

08/12/2021

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
August 12 2021 at 3:00 P.M.

1 CHAIRPERSON HOLLEY: I'm Jim Holley, Chairperson of
2 the Board of Police Commissioners. The meeting will come
3 to order. At this particular time, I'm asking that
4 Chaplain Desiree Fowler to give us an invocation.

5 CHAPLAIN FOWLER: Your heavenly Father, we thank you
6 and we praise you for this day. We give you glory, we
7 give you honor, God. Father, we ask right now, as the
8 Board begins, this meeting father, we ask first that all
9 things be done decently, and in order. We evoke your
10 presence in this place today. We ask that you would give
11 wisdom for the matters to be discussed today. We ask Lord
12 God that you would make for that you have given this
13 Board for this city and for the police department. [Audio
14 Distortion] for your hand of protection, to continue to
15 be with the Detroit Police Department, the Board of
16 Commissioners, and our fair city. God, we thank you, and
17 we praise you. We expect great things oh, God today in
18 Jesus' name, amen.

19 COMMISSIONERS: Amen.

20 CHAIRPERSON HOLLEY: Thank you so much, Chaplain
21 Fowler. Thank you very much. Thank each and every one of
22 you as well. I would also like to have a moment of
23 silence for the Chicago police officer, Ella French, who
24 was recently killed in the line of duty. We thank our law
25 enforcement members for the great sacrifice that they

1 make each and every day for keeping us safe. And we send
2 our prayers and condolences to offer to our friend's
3 family and the Chicago Police Department. Let's just take
4 a moment if you don't mind and just take a moment of
5 silence. Thank you so much. At this particular time, Mr.
6 Brown, will you give us the honor?

7 MR. ROB BROWN: Yes. Good afternoon, Mr. Chair, this
8 Honorable Board and citizen of Detroit, the reading of
9 the Board of Police Commissioners, mission summary, the
10 Board of Police Commissioner BOPC is a civilian agency
11 that exercises supervisor control and oversight of the
12 Detroit Police Department DPD, as set forth in the
13 charter. The Board has 11 members, 70 elected by district
14 4 appointed by the mayor with the consent of the Detroit
15 City Council. The Board meets every week as a committee
16 of the whole, including 12 community/evening meetings in
17 the district. The BOPC is the oversight agency for the
18 Detroit Police Department. The departmental policy rules,
19 regulation governance. The Detroit Police Department is
20 jointly developed by the mayor, police chief, and the
21 Board. The Board has the penal power under the charter
22 that can be used for investigative purposes. The
23 commission also reviews and approves the DPD budget
24 pursuant to the charter, investigates non-criminal
25 citizen complaints act as the final authority in opposing

1 and reviewing the discipline of employees of the
2 department, receives and hears the qualification appeals
3 from police recruits, hoping to enter the Detroit Police
4 Academy. The BOPC makes an annual report to the mayor
5 city council and to the public of BOPC activities and
6 accomplishments. The reading of the summary, Mr. Chair.

7 CHAIRPERSON HOLLEY: Thank you very much, Mr. Brown.
8 At this time, Interim Board Secretary White, can you give
9 the roll call and let us know if we have a quorum or not?

10 MRS. WHITE: Yes, sir. Through the Chair,
11 Commissioner, Darryl Brown, District 1. Commissioner
12 Linda Bernard, District 2.

13 COMMISSIONER BERNARD: Attorney Linda Bernard,
14 present.

15 MRS. WHITE: Commissioner Shirley Burch, District 3,

16 COMMISSIONER BURCH: Commissioner Shirley Burch
17 present. I'm attending this meeting remotely

18 MRS. WHITE: Commissioner Willie E. Bell, District 4.

19 COMMISSIONER BELL: Present. Thank you.

20 MRS. WHITE: Commissioner Willie Burton, District 5.

21 Commissioner Lisa Carter, District 6.

22 COMMISSIONER CARTER: Good afternoon. Present

23 MRS. WHITE: Commissioner William Davis, District 7.

24 COMMISSIONER DAVIS: Commissioner William M. Davis,
25 District 7. Love where you work, officers.

1 MRS. WHITE: Commissioner Jesus Hernandez, At-Large.

2 COMMISSIONER HERNANDEZ: Good afternoon. Present.

3 MRS. WHITE: Commissioner, Annie Mae Holt, At-Large.

4 COMMISSIONER HOLT: Good afternoon. Present.

5 MRS. WHITE: Vice-Chairperson, Commissioner Martin
6 Jones, At-Large.

7 VICE-CHAIR JONES: Good afternoon, everyone, and
8 thank you for attending the meeting. We are very proud to
9 be welcoming you back to a community forum and I just
10 wanted to give thanks to the police department to our
11 community partners again, and also everyone is attending
12 and listening or whatever. Thank you very much. Vice-
13 Chair, Martin Jones, At-Large.

14 CHIEF WHITE: Mr. Chair, you do have a quorum.

15 CHAIRPERSON HOLLEY: Oh, thank you very much, Ms.
16 White. Thank you very much. And thank each and every one
17 of you for your commitment to whether it's on zoom or
18 whether it's right here in person. At this particular
19 time, I would entertain a motion for approval of the
20 agenda for August the 12th, 2021.

21 VICE-CHAIR JONES: So moved.

22 COMMISSIONER HOLT: Second.

23 CHAIRPERSON HOLLEY: It's been moved and properly
24 second. Any discussion.

25 COMMISSIONER DAVIS: Yes, sir.

1 COMMISSIONER DAVIS: I'm still opposed to the fact
2 that we only have three candidates and submitting three
3 candidates. I think that's not in order. I think this has
4 been a whole waste of the city's time and money.

5 CHAIRPERSON HOLLEY: Okay. Any other discussion? All
6 in favor?

7 COMMISSIONERS: Aye.

8 CHAIRPERSON HOLLEY: All oppose.

9 COMMISSIONER DAVIS: Oppose.

10 CHAIRPERSON HOLLEY: Let the record so, say. Approval
11 of the minutes. The minutes of the previous meeting were
12 distributed to each and every one of you on August 12th,
13 2021. Are there any corrections to the minutes?

14 COMMISSIONER BERNARD: There's only one Mr. Chairman.
15 Mr. Adams is referred to as Ms. Adams on page two. It's
16 just a typo, but it is a correction.

17 CHAIRPERSON HOLLEY: Okay. Mr. Adams has anything
18 changed since we had this meeting?

19 MR. ADAMS: Not that I know of.

20 CHAIRPERSON HOLLEY: We'll make this correction. Any
21 other correction, if not all in favor..

22 COMMISSIONER BELL: Mr. Chair, I would make a
23 correction. We have William Burton, excused. I would
24 challenge that. He was not validly excused. There was no
25 direct communication with this Board. So I would direct

1 that would be corrected in the minutes. And Ms. White can
2 confirm that in terms of due process

3 CHAIRPERSON HOLLEY: Those will be corrected and if
4 nothing else, all in favor, say, aye.

5 COMMISSIONERS: Aye.

6 CHAIRPERSON HOLLEY: The ayes have, and so audit to
7 both corrections, Mr. Davis, Commissioner Davis, and also
8 Commissioner Bell. At this particular time Interim Board
9 Secretary Ms. White, would you give an introduction of
10 the staff?

11 MRS. WHITE: Yes. Through the Chair of the Department
12 of Innovation and Technology is attending our meeting
13 today and also media services is recording and monitoring
14 our Board's meeting today. Our court reporter is Mr. Don
15 Handyside and the following Board staff members are in
16 attendance today, Mr. Robert Brown, Administrative
17 Specialist, Ms. Theresa Blossom, Community Relations
18 Coordinator, Ms. Jonya Underwood, Administrative
19 Assistant Investigator, Tiffany Stewart, Director,
20 Katrina Patillo, Director of Police Personnel, Assistant
21 Corporation Counsel, Ericka Savage Whitely, Interim Chief
22 Investigator Lawrence Akbar, Supervising Investigator,
23 Ansley, Cromwell, Acting Supervising Investigator LiSonya
24 Sloan, Acting Supervising Investigator, Rosalia Madrigal

1 and Senior Investigator Adela Revere. And that concludes
2 the staff introduction, sir.

3 CHAIRPERSON HOLLEY: Well, thank you so much, Ms.
4 White. At this time, we are so happy to have you with us.
5 Deputy Chief Sims, sort of pitching in for the Chief's
6 Office, interim Chief's Office. And I thank you so much
7 for being with us. Can you give us an idea of who our
8 guests are?

9 DEPUTY CHIEF SIMS: Good afternoon Board. My name is
10 Deshaun Sims. I'm Deputy Chief assigned to the
11 Neighborhood Policing Bureau, Eastern Operations. And
12 today with me in the audience, I have Captain Rebecca
13 McCabe was going to be reporting out to you later on
14 today.

15 CHAIRPERSON HOLLEY: Okay. Very good. At this time,
16 Ms. White, do we have VIPs?

17 MRS. WHITE: At this time, sir? I do not have any
18 notification of any VIPs.

19 CHAIRPERSON HOLLEY: All right. Thank you so much.
20 Let me just take a couple of minutes and I'll try not to
21 be long because I know it's a long afternoon in terms of
22 meeting, but just a reminder we have COVID-19 cases
23 increasing again. I'm reminding the public about these
24 expanding options to view and participate in the BOPC
25 meetings. This deadly disease and its variants clearly

1 means a very serious threat, as we all know. We are
2 seeing many events. Council is returning to virtual,
3 only. The Board would continue to meet in person, but we
4 have expanded access to give everyone the best chance to
5 see the participants at the time of the CDC guidelines
6 the public meetings. I want to also just mentioned to you
7 that COVID-19, the suspended options are important to
8 give all relatives, and all stakeholders, the best risk-
9 free opportunity to see and take part in every Board
10 meeting, including this Thursday and I want to ask you
11 also to understand that this is a very important meeting
12 today as all of them have been interviewing the
13 candidates for the chief of police.

14 CHAIRPERSON HOLLEY: We know the answer is very high.
15 We thank each and every one of you for tuning in to
16 YouTube, Zoom, and other channels that may be there. We
17 want to let you know, we are very knowledgeable to that
18 and very sensitive to that as well. Also, we know that
19 residents are experiencing flooding in some areas, and
20 some people are having electrical problems with this
21 weather condition. We want you to know that we're praying
22 for you and ask that you stay safe Commissioners. This
23 time I would like to share just a few couple of things in
24 terms of updates as we move forward. And I won't be long.
25 The OMA prohibits a public body from meeting remotely

1 unless an accommodation of an absent member of the body
2 is necessary due to military duty, a medical condition,
3 or the event of statehood, our local state of emergency
4 of the state of a disaster occurring pursuant to the
5 governing of the law. Therefore, Commissioners who are
6 unable to attend in-person Board meetings may only
7 participate by way of remote options if the absence
8 aligns with either of the exceptions that I've noted. I
9 am also requesting advance notice for anyone that
10 basically needs to do this, whether it's not to be in-
11 person that you have advanced notice.

12 CHAIRPERSON HOLLEY: I thank you so much for all your
13 patience with me. I want to, at this time, just to
14 acknowledge and thank the president and CEO of Northeast
15 Integrated Health Center Sherry Magerito and CNS
16 Healthcare Facility, Director, Anthony Jackson, and also
17 David [12:59 Har], and also Javier, I know I'm going to
18 mess it up, so I'll just leave it, Javier just leave it
19 at that. But you know who I'm talking about. The
20 Northeast Integrated Health Center was the early
21 champion, contacting people with mental illness, and we
22 need these needed services to help in making sure that
23 each and every one has health, but mental health. It's my
24 first time being here and I'm moved. Maybe some of you,
25 it's your first time, but I'm so impressed with these

1 facilities. And I just want to thank each and every one
2 of them and all those whose names I have not mentioned. I
3 want to let you know, I'm kind of to my head and not to
4 my heart. We know, the Center is and we acknowledged
5 the recipient in 2019 in the 45th anniversary. We thank
6 you once again for the wonderful work that you've done to
7 set this up. I also want to thank our staff that has done
8 a marvelous job of setting this up. And I'm going to ask
9 at this particular time before I go to remarks for Mrs.
10 Mario that Commissioner Hernandez, basically, just thank
11 all of you on behalf of the Board.

12 COMMISSIONER HERNANDEZ: Absolutely. Just such a
13 heartfelt thank you. We know that we've experienced such
14 difficult times virtually and now in person. And so being
15 able to bring all of us together in a way that's safe in
16 a way that's effective Ms. White Mr. Brown, the entire
17 staff, Ms. Underwood, thank you so much for CNS and NIH
18 as well. And we're happy to be here and happy to be here
19 embedded in the community, which is great. Thank you.

20 CHAIRPERSON HOLLEY: Thank you, and once again, we
21 all thank you. Ms. McReal? I hope I've announced that
22 very well. Thank you. You're very nice.

23 MS MCREAL: Well, I wanted to welcome you this
24 afternoon Commissioner Holley, and all of our
25 commissioners, and thank you for being here on behalf of

1 CNS healthcare and our CEO, Michael Garrett, who wasn't
2 able to be here this afternoon. I am the chief visionary
3 officer for CNS healthcare and formerly the president and
4 CEO of Northeast Integrated Health, Northeast Guidance
5 Center. And we have been here on the east side since
6 1963, providing mental health services and substance use
7 disorders services. We merged with CNS at the end of last
8 year in December of 2020. So we are now a Tri-County
9 organization providing services to our most vulnerable
10 populations in Wayne, Oakland and McComb counties. So we
11 have eight locations now and are able to expand those
12 services. We also have a very long history with the
13 Detroit Police Department. We in the late nineties
14 started our Kappa program, which is our community police
15 advocacy program, and have been doing ride along with the
16 Detroit police and training since that time. We were
17 recognized in 2019 as being one of the oldest jail
18 diversion programs. We are the oldest in the state of
19 Michigan, but also we've received some national
20 recognition. So we are very happy to be partners with you
21 and with the commission, happy to be providing public
22 safety and working together. And we would love to have
23 you use our facilities anytime. So welcome. And thank you
24 for coming this afternoon.

1 CHAIRPERSON HOLLEY: We thank you. We thank you.
2 Let's give her a big hand if you would, please. Thank
3 you. Thank you so much. And also, please again, let your
4 staff - they've just been wonderful, just wonderful.

5 COMMISSIONER BURCH: Mr. Chair, Mr. Chair.

6 CHAIRPERSON HOLLEY: Yes.

7 COMMISSIONER BURCH: This is Commissioner Burch. Are
8 we allowed to speak to the lady that just spoke? Just an
9 inquiry?

10 CHAIRPERSON HOLLEY: Well you put me on the spot
11 here, so yes, we are.

12 COMMISSIONER BURCH: It's not long. It's just that
13 she mentioned a year that's special to me. And did you
14 say you also have your facility on the east side?

15 MS. MCREAL: Yes.

16 COMMISSIONER BURCH: Okay. You're on the east side. I
17 wanted to have a conversation with Reverend Holley after
18 that, when she said they had been in existence since
19 1963, correct?

20 CHAIRPERSON HOLLEY: Yes.

21 COMMISSIONER BURCH: That's when I was married to my
22 husband and 1963, then I also wanted to let you know,
23 there's an effort of a group that wants to have a mental
24 health facility built on the east side. So we really need
25 to, to you, maybe we could collaborate together and make

1 it happen. I thank you, please. Melanie, give her my
2 phone number and we can talk after.

3 CHAIRPERSON HOLLEY: Thank you, Commissioner Burch.
4 Thank you so much.

5 COMMISSIONER BURCH: Thank you.

6 CHAIRPERSON HOLLEY: I just want to remind you that
7 we're going to recognize the 5th Precinct community
8 relations council and J. Henderson, who is the president
9 of that group. Is Jay here?

10 COMMISSIONER BELL: No.

11 CHAIRPERSON HOLLEY: Okay. Very good. All right.
12 Today I just want to remind you again about the
13 interviews for the chief of police. Commissioners, you
14 have received all the support material in advance of this
15 meeting. All instructions were shared with you. We've
16 done everything we can from the staff to each and every
17 one of you to make sure that the package that's prior to
18 today's meeting, we asked you to really adhere to the
19 guidelines for a really organized process. So I just
20 wanted to let you know, we have moved the public comments
21 up so that we can take our time and deal with the
22 interviews.

23 CHAIRPERSON HOLLEY: And so at this particular time,
24 I just wanted to let you know that. So once again, the
25 key points, all interviews must be held as you know have

1 to be held in public sessions, pursuant to the Open
2 Meetings Act, ML 151268 F.1 The TJA Staffing Services,
3 Mr. Tom Adams, attending to assist this interview process
4 as well. So once again, I'm just not going to go on and
5 on, but we gave you all the information. I just want you
6 to know when this time comes, that I'm asking that each
7 Commissioner will have two questions and one follow-up
8 question with the two questions. So I just, again, want
9 to make sure that we do things in a timely manner and
10 certainly at a time in which we might be able to do the
11 job that the charter has asked us to do and to eventually
12 submit this to the mayor for final consideration. I want
13 to acknowledge Commissioned Burton. It's good to see you,
14 my friend.

15 COMMISSIONER BURTON: It is great to see you, Mr.
16 Chairman.

17 CHAIRPERSON HOLLEY: It's good to be able to see you,
18 you know, just to see you. That's good. Thank you for
19 being here. So at this particular time, I thank each and
20 every one of you. And as we move on to the agenda. Where
21 are we, Mr. Bell, Commissioner Bell, where are we here?

22 MRS. WHITE: Chief of Police report.

23 CHAIRPERSON HOLLEY: Okay. Chief of Police.

24 Deputy Chief Sims: Good afternoon. Through the
25 Chair.

1 CHAIRPERSON HOLLEY: Thank you.

2 DEPUTY CHIEF SIMS: I'll give you an update on where
3 we are. Update on our injured officers, we have 3 members
4 that are currently disabled and recovering at home due to
5 an on-duty injury. We have one Sergeant from the 7th
6 Precinct, one officer from the 7th Precinct and one
7 police officer from the 11th Precinct. For our COVID
8 stats. We have 24 members currently being quarantined or
9 in isolation with 12 of those members who are tested
10 positive. For our crime data. In the category of
11 homicides, we are showing a 10% increase compared to the
12 same time last year, where non-fatal shootings were at an
13 8% the increase compared to the same time last year, oh,
14 for robberies, we are at a 26% decrease again, compared
15 to the same time last year, overall for our total part,
16 one crime, we are showing a 2% decrease. And then for our
17 drag racing drifting enforcement stats for the week again
18 of August 6th through the 8th we conducted 40 traffic
19 stops, issued 48 citations impounded 2 vehicles,
20 recovered 1 stolen vehicle, made one felony arrest, 1
21 misdemeanor arrest.

22 DEPUTY CHIEF SIMS: And then we recovered one
23 firearm. Our year-to-date stats for our drag racing
24 detail are as follows, for traffic stops 1,953, for
25 traffic citations issued 2,356, for vehicles impounded

1 187, stolen vehicles recovered 15, 103 felony arrests, 9
2 misdemeanor arrests, and a total of 81 weapons recovered.
3 For additional information on our significant cases. Last
4 weekend we had three young people shot at a park at
5 Oswego in Boston, in the 10th Precinct during a football
6 game. This incident was as a result of two groups arguing
7 on social media. We have made several arrests in that
8 case, in that case is currently being investigated by our
9 Gang Intelligence Unit due to the age of those
10 individuals involved. Our second incident that I wanted
11 to give you an update on was on August 8th at 11:52 PM.

12 DEPUTY CHIEF SIMS: I'm at east Grand Boulevard in
13 Milwaukee in the 7th Precinct. We had officers working in
14 an undercover capacity investigating complaints of
15 illegal drag racing and drifting. While they were there,
16 members observed several vehicles at the location. They
17 called for uniform officers to make the area, however,
18 prior to those uniform officers responding, a blue Dodge
19 charger struck the undercover vehicle while drifting. The
20 suspect exited the blue Dodge charger with the weapon.
21 Officers ordered him to drop the weapon and then officers
22 fearing for their life fired shots, fatally wounding, the
23 suspect. The investigation is under investigation through
24 our task force with homicide and our Michigan State
25 Police partners, as well as our Professional Standards

1 Bureau. On the positive side, we did have our 9th
2 Precinct recruiting fair on August 7th. And we had a lot
3 of people turn out for that. I don't have numbers of
4 individuals that we had signed up for that event, but it
5 was well attended in the community. This weekend it's the
6 8th Precinct occurring on August 14th. And that is it for
7 my report.

8 CHAIRPERSON HOLLEY: Thank you so much. Board
9 members, I want to ask you one question. Vice-Chair Jones
10 will do the round robin. I want to thank him for his
11 service helping me last week as chairing the meeting last
12 week. And I want to let them know how grateful I am, how
13 thankful I am that all went well, and I owe it to you. I
14 thank you so much. I'm asking if you would please, just
15 one question, no follow-ups, just a question. We can
16 always deal with something later on, but right now we've
17 got business at hand. Vice-Chair?

