population for the division. So pretty much over 22,000

1 Marines. So I'd work with enlisted officers and
2 civilians. Basically, I took care of constant
3 communication. So we'll continue on the cycle of looking
4 at my population who would leave the units and who would
5 be coming into the units and the talent that we were
6 trying to attract based on the requirements and the needs
7 of the Marine Corps.

8 So whether it was operations to sign into
9 operations, to deploy, or whether it was just I was
10 short-staffed and I needed to move some individuals
11 around. So that's the recruitment process. That's a
12 yearly continual cycle. Pretty much I'd take phone calls
13 every day, trying to make sure that I had the right
14 individual, the right staff, and talent. As far as
15 conflict resolution discipline, discipline, holding
16 individuals accountable, being able to be an active
17 listener to see what's going on with both parties.
18 Employee benefits pretty much do not have to do employee
19 benefits, but I would have to take a look at all of the
20 performance appraisals that's civilian and military.
21 Medical, have to engage with the medical officer, the
22 psychological officer, the chaplain so I would have to
23 manage all of that and conflict resolution, as I said
24 pretty much all the decisions came to me. I'd have to
25 make the decisions on whether I was going to forward that

1 to the chief of staff or to the general. I would
2 basically try to handle things that I could at my level
3 before addressing them and pretty much, I was successful.
4 I was pretty much successful. I was a team player. I
5 listened to what I had to listen to. And at the end of
6 the day, I was responsible for making the right decision.

7 MR. CONRAD: By the way, thank you very much for your
8 service. And by the way, my daughter is a Marine as well.
9 The proudest day of my life was on the promenade with
10 her. But as far as employee discipline I think there's a
11 difference between the military and non-military

12 MS. PATILLO: Yes.

13 MR. CONRAD: And you had mentioned on discipline
14 performance management has a lot more to do than
15 discipline. Can you expand upon some of the other parts
16 of performance management, recognition, and those types
17 of things?

18 MS. PATILLO: Awards recognition, I was responsible
19 for awards recognition. I was responsible for civilian
20 recognition. I was responsible for performance appraisals
21 that were military and civilians taking the time. I was
22 also responsible for counseling. So it's more to it than
23 just day-to-day work. So you have to ensure that you
24 empower your individuals. You have to ensure that you're
25 counseling them steadily. So if you see that they're

1 veering off or making some mistakes you don't wait for
2 the evaluation to actually tell them what they're doing
3 wrong. I believe in mentorship. So I believe in
4 mentorship and I believe in sponsorship and I believe it
5 goes a long way with helping an individual. So I'm a team
6 player that's civilian and military. I want to have a
7 cohesive team. I want to have a great organizational
8 climate. I want to have a great organizational culture
9 within that team. So I believe in facilitating team
10 learning as well. So making sure that individuals can do
11 not just their job, but maybe do some other jobs that we
12 need. So if I lose personnel I'm not jeopardizing
13 accomplishing the mission.

14 MR. CONRAD: Okay. Thank you. Describe your knowledge
15 of current HR policies employee rights, workplace safety,
16 and how they apply to supervision and administration. And
17 if you want to go into procedures and employee rights
18 regarding EEO, FLSA, FMLA, ADA, and other employment laws
19 that would be great. We appreciate it.

20 MS. PATILLO: So from my experience even though I was
21 the HR director, I had different departments that would
22 lead those units. So I had civilians that would run the
23 EEO sections. I had civilians that would run the leave
24 and Liberty accountability. We call it Leave and Liberty
25 Accountability so basically I would have to approve, take

1 a look at all the leave, approve the leave that's in the
2 system, make sure that it's fair across the board. I did
3 not have to do so much with FMLA. I was the safety
4 officer. I was also the security manager so a lot of
5 those decisions, is the job workplace safe? I would have
6 to take a look at that. I would also have to take a look
7 at say, for instance, the hazards.

8 Sometimes you have polluted areas that are within
9 your workspace. I would have to take a look at that, hold
10 meetings with that, bring that to my chief of staff. So
11 ensuring that it's a safe work environment for everyone
12 that's there. Are the lights working are the passageways
13 clear of obstruction? So I would pretty much, and I'm the
14 type of person that I would get out from across my seat,
15 even though I was in HR and I'd make sure that I walk
16 around to ensure that it was safe for myself. So
17 sometimes I wouldn't just take the responsibility that,
18 yes, it's safe. I, I want to go and see, I want to go
19 check it out. I want to make sure that I physically had
20 laid eyes on anything that's going to cross come across
21 my desk. So EEO has not had a lot of situations where
22 I've had to handle that. I have had some cases and I try
23 to make the best decision.

24 MR. CONRAD: And where do you do your research or how
25 do you get your knowledge of HR, what type of sources?

1 MS. PATILLO: For HR, in the past, I've been to
2 training. Basically, my pipeline has been, we have
3 several different levels, so I've done administration,
4 and I've done correspondence. I've done performance
5 awards. I've done evaluations. Then I have a section
6 where its operations. So I'm responsible for some of the
7 crisis management that goes on assignment of personnel
8 and then retention, recruiting that's higher level
9 staffing for me. And then being able to work cohesively
10 on a higher level executive staff.

11 MR. CONRAD: Okay. Thank you.

12 FIRST AC STAIR: Good evening, Ms. Patillo and again,
13 I want to thank you for your service as well. I'm first
14 assistant chief Lashinda Stair. I have a couple of
15 questions. Mine are a little less long. The first one is
16 please discuss your experience and qualifications working
17 with public boards and or commissions.

18 MS. PATILLO: So I have no experience with
19 commissions. Public boards, the only public boards that
20 I've worked on is when I've had to work with the white
21 house that's in a military setting. I've had to work with
22 some of the veteran organizations, those are public. And
23 I've had to work with some of the civilian organizations
24 dealing with military and civilian personnel protocol.
25 I've worked with that but not really commissions, but

1 it's not to say that just because I have not worked with
2 it. That is not something that I cannot learn on the job.

3 FIRST AC STAIR: Absolutely. The next question I have
4 is what qualifications do you believe a police recruit
5 candidate should bring with hopes of becoming a member of
6 the Detroit police department and serving the residents
7 of the city of Detroit as a long-term career?

