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

FROM: David Whitaker, Director 
Legislative Policy Division

DATE: March 8, 2021

RE: 2021-2022 Budget Analysis

Attached is our budget analysis regarding the Board of Police Commissioner's (BOPC) budget for the 2021-2022 Fiscal Year.

Please be prepared to respond to the issues/questions raised in our analysis during your scheduled hearing on **Monday, March 15, 2021 at 3:00 p.m.** We would then appreciate a written response to the issues/questions at your earliest convenience subsequent to your budget hearing. Please forward a copy of your responses to the Council members and the City Clerk's Office.

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

Thank you for your cooperation in this matter.

Attachments:

Issues and Questions

Agency Plan: Mission, Goals and Activity Summary

Appropriation and Cost Center Expenditures

Positions

BOPC 2019 Annual Report

cc: Councilmembers
Auditor General's Office
Jay Rising, Acting CFO
Steven Watson, Deputy CFO/Budget Director
James George, Agency CFO for Governmental Operation Departments
Avery Peoples, Mayor's Office

Board of Police Commissioners (BOPC)/Non-Departmental (35)

**FY 2021-2022 Budget Analysis by the Legislative Policy Division
Board of Police Commissioners**

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

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

1. In consultation with the Chief of Police, and with the approval of the Mayor establish policies, rules and regulations;
2. Review and approve the departmental budget before its submission to the Mayor (emphasis added);
3. Receive and resolve, as provided in this chapter, any complaint concerning the operation of the Police Department and forward all allegations of criminality to the appropriate internal or external law enforcement agency for further investigation;
4. Act as final authority in imposing or reviewing discipline of employees of the department; and
5. Make an annual report to the Mayor, the City Council, and the public of the department's activities during the previous year, including the handling of crime and complaints, and of future plans.

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

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

Please note: The Board of Police Commissioners's budget is a part of the Non-Departmental budget on page B-291 of the FY 2022-2025 Four-Year Financial Plan Section B Agency Descriptions. The BOPC's positions are on pages B-299-300.

**Board of Police Commissioners 2021-22 Budget
Issues and Questions**

1. Please briefly explain the BOPC's new expense initiatives, new capital funding requests, operational reform and savings proposals, and new revenue initiatives/proposals to be implemented in FY 2022. Please provide which appropriation/cost center the new initiative/request/proposal is impacting in FY 2022.
2. Please indicate your number of vacancies as of February 28, 2021. Please briefly describe the difficulty of filling the vacancies. Also, please briefly explain the department's strategy to fill vacant positions.
3. The Mayor's fiscal year 2021-22 budget provides \$3,622,374 for the Board of Police Commissioners. This represents a net decrease of \$94,362 from the current fiscal year's adopted budget of \$3,716,736. Largest changes is a decrease of \$110,092 in salaries in the FY 2022 budget from the FY 2021 budget.

Please explain the reason for the reduction. What impact will this reduction have on the BOPC's operations?

4. Is the BOPC FY 2021-2022 budget sufficient to carry out Commissions responsibilities?
5. Proposed FY 2022 budget includes 35 positions and there is no position changes from FY 2021 adopted budget. How is this so when there's a \$110,092 reduction in salaries?
6. Please provide the Board of Police Commissioners' (BOPC) latest report on citizen complaints. Have the number of complaints increased or decreased over the last year? How many complaints were open as of February 1, 2021? How many complaints were closed as of February 1, 2021?
7. What were the number of closed complaint cases in calendar year 2020 that findings were sustained? What percentage were the sustained complaints to the total number of complaints made in 2020?
8. We noticed that police litigation expenses were down in fiscal 2020. Does the BOPC have participated mitigating actions that brought down litigation expenses?



Board of Police Commissioners

2019 Annual Report



LEGACY - ACHIEVEMENT - PROGRESS



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Photo: In 1974, new mayor Coleman A. Young appointed the first five members to the Board of Police Commissioners. In 2019, the City celebrated the landmark 45 years of the City Charter and Board - and 20 years since the City-County Building was renamed in his honor.

*Photos: Kwabena Shabu, Martha Goldman, Taylor Stone, Cass Tech Marching Band, and Robert Deane
Data sources: Rosalia Madrigal (OCI) and Sgt. Mark Hennings (DPD HR).*

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



Darryl D. Brown
District 1



Evette Griffie
District 2



Shirley A. Burch
District 3



Willie E. Bell
District 4



Willie E. Burton
District 5



Lisa Carter
District 6



William M. Davis
District 7



Jesus Hernandez
At-Large



Jim Holley
At-Large



Annie Holt
At-Large



Martin Jones
At-Large

The year 2019 brought celebration and adjustments for civilian oversight of Detroit Police and community-focused law enforcement.

Throughout the year, our City celebrated the vision and reforms that lead to the creation of the community-driven Board of Police Commissioners. The 45th anniversary included a community salute in July near the heart of the 1967 Uprising, which led to a new City Charter in 1974, and a special fall event with many of the 61 citizens who had served as Police Commissioners since Mayor Coleman Young appointed the first five volunteers.

Detroit also saw adjustments for the challenges of current times, especially with unprecedented rapid and constant changes in innovation. Consumers are welcoming virtual assistants, video doorbells, and biometric phone locks. However, that same technology poses deep concerns about privacy, civil rights, and community values when used by government, especially by police agencies. Our community faced those issues with DPD's facial recognition use, and the Board acted after an open, vigorous process to ensure policies and practices that protect the public and individuals. Facial recognition got international attention as one of dozens of policies reviewed and approved by the Board annually.

For the 2019 calendar year, it is important to note:

- Crime continued to decline slightly in 2019, although there were 12 more homicides reported compared to 2018, for a five percent increase. Overall, preliminary 2019 data showed a four percent decrease in violent crime and a two percent drop in property crime.
- The Board monitored exposures of criminal police corruption and troubling police encounters, including one that made "black girl magic" viral. The exposures provided hard lessons—and opportunities for organizational change and development.
- Complaints filed against DPD rose almost six percent from 1,091 to 1,155. An essential tool, complaints filed by the public help point to problem behaviors, violations of procedures, shortfalls in training or supervision, public education opportunities, and obstacles in police-community bridges.
- Arbitration decisions continued to undercut City Charter mandates for community control of police supervision and oversight, as when an arbitrator overturned the Board's vote against promoting an officer convicted of beating a naked woman with mental illness.

Even with over 45 years of trailblazing experience, Detroit needs to do more to close the gap between written policy and actual practice, to ensure officers reflect and respect our diverse population, and to move the Detroit Police Department closer to our ideals of civil rights and justice for all. This was clear in compiling the 2019 Annual Report, and recent protests against police brutality, while sparked by atrocities in Minneapolis, Louisville, and other cities, gave new urgency and broader support to achieve these important goals together.

Sincerely,

Willie E. Bell, Chairman

MISSION Statement

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



Members of the BOPC Office of the Chief Investigator, which handles non-criminal complaints against DPD

KEY DUTIES/Responsibilities

Creation

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

Current Composition

The 2012 City Charter provides for the Board to have 11 commissioners – seven members elected from districts and four members appointed by the Mayor and subject to City Council approval. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” and sets forth its duties in Article 7 - Chapter 8.

Residency

All board members must be residents of the City of Detroit.

Leadership

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

Meetings

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

Board Function

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

Duties

The Board is responsible for the following specific duties:

- Establish policies, rules and regulations for the Police Department in consultation with the Chief and approval of the Mayor;
- Review and approve the departmental budget;
- Receive and resolve citizen complaints except those alleging criminality;
- Act as final authority in imposing or reviewing discipline of employees of the Department;
- Make an annual report to the Mayor, the City Council, and the public of the Department’s activities during the previous year, including the handling of crime and complaints, and of future plans;
- May subpoena witnesses, administer oaths, take testimony, and require the production of evidence;
- Approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs;
- Conducts a professional search with a reputable and qualified executive search firm or other equally qualified entity to identify candidates for Chief of Police. The Mayor shall appoint, subject to approval by City Council, a Chief of Police from a list of qualified candidates provided by the Board of Police Commissioners.

Staff

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

THE BOPC In Action

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

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

Because the Board meets each Thursday, the public has many ways to engage in civilian oversight and police reform. Here are just a few issues and topics from 2019 and how the Board works throughout the year:

- Body-Worn Cameras
- Budget
- Citywide Police-Community Relations Council
- Conducted Energy Weapons (Tasers)
- Crime Intelligence
- Disciplinary Administration
- DPD Improvement Plan
- DPD Manual
- MCOLEs and its role in state-mandated requirements for police officers
- Police Athletic League (PAL)
- Police Reserves
- Professional Standards Bureau
- Training Academy Curriculum
- Use of Force Policies and Training

Weekly

- Crime Statistics, Updates, and Trends
- Special Presentations to explore in detail DPD operations, programs, policies, procedures, funding and budget, audits, federal standards compliance and other core issues

Monthly

- HR Report on department recruiting, hiring, attrition, demographics, trends, and other data
- BOPC's Office of the Chief Investigator Report on public complaints filed
- Rotating presentations to focus on DPD precincts

Annually

- Special community forums or panel discussions:
 - Trauma-Informed Approach to Policing
 - Mental Health
 - Detroit Youth

Nationally

- Cities and community groups often seek technical assistance about Detroit and the Board's evolution and powers as a respected civilian oversight model.
- Major contributor to national oversight work and policy development with the National Association for Civilian Oversight of Law Enforcement, including NACOLE Board and Organizational Membership, committee involvement, training, and more.



Board members often share information with the public through media interviews.

Key Policy Highlights

- ☑ Voted to require the Chief to have Board approval before reinstating any officer whose suspension was approved by the Board.
- ☑ Approved the Tow Economic Hardship Guidelines for Department implementation effective immediately.
- ☑ Adopted the Towing Resolution for Returning Citizens and Employment opportunities. It amended the Tow Rules to specifically support the city's policy on banning the box and requiring fair and equal hiring practices for all tow companies regarding employees and applicants for employment, including returning citizens.
- ☑ Approved the Facial Recognition Directive, a new policy directive for mobile fingerprint reader, and revised policy directives for mobilization, driver's license and permits, crime scene investigation, and telephone crime reporting unit.

2019 Highlights



Past and present Police Commissioners

45th Anniversary of the 1974 Charter and the Board of Police Commissioners

- Led Detroit's commemoration of the 45th Anniversary of the 1974 City Charter, which created civilian oversight and embedded reforms sought by the community in the aftermath of the 1967 uprising.
- Recognized and celebrated the City of Detroit's 45th Anniversary of civilian oversight as created by the community through the 1974 City Charter, which established the mayor's power to appoint a civilian board with five members. Mayor Coleman Young appointed the original Board, which first met on July 22, 1974.
- Community Celebration on Thursday, July 11, 2019 drew more than 100 people. Its five members – Charles Butler, Doug Fraser, Edward Littlejohn, Susan Mills Peek, and Alexander Ritchie – met on Monday, July 22, 1974. The celebration coincided with the Board's regular monthly evening community meeting, which was in the 10th Precinct – the pivotal area in the 1967 rebellion against police brutality. The 1974 City Charter embedded systemic police and government reforms championed in the aftermath of the rebellion.
- Event emcee WWJ Newsradio 950 Reporter and Weekend Anchor **Stephanie Davis** led the program.
- The past and current police commissioners gathered Tuesday, September 24, 2019 made the event unforgettable. Sixty-one diverse men and women have served tirelessly in the Board's history. **Mayor Mike Duggan** spoke and expressed the City's appreciation to the unique public service performed by Board members. Civil rights attorney and former Obama-appointee to the Department of Justice, **Christy E. Lopez** provided a keynote speech, Police Transformation..
- A special presentation of awards named in honor of the original Board members. Recipients were retired Deputy Chief and forensics legend **Mary Jarrett Jackson** (Littlejohn Peek Ritchie Award); Michigan AFL-CIO Secretary-Treasurer and Wayne County Sheriff **Daryl Newman** (Fraser Sanders Award); and **Greater Grace Temple** and **Second Ebenezer Church** for hosting Police Academy graduations throughout the year (Butler Award). The speaker received the Coleman A. Young Legacy Award, named in honor of the mayor whose leadership ensured the implementation of the 1974 Charter and police reforms. The speaker's honorarium for a local community group went to Mothers of Murdered Children.





Public Education and Community Outreach

- Expanded the number of subscribers to BOPC news from 2,000 to more than 4,300 and produced a video on how to file complaints.
- Conducted a publicity campaign for the relocation of the Office of Chief Investigator to 900 Merrill Plaisance.
- Added Bengali brochures to the English, Spanish, and Arabic versions about filing complaints against the police officers, 911 operators, and other DPD employees.
- Revised the Board of Police Commissioners presentation to the Police Academy training module on civilian oversight.

HR Achievements and Board Training

- Held promotional exams for the first time in x years under the leadership of BOPC - appointed HR Director Marcella Anderson.
- Expanding training to include board effectiveness and parliamentary procedure, with training conducted by Michigan Municipal League.

Increased Youth-Focused Activities

- Held an open forum at Western International High School as part of improving connections with Detroit students and youth for education and inclusion on public safety trends and topics.
- Provided two college students with internships that exposed them to opportunities about the BOPC, DPD, and their future communications and mass media.
- Ensured participation by some 10 youth at the NACOLE Conference
- Secured a feature performance by the Cass Tech High School band at the NACOLE Conference.

National Leadership in Civilian Oversight and NACOLE Conference Host

- Continued to affect national policy as an active member of NACOLE and saw BOPC's Willie Bell elected to NACOLE board.
- Ensured Detroit's success as the first-time host for the annual NACOLE conference. The 25th Annual conference ran September 22-26, 2019 at the Marriott Hotel in the Renaissance Center. The Detroit Metropolitan Convention and Visitors Bureau projected \$550,000 in new direct spending from the conference. The actual total: \$745,000.

City of Detroit and Community Benefits from NACOLE Conference

- Detroit drew 488 people from around the globe to the Marriott Hotel at the Renaissance Center for five days of training and education at the NACOLE conference. This included a dynamic national panel discussion on Sunday, September 22nd featuring Board of Police Commissioners Chair Lisa Carter and a packed symposium on Tuesday, September 24th led by Police Chief James Craig and past BOPC Chair Willie E. Bell. Other workshops featured 11th Precinct Commander Constance Slappey on community policing in the Muslim community and BOPC staff attorney Jermaine Wyrick on the importance of independent legal expertise for civilian oversight agencies.
- Detroit designated a \$500 NACOLE Honorarium Award for Northeast Guidance Center, a 501(c)3 non-profit organization that pioneered a mental health service partnership with police in the 1990s. NEGC's program became a national example for diverting from jail to treatment people experiencing mental health crises or homelessness and for law enforcement training that de-escalates police encounters with people in crisis. NEGC later --- and aptly -- named the program CAPP: Community and Police Partnership Advocacy.

2019 Highlights

- NACOLE also raised nearly \$8,000 in Detroit for future conference scholarships for community advocates seeking training for starting or enhancing civilian oversight in their cities- and sometimes, countries. Nora Hudson, a Detroit scholarship recipient, is working with youth on what to do in a traffic stop and other safety education programs with the ACLU and her sorority, Delta Sigma Theta.
- The BOPC, official host organization, organized conference events including a Detroit River cruise, a breathtaking GM Wintergarden dinner, a spectacular Port Detroit dock ceremony, and unforgettable performances by the **Cass Tech Marching Band** and world renown jazz ensemble, **Straight Ahead**. Social media posts showed how thrilled conference participants were! For Cass, it was a small preview of their scheduled 2020 performance in the National Memorial Day parade in Washington DC.
- New, direct tourism spending topped the \$550,000 projected by the Convention Bureau, as several conference participants came early to enjoy the Motown 60 Celebration held before the conference kicked off or stayed for sightseeing after the conference ended.
- Detroit youth took advantage of available networking and learning opportunities throughout the week, including local journalism and criminal justice majors and **AmeriCorp** students with the Wayne State University Center for Urban Studies.
- Rallied civic support for the NACOLE Conference and the 45th Anniversary Celebration. Marquee sponsors included Comerica Bank, Operating Engineers Local 324, SER Metro, Strategic Staffing Solutions, AAA of Michigan, DMC Sinai Grace Hospital, and the **Michigan Department of Civil Rights (MDCR)**.
- Improved ongoing dialog with MDCR for processes to continue municipal conversations that can help shape the future of civilian oversight in Michigan.



In 2019, women held six of the 11 board seats, becoming a majority for the first time. Five are pictured above with author and national trainer, Marilyn French Hubbard, PhD.

