

Approved Minutes Detroit Board of Police Commissioners
Date of Meeting: Thursday, October 19, 2023 – 3:00 PM
Location: Detroit Public Safety Headquarters, 1301 Third St., Detroit, Michigan 48226

I. **Chairperson QuanTez Pressley called the BOPC Board Meeting to order at 3:00 p.m.**

II. **Invocation.** Chaplain Brandon Johnson provided the invocation.

III. **Announcements. Board Secretary Victoria Shah** announced the following:

Next Meeting: Thursday, October 26, 2023, at 3:00 p.m., at Detroit Public Safety Headquarters, 1301 Third St., Detroit, MI 48226.

Next Community Meeting: Thursday, November 9, 2023 at 6:30 p.m., hosted by the 6th Precinct at New Providence Baptist Church 18211 Plymouth Road, Detroit, MI 48228

Monthly Committee's Meeting Schedule for October 2023

Policy Committee Meeting	Monday, October 9, 2023 at 5:00 p.m.
Budget Committee Meeting	Wednesday, October 11, 2023 at 5:00 p.m.
Budget Committee Meeting	Wednesday, October 18, 2023 at 5:30 p.m.
Citizen Complaints Committee Meeting	Tuesday, October 24, 2023 at 5:00 p.m.

All Committee Meetings take place in the Detroit Public Safety Headquarters

IV. **Report from Board Secretary Victoria Shah / Communications Submitted to BOPC as incoming information:**

1. Personnel & Training Committee Memorandum_10172023
2. Committee for FY 2023-2024_10192023
3. OCI Weekly Inventory Report_10072023-10132023
4. Outstanding DPD Requests_10192023
5. Litigation Hold Stanton v COD et al_04202023
6. BOPC Subpoena
7. BOPC Meeting Request_10162023
8. 2023.10.11 FOIA
9. BOPC Follow-Up Questions – April-July 2023 Meetings_08062023
10. Thank You Letter_10182023
11. HR September 2023 BOPC Presentation
12. BOPC 2024-25 Budget Submission Detail
13. BOPC FY 2024-25 Budget Submission Presentation
14. Budget Committee Memorandum_10182023

Board Secretary Shah provided an overview of the incoming correspondence and several updates for the Board. Updated committee assignments reflecting the current Commissioner openings and CCPs that are supporting those commissioners. The Citizen Complaint inventory report is in your packet for October 7 through October 13, 2023, there was one transfer case reported. This was transferred to Force Investigations. That case was closed on October 13, 2023, and the allegations were harassment, procedure, and force. In regards to open Commissioner Seats, on October 18, 2023, City Council had their Internal Operation Standing Committee Agenda interviews for Roy Gamble and Tamera Smith for approval of their mayoral appointees to Commissioner. Ms. Smith's interview did occur, the committee has moved the matter to general session, and the interview for Mr. Gamble was postponed to an undetermined date. As a reminder, Commissioners there are several who are at risk for not having the per diem for the NACOLE Conference released prior to travel. If you are available, please stay after today's meeting, so that Mr. Brown can assist you in Oracle.

V. Community Impact Report

Board Secretary Shah provided an update on the Board's vote to create a website location to post videos that have been okay by legal counsel to publicly release. The Webmasters are creating a page on the BOPC website that will be called Video Footage Releases. The videos can't actually be stored on the website. The Webmaster is researching if BOPC can store those on an OneDrive location and link from there to the site. Which is an approach that the Fire Department has used in the past, or if the video would need to be loaded to YouTube and linked. If using the YouTube option, a decision would need to be made to use the City of Detroit YouTube Channel or the BOPC create its own YouTube channel. We are scheduling a follow-up meeting with the Webmaster for next week to make progress on this initiative to have the requested video posted as soon as possible. In the meantime, if any commissioners or public have preferences, please share that with the staff, as we continue those discussions.

VI. Introduction of Police Commissioners. A roll call was held, and a quorum was declared.

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

VII. Chairperson Pressley requested the approval of the amended Agenda for Thursday, October 19, 2023. The motion was accepted and adopted.

