

**09/09/2021**

CITY OF DETROIT  
BOARD OF POLICE COMMISSIONERS  
BOPC VIRTUAL MEETING  
September 9, 2021 at 3:00 P.M.

1 CHAIRPERSON HOLLEY: Let's get started with Ms. White  
2 announcing the opening rules.

3 MS. WHITE: Good afternoon Honorable Board and  
4 meeting attendees and DPD executives. Please note the  
5 following reminders for virtual meeting on Zoom.us. As A  
6 reminder the Board of Police Commissioners voted to  
7 return or resume virtual meetings starting today through  
8 December 31, 2021. As allowed under the public health  
9 order from the city's chief public health director,  
10 Denise Fair. Again this public health order was issued  
11 August 25, 2021. The message regarding zoom policies:  
12 attendees do not need to identify themselves unless they  
13 would like to make a comment. Attendees can phone in to  
14 the meeting and phone numbers will be masked by zoom.

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

22 **A reminder about the meeting forum. As a reminder,**  
23 **please adhere to the Board's Bylaws and zoom's policies**  
24 **of using this forum appropriately. Failure to adhere to**  
25 **the policies will result in dismissal from the meeting.**

1 Accessing zoom platforms requires adherence to all  
2 policies.

3       Regarding BOPC contact information, for  
4 administration please dial (313) 596-1830. You may email  
5 the board of commissioners at [bopc@DetroitMi.gov](mailto:bopc@DetroitMi.gov). For  
6 complaint investigations, please contact the office of  
7 the chief investigator, the board's investigative  
8 division, to file a non-criminal complaint. And the 24-  
9 hour complaint line is: (313) 596-2499. The fax number is  
10 (313) 596-1831. And please visit the board's website at  
11 [detroitmi.gov/BOPC](http://detroitmi.gov/BOPC). Where you can also find important  
12 information and file noncriminal complaints.

13       Regarding BOPC information resources, the city's  
14 website at [detroitmi.gov/BOPC](http://detroitmi.gov/BOPC) to find the meeting  
15 calendar minutes, reports, presentations, draft policy  
16 directives, video links and much more. You may also join  
17 the email list for weekly agendas. And you may contact us  
18 at [BOPC@Detroitmi.gov](mailto:BOPC@Detroitmi.gov), or you may call (313) 596-1830 and  
19 provide your email address to get the draft agenda,  
20 distributed each Tuesday to over 360 people. You may also  
21 subscribe to GovDelivery where there are over 6,800  
22 people now receive BOPC news alerts and draft agendas.  
23 Please also sign up on the [Detroitmi.gov](http://Detroitmi.gov) homepage for  
24 more information. Also note the BOPC Zoom link and other  
25 information is also available on the Board's Facebook

1 page.

2           Regarding public comments instructions, the virtual  
3 meeting will use a forum for public comments and you can  
4 sign up on Smartsheet without an email address. The board  
5 of police commissioners allows one hour from 3:00 to 4:00  
6 PM for the public to request to speak during public  
7 comments or oral communications on the agenda. To make a  
8 request without Smartsheet, meeting participants may use  
9 the "raise hand" icon on the website, or they may press  
10 star nine (\*9) on the telephone.

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

22           And lastly regarding public comment, each speaker  
23 will have two minutes to speak during public comments.  
24 The BOPC staff will acknowledge each speaker. We ask that  
25 you remain respectful and professional and refrain from

1 violating the Board's Bylaws, zoom's terms of services,  
2 and other relevant laws and ordinances, which are posted  
3 on all meeting access forums.

4 Please silence your phones and other background  
5 sounds to prevent interrupting the meeting.

6 Thank you and now Chairperson Holley.

7 CHAIRPERSON HOLLEY: Thank you so much. And thank  
8 each and every one of you. Good afternoon, Jim Holley  
9 Chairperson Jim Holley Chairperson of Detroit Police  
10 Commissioners. The meeting will now come to order. I'm  
11 asking that the chaplain Vice-Chair Martin Jones will be  
12 doing the prayer.

13 VICE-CHAIR JONES: Okay. Through the Chair. You  
14 caught me off guard. All right. Well, you know what?  
15 Let's go ahead and get this thing started. Merciful God,  
16 in the name of Jesus, Father God, we thank and praise  
17 your Holy name for this day. Father God, we thank and  
18 praise your Holy name for all that you do to us. We  
19 invite you into this meeting, the Board of Police  
20 Commissioners, to open our hearts, Father God, to come  
21 into our hearts, come into our minds. Let the meeting,  
22 Father God be about organization, about the community for  
23 which we serve. Father God, let any decisions that come  
24 along be deeply rooted in you and what your will would be  
25 for us to do in this world. We invite you into our

1 community, Father God that you may change the heart and  
2 the mind of a man or woman that goes out and deliberately  
3 does harm to his brother. Father God, we asked you to  
4 come in, and we ask you to bless this community, ask you  
5 to give us unity amongst each other, amongst our police  
6 department, amongst our community, amongst all of the  
7 people in this world, Father God. We thank you. We invite  
8 you in Father God. We thank and praise your Holy name,  
9 for your work. All these things we thank you for in the  
10 name of our Father, the Lord Jesus Christ. Amen.

11 COMMISSIONERS: Amen.

12 CHAIRPERSON HOLLEY: Thank you so much. If you can  
13 keep that up, I'm going to move you from chaplain to the  
14 pulpit. At this time Mr. Robert Brown

15 MR. ROBERT BROWN: Yes sir. Good afternoon, Mr.  
16 Chair, this Honorable Board and citizens of Detroit. The  
17 Board of Police Commission Mission summary. The Board of  
18 Police Commission, BOPC is a civilian agency that  
19 exercises supervisor control and oversight of the Detroit  
20 Police Department DPD as set forth in the charter. The  
21 Board has 11 members, 70 elected by District, 4 appointed  
22 by the mayor with the consent of the Detroit City  
23 Council. The Board meets every week as a committee of the  
24 whole, including 12 communities/evening meetings in the  
25 district. The BOPC is the oversight agency for the

1 Detroit Police Department. That department policy rules  
2 and regulation governs the Detroit Police Department is  
3 jointly developed by the mayor, chief of police, and the  
4 Board. The Board has subpoena power under the charter  
5 that can be used for investigative purposes. The  
6 commissioners also review and approve the DPD budget  
7 pursuant to the charter, investigate non-criminal citizen  
8 complaints, acts as the final authority in opposing and  
9 reviewing the discipline of employees of the department,  
10 receives and hear disqualification appeals from police  
11 recruits hoping to enter the Detroit Police Academy. The  
12 BOPC makes an annual report to the mayor, city council,  
13 and the public of BOPC activities and accomplishments.  
14 Mr. Chair, the reading of the summary.

15 CHAIRPERSON HOLLEY: Thanks you very much Mr. Brown.  
16 At this time I'm asking Miss White, our secretary to do  
17 the roll call.

18 MRS. WHITE: Yes. Through the Chair, Vice-Chair,  
19 Martin Jones.

20 VICE-CHAIR JONES: Vice-Chair Martin Jones is present  
21 and also thanking and welcoming all of our community  
22 partners as well as Chief White and all of his staff. And  
23 all of the folks in this community that have a care and  
24 concern about what goes on in our city. We thank you for  
25 attending this meeting.

1 MRS. WHITE: District 1, Commissioner Darryl Brown.  
2 District 2, Commissioner Linda Bernard.

3 COMMISSIONER BERNARD: Hi, attorney Linda Bernard,  
4 District 2. Hi everyone.

5 MRS. WHITE: District 3, Commissioner Shirley A.  
6 Burch.

7 COMMISSIONER BURCH: Good afternoon, everyone. This  
8 is Commissioner Shirley Burch, District 3. Respect and  
9 love where you live.

10 MRS. WHITE: District 4. Commissioner Willie E. Bell.

11 COMMISSIONER BELL: Present. Thank you.

12 MRS. WHITE: District 5, Commissioner Willie E.  
13 Burton. District 6, Commissioner Lisa Carter. District 7,  
14 Commissioner William M. Davis.

15 COMMISSIONER DAVIS: Good afternoon, everyone. This  
16 is Police Commissioner William M. Davis, District 7.  
17 Officers, love where you work. Officers, love where you  
18 work.

19 MRS. WHITE: Commissioner, Jesus Hernandez, At-Large.  
20 Commissioner, Annie Holt, At-Large.

21 COMMISSIONER HOLT: Good afternoon. Annie Holt, At-  
22 Large. Thank you,

23 MRS. WHITE: Mr. Chair, you do have a quorum.

24 CHAIRPERSON HOLLEY: Right, thank you. We do have a  
25 quorum?



1 MRS. WHITE: Yes.

2 CHAIRPERSON HOLLEY: Very good. Thank you so much. At  
3 this time I would entertain a motion for approval of the  
4 agenda of September 9th.

5 COMMISSIONER BERNARD: So moved.

6 VICE-CHAIR JONES: Support.

7 CHAIRPERSON HOLLEY: It's been properly moved and  
8 supported. Any discussion?

9 COMMISSIONER DAVIS: Discussion.

10 CHAIRPERSON HOLLEY: Yes.

11 COMMISSIONER DAVIS: In so much that this agenda has  
12 been changed since what went out should the viewing  
13 audience be able to see what the new agenda is?

14 CHAIRPERSON HOLLEY: I can't do it now. Can I post  
15 it? Make sure I post it. We'll try to put it up now. Is  
16 that okay? Will you take my word for that?

17 COMMISSIONER DAVIS: I'll take your word for that.

18 CHAIRPERSON HOLLEY: Okay then. All in favor, say  
19 aye.

20 COMMISSIONERS: Aye.

21 CHAIRPERSON HOLLEY: Any opposed? The ayes have it.  
22 The minutes of the previous meeting, August 12th, 2021.  
23 Your pleasure?

24 COMMISSIONER HOLT: August 26th, Chair Holley.

1 CHAIRPERSON HOLLEY: Yes, I'm sorry. I got an error  
2 here, so I apologize, August 26th. Thank you so much.

3 COMMISSIONER HOLT: So moved.

4 CHAIRPERSON HOLLEY: Is there a second?

5 COMMISSIONER BURCH: Second.

6 CHAIRPERSON HOLLEY: Any discussion? Hearing none,  
7 all in favor, say aye.

8 COMMISSIONERS: Aye.

9 CHAIRPERSON HOLLEY: Any opposed. At this time, I'll  
10 ask Secretary White to introduce the staff.

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

1 CHAIRPERSON HOLLEY: Thank you so much, Ms. White. At  
2 this time, Chief White. I see your name, but don't see  
3 your face. Are you there? Chief White?

4 CHIEF WHITE: Good afternoon, Honorable Board. I am  
5 here.

6 CHAIRPERSON HOLLEY: Very good.

7 VICE-CHAIR JONES: Good afternoon, sir.

8 COMMISSIONER BURCH: Good afternoon.

9 CHAIRPERSON HOLLEY: There you go. At this time, can  
10 you introduce the executives that are with you today?

11

12 CHIEF WHITE: Yes, sir. Again good afternoon to  
13 everyone, I'm happy to be here. With me today is Deputy  
14 Chief Charles Fitzgerald, Director Chris Graveline of our  
15 Professional Standards, Commander Michael McInnis. Happy  
16 to have him back from training over homicide, Captain  
17 Russell Alano of the Fourth Precinct, Lieutenant Ferguson  
18 over Civil Rights, doing a fantastic job for us over  
19 there. Lieutenant Rodney Sizemore of the LSA. And I think  
20 I see Sheila McBride from my staff as well as my Chief of  
21 Staff, Commander Michael Parish.

22 CHAIRPERSON HOLLEY: Thank you, Chief. It's always  
23 good to see you, and also knowing that your executives  
24 are with you this afternoon. And I thank you so much.  
25 Just for a few minutes, let me just let you know in terms

1 or remarks. I wanted, please forgive me. Do we have any  
2 special guests or VIPs?

3 MRS. WHITE: Yes, sir. Through the Chair, we have  
4 noticed that Ms. Murray Overall of State Representative  
5 Tyrone Carter's Office is present. Mr. Bert Johnson of  
6 the DTA Association, Community Advisory Council, Scotty  
7 Bowman, Mr. Barry Foster, president of the DTA, and also  
8 Mr. Stephen Grady Mohamad, Chief of Staff for Council  
9 President Brenda Jones. Thank you.

10 CHAIRPERSON HOLLEY: Very good to have each and every  
11 one of you. I mean, we really have some VIPs and we thank  
12 you. Of course, all of you are VIPs, I want you to know  
13 that. Again, I just want to let you know that the  
14 Secretary has already indicated, from the public health  
15 order issued on August 25th, 2021, she's already reminded  
16 us that that's why we are here. And we basically want to  
17 make sure that we're following the guidelines of the  
18 bylaws. I just want to say to you, I thank each and every  
19 one of you for your attendance. Those are not only on the  
20 terms of Commissioners but also the Police Department, as  
21 well as all of our guests. Want to thank you so much for  
22 being with us. I want you to know that I'm so happy about  
23 this.

24 CHAIRPERSON HOLLEY: And we have really now secured  
25 Commissioners all office desk at the Precinct where you

1 serve. Let me just say this again. We have secured all of  
2 our commissioner's office, desk space at each Precinct  
3 that you serve. I want you to know that we have some  
4 wonderful people that helped us with this. And so if you  
5 got your nameplate on there, we've got a desk for you and  
6 you can let people know that you're there, so you can  
7 have meetings with the constituents that you represent.  
8 Now, I gave you some taps a couple of months ago. You  
9 didn't say thank you for that. I heard nobody say, thank  
10 you for that.

11 COMMISSIONERS: Thank you.

12 CHAIRPERSON HOLLEY: And then I'm giving you a place  
13 to hang your hat and a desk and everything in a Precinct.  
14 So, I need you to say thank you, Reverend Holley.

15 COMMISSIONERS: Thank you, Reverend Holley.

16 CHAIRPERSON HOLLEY: All right. That's enough. That's  
17 okay. We don't have to go to church on it, but I got to  
18 give a lot of accolades to Commander Parish and Captain  
19 Johnson for the work they've done to help Ms. White and I  
20 to really complete this. And I wanted to give them a  
21 great debt of gratitude. Let me just say this to you. I'm  
22 not talking about anybody. I'm just talking about what  
23 I'm talking about. That's all I'm talking about. I want  
24 you to understand that I talked to the parliamentarian,  
25 and I wanted to ask her to give me some observations in

1 terms of how to really deal with some of the things that  
2 I'm dealing with and some Board members.

3 CHAIRPERSON HOLLEY: So we all are on the same page  
4 and we're representing the bylaws that we basically have  
5 always before us. So I just wanted to say this to you,  
6 that the duty to the Office of the Board is governed by  
7 the bylaws. Article 4, Office on the Board duties,  
8 removal, and Board staff, Section 6, duties of the  
9 officers. The Chair or designee represents the Board of  
10 official matters, as far as the Board is concerned. Let  
11 me just say this again. I'm not talking about anybody.  
12 I'm just talking about when I'm talking about. Examples  
13 of behavior that will be in violation of referenced  
14 bylaws provision including but are not limited to the  
15 following. While Commissioners retain their freedom of  
16 speech to voice their opinion or actions taken by the  
17 Board, this does not extend to represent the Board  
18 outside the agencies in an attempt to overthrow decisions  
19 adopted by the majority vote of the Board. Secondly,  
20 seeking action against a staff member of the Board of the  
21 Office of the Chief Investigator with an outside agency  
22 are representing the Board without prior authorization by  
23 the Chairman on a majority vote of the full Board. Just  
24 want to say, I'm just trying to lay it out because so  
25 many of you are going to be in this seat where I'm at

1 right now, and that you give me the privilege of being in  
2 this seat is an honor, but I want to make sure that I  
3 represent you and defined this in a professional matter,  
4 and I know you want this to be done the same way. Any  
5 dissatisfaction with any staff member of the Board or  
6 opposition to any Board action must be addressed before  
7 the Board, in alignment with the Board bylaws and open  
8 meeting act.

9 CHAIRPERSON HOLLEY: I'm going to send all this to  
10 you because I know basically I'm rushing and my speech is  
11 not always what I want it to be, but I just want you to  
12 know I'm going to send this to you so that you have  
13 exactly what I'm reading to you. Commissioners are  
14 expected to come to the Board with any Board-related  
15 concerns or questions to allow the Board provision of  
16 care, appropriate action will be taken by the full Board  
17 in alignment with the Board's bylaws, to the open  
18 meetings act and preliminary procedures. I want you to  
19 again, say to you that I've had the parliamentarian go  
20 over this, and so what I'm saying to you is not my words.  
21 It comes from the parliamentarian, basically interpreting  
22 the bylaws. The BOPC according to the Open Meetings Act  
23 can meet in closed session to consider dismissal,  
24 suspension are hearing complaints or start charges  
25 against or consider periodic personnel evaluation of a

1 public officer, employees, staff member, or an individual  
2 agent. And the main person can request a closed hearing.  
3 As a public body, we could go into closed session any  
4 motion, duly made, second, and adopted by majority roll  
5 call vote of those present, assuming that decorum is  
6 present. Such motion would have the following form. I  
7 move that the Board meet in closed session under section  
8 8E as in Edward of the open meetings act to hear  
9 complaints about a staff member, which has requested to  
10 be considered in a closed hearing. So again, I'll send  
11 all this to you based upon the parliamentarian's  
12 interpretation of the bylaws. So I just want to make sure  
13 I get that to you. Again, thank you for your time and  
14 thank you for giving me the opportunity to serve you, but  
15 also to lead you in the proper way. Today, we have four  
16 candidates for the positions of senior investigator with  
17 the Office of Chief Investigator.

18 CHAIRPERSON HOLLEY: Each interview will last no more  
19 than 20 minutes, and you have received all the pertinent  
20 instructions in your package. And immediately afterward,  
21 the Board will have a closed session to discuss  
22 employment applications based upon the open meetings act.  
23 And also today, a Resolution. A Resolution regarding tow  
24 contracts and the office of contract and procurement and  
25 a Resolution regarding Sergeant Harris. We will



1 acknowledge his service and commitment to the department  
2 as well. And then, of course, we look forward to the  
3 Chief's report, discussing important updates, including  
4 crime critical issues or incidents impacting the  
5 department or the community. The presentations today will  
6 be from the Fourth Precinct and the Human Resources.,  
7 Facial recognition technology update will be from  
8 Commissioner Burton if he's prepared to do that.  
9 Commissioner Burton, the Board looks forward to your  
10 report on facial recognition next week, if you're not  
11 here this week. And so after that again, I'll just thank  
12 you so much. And certainly, we will move on to the next  
13 item on the agenda. And I thank you for allowing me to  
14 just take the time out and just try to really have an  
15 understanding about what I really expect of you and what  
16 you expect of me as well. And I thank you for that.

