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CITY OF DETROIT  
BOARD OF POLICE COMMISSIONERS  
BOPC VIRTUAL MEETING  
February 4, 2021@ 3:00 P.M.

1 MS. WHITE: Good afternoon again and welcome to the  
2 Detroit Board of Police Commissioners meeting. Today's  
3 date is Thursday, February 4, 2021. And please note the  
4 following reminders for virtual meetings on zoom.us. As  
5 previously indicated the following messages are regarding  
6 the zoom policies: attendees do not need to identify  
7 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 **BOPC contact information. To reach the BOPC's**  
24 **administration, please dial (313) 596-1830, or you may**  
25 **email the board of police commissioners at**

1 boppc@DetroitMi.gov. Regarding complaint investigations,  
2 to contact the Office of the Chief Investigator, to file  
3 a non-criminal complaint, please dial the 24-hour  
4 complaint line is (313) 596-2499. The fax number is (313)  
5 596-2482. And please visit the board's website at  
6 detroitmi.gov/BOPC.

7 Regarding BOPC information resources, please visit  
8 the board's website, the city website at  
9 detroitmi.gov/BOPC to find the meeting calendar minutes,  
10 updates, reports, presentations, draft policy directives,  
11 video links, and much more. Please also join the email  
12 list for weekly agendas. You may email the board at  
13 BOPC@Detroitmi.gov, or you call (313) 596-1830 and  
14 provide your email address to receive draft agenda, which  
15 is distributed each Tuesday to some 360 people. Please  
16 also subscribe to GovDelivery where now over 5,800 people  
17 who receive BOPC news alerts and draft agendas. You may  
18 sign up on the Detroitmi.gov homepage for more  
19 information. Also, see the BOPC link and other  
20 information that is also available on the board's  
21 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. The board  
25 of police commissioners allows one hour from 3:00 to 4:00

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

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

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

24       At this time, please silence your phones and other  
25 background sounds to prevent interrupting the meeting.

1 And please honorable board and Chief Craig and other DPD  
2 executives and panelists please note you have the ability  
3 to enable or disable your microphone at any time during  
4 the meeting or enable or disable your video for your  
5 convenience and any time during the meeting. Honorable  
6 Board you have also received various email  
7 correspondences in preparation for this afternoon's  
8 meeting. That information was included in your Tuesday  
9 packet as well as additional information as recent as  
10 this afternoon. At this time thanks you and now  
11 Chairperson Bell.

12 CHAIRPERSON BELL: Thank you, Ms. White. Good  
13 afternoon. Commissioners. It's good to see you and hear  
14 you for this afternoon's meeting at three o'clock. As a  
15 public know, I am Commissioner Willie Bell the Chair of  
16 the Board from District 4. I'm going to ask Chaplin  
17 Hudson shortly to give the invocation, but I'm just going  
18 to ask for a moment of silence for the two FBI agents  
19 that were shot and killed in the line of duty in Florida,  
20 and also the US Capitol police officer that was  
21 funeralized yesterday. Could we have a moment of silence  
22 then after that Chaplin Gwen Hudson will render the  
23 invocation, please. Thank you. Chaplin Hudson.

24 CHAPLIN HUDSON: Father, in the name of Jesus. First  
25 of all, God, we come to you asking that you would forgive

1 us for our sins. We repent now. Father, we ask that you  
2 will look upon this meeting as a whole. We ask God that  
3 you will look upon those that are sick, the ones that are  
4 shut-in, the ones that are breathings, and the ones that  
5 are lonely. God, the ones that don't even know who you  
6 are. We ask that you will look upon this meeting. Every  
7 person that's represented in this meeting. God, we ask  
8 that you will look upon them as a whole, even in this  
9 meeting Father, we thank you for the wisdom, the  
10 knowledge, and the understanding that you have given  
11 these officials to lead the City of Detroit. We continue  
12 to pray for our officers. We continue to pray for our  
13 Chief. We continue to pray for our governor. We continue  
14 to pray for the nation as a whole. We continue to pray  
15 for those God that are battling with COVID. We ask God  
16 that you will look upon those that I've taken a shot. We  
17 ask father God in the name of Jesus that your wisdom,  
18 knowledge, and understanding will be in everything that  
19 has, that will be done today. We don't take it lightly  
20 and we don't take it for granted that we are still in the  
21 land of the living. We asked to continue to bless this  
22 family. And we thank you for what you're doing this day  
23 in Jesus' name. Amen. Amen.

24 CHAIRPERSON BELL: Thank you. Introduction of our  
25 Commissioners. I'm going to start with our Vice-Chair.

1 VICE-CHAIR HOLT: Oh, thank you, Chair Bell. Yes, I  
2 am Commissioner Vice-Chair Holt, member at large and  
3 Chair, I'd like to share a micro mini spiel about the  
4 COVID vaccination and who now have access to that  
5 vaccination please, sir?

6 CHAIRPERSON BELL: Yes ma'am.

7 VICE-CHAIR HOLT: Okay. Thank you. All right, now I  
8 believe everyone in the city knew at one time you had to  
9 be at least 75 years old to receive the COVID-19  
10 vaccination or you could receive, if you were younger,  
11 say 65, you could be responsible for driving down those  
12 older adult people who were 75. Well, now that apparently  
13 the demand has manifest itself. We have enough vaccine, I  
14 guess, but in any event, the age has now dropped to 65  
15 years, plus. And in addition to that if you are a food-  
16 service worker, or if you are an employee with the  
17 commercial janitorial service, you too can make an  
18 appointment and have the vaccination administered. Now  
19 the number for that appointment down at TCL is 12300505.  
20 Yes. I believe the Mayor made an observation that food  
21 handler people, and again, those working with the  
22 janitorial services, would be considered for highest in  
23 those folks who need the vaccination. And on that note,  
24 thank you, Chair Bell.

25 CHAIRPERSON BELL: Thank you. District 1. District 2.

1 District 3.

2 COMMISSIONER BURCH: Good afternoon.

3 COMMISSIONER BROWN: Oh, Chair Bell.

4 CHAIRPERSON BELL: Yes. I'm sorry. My mic was muted.

5 I am here Darryl Brown, Commissioner District 1. And also  
6 just like to make mention that we did lose one of our  
7 soldiers here in Wayne County family, Abena Hogan who was  
8 very known and well-respected in the area with a lot of  
9 work she did in the 13th and 14th congressional district.  
10 I just wanted to make mention of that.

11 CHAIRPERSON BELL: Thank you for sharing. She  
12 definitely was a strong community activist for the County  
13 clerk and she had impacted so many people over the years.  
14 So thank you for bringing that to our attention. We  
15 definitely render to the Wayne County family and also to  
16 her family. Our condolence and our prayers.

17 COMMISSIONER BERNARD: I'm sorry, Mr. Chair. I didn't  
18 know my microphone was muted. Linda Bernard, present.

19 CHAIRPERSON BELL: District 2.

20 COMMISSIONER BERNARD: Linda Bernard is here.

21 CHAIRPERSON BELL: District 3.

22 COMMISSIONER BURCH: Good afternoon. I'm sorry.

23 CHAIRPERSON BELL: Thank you.

24 COMMISSIONER BURCH: Can you hear me now?

25 CHAIRPERSON BELL: Over and over.



1 COMMISSIONER BURCH: Okay, good. Commissioner Shirley  
2 Burch.

3 CHAIRPERSON BELL: We're getting some feedback.

4 COMMISSIONER BURCH: Hello personally to Chief Craig  
5 and welcome back and respect where you live.

6 MRS WHITE: We will work with, through the Chair. We  
7 will work with Commissioner Burch's technology. Thank  
8 you.

9 CHAIRPERSON BELL: I understand. District 5.

10 COMMISSIONER BURTON: Commissioner Burton is here.

11 CHAIRPERSON BELL: Thank you. District 6.

12 COMMISSIONER CARTER: Good afternoon. Everyone. Lisa  
13 Carter

14 COMMISSIONER: District 6.

15 MRS. WHITE: Chair?

16 VICE-CHAIR HOLT: He is stalled at this point. Ms.  
17 White.

18 MRS. WHITE: Yes.

19 VICE-CHAIR HOLT: He's back, I don't know.

20 COMMISSIONER JONES: He's muted.

21 MRS. WHITE: His microphone is here.

22 CHAIRPERSON BELL: We have District 7.

23 MRS. WHITE: Yes, sir. Thank you.

24 COMMISSIONER DAVIS: Good afternoon everyone. This is  
25 Police Commissioner, William Davis. Love where you work

1 officers.

2 CHAIRPERSON BELL: Thank you. Commissioner  
3 Hernandez At Large.

4 COMMISSIONER HERNANDEZ: Good afternoon. Jesus  
5 Hernandez, At Large, present.

6 CHAIRPERSON BELL: Commissioner Jones.

7 COMMISSIONER JONES: Good afternoon everyone. Police  
8 Commissioner Martin Jones, At-Large.

9 CHAIRPERSON BELL: Thank you. Commissioner Holley

10 COMMISSIONER HOLLEY: Jim Holley present.

11 CHAIRPERSON BELL: Thank you.

12 MRS. WHITE: Mr. Chair, you have a quorum.

13 CHAIRPERSON BELL: Well, thank you, Ms. White. We  
14 move on to the next item with the agenda for February  
15 4th, 2021.

16 COMMISSIONER HOLLEY: So move.

17 COMMISSIONER BERNARD: Second.

18 CHAIRPERSON BELL: It's been properly moved and  
19 second. Any discussion? All those in favor?

20 ALL: Aye. Aye.

21 CHAIRPERSON BELL: All those opposed? Thank you, the  
22 motion carries. The next item would be the approval of  
23 the minutes for January 21st? Are there any corrections  
24 to the minutes?

25 COMMISSIONER BERNARD: Yes, Mr. Chairman.

1 CHAIRPERSON BELL: Yes ma'am.

2 COMMISSIONER BERNARD: I took some notes. Let me just  
3 get to my notes real quick here. The first is that, as  
4 you may recall, during that discussion, we discussed  
5 increasing the HR personnel for DPD by five people, which  
6 is almost a 50% increase. And of course, I was opposed to  
7 that increase, a permanent increase for a software  
8 update, essentially a new software program. And the  
9 minutes don't indicate that. Secondly, the minutes also  
10 indicate that the - looking at my - I wrote too quickly  
11 and I can't even read my own writing. The minutes also  
12 indicate that Commissioner Burton was silenced, but they  
13 do not indicate that he was barred from the rest of the  
14 meeting. I think that's an important thing that should  
15 have been added. And I can't think of the third thing. I  
16 can't read my own writing, so I apologize.

17 CHAIRPERSON BELL: Thank you.

18 COMMISSIONER DAVIS: Discussion.

19 COMMISSIONER BERNARD: Oh, Oh, Oh, Mr. Chairman, it  
20 relates to you directly. There, was a commentary in the  
21 minutes about the presentation of DPDs budget. And I  
22 assume that Chief Craig will do that and, or his  
23 operatives. In the past, at least within my experience,  
24 the DPD's budget was presented jointly by the Chief and  
25 by the Chairman of the Board or a Board representative.

1 And I think it's important that a Board representative be  
2 present at that meeting and be counted among those people  
3 because there are only like two or three things that we  
4 do that are really important. And one of them is of  
5 course approving the budget of the department. And I  
6 think the City Council looks to us as well as the Chief  
7 for affirmation regarding that budget. So in addition to  
8 my requesting that you or whoever your designee is attend  
9 that meeting directly, I would ask that the other Board  
10 members attend as well. You have no idea how much you  
11 will learn about the DPD as a result of that discussion.  
12 It lasts about three or four hours, at least. And the  
13 Chief knows, and then sometimes they come back and  
14 there's more discussion. You learn so much about the  
15 budget and so much about the department in that  
16 presentation that I urge all my colleagues to be online.  
17 I'm not saying participate if we're not able to talk, but  
18 I do think Mr. Chairman, that because it's our charter  
19 mandated responsibility that you or your designee  
20 participate along with the Chief in that budget  
21 presentation.

22 COMMISSIONER JONES: Through the Chair.

23 COMMISSIONER DAVIS: Further discussion.

24 CHAIRPERSON BELL: The question on the table.

25 COMMISSIONER DAVIS: So you are going to bypass me, I

1 asked before he did.

2 COMMISSIONER JONES: I apologize, Commissioner  
3 William Davis, go right ahead.

4 CHAIRPERSON BELL: Could you just pause for a minute.  
5 Commissioner Bernard, there is a protocol with the  
6 Council in the whole process is a standard protocol, how  
7 that works. So thank you for sharing.

8 COMMISSIONER BERNARD: Yes, I've been there and done  
9 it. I know.

10 CHAIRPERSON BELL: Well, thank you.

11 COMMISSIONER BERNARD: Thank you.

12 CHAIRPERSON BELL: Commissioner Davis.

13 COMMISSIONER DAVIS: Okay. Also, the minutes from the  
14 21st should also indicate the fact that not only was  
15 Commissioner Burton removed, but I pointed out to the  
16 Chair and to the rest of the Board the fact that the  
17 Chair does not have the authority to remove a  
18 Commissioner without a vote of the Board and about the  
19 Chair violated our bylaws and the Charter. That should  
20 also be reflected in the minutes.

21 CHAIRPERSON BELL: Thank you. Commissioner Jones.

22 COMMISSIONER JONES: Yes. I was just going to move to  
23 the point that the question on the table was about the  
24 approval for the minutes. And I believe that some of the  
25 objections to the minutes or the ad-on were there, but

1 then it went into something else.

2 CHAIRPERSON BELL: Thank you. Ms. White will make  
3 some corrections, but if we have tried to explain to the  
4 past, not everything's included in the minutes verbatim,  
5 but for the verbatim transcript, it covered our minutes.  
6 That is the format that we went over in terms of the  
7 training process with Parliamentary. So duly noted. If  
8 there are no other corrections.

9 COMMISSIONER BURTON: To the Chair.

10 CHAIRPERSON BELL: Commissioner Burton.

11 COMMISSIONER BURTON: You know, I just want to make  
12 note that the January 21st minutes, we have not gotten a  
13 hard copy yet. I did specifically ask for a hard copy  
14 last week. I was in a Board meeting yesterday, in a  
15 Board's office yesterday, I picked up my packet, and  
16 there was still not a hard copy of the full official  
17 transcript. There were only two pages or approximately  
18 from an unofficial transcript from the Board's interim  
19 secretary.

20 MRS. WHITE: Through the Chair.

21 CHAIRPERSON BELL: Ms. White

22 MRS. WHITE: Through the Chair. All of the Board's  
23 meeting documents for last week and this week were  
24 distributed to the Board members on Tuesday as required  
25 and delivered as a courtesy to those Commissioners who

1 had requested in-person deliveries on Wednesday. And then  
2 we also send it out electronically again on Thursday. So  
3 every single document that the Board is required to have  
4 for its meeting was included in all of the packets that  
5 were distributed. Additionally, for those Commissioners  
6 who have opted not to receive in-person deliveries, your  
7 packets are still at the Board's office waiting to be  
8 picked up. There are a number of documents in the first  
9 cubicle in the Board's suite that includes those packets  
10 that have not been retrieved by those Commissioners who  
11 have opted not to have in-person deliveries. Thank you.

12 COMMISSIONER BURTON: I picked up my packet  
13 yesterday. I didn't leave the office.

14 CHAIRPERSON BELL: Thank you Commissioner Burton,  
15 Commissioner Burton.

16 COMMISSIONER BURTON: And there was not an official  
17 copy of the transcript recorded whatsoever.

18 CHAIRPERSON BELL: Commissioner Burton.

19 COMMISSIONER BURTON: We are still requesting a hard  
20 copy. In fact, I was in the office Thursday for two  
21 hours.

22 CHAIRPERSON BELL: Commissioner Burton, this is my  
23 first and last warning. If you don't stop talking when  
24 the Chair is speaking.

25 COMMISSIONER BURTON: Point of order Mr. Chairman.

1 CHAIRPERSON BELL: Then I will take the question.

2 COMMISSIONER BURTON: Point of order Mr. Chairman.

3 CHAIRPERSON BELL: Thank you. I just want to say the  
4 minutes are approved with the necessary corrections,  
5 which is a standard format for the Robert Russo audit. We  
6 went over that process. So now we move on to the next  
7 minutes would be January 28th,

8 VICE-CHAIR HOLT: I move that we accept the minutes  
9 for January 28th, 2021.

10 COMMISSIONER JONES: I second.

11 COMMISSIONER HERNANDEZ: Support.

12 COMMISSIONER DAVIS: Discussion.

13 CHAIRPERSON BELL: Any the corrections---

14 COMMISSIONER DAVIS: Discussion.

15 CHAIRPERSON BELL: --- to the minutes.

16 COMMISSIONER DAVIS: Discussion.

17 CHAIRPERSON BELL: We're having that discussion now,  
18 sir.

19 COMMISSIONER DAVIS: Are you calling on me, sir?

20 CHAIRPERSON BELL: Yes, sir. I want to say this. The  
21 minutes are before you. Are there any correction for the  
22 minutes at this time? So do you have any corrections or  
23 addition to the minutes?

24 COMMISSIONER DAVIS: Yes, sir.

25 CHAIRPERSON BELL: Yes, sir.



1 COMMISSIONER DAVIS: The minutes should reflect the  
2 fact that I indicated in the meeting, the fact that the  
3 HR director selection process was flawed, it was in  
4 violation and that it violated our bylaws and our  
5 Charter. That should be reflected also.

6 CHAIRPERSON BELL: Any other correction or addition?

7 COMMISSIONER BROWN: Yes. Mr. Chairman it's just an  
8 addition that I want the minutes to reflect on our vote  
9 last week to overrule you on a decision. There's a  
10 question that you voted in that process, and it's the  
11 question of whether or not you had a right to participate  
12 in essence, you were the one being sanctioned, and if  
13 that's true and we find that out to me, that motion would  
14 have stood. And that would've meant the motion would have  
15 come back before this table, this HR personnel thing that  
16 I'm going to still investigate. I just want to bring that  
17 to your attention.

18 CHAIRPERSON BELL: Thank you. If there are no other  
19 corrections to the minutes are approved as corrected and  
20 it's definite but I'm going to say once again,  
21 Commissioners, not everything is recorded in the minutes  
22 that you state. There is a process that we went over  
23 quite lengthy in reference to how it works, but we're  
24 going to move on to the next item. Ms. White.