18 VICE-CHAIR JONES: Okay. Thank you, Chair Holley.
19 Good afternoon, everyone. Thank you for attending, many
20 again Commissioners, if you're ready with your questions,
21 I'm going to call At-Large, first. At-Large, Commissioner
22 Holt. Do you have any questions for Deputy Chief Sims?

23 COMMISSIONER HOLT: Thank you. Through the Chair.
24 Thank you for your report, but I have no questions at
25 this time.

1 COMMISSIONER HOLT: Okay. At-Large, Commissioner
2 Jesus Hernandez. Do you have any questions for Deputy
3 Chief Sims?

4 COMMISSIONER HERNANDEZ: Thank you. No questions at
5 the moment. Just given the fluidity of the ongoing
6 investigations. Thank you.

7 COMMISSIONER HOLT: Okay. District 7, Commissioner
8 William Davis. Do you have any questions for Deputy
9 Chief?

10 COMMISSIONER DAVIS: Yes I do. Could you let us know
11 how many officer-involved shootings have there been in
12 the last year ever since COVID first started?

13 DEPUTY CHIEF SIMS: In the last year, sir?

14 COMMISSIONER DAVIS: Right.

15 DEPUTY CHIEF SIMS: Okay. I don't have those numbers,
16 but I'll make sure we get them to you.

17 CHAIRPERSON HOLLEY: You're talking 2021 or 2020.

18 COMMISSIONER DAVIS: No, The last fiscal year.

19 CHAIRPERSON HOLLEY: The last fiscal year. Okay. Be
20 specific. What are you asking for?

21 COMMISSIONER DAVIS: The last year. She understands
22 it.

23 CHAIRPERSON HOLLEY: But I need to as well.

24 COMMISSIONER DAVIS: Okay. Since the start of the
25 COVID. That'd be over a year then, if you insist.

1 CHAIRPERSON HOLLEY: Thank you.

2 VICE-CHAIR JONES: District 6, Commissioner Lisa
3 Carter. Do you have any questions for the Deputy Chief?

4 COMMISSIONER CARTER: Good afternoon, no questions,
5 just a heartfelt congratulations. I don't think I've seen
6 you since your promotion, so congratulations.

7 DEPUTY CHIEF SIMS: Thank you very much.

8 VICE-CHAIR JONES: Okay. District 5, Commissioner
9 Burton. Do you have any questions for the Deputy Chief?

10 COMMISSIONER BURTON: Yes. A question for the Deputy
11 Chief. How many runs for calls of service as far as your
12 Precinct as well as what is the police response time for
13 the year-to-date for your Precinct?

14 DEPUTY CHIEF SIMS: For the department? Give me one
15 second.

16 CHAIRPERSON HOLLEY: Commissioner, can we give it to
17 you in the next 24 hours or something like that? Can we
18 give it to you because of the time? She doesn't have that
19 question ready for you. She's just substituting for the
20 Chief. You okay with that?

21 COMMISSIONER BURTON: I can get it back. I can get it
22 from you.

23 DEPUTY CHIEF SIMS: Okay. And do you have a timeframe
24 for that or just in general?

25 COMMISSIONER BURTON: If I can have it by tomorrow,

1 that'd be fine. If you can,

2 DEPUTY CHIEF SIMS: No, but what period of time are
3 you looking for?

4 COMMISSIONER BURTON: If you can give it to me by
5 tomorrow, if tomorrow doesn't work, Monday.

6 COMMISSIONER HERNANDEZ: Through the Chair. He's
7 asking Commissioner, for the scope of what you're asking.
8 What's the timeframe?

9 COMMISSIONER BURTON: For the year-to-date? That's
10 what I said.

11 COMMISSIONER HERNANDEZ: For the year-to-date 2020.
12 Thank you.

13 DEPUTY CHIEF SIMS: Okay.

14 CHAIRPERSON HOLLEY: Thank you.

15 VICE-CHAIR JONES: All right. Commissioner Shirley
16 Burch. Do you have any questions for the Deputy Chief?

17 COMMISSIONER BURCH: Yes, I do. Not a question but
18 comments. I just wanted to thank Commander, Mousey, and
19 the - what is that, District 2? And also that was
20 Precinct 8. That's Commander Patterson for coming
21 together to do the recruiting at the Apollo and Imperial
22 market. And then I wanted to give a thank you to Captain
23 Blackwell as she was with us and Commander Hope this past
24 Saturday recruiting and having fun with all of our law
25 enforcement. So we're out here to assist you all in any

1 way that we can. So we welcome you to the east side
2 division DC Sims.

3 DEPUTY CHIEF SIMS: Thank you. Co-Chair.

4 VICE-CHAIR JONES: Thank you, Commissioner Shirley
5 Burch. Commissioner Linda Bernard. Do you have any
6 questions for the Deputy Chief?

7 COMMISSIONER BERNARD: Just a comment for you and the
8 Chief. It's very sad that someone lost their life. There
9 was an officer-involved shooting, although clearly based
10 on the facts that appear to be justified. I was just
11 wondering if maybe you could suggest to our gang squad
12 and maybe other people who deal with youth organizations.
13 I'm sure this was a young person that you know, again,
14 although it's apparent to most people that they don't
15 pull a gun on the police, your life is at stake. We have
16 more weapons than other people have. So if we could just
17 do something to just sort of educating the community
18 through any of the associations that you do business
19 with, I mean, you know, any of the community associations
20 and so forth. Just remind young people not to pull a gun
21 on the police, period. They're not supposed to have a
22 gun, I got that part, but don't pull a gun on the police.
23 Don't challenge the police, your life is at stake. That's
24 it.

25 VICE-CHAIR JONES: And Vice-Chair Martin Jones. I do

1 have a question for the Deputy Chief. We know that with
2 everything that has taken place to date, last weekend, we
3 got incidents where the three children were shot at the
4 football game. We had an incident in Greektown, we've got
5 other incidents and it seems like every incident that
6 comes to light is a hot button issue for the Chief. Do
7 you have again, the ages of the persons that were
8 arrested for that shooting that took place, that police,
9 that athletic league?

10 DEPUTY CHIEF SIMS: I do not, but I can make sure you
11 get that information. I don't have it in my book today.

12 VICE-CHAIR JONES: Okay. I just wanted to reiterate
13 that for the public, that's all. All right. Chairman, Jim
14 Holley, I'm going to turn the meeting back over to you.

15 CHAIRPERSON HOLLEY: Thank you so much, Vice-Chairman
16 Commissioner, Jones. And thank you, Deputy Chief Sims.
17 Thank you so much for being here. At this time, we're
18 going to move into presentations. Human Resources. Will
19 you do me a favor and introduce yourself, and your title
20 and all that. Not just for the Commissioners, but for the
21 community.

22 DIRECTOR PATILLO: Sure. Good afternoon. Through the
23 Chair. I am Director Katrina Patillo, Director for the
24 Human Resources Bureau for the Detroit Police. And I will
25 be giving you your human resources bureau report for the

1 month of July. Also in your package, you should have
2 received all the documents that contain detailed
3 information regarding staffing hiring for personnel by
4 race and sex for sworn personnel. So starting with
5 employment, the current staffing for the month of July,
6 we were currently as a department filled at 93% for
7 sworn, just sworn officers. We were at 96% filled with 4%
8 vacancies and you have the numbers broken out for you,
9 but I'll give you the percentages for PAs, we had 74%
10 filled with 26% vacancies. For civilians, we were filled
11 at 83% and vacant 17%. For sworn for the fiscal year, the
12 start of the fiscal year, we started over July 1st, we
13 received 496 applications.

14 DIRECTOR PATILLO: So we're doing quite well with
15 everything that we're doing in the community. And as far
16 as social media. In-processing was 17. For the hire for
17 the month of July, you see 10 or realize that we also had
18 13 that we had previously hired and we put them at the
19 Precincts to work. So our starting class for July the
20 30th was 23. We added a new category here, withdrew and
21 archive, and I'll get to that later for 134, temporarily
22 disqualified 32, disqualified permanently 22, and then
23 waiting for MCOLES 2 81. For several months, Commissioner
24 Brown always asked about what were we doing about the
25 disqualifications? The numbers seem to be very large. So

1 we did an internal audit on our own recruiting process.
2 And what we found out was that some of those that were
3 technically classified as disqualifications were not
4 disqualifications.

5 DIRECTOR PATILLO: So, what I mean by that is if we
6 did not receive all the documentation or if they had not
7 completed the application, or if there was something that
8 we were waiting on or test scores and things like that.
9 So we added a new category, which you would see, which is
10 withdrawn and archive and not technically
11 disqualification. So we will archive those applications
12 until we receive the additional information that we need.
13 Moving on to MCOLES testing for written and physical
14 agility examinations for July 4, starting with the
15 written, we had 85 schedules, 48 appeared. Out of those
16 that passed, it was a 75% passing rate and a 25% failure
17 rate for the written test, 4 reschedules, 33 no-shows.
18 For physical agility, we had 107 schedules. 61 appeared.
19 We had 64% that passed. And then 36% that fail, 8
20 reschedule, 3 withdrew and 35 no-shows and previously
21 stated for the academy graduates like I said, we
22 graduated if you were at the graduation, we graduated 10.
23 And what I'll tell you about those 10 is that it was
24 great to be able to have that graduation ceremony over at
25 the Wayne County Community College.

1 DIRECTOR PATILLO: Those candidates were resilient.
2 It's because quite a few of their classmates went down
3 during the pandemic and were recycled. They're all doing
4 well. And we hope that they're going to graduate in a
5 future class. For total new hires for July sworn 10, 27
6 civilians. And that's a total of 37. For Detroit
7 residency information as of July 31st for Detroit sworn
8 567, 339, total civilians and 24 police assistance. For
9 non-Detroiters, we had 1,926 total sworn, 287 civilians,
10 and 28 police assistants. For your new hires for that
11 information, for Detroit residents, civilian 14, and then
12 for new hires for sworn Detroit residents, 5. For
13 attrition, you should have a spreadsheet broken out in
14 your packet. We had 26 sworn, 8 civilians, 6 police
15 assistants, for a total of 40 that's separated from the
16 department for leave of absence and restricted duty for
17 July FMLA continuous for sworn, we had 19, for FMLA
18 intermediate, we had 27, for medical leave to military
19 leave 5. 152 sworn, restricted 47, disabled sworn, and 15
20 sick. And then for your civilian numbers, we had FMLA
21 continuous 10, for civilians, FMLA, intermediate 31,
22 medical leave 2, and then 5 restricted for civilians and
23 3 sick. For sworn personnel suspensions, you should have
24 a breakdown of those individuals as well. We had a total
25 of 8, 7 police officers and 1 corporal. For your monthly

1 separations, I believe you have a spreadsheet for that as
2 well. There were a total of 26. These are the categories,
3 1 death, 15 resigned, and then 10 retired. And for your
4 drop program, we have a total of 574. And I know DC Sim
5 has already mentioned the event that's going on this
6 Saturday at the 8th Precinct, but just to give you the
7 remaining of the 12 by 12 chief initiatives for
8 recruiting. For Saturday, August the 21st, we have the
9 6th Precinct that will be at Roche Park.

10 DIRECTOR PATILLO: For Saturday, August 28th, we have
11 the 5th Precinct that will be at McHarris Gentry Park.
12 And then also we will forward this flyer to you, but DPD
13 is going to partner with walking with the warriors
14 veteran, navigate a program. We're going to be passing
15 out food gift cards. It's going to be a veteran care
16 package and resource giveaway, Wednesday, August the
17 25th. We will have a recruiting table out there for
18 advocating for civilian and sworn positions from 11:00 AM
19 to 2:00 PM. It will be at the Northwest Activity Center.
20 So this is for all veterans. So it doesn't matter how you
21 were discharged, please get your family. If they're
22 veterans or currently on active duty, they can come out
23 for this event. And then the Northwest activity center
24 will open up if anyone wants to get a vaccination.

25 Pending any questions, through the Chair, this is

1 all I have.

2 CHAIRPERSON HOLLEY: Thank you for the report. By way
3 of hands, by raising your hand, if there's a question for
4 HR, raise your hand. I'll go with beauty before
5 Commissioner Holt.

6 COMMISSIONER HOLT: Thank you Chair, Holley. Okay.
7 Director Patillo, you mentioned a withdrawn from
8 archives. Now, what is the timeline as to when that
9 application would be revisited? I guess what I want to
10 know is how far back are you going in order to archive an
11 application?

12 DIRECTOR PATILLO: So we took all the previous ones
13 that we had so it would have been through the last fiscal
14 year and we archive them. For the ones for testing, I
15 just realize that when we schedule you for testing, we
16 have to pay for that upfront. So let's just say for
17 whatever reason, we contact them two days before they
18 come to tests and they're not ready, what we've started
19 to do is just put them in a category, we asked them for a
20 date, and then we will revisit that with them to make
21 sure that they have enough time to prepare.

22 COMMISSIONER HOLT: Okay. Thank you,

23 CHAIRPERSON HOLLEY: Commissioner Hernandez.

24 COMMISSIONER HERNANDEZ: Thanks. I think Commissioner
25 Holt may have read my notes. I had the same exact

1 question. Just expanding a little further though. I'm
2 grateful and I think the community will be as well. I'm
3 sure the agency is, but since you're hiring, we've
4 noticed just such a direct impact across the board when
5 it comes to recruiting. So just a very big thank you to
6 you for the work that you continue to do.

7 DIRECTOR PATILLO: Thank you.

8 CHAIRPERSON HOLLEY: Commissioner Davis, you didn't
9 raise your hand, but I see...

10 COMMISSIONER DAVIS: I did.

11 CHAIRPERSON HOLLEY: Did you?

12 COMMISSIONER DAVIS: Yes.

13 CHAIRPERSON HOLLEY: Okay, go ahead.

14 COMMISSIONER DAVIS: My question is this, I noticed
15 that you keep saying for budget positions, you keep
16 saying two, as it relates to the chief, are we still
17 paying Chief Craig, and how long have we have been
18 paying, and how long will we continue to pay him?

19 DIRECTOR PATILLO: So, to my understanding, he is
20 still on the roll as far as the budgeted number. I think
21 I would have to make a phone call down to the city to get
22 the exact answer. But to my understanding, he is still on
23 the rolls for the budget.

24 COMMISSIONER DAVIS: That's a long time. Okay. Thank
25 you. Thank you, Mr. Chair.

1 DIRECTOR PATILLO: But I can confirm that and get
2 back to you.

3 CHAIRPERSON HOLLEY: Mrs. Patillo, let me ask you,
4 I've been here like 3 years and it seems like the
5 civilians, those jobs, I never seen it where it's been a
6 hundred percent. Is there anything we can do or I can do,
7 I know we're doing what we can to get officers, but also
8 filling those positions. Can you give me, we're not
9 rushing, but give me an idea of what we're looking for
10 with those 126 positions that are open?

11 DIRECTOR PATILLO: So one of the things that we
12 started doing recently was when we have our recruiting
13 events for the sworn, we've started to add the HR
14 consultants to come out with us because some of the areas
15 are a little bit difficult to recruit in other areas. The
16 other thing is that we realize that during the pandemic,
17 some of those positions were not advertised due to the
18 furlough and individuals have just returned to work. So
19 now we have, since then, we have advertised every single
20 civilian position. So we're starting to fill them. So
21 some of the vacancies were in communications, just an
22 update on that. The telecommunications officer, we went
23 through a period where they were receiving less pay. I
24 want to say the marginal rate was 24% across the board.
25 That was approved through the city council. Those

1 individuals are now going to get a pay raise to bring
2 them up to par. And we should have exhausted all of the
3 vacancies for that. And so the other largest vacancy that
4 you will see, I believe, is communications. That's the
5 911 dispatch and call takers and then social workers. So
6 we're consistently working on that to get those vacancies
7 filled, but that's where we are.

8 CHAIRPERSON HOLLEY: So you know where I'm going
9 then.

10 DIRECTOR PATILLO: Yes.

11 CHAIRPERSON HOLLEY: That's great. Thank you. Any
12 other questions, Commissioners? Hearing none,
13 Commissioner Burton, I'm sorry, Burton?

14 COMMISSIONER BURTON: Yes. What is the step process
15 for HR, as far as hiring officers? And in addition to
16 that, what are some of the questions that you ask new
17 hires?

18 DIRECTOR PATILLO: Are you talking for sworn? So for
19 sworn one of the things you have to do is you have to
20 fill out the application. Once you fill out the
21 application, the police recruiting team will contact you.
22 So we have to make sure that your application is
23 complete. Just to get through police recruiting processes
24 is an 11 step process. Then you have to go through an
25 initial lean supervisor review. So basically someone goes

1 in and checks just your background. So just to check, to
2 see if you have any police contact, check to see if
3 you've been arrested, things like that. You also then
4 have to go through a lean supervisor review. So the
5 supervisor has to check just to make sure they have
6 validated all of that information. Then once you've done
7 that, then you get scheduled for the written test.

8 DIRECTOR PATILLO: So once you take the written test,
9 on the same day you're scheduled for the physical agility
10 test. Once you pass that, then you have to do the oral
11 board. So you go in front of a panel, there's a series of
12 questions for that. After you pass the oral board, if you
13 pass the oral board, then you have to complete a 300
14 question survey for - it's a psychology test. Once you
15 get those results, those results get printed, and then
16 they go through one of the three psychologists that are
17 scheduled to come in. Then after that, the psychologist
18 does an interview and then you go through medical
19 screening, then you go through your fingerprint. If you
20 make it through that process, then you're offered a
21 condition for hire. Then you go through orientation.
22 That's the entire step once you submit an application all
23 the way through the hiring process for the police
24 academy.

25 CHAIRPERSON HOLLEY: You okay, Commissioner?

1 COMMISSIONER BURTON: Yes. I actually have a list of
2 names that I like to submit at a later date that are
3 actually looking for a career in law enforcement.

4 DIRECTOR PATILLO: Sure. If you can get that list to
5 myself or Lieutenant Coles, we would be happy to take a
6 look at it.

7 CHAIRPERSON HOLLEY: Thank you so much. You always do
8 a good job and we're all grateful for that. And thank you
9 so much.

10 DIRECTOR PATILLO: Pending any questions that's all I
11 have.

12 COMMISSIONER HOLT: Through the Chair.

13 CHAIRPERSON HOLLEY: No, I'm not taking any more
14 questions. She had the opportunity, but I can give it to
15 her because...

16 COMMISSIONER HOLT: I'm okay. I can pass it on to
17 Mrs. White.

18 CHAIRPERSON HOLLEY: You sure?

19 COMMISSIONER HOLT: Yes. Thank you.

20 DIRECTOR PATILLO: Thank you.

21 CHAIRPERSON HOLLEY: When you start asking, it comes
22 up, you know. At this time, the 5th Precinct? Thank you
23 so much. If you don't mind introducing yourself as you
24 give your report and thank you so much for your patience
25 and thank you for being here.

1 CAPTAIN McCABE: Yes, sir. Through the chair, I am
2 Captain Rebecca McCabe of the 5th Precinct, newly
3 appointed Captain. Good afternoon to everyone.

4 COMMISSIONERS: Good afternoon.

5 CAPTAIN McCABE: So for the report for the 5th
6 Precinct, we have, in the first quarter of 2021, we did
7 show a 55% increase in non-fatal shootings as compared to
8 the previous year. In the second quarter, we showed a
9 zero change when compared to the previous year. To date,
10 July 31st, 2021, there was a 50% increase in non-fatal
11 shootings as compared to the previous year. Homicides,
12 first quarter, 25% increase in homicides as compared to
13 the previous year. As in the second quarter, there was a
14 12.5 % increase in homicides compared to the previous
15 year. As of July 31st, 2021, there was a 50% decrease in
16 homicides to the previous year. The current strategy is
17 positively impacting a decline in non-fatal shootings. In
18 April, 2021, there was a spike of non-fatal shootings
19 with 3 multiple-victim shootings driving the number up
20 for that month, totaling 13. In May 2021, we saw 3 non-
21 fatal shootings.

22 CAPTAIN McCABE: In June 2021, we saw two non-fatal
23 shootings and in July 2021, we saw four non-fatal
24 shootings with one being multiple, multiple victims
25 shooting. We've trended down since April and we're

1 heading in the right direction. The number of homicides
2 is low and has declined from the first and second quarter
3 so far compared to this time in 2020. Our robberies in
4 the last 28 days as of July, 31st, 2021, we've shown a
5 14% decrease compared to the previous 28 days. There was
6 an increase of 20% in robberies as compared to 2020.
7 However, there has been a steady decrease of 33% in
8 robberies year-to-date. The spike in robberies is being
9 addressed and it's showing a continued decrease in 2021
10 in the 5th Precinct. We have taken 162 guns off the
11 street to date. We are using targeted enforcement that is
12 wrapping around when we have a violent incident to target
13 that particular area with enforcement flooding that area.
14 We're running restore order operations as much as
15 possible, but at least once a month. We are partnered
16 with the MDOC, Homicide Gang Intelligence, major
17 violators, and TCU. We also reach out for assistance.