17 COMMISSIONER DAVIS: Mr. Chair.

18 CHAIRPERSON HOLLEY: Yes, sir.

19 COMMISSIONER DAVIS: Commissioner Burton wanted me to  
20 tell you that he's on the line, he's having some internet  
21 issues and I also, will we be having public comments  
22 before going into closed session?

23 CHAIRPERSON HOLLEY: Yes, that's my objective. Yes,  
24 sir. So I'm just saying Commissioner Davis, I don't know  
25 what to do in terms of people who can't get on the line.

1 I don't know what to do. I've got them working on it now.  
2 They already put their head through the door and told me  
3 they're working on it. Okay. So let him know we're  
4 working on it.

5 COMMISSIONER DAVIS: He can hear you.

6 CHAIRPERSON HOLLEY: Okay. Very good. At this  
7 particular time, I'd like to have the Resolution now, for  
8 the tow. The tow Resolution this next. And so at this  
9 particular time I've asked Ms. Holt, did I ask you to  
10 read the Resolution, did I not?

11

12 COMMISSIONER HOLT: Yes, sir. Thank you, Chair  
13 Holley. Resolution.

14 WHEREAS in 2016, this Board issued five-year permits  
15 to certain tow companies to allow them to act as police  
16 authorized towers.

17 WHEREAS in 2017, shortly after receiving reports of  
18 corrupt activities by individuals connected with police  
19 authorized towing, the Board approved the following  
20 motion. Based on the recommendation of corporation  
21 counsel, City of Detroit, the Board of Police  
22 Commissioners hereby supports the view that the process  
23 for awarding towing permits should be transferred to the  
24 city office of the chief procurement officer.

1           WHEREAS thereafter multiple individuals connected to  
2 police authorized toying pled guilty to felonies  
3 involving bribery.

4           Whereas the office of contract procurement has  
5 prepared a request for proposal to bid out contracts for  
6 tow companies that wish to act as police authorized  
7 towers after the expiration of the 2016 tow permits now  
8 scheduled to expire on September 30th, 2021.

9           WHEREAS it is important for purposes of transparency  
10 and to avoid possible corruption of the bid process that  
11 the bid process be conducted and supervised by the office  
12 of contract procurement, and that contracts awarded to  
13 towers be approved by the corporation counsel, director  
14 of contract procurement and city council.

15           NOW THEREFORE BE IT RESOLVED that the 2016 tow  
16 permits will terminate on September the 30th, 2021. The  
17 Board further acknowledges the following:

18           **A. The office of contract procurement, OCP will upon**  
19 **adoption of this Resolution immediately resumed the**  
20 **RFP/bid process that was underway when the Board voted to**  
21 **extend the permits;**

22           **B. The RFP/bid process shall be conducted and**  
23 **supervised by OCP, including the form and content of the**  
24 **RFP/bid process documents;**

1 C. Subject to the approval of the procurement  
2 director, the DPD shall take appropriate measures to  
3 ensure that up to three BOPC members or representatives  
4 serve on the committee task with scoring the towing  
5 companies applying for police authorized towing  
6 contracts;

7 D. Contracts awarded to towers shall be approved by  
8 the corporation counsel, director of contract and city  
9 council;

10 E. All future procurements for police authorized  
11 towers shall be conducted in the same fashion as set  
12 forth above;

13

14 F. The Board shall maintain supervisory oversight  
15 over the tow monitor and police authorized towing  
16 operations;

17 G. After the towing contracts go into effect, the  
18 towing monitor shall notify the Board of Police  
19 Commissioners or his designee of its intent to notify the  
20 office of the inspector general or the procurement  
21 director of any matter that may result in adverse actions  
22 against a contract police authorized tow;

23 H. In accordance with the charter of the City of  
24 Detroit, local rules and ordinance and policies and  
25 procedures of OCP, the procurement director shall oversee

1 all contracts entered into between the City of Detroit,  
2 Detroit Police Department, and private towers, but for  
3 towing and recovery services.

4 COMMISSIONER HOLT: Through the Chair. Chair Holley.

5 CHAIRPERSON HOLLEY: Yes, I'm listening.

6 COMMISSIONER HOLT: Is there a motion that we're  
7 supposed to uplift?

8 CHAIRPERSON HOLLEY: Yes, can you hear me?

9 COMMISSIONER HOLT: Yes, sir, I can hear you.

10 CHAIRPERSON HOLLEY: Okay. The motion, please.

11 COMMISSIONER HOLT: Oh, I move that we accept this  
12 Resolution as read.

13 CHAIRPERSON HOLLEY: Is there a second?

14 COMMISSIONER BURCH: I second.

15 CHAIRPERSON HOLLEY: It's second.

16 COMMISSIONER BURTON: Can we call for a record roll  
17 call vote?

18 CHAIRPERSON HOLLEY: Sure you can but at the end of  
19 discussion.

20 COMMISSIONER DAVIS: Discussion.

21 COMMISSIONER BERNARD: Discussion, Mr. Chairman.

22 CHAIRPERSON HOLLEY: Okay. You have four minutes.

23 COMMISSIONER DAVIS: My question is this --

24 COMMISSIONER BROWN: Is that for me or Mr. Davis?

1 CHAIRPERSON HOLLEY: The Chair recognizes  
2 Commissioner Linda.

3 COMMISSIONER BERNARD: Thank you. Mr. Chairman, I  
4 sent the Board a memo with a proposed revised Resolution  
5 a little earlier today. I apologize, ladies and  
6 gentlemen, for the tardiness of the submission. There are  
7 just three minor amendments that I am asking of the  
8 Board, except for this Resolution. In item B, number one,  
9 that the form and content of the RFP documents shall be  
10 approved by the BOPC. The second modification would  
11 be item F. When a person is terminated, the BOPC shall  
12 hold a hearing and be the final arbitrator regarding such  
13 action. And number three, that all the policies and  
14 procedures regarding this shall also be approved by the  
15 BOPC. And let me tell you why ladies and gentlemen,

16 COMMISSIONER HOLT: Through the Chair.

17 COMMISSIONER BERNARD: Excuse me.

18 CHAIRPERSON HOLLEY: She's got the floor.

19 COMMISSIONER HOLT: I don't understand her last item,  
20 that's all.

21 COMMISSIONER BERNARD: I'm sorry. It says that in  
22 accordance with the charter of the City of Detroit local  
23 rules, and ordinances that the policies and procedures  
24 OCP, the procurement director, and I put in, and the BOPC  
25 shall oversee all contracts entered into between the City

1 of Detroit, the Police Department and private towers from  
2 towing and recovery services.

3 CHAIRPERSON HOLLEY: Commissioner got 3 minutes, 3  
4 minutes.

5 And just let me say that, first of all, the charter  
6 says that all things police should be overseen by the  
7 BOPC. Despite the fact that several officers were engaged  
8 in very nefarious activities and so forth, and all of the  
9 felony convictions in the City of Detroit related to  
10 officers, as I recall, we cannot now decide that we are  
11 going to obfuscate our responsibility as the oversight  
12 body for the City of Detroit. Moreover, towers, as I said  
13 yesterday when we were talking, are the representatives  
14 of the community. Part of that community is in fact  
15 towers that pay lots of taxes, who pay thousands in  
16 drainage fees, who pay property taxes, employee taxes,  
17 you know, hundreds of thousands of dollars in order to  
18 invest in and build these businesses. These are no little  
19 businesses. I mean, one piece of equipment is \$150,000.

20 COMMISSIONER BERNARD: They have debts and  
21 everything, and they should have the ability to come to  
22 another forum to discuss any issues that they have. Let  
23 me just say this, Mr. Chairman, police officers, when  
24 they're mad at the chief, or they're mad at us, what can  
25 they do? They can go to arbitration. All this says is

1 that just like a few months ago when that tower appeared  
2 before us, the department said he was out forever. He  
3 came to us, he appealed to us. We unanimously approved,  
4 just a suspension of him, not at the termination of him.  
5 Our involvement as a civilian body is critical with  
6 respect to any police operation. That is the whole  
7 purpose of the Commission. We represent the community,  
8 and of course, we represent police officers, but you  
9 can't rely upon the police and or the office of  
10 procurement to make the decisions regarding businesses  
11 and involve the police department without us.

12 CHAIRPERSON HOLLEY: All right. Your time is up.

13 COMMISSIONER BURTON: Through the Chair.

14 CHAIRPERSON HOLLEY: I've got Commissioner Davis, and  
15 then Commissioner Burton. Commissioner Davis.

16 COMMISSIONER BROWN: And then Brown.

17 COMMISSIONER BERNARD: I just want to --

18 CHAIRPERSON HOLLEY: Commissioner, I have you 5  
19 minutes, so just let me go to somebody else. Okay. Go  
20 ahead, Commissioner Davis.

21 COMMISSIONER DAVIS: My concern, as usual, is the  
22 fact that the information -- I got a hard copy yesterday  
23 and it only went up to F. I was just wondering, when did  
24 it go up to G and H, and who was involved in adding notes  
25 to this?



1 CHAIRPERSON HOLLEY: Is that true?

2 COMMISSIONER BERNARD: Commander Paris.

3 CHAIRPERSON HOLLEY: Okay. I'm getting an answer to  
4 that point, Commissioner Davis as well. Commissioner  
5 Burton.

6 COMMISSIONER BURTON: Thank you, Mr. Chairman. First,  
7 I'd like to say that I've been at the meeting since the  
8 start of the meeting, just experiencing some internet  
9 difficulties. I'm not sure if the staff brought that to  
10 your attention.

11 CHAIRPERSON HOLLEY: They did.

12 COMMISSIONER BURTON: But the Resolution that  
13 Commissioner Annie Holt read into the record sounds like  
14 a pretty good Resolution. The Resolution was properly  
15 supported with a second. I say that we should call for  
16 the vote based on the Resolution that Commissioner, Annie  
17 Holt just read into the record. I think we should support  
18 that Resolution, the one that she read into the record  
19 that Resolution, the one that she read into the  
20 record. We should call for the vote, Mr. Chairman.

21 CHAIRPERSON HOLLEY: Thank you very much,  
22 Commissioner Burton. At this time, Mr. Brown.

23 COMMISSIONER BROWN: Thank you, Mr. Chairman, and I  
24 apologize for being late. I too was having some  
25 difficulties. My phone decided they wanted to upgrade.

1 First of all, I believe Commissioner Bernard put an  
2 amendment on the floor, which we need to address before  
3 we can move forward with this vote. I think her things  
4 were amendments to the Resolution. I don't know how we  
5 handle that, or if the parliamentarian Board can tell us  
6 that. The other thing that I think is missing from this  
7 piece is that I believe that this is supposed to go with  
8 the office of procurement. All those things are overseen  
9 by the office of the inspector general, which I would be  
10 in favor of because therefore it takes away the  
11 favoritism that the Board may have with certain  
12 individuals. And it takes us out of the loop and it puts  
13 us in hand and I've seen the inspector general, do they  
14 work? I filed complaints. Some I've won, some I've lost,  
15 but I felt like I was treated fairly and thoroughly with  
16 these complaints, and I think that needs to be a  
17 component there. And as far as turning over our authority  
18 of delegating it, it's already been solidified through  
19 the office of the corporation counsel that this is  
20 something that we can do because we just did it. So I  
21 would think we need to address the amendments that  
22 Commissioner Bernard put forward when she wanted to make  
23 an amendment. I just need to know if that's a motion that  
24 she's putting out there that we need to vote on that  
25 motion for that amendment if it's proper. And we need to

1 just hear from the parliamentarian, if that is something  
2 we can move forward.

3 CHAIRPERSON HOLLEY: Let me handle it right now. I  
4 don't need the parliamentarian for this right now. Let me  
5 just say this to all of you that I had in all fairness to  
6 the motion that we gave you that Commissioner Holt read.  
7 We had a meeting yesterday with Commissioner Bernard,  
8 trying to work this language out. We respect her, not  
9 only as a commissioner, we respect her legal mind as  
10 well. And so the reason I want to say to you is that we  
11 put three Commissioners on this committee, three  
12 Commissioners if you would see that. The other thing is  
13

14 that we move into contracts and not what they used  
15 to have.

16 CHAIRPERSON HOLLEY: And we felt like the inspector  
17 general that, as well as the other two people in addition  
18 to the Commissioners. So I'm just saying that we thought  
19 we worked this out. And of course, again, as I said,  
20 Commissioner Davis, we did revise it a little bit, so we  
21 apologize to you for that, but it is what it is in terms  
22 of what Commissioner Holt had. At this particular time,  
23 there is no second to the motion that Commissioner  
24 Bernard has said. And so therefore there's no motion to  
25 make against the interest that Commissioner Bernard has.

1 So there is no second. So, therefore, I'm moving on to  
2 the vote, the roll call, if that's okay.

3 COMMISSIONERS: Yes, sir.

4 CHAIRPERSON HOLLEY: I'm going with the roll call.  
5 Yes for the Resolution and no for, not. Roll call.

6 MRS. WHITE: District 1, Commissioner Darryl Brown =  
7 Yes.

8 MRS. WHITE: District 2, Commissioner Bernard = No.

9 MRS. WHITE: District 3, Commissioner. Shirley Burch  
10 = Yes.

11 MRS. WHITE: District 4, Commissioner Bell = Yes.

12 MRS. WHITE: District 5, Commissioner Burton = Yes.

13 MRS. WHITE: District 6, Commissioner Carter.

14 MRS. WHITE: District 7, Commissioner Davis. Davis =  
15 Yes.

16 MRS. WHITE: Commissioner Jesus Hernandez.

17 MRS. WHITE: Commissioner Annie Holt = Yes.

18 MRS. WHITE: Vice-Chair Jones = Yes.

19 MRS. WHITE: Chair Holley = Yes.

20 MRS. WHITE: Through the Chair, there were 8 =Yes  
21 votes and 1 = No vote. The motion passed.

22 CHAIRPERSON HOLLEY: Very good. I thank all of you  
23 for your time and your interest and your concern, as well  
24 as Commissioner Bernard. So, at this particular time, I'm

1 asking Vice-Chair Jones, if you could read the Resolution  
2 for Sergeant Smith?

3 VICE-CHAIR JONES: All right. Through the Chair, I'd  
4 be honored. Resolution honoring Sergeant Ralph L. Smith  
5 Jr. posthumously.

6 WHEREAS Ralph L. Smith was appointed to Detroit  
7 Police Department on May 12th, 1997. Upon graduating from  
8 the Metropolitan Police Academy, Officer Smith began his  
9 career at the Ninth Precinct, Patrol Operation Section;  
10 and

11 WHEREAS Officer Smith dutifully served the Ninth  
12 Precinct and Evidence Technician Unit, Officer Smith  
13 displayed tremendous knowledge and leadership skills and  
14 was promoted to the rank of Sergeant on February 2nd,  
15 2004, Sergeant Smith's assignments included the Second  
16 Precinct Patrol Operation Section Southwestern District,  
17 and Fourth Precinct. On Tuesday, August 31st, 2021,

18 Sergeant Ralph L. Smith Jr. Badge 0242 passed away; and,

19 WHEREAS during his law enforcement career, Sergeant  
20 Smith was a deserving recipient of the Chief's Citation.  
21 The Aretha Franklin Funeral Recognition Award, both  
22 Consent Judgment Awards, the Major League Baseball All-  
23 Star Recognition Award, the Rosa Park Funeral Recognition  
24 Award, the Super Bowl XL Recognition Award, and numerous  
25 letters of commendation from citizens and superiors; and,

1           WHEREAS Sergeant Smith passionately served the  
2    Detroit Police Department and the citizens of Detroit,  
3    his professionalism, commitment to public service,  
4    integrity and dedication were a credit to the Detroit  
5    Police Department. He was highly respected by his peers  
6    as a consummate professional.

7           NOW THEREFORE, BE IT RESOLVED that the Detroit Board  
8    of Police Commissioners, speaking for the citizens of  
9    Detroit and the Detroit Police Department awards, this  
10   Resolution posthumously in recognition of Sergeant Ralph  
11   L Smith's 24 plus years of dedicated and diligent public  
12   service. His professionalism, integrity, and standard of  
13   commitment to the City of Detroit and its citizens merit  
14

15           our highest regards. We salute Sergeant Ralph L.  
16   Smith Jnr. for a job well done.

17           CHAIRPERSON HOLLEY: Thank you, Mr. Vice-Chair.

18           COMMISSIONER BURCH: Through the Chair.

19           CHAIRPERSON HOLLEY: Yes, Madam Commissioner, Burch.

20           COMMISSIONER BURCH: Yes, to the Chair. I would like  
21   to recommend and second the Resolution to be entered into  
22   the permanent archives of the Board of Police  
23   Commissioners. I further would like to recommend that our  
24   organization donate a love sign to the lawn of the  
25   deceased Sergeant, Ralph Smith. Thank you.

1 CHAIRPERSON HOLLEY: All in the favor to say aye.

2 CHAIRPERSON HOLLEY: Mrs. White is asking who made  
3 the motion?

4 COMMISSIONER BERNARD: Oh, I thought Shirley Burch  
5 did? Commissioner Burch.

6 CHAIRPERSON HOLLEY: Commissioner Burch second it.

7 COMMISSIONER BURCH: I second it.

8 COMMISSIONER HOLT: Commissioner Burch made the  
9 motion. I second it.

10 CHAIRPERSON HOLLEY: Commissioner Burch made the  
11 motion, and Commissioner Bernard, second. Just trying to  
12 get it right Dr. Davis. I want to make sure. The news has  
13 to be right, okay.

14

15 CHAIRPERSON HOLLEY: And now ladies and gentlemen,  
16 Chief White of the City of Detroit, the great City of  
17 Detroit. Chief, how are you?

18 CHIEF WHITE: Good, sir. Thank you. How are you  
19 today?

20 CHAIRPERSON HOLLEY: Just fine. Thank you. Welcome.

21 CHIEF WHITE: Thank you. All right. I'll get started  
22 with my report. And I want to thank the Board for that  
23 wonderful Resolution for this Sergeant. Again, another  
24 tragedy for the police department, I guess I'll start  
25 there. His funeral will be, again that's Sergeant Ralph

1 Smith. His funeral will be Saturday at 11:00 AM. And it  
2 will be located, and I do apologize. I had it right in  
3 front of me before you called my name out. It will take  
4 place at Hartford Memorial church at 18700 James Couzens  
5 in Detroit, and the viewing starts at 10:00 AM. And  
6 again, immediately thereafter the funeral will start. So  
7 again, thank the Board for that beautiful Resolution for  
8 him and his family and for the officers of the  
9 department. I will update the injured officers.