25 MRS. WHITE: Yes. Through the Chair, the Department

1 of Innovation and Technology is monitoring and recording  
2 the Board's meeting today. Our court reporter today is  
3 Mr. Don Handyside and the following Board staff members  
4 are in attendance today, Mr. Robert Brown Administrative  
5 Specialist, Ms. Theresa Blossom, Community Relations  
6 Coordinator, Ms. Jonya Underwood, Administrative  
7 Assistant, Ms. Tiffany Stewart investigator, Lieutenant  
8 James Coles representing Police Recruitment Division and  
9 Police HR Division, Interim Chief Investigator Laurence  
10 Akbar, Supervising Investigator Anthony Cranwell,  
11 Supervising Investigator Lasonya Sloan, Senior  
12 Investigator Rosalia Madrigal, also Assistant Corporation  
13 Counsel Erica Savage-Whitley is also present and the BOPC  
14 intern Ms. Yaritza Espinoza, Wayne State University  
15 student is also present on the line. Thank you.

16 CHAIRPERSON BELL: Thank you, Ms. White, for the  
17 staff and all the individuals that you called that's in  
18 attendance. We appreciate them taking part in the Board  
19 meeting this afternoon. It's good to see Chief Craig.  
20 Chief Craig, it's good to see you. I want to give you the  
21 opportunity of introduction, I know you don't have a  
22 whole script, but I just want to recognize whoever you  
23 want to recognize, and we appreciate your involvement in  
24 this afternoon meeting.

25 CHIEF CRAIG: Thank you and good afternoon Chair Bell

1 and Honorable Board of Police Commissioners. Glad to be  
2 here because I can't see everybody on the screen. I'm not  
3 certain who from the departments here and Ms. White, if I  
4 could indulge you, I think you can see all the DPD  
5 participants.

6 MRS. WHITE: Yes, sir. Through the Chair, I see  
7 Lieutenant Gardner on the line, Assistant Chief Todd  
8 Bettison, Captain Aric Tosqui, Captain Jevon Johnson,  
9 Captain Lena Liddell, Commander Kyra Hope, and there are  
10 a number of other guests, and forgive me. But yes, sir,  
11 those are the ones that I see at this time.

12 CHIEF CRAIG: All right. Thank you very much.

13 CHAIRPERSON BELL: I want to thank Chief Craig and  
14 all the DPD staff that's attending this meeting. We  
15 appreciate you in terms of your ongoing support of the  
16 Board of Police Commission. We continue our interaction  
17 in 2021.

18 CHIEF CRAIG: Thank you. Thank you Chair.

19 CHAIRPERSON BELL: Okay. And I hope that you all  
20 will, I know you had your second shot, Chief Craig.

21 CHIEF CRAIG: I had my second shot and in the  
22 interest of full disclosure, it was a rough four days for  
23 me.

24 VICE-CHAIR HOLT: Wow. Sorry.

25 CHIEF CRAIG: You know, and some get no reaction to

1 the second shot.

2 COMMISSIONER BERNARD: None for me.

3 CHIEF CRAIG: I reacted for the first shot, the  
4 second shot. But I think what they're telling me is  
5 because I had COVID.

6 CHAIRPERSON BELL: Okay.

7 CHIEF CRAIG: My response is different. It's like the  
8 body is starting to try to fight what it believes to be  
9 COVID. So my dad just got his second shot, not one  
10 symptom.

11 COMMISSIONER BERNARD: Me either.

12 CHAIRPERSON BELL: I'm glad to see you're still  
13 standing. I'm with your dad. I took my second shot on  
14 Monday evening and I haven't had any problems so far. So  
15 I appreciate it. I know you had some concerns going into  
16 it. That's I mentioned that.

17 CHIEF CRAIG: Thank you.

18 CHAIRPERSON BELL: Encouraging to see you this  
19 afternoon.

20 CHIEF CRAIG: Appreciate it.

21 CHAIRPERSON BELL: Okay. We've got to move on to the  
22 Chair report. As we all know, as African-American and  
23 hopefully the nation knows, this is Black History Month.  
24 We celebrate and we also try to educate in terms of the  
25 legacy and the ongoing responsibility as African-

1 Americans. I think more people appreciate it in 2021,  
2 more so than ever. So I just want to open up by saying,  
3 quoting Malcolm X. "You can't separate peace from freedom  
4 because no one can be at peace unless he or she has his  
5 freedom". Malcolm X. We move right into my remarks.

6 CHAIRPERSON BELL: The Board recently conducted a  
7 process with the City Resource Division in preparation  
8 towards filling a vacancy of director of police  
9 personnel. As part of that process, each of our  
10 department took on the process to recruit posts and  
11 screened the candidates resume because the Board does not  
12 currently have a sub-committee structure. The main point  
13 that this item was very well-vetted. It is well known to  
14 all Board members that we were completing this process  
15 with City HR. That City HR was conducting the search and  
16 screening and that the Board received a top candidate  
17 from City HR to make a final decision. Everyone was aware  
18 of each step of the process, and there was no objection  
19 until this time. Time is of essence in filling this  
20 position. In lieu of some of the questions raised last  
21 week, I've asked the recruiter to return. Mr. Conrad  
22 explained on the record, the recruiting process that took  
23 place regarding the Director of Police Personnel  
24 position. Mr. Conrad.

25 MRS. WHITE: As through the Chair, we are moving him

1 to the panelists' gallery, sir.

2 VICE-CHAIR HOLT: These are new with this hot rod  
3 motorcycle, it looks like.

4 CHAIRPERSON BELL: Here he is.

5 VICE-CHAIR HOLT: Oh, hi there.

6 MR. CONRAD: Good afternoon. I was given about five-  
7 minute notice. Sorry about that.

8 CHAIRPERSON BELL: Thank you. Appreciate it.

9 MR. CONRAD: What would you like me to speak to?

10 CHAIRPERSON BELL: Give an overview of the process  
11 that we initiated with you in reference to posting and  
12 hiring - not hiring, but the whole process of dealing  
13 with the director of personnel?

14 MR. CONRAD: I'll be glad to.

15 CHAIRPERSON BELL: We reported on it before, but we  
16 want to make sure that we cover that basic again.

17 MR. CONRAD: Okay. Very good. So in October, I was  
18 contacted by Ms. White to assist in the recruitment and  
19 selection of a Director of Police Personnel. I gladly  
20 offered my assistance. I worked directly with Denise  
21 Starr, the Director of HR and she and I have both been  
22 involved with this process from day one of being  
23 contacted. The position as the job description has  
24 already been in our files, and been on record for a  
25 number of years was posted on October 20th, 2020. The

1 closing date was 11/19/2020 at midnight. After it had  
2 closed, there were 39 candidates that had applied for  
3 this position. I will let you know that this is an  
4 appointed position. It is not a civil servant position.  
5 Appointed means that it is appointed by the Board of  
6 Police Personnel and therefore serves at the discretion  
7 of the Board of Police Personnel.

8 MR. CONRAD: So whatever process that I go through,  
9 which I'll explain is not necessarily governed by any  
10 rules, it's governed by what I would refer to as best  
11 practices and what we do with other appointed officials  
12 at the city. I was asked to take a look at the 39  
13 applicants and be able to determine who met the minimum  
14 qualifications and reading the memo of qualifications, I  
15 think it's important that we do read them out loud again.  
16 It's a bachelor's degree from a college or university in  
17 personal management, organizational management, or other  
18 related fields that demonstrates competency for planning,  
19 administrating, and operating a complex organization,  
20 similar to the personnel unit of the Detroit Police  
21 Department. And then 10 years of personal management  
22 experience in a position equivalent to the level of  
23 director, deputy director, senior administrator  
24 coordinator, or senior supervisor. An equivalent  
25 combination of education experience and special

1 certifications may be substituted to meet the education  
2 and experience requirements of this position.

3 MR. CONRAD: I took a look at each one of the  
4 candidates that applied. I determined that six candidates  
5 met those qualifications and that I gathered their  
6 resumes and I was invited to attend a Board meeting. At  
7 that point, we reviewed each one of the candidates at the  
8 Board meeting. I can't tell you exactly who was present  
9 at that time, but the Board reviewed each one of the  
10 resumes. I talked about experiencing qualifications,  
11 special qualifications that each person held. It was  
12 determined that we were going to move forward with three  
13 out of the six, meaning that if we were going to be  
14 interviewing that we probably couldn't interview all six  
15 of them in one evening. We were going to narrow down the  
16 pool down to three of the best candidates. That was  
17 determined by the police personnel and, excuse me, the  
18 Board of Police Commissioners. And at that point, we set  
19 up interviews. We set them up for one week a few weeks  
20 ago. On that evening we had actually one of the  
21 candidates pulled out at the last minute. They did not  
22 want to be involved with being interviewed in a public  
23 setting. So I understood that. That brought us down to  
24 two candidates. The two candidates were interviewed with  
25 questions that were developed both by the Board of Police



1 Commissioners, along with my test development unit, who  
2 does thousands of these a year, AC Starr and myself  
3 repeated the same questions to each one of the two  
4 candidates. And we had an opportunity to take notes while  
5 they were discussing their qualifications. At the end of  
6 our questions, we open it up to the members of the Board  
7 and each one of the members of the Board was able to  
8 present a question that was important, that they felt  
9 [audio distortion] position and was important to them.  
10 That opportunity was given, and we went through those  
11 discussions that night. And here we are today. We have  
12 two candidates. I believe that the Board felt strongly in  
13 favor of one candidate, but it's now up to the Board of  
14 Police Commissioners to make that selection if they  
15 desire from those two and we would move forward with an  
16 appointment. Respectfully, through the Chair, that is a  
17 kind of a summary. If anybody has any questions, please  
18 do not hesitate to ask.

19 COMMISSIONER DAVIS: Mr. Chair.

20 CHAIRPERSON BELL: Yes, sir.

21 COMMISSIONER DAVIS: Question sir. I know initially,  
22 I heard you say something to the effect that you had  
23 submitted 11 names, 11 potential candidates.

24 MR. CONRAD: I know there were six names initially  
25 submitted because I gathered all their information and

1 put them in a folder.

2 COMMISSIONER DAVIS: Okay, so.

3 MR. CONRAD: I do not remember 11.

4 COMMISSIONER DAVIS: Okay. So the other Commissioners  
5 that were involved in this secret meeting, they all had  
6 resumes for all the so called six, right?

7 MR. CONRAD: When I gave them to, through the Chair.  
8 When I gave them to Ms. White, I put them in one folder  
9 and she was able to provide that to the Board members.

10 COMMISSIONER DAVIS: Where they also able to see the  
11 information on the other 39 people that applied?

12 MR. CONRAD: No. No one other than myself saw all 39.  
13 There's just no reason to look at somebody that doesn't  
14 meet the qualifications because it would not be prudent  
15 to put them into the position. I think there was some  
16 discussion of taking a look at 39 and the mechanics of  
17 what that would look like. But you also have to  
18 understand that there is a degree of privacy that is owed  
19 to any of these candidates and therefore doing that might  
20 not be prudent. In other words, I'll give you an example.  
21 We had one of the lead candidates pull out. This is a  
22 public setting. If you were to display 39 names of people  
23 that are gainfully employed throughout the city in some  
24 very large companies and that put their position in  
25 jeopardy. I don't think that that's a best practice,

1 respectfully.

2 COMMISSIONER BROWN: Through the Chair.

3 CHAIRPERSON BELL: Yes, sir.

4 COMMISSIONER BROWN: Mr. Conrad. One of the things I  
5 like to point out, which is just your last statement,  
6 just to note that we've never had public interviews. The  
7 committee that we used to have would make that  
8 recommendation to the Board and then bring that one  
9 person that we recommended before the Board. So I think  
10 the way that this was done violated the integrity of the  
11 whole process. Secondly, I would personally appreciate it  
12 if you would just stop using a language saying that you  
13 talk to this Board and this Board, because this Board  
14 didn't give anyone permission to do anything. Because I  
15 was never talked to, I was never given that information  
16 or anything. So all the Board minutes were not inclusive  
17 of this entire process, and I'm going to leave that right  
18 there.

19 COMMISSIONER BERNARD: I just have one question, Mr.  
20 Conrad. Are you a consultant to who you said Denise Starr  
21 for HR, for the City of Detroit.

22 MR. CONRAD: I am employed directly, through the  
23 Chair Ms. Bernard. Thank you for that question. I am  
24 employed directly with the general City of Detroit. I've  
25 been employed with the City of Detroit for five years

1 now, and I report to Director Starr.

2 COMMISSIONER BERNARD: Thank you. I wasn't sure if  
3 you were internal or external.

4 MR. CONRAD: I'm internal.

5 VICE-CHAIR HOLT: Through the Chair.

6 CHAIRPERSON BELL: Yes, ma'am.

7 VICE-CHAIR HOLT: Okay. Now, I came on board in 2019,  
8 and soon after then, the committees were dismantled. But  
9 do I understand that the personnel committee that  
10 comprised of members from the Board would preview the  
11 resumes and based on that committee's recommendation,  
12 then their presentation would go to the entire Board. Is  
13 that the way the process worked at one time, Chair Bell?

14 COMMISSIONER BERNARD: Yes.

15 VICE-CHAIR HOLT: Okay. So what's the difference this  
16 time, please, because I'm just confused, honestly.

17 CHAIRPERSON BELL: Are you speaking to me, Vice-  
18 Chair Holt?

19 VICE-CHAIR HOLT: I'm speaking to Chair Bell or any  
20 of the other Commissioners that he asked to speak on  
21 that.

22 CHAIRPERSON BELL: In the past, I think we have  
23 utilized different methods since I've been on board, but  
24 we wanted to pursue the best practice of initiating this  
25 process of hiring staff. So therefore we engaged the

1 professional to conduct that process. And I think in the  
2 past there had been some process that, as I recall, the  
3 past director of personnel, I am at a loss for the name  
4 right now, but ---

5 COMMISSIONER BERNARD: Gail Oxidine.

6 CHAIRPERSON BELL: Yes, Oxidine went through the  
7 process. She was a well-experienced person. I know for  
8 the Board Secretary, she conducted a search also with HR  
9 and the sector. So we wanted to have the best practice to  
10 do it the right way this time around. Does that answer  
11 your question?

12 VICE-CHAIR HOLT: It sounded great. Another question,  
13 perhaps to Mr. Conrad, correct? Was a quorum at the  
14 meeting where the Board members that were invited,  
15 appointed to that meeting. Was there a quorum at that  
16 meeting, Mr. Conrad, through the Chair?

17 MR. CONRAD: You asking if it was a quorum?

18 VICE-CHAIR HOLT: Right at the meeting.

19 MR. CONRAD: I'm going to have to defer to Ms. White  
20 on that.

21 CHAIRPERSON BELL: The Chair is speaking. Mr. Conrad  
22 would not be in a position to know about a quorum of the  
23 Board. The quorum of the Board is six and Ms. White and  
24 myself know there were no six members' attending that  
25 forum because that would be a violation of me as you

1 know, Vice-Chair Holt.

2 VICE-CHAIR HOLT: Yes, sir.

3 COMMISSIONER BERNARD: It would only be a violation,  
4 Commissioner Holt if, in fact, the meeting wasn't public.  
5 Yes, and I can maybe fill in a little bit because I used  
6 to be the lawyer for the Board.

7 CHAIRPERSON BELL: Commissioner Bernard, Commissioner  
8 Bernard. You are speaking to the Chair, Mr. Conrad. I  
9 think we can move on. There was no quorum, okay. Ms.  
10 White can testify, there was no quorum of Commissioners  
11 and the Commissioners know who they were. Any other  
12 concerns for Mr. Conrad?

13 COMMISSIONER BURTON: To the Chair, to the Chair,

14 CHAIRPERSON BELL: Commissioner Burton.

15 COMMISSIONER BURTON: Question Mr. Conrad. You know,  
16 the full Board was not aware of the 39 names that  
17 actually applied for the position. We weren't even aware  
18 of how this process and procedure was going to take  
19 place. You know, it was never defined with the process of  
20 procedure for work. In addition to that, we didn't even  
21 know far as my colleagues, we were not even aware that  
22 the interviewing process was even taking place. We were  
23 totally kept in the dark. This is you know, it raises a  
24 lot of concerns. This is a very important matter that  
25 includes our office which is the Board of Police

1 Commissioners. But also we should have been included in  
2 this process and we were not, we didn't even know. We  
3 didn't even see, the 39 resumes or references. We haven't  
4 seen anything. And when I called for this in the last  
5 meeting, the previous meeting that we are still waiting  
6 to see who all applied for these positions. Just to throw  
7 out three names and then say, well, we're going to go  
8 with these two individuals. It's just blatantly wrong, is  
9 blatantly wrong.

10 CHAIRPERSON BELL: Commissioner Burton, Mr. Conrad  
11 indicated that he was the only person that was privileged  
12 to the 39 candidates. And also the only interview that  
13 was taken was before the full Board. We looked at resumes  
14 prior to, so we want to move on. I think we can move on.

15 COMMISSIONER BURTON: Point of order Mr. Chairman. I  
16 think the previous week it was mentioned that ---

17 CHAIRPERSON BELL: Commissioner Holt, Commissioner  
18 Holt.

19 COMMISSIONER BURTON: The Chief's of and the Mayor's  
20 office came out of your mouth Mr. Chairman.

21 CHAIRPERSON BELL: Commissioner Burton, you do not  
22 have the floor.

23 VICE-CHAIR HOLT: Thank you Chair Bell.

24 VICE-CHAIR HOLT: Yes, ma'am.

25 VICE-CHAIR HOLT: I move to approve the candidate,

1 Ms. Katrina Patillo for the position of Director of  
2 Police Personnel.

3 COMMISSIONER JONES: I second.

4 CHAIRPERSON BELL: It has been properly moved and  
5 second. Discussion.

6 COMMISSIONER DAVIS: Discussion.

7 CHAIRPERSON BELL: Mr. Davis.

8 COMMISSIONER DAVIS: Sir, will you provide the whole  
9 Board, the six names that were submitted, and your  
10 criteria you use to eliminate the other three?

11 CHAIRPERSON BELL: Sir, we're at the point in time  
12 that the motions on the floor, speaking to the candidate.

13 COMMISSIONER DAVIS: I'm speaking to the motion, sir.

14 CHAIRPERSON BELL: Well, you just spoke to it. That's  
15 how the process working now. Any other Commissioner,  
16 discussion.