8 MS. PATILLO: From my perspective, I believe one,
9 professional. Two, image. Three, ethics. Four,
10 accountability. Five, believing in the mission. Six, want
11 to work better and do things for the citizens and the
12 police department so bringing out the best, teamwork
13 honesty, trustworthiness, respect, and empowerment.

14 FIRST AC STAIR: Thank you very much.

15 MS. PATILLO: You're welcome.

16 FIRST AC STAIR: Mr. Conrad.

17 MR. CONRAD: Okay. Thank you. It was a long list. I
18 wanted to make sure that I got everything down. Ms.
19 Patillo, tell us about a time when you had to address the
20 situation when an employee did not respect the diversity
21 of others.

22 COMMISSIONER BERNARD: I don't think she heard you.

23 MS. PATILLO: I heard him. I was thinking. So tell
24 you of a time when the employee did not respect the
25 diversity of others.

1 MR. CONRAD: Tell us about a time that you had to
2 address it, whether it was a coaching moment or a
3 discipline issue where someone didn't respect the
4 diversity, whether it be race, age.

5 MS. PATILLO: So I had that situation to happen,
6 probably I would say 2004, when I was the operations
7 officer at the Lansing Military Entrance Processing
8 Station, I had a First Sergeant who was Caucasian and I
9 had a commander who was African-American. And there were
10 some situations where I believe that the first Sergeant
11 went around the commander for political gain or because
12 she did not like the things that the commander was doing.
13 I personally brought that to the commander's situation. I
14 had a conversation with the First Sergeant and told her
15 that she is the First Sergeant. She is the commander's
16 right-hand person. The commander should be able to trust
17 her. There were some other situations that were brought
18 to my understanding due to race with some of my own
19 personnel that worked in the staff. And as a result of
20 that, I personally talked to the First Sergeant.

21 MR. CONRAD: And what did you say to her?

22 MS. PATILLO: The way that I told her was that we all
23 come from different backgrounds and that in order to be
24 effective, in order to have quality, and in order to
25 continue with the mission, we all have to respect each

1 other. We all have to respect each other. We're all on
2 the same team and that was my stance.

3 MR. CONRAD: And what was the result of that
4 situation?

5 MS. PATILLO: The first Sergeant understood. At that
6 time that I don't believe the first Sergeant and when I
7 say the First Sergeant, this is the senior enlisted
8 advisor to the commander, the First Sergeant had never
9 really worked outside of a staff environment. So the
10 first Sergeant never had any experience, and this is a
11 different service, first Sergeant never had any
12 experience working with certain I would say personnel. So
13 it was a new environment for her. It was not a new
14 environment for me. So I was able to capitalize and use
15 my own experience from working with other different
16 coalitions, working with other different races. And I
17 believe at the end of the day, the first Sergeant
18 understood what I was attempting to tell her and her
19 personality did change. Did it take some time? Yes, it
20 did. It was not an overnight resolution, but she did work
21 at it. She did work to try to get along with all
22 personnel. She did address the staff and admitted that
23 some things were new for her and that she would do a
24 better job.

25 MR. CONRAD: Did that incident come up again?

1 MS. PATILLO: It did not.

2 MR. CONRAD: Okay. Thank you.

3 FIRST AC STAIR: Ma'am?

4 MR. CONRAD: Yes, ma'am.

5 FIRST AC STAIR: What are the best practices and
6 emerging trends that you would use to recruit, hire, and
7 retain a diverse, qualified, and community-oriented law
8 enforcement team?

9 MR. CONRAD: From my perspective and this is me
10 sitting on the outside looking in, not knowing anything.
11 I've been out of Detroit for a while. This is my
12 perspective. The first thing I would look at is
13 demographics or where you are recruiting. The second
14 thing I would look at is the types of recruiting that
15 you're doing. If you're recruiting youth, a lot of youth
16 now are using social media that's more than Facebook.
17 That's Twitter, that's apps, that's Clubhouse, that's
18 different chats, different strategic messaging that you
19 have to do that sometimes that's mentorships. Maybe
20 that's going into the schools before they become a
21 senior, let's just say, 17, maybe working with them or
22 creating a program to where, if they are interested in
23 the police force, you do not have to wait until the age
24 of 18. You can create a pipeline for these. If you want
25 to create talent and you want to sustain, depending on

1 the size of your population, you can start early in the
2 schools.

3 You can start before when you catch them at the 11th
4 grade. Create a pipeline for them to where you stay
5 engaged with them. Maybe there's a certain unit that you
6 create, or maybe there's some mentorship you create, you
7 work with them, you keep them engaged. When they turn 18,
8 you invite them in to sign the dotted line. The other
9 thing is different career fairs. Show them different
10 departments within the police department. So I know you
11 have your special response. I know you have your bomb
12 squad. Personally, my belief's in brilliance in the
13 basics. Do you understand what you're doing as a police
14 officer before probably you go, is there a minimum
15 requirement before you go to a different skilled unit?
16 Training standards retention. So I believe, and I could
17 be speaking out of turn with the police academy I do not
18 know if you all recruit and when I say recruit I mean
19 going to the suburbs, I know sometimes the suburbs
20 probably come to Detroit.

21 I was there when my nephew graduated from the Police
22 Academy. So I do know that sometimes you have outside
23 recruiters that will come in, you probably have one of
24 the best training programs and they can recruit these
25 graduates. There are no minimum qualifications on how

1 long, I guess a police officer would have to stay before
2 they receive this free training, graduate and then they
3 go on to another unit. Incentivize, if other surrounding
4 areas are paying more, maybe you do not have it within
5 your budget to pay more, but maybe there are some other
6 things you can do. Maybe you incentivize it differently
7 and I don't know if I'm hired who I would need to talk
8 to, but maybe you give them comp time.