10 CHIEF WHITE: We have four members who are currently  
11 off disabled and recovering. One Sergeant from the  
12 Seventh Precinct, two police officers from the Seventh  
13 and Eleventh Precincts, both recovering. Also, last night  
14 and early this morning I was updated and I will not give  
15 the members name out yet because I don't know if all the  
16 family has been notified of her illness. But we do have a  
17 situation with one of our members who is hospitalized  
18 with COVID and she is on a ventilator. And obviously we  
19 ask that you keep her in your prayers; a younger officer  
20 assigned to the Second Precinct and I'll leave it there  
21 to ensure that everyone is notified that she's there and  
22 they're not learning this during a meeting. So we're  
23 prayerful that she pulls through. She is vented at this  
24 point and we're just very, very hopeful and prayerful  
25 that she pulls through this situation as COVID continues



1 to be a very serious issue for the department and as well  
2 as this country.

3 CHIEF WHITE: So I'm not going to get into the  
4 politics of whether or not you should get vaccinated and  
5 I'm not talking about her vaccination status, but it  
6 appears to be one of the strongest weapons we have  
7 against this horrible, horrible virus. And I just hope  
8 that everyone does their research and makes the right  
9 decision that's best for them and their families. We have  
10 additional 22 members currently quarantined or isolated  
11 with COVID symptoms. And we have 12 members that are  
12 currently positive with COVID. I'm going to move on to  
13 the crime data. Our crime data with homicides year-to-  
14 date, we are experiencing a 7% increase in our nonfatal  
15 shootings. We're experiencing an 8% increase with our  
16 nonfatal shootings and robberies, a 25% decrease. And a  
17 total part one crime for the city is a 3% overall  
18 decrease and I want to unpack that a little bit for the  
19 Commission.

20 CHIEF WHITE: We continue to monitor all of our crime  
21 numbers as we talk exhaustively about crime and data, and  
22 we're watching our homicide numbers drop. We're happy  
23 about that. Obviously, One homicide, as I always say is  
24 one too many. One tragedy is one tragedy, too many for  
25 families and, and for our community. But the idea with

1 the reductions is that we continue to bring those numbers  
2 down and continue to try to get this violence under  
3 control in our city. Our drag racing and drifting  
4 enforcement detail continues to work very, very hard for  
5 us. Just this weekend alone, 117 traffic stops. The  
6 traffic citations were 84, vehicles impounded were 6.  
7 They actually recovered one stolen vehicle, made 11  
8 felony arrests, 1 misdemeanor arrest, and recovered 6  
9 weapons. Overall for the year 2,345 traffic stops, 2,645  
10 tickets issued, 2,134 vehicles impounded, 22 stolen  
11 vehicles recovered, 130 felony arrests, 15 misdemeanor  
12 arrests and 97 weapons recovered. When you think about  
13 that, and you think about the work that these men and  
14 women are doing on a day in and day out basis, and the  
15 number of citizens contacts that they're having and  
16 weapons that they're recovering without incident. It  
17 really does bring in a context for you, the incredible  
18 work that the men and women of this department are doing.  
19 And I will tell you this command staff is incredibly  
20 proud of the work that's been done day in and day out,  
21 but particularly this summer with what they've been  
22 dealing with out there and the numbers that they're  
23 continuing to put up respectfully and constitutionally  
24 interacting with our community. Moving on to some

1 significant cases, I want to highlight for the  
2 Commission.

3 CHIEF WHITE: One happened on September 5th at 11:39  
4 at West Eight Mile where 4 individuals were shot and  
5 goodness, none fatally. The ages were 20, 24, 31 and 33.  
6 They were traveling in the area when a white Chrysler 300  
7 pulled up next to them and this area, I don't think I  
8 mentioned it was, I did, on eight mile and this was near  
9 Northland roller rink. This white 300 pulled up near to  
10 them, fired shots. Officers recovered an unoccupied  
11 Chrysler 300, which was stolen. So we believe that that's  
12 to be the suspect vehicle. That vehicle was recovered  
13 shortly after the shooting. The motive for the shooting  
14 is unknown at this time. However, the detectives do not  
15 believe that this was a random shooting. Only one of the  
16 4 victims resided in our city. The remaining victims  
17 resided in Saginaw in Brownstown, and the detectives are  
18 still working that case. On September 6th, at 3:00 AM on  
19 Eastbound I-96 near Greenfield, a 25-year-old man was  
20 fatally shot.

21 CHIEF WHITE: You may have seen that in the media.  
22 The victim in this incident resides in Novi. Based on the  
23 information that we received during the canvas, it is  
24 believed that the shooter was inside of a white sedan  
25 type vehicle. Again, that's a white sedan type vehicle.

1 We do have a recent update; I'll get that for you.  
2 According to the Michigan State Police, they believe that  
3 this case was also not a random act of violence and are  
4 actively investigating and following up on this matter to  
5 generate some more information on the investigation. So  
6 this one also was not random and it's being the primary  
7 on this is the Michigan State Police. I'm going to move  
8 on to some positive events. The Precincts continue to do  
9 their 12 by 12 recruiting drive. They are doing a  
10 phenomenal job with that. Happy with the outcome of that.  
11 We've been able to do some significant recruiting.  
12 Tomorrow, I'm sorry, Saturday the 12th Precinct will hold  
13 theirs. One of the things with the department, as you  
14 know they get very creative and competitive. So the 12th  
15 Precinct has decided that their recruiting event will  
16 feature music, barbecue, and a car show. So anybody  
17 that's available on the 11th 10:00 AM to 6:00 PM please  
18 come out to the 10301 West Seven Mile for the 12th  
19 Precinct's event. Those have been going quite well.  
20 Additionally tomorrow is our 911 event. This is the 20th  
21 anniversary of that tragic event. Our Memorial Service  
22 will commence at 11:00 AM at Campus Martius, and the  
23 Commission is obviously invited, the community is  
24 invited. We will be socially distancing there and  
25 requiring masks and also at that event, I don't know if

1 the Commission is aware, perhaps you saw it in the media  
2 where just some incredibly heroic actions of the Fifth  
3 Precinct officers where they saved the life of an infant  
4 that was rushed into the Precinct.

5 CHIEF WHITE: Just amazing. Well tomorrow is about  
6 honoring first responders and heroes, so we made the  
7 decision to acknowledge 3 of our own heroes at the  
8 conclusion of that ceremony tomorrow, where I'll be  
9 presenting them with lifesaving awards for the amazing  
10 work that they did. I also want to commend Corporal  
11 O'Neil, our canine officer who tied the tie of the young  
12 man outside of the 36 District Court. I just thought that  
13 that was a wonderful image of policing and our officers  
14 and how involved they are in our community. And the fact  
15 that you know, he took time out of his day, on his way  
16 into court to help that young man out. It was just a very  
17 nicely played story, and he was not looking for that  
18 publicity. In fact, he did not know he was even on camera  
19 but the outcome was very nice.

20 CHIEF WHITE: And then two more things I'd like to  
21 bring to your attention. Oh, I also received some  
22 information from Commissioner Burch regarding changing  
23 the signage for the Third District motto, respect where  
24 you live or respect where you work. And we're looking  
25 forward to assisting Commissioner Burch with that work as

1 she goes through that process. We are available and First  
2 Assistant Chief Bettison will be coordinating those  
3 efforts and setting up that meeting for the Commissioner.  
4 And, oh, last thing, we continue to do our neighborhood  
5 patrols with our new police officers with Operation Serve  
6 and Protect, going very, very well. We were out last  
7 week, Lodge in West Chicago, Livernois, and Seven Mile,  
8 East Warren and East Outer Drive. Officers were well  
9 received to get an opportunity to interact with the  
10 community. And it's just really a positive program. I've  
11 decided to keep that program going on late into the fall,  
12 and we'll pick it back up early spring. And with that, I  
13 will take any questions.

14 CHAIRPERSON HOLLEY: Thank you so much Chief and  
15 Commissioners because of a long day, I'm asking that  
16 Vice-Chair Jones do the round robin. And if you have one  
17 question, each of you, if you don't have any question,  
18 then don't ask him, and if you have a comment, I'm asking  
19 that you do that next week. Right now, I'm just asking  
20 for a question. Commissioner, Vice-Chair, Jones.

21 VICE-CHAIR JONES: Through the Chair. Thank you very  
22 much. At this time the Vice-Chair calls At-Large Jesus  
23 Hernandez. Commissioner Hernandez, do you have any  
24 questions for the Chief?

25 CHAIRPERSON HOLLEY: He's not here.

1 VICE-CHAIR JONES: All right. At this time, the Vice-  
2 Chair calls Commissioner Annie Holt. Do you have any  
3 questions for the Chief?

4 COMMISSIONER HOLT: Thank you, Vice-Chair Jones. No.  
5 Thanks Chief White for being and giving a thorough report  
6 and obviously making comments in those areas as it  
7 relates to recruiting. I was over at the Fourth, I don't  
8 know, about three weekends ago, and I had the opportunity  
9 to speak with Sergeant Hall, who bragged about having  
10 recruited some 100 potential cadets. So the 12 to 12 or  
11 the walk on the block or streets is paying off in terms  
12 of some of that recruitment effort. So again, thank you,  
13 Chief White for your presence at the meeting and being  
14 prepared to respond to our questions.

15 CHIEF WHITE: Thank you, ma'am.

16 VICE-CHAIR JONES: The Vice-Chair recognizes  
17 Commissioner William Davis.

18 COMMISSIONER DAVIS: My question to you, sir, is  
19 this, I know it's been publicized that other  
20 municipalities have officers checking people's social  
21 media. Do our officers here check people's social media?  
22 And if so, do they have to get authority to?

23 COMMISSIONER HOLT: No. No.

24 COMMISSIONER DAVIS: I wasn't talking to you.

25 CHAIRPERSON HOLLEY: When you become the Chief, lady?

1 CHIEF WHITE: In regard to what sir. Through the  
2 Chair, just clarification on the question. Checking on  
3 social media and which contacts for recruiting efforts,  
4 or,

5 COMMISSIONER DAVIS: Oh, no. If possible, just to be  
6 checking the social media. I think Los Angeles officers  
7 randomly, when they stop people, get their ID, they also  
8 check their social media accounts.

9 CHIEF WHITE: Through the Chair. Absolutely not.  
10 Absolutely not.

11 COMMISSIONER DAVIS: I hope not. Okay. Thank you.

12 VICE-CHAIR JONES: Vice-Chair recognizes  
13 Commissioner, Willie Bell. Do you have any questions for  
14 the Chief?

15 COMMISSIONER BELL: No, thank you.

16 VICE-CHAIR JONES: The Vice-Chair recognizes  
17 Commissioner, Willie Burton. Do you have any questions  
18 for the Chief?

19 COMMISSIONER BURTON: No, not at this time, but I do  
20 want to say great job Chief on 117 stops in the city.  
21 That's always a good look when you have officers on  
22 patrol. Our citizens have been asked to see more officers  
23 or patrol, so it's great to see the visibility and keep  
24 up the good work.

25 CHIEF WHITE: Thank you.



1 VICE-CHAIR JONES: The Vice-Chair recognizes  
2 Commissioner Shirley. Burch. Do you have any questions  
3 for the Chief?

4 COMMISSIONER BURCH: Yes. Thank you. Just a comment.  
5 Chief white, thank you so much for joining in our efforts  
6 to respect and love where you live and who would be my  
7 liaison to get to the home of Sergeant Ralph Smith? Who's  
8 going to be my person?

9 CHIEF WHITE: My Chief of Staff will take care of  
10 that for you, ma'am Commander Parish who's on the call.  
11 So I will make sure that he follows up.

12 COMMISSIONER BURCH: Yes. Thank you so much.

13 VICE-CHAIR JONES: The Vice-Chair recognizes  
14 Commissioner, Linda Bernard.

15 COMMISSIONER BERNARD: Hi Chief. Good to see you.  
16 Couple of questions real quick. You said there's going to  
17 be a 911 event at Campus Martius on Saturday. What time  
18 is that?

19 CHIEF WHITE: I'm sorry. Through the Chair. I  
20 apologize if I misspoke. The 911 event is tomorrow,  
21 Friday. I'm getting ahead of myself.

22 COMMISSIONER BERNARD: Friday. At what time?

23 CHIEF WHITE: 11:00 AM.

24 COMMISSIONER BERNARD: Okay. 11:00 AM. And then  
25 secondly, I just wanted to call your attention, the fact

1 that your officers that ride bicycles were very helpful  
2 in my District with Councilman McAllister. We had a bike  
3 ride, a 10-mile bike ride, and they rode along with us  
4 and the neighborhood police officer cars were also  
5 patrolling at the same time. It was very, very nice.  
6 Thank you.

7 CHIEF WHITE: Thank you. I received a lot of  
8 information on that. I will be acknowledging their work  
9 in the next couple days. Thank you for that.

10 COMMISSIONER BERNARD: Thank you.

11 VICE-CHAIR JONES: All right. The Vice-Chair  
12 recognizes Commissioner Darryl Brown. Do you have a  
13 question for the Chief?

14 COMMISSIONER BROWN: Yes, just a comment. Chief, I'm  
15 seeing the officers out in the community again, but a big  
16 thank you for those officers at the Fifth Precinct.  
17 Sergeant Treasvant with them saving the baby that was  
18 brought into the police station. I think they did an  
19 outstanding job, and quick action on their behalf to  
20 really prevent the death of this infant. So, I just want  
21 to just make sure we put that out there and thank them  
22 and they should make sure they get that commendation.

23 CHIEF WHITE: Yes, sir, I will. Thank you very much.

24 VICE-CHAIR JONES: The next is going to be Vice-Chair  
25 Martin Jones with questions for the Chief. First of all,

1 Chief, I'd like to thank you for your attendance at Rouge  
2 Park last Saturday, where a number of community activists  
3 came together to show support for the family of the  
4 mother that lost her life out there on the back  
5 basketball court some two years ago. I was there then  
6 when that happened, offering support, and other community  
7 activists but you came out this past Saturday and you  
8 gave a great speech in order to try to motivate those  
9 that were in attendance on what more we could possibly do  
10 to engage this process, where we try to convince a  
11 community to stop killing our babies. You know, it  
12 shouldn't be something that we should have to convince  
13 people to do, but we have to have a number of individuals  
14 that have a number of issues that want to settle it with  
15 the gun, no matter who's around, no matter what day it  
16 is, no matter what time it is. So, I just want to thank  
17 you for coming out, showing up. It impacted a lot of  
18 people and everything and it's good to see you continue  
19 to be out in the community working.

20 CHIEF WHITE: Thank you, sir. Through the Chair,  
21 that's where all our work begins, is in the community.  
22 And I want to thank you for being there as well. And I  
23 just want to assure the Commission that that  
24 investigation is still active. I've got a very dynamic  
25 team working on it, great leadership and Commander

1 McGinnis still confident in his work. And I will assure  
2 you that we're going to keep looking for this perpetrator  
3 as well as featuring that on DPD TV. So, thank you for  
4 your comments.

5 VICE-CHAIR JONES: All right. Thank you, sir.

6 VICE-CHAIR JONES: Chairman of the Board, I turn the  
7 meeting back over to you.

8 CHAIRPERSON HOLLEY: Thank you Vice-Chair Jones.  
9 Thank you so much, Chief. Thank you very much. Chief,  
10 when someone gets COVID in the Precinct, what do you do?  
11 Do you do? Do you shut it down? What do you do when  
12 somebody gets COVID in the Precinct?

13 CHIEF WHITE: Through the Chair, you the Chair,  
14 through you. We make sure we sterilize the Precinct.  
15 Obviously, you know, it's hard to track exactly where it  
16 occurs, but once we recognize that we have a positive,  
17 there are cleaning protocols that we go through and we  
18 isolate the people that have been impacted by it.

19 CHAIRPERSON HOLLEY: OK. Chief, my concern of all  
20 this shooting on the freeways, it looks like to me, there  
21 ought to be some surveillance cameras on the freeways,  
22 not in the City of Detroit, as much as the freeways have  
23 more trouble than we got it. Any discussion with the  
24 governor or the State police about trying to do some  
25 security on the freeways?

1 CHAIRPERSON HOLLEY: Yes, sir. There have been a  
2 number of recent conversations to talk about some of the  
3 success we've had with the Green Lights in the  
4 communities or in the businesses. You know, there's a  
5 school of thought out there that perhaps a lot of the  
6 violence has shifted to the freeways because of the Green  
7 Lights at the gas stations, particularly. So, we're  
8 sharing that information as far as the data is concerned  
9 and we're going to be working with them to see how we can  
10 best keep our community safe.

11 CHAIRPERSON HOLLEY: Thank you so much. Thank you  
12 Chief for your time and thank you for giving the  
13 opportunity for us to have a little conversation with you  
14 and you with us. Thank you so much.

15 CHIEF WHITE: Thank you, sir.

16 CHAIRPERSON HOLLEY: At this time Board members, we'd  
17 like to have a human resources report coming from  
18 Director Patillo. Just waiting to move her over. She'll  
19 be over in a minute. Fourth Precinct, standby. There we  
20 go.

21 DIRECTOR PATILLO: Through the Chair, I will be  
22 presenting the Human Resources Bureau report for the  
23 month of August. Also in your packet, you should have  
24 received documents containing staff and hiring personnel  
25 for civilians and sworn members. For current staffing for

1 the department for the month of August, we were at 93%  
2 filled. For sworn, we were at 96% filled, with a 4%  
3 vacancy. For police assistance, we were at 71% filled  
4 with a 29% vacancy. And then for civilians, we were at  
5 83% filled with 17% vacancy. For sworn recruiting  
6 beginning with the fiscal year of 2021, through August  
7 31st, we received a total of 850 applications. In  
8 processing were 15. Hire was 12, withdrawn archive was  
9 21, archive was 354, temporary disqualified was 61,  
10 permanently disqualified was 46 and then awaiting MCOLES  
11 was 341. For your MCOLES testing site for the written and  
12 physical agility examinations for August. We had for the  
13 written tests, 101 schedule 42 appeared, 35 passed. So  
14 that was an 83% passing rate, seven failed, 17% failing  
15 rate, 4 rescheduled. And then 55, no-shows. For your  
16 physical agility scheduled. We had 139, 52 appeared, 25  
17 passes, which was 48%, failed was 27 personnel. So that  
18 was 52% rescheduled, 16, no show 71. We graduated 27  
19 academy graduates for the month of August. We hired a  
20 total of 42 that was 26 sworn 15 civilians and 1 police  
21 assistant. For your Detroit residency, information we  
22 have for sworn officers for Detroit 570 members, for  
23 civilians, we have 33, for police assistance, we have 22.  
24 For your non- Detroit, we have 1,929 sworn, 292  
25 civilians, and then 28 police assistance. For civilian

1 new hires for Detroit residents, we had 8, for sworn new  
2 hires for Detroit residents, we had 2, and then we had 1  
3 Detroit resident for police assistant for your attrition.