17 COMMISSIONER BURTON: Discussion.

18 COMMISSIONER BROWN: Are we going to have a vote?

19 CHAIRPERSON BELL: Yes, sir. We're going to have a  
20 vote,

21 COMMISSIONER BROWN: Is that going to be just a roll  
22 call vote, Mr. Chairman?

23 CHAIRPERSON BELL: Yes, sir. Roll call vote at this  
24 time Vice-Chair Holt.

25 VICE-CHAIR HOLT: Yes.



1 COMMISSIONER BROWN: I believe Commissioner Burton  
2 wanted someone to hear the discussion, sir. I'm sorry  
3 about interrupting you.

4 CHAIRPERSON BELL: Well he made his point.  
5 Commissioner Holt, go ahead, we have a roll call vote.  
6 Commissioner Holt.

7 COMMISSIONER BURTON: Discussion, discussion, Mr.  
8 Chairman.

9 VICE-CHAIR HOLT: Yes, I vote to approve the  
10 candidate Ms. Katrina Patillo for the position ---

11 COMMISSIONER BURTON: My hand is up Mr. Chair.

12 VICE-CHAIR HOLT: --- of police personnel.

13 CHAIRPERSON BELL: Thank you. District 1.

14 COMMISSIONER BROWN: No.

15 CHAIRPERSON BELL: District 2.

16 COMMISSIONER BERNARD: No, because of the process. I  
17 like the candidate.

18 CHAIRPERSON BELL: District 3.

19 COMMISSIONER BURCH: Yes.

20 CHAIRPERSON BELL: Thank you. District 4. Bell, yes.  
21 District 5.

22 COMMISSIONER BURTON: Mr. Chairman. My hand was up  
23 for discussion.

24 CHAIRPERSON BELL: District 5. Commissioner Burton,  
25 are you voting?

1 COMMISSIONER BURTON: I will be voting no, with my  
2 hand held up for discussion.

3 CHAIRPERSON BELL: Thank you. District 6.

4 COMMISSIONER CARTER: Yes.

5 CHAIRPERSON BELL: Thank you. District 7.

6 COMMISSIONER DAVIS: No, because of the process of  
7 violating our bylaws and Charter.

8 CHAIRPERSON BELL: Thank you. Commissioner Hernandez?

9 COMMISSIONER HERNANDEZ: Yes.

10 CHAIRPERSON BELL: Thank you. Commissioner Jones.

11 COMMISSIONER JONES: Yes.

12 VICE-CHAIR HOLT: Awe.

13 CHAIRPERSON BELL: Did I hear an inappropriate  
14 remark?

15 VICE-CHAIR HOLT: I'm sorry, Chair, maybe I say awe  
16 too loudly?

17 CHAIRPERSON BELL: No. Okay. Okay. I just want to  
18 remind the Commissioner, let's keep our decorum.  
19 Commissioner Holley.

20 COMMISSIONER HOLLEY: Yes.

21 CHAIRPERSON BELL: Thank you, Ms. White.

22 MRS. WHITE: Through the Chair. There were, and  
23 please excuse me if you did not cast your vote.

24 CHAIRPERSON BELL: I cast my vote.

25 MRS. WHITE: There were seven yes votes. And there

1 were four no votes.

2 CHAIRPERSON BELL: Thank you. The motion pass.

3 VICE-CHAIR HOLT: Through the Chair.

4 CHAIRPERSON BELL: Yes. Ma'am.

5 VICE-CHAIR HOLT: I move to approve the salary up to  
6 the maximum of \$134,997 commensurate with the experience  
7 and education of this candidate.

8 COMMISSIONER JONES: I second.

9 COMMISSIONER BURTON: I call to table.

10 CHAIRPERSON BELL: It has been moved and second.  
11 Discussion.

12 COMMISSIONER BERNARD: I have a question,  
13 Commissioner Holt. Does that include her relocation  
14 expenses or what is the total package that we're talking  
15 about?

16 VICE-CHAIR HOLT: That's an interesting discussion.

17 COMMISSIONER BERNARD: Because it's 130,000 it is  
18 \$170,000 altogether. What are we talking about?

19 VICE-CHAIR HOLT: \$134,000, through the Chair, or Ms.  
20 White, can we address Commissioner Linda? With regards  
21 questions

22 CHAIRPERSON BELL: I'm going to ask Ms. White to  
23 clarify that point that you're trying to make.

24 VICE-CHAIR HOLT: Thank you.

25 MRS. WHITE: Yes, sir. Through the Chair and also Mr.

1 Conrad can add additional information, but as previously  
2 shared to the honorable Board, the jobs specification  
3 cause for a specific range. And the maximum of that range  
4 is \$134,000 as indicated in your documentation. The  
5 motion that was just placed on the table is simply to  
6 approve a motion up to the maximum of that range, not to  
7 approve that amount, but to approve a maximum up to that  
8 amount, to give the honorable Board room for  
9 negotiations, a discussion that type of information with  
10 the chosen candidate and Mr. Conrad If you have any  
11 additional information.

12 MR. CONRAD: Yes. That is just wages. It does not  
13 include any type of fringe or any type of relocation.

14 COMMISSIONER HOLLEY: Mr. Chairman.

15 CHAIRPERSON BELL: Yes.

16 COMMISSIONER HOLLEY: To Commissioner Bernard. She  
17 lives in Bellevue. She doesn't live in Texas. She lives  
18 in Bellevue.

19 COMMISSIONER BERNARD: No, she lives in Texas  
20 Reverend Holley. She has a house in Bellevue. Like you  
21 may have a house somewhere else, but she lives in Texas.  
22 And that's where she interviewed with us from, that's  
23 where her charities are. The things that she told us  
24 about, all of those things are in Texas.

25 COMMISSIONER HOLLEY: I'm sorry. I made a mistake.

1 COMMISSIONER BERNARD: No, and I just want to know  
2 what the package was. I support the salary of Vice-Chair  
3 Holt. I don't have a problem with that. She worth it, but  
4 I just want to know what the total package is costing the  
5 commission.

6 CHAIRPERSON BELL: Okay. We got clarity on that. Roll  
7 call vote.

8 COMMISSIONER BROWN: Through the Chair.

9 CHAIRPERSON BELL: Yes, sir.

10 COMMISSIONER BROWN: I believe Commissioner Burton  
11 put a motion to the table and I want to second that  
12 motion.

13 CHAIRPERSON BELL: Sir, that's too late. We in a roll  
14 call vote. That was not properly recognized. We have  
15 moved on.

16 COMMISSIONER BROWN: Well then I'm going to get a  
17 motion to table it then, and I can do that under voter  
18 discussion.

19 COMMISSIONER BURTON: Second, second.

20 COMMISSIONER BROWN: Move to table.

21 COMMISSIONER BURTON: Second.

22 CHAIRPERSON BELL: Okay.

23 COMMISSIONER BROWN: Because we need to have some  
24 details. I talk about it under discussion.

25 CHAIRPERSON BELL: Okay. Roll call vote. Discussion.

1 Roll call vote. We can start the process.

2 COMMISSIONER BROWN: So we're going to have a  
3 discussion on the table and the motion for salary?

4 CHAIRPERSON BELL: Discussion at this time.  
5 Discussion.

6 COMMISSIONER BROWN: Mr. Chairman, my issue is that  
7 we don't even know what we've really voted on and what  
8 dollar amount. Like my colleagues here, I like the  
9 candidate. I liked the background. I love the experience,  
10 but we need to be clear on what we're spending and what  
11 we're costing the taxpayers in the overall expenditure. I  
12 think it's irresponsible of us to just talk about just a  
13 pay range and not including the whole package to bring  
14 her here. And that's why I think we need to have that  
15 discussion maybe in a closed session and then bring it  
16 before the public so that we're all on one accord.

17 CHAIRPERSON BELL: Any other discussion? There are no  
18 arrangements to bring her here as an incentive or to  
19 bring her here, to move her to the City of Detroit.  
20 That's not part of the process at all, okay. Move on.

21 COMMISSIONER BROWN: Is she going to be working  
22 remotely doing virtual work?

23 CHAIRPERSON BELL: Let's move, sir, let's move on.  
24 Roll call vote, Vice-Chair Holt.

25 COMMISSIONER HOLLEY: On what the vote is? What'd the

1 vote is?

2 VICE-CHAIR HOLT: Up to the maximum range of  
3 \$134,997.

4 COMMISSIONER BROWN: We're supposed to be voting a  
5 table.

6 CHAIRPERSON BELL: Excuse me. Excuse me.

7 COMMISSIONER BURTON: I second Commissioner Brown's  
8 motion.

9 COMMISSIONER BROWN: Point of order.

10 CHAIRPERSON BELL: Excuse me, excuse me. If you give  
11 me an opportunity Ms. White would clarify what we voting  
12 on.

13 MRS. WHITE: Yes. Through the Chair. The motion on  
14 the floor at this time is the motion to table the motion  
15 that was previously made. So it's the motion to table  
16 that vote on the salary discussion. So it's the motion to  
17 table. That's the motion on the table at this time?

18 CHAIRPERSON BELL: Vice-Chair Holt.

19 VICE-CHAIR HOLT: Oh, the motion to table, no.

20 CHAIRPERSON BELL: District 1.

21 COMMISSIONER BROWN: Yes.

22 CHAIRPERSON BELL: District 2.

23 COMMISSIONER BERNARD: I think, no. I don't know.

24 Motion to table, yes.

25 CHAIRPERSON BELL: District 3.

1 COMMISSIONER BURCH: No.

2 CHAIRPERSON BELL: District 4, Bell, no. District 5.

3 COMMISSIONER BURTON: Yes.

4 CHAIRPERSON BELL: District 6.

5 COMMISSIONER CARTER: No.

6 CHAIRPERSON BELL: District 7.

7 COMMISSIONER DAVIS: I vote to table.

8 CHAIRPERSON BELL: What is your vote, sir?

9 COMMISSIONER DAVIS: I vote to table.

10 CHAIRPERSON BELL: Yay or nay. Yes or no?

11 COMMISSIONER DAVIS: Yes.

12 CHAIRPERSON BELL: Thank you.

13 CHAIRPERSON BELL: Commissioner Hernandez.

14 COMMISSIONER HERNANDEZ: No.

15 CHAIRPERSON BELL: Commissioner Jones.

16 COMMISSIONER JONES: No.

17 CHAIRPERSON BELL: Commissioner Jones.

18 COMMISSIONER JONES: No.

19 CHAIRPERSON BELL: Commissioner Holley.

20 COMMISSIONER HOLLEY: No.

21 MRS. WHITE: Mr. Chair, there were four yes votes and  
22 seven no votes.

23 CHAIRPERSON BELL: Thank you. Now we take up the  
24 initial primary motion, made by Vice-Chair. Roll call  
25 vote.



1 VICE-CHAIR HOLT: Yes. To support the maximum of  
2 \$134,997 commensurate with experience and education.

3 CHAIRPERSON BELL: District 1.

4 COMMISSIONER DAVIS: Is it up for discussion?

5 COMMISSIONER BROWN: Mr. Chairman, can we get a  
6 clarification on her motion? Because Ms. White said it  
7 was up to the maximum and her motion just said the  
8 maximum. So is it up to the maximum?

9 CHAIRPERSON BELL: Commissioner Holt, can you restate  
10 it once again.

11 COMMISSIONER HOLT: I'm sorry, Commissioner Brown.  
12 You're so correct. I move to approve the salary up to the  
13 maximum of \$134,997 commensurate with the experience and  
14 education of the candidate. Please accept my apology  
15 Commissioner Brown restated in error, restated in error.

16 COMMISSIONER BROWN: Thank you.

17 CHAIRPERSON BELL: District 1.

18 COMMISSIONER BROWN: Yes.

19 CHAIRPERSON BELL: District 2.

20 COMMISSIONER BERNARD: Yes.

21 CHAIRPERSON BELL: District 3.

22 COMMISSIONER BURCH: Yes.

23 COMMISSIONER BURTON: No.

24 CHAIRPERSON BELL: I'm sorry. District 3.

25 COMMISSIONER BURCH: Yes.

1 CHAIRPERSON BELL: Thank you. District four. Yes.  
2 District 5.

3 COMMISSIONER BURTON: No.

4 CHAIRPERSON BELL: District 6.

5 COMMISSIONER CARTER: Yes.

6 CHAIRPERSON BELL: District 7.

7 COMMISSIONER DAVIS: Yes.

8 CHAIRPERSON BELL: Commissioner Hernandez.

9 COM HERNAN: Yes.

10 CHAIRPERSON BELL: Commissioner Jones.

11 COMMISSIONER JONES: Yes.

12 CHAIRPERSON BELL: Commissioner Holley.

13 COMMISSIONER HOLLEY: Yes.

14 MRS. WHITE: Mr. Chair, there were 10 yes votes and 1  
15 no vote.

16 CHAIRPERSON BELL: The motion pass. The next item  
17 would be the gunshot detection system directive 307.8.  
18 I'm going to ask Ms. White to speak to that. We have  
19 received, we'll let the discussion last week, and you  
20 received quite a bit of information last week and  
21 discussion. Also, they presented out last week. Also, you  
22 received additional information with questions, concerns  
23 to DPD staff and they responded, you received that  
24 information, Ms. White, would you elaborate?

25 MRS. WHITE: Yes. Through the chair. Honorable Board

1 as Mr. Chair just indicated on the record on January 7,  
2 2021, the department transmitted to the honorable Board,  
3 the department's manual directive or proposed directive  
4 on gunshot detection system 307.8. The department has  
5 presented on both the system and the proposed policy and  
6 provided additional information based on a question  
7 submitted by the Board and their policy presentation. The  
8 Board previously discussed the system and the policy  
9 director discussing concerns such as technology  
10 effectiveness, reporting requirements, liability  
11 concerns, assigning discipline when policy violations  
12 occur, and civil rights concerns such as the invasion of  
13 privacy and recording private audio to name a few. At  
14 this time, just to know on the record, the Board's policy  
15 review process generally consists of a 30 day review  
16 period aligned for staff and Board research and analysis  
17 department presentations and exchange of information and  
18 public inspection of the proposed policy for feedback and  
19 recommendations from all parties. The Board's policy  
20 division also met with the departments, planning, and  
21 research and deployment unit just yesterday again, to  
22 ensure all of the Board's questions were answered from  
23 last week's presentation and to address additional policy  
24 concerns, which all of that information was shared in the  
25 packet, as well as electronic submission. Please note the

1 Board's evaluation policy evaluation process in  
2 connection with the department consists of a review of  
3 the president's task force on 21st century policing  
4 implemented during President Obama's administration and  
5 review of NACOLE'S best practices, as well as ISEP best  
6 practices, other law enforcement agencies, policy  
7 directives on ShotSpotter and best practices and lessons  
8 learned. And also a review and analysis of case law,  
9 including the civil case that was cited last week  
10 involving Mrs. Servon Simmons and the Massachusetts case  
11 cited. Additionally, a thorough review of the proposed  
12 policy director and the Board's contribution and weigh-  
13 into those policy provisions also includes a quarterly  
14 report mandate back to the Board for the Board to  
15 evaluate the effectiveness of the program. At this time,  
16 the Board's policy division recommends approval of the  
17 gunshot detection system 307.8 to form with the  
18 understanding that planning, research, and deployment  
19 will add related policies and procedures to the approved  
20 policy. And those policies include supervision 101.10,  
21 record retention schedule 101.11, 101.12 data sharing  
22 retention and dissemination 201.1, patrol 203.1 crime  
23 scene investigations, 203.2, collection and preservation  
24 of evidence, and 203.14, real-time crime center. So that  
25 is the recommendation at this time.

1 COMMISSIONER JONES: Through the Chair.

2 CHAIRPERSON BELL: Thank you, Ms. White. Commissioner  
3 Jones.

4 COMMISSIONER JONES: Through the Chair. I move that  
5 we adopt a department's policy on a gunshot technology  
6 system manual director 307.8 formed with the  
7 understanding that planning research and deployment will  
8 add related policies and procedures to the approved  
9 policy.

10 COM HOLT: Second.

11 MRS. WHITE: Mr. Chair?

12 CHAIRPERSON BELL: Yes.

13 MRS. WHITE: Yes. There was a second, sir.

14 CHAIRPERSON BELL: Thank you. Properly moved and  
15 second. Discussion.

16 COMMISSIONER BURCH: He got his hand up.

17 COMMISSIONER HOLLEY: Mr. Chairman.

18 MS WHITE: He got his hand up.

19 CHAIRPERSON BELL: Yes, sir. I'm sorry. Commissioner  
20 go ahead.

21 COMMISSIONER HOLLEY: Who you're talking to, me?

22 CHAIRPERSON BELL: Commissioner Holley, I'm sorry.

23 COMMISSIONER HOLLEY: Mr. Chairman, please forgive  
24 me. But can Ms. White or somebody please explain? Say I  
25 am a citizen of Detroit. I just heard Ms. White say it

1 and all those numbers and everything. I quit school when  
2 I was 10 years in the 10th grade. I'm really not that  
3 literate. Can she explain? Can somebody explain in three  
4 minutes what we are really voting on, what we will be  
5 voting on? The average citizen needs to know. All this  
6 jargon. I've been through this, all of this three times.  
7 I've got six degrees, two PhDs, and I've been through  
8 this three times and I still don't know what the heck  
9 we're talking about.

10 COMMISSIONER BURCH: Yes.

11 COMMISSIONER BROWN: To the Chair.

12 CHAIRPERSON BELL: Commissioner Holley. I think I  
13 hear you. I'd like to give the Chief. (Audio distortion)  
14 But I think he can elaborate on why we are seeking this  
15 ShotSpotter approval by putting it on the table with the  
16 contract and et cetera, and the (Audio distortion). Chief  
17 Craig you hear me?

18 CHIEF CRAIG: Chair Bell, you were breaking up. I  
19 know it had something to do with the ShotSpotter.

20 MRS. WHITE: Yes, sir.

21 CHAIRPERSON BELL: Yes, sir. I guess my Internet's  
22 going in and out.

23 CHIEF CRAIG: Yes. What's the specific question?

24 CHAIRPERSON BELL: Commissioner Holley.

25 COMMISSIONER HOLLEY: I'm sorry. I'm upset. Can you

1 interpret what I said Ms. White?

2 MRS. WHITE: Yes, sir. Through the Chair, Chief  
3 Craig, the question was to explain the purpose of this  
4 policy system or the purpose of this technology system.

5 COMMISSIONER HOLLEY: 3 minutes.

6 CHIEF CRAIG: It'll probably be less than three  
7 minutes. And if we need a further explanation, I can  
8 certainly make sure we provide that. But it's a gunshot  
9 detection system that if where the monitors are deployed  
10 if a gunshot can activate it, it can send a signal to our  
11 department and can respond, and conducted an  
12 investigation. We searched the area. We look for expended  
13 casings because generally, suspects don't stay around  
14 long after they fire weapons. But that's the essence of  
15 it. It detects when a gun is fired and it notifies the  
16 department and we respond to the location to conduct an  
17 investigation.