RECOGNITIONS & Resolutions



January

12th Precinct Community Host:
Unity Temple of the Apostolic Faith
17376 Wyoming Avenue

James A Ward, Jr., for leadership and participation in the 12th Precinct Police Community Relations Council, Green Acres Woodward Community Radio Patrol, and Detroit Police Department Citizen Police Academy.

Sergeant Eric C. Bucy, Badge S-13, posthumously, appointed on June 6, 1996 in recognition and appreciation of 22 ½ years of service.

February

9th Precinct Community Host:
Ford Resource Engagement Center
15491 Maddelin Street

Corporal Brenda S. Hawkins, appointed on November 28, 1994, in recognition and appreciation of 24 years of service upon retirement.

Captain Mark Thornton, appointed on July 28, 1986, in recognition and appreciation of 32 ½ years of service at retirement.

Police Officer Donald Hiatt, Badge 3007, appointed on July 11, 2008, posthumously in recognition and appreciation of more than 10 years of service.

Kathleen Marie Dux for extensive support of 9th Precinct community outreach and activities, such as National Night Out, Goodfellows, and Trunk or Treat, where she and her family filled vehicles with chocolate candy for over 3,000 children.

Captain Donna Torres, appointed on May 8, 1989, in recognition and appreciation of 30 years of service at retirement.

March

Downtown Services Community Host:
Historic Second Baptist Church
441 Monroe Street

Special Community Youth Meeting:
Western International High School
1500 Scotten Avenue

Father Timothy McCabe of St. Peter and St. Paul Jesuit Church for police partnership that includes the Pope Francis Center and many services for homeless.

Police Officer Kareem Wheeler, appointed on March 8, 1999, in recognition and appreciation of 20 years of service at retirement.

Sergeant Eren Stephens, appointed on October 14, 1985, in recognition and appreciation of more than 33 years of service at retirement.

April

11th Precinct Community Host:
Wellness Plan East Medical Center
4909 East Outer Drive

Captain Rodney Jackson, appointed on January 4, 1994, in recognition and appreciation of more than 25 years of service at retirement.

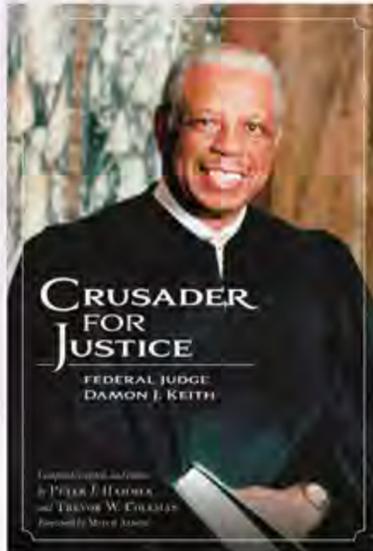
Orlin Jones for years of dedication to 11th Precinct neighborhoods, including co-authoring the neighborhood history book, Conant Gardens, a Black Urban Community, 1925 to 1950.

Ann Connally for helping create bridges between police and students and for supporting the 11th Precinct and Police-Community Relations meetings.

Doina Rosu for service that includes serving as vice president and secretary of the 11th Precinct's Police-Community Relations Council and as the editor and publisher of the 11th Precinct's community newsletter.

RECOGNITIONS & Resolutions

May
8th Precinct Community Host:
Macedonia Baptist Church
14221 Southfield Freeway



Legendary lawyer and Judge Damon Keith, who played a pivotal role in bringing order and calm during the Detroit Rebellion in July 1967 and whose work in protecting civil rights and the U.S. Constitution created many enduring and cited legal decisions. His rulings included President Richard Nixon's Attorney General

John N. Mitchell having to disclose the transcripts of illegal wiretaps. In 1971 and upholding Mayor Coleman Young's affirmative action plan to integrate the Detroit Police Department in 1979. Judge Keith erected many legal pillars through his rulings, including desegregation, government wiretaps without warrants, and government secret deportation hearings. His vast impact is not only captured in scholarly journals and law books, but also in our daily freedoms and culture, as evidenced by the Washington Post using one of Judge Keith's court opinions as inspiration for its current slogan "Democracy dies in darkness." Judge Keith was a great friend to Detroit and the Board of Police Commissioners. He administered the oath to police commissioners during the swearing in ceremony in January 2018. He also was serving as honorary host for Detroit's 45th Anniversary of Civilian Oversight as the City in 2019 marked both the first meeting of the board in 1974 and the first time Detroit is hosting the National Association for Civilian Oversight of Law Enforcement conference. Judge Keith felt it important to give his support to the Board and to NACOLE because, at age 96, he remained active and engaged in the unending work of protecting rights and ensuring justice.

Officer Juan Windham, appointed on May 24, 1993, in recognition and appreciation of 26 years of service at retirement.

Kristopher Shina of Apollo Foods for donations to the Eighth Precinct Neighborhood Police Officers to assist with community outreach and relations.

Supervising Investigator **Abdullah Nelson** of the Board's investigative arm, in recognition and appreciation of his work in the Office of the Chief Investigator for 18 years at his retirement. He had previously served with the Highland Park public safety department for 25 years.

Sergeant Vanessa Wyatt, appointed on July 18, 1977, in recognition and appreciation of more than 41 years of service at retirement.

Bishop Sidney C. Griffin, posthumously, for his extensive work with local law enforcement agencies as a community leader and as Pastor of the Pilgrim Baptist Church since 1986.

June
2nd Precinct Community Host:
St. John Lutheran Church and School
4950 Oakman Boulevard

Sergeant Elaine Williams, posthumously, appointed on February 18, 2005, in recognition and appreciation of more than 14 years of service.

Senior Performance and Compliance Analyst **Karen Renee Swift** in recognition and appreciation of 15 years of service.

Ms. Lucila Ryder for outstanding volunteerism in the 2nd Police Precinct.

Officer Anthony Ely, appointed on May 18, 1987, in recognition and appreciation of 32 years of service.

Officer James Howell, appointed on June 13, 1994, in recognition and appreciation of 25 years of service upon retirement.

Officer Marcia Wimbush, appointed on April 27, 1998, in recognition and appreciation of over 20 years of service at retirement.

Former Detroit Police Commissioner Richard B. Kughn, who served from 1982 to 1987 posthumously history book, Conant Gardens, a Black Urban Community, 1925 to 1950.

July

10th Precinct Community Host: Durfee Innovation Center 2470 Collingwood Street

Lieutenant Paul Jones, appointed on May 5, 1986, in recognition and appreciation of more than 33 years of service upon retirement.

Sgt. Lynn Carpenter, appointed on June 13, 1994, in recognition and appreciation of 25 years of service at retirement.

Corporal Victoria Eschen, appointed on May 24, 1999, in recognition and appreciation of 20 years of service at retirement.

Deputy Chief Elvin Barren, appointed on July 6, 1998, in recognition and appreciation of 20 years of service at retirement.

Theodora Ragland, for active support and outreach with the 10th Precinct Community Relations Board, including service as financial secretary.

August

9th Precinct Community Host: Samaritan Center 5555 Conner Street

Sgt. William L. Jackson appointed on November 28, 1994, in recognition and appreciation of nearly 25 years of service at retirement.

Lifelong Detroit **Jeffry White** for active participation with the 5th and 9th Precincts and their Community Relations meetings and events.

Certificates of Recognition for **Commander Eric Ewing** and Neighborhood Police **Officer Herman King**.

September

4th Precinct Community Host: Kemeny Recreation Center 2260 South Fort Street

Commander Charles E. Mahone, appointed on August 14, 1989, in recognition and appreciation after 30 years of service at retirement.

Corporal Denise Walker, appointed on April 6, 1987, in recognition and appreciation after 32 years of service at retirement.

Detective Dalanda Rutledge, appointed on May 6, 1996, in recognition and appreciation of 23 years of service at retirement.

Marie Overall, a retired nurse, for public safety activism and advocacy in communities served by the 4th Precinct and serving as a vice president of the Police-Community Relations Council.

October

7th Precinct Community Host: St. John's Presbyterian Church 1961 East Lafayette Street

Investigator Larry A. Stephens, appointed September 19, 1994, posthumously, in recognition of 25 years of service.

Officer Carlton S. Orange, appointed on January 1, 1998, posthumously. In recognition of more than 21 years of service.

Corporal Charles Henley, appointed on May 26, 1969, in recognition and appreciation of service at retirement. A 50-year veteran, he also was part of the legendary Blue Pigs community outreach band.



Sergeant Deborah Fears, appointed on October 28, 1985, in recognition and appreciation of 42 years of service at retirement.

Sergeant Nancy Foster, appointed on May 12, 1997, in recognition and appreciation of 22 years of service at retirement.

Teresa McCormick for her volunteer work as an active member of the Seventh Precinct, including service as a president of a Gratiot-Woods residential community and supporting neighborhood safety programs.

Sergeant Starr Gonzales in recognition of her leadership in expanding outreach and activities for the Police Department's success in recruitment.

LaShonta Smith for working with civic and community programs dedicated to public safety and justice in the Sixth Precinct, including Police Talk.

Judah Abusalah for working alongside law enforcement in the Sixth Precinct in support of outreach programs that improve police-community relations.

Officer Rasheen McClain, appointed on May 27, 2003, posthumously, in recognition and appreciation of 14 years of service and his ultimate sacrifice in the line of duty.

Senior Corporal Bryant Lavant, appointed on January 17, 1995, posthumously, in appreciation and recognition of more than 24 years of service.

Sgt. Terrance L. Grimes, appointed on July 8, 1985, in recognition and appreciation of more than 34 years of service at retirement.

November
6th Precinct Community Host:
Second Grace United Methodist
18700 Joy Road



America's Congressman John Conyers, age 90. John Conyer's achievements were remarkable even before Detroiters elected him to Congress in 1964. With a tenure spanning 52 years and 10 presidents, Rep. Conyers became the longest-serving African-American in American history, a co-founder of the Congressional Black Caucus, and the relentless champion of a federal holiday for Martin Luther King Jr. Rep. Conyers hired the mother of the modern civil rights movement Rosa Parks. An incredible visionary and champion of civil rights, he called for reparations from slavery in each Congressional session beginning in 1989, held hearings to shine the light of reform on police misconduct, and fought for gun control, anti-poverty programs and universal health care.

December
3rd Precinct Community Host:
Historic Little Rock Baptist Church
9000 Woodward Avenue

Daniel A. Washington, founder of Northwest Goldberg Cares to remove blight and stabilize the neighborhood in three key ways: Creating a neighborhood garden, building the Holland Maze in conjunction with the Detroit Future City's Working with Lots programs, and building and art park

2019 COMPLAINTS Against DPD

Overview

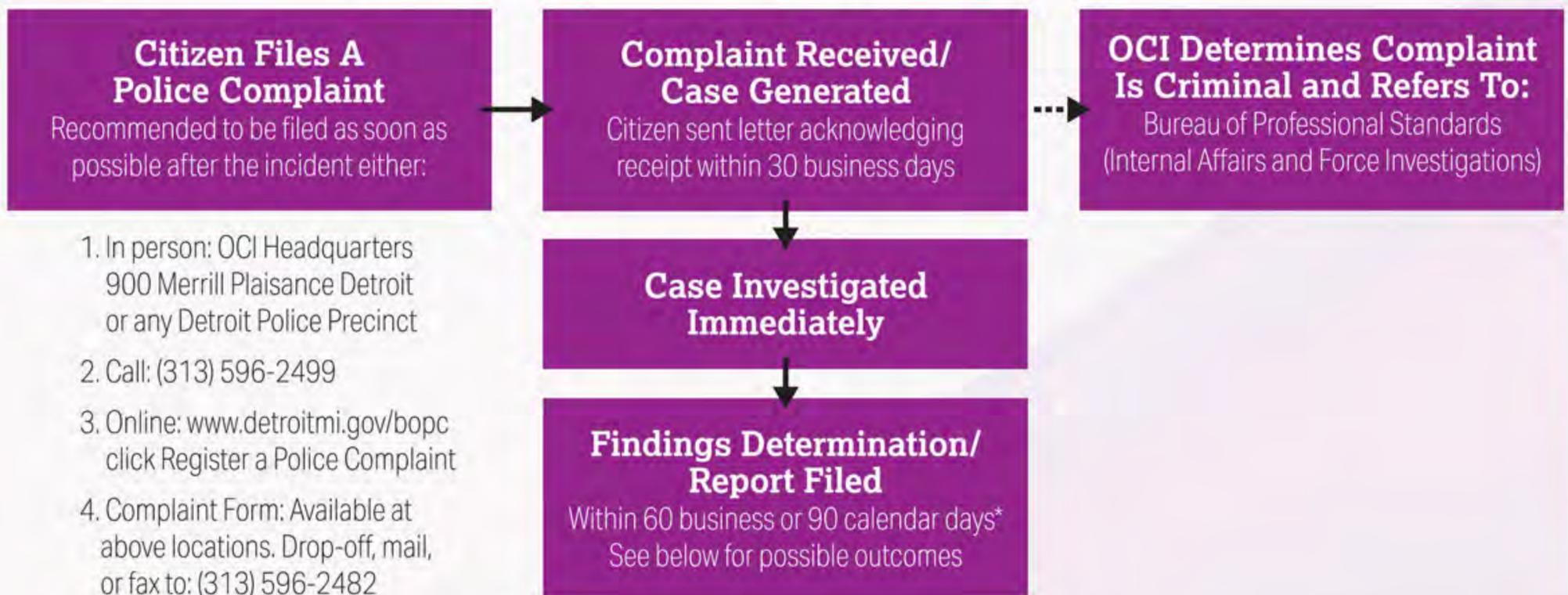
Through the City Charter, the Board of Police Commissioners has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. The Board routinely fulfills this charter-mandate through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

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

OCI Mission

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

Charter Requirements for Citizen Complaints



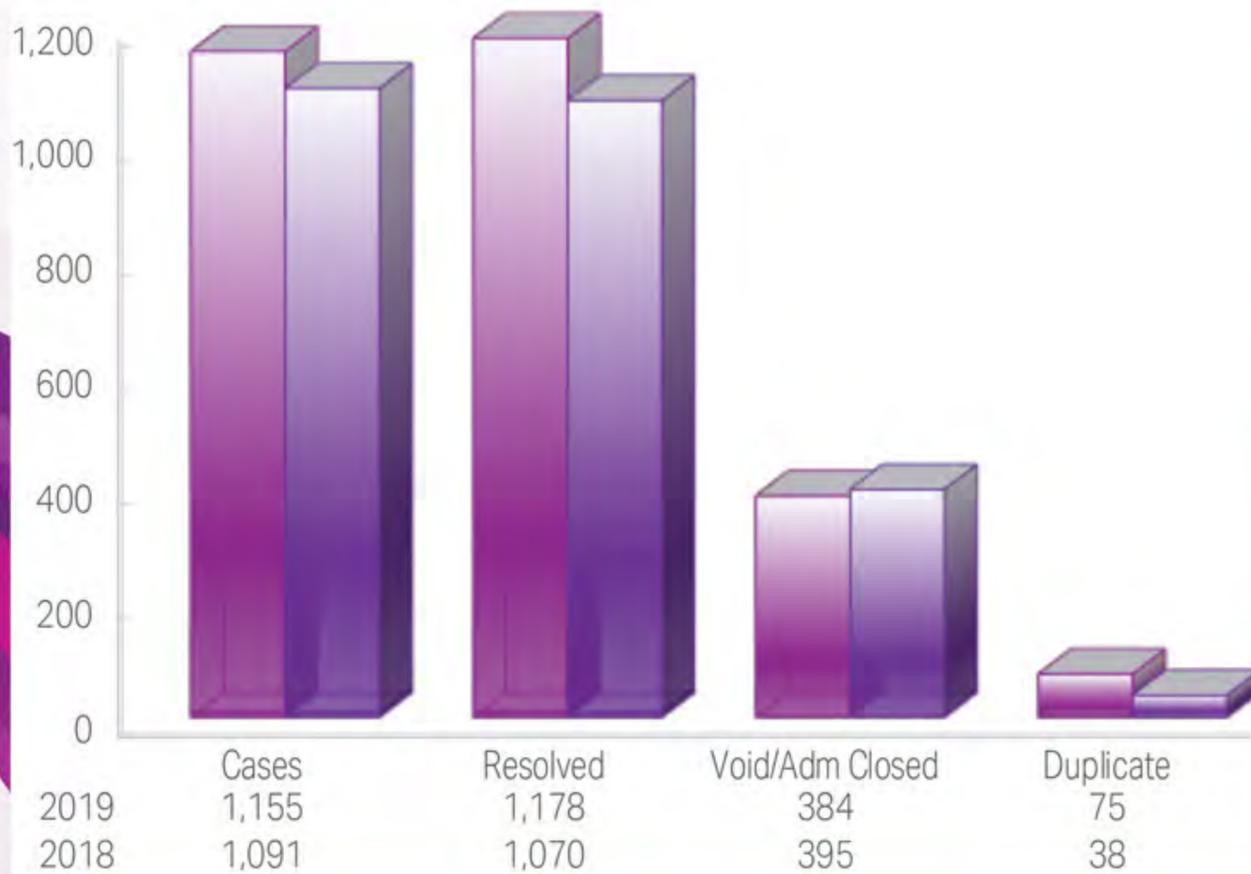
OCI Terms

- **Complaint:** A citizen reported incident with Police personnel.
- **Allegation:** Specific reported issue(s) within a complaint.
- **Finding:** A determination of a case with one of the following outcomes:
 - 1) Sustained:** Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the employee(s) violated DPD policies, procedures, or training.
 - 2) Inconclusive:** Where there are insufficient facts to decide whether the alleged misconduct occurred.
 - 3) Exonerated:** Where the preponderance of the evidence shows that the alleged conduct did occur, but did not violate DPD policies, procedures or training.
 - 4) Unfounded:** Where the investigation revealed no facts to support that the incident complained of actually occurred.
- **CCR:** Citizen Complaint Report
- **Case:** A Complaint or CCR