4 DIRECTOR PATILLO: The spreadsheet was included in  
5 your packet, but we had 18 sworn, 8 civilian 3 police  
6 assistants, for a total of 29 that attrited for the month  
7 of August. For leave of absence and restricted duty, for  
8 sworn, we had 18 FMLA a continuous, 30 FMLA intermediate,  
9 3 on medical leave three on military leave, 159  
10 restricted, 41 disabled and sick, 27. For civilians, we  
11 had 5 FMLA continuous, 37 FMLA intermediate, 2 on medical  
12 leave, 4 restricted with 8 sick. For sworn personnel  
13 suspensions that information was provided in your packet.  
14 We had a total of 14, 11 police officers, 1 corporal, 1  
15 sergeant and 1 lieutenant. And then for monthly  
16 separations, we had a total of 18. And for your drop  
17 program, we have a total of 568 personnel that are on the  
18 list. In addition to what Chief White mentioned the 12 by  
19 12 recruiting. All the schools are back in session, so  
20 we're going to be heavily targeting the schools, whether  
21 that's Detroit and non- Detroit, and as well as the  
22 academies. Also, our field recruiting team. We'll get you  
23 a day to be determined, but they're going to start doing  
24 some physical fitness in the community. And so, we're  
25 going to be inviting some of the candidates that were

1 previously disqualified for some of their physical  
2 agility tests to come out and work out with them.  
3 Hopefully, that'll boost their morale and show them some  
4 support that DPD is still here to assist them. And then  
5 we're also HR, we're going to be working with Mrs.  
6 McBride to get a tour of the WC3 new campus where our  
7 training facility is going to be. So, if any of you are  
8 interested in taking that tour with us, please let me  
9 know and I'll give your names to Mrs. Sheila McBride. And  
10 then also, just finally please continue to spread the  
11 word that we are still actively recruiting. Please share  
12 the information in your local communities pending any  
13 questions, that's all I have.

14 CHAIRPERSON HOLLEY: Thank you so much. Any  
15 questions, Commissioners to Ms. Patillo, any questions?

16 VICE-CHAIR JONES: Yes, Vice-Chair.

17 CHAIRPERSON HOLLEY: Raise your hand. Let me go with  
18 Vice-Chair Jones and then come to Commissioner Bernard.

19 VICE-CHAIR JONES: Okay. Good afternoon. Ms. Patillo,  
20 excellent report. I thank you for your report. I wanted  
21 to ask you a question about that drop program, because I  
22 believe you mentioned the number was possibly over 500  
23 for that drop program. Since I'd been made aware of what  
24 that drop program entails. How is it that the decisions



1 made on who goes or what timeframe or what is that  
2 dependent upon, with that drop program?

3 DIRECTOR PATILLO: To my understanding, it's when  
4 they get all of their years in service. So, 20 years, I  
5 believe for officers. The supervisors, I believe 25. And  
6 the number was 568.

7 VICE-CHAIR JONES: Okay. In that 568 is there a plan  
8 that calls for the replacement of those officers, because  
9 that's a lot of experience that they have that's about to  
10 kind of go by the wayside. Is there anything in that that  
11 accounts for, you know, replacing that experience because  
12 I would hate to see them just go and with all of these  
13 new officers, we have coming on board that need that  
14 knowledge and that experience that these officers can  
15 have?

16 DIRECTOR PAYILLO: I am aware of that and I take a  
17 look at that. I look at that and that is a lot of  
18 experience that is a lot of talent and expertise. So, all  
19 we can do is just continue to recruit, but we cannot make  
20 up for those numbers.

21 VICE-CHAIR JONES: Okay. Thank you.

22 CHAIRPERSON HOLLEY: Commissioner Bernard.

23 COMMISSIONER BERNARD: You mentioned a tour, but I  
24 wasn't sure which tour you were talking about, Katrina.

1 You said that we could go on a tour with a group. Thank  
2 you.

3 DIRECTOR PATILLO: Yes ma'am. So, our new training  
4 facility is going to be over at the WC3D campus. I  
5 believe its Southfield and Outer Drive. So, we are trying  
6 to get a tour set up for... I know the HR representatives  
7 and field recruiting so we can get over there. I was just  
8 mentioning that if any of you all wanted to come with us  
9 for that, once I get the date, I can pass that to Mrs.  
10 White, for you to be able to go and tour that facility as  
11 well.

12 COMMISSIONER BERNARD: Thank you.

13 CHAIRPERSON HOLLEY: Any other Commissioners?

14 COMMISSIONER BURCH: Yes.

15 COMMISSIONER HOLT: Through the Chair, Chair Holley.  
16 I too will want to be one of the Commissioners to go on  
17 that tour. So, I look forward to the information from Ms.  
18 White. That's all.

19 CHAIRPERSON HOLLEY: Commissioner Burch.

20 COMMISSIONER BURCH: Yes. Thank you Pastor. I just  
21 want to say to Sergeant Hall, he's in charge of  
22 recruiting. He's doing an excellent job and we need to  
23 encourage him that if one slips through this, they just  
24 kind of slips through and may not be what we need as a  
25 new police officer. That's going to happen because I'm

1 trying to make him understand. You can't see everything  
2 in a person that they may come with, all kinds of  
3 credentials, everything that makes them a police officer  
4 until they get on the job. So just to encourage you and  
5 please tell Sergeant Hall he's not responsible for  
6 everyone that signs up to be a new police officer.

7 CHAIRPERSON HOLLEY: Thank you, Commissioner.

8 COMMISSIONER BURCH: Thank you.

9 CHAIRPERSON HOLLEY: Thank you, Ms. Patillo. Thank  
10 you so much as always. Thank you for your report.

11 DIRECTOR PATILLO: Thank you, Chairman.

12 COMMISSIONER BURTON: Mr. Chairman.

13 CHAIRPERSON HOLLEY: At this particular time,

14 COMMISSIONER BURTON: Mr. Chairman.

15 CHAIRPERSON HOLLEY: Yes. I'm sorry. Yes, Commission  
16 Burch.

17 COMMISSIONER BURTON: This is Commissioner Burton.  
18 I'd like to raise a question if I may?

19 CHAIRPERSON HOLLEY: I'm sorry. I'm sorry. Yes,  
20 please.

21 COMMISSIONER BURTON: All right. Question to the HR  
22 Director. Thank you for acknowledging me, Mr. Chairman.  
23 The question that I have I guess our community has, how  
24 many minorities have we brought on? And what's the, you  
25 know,

1 CHAIRPERSON HOLLEY: The ratio?

2 COMMISSIONER BURTON: Right. Yes, sir. What's the  
3 ratio with the department for us with the new recruits,  
4 but also how many minorities have we brought on, people  
5 of color?

6 CHAIRPERSON HOLLEY: You probably have to do a  
7 time... what's the timeframe, Commissioner Burton?

8 COMMISSIONER BURTON: How many African Americans, how  
9 many.

10 CHAIRPERSON HOLLEY: For the whole year?

11 COMMISSIONER BURTON: How many Latino members have we  
12 brought onto the Board far as minorities?

13 CHAIRPERSON HOLLEY: You want percentage right now,  
14 how many we got into the police force right now?

15 COMMISSIONER BURTON: It can be from the start of  
16 this year, sir.

17 CHAIRPERSON HOLLEY: Okay. All right, but she's  
18 probably not ready, Ms. Patillo, can you answer that or  
19 you want to ---

20 COMMISSIONER BURTON: She can provide it later, it  
21 doesn't matter.

22 DIRECTOR PATILLO: I can provide it later, but I can  
23 give you the stats for the month of August. So, for the  
24 month of August and the class that we hired for August  
25 the 27th, we had 3 Arabic, 10 African Americans and 14

1 Caucasians. Of that breakdown, we had 6 females, 21  
2 males, but I can get you from the beginning of the year  
3 through to date. I can send that response back to the  
4 Board.

5 COMMISSIONER BURTON: Thank you. Can you please send  
6 that to my email, please? Thank you.

7 CHAIRPERSON HOLLEY: So, noted. Thank you so much  
8 Commissioner. At this time I can move on to the Fourth  
9 Precinct. Thank you for your patience. My captain, my  
10 captain, my captain. Where's my captain, my captain, my  
11 captain? He's there. We're trying to find him. All right,  
12 there you go.

13 CAPTAIN SOLANO: Thank you, sir. It's Captain Solano  
14 here. Chairman Holley, Board, Chief, let me just start by  
15 saying again, thank you very much for that Resolution for  
16 Sergeant Ralph Smith. I've worked with Ralph for the past  
17 five years and I've known him as a quiet man but a very  
18 good supervisor, street supervisor. The Chief had  
19 mentioned his funeral is Saturday. There will be a  
20 visitation this Friday from 5:00 PM to 7:00 PM at the  
21 Cloral Funeral Home 18957 W. Warren. But once again, I  
22 really appreciate that and I'm sure his family will as  
23 well. The Fourth Precinct has strong community support.  
24 We have 7 organized community groups with strong  
25 participation. We also have 4 recreational centers, 11

1 parks, 19 schools within our borders. Our Precinct is  
2 home to the Marathon Oil Company, Ambassador Bridge, and  
3 soon the Gordie Hallbridge, Fort Wayne historical site,  
4 the James Group International and Satkiada Motor just to  
5 name a few of our borders. We border the cities of River  
6 Rouge, Ecorse Lincoln Park and Dearborn.

7 CAPTAIN SOLANO: And we also border the Third  
8 Precinct, 10th Precinct, and the Second Precinct. Our  
9 current Commander is Melissa Gardner coming to us from  
10 communications. She is on furlough. We have 123 current  
11 sworn members in the Precinct, 14 probationary police  
12 officers and 6 non-sworn members that consist of 4 DOSOS,  
13 one OMA and one ceasefire analyst. As far as our crime  
14 overview, heading into the end of this quarter, the  
15 fourth quarter, excuse me, the third quarter, our  
16 Precinct has a 7% overall reduction in our violent crime  
17 and a 21% overall reduction in our property offenses,  
18 going through the offenses, our homicides for the year we  
19 have 19 homicides as opposed to 12 in 2020. Our non-fatal  
20 shootings are down 28%, 34 as opposed to 47 in 2020. Our  
21 CSCs are up 34 from 23 in 2020, that's a 48% increase in  
22 robberies, down 17%.

23 CAPTAIN SOLANO: Carjacking is down 64%. We've only  
24 had 4 so far this year. Assaults are down 9%. As far as  
25 property crime, stolen motor vehicles are down 13%. We've

1 had 182 year-to-date as opposed to 209. Burglary is down  
2 6% and our larcenies are down 31% year-to-date. These  
3 overall crime numbers they're a result of simple, hard  
4 work and dedication of our patrol officers, 30 series  
5 cease fire officers, our MPOs, as well as our PDU  
6 detectives. In the Fourth Precinct this year, our weapons  
7 arrests are up 75% over last year. We've had 294 weapons  
8 arrests this year. This is the third year in a row our  
9 weapons arrests have increased. Our narcotics arrests are  
10 up 39% this year over 2020 numbers. As far as PDU, our  
11 non-fatal shooting closure rate is at 44% year-to-date  
12 with 24% of these cases closed by arrest. These efforts  
13 combined with our working partnerships with our District  
14 Manager, Eva Torres, BCD inspector Sesa DeArmis and Kevin  
15 Jones, as well as our federal partnerships, ATF, HSI and  
16 FBI have been the driving force behind our crime  
17 reduction efforts.

18 CAPTAIN SOLANO: Moving on to the MPOs. Everybody  
19 knows these MPOs. Our MPOs are workhorses. They've been  
20 involved in everything from board ups to narcotic  
21 surveillance. Currently, we have 4 MPO officers and one  
22 MPO Sergeant. You also have one Green Light officer who  
23 does monthly compliance checks on 83 Green Light  
24 businesses who are partnered with us in our Precinct. An  
25 August 3rd MPO's COO. There was a very successful

1 national night out held at Clark Park and on August the  
2 20th, we had a successful family fun day here at the  
3 Fourth Precinct that was also coordinated by our MPOs.  
4 The MPOs have also been part of the WipeOut whippet  
5 coalition, whose goal is to decrease the avail  
6 availability and use of whip it for illegal purposes. I  
7 have Officer Kellogg who has been a really integral part  
8 of this program, who I'd like to give a brief summary, if  
9 you could let her in on this meeting right now?

10 CHAIRPERSON HOLLEY: She's there. All I need is her  
11 microphone to be in, there you go. Got your microphone.

12 OFFICER KELLOGG: Good evening, everybody?

13 CHAIRPERSON HOLLEY: There you go.

14 OFFICER KELLOGG: Good evening. I'll do a very short  
15 presentation on this coalition that I have been part of  
16 since September of 2020. It's actually called the Whippet  
17 WipeOut campaign and that's WHIPPET. And then WipeOut,  
18 WIPEOUT campaign. And they have a very good Facebook page  
19 that I recommend everybody follow where you can get more  
20 information on the campaign and current events of what  
21 they're doing. The campaign is a coalition made up of the  
22 police department, fire department, community agencies,  
23 the health department, Senator Chang Councilman Members  
24 and various other drug prevention groups and other  
25 businesses. Just to give a short story, I did, I'm gonna



1 give you an example of what we are finding here in our  
2 streets in Whippet is a street name for nitrous oxide.

3 OFFICER KELLOGG: And these are two things that I  
4 found on the street last week. This is nitrous oxide. It  
5 contains enough nitrous oxide, which is around equivalent  
6 to 50 individual nitrous canisters. If you're driving  
7 around Southwest Detroit, you will see these littering on  
8 our streets, near our parks mostly, schools, and  
9 residential areas. So, this is what we're talking about  
10 when we talk about whippets. They are right now, a food  
11 grade product. They are classified not as a narcotic and  
12 they are sold in our gas stations, party stores, dollar  
13 stores and they're accessible very easily to buy. You  
14 have to be 18 years old or older, and that's the only  
15 environment right now. So, the coalition was started by  
16 Ideal Group, an environmental agency because of the  
17 litter and as more people joined on, they have now broken  
18 up into five groups which are the legislative group, the  
19 awareness group, education, sourcing, and safe collection  
20 and disposal.

21 OFFICER KELLOGG: I attend monthly meetings and  
22 sometimes we break up into individual meetings based on  
23 the topic. This last year with the help of the Law  
24 Department, Senator Chang and the Councilman. We do  
25 currently have a proposal with city council to change our

1 city ordinance, to class, to make possession of these I  
2 believe a misdemeanor. Let me see, I can give you that  
3 that is chapter 30 proposed ordinance to amend chapter  
4 31, article versus offenses against public peace. So  
5 that's currently in review with the city council and that  
6 proposed change of our ordinance was with a year of  
7 comments and recommendations through all the members of  
8 the committee.

9 CHAIRPERSON HOLLEY: I think we need to know more  
10 about that. So let me see if I could, Captain, can we  
11 kind of let's kind of put something together where your  
12 Precinct can maybe do a special presentation about this.  
13 And maybe there is something we can do to give some  
14 support to the ordinance as well. So, I'd like for us to  
15 have a little bit more information about that, if you  
16 could. I thank you for what you're doing, but I'm running  
17 out of time. I want to make sure, No, that's okay. No,  
18 no.

19 OFFICER KELLOGG: So that's a quick summary of that.

20 CHAIRPERSON HOLLEY: Yes, it's good, but your quick  
21 summary intrigue us to fact that we want to know more.

22 OFFICER KELLOGG: Okay.

23 COMMISSIONER BURCH: That's right.

24 CHAIRPERSON HOLLEY: So, Captain, let's work on that  
25 would you please?

1 CAPTAIN SOLANO: Absolutely, sir.

2 CHAIRPERSON HOLLEY: You want to wrap it up?

3 CAPTAIN SOLANO: Yes, just wrapping it up. I just  
4 want to give a special mention to our own Lieutenant  
5 Moore. He's going to be honored at the NAPA Organization  
6 top cop award. He's been nominated and is going to be  
7 receiving a top cop award at their ceremony in  
8 Washington. Lieutenant Warren, this past October was in a  
9 7/11 in Dearborn, when a guy walked in to rob the store.  
10 He actually robbed it, was armed with a handgun, robbed  
11 at Lieutenant Moore waited until he went outside of the  
12 building so as not to create a hostage situation,  
13 identified himself the suspect turned fired on Lieutenant  
14 Moore, Lieutenant Moore returned fire, wounding the  
15 suspect and preventing his escape. I just wanted to  
16 mention this because you know, this is a great honor for  
17 him and it's a great job and that's going to be the end  
18 of my report.

19 CHAIRPERSON HOLLEY: Thank you so much, Captain.  
20 Thank you, and the and your assistant as well. Thank you  
21 for the report. Any questions of Commissioners, any  
22 questions at all? Commissioner Burh?

23 COMMISSIONER BURCH: Chair Holley, just to share with  
24 Commissioner Bell. We just spoke about gas stations  
25 before we came on the air. We do have a program to

1 address the issues, things being sold in the gas station.  
2 And that was under AC LeValley. So, Commissioner Bell,  
3 and we could get together, share the program we've got  
4 with these gas stations, so we can make them accountable  
5 and make ordinances like the officer was saying they're  
6 not the enough ordinance. So, could I work with you  
7 Commissioner Bell?

8 COMMISSIONER BELL: Yes, ma'am.

9 COMMISSIONER BURCH: All right. Thank you.

10 CHAIRPERSON HOLLEY: All right. And thank you  
11 captain. Thank you so much. Any other questions,  
12 Commissioners?

13 COMMISSIONER BERNARD: Excellent report. Thank you  
14 very much.

15 CHAIRPERSON HOLLEY: Thank you. Thank you very much.  
16 At this time. I have the Interim Board Secretary's  
17 report.