18 COMMISSIONER JONES: Through the Chair.

19 CHAIRPERSON BELL: Commissioner Jones.

20 COMMISSIONER JONES: I'm sorry. I'd like to weigh in  
21 also and just add maybe just a little bit more because  
22 I've been pretty reading extensively about the  
23 ShotSpotter program and everything that's contained  
24 within. The staff, Ms. White, and the rest of the staff  
25 have done a tremendous job of gathering a lot of

1 information for us to be able to read. With that  
2 ShotSpotter program, which is even included in this  
3 package is legal challenges that have been made in other  
4 cities to the ShotSpotter program. And I believe some of  
5 the ones that I've read that the challenges to the  
6 ShotSpotter program, which is supposed to protect and  
7 does protect the civil liberties and the civil rights of  
8 the people in the community. Now, with this, she  
9 included, as I said, the challenges to the ShotSpotter  
10 program, which is another of the challenges that I've  
11 read were successful challenges to the ShotSpotter  
12 program. And what we're voting on is the policy behind  
13 the ShotSpotter, which does not give the investigators or  
14 the police community with regards to how they investigate  
15 the ShotSpotter program or if the shot detection comes  
16 through and they're deployed to that particular scene. It  
17 gives them the opportunity to collect evidence, see if  
18 there are any victims to a crime or any witnesses to what  
19 may have happened, where they got that ShotSpotter  
20 detection in that location. They get with pinpoint  
21 accuracy, the area with 82 feet where that shot came  
22 from. So it really is a tremendous program. She has given  
23 us a lot of information to be able to read, but I made  
24 the motion because I've read a lot of this information. I  
25 believe it would be a great thing for our community and



1 keeping us safe.

2 COMMISSIONER BURTON: To the Chair.

3 COMMISSIONER BURCH: Mr. Chair. I've been trying to  
4 speak. Can you hear me?

5 CHAIRPERSON BELL: Commissioner Burch.

6 COMMISSIONER BURCH: To Reverend Holley. I spoke with  
7 DC Bryant who broke it down, sir, very simple, is that  
8 when there are random shooting and the police do not know  
9 where these bullets are coming from, but this device will  
10 allow them to find the shells and lead them, sir, to  
11 perhaps that bullet might be involved in a case that  
12 they've been looking for. So it is a good detector to  
13 have because in my neighborhood I have shooting random,  
14 pastor, all the time, but I can't tell them where it is.  
15 That's what this program will do. I'm trying to make it  
16 just as simple for you as I tried to receive. All that is  
17 good, what you read, Ms. White, but we need simple  
18 information to give. I hope that helps you, sir.

19 VICE-CHAIR HOLT: Thank you. Commissioner Burch.

20 COMMISSIONER BURTON: To the Chair.

21 CHAIRPERSON BELL: Thank you. Commissioner Davis had  
22 his hand up.

23 COMMISSIONER BERNARD: And Linda Bernard too, go  
24 ahead.

25 CHAIRPERSON BELL: I'm sorry.

1 COMMISSIONER BERNARD: And myself, is after  
2 Commissioner Davis and I guess who else.

3 COMMISSIONER DAVIS: Thank you for the opportunity to  
4 speak. My concern is that the public needs to be aware of  
5 the fact with this. This is still exclusively for shots  
6 that are fired outside in the open, not for the shots  
7 fired in the home, or because I am very concerned about  
8 the massive number of shootings that we have going on. I  
9 just want the public to be aware that this is not a  
10 complete system that does not solve our large number of  
11 shootings, but you know, it does help. I guess I'll do  
12 this for some. Thank you.

13 CHAIRPERSON BELL: Thank you. Commissioner Bernard  
14 and then Commissioner Burton, Commissioner Commission.

15 COMMISSIONER BERNARD: I just want to know that this  
16 is only going to exist in the eighth, and I believe in  
17 the ninth precincts. This is like a \$1.5 million  
18 contract, roughly 400,000 or thereabouts a year. The  
19 company that monitors this is located in California. I  
20 think there's one place in DC, but the most important  
21 thing of the - and I thank you for the 300 pages of  
22 material Melanie, you did a great job, but in the memo  
23 from Commissioner Bell himself, Commissioner Holley, it  
24 states quote, "Little academic research exists to support  
25 ShotSpotter effectiveness in reducing gun crimes.

1 Investigative reporters in San Francisco, California  
2 analyze ShotSpotter events and found that while law  
3 enforcement was alerted to over 3000 incidents in two and  
4 a half years, just one alert resulted in an arrest for a  
5 gun-related offense. The company holds that its  
6 technology is not aimed at increasing arrests, but  
7 providing police with information on gunfire that  
8 otherwise would not have gone unreported (sic). In  
9 addition departments, typically place sensors in areas  
10 where with the most violent crimes. It is possible that  
11 knowledge of AGDs and a community could cause  
12 perpetrators of gun violence to move to other areas."

13 VICE-CHAIR HOLT: Through the Chair.

14 CHAIRPERSON BELL: Commissioner Burton was next  
15 ma'am.

16 VICE-CHAIR HOLT: Okay, thank you.

17 COMMISSIONER BURTON: Through the Chair, statement  
18 and question to the Chief you know, Chief, it would have  
19 been nice if we would have had someone from the academic  
20 level to have weighed in, on ShotSpotter before the  
21 Board, along with someone from the ACLU and civil rights  
22 department or division and also members of the community.  
23 In New York, a judge ruled that ShotSpotter was  
24 inadmissible calling it unreliable. And this was in the  
25 Servon Simmons case in New York. When I looked at

1 ShotSpotter, you know, I look at it, how it's going to  
2 react to those that wake up in poverty? The microphone  
3 can be so sensitive in another case studied, where it can  
4 pick up conversations from the ground level. Chief, it  
5 was a few years ago, maybe a little over a few years ago,  
6 I recall at the same police commissioner's table where  
7 you weren't you were not supportive of a ShotSpotter  
8 because it didn't have a GPS location to it, components  
9 away. What made you change now?

10 COM HOLT: Through the Chair.

11 CHAIRPERSON BELL: Commissioner Burton, I'm sorry,  
12 Holt give the Chief an opportunity to respond to  
13 Commissioner Burton's, concern. Thank you.

14 CHIEF CRAIG: Through the Chair. Yes, Commissioner  
15 Burton. You are absolutely correct. I was not a believer.  
16 I had my reasons at the time. One of the studies, I think  
17 Commissioner Bernard, certainly solidified how I felt at  
18 that time, but what it is, is an additional tool and that  
19 tool will afford us the ability to collect evidence  
20 thereby using our NIBIN system to see if we can  
21 trackback. Now, one thing you said, Commissioner that I  
22 have never heard, relative to a ShotSpotter, never heard  
23 it in the many conversations I've had about it, is  
24 picking up conversations. If the technology could do  
25 that, I would agree with you. It certainly would be

1 problematic for ShotSpotter to pick up private  
2 conversations, but it's not set up that way. I don't know  
3 the study you referenced. And so you're right. I was not  
4 a believer at one time and I'm, open-minded now, you  
5 know, I like technology that works. And certainly, I know  
6 that the ShotSpotter has improved, but I did take a firm  
7 position on it.

8 COMMISSIONER BROWN: To the Chair, after Commissioner  
9 Holt.

10 VICE-CHAIR HOLT: Can we vote on this?

11 CHAIRPERSON BELL: I've been called for the vote.

12 COMMISSIONER BROWN: I just wanted Commissioner  
13 Chairman, I just want to make a comment in support of  
14 this. I think the most important thing.

15 CHAIRPERSON BELL: Yes, sir.

16 COMMISSIONER BROWN: Is that on the program, the app  
17 next door. Every day, three to four times a day, my phone  
18 is pinging from shots fired in the Grandmont, Rosedale  
19 area and Northwest side area, Detroit, and areas on the  
20 East side. And I would support this because as the Chief  
21 said, I mean, this is a tool that we need to try to  
22 explore using for officers to do their job, to capture  
23 the people that are involved in these random gunshots.  
24 And I think it's a tool for us to try to help curtail  
25 some of the gunfire and get some of those guns off the

1 street and to see if those rounds of spent casings have  
2 history. So I think it's a good tool for the officers to  
3 use, to do their jobs. And I think it's a step in the  
4 right direction to answer the complaints of all the  
5 complaints I see on the next door app of people  
6 complaining about gunfire in the City of Detroit. And  
7 that's it. Thank you, Mr. Chairman.

8 COMMISSIONER HOLLEY: Answered my question.

9 COMMISSIONER BURCH: May we vote?

10 CHAIRPERSON BELL: Vice-Chair Holt, roll call vote.

11 VICE-CHAIR HOLT: Yes. I vote, to support the  
12 ShotSpotter policy of the DPD.

13 CHAIRPERSON BELL: District 1.

14 COMMISSIONER BROWN: Yes.

15 CHAIRPERSON BELL: Thank you. District 2.

16 COMMISSIONER BERNARD: Yes, with the caveat that if  
17 we needed some changes, Chief Craig, we'll come back to  
18 you, obviously, if we find that there are civil rights  
19 issues. Thank you. And thank you very much for your  
20 acknowledgment of that,

21 CHAIRPERSON BELL: District 3.

22 COMMISSIONER BURCH: Yes, sir.

23 CHAIRPERSON BELL: District 4, yes. District 5

24 COMMISSIONER BURTON: No.

25 CHAIRPERSON BELL: District 6.

1 COMMISSIONER CARTER: Yes.

2 CHAIRPERSON BELL: District 7.

3 COMMISSIONER DAVIS: No, it looks very expensive for  
4 two Precincts.

5 CHAIRPERSON BELL: Commissioner, next vote.

6 Commissioner Hernandez.

7 COMMISSIONER HERNANDEZ: Yes.

8 CHAIRPERSON BELL: Commissioner Jones.

9 COMMISSIONER JONES: Yes.

10 CHAIRPERSON BELL: Commissioner Holley.

11 COMMISSIONER HOLLEY: Yes.

12 CHAIRPERSON BELL: Ms. White.

13 MRS. WHITE: There were nine. Yes. Votes and two.

14 CHAIRPERSON BELL: Thank you, Commissioners. The  
15 motion passed. The next item would be Chief of Police,  
16 James E Craig's recommendations for appointment to the  
17 position of captain.

18 COMMISSIONER BERNARD: So moved.

19 VICE-CHAIR HOLT: Correct.

20 COMMISSIONER DAVIS: Support.

21 VICE-CHAIR HOLT: It's my turn.

22 CHAIRPERSON BELL: Commissioner Hernandez. I mean,  
23 it's been moved and supported. I'm sorry. Discussion,  
24 discussion.

25 VICE-CHAIR HOLT: Yes, Chairman Bell, if I might.

1 Okay.

2 CHAIRPERSON BELL: Briefly.

3 VICE-CHAIR HOLT: It is most refreshing to read the  
4 service career of an officer and have that career  
5 demonstration for so few complaints.

6 CHAIRPERSON BELL: Commissioner Holt, are you reading  
7 a resume?

8 COMMISSIONER BROWN: Is she reading a resolution?

9 VICE-CHAIR HOLT: She probably has less citizen  
10 complaints of all the recommended officers that the Chief  
11 has recommended. This is a keeper. This is a good one. I  
12 guess my enthusiasm shows that.

13 CHAIRPERSON BELL: Thank you, Commissioner Holt.  
14 Thank you Vice-Chair. Roll call vote. Vice-Chair Holt.

15 COMMISSIONER CARTER: Through the Chair.

16 CHAIRPERSON BELL: Yes ma'am.

17 COMMISSIONER CARTER: We need a name for the record.

18 VICE-CHAIR HOLT: Oh, The name is Lieutenant  
19 Kimberley Blackwell and she's a rank of captain.

20 CHAIRPERSON BELL: Yes. Thank you, Commissioner  
21 Carter. You cut me off before I could even finish. So  
22 Lieutenant Kimberley Blackwell. A roll call vote, Vice-  
23 Chair Holt.

24 VICE-CHAIR HOLT: Yes.

25 CHAIRPERSON BELL: District 1.



1 COMMISSIONER BROWN: Yes.

2 CHAIRPERSON BELL: District 2.

3 COMMISSIONER BERNARD: Yes.

4 CHAIRPERSON BELL: District 3.

5 COMMISSIONER BURCH: I think, yes.

6 CHAIRPERSON BELL: District 4. Yes. District 5.

7 COMMISSIONER BURTON: Yes.

8 CHAIRPERSON BELL: District 6.

9 COMMISSIONER CARTER: Yes.

10 CHAIRPERSON BELL: District 7.

11 COMMISSIONER DAVIS: Yes.

12 CHAIRPERSON BELL: Commissioner Hernandez.

13 COMMISSIONER HERNANDEZ: Yes.

14 CHAIRPERSON BELL: Commissioner Jones.

15 COMMISSIONER JONES: Yes.

16 CHAIRPERSON BELL: Commissioner Holley.

17 COMMISSIONER HOLLEY: Yes.

18 CHAIRPERSON BELL: Ms. White, would you site that?

19 MRS. WHITE: Yes, it was unanimous. There were 11 yes

20 votes.

21 COMMISSIONER BURCH: Give it a clap. Yes, yes.

22 CHAIRPERSON BELL: I just want to commend Captain

23 Blackwell. I think she could not be with us, but she

24 appreciates the support of this Board and she will

25 probably have the opportunity to speak to you directly in

1 the future, but she had a previous pressing engagement,  
2 so she could not be in attendance. So thank you,  
3 Commissioner. We move on to resolution for Lieutenant  
4 Kenneth E. Gardner who's retiring. That would be  
5 Commissioner Burch.

6 COMMISSIONER BURCH: Yes, sir. Resolution honoring  
7 Lieutenant Kenneth E. Gardner. Whereas Kenneth Gardner  
8 was appointed to the Detroit Police Department on August  
9 11, 1986, upon graduating from the Detroit metropolitan  
10 police Academy. Also, Gardner began his career at the 8th  
11 Precinct, and whereas Officer Gardner spent several years  
12 at the 8th Precinct narcotics section and 1st Precinct.  
13 Officer Gardiner displayed tremendous knowledge and  
14 leadership skills as an officer and was promoted to the  
15 rank of Sergeant on March 21st, 1997. Sergeant Gardener's  
16 assignments included the 1st Precinct and homicide  
17 section on January 17, 2014. He was promoted to  
18 Lieutenant. His assignments included the 1st Precinct,  
19 the office of the chief 7th Precinct, and reassignment to  
20 the homicide where he served until his retirement. And  
21 whereas Lieutenant Gardner was the deserving recipient of  
22 the following awards. Two chiefs, unit awards, three  
23 chiefs of merit awards, three perfect attendance awards,  
24 both consent judgment awards, the fireworks for fireworks  
25 award, the major league baseball all-star recognition

1 award, the Rosa Parks funeral recognition award, and the  
2 super bowl 40 recognition award, as well as numerous  
3 letters of recommendation from citizens and superiors.

4 COMMISSIONER BURCH: And whereas Lieutenant Gardener  
5 has tirelessly served the Detroit Police Department, the  
6 office, the citizens of Detroit and his neighboring  
7 communities for over 34 years, he has served the Detroit  
8 Police Department and the citizens of the City of Detroit  
9 with loyalty, professionalism, integrity, and dedication,  
10 and his well respected through the law enforcement  
11 community as the consummate professional. Now, therefore  
12 be resolved at the Detroit Board of Police Commissioners,  
13 speaking on behalf of the citizens of the great City of  
14 Detroit recognizes and honors the lifelong contributions  
15 and commitment to excellence in public service of  
16 Lieutenant Kenneth E. Gardner, his display of courage and  
17 unwavering community spirit has improved the quality of  
18 life for the citizens of Detroit. We wish you all the  
19 best in your future endeavors. We thank and congratulate  
20 you, Lieutenant Kenneth E. Gardner. Thank you, Mr. Chair.

21 CHAIRPERSON BELL: Thank you, Commissioner Burch. I  
22 want us to put it to the Board.

23 COMMISSIONER JONES: So moved.

24 COMMISSIONER DAVIS: Through the resolution.

25 COMMISSIONER HOLLEY: Second.

1 CHAIRPERSON BELL: Those in favor, Aye.

2 ALL: Aye.

3 CHAIRPERSON BELL: Those opposed? Aye carries. Thank  
4 you. We just want to commend Lieutenant Gardner for an  
5 outstanding career. He's not only been an outstanding  
6 officer. He is an outstanding young man, and we wish him  
7 the best in his future endeavors because I know that he's  
8 just not retiring. I thank you, Commissioner. We move on  
9 to Chief Jamie E. Craig.

10 CHIEF CRAIG: Thank you, Chair Bell. Before I get  
11 started and I know you were asking, I want to thank the  
12 Board for certainly your support for Captain Kim  
13 Blackwell. She will be a phenomenal leader in management.  
14 And certainly, I want to acknowledge Lieutenant Kenny  
15 Gardner again for his years of service, consummate  
16 professional, as it was already articulated. But I just  
17 wanted to add, I know you normally like to hear from the  
18 candidate as she couldn't be here. However I'm told her  
19 father, a former Chief Chester Logan is here and can  
20 offer some words on her behalf.

21 CHAIRPERSON BELL: It is our pleasure to give Chief  
22 Logan the opportunity to speak on behalf of his daughter,  
23 Captain Blackwell.

24 MRS. WHITE: Through the Chair, we're moving him to  
25 the panelists' gallery. Thank you.

1 CHAIRPERSON BELL: Thank you.

2 COMMISSIONER JONES: Through the Chair, I'd like to  
3 say great job Commissioner Burch on your reading of the  
4 resolution.

5 COMMISSIONER BURCH: Thank you.

6 MRS. WHITE: Through the Chair, I just received  
7 communication that former police Chief Chester Logan has  
8 left the meeting at this time.

9 CHAIRPERSON BELL: Well, that Chief Craig can speak  
10 on. He has already spoken but when I give him the mic  
11 again, unfortunate. Okay.