2019 COMPLAINTS by Allegation



2019 Summary of Complaints



COMPLAINT Resolution/Findings

2019 Complaint Findings by Type of Allegation

CCR Allegation	Exonerated	Inconclusive	Sustained	Unfounded	Total
Arrest	23			16	39
Demeanor	12	157	114	141	424
Entry	4	2	2		8
Force	8	25	2	31	66
Harassment		9		38	47
Procedure	150	99	148	158	555
Property	10	12	15	14	51
Search	24	4	1	13	42
Service	27	42	15	36	120
Total	258	350	297	447	1352

2019 OCI CCR Allegations & Findings

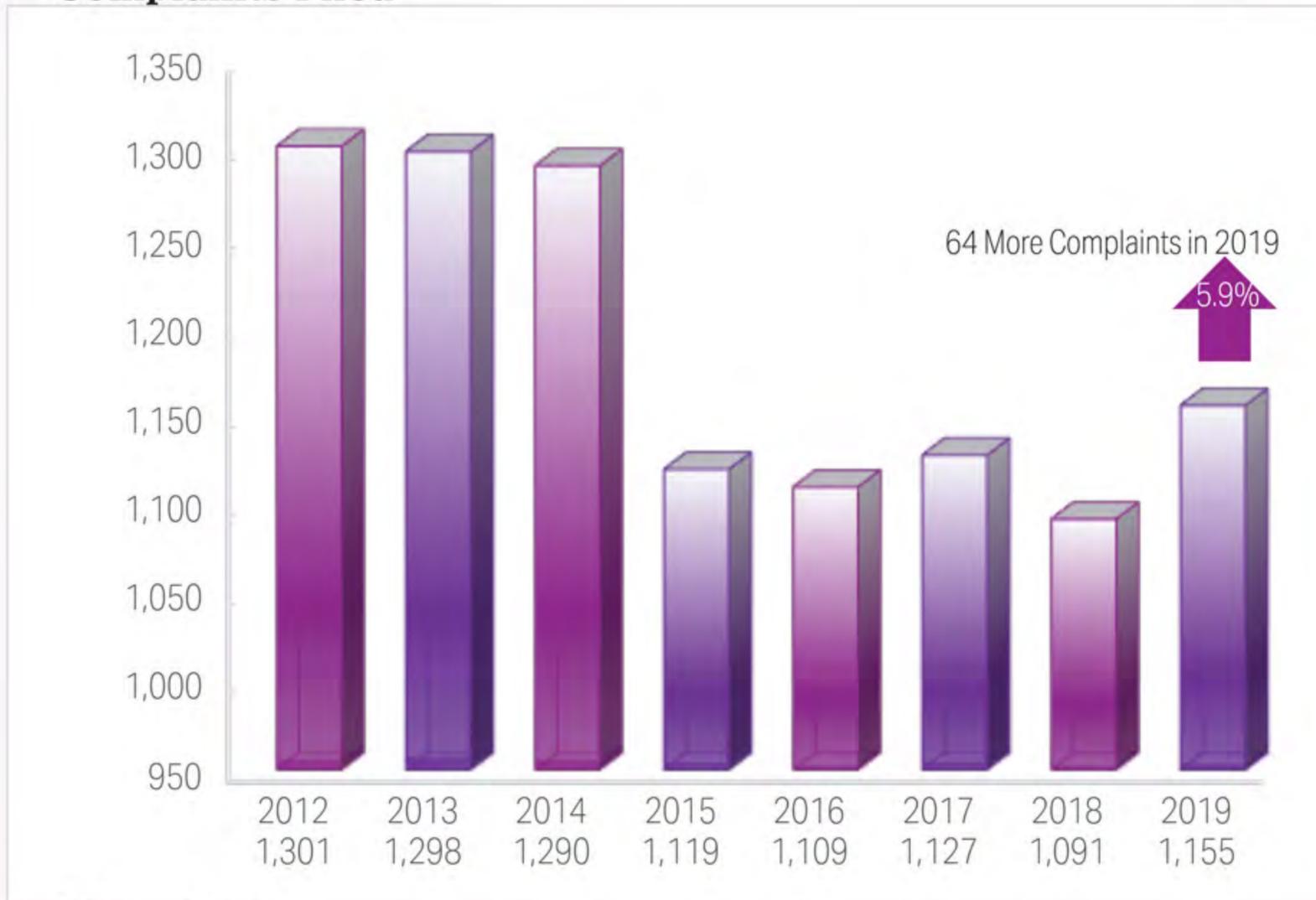
Allegation	Adm/Closure	Exonerated	Inconclusive	Sustained	Unfounded	Total
Arrest	17	23			16	56
Demeanor	79	12	157	114	141	503
Entry	6	4	2	2		14
Force	14	8	25	2	31	80
Harassment	27		9		38	74
Procedure	239	150	99	148	158	794
Property	31	10	12	15	14	82
Search	11	24	4	1	13	53
Service	126	27	42	15	36	246
Total	550	258	350	297	447	1902

2019 Alternate Dispositions

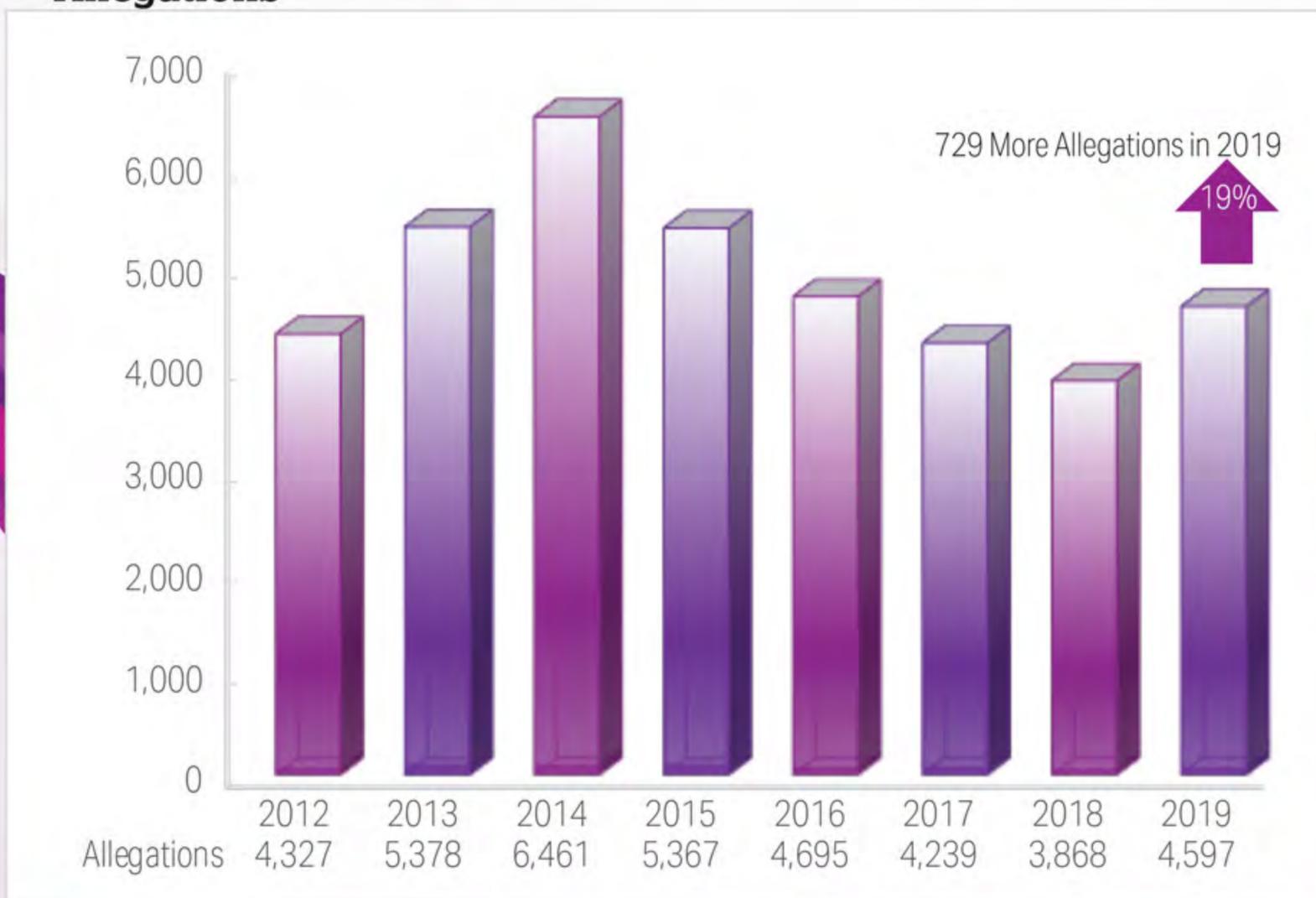
Total CCRS Closed	Total Alt. Closures	Administrative Closures	Transfers	Innocence of Charge	Inadequate Service	% of Total CCRs
1178	459	238	59	23	64	39%

8-YEAR Trends

Complaints Filed



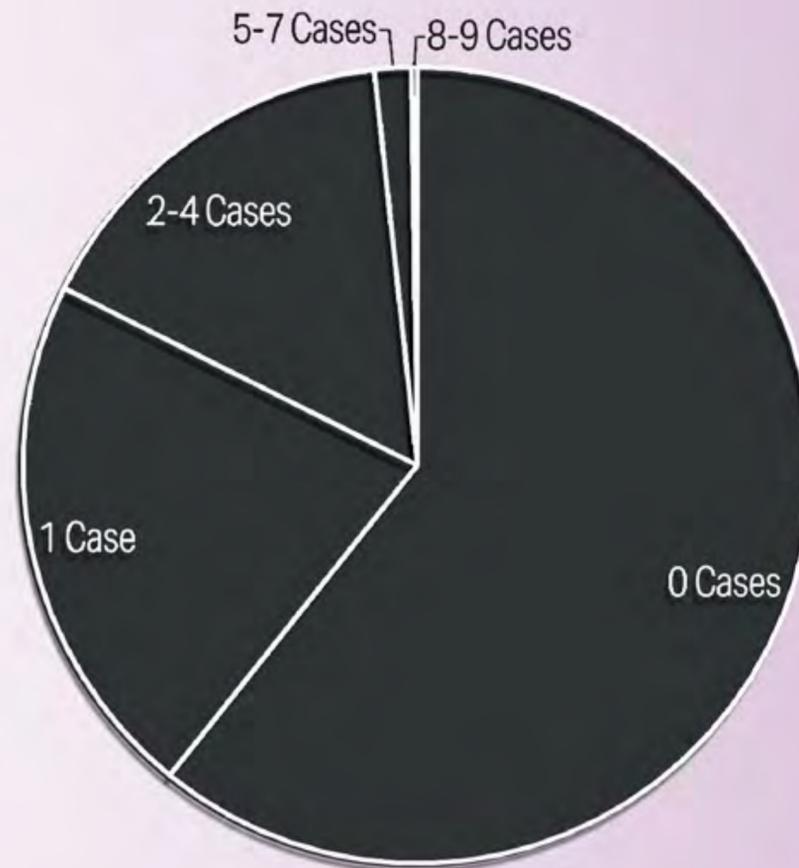
Allegations



OFFICER Complaints/Cases

	# of Officers Involved	% of All Officers on Force
Officers with No Cases	1,532	60.79%
Officers with Cases	988	39.21%
1 Case	543	21.55%
2-4 Cases	401	15.91%
5-7 Cases	38	1.51%
8-9 Cases	6	0.24%
Total # of Officers on Force*	2,520	

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



Most Complaints - Sworn		
# of Officers	# of Complaints	Range of Yrs. Experience
15	5	1-21
13	6	1-25
2	7	2-4
2	8	3-20
3	9	2-19

Most Sustained Complaints - Sworn		
# of Officers	# of Sustained Complaints	Range of Yrs. Experience
1	5	3
2	4	20-21
9	3	1-25
11	2	1-21
6	1	1-19

Most Complaints - Civilian*	
Department	# of Complaints
Communications / 911	13
Telephone Crime Reporting Unit	1



Impact of Technology: Body-Worn Cameras in Complaint Investigations

Rolled out department-wide in 2018, body-worn cameras (BWCs) are vital technology and tools for the police and community. The BOPC continues to monitor DPD compliance with use. In 2019, BOPC investigators used BWC video in a majority of civilian complaint cases

2019 COMPLAINTS by Precinct

Unit Involved	Total	Arrest	Demeanor	Entry	Force	Harassment	Procedure	Property	Search	Service
2nd Precinct	257	6	55	2	13	15	104	19	4	39
2nd Precinct PDU	36		5	1	1		11	5	1	12
3rd Precinct	104	3	23		3	6	39	2	2	26
3rd Precinct PDU	31		3				10			18
4th Precinct	105	7	20		5	9	36	6	7	15
4th Precinct PDU	29		9			2	10	1		7
5th Precinct	139	6	46		3	7	60	2	4	11
5th Precinct PDU	23	1	8			4	7	1		2
6th Precinct	220	12	57	3	19	10	76	9	7	27
6th Precinct PDU	26	1	7				8			10
7th Precinct	146	6	29	1	5	11	59	10	6	19
7th Precinct PDU	18	1	6			1	5			5
8th Precinct	348	16	90	2	14	20	124	15	14	53
8th Precinct PDU	54		8			1	16	1		28
9th Precinct	203	7	46	4	2	11	88	12	5	28
9th Precinct PDU	37	2	10		2		12	1		10
10th Precinct	92	2	19	6	3	1	35	9	4	13
10th Precinct PDU	4								1	3
11th Precinct	223	12	56		9	11	87	6	9	33
11th Precinct PDU	26	1	4			2	8	1		10
12th Precinct	223	9	63	2	14	5	84	16	1	29
12th Precinct PDU	9		3		2		3			1
Abandoned vehicle task Force	28	1	4			1	15	4	1	2
Arson	1									1
Assets And Licensing	3		1							2
Auto Theft	19	2	1	3	6		2	1	3	1
Cease Fire	8	1	2				4		1	
Central District	6		2				2			2
Chief Neighborhood Liaison	1		1							
Citywide Park Unit	1						1			
Communications Operations	94		36				16		1	41
Crime Scene Services	5				1		1		1	2
Detroit Detention Center	27		10			2	10		1	4
Detroit Police Department	23	1	2	1			11	3	1	4
Domestic Violence	15	1	2		1		6			5

