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CITY OF DETROIT

10 BOARD OF POLICE COMMISSIONERS MEETING

11 July 18, 2024 at 3:00 P.M.

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1 CHAIRPERSON WOODS: Good afternoon, everyone. Today
2 is July 18th 2024 3:00 PM I'll call this meeting to
3 order. We have the legendary Chaplain, Peggy James to do
4 invocation. Chaplain.

5 DR. JACKSON: Mr. Chairman, you have to announce
6 there is no quorum.

7 CHAIRPERSON WOODS: There is no quorum. Thank you.
8 And so we're going to ask for the invocation.

9 CHAPLAIN JAMES: Amen. Good afternoon to everybody.
10 Lord God, we just thank you for this day. God, we thank
11 you for waking us up today. God, we thank you, God for
12 protecting us oh God. And leading us as we have gone to
13 and fro on this day. God, right now, we ask, oh God, that
14 this meeting, oh God will be informative, oh God. God,
15 that it will give direction. Oh, God, will give insight.
16 And God, those that are on the line, we ask that you
17 bless, oh God, God bless our men and women in blue, oh
18 God. God bless our sins, oh God. God bless every
19 official, everyone that has authority over us, oh God.
20 God, we ask that you will bless, protect, keep them, in
21 Jesus' name, we pray. It is so. Amen.

22 CHAIRPERSON WOODS: Amen. Thank you very kindly. We
23 do have Commissioner Bernard upstairs, I want the
24 commissioners to understand; to summon her to come down,
25 you know, send her a text. But in the meantime,

1 Commissioner Moore, you have something from the Second
2 Precinct?

3 COMMISSIONER MOORE: Yes, Mr. Chairman. Tomorrow
4 afternoon, just a quick announcement. The fourth annual
5 jazz event has taken place at the Adams Butzel Recreation
6 Center parking lot. Adams Butzel was on the Westside. The
7 address is 10500 Lyndon, LYNDON, 10500. Lyndon. It's been
8 an excellent event over the course of years. President
9 Butler has been at every event. Bring your own lawn
10 chairs, they have food trucks. It's a very, very
11 excellent event. I see Commander Chambers in the house.
12 I've been to a couple with him as well. So please come
13 out to the Adams Butzel Recreation Center tomorrow
14 between 6:30 PM and 8:30 PM 6:30 PM. Thank you, Mr.
15 Chairman.

16 CHAIRPERSON WOODS: Thank you very kindly. And thank
17 you for representing your District so well.

18 COMMISSIONER MOORE: Thank you.

19 CHAIRPERSON WOODS: So we have a public comment or
20 two Mr. Secretary. to be able to wait for our quorum to
21 get here.

22 MR. BROWN: Yes, sir. You can go to public comment.

23 CHAIRPERSON WOODS: So, do we have a public commenter
24 here?

25 MS. UNDERWOOD: Yes, sir. We have six speakers. We

1 can start.

2 MS. UNDERWOOD: I think most of them wanted to speak
3 to the entire board.

4 CHAIRPERSON WOODS: Public comment.

5 MS. UNDERWOOD: Our first speaker will be Mr. Damon
6 Stewart, next will be Annie Calvin, and next will be Ms.
7 Fredia Butler.

8 MR. STEWART: Good afternoon Chairman and the rest of
9 the board that are here.

10 CHAIRPERSON WOODS: Good afternoon.

11 MR. STEWART: I find myself here in an unusual
12 situation. Again, my name is Damon Stewart. I'm here on
13 behalf of my auntie Ms. Ann Calvin, the relationship to
14 the murder of her son, Deandre Calvin. Now, what makes
15 this unusual is that I am also an officer in the City of
16 Chicago. December will be my 25th year. I'm a special
17 victims unit detective. Additionally, I've been
18 practicing law since 2008. So as a detective, I see, and
19 as a detective, and some of the legal (Audio Breakup)
20 with the state's attorneys, your prosecutor may deal
21 with. In this situation, we've done our civilian part of
22 trying to help the detectives with this case. But my
23 auntie has reached out to everybody she could to give
24 that additional information.

25 COMMISSIONER MOORE: It seems the microphone

1 MR. STEWART: We've reached out to everybody we could
2 to give that additional information, and it seemed to
3 have come to a stalemate. So we do, we are coming out
4 here as a last chance, as a public cry for help with this
5 investigation, as opposed to trying to attack the
6 department or somebody else. So we are not sure who to
7 speak to, but we need to speak to somebody because
8 there's significant information we can provide. And we've
9 tried when my auntie speaks, she will be able to tell
10 everybody we spoke to.

