

Approved Minutes Detroit Board of Police Commissioners
Date of Meeting: Thursday, April 13, 2023 – 6:30 PM
Location: King David Missionary Baptist Church, 18001 Sunset, Detroit, Michigan 48234

- I. **Chairperson Bryan Ferguson called the BOPC Board Meeting to order at 6:30 p.m.**
- II. **Invocation.** Pastor Sterling Brewer provided the invocation.
- III. **Introduction of Police Commissioners.** A roll call was held, and a quorum was declared.

Detroit Board of Police Commissioners' Membership / Attendance		
	Attend	Not-Attend
Bryan Ferguson, Chairperson	Yes	
Annie Holt	Yes	
Linda D. Bernard, Esq.	Yes	
Cedric Banks	Yes	
Willie E. Bell		Excused
Willie E. Burton	Yes	
Lisa Carter		Excused
Ricardo Moore	Yes	
Jesus Hernandez		Excused
Rev. Jim Holley, PhD.	Yes	
QuanTez Pressley	Yes	
Quorum (Yes)	8	

- IV. **Chairperson Ferguson** requested the approval of the Agenda for Thursday, April 13, 2023. The motion was accepted and adopted.
- V. **Chairperson Ferguson** requested that approval of the Meeting Minutes for March 30, 2023 and the Meeting Minutes for April 6, 2023, with any corrections. The minutes were adopted as presented.
- VI. **Introductions of Board administrative and investigative staff, Chief of Police, Elected Officials or Representatives**
- VII. **Chair Report: Chairperson Ferguson** reported on BOPC and DPD activities and provided updates, and reports for the Board and the community.
- VIII. **Resolution.**

Commissioner Banks read the resolution honoring Lieutenant Kimberly A. Gabriel (Retirement).

**RESOLUTION HONORING
LIEUTENANT KIMBERLY A. GABRIEL**

WHEREAS Kimberly Gabriel was appointed to the Detroit Police Department on November 20, 1995. Upon graduating from the Detroit Metropolitan Police Academy, Officer Gabriel began her career at the Seventh Precinct; and

WHEREAS Officer Gabriel spent several years at the Seventh Precinct and Crime Scene Services. Officer Gabriel displayed tremendous knowledge and leadership skills as an officer and was promoted to rank of sergeant on February 6, 2004. Sergeant Gabriel's assignments included Police Recruiting, the Seventh Precinct, Internal Controls and Sex Crimes. On July 30, 2018 she was promoted to Lieutenant. Her assignments included the Seventh Precinct, Chief's Neighborhood Liaison and Internal-External Relations, where she served until her retirement; and

WHEREAS Lieutenant Gabriel was the deserving recipient of the following awards: Chief's Merit Award, both Consent Judgment Awards, the Ford Fireworks Award, the Major League Baseball All-Star Recognition Award, the Rosa

Parks Funeral Recognition Award, and the Super Bowl XL Recognition Award, as well as numerous letters of commendation from citizens and superiors; and

WHEREAS

Lieutenant Gabriel has tirelessly served the Detroit Police Department, the citizens of Detroit and its neighboring communities for over 27 years. She has served the Detroit Police Department and the citizens of the City of Detroit with loyalty, professionalism, integrity and dedication, and is widely respected throughout the law enforcement community as the consummate professional.

**NOW THEREFORE
BE IT RESOLVED**

That the Detroit Board of Police Commissioners, speaking on behalf of the citizens of the great City of Detroit, recognizes and honors the lifelong contributions and commitment to excellence in public service of Lieutenant Kimberly A. Gabriel. Her display of courage and unwavering community spirit has improved the quality of life for the citizens of Detroit. We wish you all the best in your future endeavors.

We thank and congratulate you, Lieutenant Kimberly A. Gabriel.

Vice Chairperson Holt moved the adoption of a resolution, which was adopted as follows: “Resolved “That the Detroit Board of Police Commissioners, speaking on behalf of the citizens of the great City of Detroit, recognizes and honors the lifelong contributions and commitment to excellence in public service of Lieutenant Kimberly A. Gabriel. Her display of courage and unwavering community spirit has improved the quality of life for the citizens of Detroit. We wish you all the best in your future endeavors.”