VIII. Chairperson Presley requested the approval of the Meeting Minutes for October 12, 2023, with any corrections. The minutes were adopted as presented.

IX. Introductions of Board administrative and investigative staff, the Chief of Police, Elected Officials or Representatives and Community Leaders.

X. Chair's Report.

XI. Chief of Police Report.

Chief of Police James E. White reported on current CompStat Crime/Statistical Data for Violent Crime and Property; Drag Racing and Drifting Detail, and recent critical incidents impacting the DPD and the community. Chief White discussed the community the deployment of our mobile speed limit signs. We are planning to move these around the city in those high-speed areas that we have seen some problems. These are American Rescue Fund dollars that we use to purchase them and we have quite a few to move around the city. Lastly, the Domestic Violence Awareness event held today featured testimonials by survivors of domestic violence, but most importantly, we talked about the impact of domestic violence, and that it crosses all demographics, both social and economic. It certainly hit our family here in the police department. We have had a number of members killed by people they were in relationship with. Most recently, we had a murder suicide of two officers. It is a very real issue for both male and female. One in three women are victimized and one in nine men are victimized by domestic violence. Which is one of the reasons I am wearing this unique looking uniform. The colors are purple with domestic violence, and also to offer support it's also Breast Cancer Awareness month. So that's what the look of the different uniform and it was a well received event. A lot of survivors talked about surviving domestic violence in those key moments, when intimate partners become most violent is when

they make a decision not to be in the relationship any longer. See the attached Meeting Transcripts posted to the Board's webpage.

The following inquiries require responses from the BOPC and/or DPD: **Commissioner Banks** inquired what type of dog mauled the 4-year-old child? Asked about the case where the officer went into the apartment building and was using profane language, has the department or anyone reached out to her trying to help her with her mental illness because she stated on the video that she's dealing with a mental illness? **Chairperson Pressley** stated to Chief White last week you were at a gathering with other Chief of Police, could you give us some feedback on how that went, maybe some of the things that were shared to discuss. **Commissioner Banks** Thanked Chief White for allowing Assistant Chief Ewing to participate at the Citizens Complaint Committee meeting which he chairs and we are going to have Wayne State Law students attending and they wanted to talk to Assistant Chief Ewing and ask him some questions.

XII. Presentations to the Board – A. Human Resources Bureau, Director Katrina Patillo, Director of Police Personnel

A. Human Resources' Report – Director Katrina Patillo, Director of Police Personnel provided a summary of activities and statistical data during the month of September 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	2477	160	2637
CIVILIANS	667	132	799
TOTALS	3144	292	3436

SWORN RECRUITING (7/1/2023 - 9/30/2023)						
TOTAL # APPLICANTS	# IN PROCESS	WITHDREW	ARCHIVED	TEMPORARILY DISQUALIFIED	DISQUALIFIED PERMANENTLY	# AWAITING MCOLES
1198	74	31	694	110	107	182

NEW HIRES	
Sworn	24
Civilian	24
Police Assistants	0
Total New Hires	48

MCOLES						PHYSICAL AGILITY EXAM							
SCHEDULED	APPEARED	PASSED	FAILED	RESCHEDULED	WD	NS	SCHEDULED	APPEARED	PASS	FAILED	RESCHEDULED	WD	NS
154	84	60	24	1	0	69	233	134	76	58	6	1	92

DETROIT RESIDENCY INFORMATION (as of September 30, 2023)			
	SWORN	CIVILIAN	POLICE ASSISTANTS
Detroit	549	430	15
Non-Detroit	1894	237	19

ATTRITION September 30, 2023									
SWORN	CIVILIAN			POLICE ASSISTANTS			TOTAL		
6	4			0			10		
LEAVES OF ABSENCE / RESTRICTED DUTY									
Employee Category	FMLA Continuous	FMLA Intermittent	Paid Parental Leave	Medical Leave	Military	General Leave	Restricted	Disabled	Sick
Sworn	15	54	14	3	5	0	165	21	15
Civilian	7	76	2	5	0	0	0	1	2