18 CAPTAIN McCABE: Supplementing our ongoing
19 strategies, we do have our own Precinct Park detail,
20 which we attribute to the decline in non-fatal shootings
21 that occurred from the month of April 2021. Our
22 visibility in the neighborhoods and special attention to
23 these parks is definitely, I believe, making a positive
24 effect on the decline and non-fatal shootings. We also
25 utilize our traffic enforcement motor units. They pay

1 attention to the neighborhoods and the roadways, the main
2 roadways as far as speeders go, and any other kind of
3 traffic violations that may need to be enforced. As
4 always, we encourage community involvement and we have a
5 continued relationship with our community. In the 5th
6 Precinct, we have an embedded social worker in the
7 victim's advocate, police chaplain Corps. We also put on
8 a summit in the 5th Precinct which is an educational
9 event to teach tolerance, inclusion, empathy, and history
10 of relationships between the community and the police
11 showing its cause and effect between police and the
12 community.

13 CAPTAIN McCABE: This probably goes directly to the
14 question that you asked earlier about whether we're
15 trying to get the message out to kids, not to point guns
16 at police. This summit is definitely a place where that
17 is pushed out and we encourage young adults to attend
18 this summit. The MPOs are also dedicated to community
19 inclusion and relationship building with events
20 throughout the year. They conducted an overdose awareness
21 on the ninth of 2021 via Zoom. They also have a resource
22 fair at East Lake Baptist Church that's coming up that
23 they will be at, at 12400 East Jefferson. There'll be
24 handing out book bags to youngsters. There'll be vendors
25 there, things of that nature. We had the Morningside

1 community meeting on the 10th. That was very successful.
2 We also have our recruiting event that's coming up. That
3 is a 3 on 3 basketball tournament, and we're hoping for a
4 positive show at that event. We're very excited about
5 that. That'll be on the 28th of August at 9:00 AM in
6 McHarris Park. We also have our Eastside community
7 network community meeting that is on August 31st, 2021.
8 And that concludes my report.

9 CHAIRPERSON HOLLEY: And thank you. Thank you for the
10 report. Commissioner Burton, this is your district. She
11 had some nice things to say about your district.

12 COMMISSIONER BURTON: Yes. I mean, it's two
13 Commissioners that represent this district, but, you
14 know, I'd just like to say that I am looking to come to
15 your upcoming event. You just gave out the date and
16 please keep me abreast of other events that you all have
17 in the 5th Precinct. And I'm very pleased with some of
18 some of the different initiatives that you all have been
19 doing and number 5. And so I would just say, you know,
20 keep doing what you are doing and I'll support you.

21 CHAIRPERSON HOLLEY: Thank you so much, Commissioner
22 Burton. Also, Commissioner Bell shares that district with
23 Commissioner Burton. And I'd like to have him just to
24 have a word of expression to you.

25 COMMISSIONER BELL: Thank you, Mr. Chair. I just want

1 to acknowledge the captain. She hit the ground running at
2 the 5th Precinct. She comes from a very extensive
3 background and I was really pleased that she arrived at
4 number 5. We haven't missed a beat since her arrival. We
5 have a great commander. He could not be with us this
6 afternoon, he's on vacation, well-deserving. The training
7 you mentioned is diverse. I have attended 2 or 3 of
8 those. And that's been a model for the entire department
9 to break that out. Chief Craig was innovative in that
10 area, too. Let's extend this. It's getting back to
11 Commissioner Bernard's concern. They are engaging with
12 young people, as I have heard young people testify. You
13 enlightened me and I was wrong. So it's been great. I
14 live in a 5th Precinct not too far from here. And so I've
15 engaged the 5th Precinct, like number 9. So I just want
16 to say we are doing some great things in the Precinct.
17 And you mentioned we have a very active community from
18 the north to the south, east, and west and the 5th
19 Precinct engaged, and I try my best to engage, but I just
20 want to say the officers are doing an outstanding job at
21 number five. So I'm pleased to say thank you.

22 CAPTAIN McCABE: Through the Chair. Thank you very
23 much.

24 CHAIRPERSON HOLLEY: And both Commissioners speak for
25 all of us. Thank you for being here captain. Thank you

1 very much.

2 CAPTAIN McCABE Thank you, sir.

3 COMMISSIONER BURCH: Mr. Chair, Mr. Chair,

4 CHAIRPERSON HOLLEY: I'm sorry, please forgive me,
5 Ms. Burch, I just thought that you were through with the
6 other questions you had. I thought you ran out.

7 COMMISSIONER BURCH: No. You are too funny. I just
8 wanted to say thank you for the captain's report, but
9 here's my question to the captain. How is your
10 relationship with the gas stations in your area? And also
11 you're right around the corner from 11. I know you're
12 closer to 9. And my question again, do you have love
13 where you live in your Precinct Captain?

14 CAPTAIN McCABE: I'm sorry. I don't have a very good
15 relationship yet with the gas stations, individuals who
16 own the gas stations. I haven't been able to make my way
17 around there, but we definitely are making our way.

18 CHAIRPERSON HOLLEY: But more than anything else,
19 tell her how much you love where you work.

20 CAPTAIN McCABE: Oh, I love where I work, ma'am. I
21 definitely love where I work.

22 CHAIRPERSON HOLLEY: That will take care of
23 everything.

24 COMMISSIONER BURCH: No, that's not the point,
25 Pastor, no, Reverend. I'm trying to ask the captain, do

1 you have the sign love where you live in your Precinct,
2 Captain?

3 CAPTAIN McCABE: Yes, ma'am, sure I do. Yes.

4 COMMISSIONER BURCH: You do? Well, all right, very
5 good. Well call me, and I will tell you about our gas
6 station project. See, if we connect everything that
7 works, we can bring our city closer together. If you call
8 me, I'll tell you about our beautification with the gas
9 stations. Will you do that, ma'am?

10 CAPTAIN McCABE: Yes, ma'am.

11 COMMISSIONER BURCH: Thank you.

12 CHAIRPERSON HOLLEY: Thanks so much, Commissioner
13 Burch.

14 COMMISSIONER BURCH: Thank you so much, Mr. Chair.

15 CHAIRPERSON HOLLEY: Thank you, and thank you so
16 much, Captain. At this particular time Interim Secretary
17 White, would you give your report?

18 MRS. WHITE: Yes. Through the Chair, Honorable Board
19 again incoming correspondence and communications for this
20 week is listed on the Board's agenda and they are as
21 follows, the weekly DPD facial recognition technology
22 report for the week of August 2nd, 2021 through August
23 8th, 2021. And please know that that report is available
24 on the Board's web page, and all of the details are
25 listed. Also, note that there were no policy violations

1 identified within any facial recognition performance.
2 Additionally, you received the human resources report
3 that was just given and also various staff reports for
4 your consideration. And that concludes my report. Thank
5 you.

6 CHAIRPERSON HOLLEY: Thank you. Mr. Brown,
7 announcements.

8 CHAIRPERSON HOLLEY: I can't hear you.

9 MR. ROB BROWN: Yes. Good afternoon, Mr. Chair. The
10 next BOPC regular meeting is Thursday, August 19th, 2021
11 at 3:00 PM. And the next community meeting, which will be
12 hosted by the 4th Precinct at Kennedy Recreation Center,
13 2260 South Fourth Street is September 9th, 2021 at 6:30
14 PM.

15 COMMISSIONER DAVIS: On the west side.

16 CHAIRPERSON HOLLEY: On the west side.

17 COMMISSIONER CARTER: Southwest.

18 CHAIRPERSON HOLLEY: Okay. Commissioner Burch. Do you
19 have an announcement before I move on?

20 COMMISSIONER BURCH: And announcement? Yes. Okay,
21 here is just one short announcement. I know you all will
22 be shocked. I just want to back up what Commissioner
23 Hernandez said when he thanked all of the office staff. I
24 know you didn't mean to, but we must never miss Ms.
25 Theresa Blossom, who is an awesome Community Relations

1 Coordinator to all of the staff of the Board of Police
2 Commissioners. I want that to go in the records, Theresa
3 Blossom.

4 CHAIRPERSON HOLLEY: All right. Thank you so much.
5 Mr. Brown.

6 MR. ROB BROWN: Good afternoon, Mr. Chair. We
7 currently have 4 speakers. I call them by twos. Your
8 first speaker would be Ms. Bernie Smith, followed by Mr.
9 Cunningham followed by Ms. Francis Weathers followed by
10 Ms. Joy. Ms. Smith.

11 CHAIRPERSON HOLLEY: The mic that stands. This mic
12 that's standing up.

13 MS. SMITH: I can't sit?

14 CHAIRPERSON HOLLEY: You can if you have to, yeah.

15 MS. SMITH: Good afternoon, Commissioners.

16 COMMISSIONERS: Good afternoon.

17 MS. SMITH: I'm so happy to be here in person because
18 I would like very much to look at you and see how you're
19 doing. You all look well because it makes a difference
20 when you're at home looking at Zoom. But anyway, I'm
21 still on two minutes, Mr. Brown.

22 CHAIRPERSON HOLLEY: Yes, you are.

23 MS. SMITH: Well, anyway, number one, we have had so
24 much crime going on in our city. And then there were
25 complaints about what's going on downtown. And, as you

1 all know, Greektown. Well, I'd taken it upon myself to go
2 down there and do a little patrolling myself. So I've
3 been sitting there by the church right there on Monroe,
4 and I noticed what actions were going on. We do have a
5 police car, a truck that's right in front, right there at
6 Beaubien and Monroe, and I sit right behind it. And you'd
7 be surprised by the activity that's going on down there.

8 MS. SMITH: It's outrageous. Not only with the
9 youngsters, the way they dress and everything, but I'm
10 not even going to go into that because that's another
11 discussion. But I'm speaking about what's going on with
12 our police activity. I have seen cars when they make a
13 left turn into Monroe, they do a slow drag. In other
14 words, some of them will stop and they'll put their
15 blinkers on. So they will take up the space and the time
16 of the cars that are coming behind them. If the light is
17 green for the Monroe car and traffic to come well, then
18 they're still sitting there. So that aggravated me quite
19 a bit because of the fact that it's a two-lane going in
20 that direction. In the meantime, I'm looking for my
21 police. So I was upset because I didn't see him for about
22 20 to 30 minutes. Then eventually they did walk around
23 and they came from behind me coming from down Monroe. And
24 I got after him and told him, where have you been because
25 the traffic is being slowed up? In other words, it's

1 congestion and I felt as though that we should be right
2 at that spot because of the fact that it is slowing the
3 traffic. Now, it means...

4 CHAIRPERSON HOLLEY: Your time is up. It's a new
5 whistle, but I give you two seconds, go ahead, quick.

6 MS. SMITH: In other words, we need more police to be
7 down there so they can observe what's going on. Now, we
8 all know about crime and I'm not going to go into...

9 CHAIRPERSON HOLLEY: I gave you 10 seconds. You're 10
10 seconds up.

11 MS. SMITH: I'm up already?

12 CHAIRPERSON HOLLEY: It's been up for 15 minutes ago.
13 Are you okay?

14 MS. SMITH: I hope you get White because he's been
15 doing a darn good job. That's all I have to say.

16 CHAIRPERSON HOLLEY: All right. Thank you for your
17 participation. Thank you so much.

18 MS. SMITH: It's good to see all of you in person
19 because I get tired of looking at you on...

20 CHAIRPERSON HOLLEY: Mr. Brown.

21 MR. ROB BROWN: Mr. Cunningham.

22 COMMISSIONER BERNARD: If I make just a comment
23 briefly. I just want to congratulate you on your
24 billboards. You look lovely on the billboards.

25 MS. SMITH: We won them.

1 CHAIRPERSON HOLLEY: Mr. Brown.

2 MR. ROB BROWN: Yes. Mr. Cunningham.

3 MR. CUNNINGHAM: Honorable Mr. Chair, can you hear
4 me?

5 CHAIRPERSON HOLLEY: Yes, I can. Yes, we can.

6 MR. CUNNINGHAM: Wonderful. I know that you're right
7 next to my Alma mater Northern High School, they are
8 closed. I'm praying they do something with it. I'm going
9 to get on my point, but Northern, Northern, Northern. It
10 is now closed. So I just want to know how can someone
11 access the actual 2019, 2020 and 2021 disciplinary
12 reports and the results and outcomes. Also on each
13 candidate for police chief., do they have a bankruptcy
14 report if they ever file bankruptcy of any kind? Because
15 I know that Chief Craig had filed bankruptcy and most of
16 them were shocked about that. And also do they have to
17 disclose whether they are a Democrat or Republican? We
18 found out that he was a Republican. Also, have there been
19 any lawsuits against the candidates in their past that
20 are running for being the police chief, the upcoming
21 candidates?

22 MR. CUNNINGHAM: If this streamed live, these
23 meetings, that's a question on channel 10 on TV, what
24 times are these meetings on television? Can the
25 candidates' info be put in third-grade reading level and

1 put online or on Facebook, so the average citizen of
2 different demographics can access the information? My
3 email is the number 7mercy777@gmail.com and (313)334-
4 9669, Brother Cunningham. And I can also reach on
5 Facebook, the word Cunningham with a face Cunningham
6 Cunningham, the three times Cunningham, Cunningham,
7 Cunningham. Also the Honorable Police Commissioner
8 William Davis has information of the assault at the State
9 fairgrounds. Hopefully, he can answer and can forward the
10 information and email them to you guys.

11 CHAIRPERSON HOLLEY: Thank you, Mr. Cunningham. Mr.
12 Cunningham, I just want you to know that Friday,
13 Saturday, and Sunday we are on at 10, 10:00 AM and 7:00
14 PM. The other thing I want you to know is that the former
15 Northern High School will be opening next year. The
16 Detroit public school system will have their headquarters
17 there, and their moving about 300 people in that
18 particular area called the north end. So I just want you
19 to know that things are moving and we thank you for your
20 participation, Mr. Brown.

21 MR. ROB BROWN: Mr. Chair, your next speaker would be
22 Ms. Francis Weathers. Ms. Weathers.

23 MS. WEATHERS: Mr. Brown, I'm sorry. I have no
24 comment at this time.

25 CHAIRPERSON HOLLEY: Thank you for being here and

1 certainly just viewing. We thank you for that.

2 MR. ROB BROWN: Okay, Mr. Chair, your next speaker
3 would be Ms. Faith. Ms. Faith.

4 MS. FAITH: Yes. Can you hear me?

5 CHAIRPERSON HOLLEY: Yes, we can.

6 Ms. FAITH: So welcome to the Board and to all of the
7 guests. Talking about this time, my condolences for the
8 youth that lost their lives. I was so disheartened by
9 that. My prayer is for support for their families. Also,
10 the Dad Butler event was a great turnout, and the plaque
11 in honor of a former Commissioner, Derek Sanders and his
12 family was there. It was good to see the family there and
13 they were consoled and encouraged and supported. And
14 there was also some great support for the officers and
15 the upgrade of their competitive salaries and enhancement
16 of the employees of DPD and the appreciation for them and
17 the great incentives given to them. Also, the guns were
18 taken off the streets for homicide, and I'm glad to hear
19 that. Then the Chaplain Corp, the great work that was
20 done there, there was so much of our chaplains there at
21 the Dad Butler Park event. And they were doing great work
22 out there, praying with the people and encouraging and
23 supporting the people in the community. DPDs royal army,
24 I salute you all 3000 times. Great work. I look up to the
25 Commissioners. Keep on, keeping on.

1 CHAIRPERSON HOLLEY: And we thank you as well.

2 COMMISSIONER JONES: Through the Chair. Pardon me for
3 just a second here. I was supposed to probably
4 acknowledge this particular person at the beginning of
5 the meeting. It's Mark Young, president of the
6 Lieutenants and Sergeants Association. His mother's
7 services were this morning. I attended those services as
8 well as a beautiful audience and in attendance was Bernie
9 Smith and his mother was greatly acknowledged.
10 Acknowledged from the governor's office all the way down
11 to the offices of the City of Detroit. She was really a
12 great lady. Many people got up to say really great things
13 about or whatever, it's important that we offer Mark
14 Young our deepest condolences on behalf of the Board of
15 Police Commissioners.

16 CHAIRPERSON HOLLEY: And thank you, Commissioner.
17 Thank you so much for all being sensitive, always being
18 sensitive about a community like that. We appreciate it
19 very much. We don't have you talking now Bernice. There
20 you go. Thank you, baby. Thank you, Miss. I'm sorry. I
21 have to be careful now. At this particular time, new
22 business, new business.

23 COMMISSIONER BURTON: Mr. Chair.

24 CHAIRPERSON HOLLEY: Yes.

25 COMMISSIONER BURTON: I want to move public comments

1 in the future from two minutes to three minutes due to
2 the fact that those that may have disability challenges
3 or computer difficulties far as the speed of the internet
4 since we are still in a pandemic.

5 COMMISSIONER DAVIS: Support.

6 CHAIRPERSON HOLLEY: It's been properly supported. I
7 know we've been doing this two or three times and
8 certainly, you've got a right to make that motion,
9 Commissioner. I looked around like, for example, the
10 state of two minutes, the city council, two minutes, and
11 I know of the challenges, but what we can do in terms of
12 people having challenges and so forth if you sensitize us
13 as Commissioners, this is as about the death. We can make
14 some exceptions if need be. And I appreciate your
15 sensitivity to all of that. But I think we ought to be
16 inconsistent with the State as well as with the city and
17 with the county, but I will move your motion because you
18 made it's been second. Are there any other questions, any
19 other discussion other than what I've heard?

20 CHAIRPERSON HOLLEY: Go ahead.

21 COMMISSIONER DAVIS: I would like to also point out
22 that the board of water commissioners, they have a public
23 comment of three minutes.

24 CHAIRPERSON HOLLEY: Okay, very good. And I'll take
25 that into consideration. At this particular time Mrs.

1 White, if you could please just give me a roll call.

2 MRS. WHITE: Yes, sir. Through the Chair,
3 Commissioner Darryl Brown is absent. Commissioner Linda
4 Bernard.

5 COMMISSIONER BERNARD: No.

6 MRS. WHITE: Commissioner. Shirley Burch.

7 COMMISSIONER BURCH: No.

8 MRS. WHITE: Commissioner Bell.

9 COMMISSIONER BELL: No.

10 MRS. WHITE: Commissioner Burton.

11 COMMISSIONER BURTON: Yes.

12 MRS. WHITE: Commissioner Carter.

13 COMMISSIONER CARTER: No.

14 MRS. WHITE: Commissioner Davis.

15 COMMISSIONER DAVIS: Yes.

16 MRS. WHITE: Commissioner Hernandez.

17 COMMISSIONER HERNANDEZ: No.

18 MRS. WHITE: Commissioner Holt.

19 COMMISSIONER HOLT: No.

20 MRS. WHITE: Vice-Chair Jones.

21 VICE-CHAIR JONES: No.

22 MRS. WHITE: Mr. Chair.

23 CHAIRPERSON: No.

24 MRS. WHITE: There were 8=Yes, excuse me. 8=No votes,
25 and 2=Yes votes. The motion failed.

1 CHAIRPERSON HOLLEY: Any other unfinished business,
2 any unfinished business. I hear no unfinished business.
3 Let me just do this as we prepare for the interviews and
4 I asked for your cooperation and you've been very nice
5 about this process for the last six weeks. You've been
6 very nice and I want the community to know how
7 professional that you've been handling this. And now we,
8 at the point where we're now trying to basically
9 recommend to the mayor's office, based upon the charter
10 of the 3 to the mayor. We know there are only 3
11 candidates. So, I want you to know that we still need to
12 do the interviews and you have the right to ask these
13 questions. I'm asking that each candidate will have 30
14 minutes. And I asked Mr. Brown to put the 30 minutes once
15 we started the interview. The interview does not start
16 until the first question is asked.

17 CHAIRPERSON HOLLEY: The second thing I'm asking is
18 that you have two questions, but you have one follow-up
19 so that we can get to an hour and a half. And make sure,
20 you know, the question that you're going to ask. So if
21 there's anything, I want to make sure because we are on
22 television, it's national. I want to make sure that all
23 hearts are clear and all, all minds are clear and all
24 hearts are in the right place. So before I send out the
25 first candidate, Mr. Adams will introduce the candidate.

1 After he introduced the candidate, I will basically ask
2 each one of you to introduce yourself to the candidate
3 from your district, just name only not resume, and then
4 we will start with the first question coming from
5 Commissioner Bernard, but right now all hearts, are we on
6 the right?

7 COMMISSIONER BELL: Mr. Chairman. We had a
8 commissioner speak on the public radio in reference to
9 the process. We only have three candidates. I would hope
10 Mr. Adams speaks to that issue. I think some of us are
11 well aware of how we ended up with three candidates, but
12 I think we need to clear the air because I just regret
13 when people would just go out there and make blind
14 statements in reference to this whole process. Mr.
15 Chairman, if you would.