- IX. Chief of Police Report: Chief of Police's Summary of CompStat Data and other Crime Information/DPD Information:** **Deputy Chief Franklin Hayes** reported on current CompStat Crime/Statistical Data for Violent Crime and Property; COVID-19 impacts; and recent critical incidents impacting the DPD and the community.

The following inquiries require responses from the BOPC and/or DPD: **Chairperson Ferguson** asked regarding suicide in progress how many have been saved? Do those individuals received help? **Deputy Chief Franklin Hayes** stated he will get that the exact number and report back, and the individuals receive the care that they need. **Commissioner Burton** inquired whether officers have enough breathalyzers in their vehicles. What is the status of DPD purchasing more breathalyzers and how effective are the breathalyzers we currently have? **Deputy Chief Franklin Hayes** stated the breathalyzer machine is not a mobile device, the officer on patrol carry a PBT (preliminary breath test), and the department has enough. **Commissioner Banks** asked what type of treatment a suicide in progress individual receives. **Deputy Chief Franklin Hayes** stated DPD takes the individual to a medical facility where they are seen by a medical professional. **Commissioner Bernard** stated last week a request to provide the body camera footage of Porter Brooks Officer-Involved Shooting be released for viewing by the public. What is the status of that request? It has been more than enough time; the community is insistence that we see it. It is unacceptable that we have waited this long. We have seen videos of shooter in schools and people robbing banks. Legislative bills regarding Gun Control in the State of Michigan have passed including the Red Flag Law, also there is a new pregnancy act approved by the Legislature. Lastly, would DPD consider sending officers' from each precinct to visit each school in the precinct? **Deputy Chief Franklin Hayes** stated the department has several programs and PAL currently in the schools. Also, the department has made the necessary changes regarding the pregnancy act. **Commissioner Pressley** requested information on homicide statistics. He expressed his concerned, today he eulogized a 24 year old who was shot twice. We are losing the best of us before they even blossom to their potential. We really have some deep soul searching to do in our community to see if this is something we no longer will tolerate. **Commissioner Holley** discussed two months ago the Chaplain Corp was expected to make a presentation, however they were not able to make the presentation. The concern is they are operating with no budget, providing \$1,000 per month from the DPD budget would ensure the annual memorial event would occur. **Deputy Chief Franklin Hayes** stated the cost of the event will be paid. **Vice Chairperson Holt** spoke about DPD presentation from the Child Abuse Unit, and the Reservists. **Commissioner Banks** stated three weeks ago he inquired about DPD violent dating course, what are the strategies. **Deputy Chief Franklin Hayes** stated he will get that information for the commissioner.

- X. Oral Communications / Public Comments.**

Former Commissioner Shirley Burch, Ms. Kim Jackson, Ms. Brittny Benjamin-Kelley, Ms. Yolanda McCants, D4 CAC Member Scotty Boman, Mr. Robert Carmack, Ms. Agnes Hitchcock, Mr. Rhuben Crowley, Ms. Marguerite Maddox, and Former Commissioner William Davis offered public comments.

**XI. Presentations to the Board – Human Resources’ Report – Director Katrina Patillo, Director of Police Personnel
Eleventh Precinct – Commander Jacqueline Pritchett and Captain Jevon Johnson**

A. Human Resources’ Report – Director Katrina Patillo, Director of Police Personnel provided a summary of activities and statistical data during the month of March 2023. See the attached Meeting Transcripts and DPD HR Report for more information, which are also posted to the Board’s webpage.