11 CHAIRPERSON WOODS: But that's the two minutes that
12 he had to clock up, because I see two minutes in front of
13 me.

14 MS. UNDERWOOD: I apologize. We had a technical issue
15 that we were addressing. So the clock was not running.

16 MR. BROWN: You have 30 seconds, Mr. Chair.

17 CHAIRPERSON WOODS: Thank you. I'm sorry, sir.

18 MR. STEWART: Okay. So again, I'll ask the question,
19 if there's someone we need to speak to. Will you be able
20 to direct us to who we can speak to, to be able to help
21 move this on?

22 CHAIRPERSON WOODS: Absolutely.

23 DC BLISS: Good afternoon, I m Deputy Chief Mark
24 Bliss. I have Commander Chambers here. He's going to take
25 your information and I'm going to get it to the Detective

1 Bureau so we can get it to the investigator and we can
2 have those discussions.

3 MR. STEWART: Just so you can be aware, we've spoken
4 with the detective, we've spoken with the lieutenant,
5 we've spoken with the captain. We've tried to connect the
6 dots, but I don't know if there's a furlough issue or if
7 there are people moving around; something's not
8 connected.

9 DC BLISS: Not a problem. We'll make sure that we
10 talk to the deputy chief.

11 MR. STEWART: Okay.

12 CHAIRPERSON WOODS: Excuse me. Just for
13 clarification. Are you saying that you didn't get a
14 response?

15 MR. STEWART: We have one lieutenant who did respond,
16 who was following up, and then he got transferred. He
17 went to detach services. So he went to another unit and
18 he said there was going to be somebody else who followed
19 up, but who didn't. And again, that's the communication
20 with me personally. There's been additional communication
21 with the decedent's mother.

22 CHAIRPERSON WOODS: Okay. Thank you so much. And can
23 you give Commissioner Smith your information as well, but
24 take it offline. She was going to ask, what's the name? I
25 don't want to put that in the public. Yeah, so go ahead.

1 DC BLISS: Commander Chambers.

2 CHAIRPERSON WOODS: Yes, ma'am. You want to speak as
3 well?

4 MS. CALVIN: I just want to say my name is Anne
5 Calvin, and I'm just reaching here. I need some help. I
6 need some answers. I have reached out to the captain, to
7 the lieutenant, to the everybody I can think of. The
8 captain will call me; I'll give her information. She'll
9 say she'll call me the next day. I never heard from her.
10 When I called them, they didn't answer the phone. Their
11 voicemail is full. Like, I don't know what else to, what
12 else to do. I don't even talk to the prosecuting
13 attorney. I've reached out to the lieutenant, I've talked
14 to them. They're not doing anything, they're not. I gave
15 them information that if they follow the information to
16 just talk to the people that I'm asking them to talk to,
17 they have information. They will be able to put the pitch
18 picture together. They're not, they're, they're, they're
19 not doing anything. They won't return my call; they won't
20 return my texts. They won't do anything. And this is
21 just I mean, how do I swallow this pill? This person
22 that came to my house, I tried to get a PPO, I can't even
23 get a PPO. I can't do anything. There's nothing that no
24 one's helping me do anything. And my son needs justice
25 when they know, they know who did it. And I'm just here,

1 pleading. I need some help.

2 CHAIRPERSON WOODS: Wait, you will get a response,
3 1000%.

4 MS. CALVIN: Okay. Thank you.

5 CHAIRPERSON WOODS: Yeah, I'm sorry that you're going
6 through that as well.

7 MS. CALVIN: Thank you.

8 CHAIRPERSON WOODS: Next public commenter.

9 MS. UNDERWOODMs. Butler.

10 CHAIRPERSON WOODS: Yeah. Commissioner Bell, are you
11 coming back?

12 COMMISSIONER BELL: No, sir?

13 CHAIRPERSON WOODS: So, we are going to lose our
14 quorum to do these. We are going to lose our quorum to be
15 able to do the interviews. Alright, go ahead.