SWORN PERSONNEL SUSPENSIONS					
Police Officer	Corporal	Detective	Sergeant	Lieutenant	Total
17	1	0	0	0	18

TOTAL SEPARATIONS
7
DROP PROGRAM (DEFERRED RETIREMENT OPTION PLAN)
TOTAL
540

The following inquiries require responses from the BOPC and/or DPD: **Commissioner Bernard** had questions if a person has had their felony expunged are they legible to be a police officer? So there's a two-pong application, one for us and one with MCOLES? The other question relates to arrest. We are very familiar with the fact that unfortunately black men tend to get arrested more than any other group. Either fairly or unfairly. So what do you do when you're looking at an arrest? Do you examine the entire file? Do you look to see what the person who was arrested said? This whole issue of racism within policing. I am just wondering how you filter that out. **Commissioner Carter** acknowledged how significant the one day to do everything, the fingerprints, the process! That was genius. I do not know if this is the first time you've done this, but this is the first time that I've heard it. It's usually a process that could take up to 90 days, or 6 months in some cases. Doing everything in one day that is huge and kudos to you and your staff. My question is the Fitness Camp participants are they paid to go through the camp? Do you have any numbers on how many have been successful? **Commissioner Banks** inquired for clarification MCOLES standards for the Detroit Police Department. **Commissioner Burton** asked which Detroit Public Schools have been visited? I have been visiting various schools within my district, and talking to the student body. Many of them actually have aspirations on joining law enforcement. Have you gone to Frederick Douglas, which use to be the old Northern? I asked, because I had opportunity to meet a great teacher over there, she calls herself Miss Major. She was a Major in United States Army at one point at time. She has a group of bright young kids and when I was just over there, a few of them actually said that they would like to join the Detroit Police Department. In addition to that, I just love to see more of a strong outreach to our young men and women in those schools. Because a career could be waiting for them here other than just a job. **Commissioner Bell** expressed we had an opportunity to visit 24C this morning for couple of hours. It was very interesting diverse setting. I was highly impressed with the interaction with the personnel there from 18 year old to people in their forties. This was great, I would like to have Ms. Teresa Blossom speak, and she was with me. It was really a favorable interaction bringing forward quality candidates to be police officers in the future. **Ms. Teresa Blossom** expressed Thank you, to Commissioner Bell for asking her to provide a summary. There were 41-42 students in the class today. It was a very diverse group. It was a very engaged group, and one of the things that was really remarkable from the last experience was that it seems that the Academy classes are now large enough to jump in front of attrition. Whereas before the class sizes were relatively smaller and barely beating the level that you need to put new students in to ensure that your attrition gap was closing. So that was remarkable about the class. They were very engaged about the civilian oversight process and constitutional rights. The History of Detroit and the emergence of the Board of Police Commissioners. We didn't get the chance to mention Law Professor Edward Littlejohn who is being celebrated today at Wayne State University at 5:30 p.m. Other dynamic heroes and sheroes of the movement that came out of the 1967 uprising and the reforms that led to the Board of Police Commissioners. So they really were engaged on topics that related to Detroit history, how that history relates to today, and how the moments of police brutality that have popped up in the news that we all know. George Floyd and other names that we can say have create emotional bonds and emotional feelings in every community. A community not just in Minnesota, but here in Detroit, over in France. And what policing does from one officer and one community goes beyond that, it goes around the world in a way that it never did in past spirits. We did spend about 2 hours and a half with the class, and we look forward to going back. **Commissioner Bernard** expressed, one of the biggest problems seems to be the physical agility test. What is that test? What is it that you have to do to pass it? So we could let the community know what they have to be able to do in order to be a police officer in terms of the physical agility.

XIII. Oral Communications / Public Comments.

Ms. Bernice Smith, Minister Eric Blount, Mr. James Ford, Ms. Brianna Jenkins, Mr. Ronald Foster, Mr. Overwith, and Former Commissioner William Davis provided public comments.