12 CHIEF CRAIG: Okay. Do you want me to go into, Mr.  
13 Chair? Do you want me to go into my normal presentation  
14 or this is just,

15 CHAIRPERSON BELL: You can do whatever you want,  
16 however you want to respond. I think you had probably  
17 talked to Chief Logan in reference to the --

18 CHIEF CRAIG: I have not but I certainly have talked  
19 to Captain Blackwell and she is ecstatic. I will tell you  
20 as I do in all of these appointments and recommendations  
21 to this honorable Board, I meet with my executive team.  
22 And I will tell you that the executive team the ACs,  
23 there was unanimous support for Captain Blackwell. As you  
24 know, she has certainly done a phenomenal job during the  
25 course of her time as a Lieutenant. And you know, she's

1 been assigned to downtown, critical assignment working  
2 with the various sporting entities and making sure that  
3 our officers are properly deployed and sharp. She has  
4 also distinguished herself in the unfortunate task of  
5 managing our fallen officers during the memorial  
6 services. So I will tell you and Commissioner Burch, I  
7 think you'll like this. She is going to your favorite  
8 place. I don't need to name that favorite place.

9 COMMISSIONER BURCH: No.

10 CHIEF CRAIG: But one of the things I said to her is  
11 you got to take care of Commissioner Burch, and if you  
12 get a call about speeders, do something quickly.

13 COMMISSIONER BURCH: Thank you. Chief.

14 CHIEF CRAIG: So welcome. And that concludes my  
15 remarks on Captain Blackwood. Mr. Chair, did you want me  
16 to go right into my normal?

17 CHAIRPERSON BELL: Yes, sir.

18 CHIEF CRAIG: Okay. I'll start as usual with a crime  
19 update. As you know, we're in the first quarter and in  
20 the first quarter, typically the numbers can be  
21 misleading but I will say starting with our homicides, a  
22 year to date as compared to last year, we're showing a  
23 15% reduction. Sex assaults, we're showing a 21%  
24 reduction. Aggravated assaults, however, we're seeing a  
25 26% increase driven primarily by non-fatal shootings,

1 which is showing a 42% increase. Robberies are showing a  
2 39% decrease. Carjackings are showing a 92% increase. So  
3 last year, at this time there were 12 and it is 23 years  
4 to date overall part one violent crime sits at an 8%  
5 increase. In terms of property crime, we're down 30%, 34%  
6 in burglaries, and 34% down in larcenies, and vehicle  
7 thefts down 15%.

8 CHIEF CRAIG: Our overall part one crime is down 18%,  
9 which is following a similar trend as what we saw through  
10 COVID and through the weeks of protests and ending the  
11 year. And other cities are still seeing the same trending  
12 but the one area that we are down again, but it's still  
13 so early at is homicide. So I hope and pray it continues  
14 to go in that direction. The second item I just wanted to  
15 update you on. I know we have a couple of presentations,  
16 so I won't belabor the point, but this was the data that  
17 came out at our comstat. As you know, part of what we do  
18 is, in addition to addressing crime, we also conduct  
19 audits to ensure certain activities are being conducted.  
20 So, for example, when we look at body-worn compliance,  
21 right now we're at a 98.2 compliance, which is the  
22 highest that we've been that I'm aware of since we  
23 adopted body-worn cameras. Also, something that we do is  
24 called mask compliance. The officer's wearing the mask.  
25 This is the highest compliance, we're at 99%. And the

1 reason why that's important, we remember March, April  
2 when we were at the peak of COVID and we had close to 650  
3 officers quarantined at one time, our numbers started to  
4 spike up somewhat after the Thanksgiving holiday. And so  
5 as of today our COVID stats are as follows. Right now we  
6 have 24 members quarantined, which is significantly lower  
7 than what we saw at the beginning of - the end of  
8 November, beginning of December of last year. 24 members  
9 in the department, quarantined. Of that number 18 are  
10 sworn and six are civilian. And also when it comes to -  
11 strike that, I transposed my numbers, the 24 members that  
12 I've referenced, are the number of members that were  
13 positive, who are currently positive with COVID. We right  
14 now have 28 members of the department who are  
15 quarantined. So again significantly lower numbers as of  
16 early this week during my briefing, we have roughly 37,  
17 38% of the department vaccinated. And as I indicated  
18 earlier, I just received my second shot and lastly, on  
19 important metrics, our response time has hovered roughly  
20 anywhere between 10 and 11 minutes, which is also good  
21 news. I want to talk briefly about an incident that  
22 happened last night in the 5th Precinct and we plan to  
23 recognize those officers publicly next week at the 5th  
24 Precinct. So I know that Chair Bell and who else? I'm not  
25 sure somebody else, I know you represent number five, but



1 I tell you the story and let you know when we're going to  
2 do the community recognition. Last night, a very tense  
3 situation unfolded officers received a call via dispatch  
4 of a domestic violence situation.

5 CHIEF CRAIG: The mom was with her children. She was  
6 in fear of her life and as she was in fear of her life,  
7 she very quietly told the dispatcher he is going to kill  
8 me and she's making reference to her husband. And so as  
9 the officers arrived, they understood that it could have  
10 been a very grave situation. They formulated a plan very  
11 quickly and as they got close to the door, they could  
12 hear the screaming, they could hear a struggle. They  
13 forced entry into the house. As they forced entry into  
14 the house what they witnessed is where the husband was  
15 armed with a gun. A nine-year-old son was on his back  
16 making some effort to pull the dad off and it was clear  
17 in the officer's mind that he was preparing to possibly  
18 shoot his wife. Those officers responded very quickly,  
19 disengaged this armed suspect from the wife, and took him  
20 into custody without incident. I mean, this is something  
21 that when you talk, I mean, officers do so much that  
22 don't oftentimes get reported to the media, but they save  
23 the life, probably his life, her life, for sure. And  
24 after they took him into custody one of the children in  
25 the house ran up to the officer, and started crying, and

1 said, thank you for saving my mother. So I wanted to  
2 share that with the Board. And again, I plan to recognize  
3 these officers in a public way, you know, normally we do  
4 the annual thing, but I think it's important to really  
5 educate the public on just what our officers do. There's  
6 another situation that I'm going to recognize also out of  
7 the 5th Precinct. This was a situation, a very tragic  
8 situation.

9 CHIEF CRAIG: Another domestic, the officers get a  
10 call. They go into the house, they could see that the  
11 wife is deceased. The suspect, the husband was armed. He  
12 immediately turned the gun and committed suicide in the  
13 presence of the officers. So of course that traumatic  
14 event caused us a lot of concerns. So we had our peer  
15 support, but we certainly want to recognize those  
16 officers for their quick action getting inside.  
17 Unfortunately in this instance, the wife was killed. So I  
18 wanted to share that with you both. And the last thing I  
19 wanted to report on is kind of an update from - some of  
20 you may have read the article. We've been committed to  
21 giving periodic updates on operation, clean sweep. As you  
22 might remember, in August of 2019 just following the  
23 arrest and charging of an officer in narcotics, it was  
24 this department who initiated and raided our own  
25 narcotics unit seizing computers, files and that you may

1 recall then I told you it would be a lengthy  
2 investigation given that we're going back 10 years.

3 CHIEF CRAIG: So as an update on what has happened,  
4 13 individuals from the narcotics as we began to move  
5 forward in our investigation that resigned or retired  
6 undercharges. Resigned or retired, 13 former members of  
7 narcotics. And then as of this past Tuesday, an  
8 additional officer was suspended with pay by me pending  
9 the outcome of that investigation. Now, in no way, does  
10 this mean that some of these officers are going to face  
11 criminal charges. I had a conversation and briefed with  
12 the Wayne County prosecutor as to where we were. We have  
13 submitted several warrant requests that are under review  
14 right now. So what we found many of them were involved in  
15 overtime fraud, stealing money. As I reported out before  
16 the motivation behind those officers who were involved in  
17 corrupt activities, simply greed. Whether it was stealing  
18 overtime, falsifying warrant documents, a whole host of  
19 things.

20 CHIEF CRAIG: So the good news is that the changes  
21 that we have made, I'm convinced for the first time in  
22 many years long before I was appointed to this department  
23 where narcotics has been known to be a place that's been  
24 corrupt. I think the actions that we've taken have  
25 finally rooted out corruption in our narcotics unit. So

1 I'm optimistic, we've put some safeguards in place. The  
2 people that were in that unit that had over five years  
3 have been moved out. We believe where we are in the  
4 investigation, we should be shutting it down probably  
5 within the next six months and we'll give a closeout  
6 update to the Board and to our community. So again, very  
7 optimistic. I applaud the work of our task force officers  
8 who have been working again since August of 2019. And we  
9 figure maybe six more months. But even though we close it  
10 out on the administrative and criminal warrants will  
11 still be reviewed. Undoubtedly, I know the US attorney  
12 has been involved in a review of some of this. So I can't  
13 tell you at this point, how many will be charged if any  
14 will be charged, but the fact that 13 have been separated  
15 from our department. And so that's encouraging. So with  
16 that, I'll open it up for any questions that you may  
17 have.

18 COMMISSIONER DAVIS: Mr. Chair.

19 CHAIRPERSON BELL: Thank you, Chief Craig.

20 Commissioner Davis.

21 COMMISSIONER DAVIS: Hello, Chief.

22 CHIEF CRAIG: Hey, how you doing Commissioner?

23 COMMISSIONER DAVIS: I am doing well, sir. The  
24 question. Since you instituted your directive about the  
25 duty to intercede, have any officers come forward to

1 identify fellow officers who were doing wrong?

2 CHIEF CRAIG: I'm unaware of anybody coming forward  
3 right now, Commissioner, I mean, through the Chair, I'm  
4 not aware of it. However, you should know that even  
5 though we didn't use the verbiage duty to intercede,  
6 certainly an officer's failure to report misconduct,  
7 still that officer could be charged. In fact, one case  
8 comes to mind, a new officer was working with a tenured  
9 officer. They responded to a call at a vacant home. Once  
10 they got in, there was a Rocky poster on the wall. The  
11 senior officer took possession of it, that new officer  
12 interceded by notifying supervision, supervision notified  
13 internal affairs, and an investigation was conducted and  
14 that individual was dismissed from the department

15 COMMISSIONER DAVIS: Also, as it relates to now, this  
16 is an old incident over at the training center where one  
17 officer stopped and detained the other officer, what  
18 ultimately happened with that case

19 CHIEF CRAIG: Through the Chair, Commissioner, I'm  
20 not sure. I know the case, I know it's concluded. That  
21 officer was not charged. It was presented to the district  
22 attorney's office. I just don't know what the outcome is  
23 offhand unless Director Chris Graveline is on the zoom  
24 and can respond to the Commissioner's question.

25 DIRECTOR GRAVELINE: Through the Chair. This is

1 Director Graveling. The Wayne County prosecutor's office  
2 did decide to charge that officer with assault and  
3 battery. So he'd been charged with a misdemeanor that's  
4 off, and the administrative investigation also found some  
5 neglects, but in terms of on the basis of a few other  
6 people, but the main officer who actually attempted the  
7 arrest, was charged with assault and battery, a  
8 misdemeanor in Wayne County.

9 CHIEF CRAIG: And through the Chair, thanks Chris,  
10 for that. I totally forgot what the outcome, I thought he  
11 was not charged, but it was a misdemeanor as I recall  
12 now. Thank you

13 CHAIRPERSON BELL: Thank you.

14 COMMISSIONER BERNARD: Question.

15 CHAIRPERSON BELL: Commissioner Bernard.

16 COMMISSIONER BERNARD: I want to congratulate you on  
17 your due diligence. I know it's difficult to do what you  
18 do in terms of investigating if you will, your own and  
19 certainly recommending cases to the prosecutor's office.  
20 But I want you to know that when I was with one of the  
21 commanders earlier this week, she was very clear about  
22 the fact that you don't allow any nonsense, and both she  
23 and the captain, their words about you were very  
24 encouraging about the fact that you have truly restored  
25 and advocated for total, if you will, transparency and

1 integrity for the department. So I just want you to know  
2 that your own agree with what you're doing.

3 CHIEF CRAIG: Through the Chair. Thank you,  
4 Commissioner Bernard, for those words. You know, one  
5 thing that I have stressed, you know, when a cop decides  
6 to cross the line, I don't look at that person as a  
7 police officer, they violate the oath, they certainly  
8 have violated the trust in our community. And while I  
9 know Chief likes to stand up and deliver bad news but  
10 when we can root out a criminal from our ranks that's a  
11 day of celebration. And, and one of the things, I don't  
12 know if I explained it very well, even though these  
13 former narcotic officers who, some are facing criminal  
14 charges. When they retire, when they resign the only  
15 thing it does is they don't get fired from the  
16 department, but what it also will do, we make a clear  
17 note when they resign or retire that they're retiring  
18 undercharges. And the reason why it's important to say  
19 that, because if any member makes an effort to try to  
20 gain employment in another law enforcement agency, at  
21 least that agency will know that they didn't honorably  
22 retire, they didn't honorably resign, but they resigned  
23 undercharges. And so far it's worked we do anticipate  
24 there will be more to come. The other thing that I did  
25 leave out, that one thing that's also encouraging them

1 while on its face it looks like it's big, and it is big.  
2 It seems that the misconduct was isolated to one  
3 narcotics team. There was some spillage over into the  
4 other units, not much. And so that's a bit of good news,  
5 but I think the best take away is, I think for the first  
6 time, in many years, we finally rooted out corruption and  
7 we put safeguards in. So years after I'm away from here,  
8 this can't happen again. But again, thank you,  
9 Commissioner Bernard.

10 COMMISSIONER BERNARD: Thank you.

11 CHIEF CRAIG: Thank you.

12 COMMISSIONER BURCH: Mr. Bell.

13 CHAIRPERSON BELL: Commissioner Burch.

14 COMMISSIONER BURCH: Yes. To Chief Craig. Again, I  
15 want to commend you and your men for saving that family's  
16 life. I always tell people that there's more good out  
17 here in Detroit, but we hear the bad more than the good.  
18 So I just want you to know in number 11, I gave Commander  
19 Slappy a little PNR, and she agreed that there's a 99-  
20 year-old lady, sir that lives in our neighborhood. She is  
21 99 today. So I asked Commander Slappy, could you get a  
22 couple of police cars to drive by that lady's house and  
23 wave at her, call her on the phone because she lives  
24 alone. I'm just saying to know that somebody lives that  
25 long in Detroit, that's a testament too, it's not all



1 bad. I know I make, people call it complaining, but I  
2 have solutions. So, Commander Slappy, had an officer come  
3 by my home and pick up the Love and Respect Where You  
4 Live sign to put it on her property. So we need to do a  
5 little bit more PR to help you, Chief Craig, officers  
6 need our help, and I thank you

7 CHIEF CRAIG: To the Chair. Thank you, Commissioner  
8 Burch. I appreciate you sharing that story.

9 COMMISSIONER BURCH: Officers need our help, and I  
10 thank you.

11 CHIEF CRAIG: Through the Chair, thank you,  
12 Commissioner Burch. I appreciate you sharing that story.  
13 And that's why it's important to publicly acknowledge the  
14 events of last night out of number 5. We'll do something  
15 at the 5th Precinct in that community and have those  
16 officers come in and I will present them with the chief  
17 citation because as you indicate these are the stories  
18 that will never be told, but thank you.

19 CHAIRPERSON BELL: Thank you Chief Craig for that in-  
20 depth updated report. Those officers of the 5th Precinct  
21 with our certificate of accommodation for their service  
22 to the community. So we have developed that process. So  
23 we would like that opportunity too when you present your  
24 chief citation, and I want to say, I just commend you on  
25 taking the steps with narcotics and the steps you're

1 taking with a dishonorable, well, I say dishonorable. In  
2 the military, you receive an honorable discharge or  
3 dishonorable discharge, but with dishonorable, you  
4 receive no benefits, no VA, no, nothing, but that is not  
5 the case here, but at least you're trying to deter any  
6 future employment. I just want to commend you as a former  
7 officer, how long-term narcotic people would stay in  
8 those positions. And there's a tendency to create some  
9 type of close ties with criminality. It's not always, but  
10 there's a tendency, you know, that, and that's what you  
11 have dealt with. So we want to thank you, Chief Greg.

12 CHIEF CRAIG: Thank you Chair Bell. I appreciate  
13 that.

14 CHAIRPERSON BELL: Okay. There's Commander Gardner  
15 who wants to speak to the retirement of a young man by  
16 the name of Lieutenant Gardner. I think she's familiar  
17 with him. Ms. White, can you bring her on

18 MRS. WHITE: Through the Chair. I received  
19 notification that Commander Gardner is not on the line at  
20 this time, but when she arrives back or a Lieutenant  
21 Gardner comes back, I will let you know.

22 CHAIRPERSON BELL: Okay. Thank you.

23 MRS. WHITE: Yes, sir.

24 CHAIRPERSON BELL: We move on to A, the body-worn  
25 cameras and electronic weapons laser audits from DPD.

1 MRS. WHITE: Yes, sir. Through the Chair, Lieutenant  
2 Richard Firsdon will be presenting out on body-worn  
3 camera and electronic weapon audits presentation, and we  
4 are preparing to unmute his microphone

5 LT. FRISDON: Good afternoon. How's everybody doing?  
6 I'm Lieutenant Firsdon from the Civil Rights Division.

7 COMMISSIONER BURCH: Afternoon.

8 CHAIRPERSON BELL: Thank you.

9 LT. FRISDON: Thank you. So this is the presentation  
10 and if I can share my screen. Do you have my PowerPoint  
11 presentation, Ms. White?

12 MRS. WHITE: Yes, and you do have shared screen  
13 capabilities now.

14 LT. FRISDON: Okay. Thank you. Okay. So this is the  
15 presentation for the body-worn camera and conducted  
16 energy weapons audit for 2020. These are statistics as of  
17 the ending of December 31st of 2020. The first slide I'm  
18 presenting is a body-worn camera implementation slide.  
19 And this is indicating that on September 26th of 2016, is  
20 when we began implementing body-worn cameras to the 7th  
21 and 4th Precinct. And the timeline increases until we  
22 have a total of 18 units. The last deployment being to  
23 the police towing unit on July 20th or excuse me, July of  
24 2020, there are currently 1017 body-worn cameras, a  
25 little bit over that because we did not figure in the

1 deployment to police towing. So with their allotment,  
2 that would increase that number. So we have a little over  
3 1017 body-worn cameras currently deployed. For 2019, we  
4 had 26 dates that were selected and reviewed. That was  
5 just event compliance, where the citizens were mandated  
6 by policy to record citizen contacts.

