

Draft Minutes Detroit Board of Police Commissioners
Date of Meeting: Friday, November 17, 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 Laverne Farmer provided the invocation.
- III. **Announcements. Board Secretary Victoria Shah** announced the following:

Next Meeting: Thursday, November 30, 2023, at 3:00 p.m., at Detroit Public Safety Headquarters, 1301 Third St., Detroit, MI 48226.

Next Community Meeting: Thursday, December 14, 2023 at 6:30 p.m., hosted by the 3rd Precinct at Considine Recreation Center – Auditorium, 8904 Woodward Ave., Detroit, MI 48202

Monthly Committee's Meeting Schedule for November 2023

Policy Committee Meeting	Tuesday, November 21, 2023 at 5:00 p.m.
Citizen Complaints Committee Meeting	Tuesday, November 28, 2023 at 5:00 p.m.

All Committee meetings take place in the Detroit Public Safety Headquarters

Chairperson Pressley announced on November 17, 1911, on the campus of Howard University, three undergraduate students, with the assistance of their faculty advisor gave birth to the Omega Psi Phi Fraternity Incorporated, and so allow me to say, Happy Founders Day, to the professional men of Omega Psi Phi Fraternity Incorporated.

IV. Report from Board Secretary / Communications Submitted to BOPC as incoming information.

1. R_FINAL BOPC Unauthorized Signature Investigative Report_23-0006-INV_16NOV23_KNA (Without Exhibits)
2. RESOLUTION HONORING LT. SHERELL STANLEY SEPT.2023_Revised11102023
3. Detroit-BOPC-AR 2022_November15thDRAFT
4. City of Detroit Data Security Policy
5. Email Record Policy
6. City of Detroit Mobile Device Policy
7. City of Detroit Email Policy

Board Secretary Victoria Shah announced incoming correspondence are outlined in your agenda. In regards to open Commissioner seats and new Commissioners, City Council Internal Operations session on Wednesday, November 8, 2023, the interview for Darryl Woods for the appointment to the Board of Police Commissioners, and moved that recommendation to formal session. The formal session was held on Tuesday, November 14, 2023, and City Council did vote to confirm Darryl Woods for the appointment to the Board of Police Commissioners, with the term commencing on January 1, 2024 and ending on January 1, 2029. I will work with the mayor's office to obtain the appointment letter, confirm swearing in and schedule onboarding. Attorney Labelle has brought to the staff's attention that the use of personal emails in the handling of Board business does not align with the Email Record Policy, City of Detroit Email Policy, City of Detroit Data Security, and City of Detroit Mobile Devices policies that are found in your packets. If your city email address is not active and or you do not know how to access it, please reach out to Mr. Robert Brown for assistance as soon as possible. Updates around the annual reports, an updated draft of the 2022 Annual Report is located in your packets. Please provide feedback, as staff continues to make progress on the annual report, the final draft is expected to be shared with the Board for approval at the November 30, 2023 meeting, and then distributed in December. Likewise, a draft of the 2024 BOPC Calendar was passed out to the Board at the meeting on November 9, 2023 for the Board's consideration and per the Board's vote a community meeting location will be secured for 2024, at least one school as one of those locations. Please continue to provide feedback on that calendar, as staff prepare an

official draft for the Board's consideration in December. In regards to Budget on November 2, 2023, the Board voted and approved to make contingent appointment offers to five Investigator candidates at a salary of 52,500. Since that decision, Budget and Finance have agreed that the BOPC Budget has capacity to start Investigators at \$54,500. If it is the desire of the Board, the Board may set the budgeted salary for new Investigators at \$54, 500. In addition, in your package Commissioners, there is an updated resolution. On September 28, of this year the Board adopted the retirement resolution for retired DPD Lieutenant Sherell Stanley. Since adoption, substantive errors were found in her assignments as listed on the resolution. Those have been corrected, and the updated resolution is included in your packets, and the chair has the framed copy as well. If it is the will of the Board, that updated resolution may also be adopted.

V. 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	
Tamara Liberty Smith		Excused
Linda D. Bernard, Esq.		Excused
Cedric Banks	Yes	
Willie E. Bell		Excused
Willie E. Burton	Yes	
Lisa Carter		Excused
Ricardo Moore		Excused
Jesus Hernandez	Yes	
Rory Gamble	Yes	
Quorum (Yes)	6	

VI. Chairperson Pressley requested the approval of the Agenda for Friday, November 17, 2023. The motion was accepted and adopted.

VII. Chairperson Pressley requested the approval of the Meeting Minutes for November 9, 2023, with any corrections. The minutes were adopted as presented.