16 MS. BUTLER: Good afternoon.

17 CHAIRPERSON WOODS: Afternoon.

18 MS. BUTLER: Commissioner Bernard, at the meeting of
19 June 27th, you stated that it seemed as if at different
20 events where a majority of us are involved, the
21 arrangements are carried out differently. I have felt the
22 same way, and have heard from others who expressed the
23 same sentiment. I'm also concerned about the behavior of
24 members on the board. When a member comes in late, walks
25 slowly, stops to talk and shake hands with a member in

1 the audience, he is not respecting his position as a
2 commissioner and others. Commissioner Banks has committed
3 this offense too many times. Commissioners, when a man
4 has made changes in his life and is now contributing to
5 us, we should be grateful. We are all subject to making
6 mistakes and should not act as a judge and continue to
7 hold whatever happened in a man's life against him, but
8 move on and take a look in the mirror. Commissioner
9 Pressley, thank you for the work you did as the Chairman
10 of the Board of Police Commissioners. You chaired the
11 meetings with dignity and respect. Chairman Woods, I
12 admired how you made statements and addressed your
13 concerns as a new member. And I'm hoping as the Chairman
14 of the Commissioners, you will continue. From my
15 observation, the job is not easy. Thank you.

16 CHAIRPERSON WOODS: Thank you so much.

17 COMMISSIONER PRESSLEY: Thank you.

18 CHAIRPERSON WOODS: Next public commenter.

19 MS. UNDERWOOD: The next speakers will be Mr. Jackie
20 Hunt, Ms. Charnita Williams and Ms. Taura Brown.

21 MR. HUNT: We're all set now. Hi. Thank you for
22 having this board meeting. I was at the meeting last
23 Thursday and I spoke on these what do you call, abandoned
24 vehicle stickers. At the time of that meeting, I had two;
25 before this meeting, I got another one on my windshield

1 or on my window. It seems that nobody at the precinct or
2 the Office of Chief investigator is able to do anything.
3 I even found out they got my phone number wrong. They
4 said I got a call from them, but it was switched to 313,
5 and that's not my area code. So I don't know who's
6 changed it or why, but I think somebody can do something
7 about the officers that's putting these stickers on my
8 car. It's insured. I have permission to park on the
9 street from the state, but somebody is not stopping these
10 fellows or ladies from coming and putting it on my car.
11 And they're telling me the stickers only last 15 days.
12 No! I have a 60-day sticker. Can they run the stickers?
13 Nobody seems like they're afraid to answer that
14 question, but I know better what's going on. So I'm here
15 again to find out it s three here now, maybe tomorrow or
16 next day, maybe another. So I think maybe it's also a
17 joke as well. I need help. Thank you.

18 CHAIRPERSON WOODS: Thank you. Chief Investigator.

19 COMMISSIONER MOORE: Can I ask a question very
20 quickly, Mr. Chairman? Sir, is your vehicle moving, or is
21 it just in one spot, continuously?

22 MR. HUNT: I hope my car doesn't move. So, it's
23 frozen still at the curb in front of my house.

24 COMMISSIONER MOORE: How long has it been there,
25 consistently?

1 MR. HUNT: It's not there for six months, not moving.
2 I don't work. Not that you needed to know that, but I
3 don't drive it every day. But it seems like they're
4 telling me I need to go somewhere every day. I asked the
5 officer last week, "Do I have to go somewhere every week,
6 every day?"

7 CHAIRPERSON WOODS: Okay. Chief Investigator, and
8 then are you done, Commissioner Moore?

9 COMMISSIONER MOORE: Sorry. Yeah.

10 CI WARFIELD: Through the Chair. I just wanted to
11 report to the board that Mr. Hunt did come by the office
12 yesterday. He has been in contact with the investigator
13 who is in charge of this. Investigator Counts. We were
14 expecting Mr. Hunt today. But we will serve Mr. Hunt and
15 end this investigation and report the findings like we
16 normally do, sir. Thank you.

17 CHAIRPERSON WOODS: Thank you very kindly. And we
18 have a quorum now.

19 COMMISSIONER BERNARD: May I comment quickly?

20 CHAIRPERSON WOODS: Yeah, very quickly.

21 COMMISSIONER BERNARD: Mr. Hunt, I assume that what
22 you're talking about is you're parking on a legal street.
23 You can park. There's no limit to the amount of time you
24 can park, as I understand it, on a street, street
25 parking. I've had that issue myself, and I've been told

1 you can't do it. So you are legal if you're parking on
2 the street, if you're parking on the grass or something
3 like that, that's different.