9 Maybe you give them an extra week of vacation. At
10 the end of the day, it's all about morale. It's about
11 what would make me want to join the Detroit police force?
12 Do you look professional? How do you treat the citizens?
13 So to me, it's all about, you have to start with the why
14 what is the root cause on why you cannot retain? What is
15 the root cause of recruitment? So I think maybe adopting
16 some different programs, working to adopt some different
17 programs, maybe taking a look at some of the policies
18 that are in place right now to say, can we be doing some
19 things a little bit better? If it is retention--

20 FIRST AC STAIR: Thank you so much for your response.
21 Thank you so much and you should be happy to know that
22 we're working with the state legislative. It's actually
23 Senate bill 234 to help us do some things as it relates
24 to what we consider to be poaching of our membership. At
25 the same time, we've had several members who've left the

1 department, gone to those outside agencies, and who've
2 requested to come back. The reason why they request to
3 come back is that well, one of the first things they talk
4 about is leadership, but the other piece is that Detroit
5 is a family. That's how they feel when they're a part of
6 it. And then I really appreciate everything that you said
7 because it makes great sense. Over the last couple of
8 years, we have indeed done a lot of work with technology
9 and recruiting and we recruited 274 officers last year
10 when most people lost officers. And so we are doing
11 exactly what you suggested and that is recruiting other
12 agency's officers at this time.

13 MS. PATILLO: And one of the things I would tell you
14 the way that I try to operate my staff, and it doesn't
15 matter if you're civilian or military, I believe in a
16 family setting, I believe that civilian support, so in
17 this case, civilians would support police officers,
18 police officers will support civilians. So you cannot
19 separate it and try to think that you're going to be
20 productive at the end of the day. And what I mean by that
21 is, do you respect each other? Do you have a mutual
22 understanding of what the jobs are across the board so
23 that you can work together collectively and better?
24 That's the way that I see it.

1 FIRST AC STAIR: I think that's how we maintain being
2 the best that we are. Thank you for that. Mr. Conrad.

3 MR. CONRAD: Okay. Just as a reminder, we're at about
4 05:33 and we're running right on time. We have about four
5 questions to go and then we'll open up to the
6 commissioners. What strategies have you implemented to
7 increase morale and engagement to create a dynamic team
8 environment and maintain a high quality and efficient
9 workforce? I know you touched on it a little bit in other
10 questions, but I want to have you sum it up right now.

11 MS. PATILLO: So for me, morale is a big thing. My
12 organizational climate and when I say organizational
13 climate basically, that's going from the lowest
14 individual, not the lowest, but the most junior
15 individual up through your leadership. And then the
16 organizational culture is what is being driven down from
17 the leadership all the way down to the lowest
18 individuals. So morale, when you have great morale it can
19 be, am I getting out of my office to talk to the
20 individuals? Do I genuinely care about the individuals?
21 Do I understand that it's about the mission, it's about
22 the job that you're doing? What am I doing to increase
23 their learning opportunities or their advancement? Do I
24 have feedback? Can they come and talk to me? I mean, I
25 say open-door policy, but yes, you can come and talk to

1 me. So I believe when you have great morale and you can
2 increase great morale, you'll have better productivity.
3 Individuals will want to work for you. So understanding
4 the mission, understanding the task, understanding
5 accountability, and I say accountability from a
6 standpoint of, do we hold individuals accountable or do
7 we have situations to where we, her, we hold certain
8 individuals accountable but not everybody else
9 accountable and so then, therefore, you may run yourself
10 into a situation where your morale may decrease because
11 individuals cannot get along. And they believe that
12 certain people are perceived a certain way.

13 MR. CONRAD: Can you tell me about one program or
14 process or practice that you implemented in your past
15 positions where you were able to increase morale or
16 engagement.

17 MS. PATILLO: So for me yes. This is my perspective
18 on why I said it. One of the things that I did and I
19 don't know if you can do this on the civilian side was I
20 would rotate my personnel. So, although my personnel was
21 hired for certain jobs, I also gave them an opportunity
22 to go and learn from a different section. So I rotated my
23 personnel around. They were not stagnated say, for
24 instance, just doing correspondence for four years. I was
25 able to put them on the operation side. I was able to put

1 them on the crisis management side. So it gave them a
2 well-rounded perspective on the entire HR department and
3 not just one part of the department.

4 MR. CONRAD: Okay. Thank you very much. I appreciate
5 that. The next question we have is to describe a time
6 when you had a subordinate that did not meet your
7 expectations, what did you do about the situation? So set
8 up the situation, the action that you took, and the
9 result.

10 MS. PATILLO: So I've had several of those occasions.
11 The first thing I would do is I believe in, like I said,
12 continuous counseling I speak to my personnel every 30
13 days I would have a, it doesn't necessarily have to be
14 written counseling. It can be just coming to my office.
15 Let me talk to the individual. Let me find out what's
16 going on. Let me talk to maybe their supervisor. If
17 there's a level below me, I would find out what's going
18 on with that individual. Is that individual struggling
19 when it comes to work productivity? Or is it something
20 that's external that's maybe it's causing that individual
21 to not maybe be the best at work? I would probably say
22 that I've given numerous attempts. Until that, I saw that
23 maybe the individual either did not care about the
24 situation or just could not grasp what was going on in
25 the job.

1 MR. CONRAD: Ms. Patillo, you had said that you had
2 several, can you use one example and take us through
3 that, please?

4 MS. PATILLO: Yes. So say, for instance, I have an
5 administrative chief, the administrative chief--

6 MR. CONRAD: This is a real-life experience?

7 MS. PATILLO: This is a real-life experience. So say,
8 for instance, I have an administrative chief, the
9 administrative chief may not have come to me with all the
10 requisite skills and knowledge that he needed for the
11 job. Sometimes you're assigned to the needs of the Marine
12 Corps. So there are different various levels that you
13 need to know I believe as an administrative chief because
14 there are standards that you have to train to, but
15 sometimes there are opportunities where they present
16 themselves that you're not given that opportunity. So say
17 for instance, if all you've worked was awards and
18 correspondence, but you come to me as a chief and you've
19 never worked casualty, you've never worked retention,
20 you've never worked assignment then I believe as my job
21 to ensure that you are mentored and you're trained
22 correctly. That is what I would do.

23 I would give that individual or I've given that
24 individual an opportunity to learn from me. I would take
25 out the time if there was no one else to do it, I would

1 take out the time to ensure because, at the end of the
2 day, you are advising me as an administrative chief. So I
3 would take out the time to ensure that you were trained
4 to the best of your ability. I would give you several
5 months for that training. If you didn't have it on the
6 school or on the job or you didn't go to the school, I
7 would ensure that's done. I would also probably send them
8 to a different unit if I could so they can get some
9 additional training. So I would give them every single
10 opportunity there was to succeed.