18 MRS. WHITE: Yes. Through the Chair, the Honorable  
19 Board, just very briefly pointing your attention to  
20 several items. I'm going to do the incoming  
21 correspondence. The Board received a weekly DPD facial  
22 recognition technology report for last week. Also, the  
23 Board received a project Green Light report, and all of  
24 these reports are,

1 COMMISSIONER BROWN: Excuse me, it's like a big echo  
2 here. Can you turn off one of those devices?

3 MRS. WHITE: Thank you. We will work to do that.

4 CHAIRPERSON HOLLEY: They cut me off. Let's try it  
5 again.

6 MRS. WHITE: Through the Chair, again. The Honorable  
7 Board received several correspondences, but just pointing  
8 your attention to a few of those items, which are not on  
9 the agenda, and it should be posted for the public's  
10 billing. The Board received a weekly DPD facial  
11 recognition technology report for August 23rd through  
12 September 5th, 2021. Also, the Board received a project  
13 Green Light report as of September 1st, 2021. And those  
14 reports are posted to the Board's website for public  
15 inspection. Additionally, the correspondence from the  
16 Chief of Police, James E. White regarding the change of  
17 duty status to administrative leave without pay, but with  
18 medical benefits for a Police Officer Otis Funches, Badge  
19 690 assigned to the Twelfth Precinct was received in the  
20 Board's Office. Also, the Board received the  
21 correspondence from Barry Foster DTA president regarding  
22 the permit extension contract postponement as of  
23 September 2nd, 2021. And finally, the Board also received  
24 council president Jones, towing amendment documents, and

1 additional correspondence today. And that concludes the  
2 communications report for today. Thank you.

3 CHAIRPERSON HOLLEY: Mr. Brown, can I have the  
4 announcements and also go right to the oral  
5 communications?

6 MR. ROB BROWN: Yes, sir. Mr. Chair. The  
7 announcements for the next,

8 COMMISSIONER DAVIS: We are not doing unfinished or  
9 new business?

10 CHAIRPERSON HOLLEY: I'm sorry. Commissioner Davis.  
11 Let's go to unfinished business. I'm sorry, please  
12 forgive me. I'm just rushing too much. Go ahead.

13 COMMISSIONER DAVIS: Unfinished business?

14 CHAIRPERSON HOLLEY: Yes.

15 COMMISSIONER DAVIS: Previously I had brought up  
16 before about the fact that we should get a report anytime  
17 our vehicles, the Board of Police Commissioners vehicles  
18 are involved in any accidents. You know, I got a call  
19 from somebody in the media, asking, did we have a vehicle  
20 that was in the accident this past week? And also  
21 previously, I asked anytime any of our people involved in  
22 an accident, is there an accident report generated. And  
23 also like in the water department, any time you were  
24 involved in any accident, you had to go to the clinic to  
25 be tested, see if he was under the influence, be it

1 alcohol or whatever. And are we doing that? This is the  
2 third time I've inquired about that since I've been on  
3 the Board.

4 CHAIRPERSON HOLLEY: Well, I'm sorry, Commissioner.  
5 It's the first time I'm hearing from my friend and give  
6 me until Monday and I get right back. This is my first  
7 time hearing it. I will get something back to you. Give  
8 me until Monday, if you would, please.

9 COMMISSIONER DAVIS: Okay. It should go to all the  
10 Commissioners. All of us should be made aware of it.

11 CHAIRPERSON HOLLEY: If there is something there, but  
12 I'm just saying to you, I'm just not aware of it and I  
13 don't want to try to speculate or misinform you. I just  
14 don't know. And that's the best way I can say so, but I  
15 will get on top of that. I'm sorry.

16 COMMISSIONER DAVIS: We should try to limit our  
17 liabilities.

18 CHAIRPERSON HOLLEY: Oh, absolutely. But I just want  
19 to get on top of it. Is there anything else under  
20 unfinished business? Can I go now to the announcements,  
21 Mr. Brown?

22 MR. ROB BROWN: Yes. Good afternoon, Mr. Chair, the  
23 next BOPC virtual meetings on September 16th, 2021 at  
24 3:00 PM. And the following week, September the 23rd at  
25 3:00 PM. And Mr. Chair, I go straight to oral

1 communication. The first 3 speakers would be Miss Bernie  
2 Smith followed by Miss Linette Turner-Salis.

3 CHAIRPERSON HOLLEY: How many do you have Mr. Brown?

4 MR. ROB BROWN: 13, sir.

5 CHAIRPERSON HOLLEY: All right.

6 MR. ROB BROWN: Ms. Smith.

7 MS. SMITH: Good afternoon, Commissioners. I will be  
8 very brief on my little report. As you stated last week,  
9 Holley, Reverend Holley, that I get around. Yes, I do get  
10 around because I went on my usual investigations this  
11 past weekend. And I just want to let all of you know, and  
12 especially Chief White, Friday and Saturday, which is a  
13 heavy weekend. Saturday night was just wonderful. I was  
14 quite surprised. There were more police down there and  
15 they were stationed at various corners and in the area of  
16 Monroe and Beaubain, and it was just wonderful to see all  
17 the committee, the police rather, that was doing their  
18 jobs. And they were observing things. And there were very  
19 few loud noises in the cars as I stated before, and the  
20 motorcycles, they didn't make too much noise, but it was  
21 just wonderful to see how the police were at their  
22 stations, two at a time on various corners. And it was  
23 just wonderful. And I spoke to them and I gave them kudos  
24 for what I saw. Two of the police officers that came to  
25 my car wanted to know who I was. And one did recognize



1 me, but the other one, she wanted to know why I was doing  
2 this. I said, because it gives me satisfaction to know  
3 that the police are doing their jobs and that we have  
4 protection in this particular area because we need it.  
5 And I want to report it to the police commission each  
6 week to let them know what a wonderful job that the  
7 police is doing down there. There wasn't any kind of  
8 excitement, no fights or anything. I don't know why,  
9 maybe because I'm reporting the things that's going on  
10 and I appreciate our police department. Have a good  
11 afternoon. Thank you.

12

13

14 MR. ROB BROWN: Good afternoon, Mr. Chair. I don't  
15 see Ms. Salis, I don't see Ms. George. So, your next  
16 speaker will be Overwith. Overwith.

17 OVERWITH: Yeah. Willie Bell. Hey man, you got a  
18 committee one on the Board of Police Commissioners. She  
19 got a whole committee, man, just you. One person on the  
20 committee for towing. That's a whole bunch of  
21 responsibility for one committee and one person on the  
22 committee. Hey Jim, Holley, it's your turn now you  
23 getting ready? Yes, man. You haven't called me man. You  
24 said we were supposed to talk about what's going on with  
25 Keniesha Coleman to cover up the police department.

1 Keniesha Coleman's murder. We ain't talked about it, man.  
2 It's coming up on September the 18th. I'm going to talk  
3 all about Keniesha Coleman, the cover up. What's going on  
4 at the OCI, Lawrence Akbar, Melanie White, all them cover  
5 ups, just sham investigations. I'm talking about all  
6 that. City council, I'll be talking about all that,  
7 September the 18th, high noon, right there, Cadillac  
8 Square, Willard, downtown, a peaceful demonstration of  
9 the powerfulness of someone speaking out and up against  
10 your characters. Oh, you all Martin Jones. Annie Holt and  
11 Mike Duggan, especially the mayor of the City of Detroit.  
12 Anyone ever held in the history of the City of Detroit,  
13 just because it's supposed to be like that. Right there  
14 on Willard, high noon. I don't know how many people are  
15 going to show up, but that's what's happening in the City  
16 of Detroit now.

17 OVERWITH: Oh, there we go. Willie Bell, your time is  
18 up. I told you to move out of the way, you wouldn't move  
19 out of the way, the bus is coming through. I'm driving  
20 and towing is the topic of discussion in the City of  
21 Detroit. Who's getting the money, where's the money  
22 going? I ain't get none. I want it.

23 MR. ROB BROWN: Mr. Chair, your next 3 speakers will  
24 be Katherine, followed by the caller with the last 3  
25 numbers 669, followed by Cunningham. Katherine.

1 KATHERINE: Hello, Board. Thank you for this time.  
2 I'm a resident of District 2. So, my question is for  
3 Linda Bernard. I want to know, have you ever received any  
4 campaign dollars or campaign materials from tow truck  
5 companies, their representatives, lobbyists, or  
6 consultants that work for tow truck companies, paying for  
7 things involving your campaign. And then my second part  
8 of that question is, how can the citizens put their trust  
9 behind you, a lawyer who was fired from the Board of  
10 Police Commissioners. Now you're running for the Board of  
11 Police Commissioners again, and then you can easily  
12 manipulate the system being on the Board for your past,  
13 you know being on the Board now because of your past role  
14 as a lawyer. And now you want to be a commissioner and  
15 those are my two questions.

16 COMMISSIONER BERNARD: You want me to respond, Mr.  
17 Chairman?

18 CHAIRPERSON HOLLEY: Next speaker.

19 MR. ROB BROWN: Caller with the number 669. I don't  
20 see that person will go to Cunningham. Cunningham.

21 CUNNINGHAM: Hello, Honorable body. Can you hear me?

22 CHAIRPERSON HOLLEY: Yes, we can.

23 CUNNINGHAM: Yes, right. I thank you, Reverend  
24 Holley. I do other things and I haven't been in the  
25 meeting in a while and I came to the meeting, and it was

1 disgusting under the other chairperson, and how everybody  
2 was being treated, there were feelings of... I mean,  
3 there was so much animosity and things have just... the  
4 Holy Spirit is present. Everything is flowing smoothly.  
5 It feels like everybody is in a good mood. It feels like  
6 everything is run without disrespect. This is an observer  
7 who's nobody, which is a good thing because I have fresh  
8 eyes. This is what I see. I think it's running a whole  
9 lot smoother and everyone feels like they're being  
10 respected when they speak from the nobodies like me and  
11 you all. Pastor Holley, I still go back way back when and  
12 say, thank you, when I ran Jayhawks for Christ, the  
13 Christian club at Northern High School, worked a job, ran  
14 track, went to the word of faith. I was busy and I came  
15 over to you, as a young man, I needed some money for some  
16 pizza for the program and you just pulled out some money.  
17 It's so long ago and I don't have the best of memories,  
18 but I'll never forget that Reverend Holley. I have a  
19 question in regard to open positions for, without a  
20 competitor for police commissioner positions that are  
21 open, who's running. How can we figure out who is  
22 running? How come there are no debates or are there going  
23 to be any debates between the police commissioners? Can  
24 it be on city TV, city radio, on the internet? Can it be  
25 food snacks for people to show up or et cetera, but again

1 some debates with the current police, the incumbents and  
2 people that want to run against the incumbents? Can  
3 someone reply to that in regard to... area 3 doesn't have  
4 a competitor, but just curious. Thank you so much.

5 MR. ROB BROWN: Mr. Chair, your next 3 speakers would  
6 be the caller with the numbers 402, followed by the  
7 Resident, followed by 534. Caller with the last three  
8 numbers 402.

9 402: Hello, can you hear me?

10 CHAIRPERSON HOLLEY: Yes.

11 402: Welcome to everyone, good to hear your voices.  
12 I remember your faces so healthy and strong looking and  
13 your voice matches. I just want to comment on the  
14 wonderful work and the ceasefire, great work and the  
15 community support and the parks. And also, the other  
16 things they were talking about, the recruitment and the  
17 work over there, and also number 5, the work is being  
18 done over there. I want to mention a special honorable  
19 mention for Officer Patchel over at number 5. I've known  
20 her for about, I guess 8 or 9 years. And she's always  
21 been a very noteworthy officer and she stays within the  
22 policies and procedures or protocol, everything,  
23 including her in any special way. Her demeanor is always  
24 A1. And I just want to see if some honorable mention can  
25 be given to her over at number 5. And if you don't do it,

1 then I guess I'll do it myself. But she is just  
2 appreciative, and I appreciate all of you. Keep up the  
3 good work down through the years as you have always done.

4 CHAIRPERSON HOLLEY: Thank you.

5 MR. ROB BROWN: Resident.

6 CHAIRPERSON HOLLEY: Call him another time, Mr.  
7 Brown.

8 MR. ROB BROWN: Caller with the name Resident.

9 RESIDENT: Hello, Can I be heard?

10 CHAIRPERSON HOLLEY: Yes, you can.

11 RESIDENT: I'm sorry. Okay. Thank you. So first of  
12 all, I'd like to say, you know, I feel bad about the  
13 situation about the crisis center that happened that I,  
14 along with other residents, oppose because there was a  
15 really pretty near complete lack of community engagement.  
16 It's like it was getting planned and kind of pushed down  
17 our throats kind of like another development is right  
18 now. But the difference is that the Board's zoning  
19 appeals listened to the residents and said they weren't  
20 meaningfully engaged. And I think that we can come up  
21 with a win-win situation and there are people in the  
22 community who care about having a crisis center in  
23 Detroit. I don't think having it in Dearborn is  
24 particularly helpful for a lot of people. And I think we  
25 can have a win-win situation. We wanted to save that

1 building as a library where we could even have meeting  
2 rooms, you know, soundproof rooms where you don't have to  
3 use library etiquette, where people could have meetings  
4 and even DWIHN could have meetings.

5 RESIDENT: There could be complicated grief meetings.  
6 There could be all sorts of things, programming where,  
7 you know, people would have a place to go and hopefully  
8 they wouldn't get into a crisis in the first place, but  
9 we do need to have a crisis center. And so I really hope  
10 there isn't bad blood because of that, about the  
11 community and the one in Oakland County, I forget what  
12 it's called, is not in a residential community. And on  
13 that note, I'm really disappointed in the city council  
14 today. If they're going to vote on a land deal as James  
15 Tate admitted, knowing that it's causing division in the  
16 community. I don't think that's good for people's mental  
17 health or even public safety. And I could say some more  
18 about that. Maybe I should speak with my own commissioner

19 MR. ROB BROWN: Caller with the last three numbers,  
20 534, 534.

21 534: I'm sorry. That was me. Sometimes. I don't get  
22 in through the regular way, so thank you. I already  
23 spoke.

24 CHAIRPERSON HOLLEY: Okay. Thank you,

1 MR. ROB BROWN: Mr. Chair. The next 3 speakers will  
2 be Ms. Brenda Hill, Ms. Michelle George, followed by  
3 Minister. Eric Blunt. Ms. Hill.

4 CHAIRPERSON HOLLEY: Ms. Hill?

5 MR. ROB BROWN: Ms. Hill?

6 CHAIRPERSON HOLLEY: Can I go to the next person? If  
7 she comes back, we can come back to her.

8 MR. ROB BROWN: Yes, sir.

9 CHAIRPERSON HOLLEY: Who's next?

10 MR. ROB BROWN: Miss Michelle George?

11 CHAIRPERSON HOLLEY: Ms. George. Ms. George, I know  
12 you're there. I can't see you, but I know you're there.

13 MS. GEORGE: Yes, sir. Hi Commissioner Holley. I  
14 think that we are having some technical difficulties  
15 because my family is on and they can't get through. I  
16 know you called Ms. George, my sister and I told her to  
17 push star-9 and then my niece was on the phone because we  
18 wanted to talk about her interaction. She did sign up,  
19 but I don't know why Naya George, she's 20. Why can't she  
20 get through? I'm texting her. She did sign up to speak  
21 because we want to talk about the interaction she had  
22 with... I'll talk about it, Naya, she could come on next  
23 week. She was downtown with some friends at campus  
24 Martius, and my niece wouldn't hurt a fly. She's a  
25 college student, just graduated, and she was stopped by



1 two police officers hollering at her. Now maybe we're  
2 going to have to get the camera.

3 MS. GEORGE: A Hispanic officer and an Asian officer  
4 downtown gave her 5 citations. Told her, do you have  
5 weapons in the car? And this is my issue. If you're  
6 scared of black children, don't police black families?  
7 Now this is my issue. We're going to try to find the  
8 camera. They mentioned that this happened about a month  
9 ago, they were going to send a ticket into 36 District  
10 Court. She called 36 District Court, there's no record.  
11 So, we're going to do, because my understanding is that  
12 some of her friends took some pictures. We need to find  
13 out about these officers. Now, if you are going to give  
14 her a ticket, give her a ticket. Talking about how she  
15 was swerving. She didn't have her insurance. She did have  
16 her insurance and I was trying to get my brother, who  
17 wasn't able to get on the call. So, this is my issue that  
18 they're asking her if she has any weapons in the car and  
19 immediately my mind went to the Tenth Police Precinct,  
20 that issue of stopping African American children, and  
21 then arresting them. Mr. Brown, I don't know what  
22 happened. She did sign up. I didn't hear her name, Naya  
23 George. I didn't hear her phone, the last three digits.

24 CHAIRPERSON HOLLEY: Ms. George you've been doing  
25 this long enough to know what you need to do, what I

1 would suggest that you do rather is file a report with  
2 the OIC, and so they can follow it up for you. I mean, if  
3 you're concerned, if you really feel like you do, I think  
4 you do, just file the report with OIC. Mr. Brown, let's  
5 go on.

6 MR. ROB BROWN: Yes.

7 CHAIRPERSON HOLLEY: Did you find Ms. Hill?

8 MR. ROB BROWN: No. I'm going to Minister Eric Blunt  
9 and then I'll come back to Ms. Hill. Minister Blunt?

10 CHAIRPERSON HOLLEY: Reverend Blunt?

11 MR. ROB BROWN: Minister. Blunt?

12 CHAIRPERSON HOLLEY: I know you're there. Just take  
13 your time. What about Ms. Hill, Mr. Brown, can you go  
14 back to Ms. Hill and then go back to Minister Blunt?

15 MR. ROB BROWN: Yes, sir.

16 CHAIRPERSON HOLLEY: Ms. Hill? Minister Blunt?

17 MR. ROB BROWN: Ms. Hill looks like she's hung up.  
18 I'm not getting anything from Mr. Blunt.

19 CHAIRPERSON HOLLEY: Okay. I'm sorry. Who's next  
20 then?

21 MR. ROB BROWN: Let me see if I go on that one, Mr.  
22 Blunt.

23 MINISTER BLUNT: Can you hear me, Board?

24 CHAIRPERSON HOLLEY: There you go. Got you.

25 MINISTER BLUNT: All right. Yes. This is Minister

1 Eric Blunt from Sacred Heart Catholic Church. Again, this  
2 Board is intentionally running civilian oversight into a  
3 rut. You do everything to avoid the real issues facing  
4 police misconduct. Case in point, the HR report, no one  
5 asks any questions about the 14 police officers that are  
6 being disciplined. And especially you, Commissioner  
7 Bernard. One of them is in the Twelfth Precinct. This  
8 officer has been suspended without pay. Something  
9 seriously went wrong with police misconduct with this  
10 officer, and yet no one in the Second Precinct knows  
11 anything about it. This police department continues to be  
12 the police department described in this Sunday's  
13 newspaper article, the printed newspaper article, section  
14 A, pages 7 and 8, talked about the history of stress and  
15 all they did to sell it was to continue to pound on the  
16 issues of victims, but never about the integrity and the  
17 humanity of black people. That's all for now.