4 CHAIRPERSON WOODS: And we are not giving any, any
5 legal advice as it relates to that

6 COMMISSIONER BERNARD: That's a statute's, that s a
7 legal position, That s the law.

8 CHAIRPERSON WOODS: All right. We have a quorum now,
9 and so I entertain a motion to adopt the agenda.

10 COMMISSIONER HERNANDEZ: So moved.

11 DR. JACKSON: You need to do an introduction of
12 commissioners, first, Mr. Chairman. CHAIRPERSON WOODS:
13 Okay. Mr. Brown, introduction of commissioners.

14 MR. BROWN: Chairperson Woods - Here.

15 MR. BROWN: Vice Chairperson Smith - Present.

16 MR. BROWN: Commissioner Bernard - Attorney Linda
17 Bernard, present, District 2.

18 MR. BROWN: Commissioner Banks, asked for an excuse,
19 absent.

20 MR. BROWN: Commissioner Bell asked for an excuse,
21 absent.

22 MR. BROWN: Commissioner Burton - Present.

23 MR. BROWN: Commissioner Carter asked for an excuse,
24 absent.

25 MR. BROWN: Commissioner Moore - Present.

1 COMMISSIONER BURTON: Mr. Chair, I may have to leave
2 early later, at some point during the meeting.

3 MR. BROWN: Commissioner Hernandez - Present.

4 MR. BROWN: Commissioner Mr. Pressley - Here.

5 CHAIRPERSON WOODS: Okay. Thank you. All right. We
6 have a quorum.

7 COMMISSIONER BERNARD: Yes. I commissioner Bernard,
8 can you be seated? Can you both be seated? Thank you. So
9 let's go with the adoption of the agenda.

10 COMMISSIONER PRESSLEY: So moved,

11 COMMISSIONER MOORE: Support.

12 CHAIRPERSON WOODS: Moved by Commissioner Pressley,
13 and supported by Commissioner Moore. I just ask that, if
14 there are no objections, move the chief of police report
15 before the interviews? There being no objections, the
16 agenda is adopted. Let's go to the chief of police
17 report.

18 DC BLISS: Good afternoon, Deputy Chief Bliss. On
19 behalf of the Chief

20 COMMISSIONER PRESSLEY: Point of order.

21 DR. JACKSON: I'm sorry, Mr. Chairman, you have to do
22 the adoption of the minutes.

23 CHAIRPERSON WOODS: Okay. I'm sorry. Thank you. I'll
24 move for the adoption of the minutes.

25 COMMISSIONER PRESSLEY: So moved.

1 COMMISSIONER HERNANDEZ: Second.

2 CHAIRPERSON WOODS: I ve got to put my glasses on.
3 Motion made by Commissioner Pressley and supported by
4 Commissioner Moore. All in favor say, aye.

5 COMMISSIONERS: Aye.

6 CHAIRPERSON WOODS: Anyone opposed? A motion is
7 carried. Chief of Police report, or, yeah.

8 DC BLISS: Thank you.

9 CHAIRPERSON WOODS: Introduction of BOPC staff. I'm
10 sorry.

11 MR. BROWN: Yeah. Good afternoon, Mr. Chair,
12 currently, we have with us, Chief Investigator Warfield,
13 Parliamentarian. Dr. Jackson, Jonya Underwood, Ms. Teresa
14 Blossom. Mr. Artesia. Joshua, Acting Supervisor.
15 Investigator Elgin Murphy, ASL Interpreter, Ms. Yakata,
16 and Dr. Stephanie Beatty. Mr. Don Handyside is the court
17 reporter and Media Service is doing the video and audio.
18 And setting in for the chief is Deputy Chief, Mark Bliss.
19 And I'll go on to the elected officials. Ms. Marie
20 Overall, State Representative Tyrone Carter's Office, Ms.
21 Fredia Butler, president of the Second Precinct,
22 Community Relations, Ms. LaDon Davis, Office of
23 Councilmember Fred Durhall III, and former Commissioner
24 William Davis, and Investigator Callas.