16 CHAIRPERSON HOLLEY: You know, Mr. Adams.

17 MR. ADAMS: Yes.

18 CHAIRPERSON HOLLEY: Hold on one minute. I hear you
19 loud and clear my friend. And I understand what you're
20 saying, but I think also right now let's just move on.

21 COMMISSIONER BELL: We can do that.

22 CHAIRPERSON HOLLEY: Because I think that all hearts,
23 and minds are clear and people have the right to their
24 view. And I think at this particular point when they see
25 what we're doing they will understand more likely what

1 you're saying, we'll be transparent. That's all I want,
2 is transparency. And at this time, Mr. Adams, you may go
3 and get your candidate, and then at that particular time
4 when the candidate sits, you may introduce the candidate,
5 and then I have the Board introduce themselves to each
6 candidate. And the first question will come from
7 Commissioner Bernard. You got five minutes, one, two
8 questions, and one follow-up. Attorney Ericka, are we
9 doing this? Are you okay with this?

10 ASSISTANT CORPORATION COUNSEL ERICKA WHITLEY: Oh,
11 yes.

12 CHAIRPERSON HOLLEY: Very good. All right then, and I
13 appreciate all of your cooperation.

14 MRS. WHITE: Mr. Chair.

15 CHAIRPERSON HOLLEY: Yes, ma'am.

16 MRS. WHITE: If Mr. Adams, as you've indicated on
17 your documentation that was distributed to all of the
18 Commissioners, Mr. Adams will also bring greetings if it
19 is your pleasure, Mr. Chair before the first candidate
20 arrives in the meeting room.

21 CHAIRPERSON HOLLEY: That's fine. Then if he's going
22 to do that, then I'll let him answer Commissioner Bell's
23 concern.

24 COMMISSIONER BELL: Thank you, Mr. Chair.

25 CHAIRPERSON HOLLEY: If you're going to do that but I

1 don't want you to preach. I just want you to ---

2 MR. ADAMS: Yes, sir. I'm a deacon, I don't have that
3 license as yet.

4 CHAIRPERSON HOLLEY: Trust me, I got some that think
5 they do.

6 MR. ADAMS: I know. First of all, I want to thank
7 you, Chair Holley, and the Board of Police Commissioners
8 for giving us the opportunity to serve you. As you know,
9 the purpose of this meeting is to identify who has to be
10 passed on to the mayor. And for that, we have three
11 candidates to present to you today. As the first
12 candidate comes in, I will in turn ask that candidate
13 once you have introduced yourself to briefly summarize
14 both their education work background, which probably
15 shouldn't take any more than about three minutes. And
16 then it goes back to Commissioner Holley or whichever
17 Commissioner is going to start off the interview process.
18 And then at the end, I would hope you would save some
19 time for them to ask you one or two questions. So with
20 that, I believe our person should be here.

21 MRS. WHITE: Yes, sir. Through the Chair, they are
22 arriving in the meeting room shortly.

23 MR. ADAMS: Okay. Thank you.

24 COMMISSIONER BELL: Mr. Chair, could Mr. Adams speak
25 to the issue that you already spoke to allowing...

1 MR. ADAM: Yes. I'd love to. We have Mr. Chair.

2 CHAIRPERSON HOLLEY: Yes.

3 MR. ADAMS: You identified five candidates that you
4 wanted to interview for today, and I hope this commission
5 is very sensitive to the fact that said, whenever you do
6 a search at this particular level, people that we recruit
7 are people that are working and they're at a high
8 visibility position and they have mayors and they have
9 commissions in their community. And in some cases, when
10 you go to a public meeting, you can do a public meeting,
11 you can ask for a closed public session, which basically
12 means their name is submitted, but they don't have to
13 come before the entire community. If that's not the case,
14 some people are very sensitive to their jobs because once
15 the mayor, and once the commission finds out that a
16 person at the level of the police chief is looking for a
17 job, they usually fire them, or their relationship
18 changes. So two of the candidates that you had
19 identified, that's what happened to them. They just
20 became very sensitive and they decided to back out, which
21 is their prerogative to do.

22 CHAIRPERSON HOLLEY: Thank you very much, Mr. Adams.
23 You may proceed now.

24 MR. ADAMS: Thank you. I'd like to introduce our
25 first candidate to you who is Chief Cox from Ann Arbor,

1 by way of Boston, who was deputy superintendent there.
2 Chief, we want to welcome you for coming in and agreeing
3 to talk to us. The way this process will go is that I'm
4 going to ask you to briefly summarize both your education
5 and work background, but prior to that, I'm going to
6 introduce you to the Chair of the Board Pastor Holley,
7 and then he will allow the Board to introduce themselves.
8 Then you can start and then they will continue with the
9 questions. So I would like to introduce you to Pastor,
10 Chair Holley.

11 CHAIRPERSON HOLLEY: And thank you so much. It's so
12 good to have you with us. I want you to know that on
13 behalf of the City of Detroit, on behalf of this Board,
14 thank you for the interest that you have for this great
15 city that we love very much. So I want you to know how
16 grateful we are. At this particular time, we're going to
17 start with Commissioner Burton and we'll go around, so,
18 you know, each Commissioner and they'll let you know what
19 district that they represent here by way of my remote.
20 Commissioner Burton.

21 COMMISSIONER BURTON: Hi Chief, I just want to just
22 say hello to you. I will have some questions for you
23 later today. But I just want to let you know that I
24 represent District 5, which just happened to be a
25 district of approximately one hundred thousand people

1 that live in the 5th district.

2 COMMISSIONER HOLT: Thank you, Chair. Good afternoon,
3 Chief of Police, Michael Cox. My name is Annie Holt and
4 I'm a Commissioner, At-Large, and I too would like to
5 piggyback on what the Chair said in terms of your
6 willingness to participate with this interview process
7 because the citizens of Detroit deserve the best chief of
8 police and your resume speaks for you. Again, thank you
9 for agreeing to participate in this interview.

10 COMMISSIONER CARTER: Good afternoon, sir. Lisa
11 Carter, District 6. I represent about one hundred
12 thousand people as well. Thank you for coming out this
13 afternoon. Thank you for taking the time to introduce
14 yourself to the residents of the City of Detroit. Thank
15 you.

16 COMMISSIONER BELL: Commissioner Willie Bell,
17 District 4. I'll be brief and to the point, I'm just
18 waiting to hear from you. Thank you.

19 VICE-CHAIR JONES: Good afternoon, I'm Vice-Chair,
20 Martin Jones. Thank you. Excuse me. I thank you for
21 coming out today or whatever. I'm looking forward to
22 learning some things about you or whatever in this
23 process because that's a pretty, pretty important
24 process. It's a very important position to hold. So, I'll
25 just have a couple of questions for you and I look

1 forward to speaking with you then. Thank you.

2 COMMISSIONER DAVIS: Good afternoon. Police
3 Commissioner William Davis, District 7.

4 COMMISSIONER HERNANDEZ: Good afternoon, it's an
5 absolute pleasure to meet you in person, especially given
6 your pedigree. Jesus Hernandez, At-Large.

7 COMMISSIONER BERNARD: Hi, or should I say welcome to
8 Detroit from Boston yard, I'm an attorney in
9 Massachusetts, as well. I was general counsel for the
10 Massachusetts port authority. So it's great to see you
11 here today. Welcome, and I was just hopeful that you
12 brought us some seafood from Massachusetts by way of Ann
13 Arbor. But welcome. I look forward to talking to you.

14 CHAIRPERSON HOLLEY: And also, Chief, we have
15 Commissioner Burch who is on the screen and Commissioner
16 Burch, you have to say something to our guest.

17 COMMISSIONER BURCH: Yes. Thank you. Candidate Cox,
18 welcome to Detroit. I'm Commissioner Shirley Burch of the
19 3rd District. My district is comprised sir, of historic
20 sites. So it's an honor to have you, and I look forward
21 to your answers. Thank you.

22 CHAIRPERSON HOLLEY: At this particular time, I'll
23 have a statement from you, if you would please?

24 CHIEF COX: Sure. Well, thank you very much for
25 having me. I must admit I have a job and I was not

1 looking for a job, but I was just honored to be
2 considered for the great City of Detroit, particularly
3 the residents that live here to run the police
4 department. You know, as I said, not looking and being
5 honored, is certainly something that I feel as far as
6 this position is concerned. I've been in policing for a
7 long time, over 32 years. And Boston's probably a very
8 similar size to Detroit. Some of the issues that Detroit
9 has Boston certainly have had. It's the oldest police
10 department in the country. And I have been preparing my
11 entire life to run a police department of that size. I am
12 in a police department, totally different in size. And I
13 believe that I am well equipped to run the Detroit police
14 department, particularly in the way that I believe all
15 police departments should be run. I look forward to your
16 questions and I will be as honest and forthright as I can
17 with each and every one of you.

18 CHAIRPERSON HOLLEY: Thank you very much.
19 Commissioner Bernard.

20 COMMISSIONER BERNARD: You have a very distinguished
21 resume as has been pointed out earlier, Chief Cox. My
22 question to you is what is your greatest accomplishment
23 in your career in law enforcement and why?

24 CHIEF COX: Well, thank you. I don't think I've ever
25 been asked that before. I would probably say my greatest

1 accomplishment is really not one accomplishment. It's an
2 accumulation of using the experiences that I've gained
3 throughout my entire career. Staying in the police world.
4 I have a little bit of history on that. Maybe I might
5 talk about it a little later but staying in the police
6 department and using the skills that I acquired, whether
7 it's through school or just through different places, I
8 worked trying to make the department better, trying to
9 make policing better, trying to make community relations
10 with the people better. You know and being successful at
11 it. You know, every place I went... change is not easy.
12 It's difficult in most places and you get a lot of
13 resistance and have the consistency and stick-to-
14 itiveness to actually pursue it and follow through. And
15 every place you go it takes quite a bit. And I probably
16 would say, that's what I'm most proud of is that
17 regardless of where I work, where I go, I don't get
18 discouraged around the changes that I believe should
19 happen, particularly in policing.

20 COMMISSIONER BERNARD: Thank you for your response.

21 CHIEF COX: You're welcome.

22 CHAIRPERSON HOLLEY: Commissioner Hernandez.

23 COMMISSIONER HERNANDEZ: So I'm going to shift us to
24 a topic that I know is very important and very near and
25 dear to myself and others on this Commission. When it

1 comes to community policing, what is your concept of
2 community policing and how would you ensure the Detroit
3 Police Department utilizes an effective approach?

4 CHIEF COX: Excellent question. So certainly my
5 concept of the philosophy around community policing is
6 really that it's every police officer or person that
7 works within a police officer's goal and role is to build
8 trust and relations with the citizens they serve. You
9 know, part of our job, not only is to protect the
10 citizens, to work with the citizens, but to hear the
11 citizens, as far as what they want, what they need, and
12 the problems that they might have, so we can partner with
13 anyone and everyone to help keep them safe or to help
14 solve their problems. You know, a lot of times some of
15 the issues that we might be involved in aren't police
16 issues in general, and that's an excellent opportunity to
17 partner with people. But so often a lot of times people
18 come onto the job and they want to help. They want to do
19 the right thing, but you know, the police are not cops
20 and robbers all the time, it's working with people trying
21 to figure out what is the problem and trying to help
22 solve some of them? And most importantly, we have to
23 understand that we get our power from the people, and we
24 should always be respectful of that and understand that
25 we are here to serve them and not the other way around.

1 And so, you know, trying to put all those things together
2 and making sure that every officer understands their role
3 and goal making sure that it's supported to do their job,
4 making sure that they have the tools to do their job and
5 making sure they're developed as well so that they can
6 always adapt to whatever changes that need to happen out
7 there.

8 CHIEF COX: I think that's all-important while also
9 being transparent and talking to the community that you
10 serve. So that they know what's going on. Policing is far
11 too secretive in what we do and how we do it. And I think
12 we need to educate the public on what our job is and you
13 know and share as much information as we can. So we don't
14 have this disconnect that happens so often with citizens
15 and policing when there's a lack of understanding and
16 people are shocked and dismayed when they see something
17 that they think is inappropriate, but there probably is a
18 good reason for it.

19 COMMISSIONER HERNANDEZ: Thank you.

20 CHAIRPERSON HOLLEY: Thank you. Commissioner Burch,
21 let me do this before I call on you, Mr. Adams, I failed
22 to ask you to summarize Chief Cox's experience and his
23 education. Can you summarize that for us?

24 MR. ADAMS: Yes, we have him. He was going to do

1 that. He was just going to summarize his educational and
2 work background so that you just see how he flows through
3 that.

4 CHAIRPERSON HOLLEY: Would you like that to be done
5 or I thought you wanted - to go ahead then.

6 MR. ADAMS: I can do it if you'd like me to.

7 CHAIRPERSON HOLLEY: That's what I was instructed
8 yesterday.

9 MR. ADAMS: Yes, sir, I apologize. The Chief has a
10 master's degree.

11 CHAIRPERSON HOLLEY: I'm sorry, please forgive me.

12 MR. ADAMS: I'm sorry.

13 CHAIRPERSON HOLLEY: I apologize. Candidate, I'm told
14 that you should do that. Please forgive me. I'm new at
15 this, so I thank you for your patience. Thank you.

16 CHIEF COX: Absolutely. Well, currently I'm employed
17 at the Ann Arbor Police Department, I'm the chief of
18 police there. I started in July of 2019. I've been there
19 for about two years. Certainly, since I've been there,
20 we've implemented, you know, community policing
21 philosophy throughout the whole department, a wellness
22 program for the police officers that are there, an audit
23 and review section for the police, just to make sure that
24 our policies and procedures are in line, that we're doing
25 what we say we're supposed to do. We've diversified the

1 police department quite a bit since I've been there. And
2 goodness, we've done a few things. Prior to that, as I
3 stated before, I worked for over 30 years in the Boston
4 Police Department. Over 15 of those years, I was on the
5 command staff at the Boston Police Department. The last
6 position I had with them was I was a superintendent in
7 charge of the bureau of professional development.

8 CHIEF COX: I was responsible for the development of
9 all the men and women in the police department which
10 included the academy as well as the range, a few other
11 things. While at the academy, of course, we were in
12 charge of the police cadet program, our youth academy,
13 citizen's academy, our teen academy, and several other
14 things. Certainly, community policing related, as well as
15 teaching police officers, new recruits that came in
16 community policing before they actually entered the
17 streets. Prior to that position, for a couple of years,
18 well not a couple of years, from 2012 to 2017, almost 18.
19 I was a deputy superintendent in charge of the operations
20 division, which is our 911 division within the Boston
21 Police Department. You know, while there in that time we
22 implemented, or I should say, I implemented a quality
23 assurance program within the 911 division to make sure
24 that the quality of the calls was proficient and make
25 sure that the call response time was decreased in

1 general.

2 CHIEF COX: We created a training facility within the
3 911 center. We created training officers, not police
4 officers who were civilian-based, but training civilians
5 so that they could actually train in real-time all the
6 time, making training a part of the daily duties of what
7 we do. We converted a new computer-aided dispatch center
8 system within the police department. We switched over to
9 the next-gen 911 system so they now can receive texts to
10 911 and as well as a nice recording system. We brought in
11 a lot of new technology as well as created all new
12 policies and procedures about everything we do to make
13 sure that everyone understood their job and role. Prior
14 to that position, I was in charge of the internal affairs
15 division for the Boston Police Department from let's say
16 2008 until 2012.

17 CHIEF COX: And while working there, again
18 development was always a key. We made sure the
19 investigations were more or less unified prior to that
20 people did their own things. We put not only a checklist,
21 but also created a form and a formula for officers to
22 make sure that the internal affairs cases that were done
23 were done appropriately and properly. We created a
24 quality assurance around the detectives, what they did
25 while they were in their cases so that they understood,

1 you know, what quality meant as far as investigations
2 were concerned. We worked with their version of a
3 community oversight committee at the time to help answer
4 questions that they might have about our cases and
5 training and things of that nature. We implemented the
6 early intervention program for the police department,
7 where officers that might be identified early as
8 potentially having problems with issues so that we can
9 speak to them and their supervisors so that we can
10 actually catch it and or do something about it whether
11 help them get help or more importantly, identify these
12 offices to the supervisors. So they can certainly have a
13 watchful eye over them before anything serious happens.

14 CHIEF COX: Prior to that, I was a deputy
15 superintendent in charge of a zone area E at the time,
16 which was a section of Boston, probably about 150,000
17 people lived there. And I was my own commander
18 responsible for the day-to-day activity from patrols and
19 in answering calls and quality of police services for the
20 district with overall responsibility for reducing crime
21 and things of that nature, which we did. Prior to that, I
22 was deputy superintendent, assistant bureau chief of the
23 bureau of investigative services, and also the bureau
24 chief of the forensics technology division. Underneath
25 those units, I had the special investigations unit,

1 sexual offender registry unit, licensing unit. And then
2 most importantly, the crime lab, latent print unit, the
3 ballistics unit, and a new unit, which was created while
4 I was there was a crime scene response unit, which was
5 where we took officers, trained them in a crime scene
6 response so that you can get certain evidence from crime
7 scenes, so detectives could go about doing their work and
8 actually, we can keep processing scenes faster, so we can
9 actually have an impact on the clearance rate. While in
10 charge of that, I had all the detectives trained in the
11 latent print pulling in and making sure that their
12 investigative skills were strong. So we can make our
13 clearance rate go up in general within the police
14 department.

15 CHAIRPERSON HOLLEY: Let me just tell you it's very
16 impressive, very impressive. And thank you so much for me
17 interrupting. I need to go to Commissioner Burch. She's
18 on the remote. And so Commissioner Burch you, are on.

19 COMMISSIONER BURCH: Can you hear me?

20 CHAIRPERSON HOLLEY: Yes, we can.

21 COMMISSIONER BURCH: Very good. Candidate Cox. I
22 would like to know how would you describe your overall
23 management leadership style?

24 CHIEF COX: Thank you. Well, I would describe it as
25 nurturing, developing, but certainly, I strive for, I

1 don't want to say perfection, but we do strive for
2 results and quality. But yet we do it in such a way that
3 we help people develop and understand where their
4 weaknesses are. And so we can build up those weaknesses
5 and emphasize the strengths that they have. I would
6 certainly also make sure that the people understand, you
7 know, the values of the police department and certainly
8 the values of whatever unit that we're in, that they're
9 emphasized. And so that everyone knows what the
10 expectations are and that we all live up to that.

11 CHAIRPERSON HOLLEY: Thank you. Commissioner Bell.

12 COMMISSIONER BELL: Thank you, Mr. Chair, Chief Cox.

13 CHIEF COX: Sir.

14 COMMISSIONER HOLLEY: I see you started your career
15 in 1989 in Boston.

16 CHIEF COX: Yes, I did, sir.

17 COMMISSIONER BELL: That's an interesting theory.
18 Just bring me back to memory. I turned in my first
19 national light police association in Boston. So those
20 brothers and sisters, mostly brothers, worked really hard
21 to pave the way for you. I don't know if you recognize, I
22 think Boston anyway but I recall Mayor White was the
23 mayor at that time. He advised us as black officers, do
24 not go to certain parts in the City of Boston. That was
25 the statement to him. But I just think, you know for you

1 to survive as a ranking officer there? So, but I just
2 want to give credit to those who came on and were
3 trailblazers because they went through a whole lot. My
4 question to you, I don't, I see you belong to the IECF,
5 but I don't see any reference to noble.

6 CHIEF COX: Yes, you know that's a very good point.
7 I'll be honest with you. I have actually sent my
8 information several times and I know quite a few people
9 and I talked about consistency. I have not consistently
10 followed up to make sure that the paperwork gets to where
11 it needs to, and it has happened several times. It's a
12 little bit more difficult to join than other certain
13 memberships and that's on me, but it's not because I
14 don't believe in the cause. It's not because I don't
15 necessarily... I should belong to it, and if there was a
16 noble representative here that can actually take my
17 application and get it in, I would absolutely do it
18 before I leave here today.

19 COMMISSIONER BELL: Thank you.

20 CHAIRPERSON HOLLEY: Commissioner Burton.

21 COMMISSIONER BURTON: Yes. Thank you, Mr. Chairman. I
22 do have a question for you, Chief Cox. What is your
23 opinion on the use of facial recognition technology that
24 has a clear racist bias against black and brown people
25 that wake up every day in poverty?

1 CHIEF COX: Thank you. I appreciate that question. So
2 the technology and this is difficult because I've been in
3 a few units where technology is really important. The
4 technology is so new and underdeveloped, you know, it
5 actually can help in so many different ways where you can
6 use the technology to identify, you know, I hate to say
7 it to deceased people, you can use the technology to do a
8 lot of things, that quite honestly it's not reliable
9 sometimes with the regular human eye or going through old
10 school books where people used to look at mugshots and
11 things of that nature and pick out, you know, someone
12 that they thought looked like something. With the
13 technology now you can actually now down a list of who
14 the people potentially are. The issue really comes with
15 technology. It's you know, it's like anything else.