18 CHAIRPERSON HOLLEY: Okay. Did you find Ms. Hill Mr.  
19 Brown?

20 MR. ROB BROWN: No, sir, Mr. Chair.

21 CHAIRPERSON HOLLEY: All right. Is that it?

22 MR. ROB BROWN: Your last speaker will be Mr. Bowman.

23 CHAIRPERSON HOLLEY: Very good,

24 MR. ROB BROWN: Mr. Bowman?

25 MR. BOWMAN: Yes, can you hear me?

1 CHAIRPERSON HOLLEY: Yes, we can, sir.

2 MR. BOWMAN: Oh, terrific. Well, first of all, I  
3 wanted to bring up the fact that last week's meeting was  
4 canceled against the charter, which says meetings be  
5 weekly with a few exceptions and last week was not one of  
6 them. But another matter, you know, the topic of towing,  
7 you were just bringing that up. And in 2016, one of the  
8 current Board members, Commissioner Bell took \$500 from  
9 Troy Ginyard, owner of Troy's Towing. So, you know,  
10 someone was asking if anyone was taking money from towing  
11 companies. Yes, we have your case where, and I wanted to  
12 bring this up. We have the community advisory council  
13 meeting coming up on the 13th. It's at Bethany Lutheran.  
14 It's at 7:00 PM on Monday, and I encourage people to come  
15 and talk to us there about their concerns and that can  
16 include policing. I mean, a lot goes through the city  
17 council that relates to that. And especially oh, and if  
18 you need to contact me about that  
19 scottyeducation@yahoo.com.

20 MR. BOWMAN: My personal cell phone is (313) 247-2052  
21 to talk (313) 338 9769 to text. I'm very accessible. Oh,  
22 and I don't meet people at my meetings about that and our  
23 Board at our community advisory council. Also, finally  
24 Overwith, please, you just got some contact information,  
25 please contact me. I'm very interested in talking to you

1 ahead of that rally again at (313) 247-2052. I'll answer  
2 that phone. There's a voicemail. I can be texted at (313)  
3 3 38 9769. And I can be  
4 emailed@scottyeducation@yahoo.com. Because you have some  
5 very interesting concerns and I very much like to help  
6 you out with that. Thank you.

7 MR. ROB BROWN: Mr. Chair, that was your last  
8 speaker.

9 CHAIRPERSON HOLLEY: All right. Thank you so much.  
10 And thank each and every one of you for all of my guests  
11 and all of those, basically that didn't speak, but were  
12 listening. We thank God for you. Thank you very much for  
13 your attendance and your patience with us as well. Board  
14 members, I want to move on to the senior investigator  
15 interviews. And this is what I want to do, it's 9 of us  
16 so far. We've got the package and we got the... I really  
17 want to ask each Commissioner for the opportunity to ask  
18 a question and 6 of you on the first one and then another  
19 3 plus six on the second one, and then rotate it for  
20 everybody to get a chance to ask each interviewer at  
21 least two questions each one of them.

22 CHAIRPERSON HOLLEY: So again, just bear with me and  
23 try to follow me. I want to make sure that we do  
24 everything appropriately and thoroughly. And if you feel  
25 that I'm doing anything that you feel like I'm not

1 running it like you want it to, just let me know. But  
2 right now I'm going to ask that we go right into the  
3 interview, and first the question when Mrs. White would  
4 introduce the person as the first candidate for this  
5 position. I'm going to ask Commissioner Holt,  
6 Commissioner Davis, Commissioner Burton and Commissioner  
7 Bell, and Commissioner Burch will be the people that will  
8 ask the question on the first candidate. The second  
9 candidate, I'll start with Vice-Chair Jones, Brown, and  
10 Bernard, and come down that way. So if there is no  
11 problem with that, I'm going to go and ask Mrs. White to  
12 introduce the first interviewee.

13 MRS. WHITE: Yes. Through the Chair, Honorable Board,  
14 Investigator Gianna Coulter has joined the line, and this  
15 is your first candidate for the position of senior police  
16 commission investigator. And I will just walk through  
17 just brief instructions before the interview begins.  
18 Again, welcome Investigator Gianna Coulter. And regarding  
19 this interview, you are being interviewed again for the  
20 position of senior police commission investigator. During  
21 this structured interview, the Board will ask you a  
22 series of questions designed to measure how well you fit  
23 with the Board and with the position that you are  
24 applying for. Each question asks you to think about and  
25 describe a time or situation in your past when responding

1 to the questions, please be as specific, and concise as  
2 possible in your answers. In particular, the Board is  
3 most interested in hearing what the specific situation  
4 was, what you did and what happened as a result of your  
5 actions. When responding to the questions, please try to  
6 deal with work-related examples, rather than examples  
7 from your personal life. However, if you are not able to  
8 think of a work-related example, you can describe a  
9 school example or other appropriate personal situations.  
10 And to begin the interview, Commissioner Holt has the  
11 first question and Honorable Board, please know, as  
12 mentioned by Chairperson Holley, you have received the  
13 interview questionnaire as well as the resumes and all of  
14 the other pertinent material for today's interviews.

15 CHAIRPERSON HOLLEY: Welcome, welcome, welcome,  
16 welcome. At this time, Commissioner Holt.

17 COMMISSIONER HOLT: Thank you, Chair Holley. And  
18 thank you Investigator Gianna Coulter?

19 INVESTIGATOR COULTER: Yes, very close. It's Gianna  
20 Coulter. Yes ma'am.

21 COMMISSIONER HOLT: Thank you. Thank you for that  
22 opportunity to pronounce your name correctly. Please  
23 briefly explain how your previous experience or education  
24 have prepared you for this position as senior police  
25 commission investigator?

1 INVESTIGATOR COULTER: Well, the most relevant  
2 experience that I have, and first of all, let me greet  
3 the Honorable Board, citizens of Detroit, as well as any  
4 members of the department that are still in the  
5 interview. Thank you for having me. The most relevant  
6 experience obviously would be the 8 years I've spent with  
7 the Office of the Chief Investigator. Prior to joining  
8 the Office of the Chief Investigator, I worked in a  
9 supervisory or management role throughout my career. I  
10 was an independent performer who had to make plans, lead  
11 projects and lead people. The most significant of those  
12 opportunities was any leadership role that I have. And I  
13 will say that I'll use Target as an example. It's one  
14 thing to be a subject matter expert, and to know how to  
15 do the job that you're asking people to do, but certainly  
16 being able to listen well, communicate effectively with  
17 people and give direction.

18 INVESTIGATOR COULTER: In a respectful manner is  
19 something that I had to do throughout my time at Target  
20 on my feet outside of the office, on the retail floor.  
21 But I also had to communicate effectively with the  
22 citizens who came into my retail environment. And I found  
23 that whenever I was able to meet both the citizens and  
24 the employees, where they were and communicate with them  
25 in a manner that made them feel that they were important,



1 not just to me, but to the entire team, to the  
2 corporation itself. The employees were receptive as well  
3 as the citizens. And I would say additionally that this  
4 job requires truthfulness and ability to hear what  
5 citizens are saying as well as the employees that you  
6 lead. So, I would say that the most significant role that  
7 I had was when I was supervising at Target.

8 COMMISSIONER HOLT: Thank you.

9 CHAIRPERSON HOLLEY: Commissioner Davis.

10 COMMISSIONER DAVIS: Okay. Sorry about that. Please  
11 describe a time when you needed to make a quick decision  
12 on a matter that affected business operations, and you  
13 did not have time to gather all the facts that were  
14 needed?

15 INVESTIGATOR COULTER: One of the toughest things  
16 I've ever had to do was succession planning in my  
17 automotive past, work with dealerships, minority dealers  
18 as it relates to how they would determine or forecast who  
19 would need to lead their organization in their absence or  
20 upon their passing or leaving their role. But another  
21 part of the job was also identifying when there was no  
22 viable succession plan. And that sometimes is the  
23 beginning of the end. And we are often asked to go out  
24 and speak with dealers face-to-face and give them some  
25 really bad news. And sometimes you don't have all of the

1 facts that are necessary to really address what these  
2 entrepreneurs and businesspeople need to do to save their  
3 businesses. So there were many occasions where I'd have  
4 to hop on a plane, go to North Dakota or South Dakota,  
5 meet with the dealership and not have all of the  
6 information, meet with dealership leadership, not have  
7 all the information that was necessary to assist them,  
8 but have that information, some of them through members  
9 of my team. Does that answer your question?

10 COMMISSIONER DAVIS: That was good.

11 CHAIRPERSON HOLLEY: Thank you so much. Commissioner  
12 Burton. Commissioner Burton.

13 COMMISSIONER BURTON: Can you hear me, Mr. Chair?

14 CHAIRPERSON HOLLEY: Yes, I can.

15 COMMISSIONER BURTON: Yes. I guess I would raise the  
16 question, have you had any training with NACOLEs?

17 INVESTIGATOR COULTER: I have gone to NACOLEs and I  
18 have attended the conference and I've had some of the  
19 webinar virtual training, but in the past, I would say  
20 the past 18 months have not allowed me to do so. My focus  
21 has really been on caseload and case work. So it's easily  
22 been pre-COVID since I've actually been to a NACOLEs  
23 sponsored webinar.

24 CHAIRPERSON HOLLEY: Commissioner Bell. Commissioner  
25 Bell.

1 COMMISSIONER BELL: Please describe a time when you  
2 had to communicate a difficult or unpleasant message to a  
3 manager or supervisor?

4 CHAIRPERSON HOLLEY: Did you hear him?

5 INVESTIGATOR COULTER: Yes, I did hear that. Your  
6 question was when did I have to send an unpleasant  
7 message to a supervisor or manager? That's interesting.  
8 Great question. I have recently had to share with a  
9 supervisor a situation related to a case and some  
10 findings that created additional work for me and that  
11 supervisor. There was an oversight on my part, something  
12 I overlooked, excuse me, something that I overlooked as  
13 it relates to an allegation in an investigation. And  
14 every investigation is time sensitive. There is an  
15 upfront preliminary investigation that requires gathering  
16 citizens and witness statements, electronic data, as well  
17 as going out to the actual location of the incident. And  
18 there was a potential witness that had attempted to reach  
19 out to me, and I somehow overlooked that contact, but I  
20 had to let my supervisor know that and correct the  
21 situation immediately.

22 CHAIRPERSON HOLLEY: Commissioner Burch? Commission  
23 Burch? Commissioner Bernard?

24 MR. ROB BROWN: Commissioner, they're calling you. He  
25 wants to know if you have some questions.

1 COMMISSIONER BURCH: No.

2 COMMISSIONER BURTON: Mr. Chairman? Mr. Chairman?

3 CHAIRPERSON HOLLEY: Yes.

4 COMMISSIONER BURTON: I have one final question with  
5 this candidate. May I raise it please?

6 CHAIRPERSON HOLLEY: Oh, looks like you can, because  
7 I'm sure of Commissioners. So go ahead.

8 COMMISSIONER BURTON: Sure. Thank you, Mr. Chairman.  
9 I'd like to know; do you speak any other languages second  
10 or third language or anything?

11 CHAIRPERSON HOLLEY: Are you bilingual?

12 INVESTIGATOR COULTER: No, I am not.

13 CHAIRPERSON HOLLEY: Thank you very much,  
14 Commissioner. Any other Commissioner has a second  
15 question? Looks like Commissioner Brown. Are you there?

16 COMMISSIONER BROWN: Yes, I'm here, Mr. Chairman.

17 CHAIRPERSON HOLLEY: Thank you so much for hanging in  
18 there. Thank you, my friend. Do you have a question?

19 COMMISSIONER BROWN: No, I don't. I just, you know,  
20 I'm well aware of Investigator Coulter's abilities. I  
21 read a lot of her complaints and her thoroughness of her  
22 job, and I don't have any questions for her.

23 CHAIRPERSON HOLLEY: Commissioner Jones.

24 VICE-CHAIR JONES: Yes. I do have a quick question,  
25 if I might, through the Chair. Thank you for appearing.

1 Investigator Gianna Coulter. I just wanted to ask you as  
2 a follow-up to a question that was asked, if you spoke an  
3 additional language. Do you have a resource available to  
4 you so that if the language is a barrier do you have a  
5 resource available to you on how to overcome that  
6 language barrier, so you can still continue to get the  
7 job done?

8 INVESTIGATOR COULTER: Absolutely. Working through  
9 these supervisory teams here, the necessary contacts are  
10 easily made within and without the department or outside  
11 of the department. We have, on a number of occasions,  
12 accessed assistance to help us communicate with our  
13 citizens that are of Hispanic and or Arabic descent. I am  
14 not aware of the additional contacts that we have or say,  
15 for example, other European or languages from other,

16 VICE-CHAIR JONES: Okay. I'll let you off because I  
17 know there are a lot of different languages that are out  
18 there, so I'll let you off the hook on that.

19 CHAIRPERSON HOLLEY: Let me ask you this, if you  
20 don't mind. Thank you so much. You've been very kind and  
21 certainly good with your answers, and we really thank you  
22 for that. I'll give you a couple of minutes just to close  
23 this out and tell us what you'd like for us to know about  
24 you before you we dismiss.

25 INVESTIGATOR COULTER: The most important thing to me

1 is the most important thing to you all. And that is the  
2 truthfulness, understanding what the citizens are  
3 seeking, what their allegations are, understanding what  
4 their concerns are and addressing them through fact-  
5 finding. My reporting, currently I believe is based upon  
6 simply obtaining the facts and reporting out, making  
7 recommendations for disciplinary actions for officers. So  
8 I would review cases based on the way I've been taught to  
9 investigate and write them. And I would be of support to  
10 the leaders here at OCI, as well as the Board at large,  
11 but my specific focus would be learning. And, if given  
12 the opportunity would really be learning that job first,  
13 before I tried to be some global assistance or aid to the  
14 Board. I would want to expand our ranks and make sure  
15 that the right people are hired for the initial  
16 opportunity and that they are service oriented to the  
17 citizens of Detroit.

18 CHAIRPERSON HOLLEY: All right. Thank you so much. I  
19 want to thank you for the work that you're already doing  
20 and have been doing. And we'll let you know. The Board  
21 will get in touch with you as well. Thank you so much.

22 INVESTIGATOR COULTER: Thank you.

23 CHAIRPERSON HOLLEY: The Board members will now go to  
24 our second candidate.

25 VICE-CHAIR JONES: Through the Chair, there are

1 having some background conversation there. Somebody is  
2 having some background conversation,

3 COMMISSIONER HOLT: It might be Commissioner Burch.

4 VICE-CHAIR JONES: Yes, she has turned her mic off,  
5 so that's good.

6 CHAIRPERSON HOLLEY: Okay. Very good. I'm waiting for  
7 the next candidate. As soon as they get in the chat room,  
8 we'll move right on. Commissioner Davis, you look like  
9 you've got something on your mind. You okay?

10 COMMISSIONER DAVIS: I have no problems at the  
11 moment.

12 CHAIRPERSON HOLLEY: Okay, very good. Just waiting  
13 for the next... Thank you for your patience Board  
14 members.

15 MRS. WHITE: Honorable Board, just to inform you, the  
16 next candidate is Investigator Hannah Hiller and she  
17 should be arriving shortly. Thank you.

18 COMMISSIONER HOLT: Through the Chair. Ms. White,  
19 pronounce her last name, please?

20 MRS. WHITE: Hiller.

21 COMMISSIONER HOLT: Thank you.

22 CHAIRPERSON HOLLEY: The question I'd like to know is  
23 how she pronounced the first name.

24 COMMISSIONER HOLT: I think she said Hannah.

25 CHAIRPERSON HOLLEY: Okay. That's how you say it.

1 MRS. WHITE: Yes, sir.

2 CHAIRPERSON HOLLEY: Very good.

3 MRS. WHITE: And if staff cohost could please ensure  
4 that Investigator Hiller is moved over to the panel  
5 gallery. Thank you.

6 CHAIRPERSON HOLLEY: Can we tell something about her  
7 while we're waiting on her? Okay. They got the  
8 information already.

9 MRS. WHITE: Yes.

10 CHAIRPERSON HOLLEY: Mr. Bell, what would be your  
11 advice to do now? I got it. There we go, there we go. Ms.  
12 Hiller.

13 INVESTIGATOR HILLER: Yes, sir.

14 CHAIRPERSON HOLLEY: Very good. Thank you so much for  
15 joining us.

16 INVESTIGATOR HILLER: Thank you for having me.

17 MRS. WHITE: Okay. Investigator Hiller, just to give  
18 you a few instructions before the interview begins.  
19 Again, welcome to the interview for the position of  
20 senior police commission investigator with the Office of  
21 the Chief Investigator. During this structured interview,  
22 the honorable Board will ask you a series of questions  
23 designed to measure how well you fit with the position  
24 and the job that you are applying for. Each question asks  
25 you to think about and describe a time or a situation in



1 your past. When responding to the questions, please be as  
2 specific and concise as possible in your answers in  
3 particular, the Board is interested or most interested in  
4 hearing what the specific situation was, what you did and  
5 what happened as a result. When responding to the  
6 questions, please try to use work-related examples rather  
7 than examples from your personal life. However, if you  
8 are not able to think of a work-related example, you can  
9 describe school or other personal situations.

10 CHAIRPERSON HOLLEY: Once again, we welcome you this  
11 afternoon. Thank you for being here. Commissioner Jones,  
12 you're up first.

13 COMMISSIONER JONES: Oh, okay. Thank you very much,  
14 Chair. This is something that stands out for me. I mean,  
15 we've all kind of been in this position or whatever, when  
16 we were looking at or what we did not particularly agree  
17 on, but through expediency we had to come up with a  
18 conclusion. So you can kind of describe a time when you  
19 say you support a decision, even though you may not have  
20 agreed with it at that time, but you had to respond in  
21 some kind of way. Can you give us an example and tell us  
22 how you handled that situation?

23 INVESTIGATOR HILLER: Yes. A time actually at this  
24 office comes to mind when I was a very new investigator  
25 over eight and a half years ago. I submitted my first

1 case. I collected all the necessary documents for it. I  
2 submitted my findings in a report and it was returned to  
3 me with feedback from my supervisor at that time. We went  
4 back and forth with what I found and what was needed for  
5 the case. And I was gently advice to change my findings  
6 for the case. And in hindsight, you know, I was obviously  
7 at that point in time since I was a new investigator, I  
8 was probably a month in on the job. So I listened to it.  
9 I had a, you know, a moment of why do I have to do this?  
10 I think this should be the finding, but then I respect  
11 the position of my supervisor in advising me to do so. I  
12 hope that answered the question. Thank you.