XIV. New Business – A. Personnel & Training Committee Report – Committee Chair Jim Holley

B. Budget Committee Report – Committee Chair Lisa Carter

- A. Personnel & Training Committee Report – Committee Chair Jim Holley** on behalf of the Personnel & Training Committee provided key updates from the committee's meeting held October 17, 2023. Myself and Commissioner Carter were in attendance, eight Investigators were invited to interview, six of the eight arrived. Six candidates were interviewed, each interview lasted 30 minutes it consisted of the following elements introduction, instructions, and overview of the position, interview questions and writing samples. The candidates asked questions and we let them know we have several others to interview. We'll decide and offer based on our recommendations to the Board. Then we'll send it over to personnel to make an offer to each Investigator.

Commissioner Hernandez stated I think it there still was some kind of action item from a few weeks ago for the Personnel and Training Committee to review. The current status of the two employees that we have suspended with pay. Is that going to be on an upcoming agenda for that committee?

Chairperson Pressley motion, "that the Board of Police Commissioners send the items of the two suspended employees to the Personnel & Training Committee." The motion was adopted.

- B. Budget Committee Report – Committee Chair Lisa Carter** provided an update from Budget Committee meeting held October 18, 2023, attended by myself and Commissioner Hernandez as well as staff members. The BOPC FY24-25 Budget was reviewed by Executive Manager Drew Fries, and the committee approved the recommendation to be presented to the full Board next week. The Full Board will review this next week, so everyone will have an opportunity to review all of the information prior to the presentation, and come up with any questions that they might have. These are the recommendations for full time staff at OCI. We recommended that the OCI Investigators be increased by two, and the reasoning for that is that some time ago, two of the positions were converted to administrative positions, and we would like to gain those two positions back. We are recommending that be put into the next fiscal year budget to increase the head count from 18 investigators back to the 20. We also recommend for the revised budget for this year, but in case it doesn't happen. We want to prepare for the next fiscal year to have the items in that budget. There's also the OCI TASS Investigators, the temporary investigators, and the interim staff and that contingency is once again we want to put it in the budget for the next fiscal year, in case we do not get the approval from the City Council for this year. Commissioner Hernandez had a few questions regarding the reasoning, if you refer to your memo, all of the information is there. Mr. Fries will be presenting everything to the Board next week.

The following inquiries require responses from the BOPC and/or DPD: **Commissioner Bernard** inquired in terms of the temporary staff needed to close the backlog. You have 26 TASS Investigators, 4 Interim Supervisors and 2 TASS Administrators. Is that correct? That's a lot of people. Where are we going to put all these people? That is 32 people. Where they going to sit, where are they going to be?

Chairperson Pressley I think it might be a premature conversation, but a concern that definitely should be considered, and as our staff is already pioneering or piloting, if you will, a hybrid working environment where some are in person and work can be done at home. I am sure that there's some ingenuity that we can exact to ensure that this gets done. We'll mark your concern and be sure to provide a more formal answer when needed.

Commissioner Hernandez inquired whether the Board has to actually motion to accept the two reports.

Parliamentarian Dr. Jackson expressed rarely, do you adopt reports. What you adopt are the recommendations. As I heard, there were no motions that came out of either one of these reports. Accepting reports at this point is meaningless. The reports were given, you heard them. There's no need to have a motion to accept a report. Next week I won't be at that meeting, but I am assuming the Budget Committee will have motions that will be made on behalf of the Budget Committee. That is what, then will be before you for you to adopt, and the proper language is by direction of the Budget Committee I move. So we know it's not a personal motion. It is a committee motion, it needs no second. As long as it is a committee of more than one person.

Commissioner Banks expressed on Tuesday, October 24, 2023 at 5:00 p.m. we will have a meeting where Assistant Chief Ewing will be at the Citizen Complaints Committee and Chief White may also be in attendance. We will have Wayne State Law students there and folks from the community. We'll be talking about how to bridge the gap between DPD and those within the community.

Commissioner Burton motioned, "that the Board of Police Commissioners call for a two minute recess." The motion lacked a second.

XV. Adjournment.

Chairperson Pressley adjourned the meeting at 4:15 p.m.

DRAFT