16 CHIEF COX: It's just one piece. You don't rely
17 totally on something that's been known to not be a
18 hundred percent reliable, you know? And I think that is a
19 part of the number one part of the issue is that, you
20 know, I'm all for using the technology to help you, but
21 not to rely on something, particularly when it's
22 unreliable. I've known for quite a long time that facial
23 recognition, particularly around other people of color,
24 and in other parts of the community it's not as reliable
25 as it is with others. So if you know that you can't rely

1 on it, you know, and so I don't think it should be relied
2 on in that way, but the technology is developing and it's
3 part of the technology that is in so many different
4 things, it's so very difficult to say that we wouldn't
5 want to use it, whether it's a computer nowadays when you
6 open up your computer and it reads your facial
7 recognition just to unlock it or things of that nature.
8 So until, you know. I'm not a technology geek, but until
9 the technology is perfected in such a way that it is
10 truly reliable. I would say that we should never rely on
11 it wholeheartedly like just use that technology to
12 convict a person or they even charge a person, but it is,
13 it can be used as a tool to help expedite an
14 investigation when you're going through hundreds and
15 hundreds of pictures then narrow it down a little bit.

16 COMMISSIONER BURTON: So are you saying if you were
17 the chief of police in Detroit if you were hired would
18 you use facial recognition?

19 CHIEF COX: Would I use facial recognition to indict
20 a person? No. Would I allow facial recognition, as
21 another tool, like any other tool out there as one piece
22 of the puzzle? Yes. Do you understand what I'm saying?
23 Facial recognition is not reliable. You know, it is not
24 reliable. So you use the tool if it helps you do the job,
25 but that is not the job. The job requires you need to

1 back it up with eight other things, and it makes sure
2 that you do that as part of your investigation.

3 CHAIRPERSON HOLLEY: Thank you so much. Commissioner
4 Carter.

5 COMMISSIONER CARTER: Thank you, Mr. Chair. Good
6 afternoon again, sir, Chief Cox. So my question is if
7 selected to be the next chief of the Detroit Police
8 Department, how would you most effectively further the
9 goals of the Detroit Police Department?

10 CHIEF COX: Well, and that's a very good question. I
11 will say as an outsider, looking in, there are a lot of
12 good things going on in the Detroit Police Department and
13 they work with citizens, they work with youth, they're
14 out there every day trying to protect the citizens that
15 are here. And in some ways, it seems like that they may
16 be a little under staff, for sure. And there might be
17 some other structural things that they might need a
18 little bit more support in happening. So I guess the
19 number one thing I would want to do is make sure that the
20 individuals that are here are developed, that they
21 understand what their job is, how to do it. The best
22 practices are that there are all the tools and technology
23 that are out there that can help them do their job and
24 not over-rely on any one of those, but, just one piece in
25 the puzzle and also just work with the people that live

1 here. You know, you can't do this on your own. You need
2 citizens, you need businesses, you need to partner with
3 anybody and everybody that can help keep people safe. And
4 so, as long as everybody understands that and they come
5 to work purposefully to do that, I think that you can
6 accomplish some really great things to help meet the
7 role, I mean the goals that I think the police department
8 has currently.

9 COMMISSIONER CARTER: Thank you.

10 CHAIRPERSON HOLLEY: Commissioner Davis.

11 COMMISSIONER DAVIS: Question. What is your opinion
12 on those views to end qualified immunity and to have a
13 particular officer pay a percentage of the lawsuit
14 against a municipality?

15 CHAIRPERSON HOLLEY: Can you just repeat it again for
16 me? Just take your time.

17 COMMISSIONER DAVIS: Okay. What is your opinion on
18 those views to end qualified immunity and have the
19 particular officer involved pay a percentage of the
20 lawsuit against a municipality?

21 CHIEF COX: So if the question is if an officer
22 violates somebody's constitutional rights, should they,
23 certainly not only be sued but pay part of it. I would
24 probably say yes if that's the case, but I will say this,
25 I understand that qualified immunity, sometimes it's a

1 net that catches a lot of people that maybe doesn't
2 necessarily have anything to do with the people who
3 actually violated somebody's constitutional rights. As
4 the head of an organization qualified immunity could
5 impact that person. Qualified immunity is a fairly
6 complicated legal philosophy that basically can also
7 capture whether supervisors and other people involved,
8 not involved, but certainly represent these folks that
9 have nothing to do with the particular case. So this is
10 kind of a complicated question. And I'd like to simplify
11 it by just saying, if someone does something wrong and
12 they wrong somebody, there's a way to go to court and try
13 to make the person whole, I believe that person should
14 potentially have to pay their fair share in some way,
15 shape or form.

16 CHAIRPERSON HOLLEY: Thank you very much.

17 Commissioner Holt.

18 COMMISSIONER HOLT: Thank you. Through the Chair.
19 Thank you, Chief of Police, Michael Cox. We're going to
20 fast forward ahead and you have now been appointed as the
21 Chief of Police for Detroit city. And under that
22 understanding, identify, based upon your knowledge of the
23 City of Detroit and its demographics, the program areas
24 you would focus on and describe how you intend to
25 Undertake the task during your first six months on the

1 job?

2 CHIEF COX: Thank you for that. Another tough
3 question. I would say, recruiting and retention is pretty
4 tough in policing in general, and you want to keep the
5 good men and women that you have here, but yet you also
6 have quite a few unbudgeted positions out there, which
7 we're trying to fill. And so working with the youth,
8 working with certainly the citizens that live here to try
9 to attract them onto this job to buy into helping patrol
10 the streets of Detroit and to join us, I think that that
11 should be a pretty important goal and role of anybody who
12 comes in. The problem with the first six months is that's
13 also a time when you're also trying to build
14 relationships, certainly, I would be having to build
15 relationships with a lot of people who don't know who I
16 am.

17 CHIEF COX: They might know who the Detroit Police
18 Department is, but they wouldn't know who I am. So I
19 would have to spend a lot of time speaking with each and
20 every one of you all as Commissioner Members, as people
21 in the public also with the officers and being out there
22 with them, so they understand, so I get to listen. So I
23 get to understand their perspective on problems and
24 issues within the department or things that they'd like
25 to fix, or the goals that they might have as well. So

1 there's a lot of people that I'd have to reach out to
2 within that first six months, but both making sure
3 retention and development happen where we keep people and
4 actually get new people in. I think that's fairly
5 important and building relationships with the community.
6 I think it's very, very important as well.

7 COMMISSIONER HOLT: Thank you.

8 CHAIRPERSON HOLLEY: Thank you very much.

9 Commissioner Vice-Chairperson Jones.

10 VICE-CHAIR JONES: Good afternoon, sir. Thank you for
11 appearing before us today. You touched on my question a
12 little bit in your answers to some of the other
13 Commissioners. I'm pretty sure that in looking at this
14 position with the City of Detroit, you probably did some
15 kind of research into the position. And so you see where
16 some of the problems that exist here now can be answered.
17 And do you have answers to those problems? So in that,
18 how would you go about effectively recruiting and
19 maintaining qualified officers for the position of a
20 police officer in the City of Detroit?

21 CHIEF COX: I've found that over the years, when you
22 develop your officers, when you introduce them to the
23 latest and greatest, and you know, whether it's
24 development on how to be a supervisor, development on the
25 job. Sometimes we come into this job in certain

1 departments and it's stagnant. You know, the department
2 doesn't do a lot to develop them. They don't do a lot to
3 expose them to new techniques. They don't do a lot to
4 expose them to the job of policing. And I would
5 absolutely introduce the total job of policing to
6 everyone that has worked within the police department.
7 Supervisors would be exposed to how to manage, police
8 officers would certainly be exposed to the latest and
9 greatest in investigative techniques if we could, as well
10 as, understanding the community policing side of the job
11 and building trust and what that means.

12 CHIEF COX: As I said before, policing is purposeful.
13 If you do it right. When you come to work, you should
14 have a goal in mind and you should be trying to meet that
15 goal. It's not as laid back as what some might think, and
16 so officers probably shouldn't just be riding around
17 randomly. Either they should be engaging the public to
18 build trust, or they should be purposefully someplace in
19 a highly visible spot to prevent crime from happening in
20 the first place. And that doesn't necessarily mean in the
21 car. I've found over the years that when you invest in
22 the people that work there, whether it's through
23 knowledge or money, and I know not a lot of people have a
24 lot of resources, but knowledge doesn't cost anywhere
25 near, as it's another kind of resources. When you invest

1 in that that makes this a place where people want to
2 work. The more knowledge they gain, the more they want to
3 be here, the more they want to do, their ambitions come
4 out, and they like their job. And you get an officer that
5 likes their job and likes what they do. It's highly
6 likely they're going to be treating the public well as
7 well. So, that's what I would probably try to go about it
8 that way.

9 VICE-CHAIR JONES: Okay. Thank you for your answers.

10 CHIEF COX: You're welcome.

11 CHAIRPERSON HOLLEY: Thank you so much. You've been
12 very cordial in your response to these questions. As
13 chairman, I have the privilege of asking two questions
14 because I'm the Chairman. So one is, do you work with
15 oversight in Boston?

16 CHIEF COX: Yes. I work with...

17 CHAIRPERSON HOLLEY: So, if you do that, how would
18 you work with our oversight here? What strategies, what
19 plans or strategies would you work with us?

20 CHIEF COX: Yes. I appreciate that. So, I work, not
21 only in Boston, but I currently work with oversight that
22 just started in Ann Arbor as well. So, one of the things
23 that you have to do is to have a conversation. We have to
24 be on the same page, understanding what certain things
25 mean. You need to understand when I say philosophy, what

1 does that mean? How does it work, and answer your
2 questions in any way, shape, or form, whatever those are,
3 however tough they are or easy they are? We need to go
4 through what it means when we say walking beats, what
5 does it mean when we say we're going to crack down on
6 crime? What does it mean when we say, whatever it is that
7 we're purposely going out there to try to do, we need to
8 be on the same page on what that is? That we might not be
9 in agreement, but we need to understand what that
10 actually means.

11 CHIEF COX: And I think part of your role and job is
12 to educate me on what the public wants and needs, and
13 quite honestly, I should know that anyway, if I'm out in
14 public and in dealing with them, but when we differ, you
15 should clearly understand why we differ and it shouldn't
16 be about a personality. It should be a philosophy
17 difference at best, and so I would say that it should be
18 transparent. I don't have anything to hide in and I
19 shouldn't be afraid to say anything. I'm wrong like
20 anybody else. And I would imagine you all have lived a
21 long life and have been wrong one or two times yourself.
22 But I think communication is key.

23 CHAIRPERSON HOLLEY: When you were there you had a
24 model in Boston where you work the church, a good friend
25 of mine that runs that program for about 35 years. How

1 would you do that? How would you implement something like
2 working with nonprofits, the churches, the community, and
3 so forth in placing your policing strategy?

4 CHIEF COX: Yes, we had quite a few programs in
5 Boston, peace walks, and all kinds of things. It wouldn't
6 be me or the police department implementing it. It would
7 be me and the police department talking with the
8 residents, you know, clergy and people like that, to a
9 partner about how do we go about doing it together. And I
10 think that's the issue. We need people to partner with
11 us, to help do this job, to help keep everyone in Detroit
12 safe. And it's an educational process. The more we talk,
13 the more we understand what the problems are, the more we
14 can enlist other people involved that might be able to
15 help out or have some solutions or at least some more
16 understanding of what the problem might be. So we can
17 actually figure it out together. So the implementation
18 part would be going around and making sure we have
19 conversations with folks and then pushing them to help
20 out and you know and join us.

21 CHAIRPERSON HOLLEY: Thank you so much. You've been,
22 as I said, you've been forthright with your answers. Do
23 you have a couple of questions for us?

24 CHIEF COX: Yes. So I do. One of the things I did
25 notice is that, particularly in the budget, there was

1 budgeted for over 700 civilians, but you had like a
2 hundred or so, and then police offices, it was about
3 another, maybe 500 or so the disconnect between the
4 officers and budgeted positions. So are those gaps
5 because we just can't hire or is there some type of cap
6 going on between that particularly I noticed the civilian
7 positions, Mr. Chairman.

8 CHAIRPERSON HOLLEY: That's a good question. Ms.
9 Patillo. Can you just come up and just respond to that on
10 behalf of us? I know I could give it to Bell because he's
11 got the experience, but I don't want him to go on and on
12 and on.

13 CHAIRPERSON HOLLEY: So, I'll give it to you. Speak
14 into the microphone.

15 COMMISSIONER BELL: She's going to clarify it too.

16 CHAIRPERSON HOLLEY: Yes.

17 DIRECTOR PATILLO: Can you hear me?

18 CHAIRPERSON HOLLEY: Yes.

19 DIRECTOR PATILLO: So, Chief Cox, I'm the Director of
20 HR. So just to clarify, we have three different
21 categories. So for sworn, you have your sworn officers,
22 then we have police assistants and then we have
23 civilians. So for the sworn, we're budgeted at 2,602. So
24 2,602 officers. Of that, the numbers that I gave were
25 kind of combined together, but I want to say we were

1 vacant approximately 109 sworn officers. So we have
2 approximately 2,499 that are filled. So that's just me
3 doing quick math. This is the July report and not the
4 actual current data that I gave. So last time I briefed
5 2,499 were filled and the vacancies were approximately 1
6 0 9. Some of that is due to, even though we hire, we have
7 a class that we try to put in every month. And our
8 average is somewhere around about 20, 25, but with that
9 being said, our retention.

10 DIRECTOR PATILLO: So we have a lot of officers that
11 are eligible to depart, and then we have eligible
12 officers that leave and then go to other local law
13 enforcement agencies. So our attrition for the month is
14 probably about 20, 22. And then for the civilians, we
15 have 752. Last fiscal year, we had 748. It increased by
16 four in July. So 752, which is the budgeted number for
17 civilians. Of that, we have about 113 vacancies. Some of
18 that is due to during the pandemic, it was a furlough, so
19 we could not advertise some of those positions. So now we
20 have re-advertise all those positions and we're starting
21 to fill them. Most vacancies are probably in social work,
22 communications, which are your 911 operators and your
23 call takers, and then some of the other positions are
24 just your office administration positions. So that's like
25 a quick recap of some of them.

1 CHAIRPERSON HOLLEY: Thank you.

2 CHIEF COX: My numbers were off.

3 CHAIRPERSON HOLLEY: So you have another question,
4 sir?

5 CHIEF COX: Yes. I apologize. So in this position,
6 and I'm not really sure if contractually, it is allowed,
7 would additional staff or would I be allowed to bring
8 anyone or someone else to support,

9 CHAIRPERSON HOLLEY: Mr. Adams? Did you hear the
10 question?

11 MR. ADAMS: Yes.

12 CHAIRPERSON HOLLEY: Are you able to answer that
13 question? If not, just say no.

14 MR. ADAMS: Would he be able to bring a staff.

15 MR. ADAMS: To bring a staff? Yes. He could bring, it
16 depends on you and what positions you have available. He
17 can hire anybody who he wants to. Right. So if a position
18 is open, it's up to you to fill from either inside or
19 outside.

20 CHAIRPERSON HOLLEY: Deputy Chief Sims, is that your
21 understanding?

22 COMMISSIONER BELL: Mr. Chairman? I think that I can
23 respond to that question. This question will be more
24 appropriate for the mayor or the City of Detroit. They
25 just went through a Columbus, Ohio hiring, and they

1 allowed the chief who is the former deputy chief here.
2 The mayor stated that he was going to allow that one
3 person here to Columbus. I was on the call when that
4 process took place. That would not be alcohol. That would
5 be the mayor of the City of Detroit. Okay.

6 CHIEF COX: Yeah. I didn't know contractually if
7 particularly, on the sworn side, you know, people have to
8 be in-house, you know, whatever, so, Thank you,

9 CHAIRPERSON HOLLEY: Do, anything else, sir.

10 CHIEF COX: I probably do have a host of it, but I
11 think I've taken up enough of your time for the day. And
12 I thank you for the opportunity.

13 CHAIRPERSON HOLLEY: Thank you.

14 COMMISSIONERS: Thank you.

15 COMMISSIONER BURCH: Thank you, sir.

16 COMMISSIONER BERNARD: Go blue.

17 COMMISSIONER BELL: Who said that? Winning state
18 warriors.

19 CHAIRPERSON HOLLEY: Great questions. Commissioners.
20 Good questions. Good questions. Good questions. Tom, I
21 really wanted you to do the summary because I think it's
22 important. I don't feel comfortable interrupting a person
23 in there. If you do like a summary.

24 MR. ADAMS: Yes, sir. That will help a whole lot.

25 MR. ADAMS: Yes, sir.

1 CHAIRPERSON HOLLEY: It keeps me from not
2 interrupting and being rude.

3 MR. ADAMS: I will do that real quickly on the next
4 candidate.

5 COMMISSIONER BELL: Five minutes recess, is that what
6 we are doing?

7 CHAIRPERSON HOLLEY: Okay. Five minutes.

8 MR. ADAMS: Mr. Chair. Just so you know, she
9 brings...

10 CHAIRPERSON HOLLEY: We are coming back. Deputy
11 Chief, will you be here for the duration just in case we
12 need questions. Okay. Very good. Tom, you may bring the
13 candidate in.

14 MR. ADAMS: Welcome, Chief Dunlap.

15 CHAIRPERSON HOLLEY: Welcome.

16 CHIEF DUNLAP: Good evening.

17 CHAIRPERSON HOLLEY: It's good to have you with us.

18 CHIEF DUNLAP: Thank you for having me.

19 CHAIRPERSON HOLLEY: Yes, indeed. On behalf of the...
20 of course, it's just like you're coming to your own
21 house, but nevertheless, welcome to the Board of Police
22 Commissioners and also welcome on behalf of the City of
23 Detroit and for taking time out to really have an
24 interest in this very important position for the City of
25 Detroit. And so we just thank you for your time and your

1 effort and certainly for your commitment to this process.
2 For that we just want to say, thank you. At this
3 particular time, what I'd like to do is introduce you to
4 our Board, let them introduce themselves rather. And then
5 from that Mr. Adams, will basically give a summary of
6 your education and background. And then we started the
7 round-robin. Okay.

8 CHIEF DUNLAP: Thank you.

9 CHAIRPERSON HOLLEY: Commissioner Bernard.

10 COMMISSIONER BERNARD: Hi, I'm Attorney Linda
11 Bernard, Commissioner of District 2. I'm sorry. Attorney
12 Linda Bernard, Commissioner for District 2 in the City of
13 Detroit. Thank you for joining us today. And I look
14 forward to listening to you and to your comments and
15 remarks.

16 CHIEF DUNLAP: Thank you.

17 COMMISSIONER HERNANDEZ: Good afternoon. Jesus
18 Hernandez At-Large, and I appreciate you being here.

19 CHIEF DUNLAP: Thank you.

20 COMMISSIONER DAVIS: Good afternoon, neighbor. Police
21 Commissioner William Davis.

22 CHAIRPERSON HOLLEY: Is that a disclosure?

23 COMMISSIONER DAVIS: No, he lives in my neighborhood.
24 He's the only one that lives in Detroit.

25 CHAIRPERSON HOLLEY: Just make sure he's not in the

1 house. Okay.

2 VICE-CHAIR JONES: Good afternoon, sir. My name is
3 Martin Jones. I'm the Vice-Chair of the Board of Police
4 Commissioners, At-Large. Thank you for being here.

5 CHIEF DUNLAP: Good afternoon.

6 COMMISSIONER BELL: Oh, I'm sorry, Mr. Chair. Good
7 afternoon, sir. I'm just cut through the chase. I'm well
8 familiar with you and you are familiar with me so we'll
9 just leave it at that. I'm Commissioner Willie Bell. I
10 represent District 4.

11 CHIEF DUNLAP: Good evening Commissioner.

12 COMMISSIONER CARTER: Good afternoon. You know I'm 2.
13 Lisa Carter, District 6.

14 CHIEF DUNLAP: Good evening Commissioner.

15 COMMISSIONER CARTER: Thank you.

16 COMMISSIONER HOLT: Good evening, Mr. Dunlap. Thank
17 you for agreeing to participate in this interview
18 process. My name is Annie Holt. I'm At-Large.

19 COMMISSIONER BURTON: Good evening Mr. Dunlap. I'm
20 Commissioner Willie Burton representing the 5th District.
21 I think the last time I saw you, we were talking about
22 mental health at a task force or something meeting or
23 whatever. And I was very impressed with that meeting, now
24 coming at me.

25 CHIEF DUNLAP: Thank you. Good evening.

1 CHAIRPERSON HOLLEY: Once again, thank you so much
2 for being here. At this time, Mr. Adams, would you give
3 us a summary?

4 COMMISSIONER BURCH: Wait, wait, excuse me.

5 CHAIRPERSON HOLLEY: Oh, Sorry. Oh God, I made a...

6 COMMISSIONER BURCH: Oh God is right, you call Jesus.

7 CHAIRPERSON HOLLEY: I've just seen her. Commissioner
8 Burch,

9 COMMISSIONER BURCH: That's okay, Reverend Holley,
10 that's okay. If God forgives you. I just want to say good
11 afternoon candidate Dunlap, I'm Commissioner Shirley
12 Burch of the famous 3rd District of Detroit. Welcome,
13 sir.