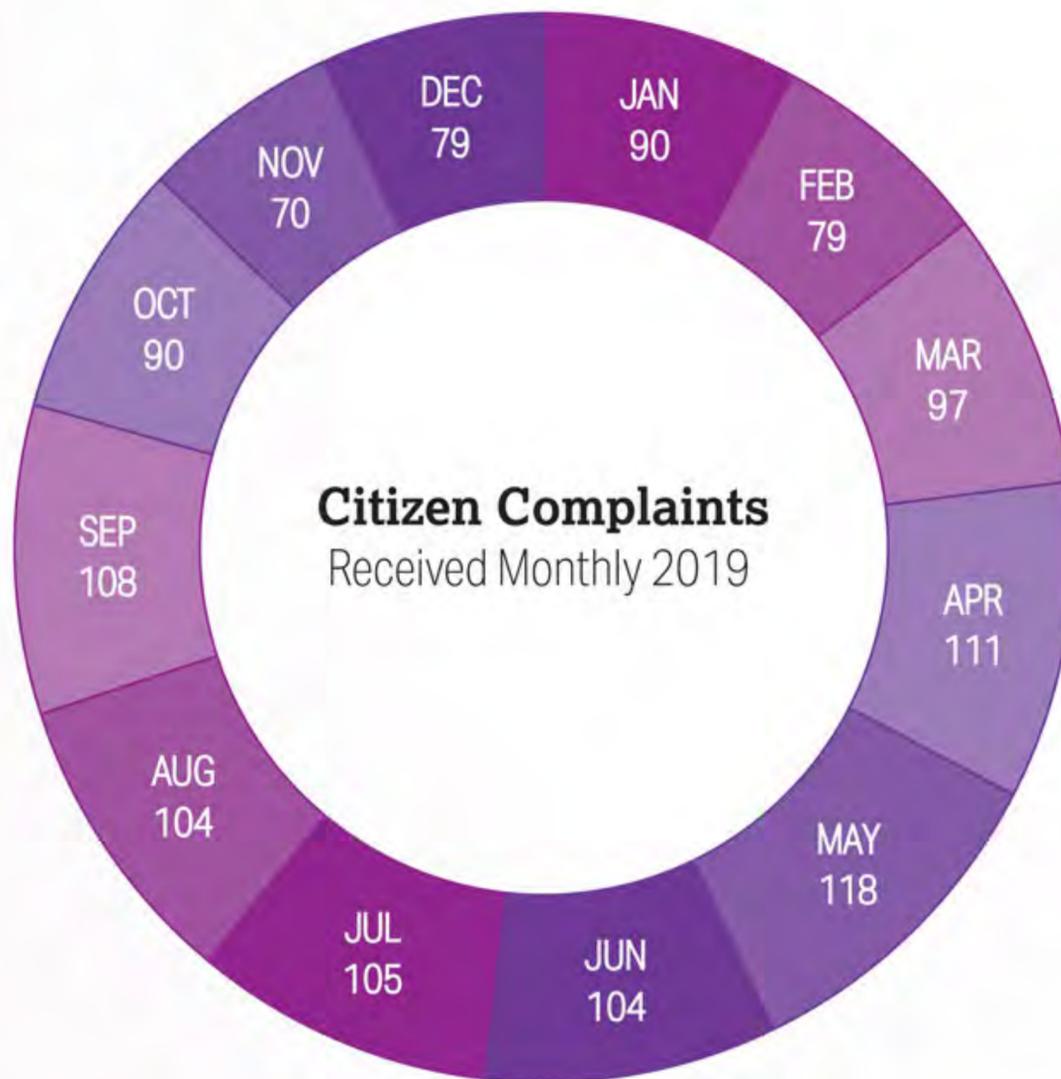
Unit Involved	Total	Arrest	Demeanor	Entry	Force	Harassment	Procedure	Property	Search	Service
Downtown Services	114	3	44		3	4	41	7	3	9
Executive Protection	1						1			
Fatal Squad	5		1				2			2
Firearms Inventory Unit	4		2				2			
Firearms Investigative Unit	4						2	2		
Fleet Management	2						1	1		
Forfeiture	7		1				4			2
Fugitive Apprehension Team	5		1	1			3			
Gaming	17		8		1		7			1
Gang Intelligence	86	3	19	1	7	3	33	8	9	3
General Assignment Unit	1					1				
Homicide	50		8				20	5	2	15
Internal Affairs	2		1							1
Investigative Operations	4						4			
Junior Police Cadets	1		1							
Major Crimes	4		2				2			
Major Violators	64	2	13	5	7	3	20	3	6	5
Narcotics Enforcement	4		2							2
Office Of Public Information	1					1				
Organized Crimes	1					1				
Property Control	4						1	2		1
Records And Identification	13		6		1		1	2		3
Secondary Employment	33	1	13		4		12			3
Sex Crimes	6		2				2			2
Special Response Team	2							2		
Special Victims	16	1	4			1	5			5
Tactical Response Unit	4		2				1		1	
Tactical Services Section	69	2	17	2	1	6	24	4	6	7
Task Force Administration	1					1				
Telephone Crime Reporting	26		10				6			10
Traffic Enforcement	40		9		1	2	22			6
Training	5		2			1	2			
Vice	10	1	2			2	4		1	
Unknown Command	1312	43	318	15	56	64	490	62	44	220
Total	4502	154	1116	49	184	209	1662	222	146	760

2019 FINDINGS by Precinct

Unit	Total	Admin Closure	Exonerated	Inconclusive	Sustained	Unfounded	No Charge	Void
2nd Precinct	257	33	28	22	31	42	88	13
2nd Precinct PDU	36	12	4	8	1	3	8	
3rd Precinct	104	18	7	11	13	14	38	3
3rd Precinct PDU	31	9	2	6		4	10	
4th Precinct	105	10	10	9	6	27	38	5
4th Precinct PDU	29	6	2	7	1	3	10	
5th Precinct	139	20	14	19	13	26	44	3
5th Precinct PDU	23	3		6	3	4	5	2
6th Precinct	220	37	20	26	18	45	72	2
6th Precinct PDU	26	3	2	7		5	6	3
7th Precinct	146	28	11	7	13	26	60	1
7th Precinct PDU	18	3		3	2	3	7	
8th Precinct	348	42	30	38	42	64	121	11
8th Precinct PDU	54	8	1	15	1	6	21	2
9th Precinct	203	26	29	16	25	32	75	
9th Precinct PDU	37	2	4	11	2	6	11	1
10th Precinct	92	17	6	4	10	13	42	
10th Precinct PDU	4	2					2	
11th Precinct	223	26	19	15	29	36	95	3
11th Precinct PDU	26	6	2	3	1	4	10	
12th Precinct	223	40	18	31	36	18	75	5
12th Precinct PDU	9	2	1	1	1		4	
Abandoned Vehicle Task Force	28	10	1	4		1	12	
Arson	1	1						
Assets And Licensing	3			2			1	
Auto Theft	19	5	5	3		1	5	
Cease Fire	8	1				2	5	
Central District	6	2					1	3
Chief Neighborhood Liaison	1	1						
Citywide Park Unit	1	1						
Communications Operations	94	26	4	7	9	14	32	2
Crime Scene Services	5	1		1			3	
Detroit Detention Center	27	2	3	8		4	10	
Detroit Police Department	23	6	2	1	3	1	10	
Domestic Violence	15	3	1	6	1		4	

Unit	Total	Admin Closure	Exonerated	Inconclusive	Sustained	Unfounded	No Charge	Void
Downtown Services	114	10	13	9	13	29	37	3
Executive Protection	1	1						
Fatal Squad	5			3			2	
Firearms Inventory Unit	4			2			2	
Firearms Investigative Unit	4			1		1	2	
Fleet Management	2	1					1	
Forfeiture	7	2		1			4	
Fugitive Apprehension Team	5	2	1		1		1	
Gaming	17	5		1	2	3	6	
Gang Intelligence	86	4	9	10	15	13	33	2
General Assignment Unit	1	1						
Homicide	50	10	6	10	3	2	18	1
Internal Affairs	2			1			1	
Investigative Operations Division	4	2					2	
Junior Police Cadets	1	1						
Major Crimes	4		1			2	1	
Major Violators	64	9	8	14	4	3	26	
Narcotics Enforcement	4	1			1		2	
Office Of Public Information	1	1						
Organized Crimes	1	1						
Property Control	4	1	1				2	
Records And Identification	13		2	4		1	4	2
Secondary Employment	33	1	2	5	2	8	15	
Sex Crimes	6	1		3			2	
Special Response Team	2					1	1	
Special Victims	16	3	1	5		1	5	1
Tactical Response Unit	4			1		1	2	
Tactical Services Section	69	8	12	2	8	11	27	1
Task Force Administration	1	1						
Telephone Crime Reporting	26	7		2	3	2	12	
Traffic Enforcement	40	6	5	6	5	7	10	1
Training	5	3					2	
Unknown Command	1312	239	76	156	97	120	586	38
Vice	10	1	2	1	1	1	4	
Total	4502	734	365	534	416	610	1735	108

TRENDS IN WHEN CCRs Were Filed



Open and Closed Complaints Monthly Comparison 2017 to 2019

	2017		2018		2019	
	Open	Closed	Open	Closed	Open	Closed
JAN	85	88	74	106	90	136
FEB	79	92	80	96	79	102
MAR	90	80	73	82	97	87
APR	106	82	79	72	111	74
MAY	81	77	97	79	118	105
JUN	125	87	98	71	104	83
JUL	106	114	116	81	105	126
AUG	100	90	110	105	104	91
SEP	86	91	91	87	108	100
OCT	104	90	101	115	90	117
NOV	105	94	90	94	70	85
DEC	60	90	82	82	79	72
Year Total	1,127	1,075	1,091	1,070	1,155	1,178

COMPLAINTS by Location

CCR Report Unit Receiving	Email	In-Custody	Letter	Online	Outside Agency	Telephone or TDD	Unknown	Walk In	Total
2nd Precinct		1				11		38	50
2nd Precinct PDU						3		1	4
3rd Precinct		2				13		36	51
3rd Precinct PDU						1		1	2
4th Precinct	1	1						17	19
4th Precinct PDU						1		1	2
5th Precinct		2				10		18	30
6th Precinct		4				5		42	51
6th Precinct PDU								1	1
7th Precinct		2				4		17	23
8th Precinct		2		1	1	18		52	74
8th Precinct PDU						3		3	6
9th Precinct		1				6		45	52
10th Precinct		2				8	1	16	27
11th Precinct						12		37	49
12th Precinct		6				13		26	45
Auto Theft		1							1
Board Of Police Commissioners								1	1
Chief Of Police			1						1
Communications Operations						19			19
Crime Intelligence Unit								1	1
Detroit Detention Center		5				2		2	9
Downtown Services		1				4		1	6
Force Investigations					1	28		4	33
Gaming						1		1	2
Gang Intelligence								1	1
General Assignment Unit								1	1
Homicide		1						1	2
Human Resources			1		3				4
Internal Affairs	2				3	42		9	56
Investigative Operations						1			1
Neighborhood Policing				1					1
Neighborhood Policing - West						1			1
Office Of The Chief Investigator*	5		12	44	3	412		23	499
Patrol Operations								1	1
Police Towing And Impound Unit	1								1
Records And Identification								1	1
Telephone Crime Reporting						27			27
Total	9	31	14	46	11	645	1	398	1155

Top Methods of Filing Complaints: ▶ 56% Call-Ins ▶ 43% Directly to OCI ▶ 34% Walk-In

TRENDS IN HOW CCR's Are Filed

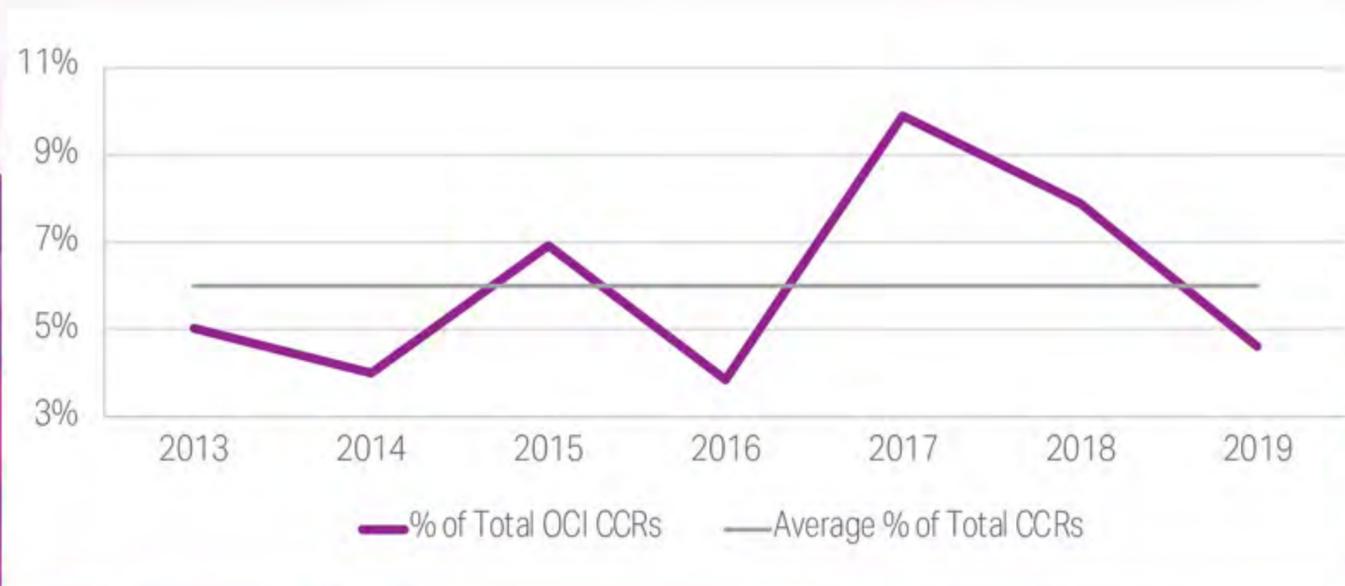
Walk-Ins Comparative Statistics

Year	Location	Total # of Walk-Ins (Department Wide)	Total CCR's Filed	% of Walk-Ins to CCR's Filed	% of Walk-Ins to CCR's Filed	Total # of Walk-Ins (OCI Only)	% of All Walk-Ins
2017	DPSH	409	1127	36%	36%	42	10%
2018	Total	336	1091	31%	31%	45	13%
2018	DPSH	293			27%	42	14%
2018	Merrill Plaisance*	43			4%	3	7%
2019	Merrill Plaisance	398	1155	34%	34%	23	6%

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

OCI CCRs: Totals vs. Walk-Ins 7 Year Comparison

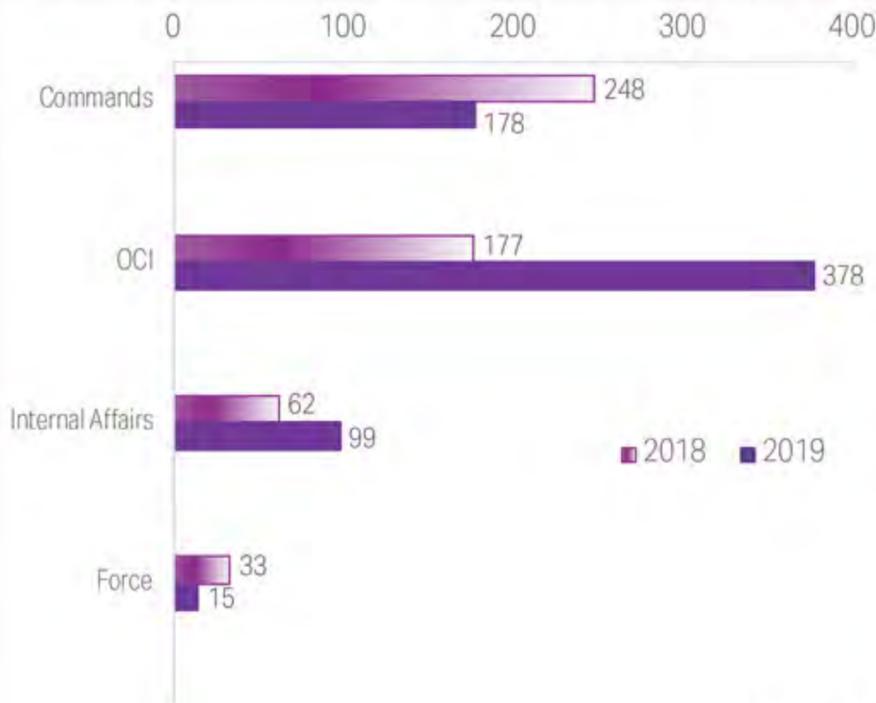
Year	OCI Total CCRs	OCI Walk-Ins	% of Total OCI CCRs
2013	576	29	5%
2014	549	22	4%
2015	403	28	7%
2016	463	18	4%
2017	504	50	10%
2018	571	45	8%
2019	499	23	5%
7 Year Avg	509	31	6%