EMPLOYEE CATEGORY	POSITIONS FILLED	VACANCIES	TOTAL POSITIONS
SWORN	2408	266	2674
CIVILIANS	641	131	772
TOTALS	3049	397	3446

SWORN RECRUITING (7/1/2022 - 3/31/2023)						
TOTAL # APPLICANTS	# IN PROCESS	WITHDREW	ARCHIVED	TEMPORARILY DISQUALIFIED	DISQUALIFIED PERMANENTLY	# AWAITING MCOLES
3535	59	251	2957	425	470	209

NEW HIRES	
Sworn	32
Civilian	23
Police Assistants	0
Total New Hires	55

MCOLES						PHYSICAL AGILITY EXAM					
SCHEDULED	APPEARED	PASSED	FAILED	RESCHEDULED	WD NS	SCHEDULED	APPEARED	PASS	FAILED	RESCHEDULED	WD NS
137	77	46	31	13	0 47	184	101	57	44	25	0 58

DETROIT RESIDENCY INFORMATION (as of March 31, 2023)			
	SWORN	CIVILIAN	POLICE ASSISTANTS
Detroit	542	425	15
Non-Detroit	1828	216	23

ATTRITION March 31, 2023			
SWORN	CIVILIAN	POLICE ASSISTANTS	TOTAL
9	7	0	16

LEAVES OF ABSENCE / RESTRICTED DUTY									
Employee Category	FMLA Continuous	FMLA Intermittent	PPL	Medical Leave	Military	General Leave	Restricted	Disabled	Sick
Sworn	19	66	6	3	0	0	160	20	13
Civilian	8	85	0	6	0	0	9	1	3

SWORN PERSONNEL SUSPENSIONS					
Police Officer	Corporal	Detective	Sergeant	Lieutenant	Total
17	1	0	1	0	19

TOTAL SEPARATIONS
9

DROP PROGRAM (DEFERRED RETIREMENT OPTION PLAN)
TOTAL
535

Commissioner Banks asked what reason were the 400 people disqualified. Now that DPD has competitive salary, what type of progress and increase has that brought to attract candidates to the department? **Director Katrina Patillo** stated

it could be for several reason, such as tickets, and requested information. She mentioned because of the increase in pay it has attracted more candidates. **Commissioner Moore** inquired about an academy student resigning under charges? **Director Katrina Patillo** stated she pulled that applicant out of the class due to some background issues. **Commissioner Bernard** asked who is conducting the psychological evaluations and how long does that examination take? **Director Katrina Patillo** stated they are Dr. White and Dr. Fleming and the examination can range from 30 minutes to 3 hours. **Commissioner Holley** inquired why DPD uses Cleary University. Wayne County Community College gives a lot to this department, and we get nothing back. Also asked questions regarding recruitment statistics. **Vice Chairperson Holt** raised whether DPD Human Resources and Commissioner Banks were working on a recruitment event. Commissioner Banks stated yes.

- B. Eleventh Precinct – Commander Jacqueline Pritchett and Captain Jevon Johnson** provided a summary report of overall crime within the Eleventh Precinct and activities and operations.

Commissioner Moore discussed the explorer program at the precinct. **Commissioner Banks** asked how the 11th Precinct is restoring the peace in the community. He also asked about the Shop with a Cop program. Does the officer pay their own money? Is there a budget where they are taking the resident? **Commander Jacqueline Pritchett** stated that restore the peace is an initiative with other precincts, and the shoppers receives those dollars from the Detroit Public Foundation. **Commissioner Pressley** stated that Commander Pritchett spoke so eloquently about being from this community and how it adds to the commitment of service. What benefit do you believe is aided to your service to this community, knowing this neighborhood and being a part of it? **Commander Jacqueline Pritchett** stated the community view her as person who grew up in this community and knows what she mean to them as a person, not as a Commander.