14 CHIEF DUNLAP: Thank you, Ms. Birch.

15 CHAIRPERSON HOLLEY: And I apologize to you,
16 Commissioner.

17 COMMISSIONER BURCH: Yes, sir.

18 MR. ADAMS: First of all, thank you Chief for coming
19 out and agreeing to talk to us. The Chief's background
20 consists of having a double master's from Eastern
21 Michigan University. He also is currently the chief of
22 Jails and Courts for Wayne County Sheriff's Department.
23 Previously, he was assistant police chief for the City of
24 Detroit. I think he served under our first lady police
25 chief. He's also been deputy chief of the northeastern

1 division, commander of the 11th Precinct, and he's an
2 inspector with narcotics enforcement and the gang squad,
3 and he has a top federal clearance through the FBI. He's
4 just an outstanding candidate with that. I'll turn it
5 back over to you, Mr. Chair.

6 CHAIRPERSON HOLLEY: And thank you, Mr. Adams. Thank
7 you so much, Mr. Dunlap. Thank you so much for being
8 here. If you want to have a couple of minutes to open
9 statement, then we'll begin to ask questions.

10 CHIEF DUNLAP: Sure. First I want to thank you and
11 this Honorable Commission for this opportunity.
12 Certainly, this is a moment that I've been preparing for
13 over the last 35 years of my career in law enforcement
14 that you know very well. And I also want to thank TJ
15 Adams and Associates for processing my application. I've
16 been in law enforcement for 35 years. I'm currently the
17 Chief of the Wayne County Sheriff's Office, where I'm
18 responsible for the day-to-day operations of about 90% of
19 that organization, men and women spread across to jails
20 and courts. I'm the lead project coordinator for the
21 largest project public-private partnership in the County
22 of Wayne, City of Detroit, which is a new criminal
23 justice complex, which is slated to open at the end of
24 next year, a \$550 million project. As Mr. Adams
25 indicated, I'm formerly assistant chief of the Detroit

1 police department, where I met many of you, mentored even
2 in my early career by some Commissioners. Commissioner
3 Bell, a lifelong resident of the City of Detroit,
4 graduated Western High School, Southwest Detroit Wayne
5 State, and Eastern Michigan University. I'm a member of
6 Third New Hope Baptist Church. I'm a very proud member,
7 and I serve on several boards, team wellness, mental
8 health, the Wayne County Jail Diversion, and the task
9 force. I'm also on the crisis to connection task force
10 for the children's center, where we're looking at how to
11 remove systemic barriers that impair African-American
12 males' ability to succeed. So that's just a brief
13 overview of who I am and what I've done.

14 CHAIRPERSON HOLLEY: Very impressive. Very
15 impressive. Commissioner Bernard.

16 COMMISSIONER BERNARD: Yes. Mr. Dunlap, I visited
17 your facility many times as a defense attorney, so I'm
18 very familiar with the jail population. Also, we have a
19 nexus with Commissioner Burton...

20 CHAIRPERSON HOLLEY: I need you to have your mic on
21 Commissioner.

22 COMMISSIONER BERNARD: I apologize. I had to put it
23 over there because I was eating chips. No, I was saying I
24 have visited your facility on many, many occasions over
25 at the jail visiting, obviously criminal defendants as an

1 attorney. And then we have another nexus with respect to
2 Eastern Michigan University. I was their first African-
3 American Regent on the board of Regents there. So
4 welcome. It's good to see you here. I'm very respectful
5 of your education and your background and what you have
6 to do every day since I am involved in some respect in
7 the same business. So therefore my question to you is one
8 that will really pull upon the breadth and depth of your
9 experience. And that is what is in your mind, your
10 greatest accomplishment in your career in law
11 enforcement, and why?

12 CHIEF DUNLAP: So my greatest accomplishments,
13 Commissioner in law enforcement, I believe is the
14 relationships I've built over the 35 years that have
15 resulted in some of the strongest and best police-
16 community partnerships that law enforcement in Detroit
17 and Wayne County has seen. As you heard, some of these
18 commissioners worked side by side with me during that
19 time. Those partnerships resulted in efforts where we
20 built many stations, develop created new mini stations at
21 the Detroit Police Department. And I think probably most
22 importantly we were able to reduce crime by 60% in 2008.
23 And just prior to my retirement, we were on track to
24 reduce homicides by under 300. I retired at the end of
25 2008. And, you know, there were a lot of things that went

1 into that. One of the things I'm very proud of is we were
2 responsible for the largest gun seizure in the history of
3 the Detroit Police Department, where we took over 2,700
4 guns off the streets of the City of Detroit. And what was
5 significant about that, we did it without putting a whole
6 lot of people in jail. And that was a partnership with
7 the community, Pastor Holley, Commissioner, Holley, and
8 the church where we gave folks an opportunity to safely
9 surrender. So certainly, you know, that I believe helped
10 contribute to those reductions that we saw. And we were
11 on track at that time to reduce homicides by under 300 in
12 2008.

13 CHAIRPERSON HOLLEY: Thank you so much. Commissioner
14 Burch.

15 COMMISSIONER BURCH: Yes, sir. I thank you for
16 allowing me to speak, Chair Holley. I just want to say to
17 candidate Dunlap, I don't know if I've known you for 35
18 years, but I can testify to what you've done in the
19 community. I know that you have the heart of the
20 community. I just want to say that first before I go into
21 the question, but I've experienced what you've done to
22 make a difference in number 11. So we feel like we
23 benefited from each other and that's what it takes for us
24 to work together, candidate Dunlap. So the question that
25 I have that they gave me is how would you describe your

1 overall management and your leadership style? How would
2 you do that?

3 CHIEF DUNLAP: So Ms. Burch first as you indicated, I
4 do want to thank you because you're absolutely correct.
5 None of these things would have been possible without
6 your partnership, which ultimately helped contribute to
7 my success and rise in the police department. And it's
8 because of that relationship that we were recognized as
9 the leading crime reduction in this city, leading
10 community efforts. And it ultimately got me promoted. So
11 thank you. And so, with regards to my management style, I
12 think you and Commissioner Holley probably know better
13 than anyone. I have a participative leadership style
14 through community engagement. I think if you just think
15 back to some of the things that we did by bringing
16 officers and community together to help develop what was
17 best for our community, some of the command and
18 accountability processes, and helping to build a
19 relationship between the officers and the community.

20 CHIEF DUNLAP: I think that was largely responsible
21 for the success that we saw as relates to the direct
22 officer. It was an effort of holding officers accountable
23 and the community accountable and myself as well, where
24 we sit at the table, identify what's best and how to get
25 there, understanding that we're not going to always

1 agree, but at the end of the day, we can assess our
2 progress and results. More importantly a leadership style
3 of meeting people where they are without compromising the
4 standards and values of the organization to bring them to
5 where we want to go collectively together.

6 CHAIRPERSON HOLLEY: Thank you so much. Commissioner
7 Bell.

8 COMMISSIONER BELL: Thank you, Mr. Chair. I just want
9 to thank you for coming before this body here and
10 applying for chief of police. I asked the question
11 earlier, but I think it's appropriate to you. Are you a
12 member of Noble?

13 CHIEF DUNLAP: I'm not an active member.

14 COMMISSIONER BELL: You're not active, but you are
15 familiar with it.

16 CHIEF DUNLAP: You started me out with that over 36
17 years ago as well.

18 COMMISSIONER BELL: That's a good answer. We are all
19 familiar with your professional work, but re the body of
20 work in terms of your education and background, I'm
21 impressed by that. And that's another viewpoint, I didn't
22 know at the time and for you to come before this body
23 with that type of resume. Thank you for that. I don't
24 have any other questions, Mr. Chair.

25 CHAIRPERSON HOLLEY: Commissioner Burton.

1 COMMISSIONER BURTON: Yes, Mr. Chairman. I like to
2 raise two questions. May I?

3 CHAIRPERSON HOLLEY: Yes.

4 COMMISSIONER BURTON: So the first question that I
5 have for you, Chief Dunlap, is what is your opinion on
6 the use of facial recognition technology that has a clear
7 racist bias against black and brown people that wake up
8 every day in poverty? And my follow-up question after
9 that would be, what will you do as chief of police to
10 ensure Detroiters feel protected, without being over
11 criminalized like we are now.

12 CHIEF DUNLAP: So I've been watching the news,
13 following the news with regards to facial recognition,
14 and I do believe that that technology needs to be further
15 vetted. And as the chief of police certainly working with
16 the mayor in this commission and council I believe it's
17 in the best interest of all of us to put some of our
18 technology to, if not the vote of the community, but a
19 collective body, such as the border police commissioners,
20 but a body made up of community stakeholders that can
21 advise the department on how best to move forward with
22 that technology. Right now, I think there are obviously
23 too many challenges associated with wrongful
24 identification as we keep seeing in the news day and day,
25 where the young man, I believe in west Bloomfield,

1 Farmington was victimized by this same type of
2 technology. And so your second question was what would I
3 do to make Detroiters safe? Is that right?

4 COMMISSIONER BURTON: Yes. What will you do as chief
5 to make sure that Detroiters feel protected without being
6 over criminalized like we are now?

7 CHIEF DUNLAP: Well, so certainly I think we're at a
8 point in history where there has been a large emphasis on
9 social justice and reform. And certainly I believe reform
10 is simply change. Change is a constant and, any one
11 person or any one organization that's not willing to make
12 changes will soon find itself out of touch with reality.
13 And so what I would do is continue to work with obviously
14 this Board, which the chief reports to on policies and
15 procedures. Certainly the mayor who is the chief's direct
16 boss and the council but more importantly the community
17 because what I've found over the 35 years of my career,
18 the community doesn't care anything about what's on my
19 resume and all of what I've done, and neither does the
20 officers or the union. What they care about first is, how
21 well do I understand their goals and needs and how will I
22 help them achieve those things? And so I think it's
23 certainly important to prioritize that community input,
24 understanding that there's never going to be 100%

25

1 consensus, but I've often been told that the greatest
2 solution is where there's equal compromise.

3 CHAIRPERSON HOLLEY: Thank you very much.
4 Commissioner Carter.

5 COMMISSIONER CARTER: Thank you, Mr. Chair. Good
6 afternoon again, Chief. If selected to be the next
7 Detroit police chief, how would you most effectively
8 further the goals of the Detroit Police Department?

9 CHIEF DUNLAP: Well, thank you, Commissioner Carter.
10 First, I need to understand the goals of the Detroit
11 Police Department and make sure that those goals are
12 aligned with the overall mission of the city government
13 and this Commission. And also as we know whether they are
14 aligned with the six pillars of 21st century policing.
15 Now I do believe the Detroit Police Department for the
16 longest has been a leader in some of those pillars with
17 regards to this oversight body that you know, was first
18 empaneled in 1974. And that's one of the biggest things
19 that 21st century policing calls for. They call for
20 allowing people to have an opportunity to be treated
21 equally in terms of social economic access. So at first I
22 have to understand what those goals are and make sure
23 that they are aligned with the mission goals established
24 by the administration and this Board. And then every day
25 demonstrate living up to those goals by my actions, not

1 just from behind the desk, but as Commissioner Burch
2 knows, as Commissioner Bell should know, Commissioner
3 Holley, but also living those goals in the community as I
4 lead the officers from the street as well.

5 COMMISSIONER CARTER: Thank you Chief.

6 CHAIRPERSON HOLLEY: Commissioner Davis.

7 COMMISSIONER DAVIS: Yes, I question to you is what
8 is your opinion on the views that some have by ending
9 qualified immunity and also your opinion on the views
10 that some have about having a particular officer pay a
11 percentage of the lawsuit against the municipality if
12 they helped cause it?

13 CHIEF DUNLAP: So, you know, ending qualified
14 immunity, I think there are some parts of it I agree
15 with, and there are some parts of it that I think needs a
16 little more work. And so to be specific about that, I
17 think the great majority of police officers, 99, 98% sign
18 up to serve the citizens as best they can. Unfortunately,
19 that 1 or 2% that demonstrate to us actions that are
20 clear indicators that they never should've been police
21 officers. And let me be very specific about that. The big
22 one that we know of is the Chauvin trial, where that
23 individual knelt on George Floyd's neck for 9 minutes and
24 put him to death in front of national cameras, you might
25 as well say. I don't know what training an officer needs

1 to be able to understand that that's something you just
2 don't do.

3 CHIEF DUNLAP: I don't know what training an officer,
4 or department needs for officers standing by to
5 understand that you don't stand by and allow that to
6 happen. So I think we have to be brutally honest about
7 what needs to happen. Obviously Officer Chauvin had his
8 day in court, but certainly that wasn't a situation where
9 it was a lack of training or improper training, that was
10 purely evil and that individual doesn't belong in law
11 enforcement. And that is a situation where there should
12 not be qualified immunity, okay. And so we've seen other
13 situations as well, where officers have made honest
14 mistakes. Commissioner Bell said something about facial
15 recognition, officers following up on warrants. Right now
16 I attended a conference not long ago, and one of the
17 biggest issues in this country, the FBI announced is
18 there are more outstanding warrants in this nation than
19 you can imagine. And it's because oftentimes the court
20 segment of the process is not updated. And so there are a
21 lot of individuals that get arrested and rightfully so
22 because the officer was acting on information in the
23 computer that was outdated. And in those situations,
24 there has to be some immunity for those officers.

25

1 CHAIRPERSON HOLLEY: Thank you very much.

2 Commissioner Holt, are you still with us?

3 COMMISSIONER HOLT: Yes, I am very much impressed,
4 very much impressed. Thank you, Chair Holley. Okay, Mr.
5 Dunlap, now we're going to fast forward ahead and you're
6 going to pretend you have received the appointment as
7 chief of the Detroit Police Department.

8 CHIEF DUNLAP: I accepted it.

9 COMMISSIONER HOLT: Under that vain identify, based
10 upon your knowledge of the City of Detroit and its
11 demographics, which I'm totally convinced you are
12 probably capable of doing, the program areas you would
13 focus on and describe how you intend to undertake the
14 task as the new chief of police during your first six
15 months on the job.

16 CHIEF DUNLAP: Thank you, Commissioner Holt for that
17 question, and let me say this. Certainly, I am very in
18 tune with the news and try to keep up with what's
19 happening in our city. One of the things that I do know
20 from working within the department, the full story is
21 often not communicated through the media. And so there
22 are a lot that I would need to learn by sitting with the
23 officers within. I know what I see when they come to jail
24 and I know what I hear in the community. And so some of
25 the biggest things that I hear in the community is,

1 unfortunately, the drifting, the drag racing, the
2 lawlessness, and people not feeling safe in their homes
3 in their community. And then on the other side of it, you
4 have all of these civil rights advocates that want police
5 reform and social justice.

6 CHIEF DUNLAP: And so there has to be a balance
7 between the two in order to meet our goal and objective
8 that I think we all have in common, is to make our city
9 as safe as it possibly can be, so that people that live
10 work and play here can realize their fullest potential
11 and live life, the happiest they can. And so we know that
12 those quality of life issues affect safety. I mean, all
13 of us have probably driven down the street and somebody
14 just disregards the traffic light. They're speeding up
15 and down the street. And some would say, well, we have to
16 be very aggressive and take action against that because
17 that leads to other fights and confusion. Well, to be
18 very specific, drag racing has been going on for at least
19 50 plus years since I was a kid. Okay, and we haven't
20 stopped it.

21 CHIEF DUNLAP: And so I've heard some people say, we
22 have to take the cars, we have to seize the cars. Well,
23 how is that socially just when we have Belle Isle that
24 certainly every year we run grand Prix cars on Belle
25 Isle, okay. So how do we deal with that so that there is

1 a balance? Well, certainly we need to make it very clear,
2 there's going to be zero tolerance for drag racing and
3 lawlessness in our community, but we need to work with
4 those people in our corporate community and find a space
5 to give them a place to run. They don't build those cars
6 for people to buy them, to drive to church. They know why
7 they're building those cars and they're setting those
8 prices. And so I think from what I read about all of you
9 and what I know about the mayor and the commission,
10 together, and with all the corporate Detroit, we can find
11 an outlet so that we give them their social equity and
12 they understand there's going to be zero tolerance from
13 that point forward.

14 CHIEF DUNLAP: And so that's just what jumps out.
15 Certainly we have the murders and the robberies and
16 whatnot, but I can tell you, and I know Commissioner
17 Davis can tell you, over the last month, I probably
18 talked to over a couple of thousand people and not very
19 many of them, or any of them talked about the murders or
20 robberies. They talked about the drag race, the noise and
21 the shooting, and quality of life issues that build up to
22 that. And so when we talk to the young people, they say,
23 well, we have to have an outlet. Certainly we need to
24 provide an outlet without compromising our values and
25

1 standards as a city and a community. Provide an outlet
2 that we can all be proud of.

3 COMMISSIONER HOLT: Thank you Mr. Dunlap.

4 CHAIRPERSON HOLLEY: Thank you. Commissioner Bernard,
5 that's more clapping than you do in church.

6 COMMISSIONER BERNARD: Because he's preaching my
7 sermon.

8 CHAIRPERSON HOLLEY: Commissioner Hernandez. How are
9 you, my friend?

10 COMMISSIONER HERNANDEZ: Thank you. I'm well. I have
11 to lift up a few things, especially after hearing the
12 quality of your answers. I appreciate your candor. I
13 appreciate the tone of your commitment. On a lighter
14 note, I also have to lift up Western International and I
15 know...

16 CHIEF DUNLAP: You are a cowboy too?

17 COMMISSIONER HERNANDEZ: I'm not, but I have.

18 CHIEF DUNLAP: We won't hold that against you.

19 COMMISSIONER HERNANDEZ: I have so many friends,
20 family, very intelligent and smart sister-in-law as well,
21 who are graduates of Western High. So I have to give that
22 shout out.

23 CHIEF DUNLAP: Thank you.

24 COMMISSIONER HERNANDEZ: But in that same spirit, my
25 question is going to focus on an item that's near and

1 dear to my heart and to others on this Commission as well
2 which is about community policing. And so the question is
3 this, what is your concept of community policing and how
4 would you ensure the Detroit Police Department utilizes
5 an effective approach?

6 CHIEF DUNLOP: So thank you, Commissioner Hernandez,
7 and thank you for acknowledging our roots in Southwest.
8 And I won't hold it against you, that you didn't go to
9 the Detroit Western International. So let me tell you
10 about community police. I think community policing is
11 just an old buzzword. My concept of community policing is
12 community engagement. The community doesn't want to be
13 policed. The community wants to partner in making the
14 community safe. And Commissioner Burch understands and
15 knows that my style, Commissioner Holley, is on a weekly,
16 monthly basis. All of the issues that we're talking about
17 here, when I was in the police departments, commander,
18 deputy chief assistant chief, ran command accountability
19 meetings once a week, where the community was at the
20 table, as we were planning our deployment strategies. In
21 addition to that, when people were victimized by crime,
22 they were invited into the Precinct to meet some of the
23 officers that responded to those locations so that the
24 officers could understand how the community felt about
25 their slow response or lack of interest.

1 CHIEF DUNLAP: And to take it a step further, I
2 believe I was one of the individuals responsible for the
3 first ever Hispanic Police Academy. Because as you know,
4 like I know, there are people in our community who fear
5 engagement civically because of how they may be looked at
6 from the citizenship standpoint. And oftentimes they
7 suffer even more. And so our efforts to reach those
8 individuals brought on this idea, planning strategy where
9 we implemented our first ever Hispanic Police Academy,
10 trying to reach people where they are so that we can
11 build a relationship of trust, honesty, and transparency.
12 And certainly some of those efforts resulted in some of
13 the police officers that were youth in the community
14 joining the department and a few of our command officers
15 today.

16 COMMISSIONER HERNANDEZ: Thank you.

17 CHAIRPERSON HOLLEY: Thank you, Commissioner.

18 Commissioner, Vice-Chairman Jones.

19 VICE-CHAIR JONES: Good afternoon, sir. Certainly in
20 your presentation I enjoyed your answers. You had a
21 forward approach and not a dodging approach to the
22 questions that are being asked of you. Now, being that
23 you were over the Sheriff's Division, and you talked
24 about the number of officers that you had to manage.
25 Since you're from here and you've been in this position

1 for a while, you understand what the dynamics are with
2 regards to police personnel looking at turnover, looking
3 at our own people on the job and everything. So how would
4 you go about effectively recruiting and maintaining
5 qualified officers for the Detroit Police Department?

6 CHIEF DUNLAP: So thanks again, Commissioner and
7 thank you for the work that you do with our Sheriff's
8 Serves and that's something I think certainly we need to
9 expand in all of law enforcement and specifically to your
10 question, I think in Detroit we have probably the
11 greatest opportunity with regards to recruiting and I
12 think number one, it involves really engaging the
13 employees.