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

IX. Chair's Report.

Chairperson Pressley welcomed our newly appointed Commissioner Rory Gamble to the Board of Police Commissioners and allowed him an opportunity for any introductory remarks. **Commissioner Gamble** thanked the Board and the citizens of Detroit. I have been a lifelong Detroiter and it is always an honor to serve my community. Something that I've done pretty much my whole life and now, in retirement, it's even a blessing to carry it even further. **Chairperson Pressley** stated, we were privileged to attend the National Association for Civilian Oversight of Law Enforcement (NACOLE) Conference and received an immense amount of useful information and encouraging information relative to our oversight responsibilities here in the City of Detroit. There are just a couple of us who are here today who attended, and so I'll ask Commissioner Banks if he had any remarks or reflections on his time at NACOLE, and then I'll do the same. **Commissioner Banks** expressed the conference was beautiful. You get to learn some great leadership techniques. Any community leader that is trying to grow as a leader and develop as a leader. I think it's one of the best leadership training organization. I think people need to attend; people came from all over the world, international attendees. I'm very grateful for the Board, and the citizens of Detroit. **Chairperson Pressley** stated this was my first NACOLE conference, and it is my understanding that it is the largest of their conferences with over 650 registrants that attended this year. I was glad that it was in Chicago, being that we see Chicago often as the Sister city, and so there was some opportunities for comparison on what they are doing versus what we're doing here in the City of Detroit. Again, I come away encouraged, because for all of the issues and challenges that we do face here in the City of Detroit we're not that far behind what other major cities are doing. To hear what Chicago is doing, when it comes to releasing officer body worn camera footage particularly for any violent incident or officer involved shooting was

encouraging. As well as their, what I would say, radical transparency in positioning all documents so that the public might be able to review them. As things that I think that we can deliberate and discuss whether or not it fits our context here in the City of Detroit. Likewise, I attended several workshops, one surrounding sexual misconduct of police officers. Where police officers that are involved in sexual misconduct, and I found that to be very educational and enlightening particularly as we see that rising even here in the City of Detroit. I also attended a workshop on the use of tasers and the policies that are associated around that. Again, it was encouraging to note that some of the recommendations that were lifted are already things that we are doing here. Secretary Shah, our staff that attended, as well as the Commissioners, are intending to be as proactive and intentional as possible. Ensuring that we build upon what we learned and shared at NACOLE, and it was not a free trip. It was paid by tax payer's dollars so that it might benefit community as well. I was just made aware of earlier today, by way of a media request and that had to do with the City Council. Approving a \$30 million dollar allocation for 400 additional cameras to be used on a freeway and highway systems. But we, as a Board are looking forward to ensuring that we have the necessary conversations, to be sure, by way of policy. We again are doing our responsibility and oversight when it comes to the use of that technology but again, I am encouraged that we are taking resources necessary in order to ensure the quick and effective closure of cases, but as well as the safety of the residents of the City of Detroit.

X. Community Impact Report.

Board Secretary Victoria Shah stated I also have some additional information in regards to the NACOLE Conference. That conference was held in Chicago. This was the 29th Annual Conference for NACOLE, and it ran from November 12- November 16, 2023. The Board was represented at the conference by Chairperson QuanTez Pressley, as well as Commissioners Linda Bernard, Cedric Banks, Lisa Carter, and Ricardo Moore. I'd also like to thank the following staff members for not only attending the sessions, but being diligent about taking notes and collecting valuable insights and best practices from across the country regarding law enforcement oversight. Chief Investigator Jerome Warfield, Supervising Investigator Ainsley Cromwell, Supervising Investigator Lisonya Sloan, Acting Supervising Investigator Elgin Murphy, Senior Investigator Tiffany Stewart, Senior Investigator Jessica Hunter, Investigator Henry Ellis, Investigator Samuel Quick, Mr. Robert Brown, as well as Ms. Jonya Underwood. The staff is currently compiling that information, and will be presenting a summary of key takeaways and recommendations on launching initiatives that will further oversight in Detroit and the Board in the community can expect a presentation by mid-December. The public is also encouraged to check out NACOLE.org, and become familiar with best practices and oversight, as well as partner with BOPC on solutions for better transparency and accountability. Next year's conference will be held October 13 – 17, 2024 in Tucson, Arizona. The annual conference is open to anyone that is interested in civilian oversight and scholarships are available at the NACOLE website. There was a good representation of grassroots organizations at the conference this year. Hopefully next year, some of our Detroit grassroots organizations will also be in attendance. Those that are focused on oversight. **Chief Investigator Jerome Warfield** shared insights from the conference. Thank you once again. I certainly thank the citizens of the City of Detroit just for again an amazing opportunity. It was not my first time going, certainly had an opportunity to go as a member of this honorable Board. One of the amazing take backs, that we have here in Detroit, as relates to oversight as being one of the founding institutions for independent oversight of police throughout this nation. It lets me know that our work has spread abroad in amazing ways. Certainly, there are some updates that we probably need to do to our systems, and we will present some proposals moving forward. But to hear of the various aspects of oversight in different parts of the country where they are, where we are. We are blessed to know the type of resources that we have at our fingertips to do our investigations versus what some of our colleagues around the country may be absent. We also know that there are other things that can push us a little bit further. And, as I said, we'll make those presentations in the months to come.