11 After four months, if that individual did not or
12 could not perform, I would personally have to make a
13 recommendation. Am I going to keep this person within my
14 unit and continue to work with them or do I assign that
15 individual to another job that is commensurate, but not
16 maybe as my admin chief? So I have had to reassign in
17 this case an individual because he cannot meet the
18 standards even after a considerable amount of time to
19 perform the job. So, basically, I was given an individual
20 administrative chief that did not have all the requisites
21 fields and I worked with them, and then I had to reassign
22 them.

23 MR. CONRAD: Okay. Very good.

24 FIRST AC STAIR: Ma'am please describe your view of a
25 21st-century law enforcement agency. What efforts would

1 you take to employ emerging trends and best practices
2 toward improving human resources and police recruitment
3 initiatives?

4 MS. PATILLO: Can you repeat that one more time,
5 ma'am?

6 FIRST AC STAIR: Sure. Please describe your view of a
7 21st-century law enforcement agency. And then, what
8 efforts would you take to employ emerging trends and best
9 practices toward improved human resources and police
10 recruitment initiatives?

11 MS. PATILLO: So from my perspective, some of the
12 initiatives that I would take would be, and I don't know
13 if this is happening, but one of the things that I would
14 do is I would have the civilians maybe take some time to
15 go work or go sit with the police officers and vice
16 versa, the police officers go and sit with the civilians,
17 that's from an HR perspective. I would also ensure that
18 from recruitment I would strategic message that will be
19 another one. How are we doing strategic messaging? What
20 platforms are we using? Does the budget exist for that?
21 Taking a look at that.

22 Retention first, I would have to ask the question,
23 what is the issue? What is the root cause? And then
24 evaluate it from there. If the retention is individuals
25 are failing out of the Academy, I would have to take a

1 look at that and see what can we do to change that? Is it
2 physical fitness? Is it not passing the exam? And I don't
3 think that would be left up to me, but I would have to
4 take a look at that. Also, do we do more recruiting on
5 the front end? The back end of that is once they
6 graduate, what is the best practice for that? I would
7 probably have to say that maybe there has to be a
8 standard or a minimum amount of time that maybe if you've
9 made an investment from your police Academy, that
10 individuals have to make an investment to you on the back
11 end, before they sign up for another department or
12 outside agency also, training.

13 The other thing I don't know if this existed in
14 Detroit Police Department but recruitment and a
15 mentorship program. Quite sure you probably have one, but
16 I just don't know the depths of that. Also maybe critical
17 thinking. Where does that fall into play, problem-
18 solving, and communication? I don't know if some of
19 that's done at the Academy and like I said, I don't know
20 if that's my responsibility, but if I was to get hired
21 online digital marketing could be another one as far as
22 advertisement and recruitment video websites and then
23 take a look at who's doing the recruiting and what's the
24 image that's being displayed for the recruiting. Not
25 everybody has the personality to be a recruiter so who

1 are you putting in these videos and in these messages to
2 attract the quality and the talent of police officers
3 that you want? That's my perspective.

4 FIRST AC STAIR: That makes sense.

5 MS. PATILLO: And then you have to, also in the
6 training, maybe some things have to be scenario-based.
7 So, I mean, I'm familiar with some of the training, but
8 some of the scenario-based things that you go through.
9 And then the culture, the culture sensitivity, the
10 demographics that you're trying to recruit. I know you're
11 trying to recruit Detroit residents, but what are the
12 demographics that you're trying to do. And then you have
13 to have a commitment. You have to believe in the mission.
14 So there's no amount of money that can make you if you
15 believe in the mission and you want to be there the
16 question becomes, why are you leaving?

17 FIRST AC STAIR: Absolutely. Thank you so much for
18 that. And I'll just follow up with, none of the training
19 would fall on the director of police personnel that's
20 handled by another group. We do have large mentorship
21 programs and we definitely have a pretty significant
22 budget now to recruit. And so, again, as I said, we hired
23 274 officers and actually last year, our attrition was
24 down 20% as well. So we're in a much better place than

1 many other agencies but thank you for your response. And
2 I have one last question unless Mr. Conrad has something.

3 MR. CONRAD: No proceed, please.

4 FIRST AC STAIR: Thank you. The last question. In the
5 current landscape of the country's perception of law
6 enforcement, how would you expand the Detroit police
7 department's strength to elevate its overall positive
8 status amongst the community?

9 MS. PATILLO: So I would say there are several things
10 and like I said, that's me as an outsider looking in, one
11 is a strategic message. The other one is community
12 engagement. Know you do town halls. How does the
13 leadership engage the community? And then maybe there's a
14 feedback mechanism to where when things happen is there a
15 mechanism to where maybe the chain of the leadership, so
16 the Sergeant, the Lieutenant all the way up through, come
17 together to sit down collectively and talk about some of
18 the issues addressing the perceptions, addressing the
19 issues at hand, just talking it out. But everybody from
20 various components of the leadership and not just one
21 side of the leadership being there to be the face for the
22 public or to be the face for the police department.

23 FIRST AC STAIR: Thank you. Mr. Conrad?

24 MR. CONRAD: All right. We actually have finished a
25 little bit early, so that concludes the formal questions

1 that we prepared. So if I may Chairman Bell, open it up
2 to the board for their questions. You may do so.

3 CHAIRPERSON BELL: Yes, sir. Thank you, Mr. Conrad.
4 Commissioners, just pause one second. I want to apologize
5 to the board. You asked me to facilitate this in a timely
6 manner that's what I'm trying to do. So I want you to
7 bear with me when I say when you agree to two questions
8 to make sure every commissioner has an opportunity to
9 speak in the timeframe but if you load up a question with
10 background and comments and all that, that is not a
11 question that is an editorial piece. If you follow AC
12 stair and Mr. Conrad's process, then we can get to
13 everybody and do this in a timely manner. We won't have
14 to all suffer for you. Can we do that?

15 COMMISSIONER BURCH: Yes, sir.

16 COMMISSIONER JONES: Yes, absolutely.

17 CHAIRPERSON BELL: Okay. Commissioner Burch.

18 COMMISSIONER BURCH: Thank you, Mr. Bell, for that
19 clarification. I just want to piggyback on what AC Stair
20 was saying about far as what you do, Ms. Handyside is it?
21 Is that your name?