7 LT. FRISDON: And that resulted in 69 corrective  
8 action notices being sent to various commands throughout  
9 the city. In 2020, we have 38 dates that were randomly  
10 selected and reviewed, and that resulted in 83 corrective  
11 action notices that were sent to various commands. And  
12 also in 2020, we began auditing in the third quarter. We  
13 began auditing the synchronization and video  
14 introductions of officers and synchronizing body-worn  
15 cameras to the inquire card video system to ensure that  
16 the triggers are properly activated when the officer's  
17 activate lights have heartbreaking yaws or open doors to  
18 the cars. So to ensure that we're getting all the video  
19 we're supposed to.

20 LT. FRISDON: And slide four is a breakdown of 2019  
21 versus 2020. And if you can see here for 2019, the Civil  
22 Rights Division, we reviewed 13,892 events. And in 2020,  
23 there was a total of 37,032 events that were reviewed.  
24 And the reason why there was such a dramatic increase in  
25 the number of videos that were reviewed is because we

1 have some specialty audits. And one of those was 15 days  
2 where we, at the direction of the Chief, reviewed all the  
3 synchronizations and introductions of the commands  
4 throughout the entire city and ensure that they were  
5 complying with that policy. And that was a 165% increase  
6 in our videos all reviewed by the Civil Rights Division  
7 over the previous year.

8 LT. FRISDON: The next slide has to do with the  
9 conducted energy weapon, which is also referred to as a  
10 Taser or current device, which is pictured as a Taser X2,  
11 and the conducted energy weapon is a device that propels  
12 wires or direct contact to conduct energy, to affect the  
13 sensory and motor functions of the nervous system. CEWs  
14 are less than a lethal device used to gain control of  
15 actively aggressive subjects or those who pose a risk to  
16 themselves or others. For the CEWs the department began  
17 training in May of 2018, and we are continuously  
18 training. As of July, excuse me, on January 29th of 2021,  
19 there have been 2,290 members that were issued CEWs. And  
20 as it stands right now, the plan with training and is  
21 that we are rolling out Taser recertification. That's  
22 going to be held in conjunction with our range  
23 qualifications, thus maintain to ensure that we have our  
24 annual recertification. That 2,290 members that have been  
25 issued are 90.7% of all sworn members, which those that

1 were here last year, I believe that the total number was  
2 approximately 81%. So we have increased our number of  
3 officers that are equipped.

4 LT. FRISDON: And for 2020, our statistics stand as  
5 they have been 136 deployment tracking forms that were  
6 received by the Civil Rights Division. And there had been  
7 101 CEW forms of use of force or detaining injury reports  
8 that have been cataloged in our mass system regarding  
9 CEWs deployment and 211 use of force and or detaining  
10 injury reports indicating CEW discharge that is in our  
11 management awareness system for 2020. With that, I'm open  
12 up to questions.

13 CHAIRPERSON BELL: Commissioners.

14 COMMISSIONER DAVIS: Chair.

15 CHAIRPERSON BELL: Yes, sir.

16 COMMISSIONER DAVIS: A question as it relates to the  
17 CEW deployment, has anyone that it was used on, has  
18 anyone suffered a heart attack, or has anyone died?

19 LT. FRISDON: Referring to - ultimately, I do not  
20 know that I can look those stats up all I know is that  
21 for category one, that would be a death resulting from  
22 the use of an instrument. I am not aware of any instance  
23 where somebody has passed away in the City of Detroit  
24 from the use of a Taser.

25 COMMISSIONER DAVIS: Or had a heart attack.

1 LT. FRISDON: I am not aware of anybody. That has not  
2 been brought to my attention. I am not aware of any  
3 member or excuse me, any citizen.

4 COMMISSIONER DAVIS: Thank you.

5 COMMISSIONER BERNARD: Question. To the Chair.

6 CHAIRPERSON BELL: Yes, sir. Yes. Ma'am.

7 COMMISSIONER BERNARD: Is there a particular type of  
8 case or incident that you encourage officers to use  
9 Tasers in as opposed to firearms?

10 LT. FRISDON: As an encouraging with the ---

11 COMMISSIONER BERNARD: That you think would be most  
12 appropriate?

13 LT. FRISDON: Well, the use of a firearm is a deadly  
14 force type situation where the use of a Taser is not. So  
15 there's definitely a variable there of the type of  
16 response that would be necessary. The use of a Taser is  
17 not a deadly force situation.

18 COMMISSIONER BERNARD: Okay, thank you.

19 CHAIRPERSON BELL: Thank you Lieutenant for reporting  
20 out. We appreciate that. And in terms of enlightening us,  
21 basically in terms of this process,

22 LT. FRISDON: You're welcome. If there are any  
23 questions, please feel free to contact us.

24 CHAIRPERSON BELL: Thank you.

25 COMMISSIONER BURTON: Through the Chair, I have a

1 question.

2 CHAIRPERSON BELL: We move on to ---

3 COMMISSIONER BERNARD: Through the Chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER BURTON: I had a question for the  
6 gentleman that recently spoke. You know, the question is  
7 what if a person has a pacemaker defibrillator? What if  
8 the person you know, has some underlying health issues in  
9 relation to an officer using his Taser?

10 CHAIRPERSON BELL: Lieutenant, can you hear. Do you  
11 still want to?

12 LT. FRISDON: Yes, absolutely. And there are  
13 provisions in our policy where if it is known to a member  
14 that somebody does have a condition or that it's a member  
15 of the special population where we can't say prohibited  
16 because there are times when if there's a deadly force  
17 situation and often you use it. But we do have provisions  
18 in our policy regarding people member, excuse me,  
19 citizens, that are members of special populations where  
20 it's not to be used,

21 COMMISSIONER BURTON: But what if the officer didn't  
22 know the person had a pacemaker defibrillator. It's not  
23 like they walking around with an ID badge or something  
24 that said they have a pacemaker defibrillator or some  
25 special type of wristband or something, or note on their



1 forehead.

2 LT. FRISDON: Yes, and that's where our policy speaks  
3 to if it is known. And there are always going to be  
4 variables outside of that control if things are not known  
5 but if it is known that the use of the Taser is  
6 discouraged.

7 CHAIRPERSON BELL: Thank you.

8 COMMISSIONER BERNARD: And Lieutenant, if I might  
9 guess an observation. I know that in Oakland County, for  
10 example, when people are pulled over for DUIs because  
11 I've had a couple of clients like that, the first  
12 question they ask the person when they get out of the car  
13 is, do you have any health issues or health concerns? And  
14 I guess that's to protect the officer if he had to tase  
15 him or something like that. But if the person is outside  
16 the car, then I guess you could ask. That's my point  
17 because it's on the video constantly. Do you have any  
18 health conditions?

19 COMMISSIONER HOLLEY: Chairman, let's move on.

20 CHAIRPERSON BELL: I think he's frozen. We can review  
21 that with the policy.

22 COMMISSIONER BURCH: Reverend Holley was on there.

23 COMMISSIONER HOLLEY: I just want to move on.

24 MRS. WHITE: We will share the message here. We will  
25 share the last recommendation writing to the department.

1 Yes, sir.

2 CHAIRPERSON BELL: Thank you. Let's move on to the  
3 next Interim Chief Investigator Lawrence Akbar.

4 MRS. WHITE: Through the Chair, I'm unmuting Interim  
5 Chief Investigator Akbar's microphone for the Office of  
6 the Chief Investigator presentation. Interim Chief  
7 Investigator Akbar.

8 MR. AKBAR: Yes. Can you hear me?

9 MRS. WHITE: Yes.

10 MR. AKBAR: Okay. We're getting ready to start up my  
11 PowerPoint in a second, but I can start off by saying  
12 good afternoon to the honorable Board, residents of the  
13 City of Detroit, and the Detroit Police Department.

14 COMMISSIONER BURCH: Good afternoon.

15 CHAIRPERSON BELL: Good afternoon.

16 MR. AKBAR: Pleasant, and it feels good to see each  
17 and every one of you. You all look like you're in very,  
18 very good health. I am the Interim Chief Investigator  
19 Lawrence Akbar from the Office of the Chief Investigator  
20 and I'm waiting for the PowerPoint to kick in - yes, I  
21 can see it now.

22 MRS. WHITE: We have Senior Investigator Madrigal as  
23 co-host to share screen capabilities.

24 MR. AKBAR: Right. She's putting that together now.

25 COMMISSIONER BERNARD: While we're waiting Mr.

1 Chairman, I went over to the Office of the Chief  
2 Investigator this week and I just want to let my  
3 colleagues on the Board know that I was very impressed by  
4 their operation. Number one, Mr. Akbar was kind enough to  
5 show me around, show me everything that's going on. And  
6 what was really good about it was that he responded  
7 immediately to my concerns. I went to the door, I rang  
8 the bell, rang the bell, nobody came. There was a thing  
9 on the door that said if you want to get in the building,  
10 call this number. I called the number, nobody answered  
11 the phone. In fact, nobody even called me back. They  
12 said, leave a message until three hours later. When I got  
13 in the building finally, by calling his personal cell  
14 phone, I explained to him the dilemma that the public has  
15 to have the ability to come in and or communicate.

16 COMMISSIONER BERNARD: He agreed immediately. He  
17 posted our sign on the door. There was no sign on the  
18 door for the Office of the Chief Investigator. He posted  
19 it on the door and he also directed the secretaries that  
20 were there to answer the doorbell when someone is at the  
21 door so that if people wanted to come in to communicate,  
22 they could. He agreed. He didn't realize that it wasn't  
23 ringing into the office. He was wonderful. Our offices  
24 over there are beautiful. I mean, really, really nice.  
25 You must go by and see them. And it's a very, very

1 professional operation. My only comment would be that all  
2 the investigators need to come back to work. They have  
3 private offices. They're beautiful, you know, they're  
4 just gorgeous. You wouldn't believe it, much nicer than  
5 our offices, but the point is, there's no reason why they  
6 can't come to work. There are tons of space, tons of  
7 social distancing, and they can be at work. I told him  
8 that too,

9 CHAIRPERSON BELL: Commissioner Barnard, I want to  
10 convey to you, there's the reasoning why they are not  
11 working at this time, because of COVID. There's a  
12 citywide, there's a DPD guidance on that and we followed  
13 those guidelines and they have a union. They have raised  
14 those concerns in the past. We have to comply. So we just  
15 can't comply with your request. In your opinion, they  
16 should be back at work. It does not work that way.

17 COMMISSIONER BERNARD: Well, they have space. Mr.  
18 Bell, they have private offices.

19 CHAIRPERSON BELL: Excuse me. I responded. If you  
20 need more details, we will provide that. Chief  
21 Investigator Akbar speaks at this time. Thank you.

22 MR. AKBAR: Okay. My shared screens coming up now. As  
23 I stated earlier, I'm the Interim Chief Investigator for  
24 the Office of the Chief Investigator, Lawrence Akbar. We  
25 can go to our first slide. OCI received 111 complaints

1 during December 20, 2020. 32 more than December of 2019.  
2 This chart shows how and where our citizens file the 111  
3 complaints. Let's focus on the OCI complaints. We  
4 received nine complaints online. We took in 44 telephone  
5 complaints for a total of 53. CCRS received for 2020  
6 compared to 2019 are down 11, a decrease of 1%. This  
7 chart shows the alleged commands involved in the 111  
8 complaints received. Now take notice. There's the number  
9 43, where they say it is 43 unknown commands. Well, just  
10 to let you know that sometimes citizens don't get the  
11 correct badge number or car codes, or they don't have an  
12 idea of where the person works or who the officer is. My  
13 investigators are very talented and they generally find  
14 out 90% of the time and are able to identify the  
15 offending officers.

16 MR. AKBAR: Next slide. 81 complaints were closed in  
17 December, which included 136 allegations. If you notice  
18 the two largest categories in terms of allegations are  
19 demeanor and procedure. Now demeanor is the gateway to  
20 all these other allegations that you see listed. If  
21 officers approach citizens with bad attitudes and become  
22 confrontational with citizens, it could lead to  
23 unnecessary force harassment violation of procedures.  
24 Next slide.

25 MR. AKBAR: 55 incidents of the 81 complaints closed

1 and involved DPD members equipped with body-worn cameras.  
2 43 out of 55 incidents were captured on body-worn  
3 cameras. Now, if you notice on this particular chart, 12-  
4 --

5 COMMISSIONER BURTON: Was that screen muted?

6 MR. AKBAR: If you notice on this particular chart,  
7 12 incidents were not captured on body-worn cameras. And  
8 some of the reasons are members turn on their body-worn  
9 cameras too late or forget to turn them on. Members turn  
10 off their body-worn cameras before the completion of  
11 their investigation. And sometimes we have incidents  
12 where there are technical issues with the equipment.  
13 However, once the officer finds out that the body-worn  
14 cameras have a defect or not recording, they will notify  
15 their supervisors to report the malfunction and they  
16 would document it on their log sheets and have a  
17 supervisor come out, and either try to fix the problem or  
18 attain another body-worn camera. 119 DVD members were  
19 identified in the 81 complaints closed the December. 97  
20 of them were in the rank of police officers, 9 were  
21 sergeants. Now, if you look over at the seniority chart,  
22 47 of the officers had less than two years and seniority.  
23 Now for me, that's a problem. 27 officers with three to  
24 four years and 23 officers with seniority ranging from 20  
25 years to 29 years were involved. DPD calls for service,

1 81 CCRS closed December 2020. 61 DPD members were working  
2 the afternoon shift during the time of their incident of  
3 the 81 complaints closed. 13 out of 61 had 3 to 4 years  
4 seniority. 29 of the 61 had less than 2 year's seniority,  
5 almost half.

6 MR. AKBAR: In closing, I'd like to thank the Board  
7 of Police Commissioners, my boss, the Interim Secretary  
8 to the Board Ms. Melanie White, for making arrangements  
9 for our staff to be able to take the COVID-19  
10 vaccinations parts 1 and 2. I also want to thank the  
11 Chief of Police James E. Craig for working with the Board  
12 of Police Commissioners and staff regarding this process.  
13 I want to thank all of the past and present Board of  
14 Police Commissioners, who during the pandemic have read,  
15 approved, and returned all OCI closed investigations back  
16 to my office in a timely manner. Without the  
17 Commissioner's cooperation, citizens would not receive  
18 their binding letters. And my office would not be able to  
19 forward sustained findings to disciplinary  
20 administration. Also, like to thank the general service  
21 department for maintaining and cleaning our facilities  
22 during the pandemic. Oversight is an important role for  
23 us, and it's very important that along with all the sites  
24 that we work hand in hand with the Detroit Police  
25 Department, Chairperson Bell, Vice-Chair, Holt, and I

1 stress the importance of customer service during the new  
2 recruit training sessions. Matter of fact, we had one  
3 earlier this week. It is imperative that officers conduct  
4 themselves in a professional manner to implement  
5 procedural justice and legitimate fair policing. If an  
6 officer is unprofessional, his or her action may escalate  
7 to a use of force situation, and additional procedure  
8 allocations. Lastly, I like to inform the residents of  
9 Detroit, you may file a citizen's complaint by calling  
10 our office at (313) 596-2499. Citizens may also file a  
11 complaint online at the City of Detroit's website,  
12 detroitmi.gov/bopc. Citizens may also call any precinct  
13 or Bureau on the telephones to file a complaint. Be sure  
14 to request, to speak to a supervisor and they will be  
15 glad to take your complaint. I thank you for your time  
16 and your support. And at this time I can take any  
17 questions that you'd like to post them.

18 CHAIRPERSON BELL: Commissioner Jones.

19 COMMISSIONER JONES: Yes, sir. I was just listening  
20 to the parts where you mentioned that the body-worn  
21 cameras and it's my guess that they play a pretty  
22 important role and either exonerating an officer from an  
23 accusation made against him or actually implicating him  
24 in the event that he's not showing professionalism that  
25 he should be showing to a citizen. So is that something



1 that's going to take a while to use where more officers  
2 are going to be wearing body-worn cameras?

3 MR. AKBAR: My understanding that the officers have  
4 body-worn cameras and it does play an important role. It  
5 does not correct behavior. All it does is record  
6 behavior, which is an excellent tool for us. In the past,  
7 I remember when I first was working at the Office of  
8 Chief Investigator, I'll say back in 1989, we did not  
9 have that capability. A lot of times it came to a  
10 situation where we had an inconclusive finding, which you  
11 had the officer's word versus the citizen's word. The  
12 body-worn camera breaks the tie, okay. It lets us see  
13 whether or not this officer actually violated policy. And  
14 it also was shown too, and it works on the other end that  
15 the allegations that are being alleged against the  
16 officer are totally false. But we have that electronic  
17 evidence to be able to prove that. Very important.

18 CHAIRPERSON BELL: Great. Thank you for your  
19 excellent report.

20 MR. AKBAR: Thank you.

21 COMMISSIONER BURCH: Mr. Chair. Can you hear me?

22 CHAIRPERSON BELL: Yes, Commissioner Burch.

23 COMMISSIONER BURCH: I'm sorry.

24 CHAIRPERSON BELL: Yes ma'am.

25 COMMISSIONER BURCH: Mr. Akbar, how are you, sir?

1 MR. AKBAR: I'm fine.

2 COMMISSIONER BURCH: You know what, I'm good. I want  
3 to follow up on what Commissioner Martin said. I've  
4 spoken so often about the body-worn camera forever and a  
5 day. And I always ask the question, why don't they have a  
6 device where if that camera is not working, something  
7 goes off in headquarters or the Precinct. So that officer  
8 can't use that claim that, oh my body-cam was not  
9 working. I'm saying, sir, that's like 3 years ago. What  
10 have you done to improve something about that body-cam  
11 that the officer knows is not working and he knows it's  
12 not working, but the command section knows is not  
13 working, Also, have you improved it?

14 MR. AKBAR: One of the things that the officers do  
15 before they even hit the street?

16 COMMISSIONER BURCH: Yes.

17 MR. AKBAR: They're required to stand in front of  
18 their vehicles and they give a small speech or  
19 presentation with respect to testing that equipment out  
20 before they even pull out of the garage to go on patrol  
21 and also too, there's a technical division of our  
22 department that will inspect those body-worn cameras and  
23 make a decision whether or not the investigation, whether  
24 this is a technical malfunction, or is this something  
25 that the officer may have done?

1 COMMISSIONER BURCH: See that that's what I'm saying,  
2 Mr. Akbar. So that's what you've been saying to me 3  
3 years ago. I'm saying you got to update it where it won't  
4 be all the responsibility on the officer. That body-worn  
5 camera should be on at all times. You all got to improve  
6 that. I know you will. That's all.