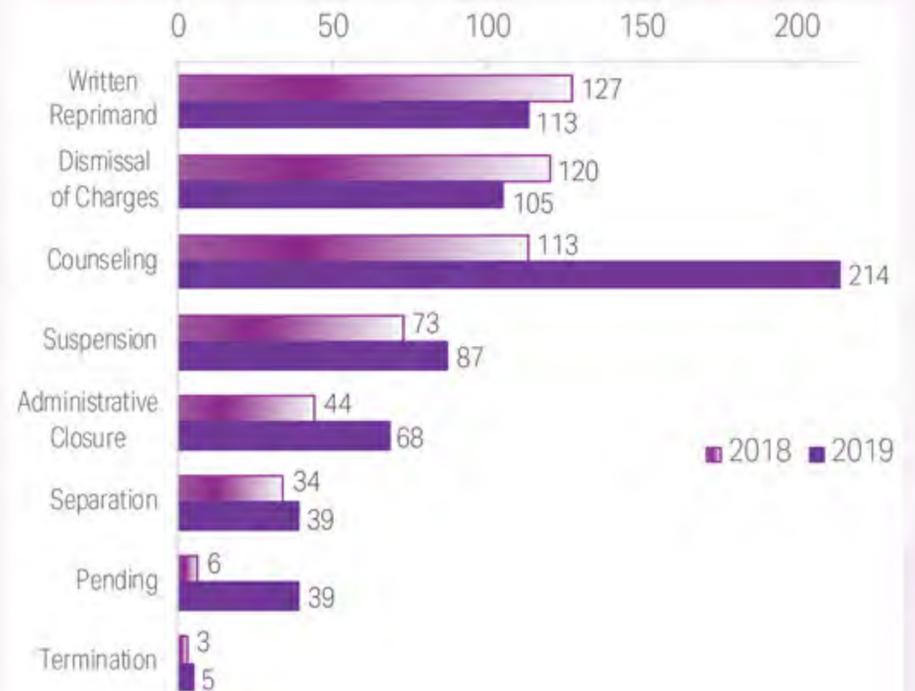
DISCIPLINARY Actions

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

Disciplinary Actions By Category



Disciplinary Actions Taken



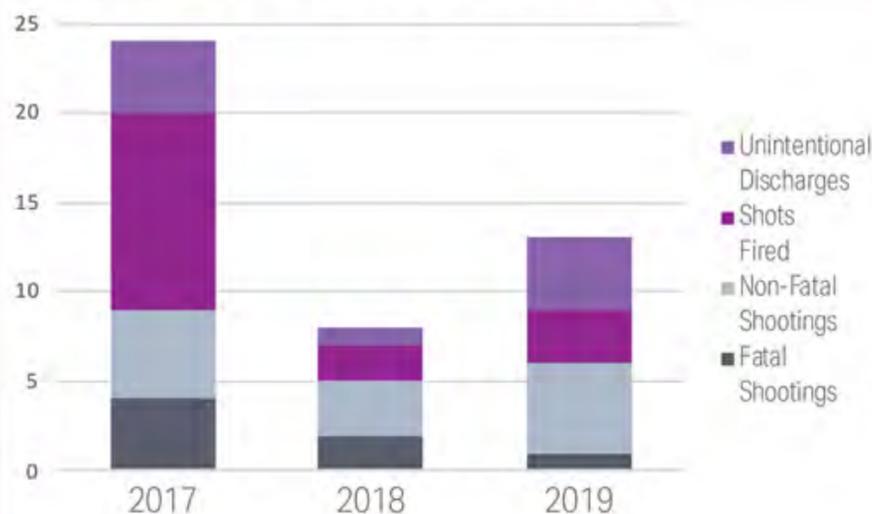
Total Dispositions

(Actions Taken)

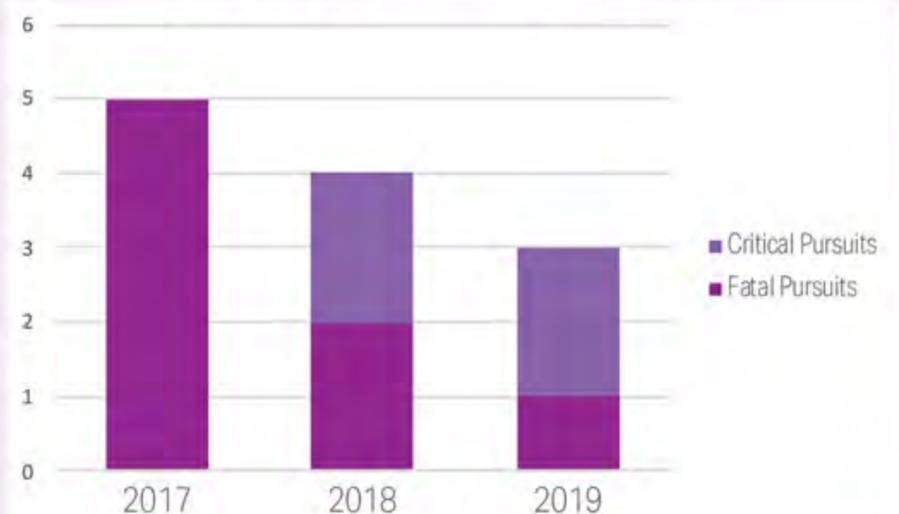


USE OF Force

Firearms Discharges



Fatal & Critical Pursuits

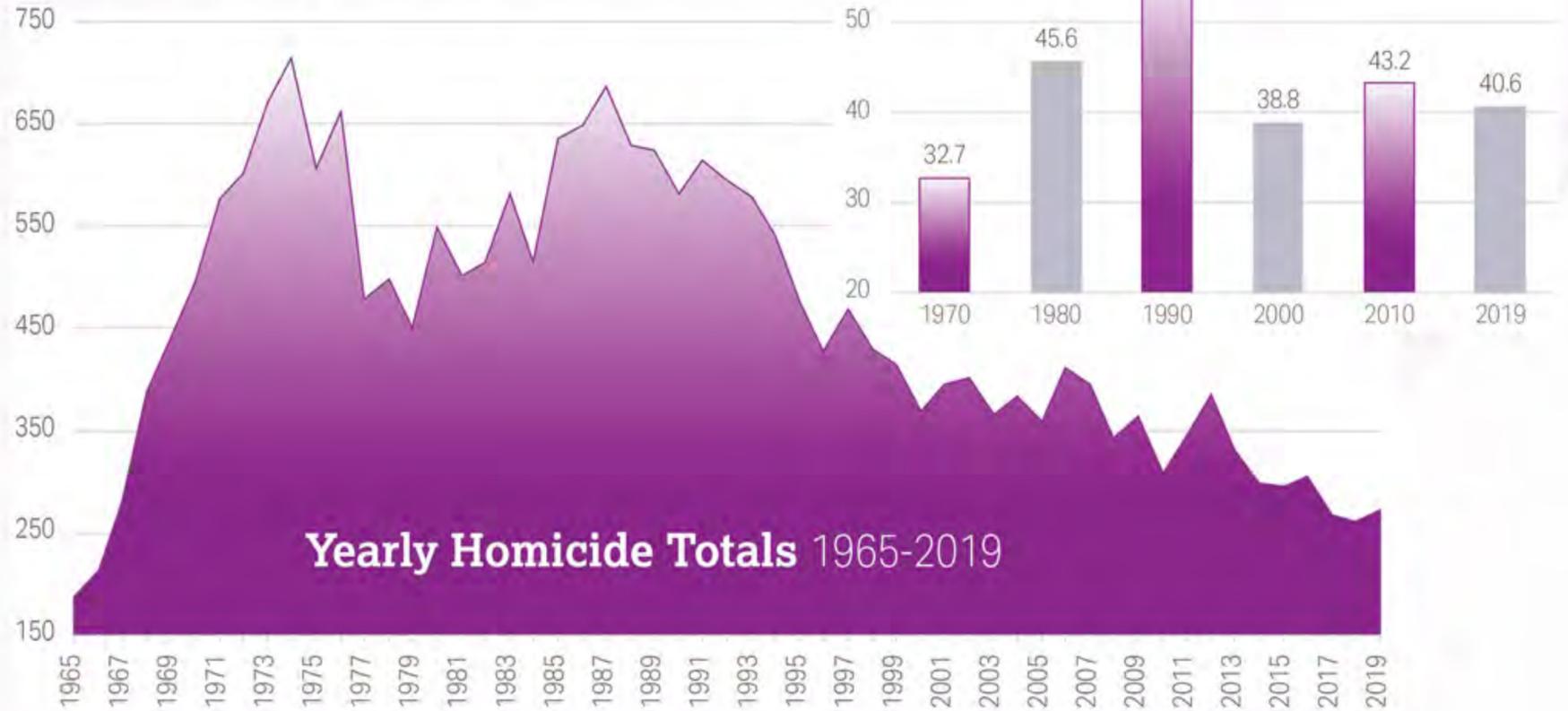


The FBI launched the National Use-of-Force Data Collection in 2019, but did not publish a report because participation did not reach criteria for release. The program is an addition to the national data collections in the FBI's Uniform Crime Reporting (UCR) Program. As with all UCR Program data collections, participation is voluntary.

*Presented at a Board Meeting by DPD Professional Standards Bureau

CRIME Statistics

Homicide Rate per 100,000 residents by Decade



Reported Crimes

Violent Offenses					
Offense Type	2017	2018	2019	% Chg v 2017	% Chg v 2018
Homicide*	267	261	273	2%	5%
Rape*	697	988	866	24%	-12%
Robbery	2,639	2,309	2,337	-11%	1%
Aggravated Assault*	10,193	9,920	9,467	-7%	-5%
Total Violent Offenses	13,796	13,478	12,943	-6%	-4%
Property Offenses					
Offense Type	2017	2018	2019	% Chg v 2017	% Chg v 2018
Burglary	8,258	7,440	6,785	-18%	-9%
Larceny	14,045	15,003	14,616	4%	-3%
Stolen Vehicle	8,155	6,454	6,904	-15%	7%
Total Property Offenses	30,458	28,897	28,305	-7%	-2%
Total Violent and Property Offenses	44,254	42,375	41,248	-7%	-3%
Other Offenses					
Offense Type	2017	2018	2019	% Chg v 2017	% Chg v 2018
Non-Fatal Shooting*	840	753	767	-9%	2%
Carjacking*	301	309	244	-19%	-21%

Non-Fatal Shooting totals are included in Aggravated Assault totals. Carjacking totals are included in Robbery Totals.

Crime Stats released by DPD in January 2020: This preliminary information is used on an ongoing basis by the DPD for strategic planning and crime analysis. This data is not final and thus is not the crime data that is reported to the FBI Uniform Crime Reporting Program.

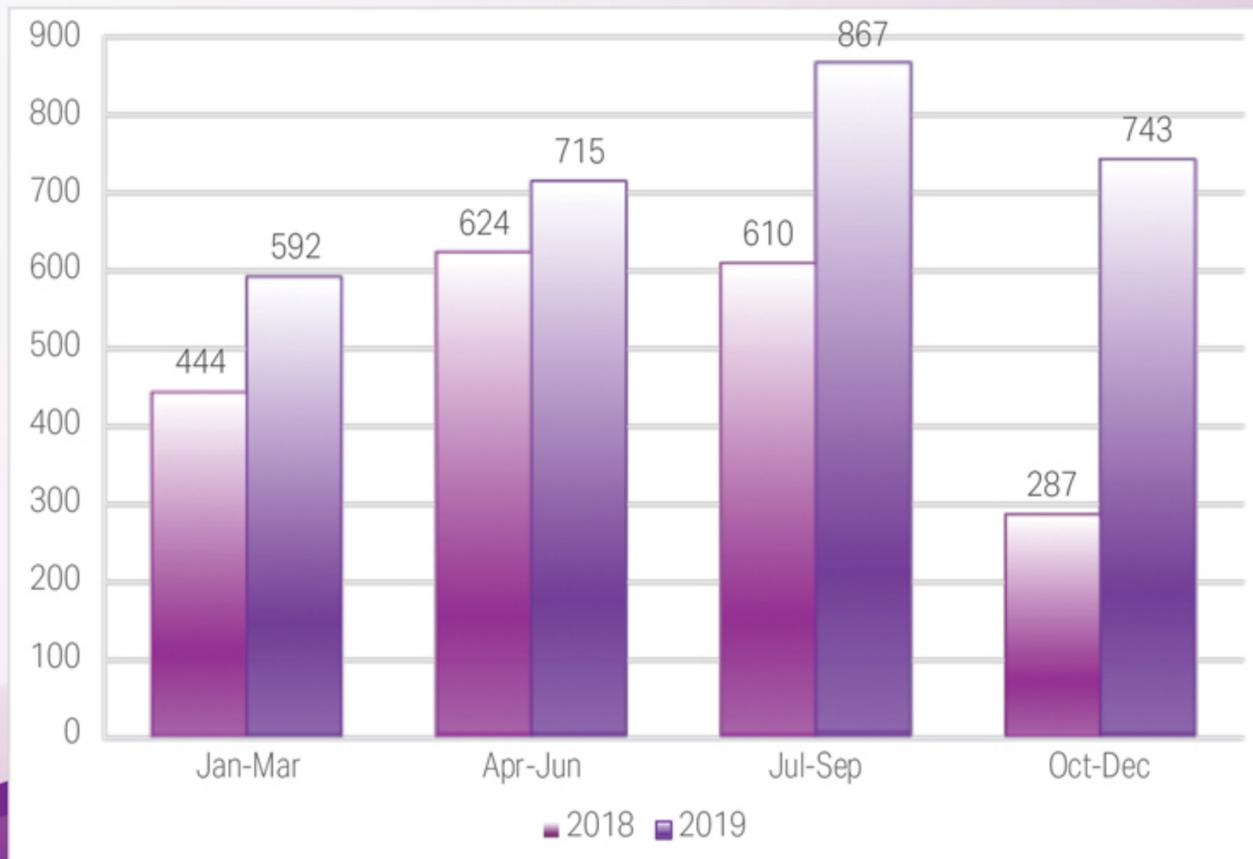
*Victim-based data

Non-Fatal Shooting and Homicides by Precinct 2018-2019

Precinct	Non-Fatal Shootings			Homicides			Total Shootings		
	2018	2019	% Change	2018	2019	% Change	2018	2019	% Change
2nd	82	67	-18%	26	31	19%	108	98	-9%
*3rd	36	35	-3%	9	8	-11%	45	43	-4%
4th	38	53	39%	16	18	13%	54	71	31%
5th	49	48	-2%	21	24	14%	70	72	3%
6th	63	80	27%	23	28	22%	86	108	26%
7th	31	34	10%	14	14	0%	45	48	7%
8th	83	119	43%	41	31	-24%	124	150	21%
9th	144	103	-28%	40	36	-10%	184	139	-24%
10th	73	61	-16%	24	23	-4%	97	84	-13%
11th	67	83	24%	28	26	-7%	95	109	15%
12th	87	84	-3%	19	34	79%	106	118	11%

*Includes Downtown Services

Gun Related Arrests 2018-2019

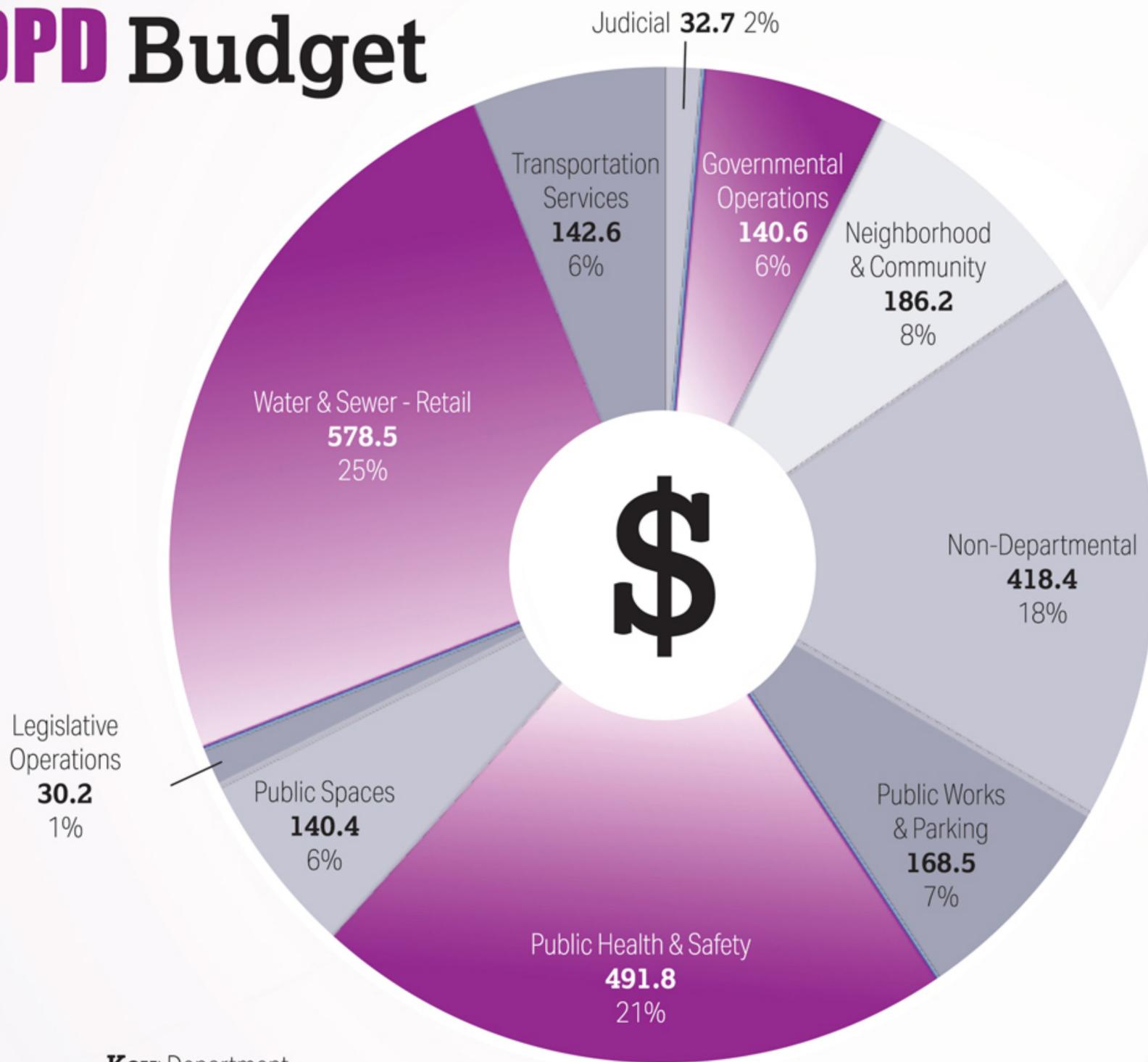


Total Gun Arrests	2018	2019	% Change
Offenders	1,965	2,917	48%

Crime Stats released by DPD in January 2020: This preliminary information is used on an ongoing basis by the DPD for strategic planning and crime analysis. This data is not final and thus is not the crime data that is reported to the FBI Uniform Crime Reporting Program.