22 CHAIRPERSON BELL: No, ma'am.

23 MR. CONRAD: Ms. Patillo.

24 COMMISSIONER BURCH: Patillo. I'm sorry. I don't know
25 where I got that from, but anyway, she was sharing about

1 the community as far as the input would you be abiding
2 far as to include ideas and have meetings with different
3 ranks in the police department with citizens in each
4 district or precinct, which she'd be obliged to do that?

5 MS. PATILLO: From my perspective.

6 COMMISSIONER BURCH: Yes, ma'am.

7 MS. PATILLO: At the end of the day, yes, ma'am,
8 because it's about the community and it's about the
9 police department at large, not just one department or
10 one rank. So I would I have no problem. I believe in
11 communication, I believe in trying to do what's for the
12 best of the community. So I have no problems with
13 engaging, talking to all different, and various levels of
14 any department.

15 COMMISSIONER BURCH: Thank you, ma'am. I'll just keep
16 my questions to one.

17 CHAIRPERSON BELL: Thank you. Commissioners?

18 COMMISSIONER BERNARD: I have one.

19 CHAIRPERSON BELL: Yes, ma'am.

20 COMMISSIONER BERNARD: That's okay. We have gender
21 equity. We are gender fluid today, everybody is gender
22 fluid. Ms. Patillo, and I guess you have some experience
23 with that too with respect to the military. But on a more
24 serious note what interaction have you had, ever, or your
25 family with the police department, and what is your

1 familiarity with the Detroit community and young men and
2 youth in particular?

3 MS. PATILLO: So I believe you asked three questions
4 in one. One was what is my experience with the police
5 force?

6 COMMISSIONER BERNARD: You or your family.

7 MS. PATILLO: I have a nephew right now that serves
8 on the special response task force. My mother worked for
9 the City of Detroit, she worked for HR when it was off of
10 Warren. My brother was a bus driver for the City of
11 Detroit. So that's pretty much my experience with
12 Detroit. On a personal level, in my experience with the
13 Detroit police department, my brother was murdered in the
14 city of Detroit. We personally had to contact homicide
15 ourselves, but I will tell you that the response, once
16 they got involved, was noteworthy. That's my personal
17 response to the Detroit Police Department. And then as
18 far as engagement in the community, I, myself run a
19 nonprofit organization. I, myself am out there giving out
20 backpacks, feeding through Thanksgiving baskets, and
21 also, I just sponsored was able to with the special
22 response task force and other precincts, we sponsored
23 over 195 kids for Christmas. So I am a public face of
24 being in Detroit, taking care of Detroit, doing things on
25 my own personal time, spending my own money sending kids

1 to college. So I love Detroit. My family's from Detroit
2 and I believe in doing what it takes to make Detroit
3 better.

4 COMMISSIONER BERNARD: Thank you.

5 COMMISSIONER JONES: Through the chair.

6 CHAIRPERSON BELL: Commissioner Hernandez and then
7 Commissioner Jones.

8 COMMISSIONER HERNANDEZ: I think you've done a
9 phenomenal job. I appreciate your candor, Ms. Patillo.
10 And I actually don't have a question. I just wanted to
11 share that thought and that perspective. It's refreshing
12 to hear a candidate speak so candidly. I really enjoyed
13 the component of mentorship and sponsorship. I think most
14 folks don't seem to understand that there's a difference
15 between the two. And you just answered the question with
16 that answer, it was based on community involvement so I
17 have no question because of that.

18 CHAIRPERSON BELL: Thank you. Commissioner Jones.

19 COMMISSIONER JONES: Yes. Thank you. Through the
20 chair. And thank you also, Ms. Patillo, for your
21 involvement here and you really made my ears stand up
22 when you talked about the community involvement and going
23 that extra mile, doing something outside of the job to
24 help further the community cause I sincerely believe that
25 that's exactly what anybody in that position would also,

1 need to have a heart for it to do. I just want to ask a
2 quick question. In your research of the Detroit Police
3 Ddepartment, which I think we've got the finest police
4 force in the country, have you identified any areas in HR
5 that will be under your responsibility, where you see
6 that needs probably more work than other areas where your
7 talents and abilities could be certainly a tremendous
8 asset to the department?

9 MS. PATILLO: So first, let me say that I'm a hard
10 worker, I'm dedicated. I would say that if something
11 needs to be done, I don't mind doing it. One of the
12 things I will tell you that I was a little surprised
13 about was your recruiting advertisement. So I know you
14 have the budget to do it, but I would suggest getting on
15 other different platforms to recruit, to attract all
16 demographics.

17 MR. CONRAD: Can you give us an example, please?

18 MS. PATILLO: For instance, I didn't see that you had
19 an Instagram page. You could take that same information
20 that's on your Facebook page that you advertise, where
21 you recruit. You give the information. I know there's
22 someone out there giving information. I think the last
23 post was on January the 13th. They may have updated it
24 since then. They put out what the requirements are. You
25 take that same information and you take a day and you

1 upload it to Twitter, or you upload it to Instagram, or
2 you get in the Clubhouse. Clubhouse is this new thing
3 now. You get an invite to Clubhouse and you can actually
4 do some recruiting there. I would say you want talent? So
5 how do you get that talent?

6 Making sure people are trained in accordance in the
7 right way, a professional image, I would say uniformity
8 because, at the end of the day, I have to say what would
9 make me want to join your force. Are your uniforms clean?
10 Are your cars clean? Do you have that professional image?
11 Who is doing your recruiting? It goes back to not
12 everybody can be a recruiter. I mean, there have been
13 times in the military where just because you're in HR
14 doesn't mean you love being in HR. I love being in HR. So
15 then I'm going to go the extra mile to do what it takes
16 to bridge any communication gaps, any gaps that there may
17 be between, between the departments. So, that's me. I
18 think that's a personality thing.

19 That's a different trait that maybe some individuals
20 just don't have. And for me personally, when I love a
21 job, I believe in the mission, I believe in the core
22 values. It's not about money. So that's me, I can't speak
23 for everybody. So I think I would do things a little bit
24 differently. I think I'm also the type of person that if
25 hired, would take an honest look to be able to sit down

1 with all team players, all stakeholders to say, okay,
2 what is working and what's not working. I don't believe
3 in going into a job and changing things firsthand if I
4 have not been given an opportunity to see what is going
5 on within the department. And then I believe in talking
6 to my staff. So that's me.