13 COMMISSIONER JONES: Okay. Thank you.

14 CHAIRPERSON HOLLEY: Commissioner Brown. Commissioner  
15 Brown.

16 COMMISSIONER BROWN: Mr. Chairman, I don't have any  
17 questions. Thank you.

18 CHAIRPERSON HOLLEY: Okay. Commissioner Bernard.  
19 Commissioner Burch. Commissioner Bell.

20 COMMISSIONER BELL: Yes, sir. Please describe a time  
21 when you had to communicate a difficult or unpleasant  
22 message to a manager or a supervisor?

23 INVESTIGATOR HILLER: A time comes to mind when was  
24 involved in, actually the team meeting regarding  
25 processes and procedures within the office. And I did not

1 like the way the meeting was conducted and the way the  
2 manager had spoken to some of the meeting attendees. At  
3 the end of the meeting, I respectfully asked if I could  
4 speak to a supervisor privately and which I did and  
5 advise them that I felt that the way the meeting was  
6 conducted was not professional. And I suggested that for  
7 future it should be handled more tactfully. So I have no  
8 problem speaking up, I guess, if I needed to do that.

9 COMMISSIONER BURTON: Mr. Chairman.

10 CHAIRPERSON HOLLEY: Commissioner Burton.

11 COMMISSIONER BURTON: Yes. Thanks for recognizing me.

12 CHAIRPERSON HOLLEY: Sure.

13 COMMISSIONER BURTON: To the investigator that we  
14 have here. I would like to know, have you ever attended a  
15 NACOLES conference or meeting and also, do you speak any  
16 other languages, and if so, can you share with us today,  
17 please?

18 INVESTIGATOR HILLER: Yes, I attended, I believe two  
19 conferences in the eight and a half years that I've been  
20 here. One in Spokane, Washington, a few years back. And I  
21 went to a couple of the sessions at the Detroit  
22 conference and yes, and I do speak I am trilingual, I  
23 speak Romanian, Hungarian and English, of course.

24 COMMISSIONER BURTON: Very Good.

1 CHAIRPERSON HOLLEY: Okay. Commissioner Davis.  
2 Commissioner.

3 MRS. WHITE: You're muted, sir.

4 COMMISSIONER DAVIS: Sorry about that. Okay. Please  
5 describe a time when you needed to make a quick decision  
6 on a matter that affected the business operation, and you  
7 did not have time to gather all the facts. What happened?

8 INVESTIGATOR HILLER: I used to work as a legal  
9 secretary back in my early days during college actually.  
10 And again, I was instructed that I needed to complete a  
11 form for a court filing that day. My supervisor was not  
12 available to guide me through the process. Am I answering  
13 your question? I'm sorry, what was a quick decision? Is  
14 that what it was? Yes.

15 COMMISSIONER DAVIS: Yes.

16 INVESTIGATOR HILLER: So what I did was, I did some  
17 research. I went online and I sought out what the court  
18 requirements are for the paperwork that I needed to file  
19 with the court that day. I filled it out, I compared it  
20 with other documents similar to that particular case. And  
21 I got it done. I got it filed. I've got it signed by the  
22 attorney and I had it filed that day. So I am  
23 resourceful, I guess if that's what you were asking.  
24 Thank you.

25 COMMISSIONER DAVIS: So, did it meet the need?

1 INVESTIGATOR HILLER: Yes, it was filed properly and  
2 there was no, it did not get turned back from the court.  
3 It was a guardian ad litem type of case that was an  
4 emergency.

5 COMMISSIONER DAVIS: Okay, that's all I asked.

6 INVESTIGATOR HILLER: Thank you.

7 CHAIRPERSON HOLLEY: Commissioner Holt:

8 COMMISSIONER HOLT: I'm good, thank you.

9 CHAIRPERSON HOLLEY: Okay. Let me ask you this. I had  
10 one, somebody asked a question that I was going to ask  
11 but give me really what you feel like are your best  
12 leadership qualities. Give me your best leadership  
13 qualities?

14 INVESTIGATOR HILLER: I would say that I am a great  
15 communicator. I think that people need to know if they're  
16 doing a good job and if they're not doing a good job, I  
17 think feedback is very important when it comes to the  
18 type of work that we do, because it does affect others,  
19 not just us personally, but it does affect citizens, the  
20 community. So I think that being a great communicator is  
21 a good leadership attribute to provide feedback.

22 CHAIRPERSON HOLLEY: In a city like Detroit and a  
23 city, you know, how do you feel like that the problems we  
24 have in terms of from poverty to richness, how do you  
25 feel that you can, how handle something like that in

1 terms of a mix sometimes, and this is what this thing is  
2 really all about. How do you think your leadership can  
3 handle something like this? Am I making sense to tell  
4 you?

5 INVESTIGATOR HILLER: Yes, I think you are. I think  
6 knowing to communicate is very important and that's what  
7 I was trying to say earlier, knowing to communicate with  
8 all types of people from all different walks of life. I  
9 think that is very important. We get phone calls in this  
10 office from people you know, from all kinds of ways of  
11 living or situations. And it is important that we know  
12 how to address them and how to solve their issues and how  
13 to educate them when we speak to our citizens,

14 CHAIRPERSON HOLLEY: How are you good with criticism  
15 of yourself?

16 INVESTIGATOR HILLER: Again, I welcome feedback. I  
17 want to know if I'm doing a good job and if I'm not doing  
18 a good job, or if I handled the situation poorly, I think  
19 that is important, and I welcome it.

20 CHAIRPERSON HOLLEY: Take a couple of minutes and  
21 tell us what you'd like us to know about you that  
22 basically, maybe it didn't come out with the questions  
23 that we've asked you.

24 INVESTIGATOR HILLER: I worked for this office for  
25 over eight and a half years. I came here with

1 investigative experience. I worked for the State of  
2 Michigan as a regulation agent, and briefly as a  
3 children's protective services investigator. I bring a  
4 lot of experience. I think I'm ready to move on to a more  
5 involved role with this office. I am resourceful. I am a  
6 soft motivator. And most importantly, I am tech savvy,  
7 and I think that our office needs that at this point in  
8 time. I'm always looking to learn. I'm always looking for  
9 ways and trends that I could use for software that the  
10 department uses to benefit our office. And most  
11 importantly, I've demonstrated that I can handle a heavy  
12 caseload. I've done it, and I'm here for it.

13 CHAIRPERSON HOLLEY: Got you. Thank you so much.  
14 You've been very nice and very cordial with your answers  
15 as well. Thank you so much. We'll get back and we'll get  
16 back to you as well.

17 INVESTIGATOR HILLER: Thank you. I appreciate it.  
18 Have a wonderful day. Thank you.

19 CHAIRPERSON HOLLEY: Thank you for your patience and  
20 thank you for your questions. We waited for the next  
21 person to be brought in here, Mr. Murphy.

22 INVESTIGATOR MURPHY: Hello Board.

23 CHAIRPERSON HOLLEY: There you are, how are you? It's  
24 good to see you.

25 INVESTIGATOR MURPHY: I'm doing well.

1 CHAIRPERSON HOLLEY: Very good. We'll introduce you  
2 and then we'll get to the questions.

3 MRS. WHITE: Yes, good afternoon. Investigator Elgin  
4 Murphy. Honorable Board, before moving into the interview  
5 questions, Investigator Murphy, I will provide a brief  
6 instruction and then the Honorable Board will move  
7 forward with their interview questions. During this  
8 structured interview, the Board will ask you a series of  
9 questions designed to measure how well you fit with the  
10 position and the department and the position of senior  
11 police commission investigator. Each question asks you to  
12 think about and describe a time or a situation in your  
13 past. When responding to the questions, please be as  
14 specific and concise as possible in your answers. In  
15 particular, the Board is most interested in hearing what  
16 the specific situation was, what you did and what  
17 happened as a result. When responding to the questions,  
18 please try to use work related examples rather than  
19 examples from your personal life. However, if you are not  
20 able to think of a work-related example, you can describe  
21 school or other personal situations.

22 CHAIRPERSON HOLLEY: Thank you so much, Secretary.  
23 And once again, welcome Mr. Murphy. Thank you so much. At  
24 this time, Commissioner Brown, are you there?  
25 Commissioner Brown. Commissioner Burton?



1 COMMISSIONER BURTON: Mr. Chairman?

2 CHAIRPERSON HOLLEY: Yes. Mr. Burton, you have a  
3 question for Mr. Murphy? Commissioner Jones, would you  
4 take

5 COMMISSIONER BURTON: Mr. Chairman.

6 CHAIRPERSON HOLLEY: Yes, got you.

7 COMMISSIONER BURTON: Yes. Commissioner Burton is  
8 present. Apparently, I'm experiencing some internet  
9 difficulties, but I believe you called on me to raise a  
10 question to Investigate Murphy?

11 CHAIRPERSON HOLLEY: Yes, absolutely.

12 COMMISSIONER BURTON: All right. My questions would  
13 be, Investigator Murphy, have you attended any NACOLES  
14 conferences or training and also do you speak any other  
15 languages?

16 INVESTIGATOR MURPHY: In regards to the NACOLES  
17 training, I have attended the NACOLES conference that was  
18 held in Detroit and I have attended some virtual NACOLES  
19 courses. The only language that I speak is English.

20 CHAIRPERSON HOLLEY: Thank you. Commissioner Brown,  
21 are you there? Commissioner Jones.

22 COMMISSIONER BROWN: Yes, Commissioner Brown is here.  
23 I'm here, Chairman. I don't have any questions.

24 CHAIRPERSON HOLLEY: Okay. Very good. Commissioner  
25 Jones.

1 VICE-CHAIR JONES: Thank you. Through the Chair.  
2 We've all probably been in this particular situation  
3 before where we've been in a meeting, investigations are  
4 on the table, different opinions are at that table also.  
5 Can you describe a time when, say, there was a decision  
6 that you supported, even though you may have had some  
7 reservations about it, you may have disagreed in some  
8 kind of way, and maybe you can tell us how you may have  
9 handled a situation like that?

10 INVESTIGATOR MURPHY: As a matter of fact, I did have  
11 a situation that did occur with one of my supervisors  
12 concerning an investigation, and we did not agree on the  
13 findings. They wanted to sustain the finding. I thought a  
14 sustain was not necessary. The issue was that an officer  
15 was involved in a traffic stop and the recording was cut  
16 on roughly 28 to 30 seconds late, but there was like 43  
17 minutes of video. So the recording was not attempted to  
18 be mistreated or mishandled. It was just a few seconds  
19 late. And we didn't agree on that, but my supervisor said  
20 that they thought that it should be sustained and  
21 therefore sustained the officer. I didn't necessarily  
22 agree with it because I didn't see that the officer was  
23 trying to hide anything that he did, and it was noted on  
24 the activity log as, as the manual requires that there  
25 was some difficulty with the body-worn camera and the

1 card sinking together. So there was only like a 28 to 30  
2 delay, and I was instructed to sustain the person, so  
3 that's what I did.

4 CHAIRPERSON HOLLEY: Commissioner Davis?

5 COMMISSIONER DAVIS: I have a question. Please  
6 describe a time when you needed to make a quick decision  
7 on a matter that affected business operations, and you  
8 did not have time to gather all the facts. What happened?

9 INVESTIGATOR MURPHY: I guess that would be during  
10 the pandemic. I was asked to host a zoom meeting and I  
11 wasn't really adapted to hosting zone meetings. So I  
12 gathered information that I could as quickly as possible  
13 and go to the zoom meeting. And from that point on, I  
14 said to the officer who was scheduling and hosting zoom  
15 meetings for DOD interviews.

16 COMMISSIONER DAVIS: Okay.

17 CHAIRPERSON HOLLEY: Commissioner Bell?

18 COMMISSIONER BELL: Yes, sir. Briefly explain how  
19 your previous experience and or education helped prepare  
20 you for this position?

21 INVESTIGATOR MURPHY: My previous experience, I am a  
22 retired DPD member. I wanted to come into this office  
23 while I was still a DPD member. And at the time that I  
24 came and I heard about the office and heard what it did,  
25 I thought that I could be an instrument to help the

1 citizens as well as the department make the officers in  
2 the department better. And because I came to this office,  
3 I had some education, but I didn't have all. I didn't  
4 have my entire four-year degree. It forced me to go back  
5 to school and complete my degree.

6 CHAIRPERSON HOLLEY: Commissioner Holt.

7 COMMISSIONER HOLT: Thank you, Chair Holley. Thank  
8 you, Investigator Murphy for allowing us to entertain you  
9 receiving this promotion as a senior police commissioner  
10 investigator. Please describe a time when you had to  
11 provide feedback to another individual on his or her  
12 incorrect performance of work duties or processes?

13 INVESTIGATOR MURPHY: I really didn't have to do that  
14 in this office. I did have to do that as a police  
15 Sergeant. When I was assigned to PAL. I had a facilities  
16 administrator that allowed some activities to occur at a  
17 facility without the proper permission. And I had to  
18 explain to him that that couldn't be done because of the  
19 fact that we would be held liable and that the event that  
20 he was aligned to occur had to provide his own insurance  
21 to prevent PAL from being responsible if he ever had any  
22 injuries. He did comply initially, but later on when he  
23 didn't comply again and was disciplined for that.

24 COMMISSIONER HOLT: Oh, okay. Thank you for your  
25 response.

1 CHAIRPERSON HOLLEY: Any other Commissioner that I  
2 overlooked? Mr. Murphy, what's your strengths, and then  
3 kind of let me know, maybe there might be a little  
4 weakness here and there. What is your strength and what  
5 do you consider to be your weakness that perhaps you are  
6 still working on?

7 INVESTIGATOR MURPHY: I would say my strengths would  
8 be, I like to see things done correctly. If I believe  
9 that they're not being done correctly, I try to come up  
10 with some type of solution or remedy to help moving in  
11 the direction I think it should go. But on the same  
12 token, having that kind of a position sometimes can be a  
13 weakness because it gets me in trouble when people think  
14 they don't necessarily have to go in that direction.

15 CHAIRPERSON HOLLEY: Well, one of the things that I  
16 always have a problem with in terms of leadership and I'd  
17 work really hard, and I want to know how you would handle  
18 this. If you have 14 to 20 people working with you and  
19 many times an investigator is, what you call independent  
20 thinkers, how do you think you can deal with independent  
21 thinkers, 14 to 15, and yet you are the senior  
22 investigator, how do you think you can handle that?

23 INVESTIGATOR MURPHY: Well, I recently avail myself  
24 of some of the LinkedIn training and one of the trainings  
25 spoke about having different ways of getting to the end.

1 And one of the examples that they gave was, you know, 3  
2 plus 6 is 9, 5 plus 4 is 9, 1 plus 8 is 9. So they all  
3 add up to 9, but it's a different way to get there. So as  
4 a senior guy, I would have to understand that we can  
5 argue to the same place but just not take the exact same  
6 streets.

7 CHAIRPERSON HOLLEY: Yes. I like that. What do you  
8 think about Detroit?

9 INVESTIGATOR MURPHY: I've lived nowhere else. I've  
10 been a Detroiter all my life. I'm still a Detroit  
11 resident. I've lived here my entire life. Got on the  
12 police department because I wanted to make a difference  
13 and also came to OCI because I thought I could make a  
14 difference for the city that I lived in because I love  
15 Detroit.

16 CHAIRPERSON HOLLEY: And you feel like you've made a  
17 difference in the former as well as the present?

18 INVESTIGATOR MURPHY: I think I've made some headway.  
19 The difference I thought I was going to make. No, I did  
20 not. I was very idealistic and I do believe I've helped  
21 some people and I pointed people in the right direction,  
22 but for what I thought I was going to be able to do, I  
23 did not come close.

24 CHAIRPERSON HOLLEY: In the two minutes that you  
25 have, what would you want us to know about you that

1 perhaps we didn't cover?

2 INVESTIGATOR MURPHY: Well, I've been doing this type  
3 of work for roughly 30 years. I've been working here  
4 since 2000. I retired from the office of the chief  
5 investigator in 2013, and I was rehired back as a  
6 civilian investigator. As a police Sergeant working at  
7 OCI, I was performing some of the duties of a senior  
8 investigator, but I was a sworn member. So I wasn't  
9 called that. And since I have been a civilian, I helped  
10 the office out in any way I can. If I can be of  
11 assistance to help things run smoother or easier, I do  
12 what I can to help out. As I said earlier as far as  
13 hosting the zoom meetings during the pandemic, you know,  
14 that wasn't anything I just came up with because I didn't  
15 feel strong in that area. When I was asked to do it, I  
16 jumped in and did it and continued to do it today.

17 CHAIRPERSON HOLLEY: Thank you so much, Mr. Murphy.  
18 Thank you for your time. Thank you for your interest.  
19 Thank you for answering the questions that you have  
20 forthrightly and we will get right back to you real soon.  
21 Okay.

22 INVESTIGATOR MURPHY: Thank you.

23 CHAIRPERSON HOLLEY: No, thank you. The last  
24 candidate, Board members is Ms. Stanton and as soon as we  
25 get her hosted, we will be able to move right on. Mr.

1 Brown. Have I covered everything other than this right  
2 here?

3 CHAIRPERSON HOLLEY: Ms. Stanton, are you there?

4 CHAIRPERSON HOLLEY: Very good. Oh, there you are,  
5 how are you?

6 INVESTIGATOR STANTON: Very good.

7 CHAIRPERSON HOLLEY: Good, good to have you with us.  
8 Thank you for your patience with us as well. At this  
9 time, Mrs. White, will give you some things that we're  
10 looking for. Okay.

11 MRS. WHITE: Good afternoon, Investigator Stanton.  
12 Welcome. And the Honorable Board will move into their  
13 interview questions just after I give a few instructions.  
14 So during this structured interview, the Honorable Board  
15 will ask you a series of questions designed to measure  
16 how well you fit with the department and the position  
17 that you are applying for, the position of senior police  
18 commission investigator. Each question asks you to think  
19 about and describe a time or situation in your past. When  
20 responding to the questions, please be as specific and  
21 concise as possible in your answers. In particular, the  
22 Board is most interested in hearing what the specific  
23 situation was, what you did and what happened as a  
24 result. When responding to the questions, please try to  
25 use work-related examples rather than examples from your



1 personal life. However, if you are not able to think of a  
2 work-related example, you can describe school or other  
3 personal situations.