*Victim-based data

DPD Budget



Key: Department Budget in Millions
% of Total Budget

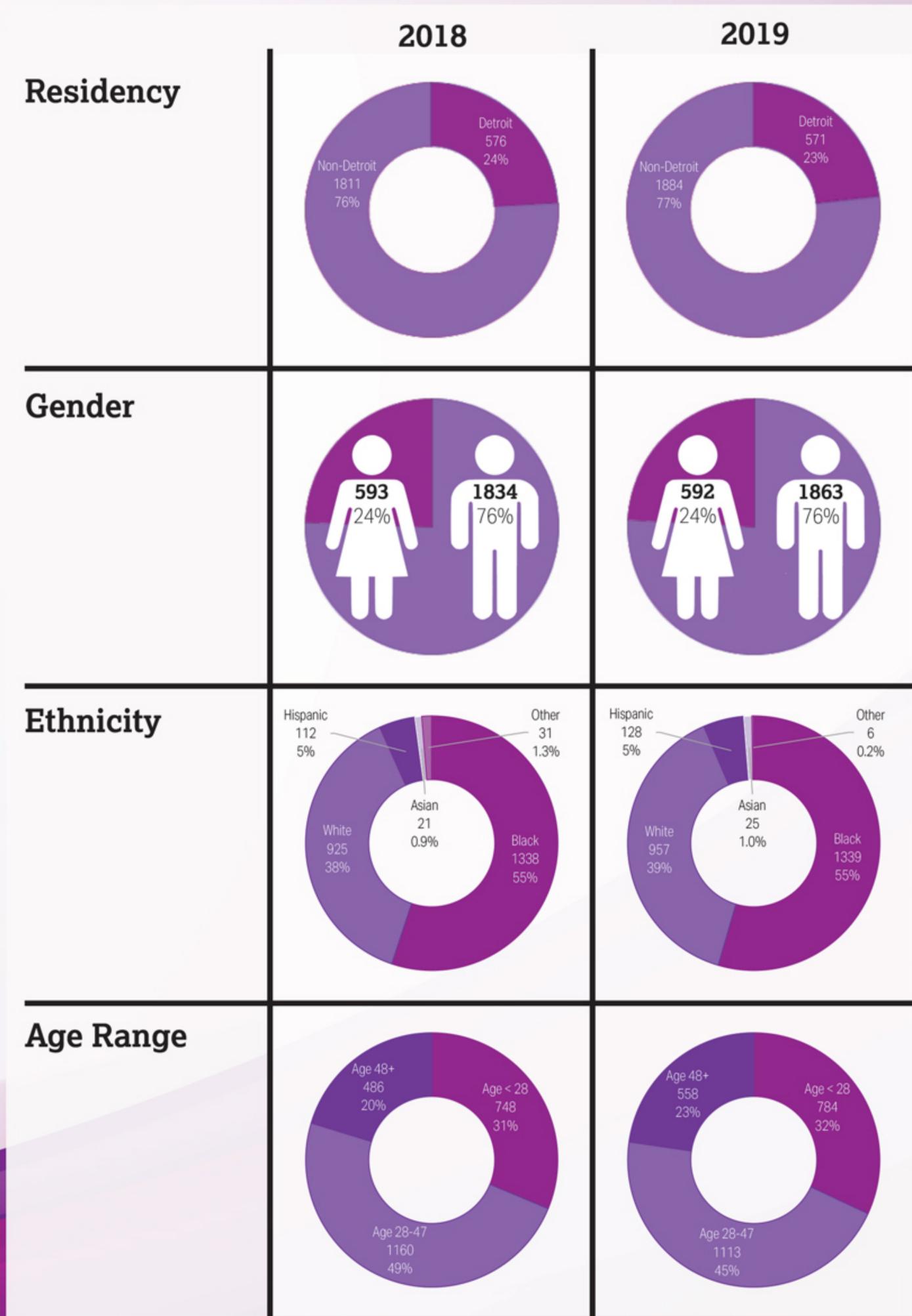
Source: City of Detroit
2019-2020 Budget in Brief

Police Budget Projections

Fiscal Year		Expenditures	Revenues	Difference
2021	Adopted	328.7	66.7	262.0
2022	Forecast	338.0	74.4	263.6
2023	Forecast	341.7	75.4	266.3
2024	Forecast	346.0	76.3	269.6

Data Source: City of Detroit Four-Year Financial Plan

DPD Demographics

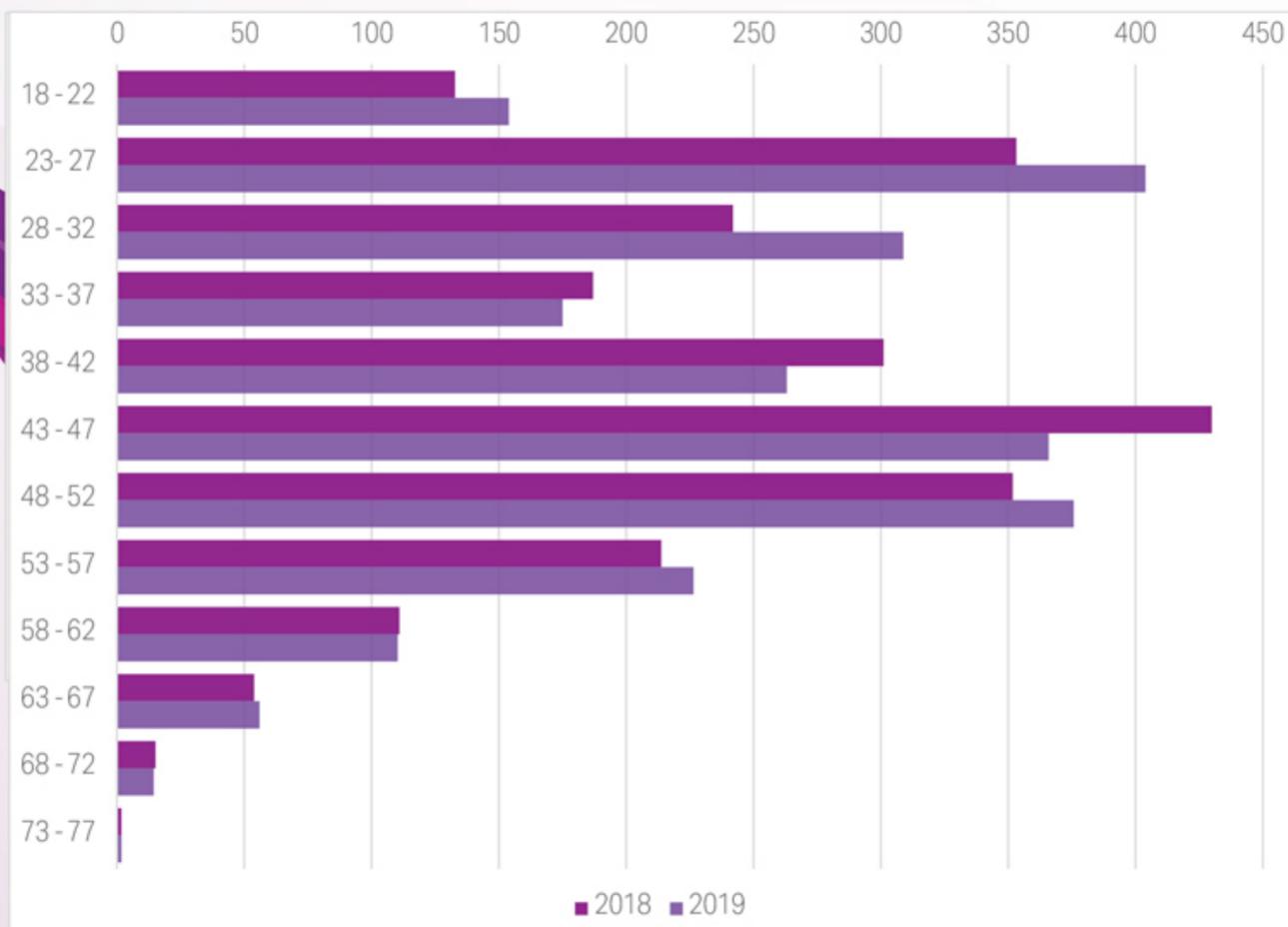


SWORN MEMBER AGE by Ethnicity and Gender

2019 Officer Age, Ethnicity, and Gender Composition

Age Range	Black Male	Black Female	White Male	White Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	Native Male	Native Female	Total Members	Percentage
18-22	55	16	60	7	7	3	5		1		154	6.3%
23-27	109	39	179	45	21	8		1	1	1	404	16.5%
28-32	105	41	114	21	16	4	8				309	12.6%
33-37	71	29	63	4	6	1				1	175	7.1%
38-42	90	49	81	24	12	2	3	2			263	10.7%
43-47	129	75	120	24	11	5	1			1	366	14.9%
48-52	163	66	106	20	16	1	3		1		376	15.3%
53-57	124	44	41	8	8			1			226	9.2%
58-62	54	29	21	3	3						110	4.5%
63-67	29	12	12		3						56	2.3%
68-72	5	4	3	1	1						14	0.6%
73-77	1						1				2	0.1%
Totals	935	404	800	157	104	24	21	4	3	3	2455	100.0%

2018-2019 Officer Age Distribution



DROP Participants

Deferred Retirement Option Program

Officer Rank	Total # of Participants
Assistant Chief	0
Deputy Chief	1
Commander	3
Captain	9
Lieutenant	35
Sergeant	110
Investigator	18
Detective	54
Policer Officer	342
Total	572

RESIDENCY by Rank

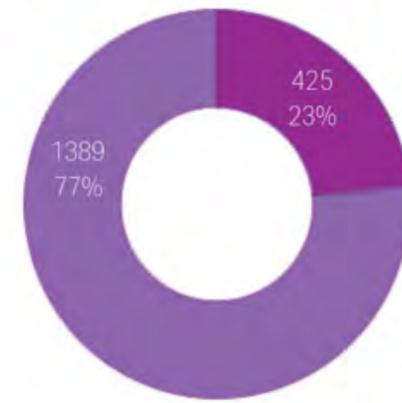
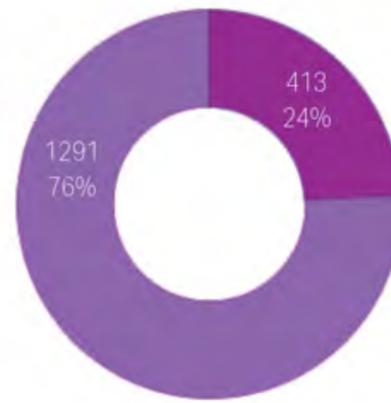
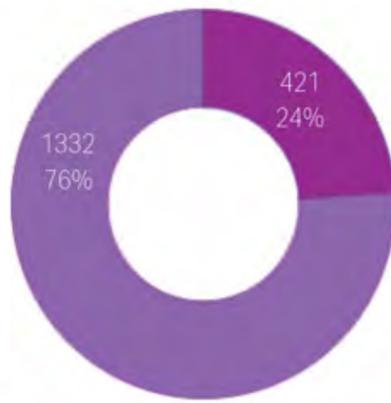
— Non-Detroit — Detroit

2017

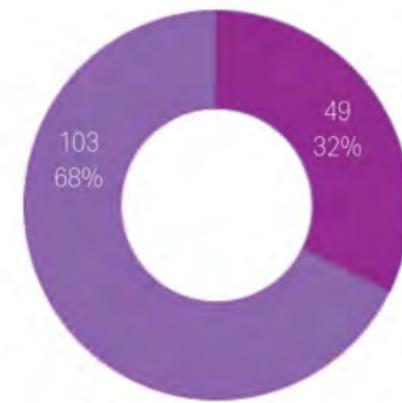
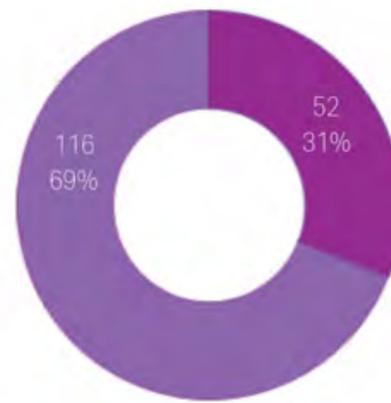
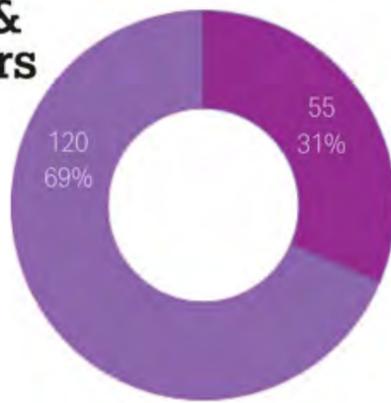
2018

2019

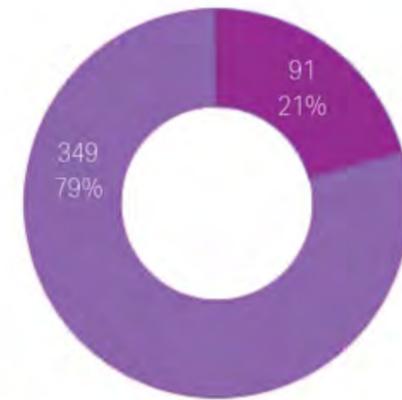
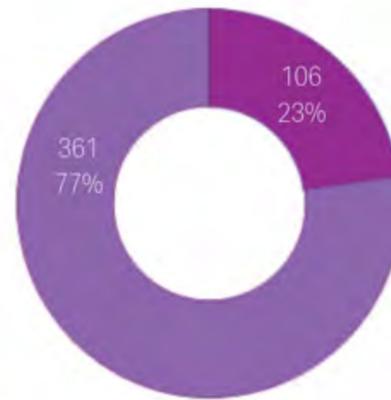
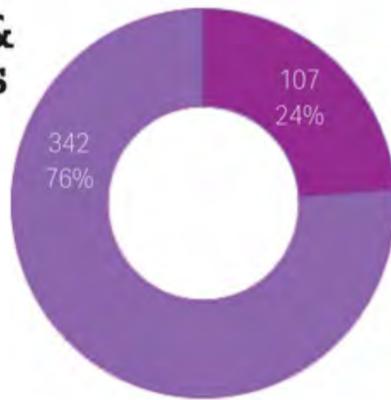
Officers