14 CHIEF DUNLAP: I think a lot of us know that the UAW
15 has a process whereby a lot of people want to get those
16 jobs in the auto plant. If they got somebody that's in
17 the union or somebody to give them an application and
18 sponsor them, they get hired. I don't see anything wrong
19 with that process for people that are really interested.
20 I don't see anything wrong with the Explorer cadet
21 program having priority. Certainly there are some
22 individuals in the Wayne County, I'm sorry, Detroit
23 Police Department right now that started as law
24 enforcement explorers. And those individuals joined the
25 department, understanding what the pay was, what the

1 challenges were, and they still there today, they joined
2 as explorers and cadets. And I don't know if that program
3 still exists, but those programs need to be enhanced. And
4 I will give you a name specific that you all can relate
5 to.

6 CHIEF DUNLAP: Officer LaVondria Herbert, and her
7 husband, Ebbi, whose child was the first child in the
8 State of Michigan to die from the COVID. She joined the
9 department as a cadet. She was everybody's family. And so
10 Officer Hubbard, I would venture to say, if you go back
11 and you look at her performance in her resume, I doubt if
12 you find an officer with any discipline. This is someone
13 that has a relationship across the entire department and
14 she started in high school. So those are the kinds of
15 things that we really, really need to focus on, okay.
16 Because she was mentored by a lot of people that she
17 worked with today, and she would be a great mentor for
18 that program. And with regards to recruiting, we got
19 lions, we have tigers, we have pistons, we have red
20 wings. Why are we not showing the opportunities that I
21 got when I was a police officer, to work alongside some
22 of those professional athletes, how I got an opportunity
23 to carry the Stanley Cup twice.

24 People want to do that. And so I think there's a lot
25 of opportunity in terms of enhancing our recruitment

1 efforts by engaging officers and those programs such as
2 Explorer and cadet programs, creating videos. And we have
3 to give our officers a voice as well, allow them to
4 sponsor or mentor someone. I think in the long run, you
5 get a better officer, like Officer Herbert and her
6 husband, who's a firefighter.

7 VICE-CHAIR JONES: Thank you for your answer, sir.

8 CHAIRPERSON HOLLEY: Thank you. Well, my friend, I
9 sit here for these 30 or 40 minutes and wonder how did
10 they miss you from being sheriff of the sheriff's
11 department?

12 CHIEF DUNLAP: Don't miss me now. Don't miss me now.

13 CHAIRPERSON HOLLEY: And I want to just say to you
14 that how would you work with the plans and strategy of a
15 board, like this Board here, Board of Police
16 Commissioners, how would you work with us?

17 CHIEF DUNLAP: So, Commissioner Holley, thanks for
18 that question. Certainly, I think what makes us great in
19 Detroit, I believe in Detroit, I really do. It's this
20 kind of diversity. When you look at the history of the
21 Board of Police Commissioners, even when Mayor Young
22 installed the first commission, he didn't just put all
23 African-Americans there. He was very diverse in who he
24 selected from the residential to the business community
25 because he understood that there are different opinions

1 and different ideas on how to accomplish something. And
2 any one individual thinks that there's only one way to do
3 something is not the person. And certainly I clearly
4 understand that, I understand the sweat equity that a
5 country preacher put into establishing the largest
6 minority owned food distributor, okay. The Considine Rec
7 Centre, our first ever administrative hearings person,
8 the school teacher over there, Detroit 300, the union
9 person right there, Wayne County Sheriff's Office and
10 AmeriCorps and Wayne State, Noble, mentor young African-
11 American men like me coming on the job, Mr. Burton,
12 community liaison, strong passion for community and Mr.
13 Hernandez, who is concerned about social equity and
14 access as well for all people in minority. That's what
15 makes us great. That's who Robert Dunlap is. That's what
16 you're going to get from me. In addition to that, I need
17 to say, you know, full disclosure, I'm sorry, Ms. Burch,
18 but I have to tell her, sometimes, she's not my
19 grandmother or mother. I love her and respect her, but we
20 have that kind of relationship and truly give
21 Commissioner Burch credit. You know when I first came to
22 the Precinct there quite frankly, I was being bounced
23 around the department and the community relations
24 president said, we don't want the kid. I was the youngest
25 commander in the department and later stood up in front

1 of the community and apologized to me because I believe
2 Ms. Burch and yourself will acknowledge that the largest
3 ever complete community relations meeting held in this
4 department was held on Belle Isle at the Bell Isle
5 Casino, after me being in charge there for about 18
6 months. Okay. The current mayor and I hold national
7 recognition for work that we've done with the weed and
8 seed project, which was a federal grant program where we
9 weeded out the drug dealers in the Northeast side of the
10 City of Detroit partnered with the banks, Comerica and
11 State Farm before lighting, and we lit up the community,
12 it made the community safe. I understand that that's what
13 makes us great. And so that's how I will continue to work
14 with this Commission, and the council, our police unions
15 and our officers.

16 CHAIRPERSON HOLLEY: Thank you. At this time, is
17 there any question you would like to ask this Board?

18 CHIEF DUNLOP: Sure. So I have been following the
19 process and I do realize that the Interim Chief had left
20 the department and came back and this process is
21 underway. So a question I have is, in addition to Interim
22 Chief, have there been any other executive elevations in
23 this department and, were those elevations approved by
24 the Board and how does this Board view those elevations
25 in relation to who is selected as chief?

1 CHAIRPERSON HOLLEY: Good question. Commissioner
2 Bell, can you respond?

3 COMMISSIONER BELL: Yes, sir. As you're probably well
4 aware of the chief of police, probably with the consent
5 of the mayor make a recommendation for all command
6 officers and it would come before us. We look at the
7 resume and in most cases we might raise some questions
8 and concerns, but it's an executive decision that they
9 make that we're not privileged to. And as you well know,
10 you went through the process of becoming assistant chief.
11 That means the Board of Police Commissioners was
12 involved. Does that answer your question?

13 CHIEF DUNLOP: Yes. So, the question is, were there
14 other elevations during that interim period?

15 COMMISSIONER BELL: Yes, sir. There's been [02:37:00
16 crosstalk] two first assistant chiefs and assistant chief
17 and deputy chief. We still have an opening for a third
18 deputy chief which is not made, I mean, assistant chief,
19 which was not made. Yes, they have been appointed at that
20 time.

21 CHIEF DUNLOP: And so the Board's expectation as it
22 relates to those appointments that you approved and the
23 person selected, what are the expectations of [02:37:24]?

24 COMMISSIONER BELL: Mr. Chairman, I think the
25 expectation is you will know, is really in the hands of

1 the mayor of Detroit because he appoints the chief and
2 the assistant chief and a deputy chief come through his
3 approval. We get a recommendation. In most cases, we
4 approve that because they are the ones who have the
5 expertise and make that decision. And we haven't been
6 disappointed in the persons who had been placed in those
7 positions. And that's pretty much all.

8 CHAIRPERSON HOLLEY: For example, if you became chief
9 and you want to bring somebody with you, you have a right
10 to do that.

11 CHIEF DUNLAP: I appreciate that offer.

12 CHAIRPERSON HOLLEY: I'm just saying that's been
13 tradition and I think that the mayor will honor that as
14 well. Any other questions?

15 CHIEF DUNLAP: And, I understand that, I was just
16 wondering in terms of the structure of the department.

17 CHAIRPERSON HOLLEY: Sure. Any other questions?

18 CHIEF DUNLAP: No.

19 CHAIRPERSON HOLLEY: Okay.

20 COMMISSIONER BURCH: Mr. Chair, Mr. Chair.

21 CHAIRPERSON HOLLEY: Ma'am, Ms. Burch.

22 COMMISSIONER BURCH: It's Commissioner Burch. I just
23 wanted to have a little input to say that in the process
24 of what candidate Dunlap is saying, I believe this is
25 what he's saying, like the Interim did have the

1 opportunity to make promotions and he wanted to do that
2 ASAP. So some of the Commissioners, if they would, it's
3 not to start any argument, but that it looks as though
4 sometimes we don't have the opportunity to weigh in who
5 you've decided to make, another promotion, if you will.
6 And there are questions like that, that sometimes we're
7 just asked to do it without investigating how the
8 community feels about that particular officer being
9 promoted. That's all I wanted to say, Chair.

10 CHAIRPERSON HOLLEY: Thank you so much, and I
11 appreciate that. As always we appreciate your wisdom and
12 your guidance. At this particular time. I thank you so
13 much. I mean, I think you can tell by the way we are
14 asking questions and our interest in all of this, that we
15 are really grateful to have you here and really seeking
16 this position. We thank you for that.

17 COMMISSIONER CARTER: Correct.

18 CHIEF DUNLAP: Well, I thank all of you for the
19 opportunity and I hope I've answered your questions and
20 demonstrated to you and for you how I prepared over the
21 past 35 years and what sets me apart from the other
22 candidates. I don't believe there's anyone that has the
23 experience that I have in terms of the 35 years I've had,
24 not only locking people up and putting people in jail,
25 also helping people to move forward with their life as

1 they leave jail. But also mentoring officers in the
2 department, you know that are now command officers and
3 certainly the department and the best and strongest
4 relationship with the community. Thank you all very much.

5 COMMISSIONERS: Thank you. Thank you.

6 COMMISSIONER BURCH: God bless you.

7 MR. ADAMS: Chief, if you have a seat we want to
8 welcome you for coming in.

9 CHAIRPERSON HOLLEY: Interim Chief. Thank you so much
10 for being part of this process and thank you for your
11 patience with us. And thank you for basically your
12 interest in this position for the City of Detroit. At
13 this particular time, I'm going to ask if you would
14 please just give us a summary of your, well, let me ask
15 Tom to just give me an education background work
16 experience if he could, Tom.

17 MR. ADAMS: Yes, I will. We're talking to Interim
18 Chief James White Interim Chief has a master's degree in
19 counseling from central Michigan, a Bachelor of Arts in
20 sociology from Wayne State University. He is currently
21 serving as the Interim Chief of Police, Detroit Police
22 Department. Previously, he was executive director of the
23 Michigan Department of Civil Rights. Prior to that, he
24 was assistant chief, Detroit Police Department, deputy
25 chief Detroit Police Department, commander, and he served

1 up through the ranks from Officer to Lieutenant prior to
2 taking the commander ranks.

3 CHAIRPERSON HOLLEY: Thank you. Thank you so much,
4 Tom. Before you have your opening statement, I want to
5 just be consistent as I've done with other candidates,
6 although it is repetitious, but nevertheless, I just want
7 to be consistent and that is to let the Commissioners
8 introduce themselves once again to you and to the viewing
9 audience as well. Let's start out with Commissioner
10 Bernard.

11 COMMISSIONER BERNARD: Hi, Interim Chief White.
12 Attorney Linda Bernard representing District 2.

13 COMMISSIONER HERNANDEZ: Good afternoon, Jesus
14 Hernandez. Absolute pleasure. Happy to have you here,
15 especially with all the active work that you have going
16 on and just overall your pedigree.

17 CHIEF WHITE: Thank you.

18 COMMISSIONER DAVIS: Commissioner William Davis,
19 District 7.

20 VICE-CHAIR JONES: Good afternoon Chief. Thank you
21 for coming out today. I'm Vice Chair of the Board of
22 Police Commissioners. My name is Martin Jones At-Large.

23 COMMISSIONER BELL: Commissioner Willie Bell,
24 District 4. I'm so pleased to see you. We have arrived at
25 this date and time. Thank you.

1 COMMISSIONER CARTER: Good afternoon, sir. Lisa
2 Carter, District 6.

3 COMMISSIONER HOLT: Good afternoon, Interim Chief,
4 Annie Holt, Commissioner, At-Large.

5 COMMISSIONER BURTON: Good afternoon. Interim Chief.
6 Commissioner, Willie Burton, District 5, sir.

7 CHAIRPERSON HOLLEY: I thank you so much
8 Commissioners for basically cooperating.

9 COMMISSIONER BURCH: Excuse me. Oh, I don't know why,
10 why.

11 CHAIRPERSON HOLLEY: Commissioner Jones sent me
12 notes. Commissioner Bell is kicking me on the leg, and I
13 still messed up. So, Commissioner Burch, can you
14 introduce yourself?

15 COMMISSIONER BURCH: Good afternoon, Interim White. I
16 am Police Commissioner, Shirley Burch of District 3.

17 CHIEF WHITE: Good afternoon, ma'am.

18 CHAIRPERSON HOLLEY: Thank you so much. You may have
19 an opening statement if you like to us and then we'll
20 start our questions. Thank you once again for being here
21 this afternoon.

22 CHIEF WHITE: Well, thank you very much Commissioner.
23 Thank you to the Commission for.COMMISSIONER BARNARD;
24 Excuse me, Chief. Can you move your microphone a little
25 closer for the mic? Thank you.

1 CHIEF WHITE: Good afternoon, Honorable Commission.
2 And once again, I'm very happy to be here, humbled to
3 have this opportunity. Having spent 25 years of my life,
4 serving this city, and working in this police department,
5 being the Interim Chief has been just an honor to me and
6 a highlight of my law enforcement career. Born and raised
7 in the City of Detroit, joined the Detroit Police
8 Department in 1996. Been in law enforcement or security
9 my entire life starting as a safety patrol officer as a
10 little kid and making a supervisor in that getting the
11 green belt, I've been taking care of citizens for a very
12 long time working at the 6th Precinct after graduation,
13 having an opportunity to learn patrol 30 series, which is
14 special operations, 80 series, which is patrol support
15 and working just basic patrol before being selected to
16 work in internal affairs.

17 CHIEF WHITE: I was selected to work in a very high
18 level, undercover capacity. Back in the nineties, we had
19 a number of officers who were engaged in proper conduct
20 and also in narcotics cells and I had an opportunity to
21 work with that. And then as I've gone through my career
22 in the police department, making Sergeant returning to
23 the 6th Precinct working in community relations meeting
24 some amazing people in community relations at number 6,
25 many of which I'm still in contact with today. And then

1 being promoted through the ranks. It's just been a great
2 career.

3 CHAIRPERSON HOLLEY: Thank you so much. And thank you
4 for your opening remarks. I'm going to ask Vice- Chairman
5 Jones if he could start us off in this particular round.

6 VICE-CHAIR JONES: Thank you very much, Mr. Chair.
7 Chief White, thank you for coming before the Board today.
8 Question I have on my mind is that, you know, there's
9 something that you've been dealing with in regards to
10 personnel retention, promotion, you know, any number of
11 things regarding personnel to perform the duties that we
12 find necessary in our community. I know you've been out
13 on a number of different incidents or whatever, giving
14 your personal input into these things, but if I can just
15 ask you this much, how would you go about effectively
16 recruiting and maintaining the qualified individuals that
17 we have in the Detroit Police Department right now?

18 CHIEF WHITE: Yes, that's a question that I've been
19 battling with already in this interim capacity. We have a
20 good problem and that is we have highly trained and
21 highly experienced police officers that other agencies
22 want. And what we're finding is, as we put them through
23 the academy you know, we have people that are actually
24 from those agencies waiting for them to cross the stage,
25 shake their hand and take them to another agency. So we

1 try to leverage the opportunities of this police
2 department. We try to give them varying experiences,
3 whether it be patrol, working in our crime Intel center,
4 working in a number of different entities that other
5 smaller agencies may not have, but at the end of the day
6 it's about the economics of the job as well. It's also
7 about the morale of the organization, which we continue
8 to work on and it's about giving officers opportunities.

9 CHIEF WHITE: So one of the things that we've done is
10 we're trying to make sure that we empower our officers
11 with education. I think that the single most empowering
12 tool a person can have is achieving education. We're
13 working with Wayne County Community College now for a
14 dual track program. Cleary University is on board with a
15 program that we're excited about. And as you go through
16 the ranks, I just completed a program a few years back
17 with Wayne State Universities. Mike Ilitch School of
18 Business where command officers and supervisors go
19 through a MBA certificate program as I indicated, which I
20 completed. And, and so just giving opportunities to boost
21 morale and certainly I think it's time to have the
22 conversation about those that are recruiting our people
23 away and putting some economic burden on them. Not the
24 officers that are leaving, but the organizations that are
25 using us as a recruiting pool.

1 VICE-CHAIR JONES: All right. Thank you Chief.

2 CHAIRPERSON HOLLEY: Thank you for that. Commissioner
3 Hernandez.

4 COMMISSIONER HERNANDEZ: Absolutely. Thank you. I'm
5 going to ask a question that you hear me address, I think
6 quite often. And we've actually had a conversation on
7 community policing. How would you ensure that community
8 policing is effective in approach when it comes to
9 Detroit police?

10 CHIEF WHITE: Yes, we have talked about that
11 Commissioner and first and foremost, you have to inspect
12 what you expect. Just to, to assume that someone's doing
13 what you want them to do. Most will. The 80/20 rule is
14 20% probably won't. So I think you have to have
15 mechanisms in place to ensure that the rules are being
16 followed. And you also make it a part of the fabric of
17 the organization. It can't be in concept any longer.
18 Community policing is not a concept. We are the community
19 in which we serve. It's not them and us, it's us. Wearing
20 a badge is an absolute honor and a privilege. It's not a
21 right. And so the community in which we serve are part of
22 that, right? And so you have to have community buy-in so
23 you make sure that it's in your academy, academia, you
24 make sure that your officers are being held accountable.
25 You make sure like we're doing at the academy right now.

1 We have a program called serve them protect, which means
2 officers before they can graduate, must do community
3 service. I was out with them a couple of weeks ago,
4 patrolling the neighborhoods. I will be out with them
5 this Friday, tomorrow, patrolling the neighborhoods to
6 ensure that they understand that our community deserves
7 excellence in policing. Our con our community should not
8 be felt sorry for, our community chooses to live in our
9 community, and they have a right to police excellence.
10 And so when you talk about community policing you have to
11 look at it from a number of different lenses, but first
12 and foremost, it has to be interwoven in the fabric of
13 your organization.

14 COMMISSIONER HERNANDEZ: Thank you,

15 CHAIRPERSON HOLLEY: Commissioner Holt.

16 COMMISSIONER HOLT: Thank you, Chair Holley. And
17 thank you again, Interim Chief White for participating in
18 this interview process. Okay. You're Interim Chief today.
19 So now we're going to fast forward, and you are now the
20 appointed chief of police of the City of Detroit, and
21 we're well aware that you understand the dynamics of the
22 citizens of the City of Detroit. Now, what other programs
23 can you see you investing police time in and how would
24 you go about securing those various opportunities? I see
25 you've up scaled from WC3, which I'm excited about, and

1 now you're bringing Cleary University in that dual
2 certification. So that's a plus. So what other programs
3 would you see yourself engaging in, in the next six
4 months, where you appointed a chief of police?

5 CHIEF WHITE: Yes, ma'am. As you're aware, I'm a
6 licensed mental health therapist. Very proud of that. And
7 I think that there are two opportunities right out the
8 gate that I think we have. We have an opportunity to help
9 our officers, the officers see a lot of trauma, they see
10 a lot of bad behavior and we have to make sure that we're
11 giving them the support that they need from a mental
12 health standpoint. And it's not a negative thing. We all
13 need some mental health services. So I would make sure
14 that that's part of our academy training and that there's
15 a component in our academy to help keep our officers
16 mentally safe and strong mental fitness, if you will. But
17 in addition, I think, not just in the next six months,
18 but I think it's time to take a look at the impact of
19 trauma in our community.

20 CHIEF WHITE: And I think if we're really going to
21 get serious about crime fighting, we have to stop doing
22 what we've always done. And I won't say I expect a
23 different result. Everyone says that. My motto is this,
24 if you're doing something that doesn't work, literally do
25 anything else, because all you have is proof of concept

1 of failure, if you're doing what you know, doesn't work.
2 So what I would drive is some concepts of when we see
3 trauma in our community, we know statistically that
4 people who are victimized by violence, if there's no
5 treatment, if there's no help there's a possibility that
6 they themselves will engage in violence. That's
7 statistically valid information. So, I would like to work
8 with the courts to talk about mental health treatment. I
9 would like to work with the courts to talk about those
10 who, and I'm already doing this, but to expand it, to
11 talk about those people who could engage in mental health
12 services and not incarceration.

13 COMMISSIONER HOLT: Thank you.

14 CHAIRPERSON HOLLEY: Commissioner Davis.

15 COMMISSIONER DAVIS: Hello there again. What is your
16 opinion on those who have the view to end qualified
17 immunity, and also those who have the view that a
18 particular officer involved in incidents where the city
19 has to pay a lawsuit should have to pay a percentage of
20 it?

21 CHIEF WHITE: Yes. So qualified immunity that's a
22 very difficult topic and I'll say candidly I would not be
23 in support of the elimination of qualified immunity.
24 Recently qualified immunity has gotten a lot of attention
25 as it relates to lethal force and use of force. But

1 qualified immunity has to do with a lot more than that.
2 It has to do with government employees who, as this Board
3 is well aware. I'm not educating you at all, I'm just
4 speaking from my standpoint of government employees
5 engaging in a number of actions use of force. And if you
6 get into a situation where you eliminate qualified
7 immunity in those instances that are non-use of force,
8 let's say they're lifesaving exercises, or, you know, a
9 truck transporting an injured child. And that nanosecond
10 of indecision with an officer could be literally life and
11 death. However, and conversely, I think that if there is
12 a violation of constitutional or statutory rights of a
13 citizen, I do believe that an officer should bear some
14 economic brunt of that policy violation or statutory
15 violation. And I would be in support of that, but I would
16 not be in support of elimination of qualified immunity.