XII. Report from Board Secretary Victoria Shah / Communications Submitted to BOPC as incoming information.

1. Policy for BOPC Review 201.1 Patrol

Board Secretary Victoria Shah provided the following updates the BOPC and OCI presentation at DPD new recruit class 2023-G went well. The Board received a draft of BOPC response to the City Council budget questions, which is ready, except one component, the 2023-24 Itemized Proposed Budget. I am waiting on that from Finance, and then it will be delivered to City Council. Open Position updates, the Chief Investigator and five Investigators candidates are on today's agenda for the Board's consideration. In regards to the three positions, we are looking to fill on the Admin Team, Attorney, Executive Manager and Legal Assistant. According to Mr. Tipton City HR, the Attorney and Legal Assistant positions are housed in the law department, and we are being directed back to Corporation Counsel Conrad Mallet or Adam Saxby in regards to those positions. The Executive Manager, per Mr. Tipton, this position belongs to DPD and is appointed by the Chief of Police. He said that it is not a part of BOPC, however, this is our second Executive Manager position, and the first one has already been filled. TASS workers update, I have spoken with city talent acquisition, City HR, and City Labor Relations, the city is refusing to hire the TASS Workers due to their interpretation of the UAW Contract language, so we are unable to move forward with hiring the TASS Workers. Just to sum up the status of staffing, the Admin and OCI teams continue to be understaff and as a Board we do operate under a structure where the Board's, appointees, and staff are on boarded as city employees, so we are subject to city government control over our recruitment and management of staff. We currently do not have a mechanism to on board, provide equipment, access or payroll to staff if we hire outside of the city's processes. The last update is regarding OCI Citizen Complaints Recent Improvements/Initiatives continue Weekly spreadsheet for Supervisors to coach investigators/seniors to close cases timely; In addition to working on backlog cases, there is a focus on ensuring new cases get closed timely, and do not contribute to a greater backlog; Investigator new hire interviews are complete.

XIII. Announcements.

Board Secretary Victoria Shah announced the following:

Next Meeting: Thursday, April 20, 2023, at 3:00 p.m., at Detroit Public Safety Headquarters, 1301 Third St., Detroit, MI 48226.

Next Community Meeting: Thursday, May 11, 2023, at 6:30 p.m., at Crowell Recreation Center, Detroit, MI 48219.

Monthly Committee Meetings Schedule for April 2023

Personnel & Training Committee Meeting

Wednesday, April 19, 2023 at 2:30 p.m.

All Committee Meetings will take place in the Detroit Public Safety Headquarters

XIV. Unfinished Business.

Vice Chairperson Holt reported on the Personnel & Training Committee recommendations of hiring five Investigator Police Commission positions, Chief Investigator position, and extension of posting the Investigator Police Commission position.

Vice Chairperson Holt motioned “that the Board of Police Commissioners appoint Ms. Nicole Mesiner to the position of Investigator Police Commission in the salary range of \$40,344 to \$60,306.” The motion was adopted.

VOTE: YES = 6 NO = 1 MOTION: ADOPTED

Yes: Chairperson Ferguson, Vice Chairperson Holt, Commissioners Banks, Holley, Moore, Pressley
No: Commissioner Burton

Vice Chairperson Holt motioned “that the Board of Police Commissioners appoint Mr. Justin St. Clair to the position of Investigator Police Commission in the salary range of \$40,344 to \$60,306.” The motion was adopted.

Vice Chairperson Holt motioned “that the Board of Police Commissioners appoint Ms. Brianna Schinman to the position of Investigator Police Commission in the salary range of \$40,344 to \$60,306.” The motion was adopted.

Vice Chairperson Holt motioned “that the Board of Police Commissioners appoint Ms. Vaudia Fleming to the position of Investigator Police Commission in the salary range of \$40,344 to \$60,306.” The motion was adopted.

Vice Chairperson Holt motioned “that the Board of Police Commissioners appoint Ms. Mary Simmons to the position of Investigator Police Commission in the salary range of \$40,344 to \$60,306.” The motion was adopted.

Vice Chairperson Holt motioned “on behalf of the Personnel and Training Committee, “that the Board of Police Commissioners extend the posting for the position of Investigator Police Commission to the maximum budgeted investigator positions.” The motion was adopted.

Vice Chairperson Holt motioned “on behalf of the Personnel and Training Committee, “that the Board of Police Commissioners appoint Mr. Jerome Warfield to the position of Chief Investigator for the salary amount of \$111,000 retroactive to March 13, 2023.” The motion was adopted.

VOTE: YES = 4 NO = 3 MOTION: ADOPTED

Yes: Vice Chairperson Holt, Commissioners Burton, Holley, Moore
No: Chairperson Ferguson, Commissioners Banks, Pressley

XV. New Business.

XVI. Adjournment.

Chairperson Ferguson adjourned the meeting at 9:25 p.m.