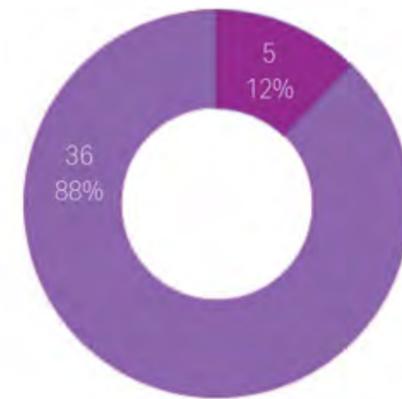
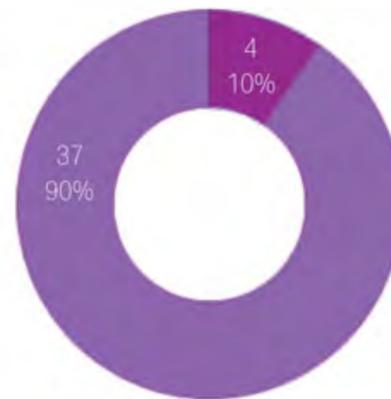
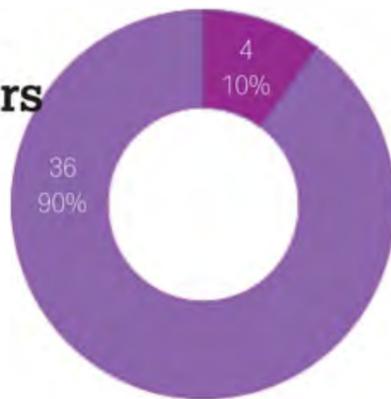
Detectives & Investigators



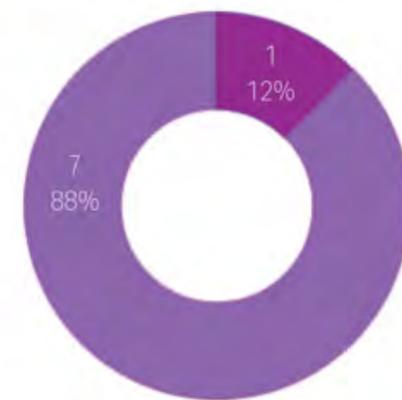
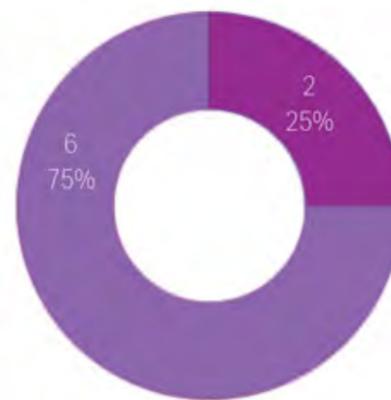
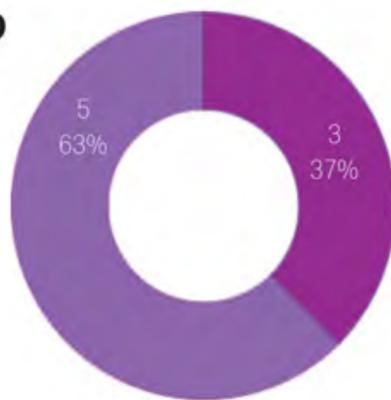
Sergeants & Lieutenants



Captains & Commanders



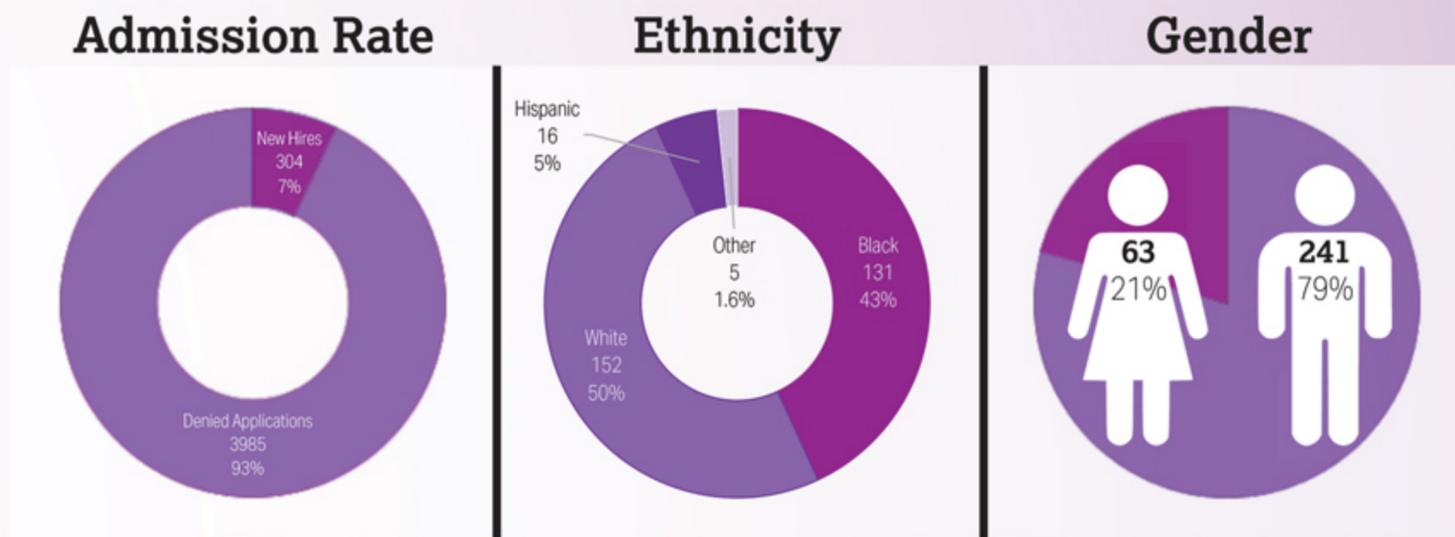
Chief & Top Command



ETHNICITY & GENDER by Rank

	Ethnicity	Gender
Officers	<p>Hispanic 101 6% Asian 19 1.0% Native Am. 4 0.2% White 724 40% Black 966 53%</p>	<p>428 24% 1386 76%</p>
Detectives & Investigators	<p>Hispanic 7 4% Asian 1 0.7% White 42 28% Black 102 67%</p>	<p>46 30% 106 70%</p>
Sergeants & Lieutenants	<p>Hispanic 17 4% Asian 5 1.1% Native Am. 2 0.5% White 173 39% Black 243 55%</p>	<p>104 24% 336 76%</p>
Captains & Commanders	<p>Hispanic 3 7% White 16 39% Black 22 54%</p>	<p>12 29% 29 71%</p>
Chief & Top Command	<p>White 2 25% Black 6 75%</p>	<p>2 25% 6 75%</p>

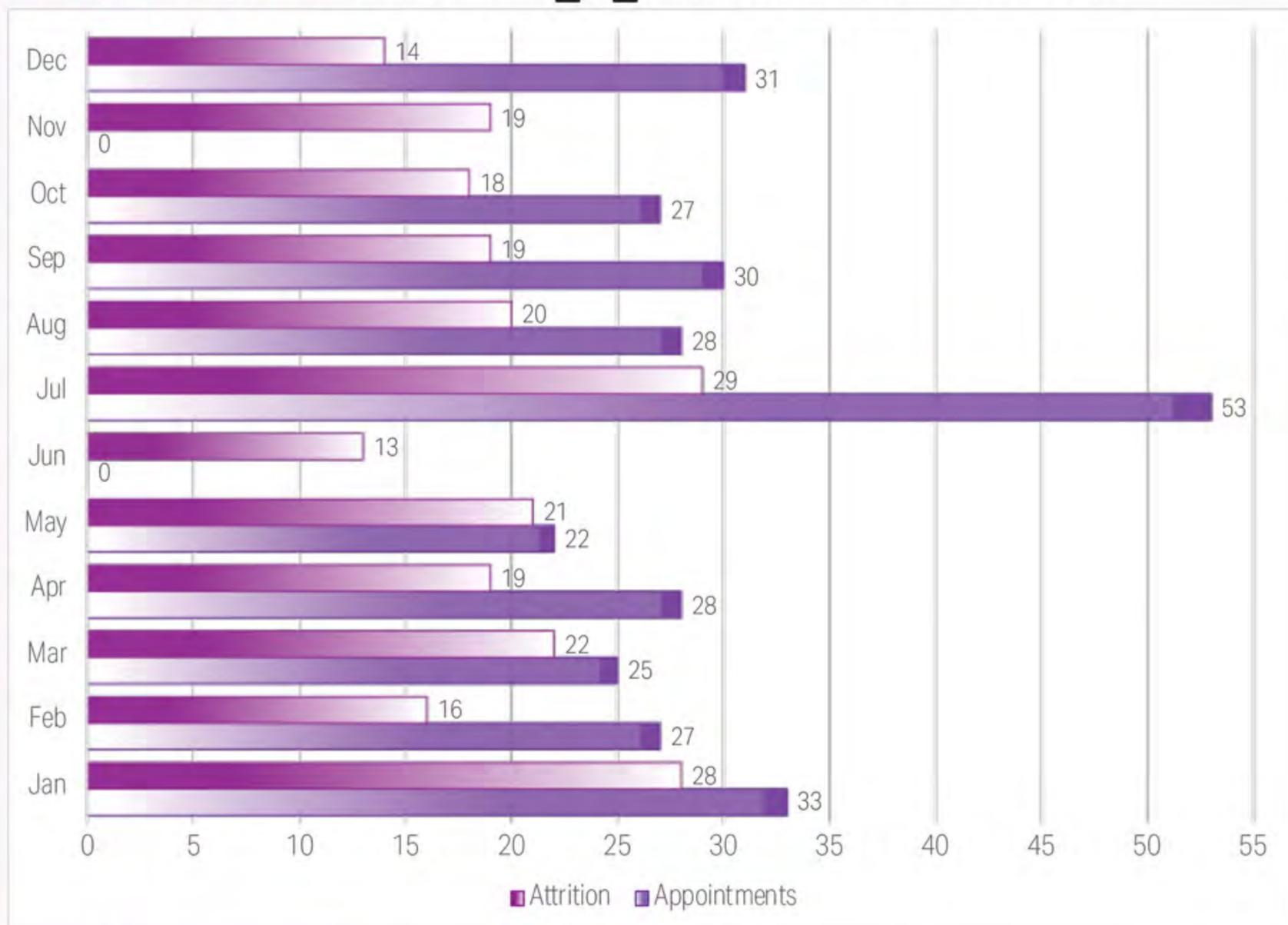
2019 Recruit APPOINTMENTS



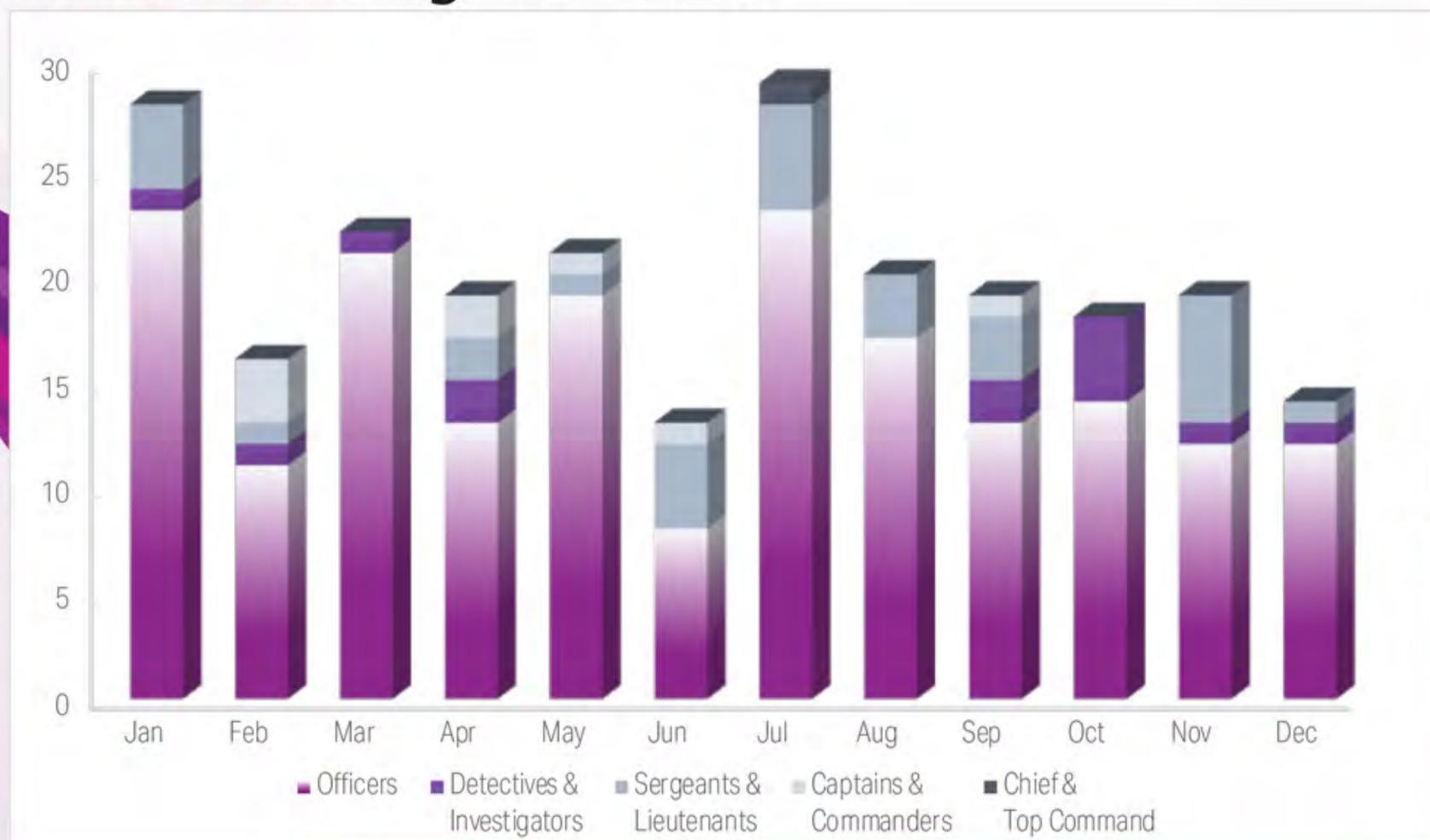
Monthly Appointments by Ethnicity and Gender

	Black Male	Black Female	White Male	White Female	Hispanic Male	Hispanic Female	Other Male	Totals
Jan	14	1	12	4	2			33
Feb	5	5	14	2	1			27
Mar	6	2	14	3				25
Apr	10	3	10	2		2	1	28
May	6	2	11	2	1			22
Jun								0
Jul	17	8	18	5	2	1	2	53
Aug	10	3	13		1	1		28
Sep	7	3	12	4	2		2	30
Oct	10	3	11	2	1			27
Nov								0
Dec	12	4	12	1	2			31
Totals	97	34	127	25	12	4	5	304

ATTRITION vs. Appointments



ATTRITION by Rank



Reasons for SEPARATION

Separation Reason	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Service Retirement	11	7	6	8	4	5	10	6	8	5	10	2	82
Duty Disability Retirement	1	2	0	2	1	2	1	0	2	1	1	0	13
Non-Duty Disability Retirement	0	0	0	0	0	0	0	0	0	1	0	0	1
Vested Pension	1	0	1	2	0	3	1	0	0	0	1	0	9
Resigned Voluntarily	13	5	13	6	15	1	14	12	6	9	3	10	107
Resigned/Retired Under Charges	0	1	0	0	1	1	2	1	2	1	1	1	11
Dismissed	1	2	0	1	0	0	1	1	0	0	0	0	6
Died Active	1	1	0	0	0	1	0	0	1	1	1	1	7
Killed in Line of Duty	0	0	0	0	0	0	0	0	0	0	1	0	1
Laid Off	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	28	18	20	19	21	13	29	20	19	18	18	14	237

VACANCY Rate

DPD Employees	Filled*	Vacant**	Total	Percentage
Police Officers	2520	151	2671	5.7%
Civilians	608	59	667	8.8%
Totals	3128	210	3338	6.3%

DPD SERVICE Member Status

Year	Injured/Restricted	Disabled	Deaths
2016	525	240	2
2017	550	173	0
2018	244	168	3
2019	132	66	1

Status Definitions:

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

45 LEGACY, ACHIEVEMENT AND PROGRESS

Years

Detroit Board of Police Commissioners

Serving between 1974 and 2019 Alphabetical Listing Terms Appointed or Elected [🗳️]



N. Charles Anderson
1993-1994



Shirley A. Burch
2018-2021 🗳️



Sanford N. Cohen
1995-1999



Walter Douglas
1976-1981



Cleveland L. Anderson
1989-1994



Willie E. Burton
2014-2017
2018-2021 🗳️



Avern Cohn
1975-1979



Eugene Driker
1979-1983



Margaret E. Baylor
1991-1994



Charles Butler
1974-1976



Nathan Conyers
1987-1989



David Ellis
1984-1989



Willie E. Bell
2014-2017
2018-2021 🗳️



Wendell C. Byrd
2014-2015 🗳️



Reginald Crawford
2014-2017 🗳️



Douglas Fraser
1974-1975



Arthur Blackwell II
2002-2007



Malcolm Carron
1977-1982



William M. Davis
2018-2021 🗳️



Evette Griffie
2018-2020
(District vacancy)