7 COMMISSIONER DAVIS: Mr. Chair.

8 CHAIRPERSON BELL: Yes, sir.

9 COMMISSIONER DAVIS: A couple of things real quick.
10 Awesome. Mr. Chair technically you're not supposed to be
11 able to exclude a member for the vote of the members of
12 the commission.

13 CHAIRPERSON BELL: We're not voting, sir. Sir, we are
14 not voting on anything. We're having an interviewing
15 process.

16 COMMISSIONER DAVIS: Okay. I said you're not supposed
17 to exclude the commissioner without a vote of the whole
18 committee, commissioner. You're violating our rules.
19 Okay, my question is this would you continue your
20 community involvement, and do you live in the City of
21 Detroit?

22 MS. PATILLO: So let me back that up. I do community
23 involvement and I currently do not live in Detroit. So I
24 am out of state right now. I left Texas to come and do
25 some community events in Detroit because it was not about

1 me. It was about the Detroit citizens and what could I do
2 for Detroit with my own personal funds. I did that. I do
3 mentorship for kids that are going to college. I give
4 personal scholarships of my own funds to kids going to
5 college and I am not in Detroit. So the question becomes
6 would I continue to do the same things and I'm not even
7 in the city of Detroit right now, the answer is yes.
8 Okay. My current residence in Detroit is in Belleville.
9 So it is not in the city of Detroit. So, to me, it would
10 not matter if I lived in Canton, Belleville, Detroit, I
11 would still do the exact same things to move forward the
12 exact same opportunities and I'm not in the state of
13 Detroit right now. So, yeah.

14 VICE-CHAIR HOLT: Through the chair.

15 CHAIRPERSON BELL: Yes, ma'am.

16 VICE-CHAIR HOLT: Thank you. Ms. Patillo, I really
17 appreciate the way you managed yourself during this
18 entire interview process as you responded to questions, I
19 could see that you were really very knowledgeable of the
20 recruiting process. In light of the fact that you do not
21 live in Detroit if you were selected for this position,
22 would you move to Detroit?

23 MS. PATILLO: So, I currently have a house that's in
24 Bellville so that would take me selling my house or
25 renting out my house to live in Detroit.

1 COMMISSIONER BURCH: No.

2 VICE-CHAIR HOLT: Thank you for your candid comment.

3 COMMISSIONER BROWN: Through the chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER BROWN: Reverend Holley, were you next?

6 COMMISSIONER HOLLEY: No, I'm okay. Thank you.

7 CHAIRPERSON BELL: Okay. I'm sorry.

8 COMMISSIONER BROWN: Okay. I thought he said
9 something. I just want to echo Commissioner Davis's
10 thoughts. I mean, it takes the vote of the board to take
11 someone out of the room.

12 CHAIRPERSON BELL: Let's not discuss that. Let's get
13 to today's interview, sir.

14 COMMISSIONER BROWN: Okay Mr. Chairman, I don't need
15 to be chastised. Major Patillo, I got that right?

16 MS. PATILLO: Lieutenant Colonel Patillo.

17 COMMISSIONER BROWN: Lieutenant Colonel Patillo, all
18 right. Thank you. Hey, say it right. Thank you for your
19 service. I read your resume. I looked at all your
20 extensive experience. Outside of the Marine Corps, did
21 you, did you work with any other corporate agencies or
22 anything like that in HR? And then if so I know one of my
23 colleagues had mentioned something about recruiting, I
24 would just like, if you could tell me about a time, even
25 if it's dealing with the Marine Corps that you had to

1 develop some minority recruitment programs to draw
2 minorities to the Marine Corps or to anything that you
3 may have developed.

4 MS. PATILLO: So I will tell you that currently, as
5 of right now, there are probably less than 20 Lieutenant
6 Colonels African-American females out of 200,000 Marines.
7 So yes, I would personally go on some of the recruiting
8 boards that they have. And what I mean by that is I would
9 travel around with the diversity committee that was made
10 up of all different races and I would personally be out
11 there going to the different colleges. It didn't matter
12 if it was FAMU, it didn't matter if it was the University
13 of Michigan to attract diversity for the Marine Corps. I
14 would also work on policies trying to, sports events. A
15 lot of times we were afforded the opportunity to go to
16 different sporting events, to put on our uniform to go.
17 Anything that we could do to attract talent and attract
18 diversity within the Marine Corps, I was front and center
19 with that.

20 COMMISSIONER BROWN: Okay. Thank you.

21 COMMISSIONER BERNARD: Just one, quickly. You are
22 retired now, Lieutenant Colonel?

23 MS. PATILLO: Yes, ma'am.

24 COMMISSIONER BERNARD: Semper Fi.

1 CHAIRPERSON BELL: Any other commissioner? If not,
2 Mr. Conrad.

3 MR. CONRAD: Okay. I'm not sure whose questions were
4 better, AC stair's or the commission. You're very
5 thoughtful commissioners.

6 COMMISSIONER BROWN: AC Stair probably beat us hands
7 down.

8 FIRST AC STAIR: Well, I think that Ms. Patillo did a
9 great job for sure.

10 MR. CONRAD: Yes. Ms. Patillo, we thank you. We are
11 honored to have you in our presence. We are thankful for
12 your service and you taking the time to join us this
13 evening and rearranging your time to join us a little bit
14 early. Someone will be in touch with you in regards to
15 the next steps. And if you have any questions, we'll
16 provide an email that we can address your questions
17 through the board. Thank you very much for your time.

18 MS. PATILLO: Thank you for the opportunity.

19 COMMISSIONER HERNANDEZ: Thank you.

20 VICE-CHAIR HOLT: Thank you, again.

21 COMMISSIONER BURCH: Bye.

22 FIRST AC STAIR: Bye.

23 CHAIRPERSON BELL: Thank you, Mr. Conrad. Thank you.
24 AC stair, thank you. Standby. We're going to move out of
25 his interview process and go to announcements. Mr. Brown.