XI. Chief of Police Report.

Chief of Police James E. White reported on current CompStat Crime/Statistical Data for Violent Crime and Property; and recent critical incidents impacting the DPD and the community. See the attached Meeting Transcripts posted to the Board's webpage.

The following inquiries require responses from the BOPC and/or DPD: **Commissioner Banks** asked can you give me a breakdown on the Mental Health Unit? I understand the Detroit Police Department has a Mental Health Unit can you give me a rundown on that? We are having a Citizen Complaints Committee Meeting Tuesday, November 28, 2023 at

5:00 p.m. I chair that committee, Wayne State Law Team and professor will attend and they are requesting your presence. I want you there too. Can you bring us some NPO's? 100 less people being shot this year. What is the strategy? Are the shootings are going down? Is that citywide or is that a district? You said Green Light tracked the suspect down? What type of accuracy does Green Light have? **Chief of Police White** stated the department has a mental health unit that is doing a phenomenal job. He mentioned the department has a 12 step plan to reduce crime. **Vice Chairperson Holley** said two or three times we'd bring up the fact about Dr. Hoover in the Boston Edison area that was killed. It gave us a feeling that you were close to that, then Samantha Woll who was stabbed. Someone was arrested and was released. Could you tell us where we are on those two homicides? **Chief of Police White** stated the department should have an answer soon for their family. **Commissioner Gamble** inquired on the ShotSpotter Report he noticed that it says guns recovered, not available. Do we not track that? Why is that not being reported? **Chief of Police White** stated the department does track guns that are recovered, he will look into as to why it is not part of the report. **Commissioner Burton** inquired of those officers that have been separated, two or three years with another agency. But they want to come back, have you taken any of them back? Are you looking at any candidates currently to welcome back to your department? **Chief of Police White** stated there are several that is before Human Resources Department.

XII. Oral Communications / Public Comments.

Minster Eric Blount, Ms. Charnita Williams, Mr. James Ford, Mr. Ronald Foster, Mr. Black Bag Roo, Former Commissioner William Davis, and D4 CAC Member Scotty Boman provided public comments.

XIII. Presentation 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 October 2023. Director Patillo promoted the 1 Day Hiring Process where you can complete most of hiring process on site to be held Saturday, November 18, 2023. On September 30, 2023, we had one and had over 260 applicants to walk through the door. Some of them are on the job right now, either going to the police Academy because they have completed all the process or entering into a new civilian job. We will start the process tomorrow at 7 a.m. we will be at the Detroit Public Safety Headquarters until approximately 5 p.m. Where you can complete most of the process, and we will also be taking onsite applications. 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	2499	138	2637
CIVILIANS	669	120	799
TOTALS	3178	258	3436

SWORN RECRUITING (7/1/2023 - 10/31/2023)						
TOTAL # APPLICANTS	# IN PROCESS	WITHDREW	ARCHIVED	TEMPORARILY DISQUALIFIED	DISQUALIFIED PERMANENTLY	# AWAITING MCOLES
1497	89	106	1102	160	157	200

NEW HIRES	
Sworn	35
Civilian	31
Police Assistants	0
Total New Hires	66

MCOLES							PHYSICAL AGILITY EXAM						
SCHEDULED	APPEARED	PASSED	FAILED	RESCHEDULED	WD	NS	SCHEDULED	APPEARED	PASS	FAILED	RESCHEDULED	WD	NS
117	74	43	31	0	0	43	119	61	33	26	2	0	58

DETROIT RESIDENCY INFORMATION (as of October 31, 2023)			
	SWORN	CIVILIAN	POLICE ASSISTANTS
Detroit	555	447	15
Non-Detroit	1910	232	19

ATTRITION October 31, 2023									
SWORN		CIVILIAN		POLICE ASSISTANTS				TOTAL	
9		10		0				19	
LEAVES OF ABSENCE / RESTRICTED DUTY									
Employee Category	FMLA Continuous	FMLA Intermittent	Paid Parental Leave	Medical Leave	Military	General Leave	Restricted	Disabled	Sick
Sworn	14	63	9	3	5	0	177	18	13
Civilian	5	79	2	5	0	0	2	1	7