4 CHAIRPERSON HOLLEY: Thank you so much. And thank you  
5 again for your time and your interest as well. At this  
6 time, Commissioner Jones, do you have a question for our  
7 luxurious candidate?

8 VICE-CHAIR JONES: Thank you. Through the Chair. And  
9 good afternoon, Ms. Stanton.

10 INVESTIGATOR STANTON: Good afternoon.

11 VICE-CHAIR JONES: Thank you for your appearance  
12 today. I kind of have, you know, one particular question  
13 of interest, it probably relates to a previous situation,  
14 describing a situation where possibly you were leading a  
15 team and perhaps she had maybe a disagreement on a  
16 direction that you wanted to go into and it had  
17 everything to do with an important decision that needed  
18 to be made. How did you resolve that conflict, what  
19 direction that you felt was going to be best that the  
20 team moved in?

21 INVESTIGATOR STANTON: I'm sorry, could you please, I  
22 missed what the conflict was?

23 VICE-CHAIR JONES: Well, actually did not name a  
24 conflict in particular. I want you to draw on your  
25 experience, when you were leading your team and you had

1 to come up with a decision, but there was a conflict  
2 about coming up with how to resolve that important  
3 decision. So I'm just kind of interested to know, how  
4 would you handle something like that?

5 INVESTIGATOR STANTON: Let's see, I'm trying to think  
6 of something specific, you know, I'm pursuing a  
7 leadership position. So there haven't been a lot of  
8 opportunities for me to actually lead a team. What I can  
9 say is that ever since I started at OCI back in 2012, I  
10 believe that I've been looked at by my fellow  
11 investigators as someone who is not afraid to take a  
12 leadership role, who is, I'm kind of like Commissioner  
13 Burch in that if you're the one who asks the questions,  
14 everybody thinks you want to lead the charge. But I've  
15 never shied away from that. I've always, in terms of  
16 leading in any capacity, I think the most important thing  
17 you can do is to lead with compassion, lead with empathy  
18 be decisive, but also do that by listening to your team,  
19 listening to their feedback, understanding what the true  
20 objectives are, understanding what the objective of your  
21 superiors are. And that's really the most important thing  
22 is to have a very good understanding of what the mission  
23 is and be guided by your guiding documents, your SOP,  
24 your charter, whatever the case may be.

25 VICE-CHAIR JONES: Okay. Thank you for your answer.

1 CHAIRPERSON HOLLEY: Thank you so much. Commissioner  
2 Holt.

3 VICE-CHAIR JONES: You're muted, Commissioner Holt.  
4 Commissioner Holt, you're muted.

5 COMMISSIONER HOLT: Okay. Sorry about that. Thank  
6 you, Chair Holley. And thank you, Investigator Stanton  
7 for agreeing to participate in this interview process.  
8 Please describe a time when you had to communicate a  
9 difficult or unpleasant message to a manager or  
10 supervisor?

11 INVESTIGATOR STANTON: First of all, thank you so  
12 much for having me today. I really appreciate it. I'm  
13 full of gratitude for being considered for this position  
14 today. So I appreciate you having me. In terms of an  
15 unpleasant situation that I would have had to share with  
16 my supervisor. I really believe that unpleasantness is in  
17 the eye of the beholder. I'm not someone who believes in  
18 negative conflict. And let me not say, I don't believe  
19 it. I try to avoid negative conflict. I am a person who's  
20 a problem solver. It's in my nature. It's just what I do.  
21 And it's also the reason why I love what I'm doing here.  
22 So I preached it to my kids. You know, I tell it to  
23 anybody I know. I practiced the serenity prayer. If I  
24 believe that it needs to be changed and it can be  
25 changed, I'm going to try my best to change it. And I'm

1 going to communicate that in the most constructive way  
2 that I possibly can and hope that my supervisor will  
3 listen. And most times I think that there's only been one  
4 real instance where that has not happened. But even still  
5 I believe that work is not the place for negative  
6 conflict. It's a place where you're supposed to try to  
7 work together to solve problems. It's not an adversarial  
8 place. It should be a very non-adversarial place to be.

9 COMMISSIONER HOLT: Thank you, Investigator Stanton.

10 CHAIRPERSON HOLLEY: And thank you. Commissioner  
11 Brown, Commissioner Brown. Commissioner Burton.

12 COMMISSIONER BROWN: Yes. Chairman Holley. I was just  
13 trying to get the unmute button off. I don't have any  
14 questions, sir.

15 CHAIRPERSON HOLLEY: Okay. You look good.  
16 Commissioner Burton.

17 COMMISSIONER BURTON: Yes. Mr. Chairman. Question for  
18 the investigator. Have you ever attended a NACOLE'S  
19 training or conference and also, do you speak any other  
20 languages?

21 MS. STANTON: I have indeed attended the National  
22 Conference. I also went to training in Cleveland. I do  
23 not speak another language, but I went to a training on  
24 communication in terms of trauma informed communication  
25 in order to learn how to best communicate with our

1 citizens to take into account that you have to be willing  
2 to empathize with people, to give them space, to allow  
3 them to be listened, to try not to re-traumatize them.  
4 And you know, that's, my strength is to try to  
5 communicate with people with empathy as one of my strong  
6 suits,

7 CHAIRPERSON HOLLEY: Commissioner Davis.

8 COMMISSIONER DAVIS: So my question is this, please  
9 describe a time when you needed to make a quick decision  
10 on a matter that affected business operation, and you did  
11 not have time to gather all the facts, what happened?

12 MS. STANTON: Let's see a quick decision. Well, the  
13 thing about decision-making and the fortunate thing about  
14 decision-making is that generally there are only two  
15 kinds things that you can walk back later on if you feel  
16 like you've made an error and things that you just have  
17 to make sure that you try and make the best decision  
18 possible with the most information you possibly can. So  
19 it sounds like the situation you're describing is one in  
20 which you can probably walk back something that doesn't  
21 work out the way you thought that it would if you didn't  
22 have time to plan it. But the best thing that I always  
23 hold to, regardless of decision-making, is to always rely  
24 on the people around you, rely on your subject matter

1 experts, rely on your documents and try to do what's best  
2 for the organization and for the team.

3 COMMISSIONER DAVIS: All right. No other questions.

4 CHAIRPERSON HOLLEY: Thank you so much. Commissioner  
5 Bell.

6 COMMISSIONER BELL: Thank you. Please describe a time  
7 when you supported a decision, even though you disagree  
8 with it?

9 INVESTIGATOR STANTON: Actually, this is a really  
10 good example of that. First let me just please try to  
11 take the time right now, Commissioner Bell to acknowledge  
12 the other people who are probably watching this right  
13 now, my colleagues. I want to make sure that you all are  
14 very clear that, not only am I grateful for this  
15 experience, but I'm humbled by this experience because by  
16 no means are the four of us, the ones that you're  
17 interviewing today, we don't have a monopoly on  
18 qualifications for this position. There are plenty of  
19 other people here, now and who have gone on, who were  
20 also qualified to be senior investigators because of the  
21 experience that they had when they came here and we get  
22 great training. When we come here, you can go anywhere  
23 you want to be an investigator, once you leave here. But  
24 I wish that everyone who was qualified could be  
25 automatically promoted after a certain amount of time.

1 COMMISSIONER BELL: Excuse me. Would you please  
2 answer the question?

3 INVESTIGATOR STANTON: That was my answer. That was  
4 my answer.

5 COMMISSIONER BELL: That's your answer?

6 INVESTIGATOR STANTON: Yes, sir. I disagree with only  
7 choosing four of us to interview because I think that  
8 there are more qualified candidates than just the four of  
9 us.

10 COMMISSIONER BELL: Okay, thank you.

11 CHAIRPERSON HOLLEY: I have a feeling, Commissioner  
12 Jones, you may have another question?

13 VICE-CHAIR JONES: You know what, not really at this  
14 time. It was something I was thinking about because I was  
15 paying close attention to her answers. Gosh, it just  
16 escaped me. I apologize for that. But anyway, thank you  
17 for appearing. And I kind of like the answers that you  
18 did give to the other Commissioners questions. Maybe I  
19 can ask this one. Can you expand a little bit more on the  
20 last question that you were asked by Commissioner Bell  
21 and maybe give us just a little bit more clarification  
22 on?

23 INVESTIGATOR STANTON: About disagreeing with the  
24 process. And it's not the process that I disagree with.  
25 I'm so glad that you are doing this out in the open. I'm

1 glad that the citizenry is able to meet the people who  
2 work so hard every day to try to give the best service  
3 possible, the most objective service possible to our  
4 citizens. But like I said, there are others of us who  
5 have been here for a long time and it can be discouraging  
6 to sit in the same place for a long period of time and  
7 not have your contributions acknowledged professionally.  
8 And so that's all that I mean by that. I think that there  
9 are plenty of people here who are qualified to be senior  
10 investigators. That's the bottom line.

11 VICE-CHAIR JONES: Thank you.

12 CHAIRPERSON HOLLEY: And we thank you as well. There  
13 are only four people that really wanted this position, so  
14 that's what the Commissioners know. There are only four  
15 that applied for the position. Give us what you feel like  
16 you want to tell us, but we haven't asked you.

17 INVESTIGATOR STANTON: Well, I think it would be  
18 helpful to know why it is that I would like to do this  
19 position. I'm not sure if you had a chance to review my  
20 cover letter that accompanied my resume, but I believe  
21 wholeheartedly in the mission of the organization. I  
22 believe in the mission of OCI, I believe that we have to  
23 make sure that our police department is accountable to  
24 the people. And I believe as a human resources trained  
25 professional, I believe that we have to make sure that we



1 do our investigations in the most objective way possible,  
2 because what we do is really an HR function. It's  
3 employee investigations, it's traditionally an HR  
4 function. And so it's very important, very impactful on  
5 not just the citizenry, but on the employees who we  
6 investigate. And I received such great training when I  
7 started here, it's still valuable to this day.

8 INVESTIGATOR STANTON: I can still think of some  
9 things, some very valuable things that were told to me  
10 that I still use right this minute like yesterday. And I  
11 would like to be able to put that into writing. I would  
12 like to put together a manual that goes along with our  
13 SLP as a, as a side-by-side manual. So that those who are  
14 new to the organization are able to acclimate more  
15 quickly. So that those of us who are here have something  
16 to refer back to in terms of what steps to take at this  
17 point, the kinds of crossroads that you may accompany and  
18 the decisions that you may need to make along the way.  
19 And I think that would be really, really beneficial to  
20 have that not just for now, but in perpetuity.

21 CHAIRPERSON HOLLEY: Yes. That's my last question.  
22 And we thank you so much for your, not only for your  
23 answers, but for your forthrightness in terms of your  
24 questions, you ask the questions. You know, a lot of  
25 things like, I feel like when you got to... I've been

1 around here just a couple of minutes but you seem like  
2 you have maybe about 14 to 20 people that basically are  
3 independent thinkers, even though they have their job to  
4 do. And the most difficult things sometimes is to really  
5 manage people who have all, as you indicated, they all  
6 are qualified for a senior that as you indicated that  
7 many of them are, but I'm just asking you, how do you  
8 feel like as a person that really running the operation,  
9 a senior investigator, how do you think you can help 14  
10 to 20 people that basically are independent thinkers?

11 INVESTIGATOR STANTON: It certainly can be done. One  
12 of the things that I noticed when I first arrived here  
13 was that there were three teams and it seemed like they  
14 were very siloed at the time. And there wasn't a lot of  
15 interrelatedness, there wasn't a lot of sharing of  
16 information and I'm big on knowledge sharing. You have to  
17 share knowledge, share resources, and share context.  
18 Those are ways that you build trust among an  
19 organization. Those are the ways that you build a team.  
20 And if we're all working together as a team, then we  
21 should be able to come to a consensus about how things  
22 are done. I think that if we just communicated more  
23 openly, we communicated our intentions, our motivations.  
24 I believe that it would be a much healthier environment.

1 CHAIRPERSON HOLLEY: All right, good. I thank you so  
2 much, Ms. Stanton. Thank you very much for your time.  
3 Thank you so much for your answers. And the Board will  
4 get back to you. Thank you so much.

5 INVESTIGATOR STANTON: Okay. Thank you.

6 CHAIRPERSON HOLLEY: Thank you.

7 INVESTIGATOR STANTON: I'm sorry. There was just one  
8 more thing I wanted to add. I'm so sorry. Can I ask a  
9 question?

10 CHAIRPERSON HOLLEY: Just go ahead.

11 INVESTIGATOR STANTON: I'm an HR person. I told you  
12 that earlier, but I had a chance to look back through my  
13 HR file and I noticed that there really wasn't anything  
14 new in there since 2012. And I was wondering have you all  
15 considered the opinions of the supervisors of all of us  
16 who apply today? Because if not, I do have some of my  
17 previous

18 CHAIRPERSON HOLLEY: I'm not sure how to answer that.  
19 I can get back to you on that. I wouldn't expect to get a  
20 question asked to me.

21 INVESTIGATOR STANTON: I'm so sorry. Putting you on  
22 the spot.

23 CHAIRPERSON HOLLEY: No, no, no, no, that's fine but  
24 I can get back to you on that. I just don't know the  
25 answer to that. Thank you so much. Thank you so much.

1 INVESTIGATOR STANTON: Thank you so much

2 CHAIRPERSON HOLLEY: Commissioners, if you could  
3 please. And I just need your support. It's 6 o'clock. We  
4 were supposed to go perhaps in a closed session and talk  
5 about the resumes of all candidates. I really like just  
6 to let you look at the resumes for a week and meditate on  
7 them and saturate yourself in them. This is a very  
8 important position. And so I'm just asking if you could,  
9 or next week going to have this delay to next week.  
10 Commissioner Bell, you're the past. Am I on solid ground  
11 with this?

12 COMMISSIONER BELL: Mr. Chairman, I move that we go  
13 back to the open session that we pretty much close this  
14 matter out. We have to go back to an open session. I  
15 agree with your opinion.

16 CHAIRPERSON HOLLEY: Okay. We're already in an open  
17 session.

18 COMMISSIONER BELL: I am sorry. Therefore I move that  
19 we go to

20 CHAIRPERSON HOLLEY: So I'd like to have the motion  
21 to adjourn and pick up everything next week.

22 COMMISSIONER BELL: So moved. COMMISSIONER BURTON:  
23 Mr. Chairman,

24 CHAIRPERSON HOLLEY: Mr. Burton.

1 COMMISSIONER BURTON: Mr. Chairman. I did not see new  
2 business or old business or anything.

3 CHAIRPERSON HOLLEY: I did all of that. I'm sorry. I  
4 did all of that. Do you have something you want to bring  
5 up right quick?

6 COMMISSIONER BURTON: Yes. So I like to bring up  
7 well, I'm having internet difficulties, so that's why I  
8 kind of wished that we were back to in-person. But I'd  
9 like to make a motion at this time, Mr. Chairman with no  
10 disrespect to you, but I think it would be a pretty  
11 powerful

12 CHAIRPERSON HOLLEY: I don't have a quorum. I've got,  
13 1, 2, 3, 4, 5. I do. I'm sorry, please forgive me. I do.  
14 Mr. Brown is still with me. You're right. So what's your  
15 motion Commissioner?

16 COMMISSIONER BURTON: I'd like to move the top two  
17 candidates after we look at next week, since you want to  
18 bring it up next week, I moved that we have the top two  
19 as a runoff for a final decision by this Board. So what  
20 the top two are, I like it if they come back before this  
21 Board or HR, perhaps, whatever for the final decision. I  
22 don't think we should just pick from one out of the four.  
23 I think it should be a runoff. I mean, in any competitive  
24 position, there are more than just one interview. Mr.  
25 Chairman.

1 COMMISSIONER BROWN: Point of order, Mr. Chairman.

2 CHAIRPERSON HOLLEY: Let me handle it. It's really  
3 out order because it would not be fair. And I want to  
4 basically make sure everybody has the opportunity to  
5 really go through all of these resumes. And then we all  
6 discuss it together with all four. And then you can look  
7 at this Commissioner Burton as chapter two out of four,  
8 whatever you want. But right now, I think it's important  
9 that we all discuss the resumes as we basically have done  
10 in the past. And so I rule your motion out of order and  
11 we'll try to get the same thing accomplished with you  
12 next week.

13 COMMISSIONER BURTON: Point of order Mr. Chairman. My  
14 motion was not out of order, but

15 CHAIRPERSON HOLLEY: Okay then. Is there a second? Is  
16 there a second to the motion? Is there a second to the  
17 motion? There's no second on the motion. So therefore I'm  
18 ruling it out of order, my friend.

19 COMMISSIONER BURTON: Okay.

20 CHAIRPERSON HOLLEY: There's no second. Can I have a  
21 motion to adjourn?

22 COMMISSIONER HOLT: I move that we adjourn.

23 COMMISSIONER BELL: Second.

24 COMMISSIONER BROWN: Mr. Chairman, Mr. Chairman.

25 CHAIRPERSON HOLLEY: You go ahead Mr. Brown.

1 COMMISSIONER BROWN: When are we supposed to have a  
2 closed session concerning personnel matters other than  
3 this? Are we going to do that?

4 CHAIRPERSON HOLLEY: We can do it. It's not on my  
5 agenda. Commissioner Brown. I'm sorry.

6 COMMISSIONER BROWN: Really?

7 CHAIRPERSON HOLLEY: No. But we can talk about it  
8 next week if you want to, but it's not on the agenda.

9 COMMISSIONER BROWN: I apologize. I'm sorry Mr.  
10 Chairman. Go ahead with your motion.

11 CHAIRPERSON HOLLEY: You don't have to apologize.  
12 It's just that, all in favor, say aye.

13 COMMISSIONER HOLT: Yes, he should, you apologize all  
14 the time. Yes, he should.

15 COMMISSIONER BROWN: I ain't apologizing to you.

16 CHAIRPERSON HOLLEY: All in favor, say aye.

17 COMMISSIONERS: Aye.

18 COMMISSIONER BELL: Aye, aye, aye, aye.

19 COMMISSIONER BROWN: You only get one vote, sir.

20 CHAIRPERSON HOLLEY: Have a good week.

21 COMMISSIONER HOLT: You too.

22 (Meeting Adjourned at 5:59p.m.)

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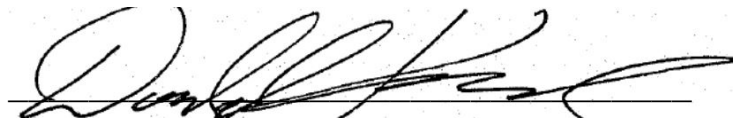
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STATE OF MICHIGAN )  
 )  
COUNTY OF WAYNE )

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