7 CHAIRPERSON BELL: Commissioner Burch the technology  
8 is what it is, but our policy is stipulate if an officer  
9 has a problem with their body-worn camera at any time,  
10 they are to directly report it to a first-line supervisor  
11 and go to the station. That's the policy and how it  
12 works. As far as immediate notification electronically. I  
13 don't think that's possible, but they know when it's  
14 working and not working. So that is responding.

15 COMMISSIONER BURCH: I heard you, I heard what you  
16 just said, but I also asked, can they go to any Precinct?  
17 They don't have to go back to the police station, can  
18 they go to any Precinct and pick up a new one?

19 CHAIRPERSON BELL: It is not just like that, ma'am,  
20 but there's a process. We will inform you about how it  
21 works, but basically you just can't - you know, if you  
22 work in the 5th Precinct, you go to the 5th Precinct.  
23 That's how they work - number 11, you go to the 11th  
24 Precinct.

25 COMMISSIONER BURCH: Chief Craig, help us help us.

1 CHAIRPERSON BELL: Update, we responded ma'am.

2 CHAIRPERSON BELL: Commissioner Davis.

3 COMMISSIONER DAVIS: Mr. Chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER DAVIS: Oh, you breaking up a little  
6 bit, sir.

7 CHAIRPERSON BELL: I know, my internet going in and  
8 out. Thank you,

9 COMMISSIONER DAVIS: Mr. Akbar, I have two questions.  
10 First one, how many Commissioners are actually reading  
11 cases?

12 MR. AKBAR: I have 4 so far.

13 COMMISSIONER DAVIS: And they're all appointees?

14 MR. AKBAR: They are all appointees. I can tell you  
15 the ones that are not if you'd like me to tell you that.

16 CHAIRPERSON BELL: Chief Investigate Akbar, they are  
17 Commissioners. Thank you. Next question.

18 COMMISSIONER DAVIS: My next question. How do you  
19 deal with if some of the investigators over there I'm  
20 making complaints about their working environment and  
21 what's going on there? Has any of the workers made  
22 complaints?

23 CHAIRPERSON BELL: Mr. Akbar, you're not going to  
24 respond. That is a matter internal at personnel. So next  
25 question.

1 COMMISSIONER BROWN: Through the Chair.

2 CHAIRPERSON BELL: Yes, sir, Commissioner Brown.

3 COMMISSIONER BROWN: Mr. Akbar, the things I didn't  
4 see in your report was - I asked for some information  
5 through the interim Board secretary. She's supposed to be  
6 working with you, to get me the number of cases that are  
7 90 days late and why. And I don't see any of that in your  
8 report that speaks to any of the cases that may have been  
9 late and why they are late. Can you explain why none of  
10 that is in your report?

11 MR. AKBAR: I can explain the data to you if you like  
12 Commissioner Brown. You can call my office or you can  
13 come in and I will point that out to you

14 CHAIRPERSON BELL: Chief Investigator Akbar, review  
15 that matter with Ms. White and you shared information  
16 with the entire Board on the terms of late reports. Thank  
17 you. Next question.

18 COMMISSIONER BURTON: Point of order Mr. Chairman, he  
19 should be able to answer it now.

20 COMMISSIONER BROWN: I have another question. In the  
21 event

22 CHAIRPERSON BELL: Excuse me. He has to do research.  
23 He can't answer that question.

24 COMMISSIONER BROWN: Well, through the Chair, Mr.  
25 Chairman, I've been asking for this information for the

1 last three months.

2 COMMISSIONER BURTON: That's right.

3 COMMISSIONER BROWN: I've been asking for this  
4 information for the last three months and I'm interested  
5 in the workload

6 COMMISSIONER BURTON: That's right.

7 COMMISSIONER BROWN: I'm interested in the workload.

8 CHAIRPERSON BELL: No, we will respond to ---

9 COMMISSIONER BROWN: Well, that's what I'm hearing  
10 every week. I'm interested in the workload

11 CHAIRPERSON BELL: What is your concern.

12 COMMISSIONER BROWN: of what's going on, of the other  
13 investigators that are there since we know that you have  
14 taken one and brought that person downtown, and from what  
15 I'm here now you have removed four others from the  
16 caseload process and reading. So how does that work? You  
17 know, you're quadrupling the workload on those workers  
18 that are there. So that's why I'm asking these questions  
19 because it seems to me that this report and some of the  
20 information here is either disingenuous or is being  
21 hidden from this Board to make it seem like everything  
22 down there is okay. But I don't think you can work at  
23 that speed if you have removed five people, five people  
24 from your rotation, reading those cases. So I'd be  
25 interested to know, I want to see that information and

1 I've been asking for it for almost four months now.

2 CHAIRPERSON BELL: Thank you, Commissioner Brown.

3 Thank you. If not, I want to thank Interim Chief  
4 Investigator Akbar for reporting out. And we are going to  
5 have Lieutenant Gardner going ahead and join us at this  
6 time to acknowledge his retirement. Lieutenant Gardner,  
7 Ms. White.

8 MRS. WHITE: Yes, sir. Lieutenant Gardner is on the  
9 panelist link and

10 COMMISSIONER BROWN: I thought he was gone fishing.

11 MRS. WHITE: We're enabling his microphone.

12 CHAIRPERSON BELL: Thank you.

13 LT. GARDNER: I'm here?

14 MRS. WHITE: Yes.

15 LT. GARDNER: I'm here?

16 MRS. WHITE: Yes, sir.

17 LT. GARDNER: Oh, is it for remarks. I'm sorry.

18 COMMISSIONER BROWN: See, he's still fishing.

19 CHAIRPERSON BELL: You better speak up.

20 COMMISSIONER BROWN: He's still fishing.

21 LT. GARDNER: I'm sorry.

22 CHIEF CRAIG: This is for you.

23 LT. GARDNER: Thank you, sir. Through the Chair.  
24 Thank you, City of Detroit. Thank you the Board. Thank  
25 you, Chief James Craig. It has been a wonderful,

1 wonderful experience. 34 years, 5 months, and 23 days is  
2 my exact time. And I am proud to have served the citizens  
3 of Detroit in this great and phenomenal police  
4 department. Specifically, I do have to say in my last 5  
5 years under this helm of Chief Craig has definitely been  
6 the best. It is because of the leadership that he put in  
7 place that I was able to move on and become as I am.

8 LT. GARDNER: It was because of what the department  
9 allowed for me to do as far as getting my master's degree  
10 in clinical psychology, and then going on, trying to  
11 integrate some of the things that we had hoped to do with  
12 the police department. It's because of that training,  
13 it's because Chief Craig had the vision to allow me to go  
14 to California and received the training. I am here today  
15 and moving on to the next steps. So thank you, City of  
16 Detroit, thank you to this great police department. I  
17 could not be who I am, had it not been for the Detroit  
18 police department. So it's almost like breaking up, I  
19 don't know if that's a good idea, is my wife listening?

20 CHAIRPERSON BELL: That is a married man.

21 LT. GARDNER: It's almost like breaking up with a  
22 girlfriend and she has been a great girlfriend to the  
23 Detroit Police Department. It is great. It was just  
24 tremendous to work there. And I'm certainly going to miss  
25 all of you. I am not far away. I would love to do



1 whatever I can to continue to associate with this great  
2 city and with this great police department. So thank you  
3 all so much and thank you for helping me to be who I am  
4 and what you sowed into my life. No man can stand alone.  
5 No man is an island and we all know that. We thank God  
6 for community and people such as yourselves that are  
7 task-driven, that help us to better our city, better  
8 ourselves, and better things around us.

9 CHAIRPERSON BELL: Lieutenant Gardner, I just want to  
10 say on behalf of the Board, we read the resolution. I  
11 just want to thank you for your body of work. You've been  
12 a class act and I just really appreciate your service,  
13 especially in the last five years, but I've been knowing  
14 you for quite some time. I met Commander Gardner in a  
15 recruiting, she was just out and you're just building  
16 really a fantastic team. But as you stated, I'm happy  
17 that you going away smiling in terms of retirement and  
18 your next career. You are that type of person, so I want  
19 to uplift you. May God continue to bless you and can  
20 bless you in your family as you go forward in your next  
21 career step without carrying that badge of Lieutenant.  
22 And I want to say to you, the water is fine. Thank you.

23 COMMISSIONER BURTON: To the Chair.

24 CHAIRPERSON BELL: Yes, sir.

25 COMMISSIONER BURTON: I want to just say it to

1 Lieutenant Gardner too. It's been an honor knowing you  
2 these past 8 years. You know, you are a very  
3 distinguished brother, well-dressed, one of the sharpest  
4 lieutenants and captains, you know, not only out of this  
5 department, but all of the departments that I know of,  
6 you know, from traveling with NACOLES, but I just want to  
7 say happy retirement. You definitely deserve it.

8 LT. GARDNER: Thank you, Commissioner.

9 CHAIRPERSON BELL: Thank you. We move on to our next  
10 item would be, Ms. White Interim Board Secretary, please.

11 MRS. WHITE: Yes. Through the Chair. The incoming  
12 correspondence for this week is listed on the Board's  
13 agenda and they are as follows: the weekly DPD facial  
14 recognition technology report for the week of January  
15 25th, 2021 through January 31st, 2021, the second item,  
16 project green light report for February 1st, 2021. And  
17 the Board also received various staff reports, which were  
18 previously highlighted during today's meeting. And you  
19 also received that information in your weekly submission.  
20 And just for the record, I wanted to make sure I  
21 indicated the names that I received for DPD executives  
22 who are on the line at this time and who were previously  
23 on the line earlier but had to leave. The list is as  
24 follows: First Assistant Chief Lashanda Stair, Deputy  
25 Chief, Elaine Bryant, DPOA, and Vice-President Thomas.

1 Obviously, Lieutenant Firsdon conducted the presentation  
2 earlier. Commander Constant Slappy, Former Police, Chief  
3 Chester Logan, Sergeant Felicia Jewell, Director,  
4 Christopher Graveline, which we heard from earlier,  
5 Lieutenant Jamar Rickett, now captain Kimberly Blackwell,  
6 Commander, Melissa Gardner, Lieutenant Laurie Ross,  
7 Director Branch-Wilson, Sergeant Nicole Kirkwood,  
8 Sergeant Glen Anderson, and Captain Tanya Leonard-  
9 Gilbert. And we just heard from Lieutenant Gardner. And  
10 then also, I like to mention the other OCI members who  
11 have received attendance notification. Senior  
12 Investigator, Adela Rivera, Investigator Markita Stanton,  
13 Investigator Roslyn Banks, and Investigator Nikki  
14 Coleman. Thank you.

15 CHAIRPERSON BELL: Thank you, Ms. White, for that  
16 type of acknowledgment. We appreciate it. We know these  
17 meetings are somewhat long in terms of people  
18 participating in and dropping off. We move on to our next  
19 item unfinished, but I want to say to this Board that our  
20 staff due to COVID-19 are working from home. This limits  
21 activity for the Board and OCI. We follow those  
22 guidelines. They are civilians, they are not DPD  
23 personnel in terms of DPD if in meeting that challenge  
24 under difficult circumstances. But we have to honor that  
25 process for the City of Detroit guidelines. So we just

1 resolved the issue of director personnel. That was a  
2 critical position. I want to thank the Board for that  
3 type of vote to get past that. Now we have to weigh-in on  
4 the Board of Police Commissioner's budget and that impact  
5 staff that should be forthcoming. You will get it  
6 shortly, as soon as we get that step process on the  
7 phone. So that would address the Board's budget, and also  
8 the staffing of the Board overall in terms of those  
9 concerns, there are certain things we have to do but we  
10 will inform you shortly in terms of that next step. Also,  
11 I want to make a major announcement. Most of you know  
12 that I serve on the National Associate and Civilian  
13 Oversight of Law Enforcement NAACO. I'm one of 11 Board  
14 members and just this week, NAACO received a major grant  
15 in the form of \$1,000 from the John Lee Thomas Foundation  
16 to impact law enforcement oversight in this country. That  
17 is the first major donor of this type to be rented to  
18 NAACO for oversight. That is huge and they would be  
19 breaking it down, how they're going to function in that  
20 capacity. But that is the John Lee Thomas Foundation. I  
21 don't know that much about them but I would look them up,  
22 but I just really wanted to share that good news with you  
23 in terms of oversight, and I think some other great  
24 things are going to happen in 2021. Unfinished business.

25 COMMISSIONER BURTON: To the Chair. To the Chair.

1 CHAIRPERSON BELL: Commissioner Burton.

2 COMMISSIONER BURTON: I moved that we began defining  
3 the process and procedures for all hires that the Board  
4 of Police Commissioners is involved in.

5 COMMISSIONER BROWN: Second.

6 COMMISSIONER DAVIS: Support.

7 CHAIRPERSON BELL: Commissioner Burton, I just spoke  
8 to

9 COMMISSIONER DAVIS: You're breaking up or frozen.

10 MRS. WHITE: Mr. Chair.

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

12 MRS. WHITE: Mr. Chair.

13 COMMISSIONER DAVIS: Is the Vice-Chair available?

14 MRS. WHITE: And I was just getting ready to indicate  
15 on the record, the Vice-Chair is not on the call at this  
16 time.

17 COMMISSIONER BURTON: Then we'd have to go to the  
18 previous Vice-Chair. Commissioner Brown, you got the  
19 floor.

20 MRS. WHITE: Excuse me.

21 COMMISSIONER DAVIS: Question.

22 MRS. WHITE: Commissioner Carter, if you can hear me?

23 COMMISSIONER BURCH: You all are something else.

24 COMMISSIONER BROWN: I don't think that's the correct  
25 protocol.

1 COMMISSIONER BERNARD: Not quite.

2 MRS. WHITE: Commissioner Carter on the line.

3 COMMISSIONER CARTER: Yes, I'm here.

4 COMMISSIONER BROWN: The previous Chair is on the  
5 line

6 MRS. WHITE: And I'm still trying to work with  
7 Chairperson Bell to ensure his technology is working  
8 properly.

9 COMMISSIONER HOLLEY: I bet you are.

10 COMMISSIONER BERNARD: There he is.

11 COMMISSIONER BURCH: He's muted. Melanie,

12 MRS. WHITE: Share your microphone, sir. Your  
13 microphone is muted. If staff co-hosts could assist with  
14 enabling Chair's microphone?

15 CHAIRPERSON BELL: Can you hear me now? I just want  
16 to say that the technology and you know, whatever that  
17 is, it's in and out. I thought we had fixed that problem,  
18 but let's try to get through this meeting. Any new  
19 business.

20 COMMISSIONER BERNARD: I had a question and then I --  
21 -

22 COMMISSIONER DAVIS: Unfinished business.

23 COMMISSIONER BURTON: Mr. Chairman, a motion is on  
24 the floor and

25 COMMISSIONER BERNARD: Oh, you're right.

1 COMMISSIONER BURTON: Second and supported.

2 CHAIRPERSON BELL: What is your motion, Commissioner  
3 Burton?

4 COMMISSIONER BURTON: Madam Secretary, can you please  
5 read the motion?

6 CHAIRPERSON BELL: Commissioner Burton, can you state  
7 your motion?

8 COMMISSIONER BURTON: We have a secretary that's  
9 making.

10 CHAIRPERSON BELL: Commissioner Burton, can you state  
11 your motion?

12 COMMISSIONER BURTON: Madam Secretary, could you  
13 please state the motion?

14 CHAIRPERSON BELL: No, Commissioner. Ms. White is not  
15 going to, can you state your motion you made the motion,  
16 can you state it?

17 COMMISSIONER BURTON: We're paying a secretary,  
18 roughly six figures. She can state the motion Mr.  
19 Chairman. The motion has been properly made and properly  
20 supported.

21 CHAIRPERSON BELL: Can you state your motion,  
22 Commissioner Burton?

23 COMMISSIONER BURTON: I demand the secretary to state  
24 the motion.

25 CHAIRPERSON BELL: There is not going to respond

1 because I want you to state your motion, sir.

2 COMMISSIONER BERNARD: Mr. Chairman, if I may.

3 CHAIRPERSON BELL: No, sir. The maker of the motion  
4 has to speak to the motion.

5 COMMISSIONER BERNARD: I understand Mr. Chairman, but  
6 Commissioner Burton.

7 CHAIRPERSON BELL: Commissioner Bernard,

8 COMMISSIONER BERNARD: I just want to make a point of  
9 order, Mr. Chairman.

10 CHAIRPERSON BELL: You do not have the floor. Let  
11 Commissioner Burton speak. If not, we move on.

12 COMMISSIONER BERNARD: If you would let me say, I can  
13 clear it up.

14 CHAIRPERSON BELL: Commissioner Bernard let him speak  
15 to the motion.

16 COMMISSIONER BERNARD: I agree Mr. Chairman with you,  
17 but Commissioner Burton, she is not a court reporter. She  
18 cannot repeat verbatim.

19 COMMISSIONER BURTON: I move that the Board of Police  
20 Commissioners define the process and procedures for the  
21 hires that are made by this Board. I move that we define  
22 the process and procedures for hiring positions made by  
23 this Board.

24 CHAIRPERSON BELL: Thank you.

25 COMMISSIONER BURTON: The motion was properly second



1 and supported by two Commissioners.

2 CHAIRPERSON BELL: Thank you.

3 COMMISSIONER JONES: Mr. Chair, I move that. We table  
4 that motion support.

5 COMMISSIONER HERNANDEZ: Support.

6 CHAIRPERSON BELL: They've been properly moved and  
7 supported that we tell you what that motion. Discussion.

8 COMMISSIONER BROWN: Through the Chair and the other  
9 Commissioners. We have to define a process. And all the  
10 motion is doing is saying that we need to work to define  
11 a process. We don't have one. You can see that clearly  
12 was a problem with the hiring of the HR personnel  
13 director. I don't see anything wrong with the motion just  
14 to define a process. That's all he's saying, and I agree  
15 with that. We don't have one and we need to define the  
16 process and I think that it is the right thing to do for  
17 this Board and for those members of this Board, that's  
18 going to be here long after us. I think that it is a good  
19 motion, and I think it should be considered.

20 CHAIRPERSON BELL: Are we ready for the vote, thank  
21 you?

22 COMMISSIONER JONES: We are ready for a vote. Thank  
23 you.

24 CHAIRPERSON BELL: Commissioner Jones?

25 COMMISSIONER JONES: Yes.

1 CHAIRPERSON BELL: Commissioner Hernandez.

2 COMMISSIONER HERNANDEZ: Yes.

3 CHAIRPERSON BELL: Commissioner Holley.

4 COMMISSIONER HOLLEY: Yes.

5 CHAIRPERSON BELL: I think Commissioner Holt is not

6 on the call now. District 1.