Elizabeth Brooks
2015-2020



Lisa Carter
2014-2017
2018-2021 🗳️



Inez DeJesus
1994-1998



Ronald L. Griffin
2008-2010



Darryl D. Brown
2018-2021 🗳️



Mariam Clark
1994-1997



Eva Garza Dewaelsche
1998-2002
2015-2020



Harold Gurewitz
1989-1993



Willie E. Hampton
2002-2007



Richard P. Kughn
1982-1987



Megan Norris
2004-2006



Adela M. Rivera
2009-2011



Nathan Head
1998-2003



Edward Littlejohn
1974-1978



Mohamed Okdie
2005-2010



Derrick Sanders
2015-2018



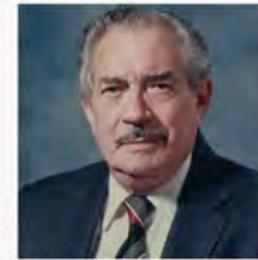
Jim Holley
2004-2009
2018-2023



Conrad L. Mallett Jr.
2014-2017
2018



Susan Mills Peek
1974-1979



Harold Shapiro
1983-1988
1993-1995



Kenneth L. Hollowell
1994-1998



Stanley Marx
2000-2001



Erminia Ramirez
2003-2008



John H. Sheard
1994-1998



Annie M. Holt
2019-2023



Sharon McPhail
1985-1990



Michael E. Reeves
2010-2012



Richard Shelby
2014-2017



W. Anthony Jenkins
2001-2002



Sharon Bernard Miller
1979-1981



Zeline Richard
1998-2001



Toney Stewart
2009-2013



Arthur L. Johnson
1987-1992



Ricardo R. Moore
2014-2017



Alexander Ritchie
1974-1977



Jessica Taylor
2011-2015

45 LEGACY, ACHIEVEMENT AND PROGRESS

Detroit Police Commissioners, Mayors and Police Chiefs
Serving between 1974 and 2019

Years



S. Martin Taylor
1979-1983



Mayor Coleman A. Young
1974-1993



Chief Philip Tannian
1974-1975



Chief Ella Bully Cummings
2003-2008



Edgar Vann II
1998-2003
2014-2017



Mayor Dennis Archer
1994-2001



Chief William Hart
1976-1991



Chief James Barren
2008-2009



Rev. Jerome L. Warfield
2009-2014



Mayor Kwame Kilpatrick
2002-2008



Chief Stanley Knox
1991-1994



Chief Warren Evans
2009-2010



Donnell R. White
2010-2015



Mayor Ken Cockrel Jr.
2008-2009



Chief Ike McKinnon
1994-1998



Chief Ralph Godbee
2010-2012



Roy Levy Williams
1981-1986
1989-1994



Mayor Dave Bing
2009-2013



Chief Benny Napoleon
1998-2001



Chief Chester Logan
2012-2013



Mayor Mike Duggan
2013-present †



Chief Charles Wilson
2001-2002



Chief James Craig
2013-present



Chief Jerry Oliver
2002-2003

† First Mayor since the 2012 Charter revisions to the BOPC



About the 2019-2020 Board of Police Commissioners

District 1 - Darryl D. Brown

A retired Detroit firefighter, Brown has lived in Rosedale Park since 1997. He is an active member of Macedonia Baptist Church and has served as a member on Rosedale Park Improvement Association Board, as a block captain and on the Rosedale Park Radio Patrol. A System Supervisor for DTE Energy, Brown won election in 2017.

District 2 - Evette Griffie

Currently the Chief of Staff [Customer Service] for DTE Energy, Griffie is a mentor in the Women of Tomorrow program and works with students at the David Aerospace Technical High School to inspire and empower at-risk young women. She is a member of the Links Inc., She was appointed in December 2018 to fill a vacancy.

District 3 - Shirley Burch

Founder of CUP: Community United for Progress in 1998, Burch is the leader for the Dad Butler Park renaissance and has been active in the Belmont Police Mini Station, Wayne County Sheriff CB Patrols, ARISE Detroit, and Crime Stoppers of Michigan. She has been a member of Peace Baptist Church for over 50 years. She won election in 2017.

District 4 - Willie E. Bell

An Army veteran and retired Detroit police officer, Bell served on the Detroit NAACP board of directors, as president for the Guardians Police Association, and as chair of the Black Police Association. In 2018, he was elected to the NACOLE board. A resident of East English Village for over 40 years, Bell won election in 2013 and 2017. The BOPC has elected him as chair three times.

District 5 - Willie E. Burton

Burton served a two year appointment on the Detroit Public Schools Police and Public Safety Oversight Committee, and later as Director of Community Relations for Wayne County Commissioner Martha G. Scott. He was the Detroit and Wayne County Field Director for the 2016 Bernie Sanders for President Campaign. Burton won election in 2013 and in 2017.

District 6 - Lisa Carter

After a 27-year career as a Wayne County deputy sheriff, Carter joined the AmeriCorps Urban Safety Program at Wayne State University's Center for Urban Studies. Her responsibilities include managing AmeriCorps members assigned to targeted areas in the City of Detroit. She won election to the board in 2013 and in 2017.

District 7 - William Davis

A 30-plus year Barton-McFarland resident, Davis served as chief union steward for AFSCME and for UAW Supervisors during his career with the City of Detroit Water and Sewerage Department. He also served as president of the Detroit Active and Retired Employees Association and the National Action Network's Detroit branch. He won election in 2017.

At Large - Jesus Hernandez

Hernandez currently serves as board treasurer for the Michigan Hispanic Collaborative and as vice-chair for Detroit MOTTEP (Minority Organ Tissue Transplant Education Program) Foundation, a Gift of Life affiliate. Hernandez currently works at DTE Energy, holding roles in taxation and HR consulting. He was appointed in May 2020 at the end of **Eva Garza Dewaelsche's** term.

At Large - Jim Holley

Since 1972, Rev. Dr. Jim Holley has served as Senior Pastor of Historic Little Rock Baptist Church. Holley has served as Dean of Ashland Theological Seminary, President of the Council of Baptist Pastors, and President and CEO of Country Preacher Foods Inc. Holley served on the appointed five-member Board from 2004-09. He was appointed again in April 2018.

At Large - Annie Holt

Holt serves as a board member of Grandmont #1 Association and as chair of its Senior 50+ Committee. She has worked with Michigan CASA, the court-appointed special advocate for children. A Michigan AARP- appointed volunteer advocate, she is member of Hartford Memorial Church and Delta Sigma Theta. She was appointed in February 2019.

At Large - Martin Jones

Jones is a leader of Detroit 300, a conglomerate of citizens, civic groups, organizations and businesses that banded together to fight & deter crime in our residential areas. He was appointed in July 2020 at the end of **Elizabeth Brooks'** term.

Police Chief - James E. Craig

Craig started his law enforcement career as a police officer with the Detroit Police Department over 40 years ago. He joined the Los Angeles Police Department (LAPD) for 28 years. Following his retirement from LAPD, he served as Police Chief in Portland, Maine and in Cincinnati, Ohio. In 2013, Chief Craig became Detroit's 42nd Chief of Police.

Photo: Board members with Luther Keith accepting a resolution on behalf of the Damon Keith Family in 2019

DETROIT BOARD OF POLICE COMMISSIONERS

PRECINCTS

2nd PRECINCT

3rd PRECINCT

4th PRECINCT

5th PRECINCT

6th PRECINCT

7th PRECINCT

8th PRECINCT

9th PRECINCT

10th PRECINCT

11th PRECINCT

12th PRECINCT

**DOWNTOWN
SERVICES**



Darryl D. Brown
District 1



Evette Griffie
District 2



William M. Davis
District 7



Lisa Carter
District 6



Jesus Hernandez
At-Large



Jim Holley
At-Large



Annie Holt
At-Large



Martin Jones
At-Large

**2nd
PRECINCT**
13530 Lesure St.
Detroit, MI 48227
(313) 596-5200

**3rd
PRECINCT**
2875 W. Grand Blvd.
Detroit, MI 48202
(313) 596-5300

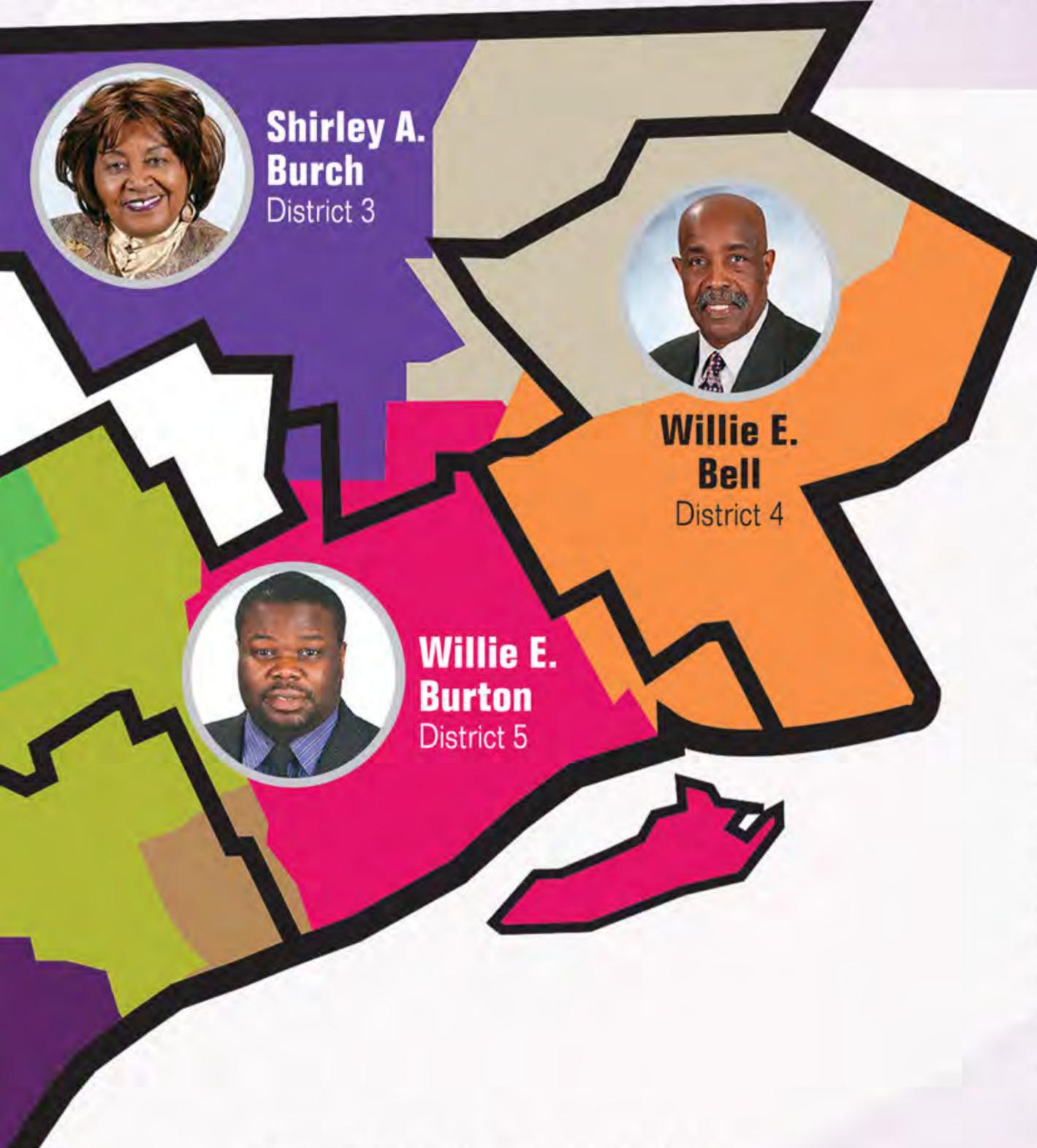
**4th
PRECINCT**
4700 W. Fort St.
Detroit, MI 48209
(313) 596-5400

**5th
PRECINCT**
3500 Conner Ave.
Detroit, MI 48215
(313) 596-5500

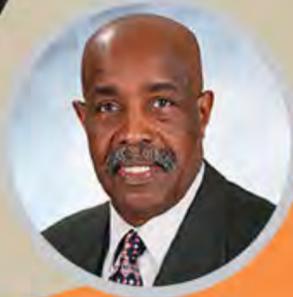
**6th
PRECINCT**
11450 Warwick St.
Detroit, MI 48228
(313) 596-5600

**7th
PRECINCT**
3501 Chene St.
Detroit, MI 48207
(313) 596-5700

Districts / Precincts / At-Large



Shirley A. Burch
District 3



Willie E. Bell
District 4



Willie E. Burton
District 5

— DISTRICT BOUNDARIES

Accountability Through Civilian Oversight

About the Detroit Board of Police Commissioners

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

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

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

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

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

**8th
PRECINCT**

21555 W. McNichols
Detroit, MI 48219
(313) 596-5800

**9th
PRECINCT**

11187 Gratiot Ave.
Detroit, MI 48213
(313) 596-5900

**10th
PRECINCT**

12000 Livernois Ave.
Detroit, MI 48204
(313) 596-1000

**11th
PRECINCT**

5100 E. Nevada Ave.
Detroit, MI 48234
(313) 596-1100

**12th
PRECINCT**

1441 W. Seven Mile
Detroit, MI 48203
(313) 596-1200

**Downtown
Services**

20 Atwater St.
Detroit, MI 48226
(313) 237-2850



2020 Goals

- Enact in Detroit and support across the nation systemic reforms that ensure an end to injustices and brutality caused by racism, bias, and unprofessionalism by police officers.
- Engage in research and study that can help the Board and the greater Detroit community align 21st Century policing with effective 21st Century oversight methodologies amid rapid changes in technology and data accumulation capacities.
- Review, analyze, and publish on the BOPC website and platforms various Departmental reports on the use of facial recognition technology, use of body-worn and other cameras, and use of force.
- Review, analyze, and publish analysis on the Department's uniform crime report to state of Michigan and Federal Bureau of Investigation and the FBI's summaries.
- To seek Charter and other changes that enhance civilian oversight of the Detroit Police Department and improve the effectiveness of supervisory control by the Board.
- Ensure public awareness and support for changes in arbitration and other labor agreements that take away the City Charter mandate establishing the Board as the final authority on disciplinary decisions.
- Assist in enhancing a productive state network of communities and residents engaged in accountability and oversight that ensures constitutional protections of civil rights and public safety through effective community policing.
- Implement policy changes to promote de-escalation, to require minimal use of force, to require a duty to intervene when officers see excessive force, and to ban neck or chokeholds, stranglements and other carotid restraints.
- Partner with the state civil rights outreach programs to enhance public education and engagement of civilian oversight of law enforcement agencies.
- To support ongoing efforts that recruit and retain more city residents in careers with the Detroit Police Department.



BOPC Staff



Board of Police Commissioners

Board of Police Commissioners

Detroit Public Safety Headquarters
1301 Third Street Suite 767
Detroit, Michigan 48226
Phone (313) 596-1830
Fax (313) 596-1831

BOPC Office of the Chief Investigator

900 Merrill Plaisance Street
Detroit, Michigan 48203
24 Hour Complaint Hotline: (313) 596-2499
Fax (313) 596-2482

bopc@detroitmi.gov

www.detroitmi.gov/BOPC

Administration

Melanie White

Interim Secretary to the Board / Executive Manager-Policy

Teresa Blossom

Tiffany Stewart

Robert Brown

Jonya Underwood

Office of the Chief Investigator

Lawrence Akbar, *Interim Chief Investigator*

Angela Cox *Office Management Assistant*

Stephanie Phillips *Office Assistant*

Ainsley Cromwell, *Supervising Investigator*

Lisonya Sloan, *Acting Supervising Investigator*

Senior Investigators

Charlotte Jones

Delvata Moses

Rosalia Madrigal

Adela Rivera

Investigators

Roslyn Banks

Elgin Murphy

Daniel Callaway

Lashanda Neely

Yoniqua Coleman

Carolyn Nichols

Gianna Coulter

Samuel Quick

Hajnal Hiller

Marquitta Stanton

Jessica Hunter

Keysha Washington

Makeeba James

2019 Annual Report



LEGACY - ACHIEVEMENT - PROGRESS

Detroit Board of Police Commissioners

Detroit Public Safety Headquarters

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