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
540

The following inquiries require responses from the BOPC and/or DPD: **Chairperson Pressley** inquired what is attrition? Loss to retirement? Is 19 high for October separations? **Commissioner Hernandez** inquired of the report you gave under attrition has five members listed under military? I would interpret to be their deployment or training? Is there a maximum range of time that an individual can be again, I am just generalizing and call it deployment? I know that you track 15 days or more, but what is the longest tenure? The actual question that I have is, what available resources do we have to support those who are being deployed along with their family members? There are a lots of different organizations who support military members who are on deployment even for basic necessities that their family might have. A furnace goes out. Groceries are needed, those kinds of things. Do we have anything active to support our members? **Commissioner Gamble** asked why do we have such a big discrepancy between residents and non-resident officers. Is it a matter of recruiting? Do we have a practice where we are actively recruiting? **Commissioner Banks** expressed the Detroit Police Department just got a new packet where they maxed out in five years. How was that attracting folks throughout the community to apply for DPD. **Commissioner Burton** asked has your office been tracking officers exit interviews. If so, what are we learning from those exit interviews? **Commissioner Banks** inquired can you give a percentage that left DPD and want to come back?

Commissioner Pressley read the resolution honoring Lieutenant Sherell S. Stanley

**RESOLUTION HONORING
LIEUTENANT SHERELL S. STANLEY**

WHEREAS Sherell S. Stanley was appointed to the Detroit Police Department on June 24, 1996. Upon graduating from the Detroit Metropolitan Police Academy, Officer Stanley began her career at the Tenth Precinct; and

WHEREAS Officer Stanley's assignments with the Detroit Police Department included the Tenth Precinct, and Legal Advisors Section; and

WHEREAS Officer Stanley displayed tremendous knowledge and leadership skills as a Police Officer and was promoted to the rank of Investigator on January 22, 1999. As Investigator, she was assigned to the Law Department Police Unit. On August 11, 2000, Investigator Stanley earned promotion to the rank of Sergeant and was transferred to the Twelfth Precinct, Legal Affairs, Risk Management, Legal Affairs, the Seventh Precinct and Fiscal Management; and

WHEREAS Sergeant Stanley was promoted to the rank of Lieutenant on December 21, 2010 and was assigned to the Tenth Precinct. Her other assignments included Communications Operations, the

Sixth Precinct, Second Precinct Investigative Operations Unit, Training Academy, Records & Identification, Office of Civil Rights, Internal-External Relations, Chief Neighborhood Liaison, the Second Precinct, Law Department Police Unit, and the Eleventh Precinct where she served until her retirement on September 11, 2023; and

WHEREAS Lieutenant Stanley was instrumental in creating the Detroit Police Department's Committee on Race & Equality (CORE). Their mission is to increase awareness, safeguard equality and equity and celebrate the strength of diversity. CORE also provides a safe-haven where members can constructively dialog in a forum that is non-judgmental, intended to preserve the dignity of each member by promoting honestly, inclusiveness, and courage to facilitate the positive change.

WHEREAS Lieutenant Stanley was the deserving recipient of the following awards: three (3) Chief's Merit Awards, Ford Fireworks Award, both Consent Judgment Awards, Major League Baseball All-Star Recognition Award, Rosa Parks Funeral Recognition Award, Super Bowl XL Recognition Award, and Aretha Franklin Funeral Recognition Award, as well as numerous letters of commendation from citizens and superiors; and

WHEREAS Lieutenant Stanley has tirelessly served the Detroit Police Department, the citizens of Detroit, and its neighboring communities for more than 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 Sherell S. Stanley. 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 Sherell S. Stanley.

Commissioner Hernandez moved the adoption of the revised 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 Sherell S. Stanley. 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.

XIV. New Business.

Vice Chairperson Holley motioned "that the Board of Police Commissioners move to set the budgetary salary for new Investigators at \$54,500." The motion was adopted.

Commissioner Hernandez motioned "that the Board of Police Commissioners move to amend the appointment offer for Destini Staffney, Angela Brown, Jasmine Martin-Morris, Lawrence Johnson, and Remon Kildani to the position of Investigator - Board of Police Commissioners change the offered salary from \$52,500 to \$54,500 as a final offer pending background checks." The motion was adopted.

Commissioner Hernandez motioned "that the Board of Police Commissioners move to make a contingent appoint offer to Kemia Goldsmith, Yolanda Robinson and Jureka Johnson to the position of Investigator - Board of Police Commissioners at the final offer salary \$54,500 pending background checks." The motion was adopted.

Commissioner Banks asked Chief Investigator Warfield how we are coming with the backlog. Where does the backlog stand at this time?

XV. Adjournment.

Chairperson Pressley adjourned the meeting at 4:53 p.m.