17 CHAIRPERSON HOLLEY: Okay. Thank you. Commissioner
18 Carter.

19 COMMISSIONER CARTER: Thank you, Mr. Chair. Good
20 afternoon again, sir. So if selected to be the next
21 police chief of the City of Detroit, how would you most
22 effectively carry out the goals of the department?

23 CHIEF WHITE: That's a great question. Well, continue
24 to learn the position. There's a lot to learn. I think
25 community transparency and accountability is paramount to

1 the success of any policing organization. Particularly
2 right now. We have to be transparent, we have to get in
3 front of these issues, and we have to hold our officers
4 accountable. We all want good policing. And our community
5 deserves nothing less than good policing. And when we get
6 it wrong we have to own it. We have to stand in front and
7 we have to be accountable. And hold the standards of
8 excellence for this agency. We want to recruit. Yes, but
9 we don't want to recruit just anyone to fill a uniform.
10 Again, it's a privilege and an honor to wear this badge.
11 It's not right. And so we need the right people in the
12 uniform representing our department. And it's my
13 responsibility that if someone is not that person
14 certainly to give them the requisite training coaching
15 that they need. But if they have demonstrated an
16 inability to honor this badge and uniform I have to make
17 the important decision to quickly remove them from the
18 organization, because if I don't the damage that they
19 could do could erode this entire organization overnight.
20 So that's how I would do it but lead from the front and
21 have strict accountability.

22 COMMISSIONER CARTER: Thank you, sir.

23 CHAIRPERSON HOLLEY: Thank you so much. Commissioner.
24 Commissioner Burton.

1 COMMISSIONER BURTON: Yes. So, chief, apparently we
2 started off when all of us had one question that we were
3 able to raise. So just to be consistent, I'm going to
4 raise the same questions that I raised to the other
5 candidates. So the first question will be, what is your
6 opinion on the use of facial recognition technology that
7 has a clear racial bias against black and brown people
8 that wake up in poverty. And what will you do as chief to
9 make sure that Detroiters feel protected without being
10 over criminalized like we are now?

11 CHIEF WHITE: Okay. I'll start with the first
12 question, and that's regarding facial recognition. As an
13 African-American male, myself as a father of a beautiful
14 African-American daughter and hopefully a grandfather one
15 day of some beautiful African-American children - one
16 day, that's very important to me. I think facial
17 recognition is a valuable tool and an investigatory lead,
18 much like a fingerprint is a lead. It is not the totality
19 of an investigation. If used responsibly with trained
20 professionals with a peer review, meaning someone looks
21 at everything that you looked at and declares the lead.
22 That is the beginning of a comprehensive investigation.
23 Any violation of that misuse of that tool is a zero
24 tolerance by policy and that that violator must be
25 addressed effectively. That's how I feel about facial

1 recognition. It should be isolated to part one violent
2 crime. With regards to the over-criminalization of
3 Detroiters. Without any information beyond that,
4 anecdotally, I will say that I am not for the over
5 criminalization of anyone of any community, but certainly
6 not the community that I serve. And that's why one of the
7 things that I think is important is that we don't
8 criminalize mental illness. When we have people who are
9 suffering and maybe engaging in violence. There could be
10 and should be other remedies than incarceration. This
11 person is already suffering from a disease that they
12 cannot control, they're not asked for. So they're already
13 a victim and to enter them into the criminal justice
14 system without the requisite treatment, it's just, you
15 know, creating a pipeline of prison unnecessarily. So I
16 agree with you in that regard we need other remedies to
17 mental illness than incarceration, and that's the
18 beginning to not over criminalizing Detroiters.

19 CHAIRPERSON HOLLEY: Commissioner Bell.

20 COMMISSIONER BELL: Thank you, Mr. Chair. First of
21 all, I want to say to Mr. Chair, that Chief White did not
22 duck the question, he did not vacillate on the question
23 about....took issue that we were dealing with. Facial
24 recognition, he came out bluntly. Qualified immunity, he
25 came out straight forward on that issue. And I think that

1 helped me in terms of hopefully this Board and the
2 community to hear that, exactly because from 1974 to
3 2012, there was no interaction like this with the chief
4 of police, the mayor had the full authority, but 2012
5 changed it. And I welcome this opportunity. My question,
6 a little bit different from the rest of the
7 Commissioners. I want to know back in the '70s, Mayor
8 Young did not appoint the first black chief on his
9 inauguration in office because he felt that the community
10 was not ready, the white officers were not ready. That's
11 the core. And now you see yourself and others all over
12 this country in terms of filling that role. What is your
13 perspective on the role of Noble in terms of goals and
14 objectives, in terms of impacting the black community?
15 It's a little bit different from my other question, but I
16 think I want to bring that out. It's in line.

17 CHIEF WHITE: Yes, sir. I have actually been
18 contacted by our Nobel representative here in DPD and I'm
19 actually going to be joining Nobel very soon. I think
20 it's a very important role and I think that these seeds
21 that we hold as African-American men, women around this
22 country... Others have paved the way for us, and we can't
23 forget that. So I'm humbled and honored that I was
24 approached and I'm very interested in joining Nobel. I
25 think they do very important work. Of course I've asked

1 that when I joined that we focus on mental illness for
2 the officers. I've been assured that we will, and I'm
3 looking forward to joining.

4 COMMISSIONER BELL: Thank you.

5 CHAIRPERSON HOLLEY: That's it. The queen of the east
6 side, Commissioner Burch.

7 COMMISSIONER BURCH: I thank you so much, Chair.
8 Interim White. As I get to my question, there are a few
9 components that leads up to my question as far as
10 reserves you know, when they have graduated from the
11 academy and then they're put with experience officers to
12 go out on a run, how would you, sir, as far as to make
13 sure the new recruits are not intimidated by the senior
14 officer when they see something they have not been
15 taught. And also a lot of the people in the community do
16 not know the definition of NPO. So in my question, if you
17 could touch on those two things that I mentioned, my
18 question, how would you describe your overall management
19 and leadership style, your leadership style? Thank you.

20 CHIEF WHITE: I'm my leadership style. I'm an all-
21 inclusive manager. Ultimately, I recognize that I'm not
22 the smartest person in the room. We have a lot of smart
23 people in this department. They have a lot of great
24 ideas. I like to encourage free thinking and free
25 thought, but ultimately the buck stops with me. But I

1 can't walk in a room and demand excellence. I've got to
2 encourage and coach up excellence and use everyone to
3 make this organization better. So I would say I'm an all-
4 inclusive manager and I certainly enjoy collaboration,
5 but at the end of the day, I recognize that the ultimate
6 decision lies with me and my responsibility. I'm sorry
7 ma'am the other question?

8 COMMISSIONER BURCH: It was regarding the definition
9 of the NPO and those that would be intimidated by the
10 senior officer new recruiters.

11 CHIEF WHITE: Well, each officer takes an oath of
12 office and each officer recognizes his or her
13 responsibility to this community, and to that badge. I
14 won't subscribe to intimidation as it relates to not
15 doing your job. You have a duty to intervene if something
16 happens that's inappropriate and you have opportunities
17 to talk to me personally and other members of the
18 organization if you're being intimidated. But your badge
19 is your own, and you have a responsibility to your batch.
20 With regards to the NPO definition, we can do a better
21 job of promoting that to the community that may not know
22 about it.

23 COMMISSIONER BURCH: Thank you.

24 CHAIRPERSON HOLLEY: Thank you, Commissioner Burch.
25 Commissioner Bernard.

1 COMMISSIONER BERNARD: I just have one question,
2 Chief. As you think about your career, which is extensive
3 in many different areas, what is your greatest
4 achievement in the area of law enforcement and why?

5 CHIEF WHITE: In the area of law enforcement. I would
6 have to say to consent judgment, the work that I was
7 responsible for on the consent judgment. We were in a
8 consent judgment from 2003 to 2016 and to ultimately
9 close it out was just a remarkable moment for this
10 organization, for this Commission. And I think the reason
11 why is that it gave me, not only a sense of pride,
12 because it wasn't me. I get a lot of credit for it, but
13 it was people like Jeff Romeo and DeShaune Sims and
14 others that have left the organization that pushed down
15 these policies and caused our department to be recognized
16 around this country as a model policy agency. And then
17 finally the biggest reward for the organization was
18 community legitimacy. The community felt good about its
19 police department, not everybody, I mean, I'm painting
20 with a really broad brush, but when you come out of a
21 consent judgment and the government says you are doing
22 things right that has a rippling effect in the community.
23 And it has a rippling effect with the officers and the
24 officers buying in and agreeing because you have to have
25 agreement. You can put out policy, but you have to have

1 agreement and seeing our work turn and seeing the
2 reduction in shootings and seeing the reduction in uses
3 of force, that was a very proud moment for me. So, that
4 would be my greatest accomplishment.

5 COMMISSIONER BERNARD: Thank you.

6 CHAIRPERSON HOLLEY: Thank you, Chief. I've got the
7 last question and this is my second tour of duty as a
8 police commissioner and down through the years, and
9 perhaps recently, there's been a time when the Board has
10 not felt like the chief's office has not respected the
11 Board. There's been contention for some time. When you're
12 interim, you do everything you can to make everything
13 alright. Now, if you become chief, I need to know what is
14 your plan, your strategy to work with the oversight
15 board. Does that make any sense to you?

16 CHIEF WHITE: It makes great sense to me. I've worked
17 with this Board for many years. As the assistant chief, I
18 think I was probably one of the primaries with the Board
19 and my role as assistant chief over operations. I had a
20 lot of policy writing, a lot of policy building and we've
21 enjoyed some ups and downs, but always professional, and
22 respectful, even during disagreement, you have a
23 fantastic staff. I can't say enough about Ms. White and
24 I'm not trying to get a few extra points, but she's just
25 been fantastic to work with from a policy building

1 standpoint. I would hope that we continue in that role.
2 We have complete confidence in your staff. OCI has an
3 open door policy with us. And so we want to continue
4 that. I'm already installing a liaison for your office
5 and it's Commander Michael Parish who is my Chief of
6 Staff and First Assistant Chief Bettison will also serve
7 in that capacity as a primary.

8 CHIEF WHITE: So just communication when we have
9 problems, to make sure that we share them with you. We've
10 started when there's a critical incident that we notify
11 you about. When we have meetings, we're notifying you. We
12 have Mr. Brown at our virtual crime meeting recently. We
13 want to continue to have those things happen and just be
14 responsive to the Board, regardless of the question we
15 have to respond to it, whether we agree with it or not.
16 That has been my motto as the assistant chief. And it
17 will continue to be my model as the Chief.

18 CHAIRPERSON HOLLEY: I thank you very much. Is there
19 a question or two you'd like to ask this Board?

20 CHIEF WHITE: Well, I guess the only question is the
21 timeline on the decision?

22 CHAIRPERSON HOLLEY: The only thing I can tell you is
23 that we're, as you know, we basically send the three
24 names to the mayor, and he's the one that makes the
25 decision. And so it is out of our hands from that point

1 on. But that's a question you might want to talk to him
2 directly.

3 CHAIRPERSON HOLLEY: Any other question?

4 CHIEF WHITE: No, just a comment and just to say
5 thank you for the opportunity. And I just want to let the
6 Board know, regardless of the outcome of this process if
7 there's a separate or another selection, I will be here
8 to support that candidate in his new role or her new role
9 and to ensure that they have everything that I have to be
10 successful, because it's not about me it's about the
11 community. And it's about serving the citizens, which I
12 take very seriously. This has truly been a busy summer, a
13 sleepless summer for me. But certainly the highlight of
14 my career. And the last thing I'm going to say is one of
15 my favorite poems and speakers is the late Dr. Benjamin
16 Mays. And he talks about the tragedy of not dreaming. And
17 he is a civil rights leader, and I love one of these
18 lines that he has in one of his statements about "it is
19 not a tragedy to die with unfulfilled dreams. The tragedy
20 is to not have the dreams." And I've had a great, great
21 opportunity with the Detroit Police Department to realize
22 my dream. So I thank all of you for this opportunity.

23

24 CHAIRPERSON HOLLEY: Thank you very much. Thank you,
25 Mr. Adams.

1 COMMISSIONER BERNARD: Thank you.

2 MR. ADAMS: Thank you, sir.

3 CHAIRPERSON HOLLEY: Thank you so much.

4 VICE-CHAIR JONES: Thank you.

5 CHAIRPERSON HOLLEY: The Board, I'm going to tell you
6 what I'm going to do them upfront. If you've got a
7 problem, I need you to tell me right quick. We've been
8 here for 3 hours, 3 hours and 15 minutes. I have no
9 problem being here another 3 hours if we have to. But
10 right now, I think from my standpoint as Chairman, I'd
11 like to ask Ms. Carter to make a motion to send all three
12 names to the mayor. She had mentioned the names, and if
13 there is a second, then I would run the second. If
14 there's no second, then we'll stop and do something else.
15 Right now, that's what I really like to do.

16 COMMISSIONER CARTER: Through the Chair.

17 CHAIRPERSON HOLLEY: Yes.

18 COMMISSIONER CARTER: I move that we submit the
19 following candidates' names to the mayor for
20 consideration, for the appointment to the chief of police
21 for the City of Detroit pursuant to section 7-805 of the
22 Detroit City Charter. Michael Cox, Robert Dunlap, and
23 James White.

24 COMMISSIONER HERNANDEZ: Second.

1 CHAIRPERSON HOLLEY: It's been properly moved and
2 second.

3 COMMISSIONER BURCH: I have a question.

4 CHAIRPERSON HOLLEY: Yes, ma'am.

5 COMMISSIONER BURCH: If we could put, Chair Holley an
6 amendment that the mayor will notify us before he
7 publicly announces it. Could he at least notify the Board
8 of Police Commissioners? His choice?

9 CHAIRPERSON HOLLEY: You're right, but you don't need
10 the emotion for that. And I don't need a second for that.
11 That's what he would do. He will call each one of us
12 personally when he makes the decision, and he will let
13 you know before the community does.

14 COMMISSIONER CARTER: Through the Chair.

15 CHAIRPERSON HOLLEY: Yes.

16 COMMISSIONER CARTER: Can we have a roll call vote,
17 please?

18 CHAIRPERSON HOLLEY: Sure you can. Let me run it
19 first. It's been second that we set these three names
20 that Commissioner Carter mentioned. All in favor, say,
21 aye. I'm sorry, please forgive me. That's right. At this
22 time, Mrs. White, we have a roll call.

23 MRS. WHITE: Yes, through the Chair, discussion.

24 CHAIRPERSON HOLLEY: Oh, I'm sorry. I asked you
25 before I had to vote. Was there going to be some

1 discussion, but you're right. You have to remember, when
2 you had a stroke, you must understand that at some point
3 you get tired, so I apologize for my speech, but I'm just
4 saying it to you again. I don't mean any harm, but you
5 have a right to have a discussion. go ahead.

6 COMMISSIONER BURCH: That's okay.

7 COMMISSIONER DAVIS: My discussion, I still have the
8 concern about the fact that we only interviewed three and
9 we submitted three. I think that's inappropriate.

10 CHAIRPERSON HOLLEY: But you do know Commissioner
11 Davis, I worked with you for three or four weeks on this,
12 and we know we had nine, we got it down. Everybody voted
13 and gave us their wish list and it came down to seven.
14 And then I called you to make sure you were going to get
15 your wish list in. And we got it down to five. One of
16 your wish lists is in this three. So I feel like I've
17 been trying to do everything I can to make everybody
18 happy. And I know you write about what you're saying, but
19 I'm just saying to you, I'm going to take it on the
20 record as you've given it, but I'm going to ask now, is
21 there anything else to be discussed?

22 COMMISSIONER BELL: Mr. Chairman, I just.

23 CHAIRPERSON HOLLEY: Who is that, who is talking?

24 COMMISSIONER BELL: Did I get the floor?

25 CHAIRPERSON HOLLEY: Yes, you do.

1 COMMISSIONER BURCH: No, that was me. That's okay,
2 let him talk first.

3 COMMISSIONER BELL: I'm sorry, I yield.

4 CHAIRPERSON HOLLEY: No, no, no. Don't do that.

5 COMMISSIONER BELL: Ok. Mr. Chairman, I just want to
6 state for the record that Mr. Adams and TJ staffing did a
7 great job of this research in a national format. So they
8 complied and beyond my expectation and they worked with
9 this Board in terms of this whole process. I've been
10 impressed with the three candidates, highly qualified,
11 but we cannot compel people to show up. They declined, we
12 had scheduled five, but they declined. So I think we must
13 go forward with this motion and it has been positive,
14 yes, that we have three highly qualified candidates. And
15 therefore we can initiate that process. That is our role.
16 Then from there, it's up to the mayor.

17 CHAIRPERSON HOLLEY: Commissioner Burch, anything
18 else you want to add?

19 COMMISSIONER BURCH: No, I just wanted to say, thank
20 you, Chair. All I was saying that, add it to the minutes,
21 I made that suggestion about the mayor notifying each
22 Commissioner of his choice. That's all. That was part of
23 the discussion. That's all, Chair, all right.

24 CHAIRPERSON HOLLEY: Thank you so much, queen. At
25 this time I'd like to have a roll call.

1 COMMISSIONER BURTON: Mr. Chair, I have something
2 for...

3 CHAIRPERSON HOLLEY: I'm sorry. Please give me
4 Commissioner. I didn't see you or see your hand or
5 anything. Please forgive me. I didn't mean any harm.

6 COMMISSION BURTON: For discussion, you know, I have
7 no problem with the job that the current Interim Chief is
8 doing. But I do oppose the mayor's use of a patient that
9 vetted our sister. The Board of Police Commissioners by
10 Detroit City Charter basically allows us to have the
11 authority to hire a professional search firm to conduct a
12 search. But we witnessed the city procurement department
13 taking a lead on that. We did not, as a Board, authorize
14 them to take the lead. Therefore, you know, I will vote.
15 No. because it, because the mayor truly, if he wanted the
16 power, he could have gone before the people to amend the
17 Detroit City Charter.

18 CHAIRPERSON HOLLEY: Okay, noted. Noted, on record it
19 is noted. At this time, I would call for the vote,
20 please, roll call.

21 MRS. WHITE: Yes. Through the Chair, Commissioner
22 Darryl Brown submitted an excuse for absence.
23 Commissioner Linda Bernard.

24 COMMISSIONER BERNARD: To approve the three.

25 CHAIRPERSON HOLLEY: Yes.

1 COMMISSIONER BERNARD: Yes.

2 MRS. WHITE: Commissioner Shirley Burch.

3 COMMISSIONER BURCH: Yes.

4 MRS. WHITE: Commissioner Willie Bell.

5 COMMISSIONER BELL: Yes.

6 MRS. WHITE: Commissioner Willie Burton.

7 COMMISSIONER BURTON: No.

8 MRS. WHITE: Commissioner. Lisa Carter.

9 COMMISSIONER CARTER: Yes.

10 MRS. WHITE: Commissioner William Davis.

11 COMMISSIONER DAVIS: No.

12 MRS. WHITE: Commissioner Jesus Hernandez.

13 COMMISSIONER HERNANDEZ: Yes.

14 MRS. WHITE: Commissioner Annie Mae Holt:

15 COMMISSIONER HOLT: Yes.

16 MRS. WHITE: Vice-Chairperson, Commissioner Martin

17 Jones.

18 VICE-CHAIR JONES: Yes.

19 MRS. WHITE: Chairperson Holley.

20 CHAIRPERSON HOLLEY: Yes.

21 MRS. WHITE: There were 8 Yes votes and 2=no votes.

22 The motion passed.

23 COMMISSIONER CARTER: Mr. Chair.

24 CHAIRPERSON HOLLEY: Yes, ma'am.

25 COMMISSIONER CARTER: I move for an adjournment.

1 COMMISSIONER HERNANDEZ: Support.

2 CHAIRPERSON HOLLEY: I agree with you.

3 COMMISSIONER HOLT: Second.

4 CHAIRPERSON HOLLEY: All in favor, say aye.

5 COMMISSIONERS: Aye.

6 CHAIRPERSON HOLLEY: Opposed.

7 COMMISSIONER BURCH: Good night.

8 CHAIRPERSON HOLLEY: Good night. Thank you all so
9 much.

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11 (Meeting adjourned at 6:22p.m.)

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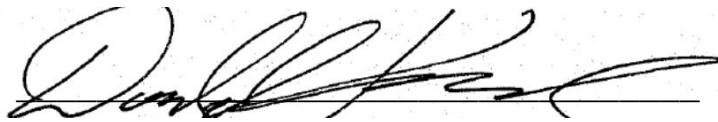
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STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

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