1 MR. BROWN: Yes, sir, Mr. Chair, your next community
2 meeting would be January 28, 2021, at 3:00 PM. Your next
3 regular meeting would be February 4, 2021, at 3:00 PM.
4 And Mr. Chair, I'll wait on your direction to see if I
5 should go straight to public comments.

6 CHAIRPERSON BELL: Yes, sir.

7 MR. BROWN: Okay. We had several people that dropped
8 off, but right now I currently have seven speakers. Your
9 first speaker would be Lieutenant Mark Young president of
10 LSA, Ms. Sharon Panell, and former commissioner Armenia
11 Ramirez.

12 CHAIRPERSON BELL: Thank you.

13 MR. BROWN: Lieutenant Young.

14 LIEUTENANT YOUNG: First of all, I want to thank my
15 colleagues for continuing to do an outstanding job. And
16 I'm hoping that 2021 is a lot better than 2020 for them.
17 I want to thank them for their courage, their dedication,
18 their leadership, their commitment, and their sacrifice.
19 I was going to make another statement, but right now I'm
20 very conflicted after attending this meeting. I don't
21 know how many more meetings I plan on attending because
22 it becomes a long day for me with my normal duties. I
23 will say this to divert from what I was going to say,
24 listening to those candidates taught me a lot. And maybe
25 we all should listen to those candidates. We can't

1 interview people and have expectations from them without
2 following what we expect from them.

3 It's not about our individual narratives and agenda
4 and our rhetoric. We saw what that did for us for the
5 last several years in the conflict that is created from
6 our narratives a couple of weeks ago on January six. Be
7 mindful of our dangerous rhetoric and our agendas and our
8 narratives. They have intended and unintended
9 consequences. The tone of our intelligence should be more
10 important. Respect, support, encouragement, empowerment,
11 and not only that, understanding. While we may have
12 differences, we should not be conflicted with those
13 differences. Sometimes we should reflect on those
14 differences professionally and then from there we develop
15 understanding and respect. And while we may not see it
16 all their way, maybe they may be seeing it their way for
17 a reason. But, when we disrespect now, we're both no
18 different from each other. Thank you.

19 MR. BROWN: Ms. Sharon Panell.

20 MS. PANELL: Good evening. Sharon Panell. First, I
21 wanted to thank AC LeValley for finally answering my
22 message about the young lady, the baby that was shot in
23 her mother's lap. And I think precincts ought to try to
24 train the community on gun safety. They have locks. I
25 don't know if all the precincts have locks, but at their

1 meetings, they should express that they got the gun locks
2 so they can pass the gun locks out to these people so
3 these babies can stop getting shot or killed. Thank you
4 very much.

5 MR. BROWN: Former Commissioner Ramirez.

6 FORMER-COMMISSIONER RAMIREZ: Hello.

7 MR. BROWN: Yes, we can hear you.

8 FORMER-COMMISSIONER RAMIREZ: Okay. I am so honored
9 to be before the commissioners here, police commissioner,
10 and it was great. When it came to your interviews well, I
11 agree with the other speaker is what you need. I had
12 written it in and I didn't know I was going to speak, but
13 the Compstat meeting is now over within the precinct from
14 my understanding, I am a victim advocate that works with
15 domestic violence in the fourth precinct. And the
16 Compstat was done with Wayne State University, Urban
17 Studies. And it has been now discontinued from my
18 understanding. And as a YWCA victim advocate, I would
19 receive domestic violence, felonious aggravated assaults,
20 simple assaults and property damage, and others when it
21 came to domestic violence and it ranged like 25 to 35
22 victims on the list, which I would follow each one of
23 them with personal protection orders, connecting them
24 with community resources, legal job training, housing.

1 And so this reduced the scout car runs and showed
2 the victims that, we can, and in a precinct team effort
3 we are able to reduce domestic violence, especially in
4 this time of epidemic they're in right now. My question
5 is, would the crimes statistics department be able to
6 provide this to me? I don't know what the other
7 advocates, from my understanding, have not been to
8 certain precincts because of COVID, but the YWCA, the
9 ones at the second and the fourth precinct we have been
10 working ever since April. So that's my question. I just
11 want to know if crime stats are going to be able to give
12 me the list every month.

13 MR. BROWN: Mr. Chair, your next three speakers would
14 be Anthony Deacollie followed by JW followed by Ms.
15 Michelle George. It looks like Mr. Deacollie dropped off
16 so we'll go to JW.

17 FIRST AC STAIR: Through the chair. May I just
18 respond quickly to the last speaker and just note that
19 community Compstat will continue even though we separate
20 it from the other scores.

21 CHAIRPERSON BELL: Thank you. We must share that with
22 the community.

23 MR. BROWN: JW.

24 JW: Yes. Hello? Can you hear me?

25 MR. BROWN: Yes.

1 JW: Okay. So again, I certainly hope that the
2 process when people make complaints about police and that
3 goes to the Office of the Inspector, I'm sorry, whatever
4 they're called I really hope that changes are made
5 because I finally found out what happened in the board of
6 police commissioners complaint that I made and some of
7 the responses that some of the police officers gave were
8 not true but see, I was never able to counter that
9 because I never got a copy of the report. I don't even
10 know what kind of investigation was done. I make a
11 complaint about bad police behavior and all I get back is
12 a piece of paper that says the use of force unfounded. It
13 doesn't even say the police officer's name. There's no
14 indication of who was interviewed and what the reasons
15 were for the findings and if you don't give more
16 meaningful information it's just a colossal waste of
17 taxpayer money.

18 It doesn't do anything to build trust, in fact, it
19 just shows me that, your people appear to be covering for
20 other people, or you just take their word for it and
21 never even come back to me and say, hey, is this what
22 happened? So like very poor investigative work there. And
23 again, to me, the process is just absolutely useless
24 unless a complainant gets some meaningful information
25 back, some indication about what was done, and see, in

1 this situation, I did a FOIA. They said they would give
2 it to me. They dilly-dallied and now I got a beg for it
3 from the law department. So they've been holding this
4 back for this long, and that's why I only know now that
5 about something that happened in 2017.