7 COMMISSIONER BROWN: No.

8 CHAIRPERSON BELL: District 2.

9 COMMISSIONER BERNARD: I'm confused about what we're  
10 voting on. Are we voting on Commissioner Burton's motion  
11 that Melanie is forced to restate his motion or just that  
12 there'll be a process for personnel?

13 CHAIRPERSON BELL: No ma'am.

14 COMMISSIONER BERNARD: Okay. I'm in favor.

15 COMMISSIONER BROWN: We're voting to table his  
16 motion.

17 COMMISSIONER BERNARD: I'm sorry.

18 CHAIRPERSON BELL: We voting to table his motion.

19 COMMISSIONER BERNARD: Oh, to table his motion. I  
20 agree, agree, yes.

21 CHAIRPERSON BELL: Thank you. District 3.

22 COMMISSIONER BURCH: Yes.

23 CHAIRPERSON BELL: District 5.

24 COMMISSIONER BURTON: No.

25 CHAIRPERSON BELL: Myself, District 4. Yes. District

1 6.

2 COMMISSIONER CARTER: Yes.

3 CHAIRPERSON BELL: District 7.

4 COMMISSIONER DAVIS: Yes.

5 CHAIRPERSON BELL: Ms. White.

6 MRS. WHITE: Chair, there were 7. Excuse me. Yes. 7

7 yes votes and 3, no votes.

8 CHAIRPERSON BELL: So, the motion pass.

9 MRS. WHITE: Yes. The motion to table passes.

10 CHAIRPERSON BELL: Okay. We move on.

11 COMMISSIONER DAVIS: Unfinished business.

12 COMMISSIONER BURCH: New business.

13 COMMISSIONER DAVIS: No. Unfinished business. I have

14 stuff in unfinished business too.

15 CHAIRPERSON BELL: Yes, sir. New business.

16 Commissioner Davis.

17 COMMISSIONER DAVIS: Under unfinished business. I'm

18 still waiting for the request that Commissioner Bernard

19 made about us getting an update on the settlement

20 agreement as it relates to the previous lawsuit as it

21 relates to abuse by the leadership of having secret

22 meetings.

23 CHAIRPERSON BELL: Yes, sir. We are looking into it.

24 Yes, sir. Thank you.

25 CHAIRPERSON BELL: Is that Commission Bernard?

1 COMMISSIONER BERNARD: Yes. Mr. Chairman. That was my  
2 request as well. I like simply to point out to the Chair  
3 that all Board members are entitled to information when  
4 they request it. There is really nothing to look at. It's  
5 just an established lawsuit. There is an inspector  
6 general report. We are entitled to that report and to  
7 that judicial ruling regarding a police commission.

8 CHAIRPERSON BELL: Well, Commissioner Bernard, we are  
9 looking into that. Please be aware at the time we  
10 provided all that documentation to this Board in terms of  
11 inspector general report, the corporation council. You're  
12 new, but we are trying to gather information. Now the  
13 attorney of record who handled that case is no longer  
14 with us. So we are looking into that matter.

15 COMMISSIONER BERNARD: Okay. Thank you.

16 CHAIRPERSON BELL: Thank you. Yes ma'am.

17 COMMISSIONER BERNARD: As soon as you can, I'd  
18 appreciate it.

19 CHAIRPERSON BELL: Yes, ma'am, we follow you.  
20 Announcement. Mr. Brown.

21 COMMISSIONER BURTON: To the Chair, we are still on  
22 unofficial business. I mean old business. We still on old  
23 business.

24 CHAIRPERSON BELL: Mr. Brown.

25 MR. ROB BROWN: Yes.

1 CHAIRPERSON BELL: Mr. Brown, announcements, please.

2 MR. ROB BROWN: Good afternoon, Mr. Chairman and this  
3 honorable Board. The announcements for the day.

4 CHAIRPERSON BELL: Mr. Brown, announcements, please.

5 MR. ROB BROWN: Can you hear Mr. Chair?

6 CHAIRPERSON BELL: Yes, sir.

7 MR. ROB BROWN: Okay, announcements for the day.

8 COMMISSIONER BURCH: What happened to the new  
9 business?

10 CHAIRPERSON BELL: I called for new business. We  
11 addressed that.

12 COMMISSIONER BURTON: You didn't call for old  
13 business, Mr. Chairman.

14 CHAIRPERSON BELL: There's no such thing as old  
15 business. Mr. Brown, kindly make the announcements.

16 COMMISSIONER BURTON: You did not call for old  
17 business.

18 CHAIRPERSON BELL: I did call for it, sir. Mr. Brown.

19 MR. ROB BROWN: The next community meeting will be  
20 Thursday, February 11th, 2021 at 3:00 PM. And the next  
21 regular Board meeting will be Thursday, February the  
22 18th, 2021 at 3:00 pm. Both are virtual meetings.

23 COMMISSIONER BERNARD: What community means, what  
24 precinct? I'm just.

25 CHAIRPERSON BELL: The 9th Precinct.

1 COMMISSIONER BERNARD: Okay. Thank you.

2 CHAIRPERSON BELL: Thank you.

3 COMMISSIONER BROWN: Through the Chair. Through the  
4 Chair.

5 CHAIRPERSON BELL: Go ahead, Commissioner Brown.

6 COMMISSIONER BROWN: Yes, I just wanted to make an  
7 announcement to let you all know and wish my wife a happy  
8 anniversary today of 32 years, if she's listening.

9 COMMISSIONER BURCH: Oh, bless her heart.

10 CHAIRPERSON BELL: Happy anniversary.

11 COMMISSIONER BURTON: Happy anniversary to both of  
12 you.

13 COMMISSIONER BERNARD: Happy anniversary.

14 CHAIRPERSON BELL: Yes, especially to your wife, Mrs.  
15 Brown.

16 COMMISSIONER HOLLEY: And she got my prayers too.

17 CHAIRPERSON BELL: Okay, I hope that you buy flowers  
18 and candy, whatever you need to do.

19 COMMISSIONER BERNARD: And those are powerful prayers  
20 that Reverend Holley has, powerful prayers.

21 CHAIRPERSON BELL: I hear you. Mr. Brown, can we  
22 continue?

23 MR. ROB BROWN: Mr. Chair.

24 COMMISSIONER BURCH: Can I say something Mr. Chair?

25 CHAIRPERSON BELL: Ms. Burch, Commissioner Burch.

1 COMMISSIONER BURCH: I just want to announce to  
2 Sergeant Hall, a great job he's doing with recruiting  
3 what we suggested to put in the applications into the  
4 gift boxes that they give around the city, the food. So  
5 he's now doing that. He said it is working very well. So  
6 thanks to Sergeant Hall.

7 CHAIRPERSON BELL: Okay. Thank you.

8 COMMISSIONER BERNARD: Thank you Commissioner Burch  
9 for recommending.

10 COMMISSIONER BURCH: You're welcome, Ms. Bernard.

11 COMMISSIONER BERNARD: Thank you.

12 CHAIRPERSON BELL: Mr. Brown, would you go ahead,  
13 please? The public is waiting.

14 MR. ROB BROWN: Mr. Chair, we currently have six  
15 speakers for public comments.

16 CHAIRPERSON BELL: Thank you.

17 MR. ROB BROWN: I'll call them by three. Your first  
18 speaker will be Ms. Bernie Smith followed by Ms. Sharon  
19 Parnell, followed by Minister Eric Blunt.

20 CHAIRPERSON BELL: Thank you.

21 MR. ROB BROWN: Miss Smith.

22 MS. SMITH: You ought to be ashamed of yourself. It  
23 is really horrible to sit and listen to you guys for the  
24 last three hours. I cannot believe it. And you're  
25 supposed to be adults and be intelligent. You're the most

1 ignorant. And you know what I'm talking about? I don't  
2 have to name any names. If I do, I will name them. You  
3 talk the list Burton, you top the list, you and Davis,  
4 and you all need to get off the Board. You don't belong  
5 on the Board. That Police Board is more decent than what  
6 you guys have been doing. It's a disgrace and the Chief  
7 needs to say something about it and get some control  
8 Commissioner Bell, I feel sorry for you, baby. You can't  
9 handle them ignorant Negros that's on that Board. I want  
10 to know one thing. I have a bullet hole in my car. I want  
11 to know how I can find out who did it. They did it on New  
12 Year's Eve, and it's going to cost me a thousand dollars  
13 to get a fender on my car. And it's terrible that I  
14 cannot find out who did it. But the fact is that you have  
15 this system now and I would like to come down there and  
16 that someone down there looks at my car. A thousand  
17 dollars. I can't afford a thousand dollars. And the  
18 bullet's still in there. You need to behave yourself and  
19 control yourself. It's graceful.

20 CHAIRPERSON BELL: Thank you.

21 MR. ROB BROWN: Ms. Parnell.

22 MS PARNELL: Hi. How are you all doing? I agree with  
23 Bernice about the sensors in the neighborhood. We need  
24 them because it's always somebody shooting over here. I  
25 stayed near Joy Road and Schaffer, and it's a shame, you



1 can't even rest at night from the gunshots. I'd never  
2 heard a police car, but you do hear the gunshots. Thank  
3 you. And you stay safe.

4 CHAIRPERSON BELL: Thank you.

5 MR. ROB BROWN: Minister. Eric Blunt.

6 MINISTER BLUNT: Yes. For the record, I'm Minister,  
7 Eric Blunt, a Minister at Sacred Heart Catholic Church,  
8 where our Priest and Pastor is Father Norman Paul Thomas.  
9 Again, this week, this Board spends 99% of its time and  
10 resources far away from civilian oversight, which is  
11 police misconduct. The office of the chief investigator  
12 should be the first topic on each week's agenda. For the  
13 procedure of letting officers retire with charges, how  
14 about not letting officers retire if there are charges,  
15 just let them quit. This week's publicly distributed  
16 statement concerning Black Lives Matter by Commissioner  
17 Bell, but the title on behalf of the Board of Police  
18 Commissioners is disturbing on so many levels. First, by  
19 not even listing the other Commissioners makes it clear  
20 if not suspicious that not all of the Commissioners agree  
21 with this statement and its method of distribution. The  
22 strong disagreements on numerous issues by this Board  
23 this year, and for years, leads one to expect that the  
24 list of Commissioners would have been on this publicly  
25 distributed statement. Corporate counsel must have

1 approved this document because it was on the city's  
2 letterhead. This is the same corporate counsel that is  
3 countersuing Black Lives Matter. This public statement is  
4 again, only by Commissioner Bell and is a further issue  
5 of great concern due to Commissioner Bell's, various  
6 disparaging comments regarding Black Lives Matter and  
7 protestors in this meeting. As far as ShotSpotter is  
8 concerned, one of the disturbing issues I heard at this  
9 meeting is that DPD cannot know the location of this  
10 detection equipment. If hackers can infiltrate the  
11 national voting data, one can assume that ShotSpotter's  
12 can be an error and can be hacked by many hackers.

13 MR. ROB BROWN: Mr. Chair, your next three speakers  
14 would be Ms. Susan Steigerwalt followed by Ms. Tijana  
15 Petty followed by Ms. Michelle George.

16 MS. STEIGERWALT: Yes, I had trouble unmuting. I'm  
17 Susan Steigerwalt. I've lived in Detroit for 45, almost  
18 46 years now. I also saw your announcement for your  
19 support of the Detroit Board of Police Commissioners  
20 through Commissioner Chairman, Willie Bell to Black Lives  
21 Matter nomination for Nobel Prize, and I want to echo  
22 what Minister Blunt said. During the summer Black Lives  
23 Matter protestors were referred to as outside agitators,  
24 peaceful protestors were just beaten and arrested. The  
25 countersuit had been filed by the City of Detroit. A

1 chokehold was performed on a young woman. There was  
2 continuous illusion (Audio distortion) diverting from the  
3 neighborhood. Thus, it's hard to imagine that the Board  
4 of Police Commissioner supporting Black Lives Matter, but  
5 if so, what a wonderful step forward for black lives and  
6 for human rights. One additional issue though is based on  
7 the process and the authoritarian nature of the Chair, as  
8 well as the lack of process at this meeting. I, like  
9 Chairman Bell, will end by quoting Malcolm X. Malcolm X  
10 said, referring to America. "You and I have never seen  
11 democracy. All we have seen is hypocrisy." As I said, he  
12 was referring to America. I feel like he's referring to  
13 the Board of Police Commissioners. I yield my time.

14 MR. ROB BROWN: Ms. Petty.

15 MS. PETTY: I answered to a higher power, that higher  
16 power is God. It is the only reason why I consistently  
17 torture myself, by sitting in on as many of these  
18 meetings, as I possibly can to read a statement in favor  
19 of Black Lives Matter when I sat through numerous  
20 meetings, disparaging, the protestors, mainly peaceful  
21 protestors. This summer felt like a sucker punch in the  
22 gut. In addition to that, the numerous passing of  
23 ordinances increases in budgets, promotions with very  
24 little scrutiny and consistent challenges to  
25 Commissioners who raise issues and concerns

1 disenfranchise the black lives that you all sent out a  
2 statement saying mattered. The Board of Police  
3 Commissioners is really our only line of defense in  
4 making sure that we have equitable representation for our  
5 lives and our livelihoods. It doesn't just benefit the  
6 residents of the City of Detroit to have a civilian  
7 oversight body that is going to be fair and hold the  
8 police to account. It benefits police officers to have a  
9 civilian oversight body that is going to hold the police  
10 to account. And so I think it is very important that you  
11 all have some kind of a meeting of the minds or some kind  
12 of convening where we really do have an honest  
13 conversation about who is really taking up each of the  
14 matters that come before you and voting on them with  
15 good, conscious, and a good heart and good mind and with  
16 accountability to God because it really has not felt like  
17 that for all the years that I have listened in. And so I  
18 yield my time and I'm really going to ask you all to  
19 think deeply about how this body is moving forward. Thank  
20 you.

21 CHAIRPERSON BELL: Thank you.

22 MR. ROB BROWN: Ms. Michelle George.

23 MS. GEORGE: Yes. Can you hear me? Hi, Mr. Brown. You  
24 can hear me.

25 MR. ROB BROWN: Yes, ma'am.

1 MS. GEORGE: Yes. To this honorable Board, Chairman  
2 Bell, Oh, Chief Craig, glad to have you on Chief Craig.  
3 If you really listen with a third ear, you can see, I  
4 have never seen a Board, never vote for the people,  
5 never. At least, I know sometimes Commissioner Burch or  
6 Commissioner Holley, they'll stand up for the people,  
7 they will, but never. So I hope this charter commission  
8 can get out some of the Mayor's appointees. I also would  
9 like to say to Chief Craig, I sent an email to you.  
10 Hopefully, you can get to the email. I cc'd Mayor Duggan  
11 about the missing people. I know a 37-year-old is missing  
12 now from Boston Street. A 12-year-old, all of these  
13 missing children, a few returned home, never an Amber  
14 Alert for those young children. I don't know if because  
15 they're black children or not. Also, I do want to  
16 congratulate the Lieutenant as well. I want to say this  
17 about your police chaplain Corps. I was reading an  
18 article. The police chaplain Corps is an integral part of  
19 law enforcement. They need to carry their weapons. Chief  
20 Craig, I think I put it in an email, I will. We need to  
21 use that chaplain's corps because the city needs help.  
22 Also with the ShotSpotter, we need that. There are too  
23 many gunfires. The crime is bad. I was on a call this  
24 morning where a marijuana dispensary wants to proliferate  
25 flavonoids, where you have shootings and killings. And

1 I'm telling you, Lord knows, I wish he could have called  
2 me to be Mayor. You will not have you, and then I want  
3 police officers to get more money. You got police  
4 officers working all the time, but you got dispensary's  
5 proliferating the city, the crime, the Mayor. And I put  
6 it in the email, Chief Craig. He needs to do press  
7 conferences with you and to this Board of Police  
8 Commissioners, just like Ms. Petty stated.

9 MR. ROB BROWN: Mr. Chair that was your last speaker.

10 CHAIRPERSON BELL: Thank you, Mr. Brown. This has  
11 been a long process. I want to acknowledge and  
12 appreciate, first of all, the community for their input  
13 and listening to us. I want to thank DPD for their  
14 involvement, Chief Craig and his team. I wish him the  
15 best. They are serving this community in terms of an  
16 extraordinary time. They continue to do that and putting  
17 their life on the line and their families and our  
18 concern. And I want to thank the Commissioners for their  
19 participation. I want to close by saying on 910, Radio  
20 Sam Riddle from 9 to 11. We were the subject matter of a  
21 great deal of discussion last week by one of our  
22 Commissioners. I hope the Commissioners would tune in if  
23 you have the opportunity to listen to that dialogue. It's  
24 very interesting in terms of the bashing and all those  
25 things that have been shared are erroneous. This host has

1 never reached out to give balanced reporting to this  
2 Board or this Chair in the history of being on the air.  
3 So I just want to share that with you. The Chair would  
4 entertain a motion for adjournment.

5 COMMISSIONER BURCH: Mr. Bell.

6 CHAIRPERSON BELL: Yes, ma'am.

7 COMMISSIONER BURCH: Please before you end, I would  
8 like the Board members to please say Happy Birthday. Her  
9 name is Vera Wilson, Lomax Temple. She's 99 today. So  
10 everybody remembered that lady. Her name is Vera Wilson.  
11 She goes to Lomax Temple, Pastor Peterson. Thank you.

12 CHAIRPERSON BELL: Thank you.

13 ALL: Happy Birthday Vera.

14 CHAIRPERSON BELL: Move for adjournment.

15 COMMISSIONER BERNARD: So moved.

16 CHAIRPERSON BELL: Those in favor Aye.

17 ALL: Aye.

18 CHAIRPERSON BELL: Thank you. Have a safe weekend and  
19 get ready for the ---

20

21 (Meeting Adjourned at 5:47p.m.)

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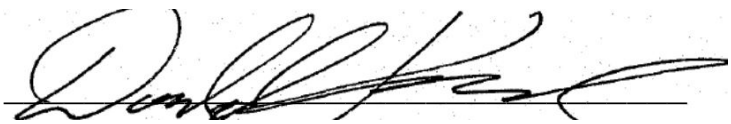
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3 RECORDER'S CERTIFICATE AND NOTARIZATION

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I, Donald Handyside, Court Recorder, do hereby certify that on February 4, 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.

I further certify that I am not related to or employed by any party of this cause or their respective counsel.



DONALD HANDYSIDE (CER 1464)

Notary Public

My Commission Expires: 5/6/2020



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