6 MR. BROWN: Ms. George.

7 MS. GEORGE: Yes. Can you hear me?

8 MR. BROWN: Yes, ma'am.

9 MS. GEORGE: Oh, thank you. Hi, Mr. Brown. And to
10 Chairman Bell and this honorable board, I wanted to say
11 earlier in the call that we do have to deal with this
12 crime. Assistant chief stair, thank you very much. I sent
13 an email to you and Chief Craig last week. So, thank you.
14 I hope somebody can respond to me but thank you for being
15 at this meeting. But my phone has an app, the breaking
16 news story, and I know we have crime, and I know Rev.
17 Holley talks about it a lot, but this has to really get
18 addressed. I agree with Ms. Panell. I know with the 18-
19 month-old, the shooting but what needs to happen, Mayor
20 Duggan needs to do a press conference with Chief Craig to
21 address the crime. And we as citizens, how can we assist
22 you all? Because I know on the last call they talked
23 about 60 homicide detectives, is that enough detectives
24 to solve these crimes? That is what the mayor is supposed
25 to do.

1 And I am reaching out to the mayor because you
2 cannot be silent on crime like this, which happens every
3 30 minutes, gunshot, carjacking. And it's a lot for you,
4 police officers, to deal with that mentally, that's too
5 much to deal with mentally, to your brain. So I would
6 like to assist you all with the mayor, with Chief Craig
7 to do a press conference to deal with these crimes in
8 these neighborhoods. It's just too much. It's too much
9 for me. I'm a nurse and I've seen the devastation that
10 can occur. So I would like to assist with that assistant
11 chief stair, if somebody can call me to deal with that
12 email that I sent you and Chief Craig, I will really
13 appreciate it to try to get on board with dealing with
14 this crime in the city of Detroit. Thank you very much.

15 FIRST AC STAIR: Through the chair. I didn't receive
16 your email, but we will certainly follow up with you,
17 ma'am.

18 MR. BROWN: Mr. Chair, your last speaker would be
19 Scotty Bowman. Mr. Bowman.

20 MR. BOWMAN: And its community advisory council
21 member, Scotty Bowman. Tomorrow we will be having our
22 first community advisory council meeting at 7:00 PM.
23 Those interested in attending, especially from district
24 four please visit D4 as in D as in district, four as the
25 number, CAC as in community advisory council.org. Again,

1 that's d4cac.org and the rest of the instructions can be
2 found there. I will say that when we conduct our meeting,
3 I certainly hope that whoever ends up chairing our
4 meeting, doesn't find a way to go muting or completely
5 shutting out elected members of our board from
6 participating and disenfranchising members of our
7 district as apparently the chair or at least some people
8 on this board have done to the fifth district by shutting
9 out commissioner Willie Burton. It's unacceptable. And of
10 course, he had some legitimate complaints, total neglect
11 of Robert's Rules. At least I will, if I end up being
12 chair, I will try to follow Robert's Rules as closely as
13 possible and if not, I will try to advise my chair to do
14 that. But that's some basics and the fact that a majority
15 or actually half the people managed to go along with
16 tolerating, this is just unfortunate, it should not be
17 tolerated. And there should be a true open meeting. And I
18 guess it's just, of course, we have an election coming up
19 and this will all change. But meanwhile, you should
20 conduct yourselves in a manner that respects the will of
21 the people, the people being elected instead of
22 overturning the will of the people, overturning the
23 election by silencing one of the elected members.

24 MR. BROWN: Mr. Chair, that was the last speaker.

25

1 CHAIRPERSON BELL: Thank you, Mr. Brown.
2 Commissioners, that's the end of our agenda for this
3 evening. But we are closing the meeting out and Ms.
4 White's going to set out for those who want to
5 participate in an open discussion in reference to what we
6 just experienced that would be the subject matter, which
7 you already aware of that. So the chair would entertain a
8 motion for that type of closed session.

9 COMMISSIONER HOLLEY: Tell me again. I'm sorry.

10 COMMISSIONER BERNARD: You're moving for a closed
11 session, Mr. Chairman?

12 CHAIRPERSON BELL: Yes, ma'am.

13 COMMISSIONER BERNARD: And the reason why is? Because
14 you have to state the reason. A personnel matter or what?

15 CHAIRPERSON BELL: It's a personnel matter of the
16 interview that we just conducted. Yes, ma'am.

17 COMMISSIONER BERNARD: Second.

18 CHAIRPERSON BELL: Okay. Thank you. Been properly
19 moved and seconded. Discussion.

20 COMMISSIONER HOLLEY: Mr. Chair.

21 CHAIRPERSON BELL: Yes, sir.

22 COMMISSIONER HOLLEY: Do I have to have another way
23 to get back in? Do I stay on this?

24 CHAIRPERSON BELL: No, sir. Ms. White's going to send
25 out a text shortly. Is that right, Ms. White?

1 MS. WHITE: Through the chair. I'll resend the
2 meeting link, yes.

3 CHAIRPERSON BELL: And we'll give you three or four
4 minutes to get on it. If you have any problems text Ms.
5 White or Ms. Blossom, can we do that?

6 COMMISSIONER HOLLEY: My people have gone, so can you
7 give me the number on the phone? Let me go by phone.

8 CHAIRPERSON BELL: Yes, sir. We can do that. I
9 understand it.

10 COMMISSIONER HOLLEY: Text it to my cellphone.

11 CHAIRPERSON BELL: Okay. Yes, sir. We can do that.
12 Any other person wants to, and Ms.--

13 COMMISSIONER BERNARD: You can text me too, Melanie.

14 CHAIRPERSON BELL: Okay. Thank you. And AC first
15 assistant chief stair is going to join us and Mr. Conrad,
16 can we interchange those concerns that we're not publicly
17 discussing at this time. So it's been properly moved.
18 Those in favor, yes?

19 ALL: Yes.

20 CHAIRPERSON BELL: Those opposed? Motion carries.

21

22 (Meeting Adjourned 6:05p.m.)

23

24

25

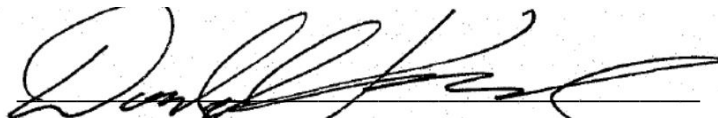
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I, Donald Handyside, Court Recorder, do hereby certify that on January 21, 2021, at 3:00 p.m., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

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