25 CHAIRPERSON WOODS: All right. Thank you. Chief of

1 Police Report.

2 DC BLISS: Thank you. As indicated, Deputy Chief Mark
3 Bliss, on behalf of Chief James E. White. I'm going to
4 start first with the update on injured officers. There
5 are no critically injured officers due to on-duty
6 injuries. Crime data as of July 17th; homicide, our year
7 to date total is 117, the same time in 2023, 137, with a
8 decrease of 15%; non-fatal shootings. Our year to date is
9 365. Our 2023 year to date is 449 with a 19% decrease.
10 Robberies 570 year to date; our 2023 year to date is 772,
11 for a 26% decrease; for total violent crime, our year to
12 date is 6,215, at the same time last year, 6,928, with a
13 10% decrease; carjacking, our year to date is 56. Our
14 2023 year to date is 94, for a 40% decrease. Our drag
15 racing and block party enforcement for the weekend of
16 July 12th, through the 14th. We investigated 145 people.
17 Of those 145, 118 were residents, 27 were non-residents.
18 We did 70 traffic stops. We issued 14 traffic citations.
19 We investigated 74 vehicles, we impounded 3. We had 8
20 weapons recovered, and during that time, we responded to
21 79 police calls for service runs. We also, at that time,
22 had 79 block party responses.

23 Moving on to the total drag racing block party
24 enforcement stats, year to date; for people investigated
25 895 residence 481, non-resident 1 75. Traffic stops 414,

1 145. Traffic citations; investigated 479 vehicles,
2 impounded 60 vehicles. There were 11 stolen vehicles that
3 were recovered. We had 71, year to date felony arrests.
4 We recovered 58 weapons, 228 police calls for service. We
5 had 18 attempted or fleeing vehicles, 146 block party
6 responses, two reckless driving tickets, drag racing
7 tickets, we issued 6, spectator tickets, we issued 66;
8 special attention to those areas, 69, and cell phone
9 seized, 36. Moving on to mental health related calls for
10 service. In the last seven days, we had 344 total calls
11 for service. We serviced 307 of those calls in the last
12 seven days. Overall calls for service, in 2024, year to
13 date, 9,620, the same time in 2023, 8,974 calls for
14 service. Service calls, in 2024, we did 8,353, we
15 serviced; the same time last year, 7,941. So we are
16 inching up. Overdose related calls. In the last 7 days,
17 we had 230 calls for service and we serviced 160 calls.
18 Year to date, overall calls for service; in 2024, 4,420,
19 and the same time last year, 4,406. Service calls, in
20 2024, 3,129, the same time last year, 3,243. Moving on to
21 significant incidents. Incident number one, a fatal
22 shooting. On Thursday, July 11th, at 7:38 PM, officers
23 were dispatched to the 18,000 block of Cotting to
24 investigate a fatal shooting. Officers arrived at the
25 location, observed the victim seated in the driver's seat

1 of a white GMC minivan, suffering from a gunshot wound to
2 the chest. The victim was transported to a local hospital
3 by medic 4, where he was pronounced deceased on arrival.
4 Officers from the Eighth Precinct preserved the scene and
5 detectives from the homicide section were notified and
6 responded to the scene.

7 Witnesses report seeing a gray vehicle pull next to
8 the victim's vehicle and fire shots. The suspect vehicle
9 then drove south on Coddling Street, then west on Grand
10 River. The incident is still under investigation.
11 Detectives are asking anyone with additional information
12 regarding this incident to contact Crime Stoppers at
13 1800, SPEAKUP, or Detroit Rewards TV. Incident number
14 two, the death investigation by Wayne County bailiff. On
15 Friday, July 12th, at 2:23 PM, officers were dispatched
16 to the 17,000 block of Anderson to assist a Wayne County
17 bailiff with a mental person, armed. Officers arrived on
18 the scene and observed the bailiff talking to the
19 suspect. The suspect who was armed with a knife was
20 refusing to comply with the eviction order. Officers gave
21 the suspect several verbal commands to drop the knife and
22 exit the apartment, to which the suspect refused.
23 Officers entered the apartment, at which point the
24 suspect pointed the knife at the officers.

25 Officers deployed and discharged. Their department

1 issued tasers towards the suspect, striking him. However,
2 the suspect continued to advance toward the officers,
3 specifically the Wayne County bailiff. The suspect was,
4 again, given verbal commands to drop the knife, which he
5 ignored. The bailiff fearing for his life, fired his
6 handgun striking the suspect. Officers began rendering
7 aid to the suspect until medics arrived on the scene.
8 Medics arrived at the scene and transported the suspect
9 to a local hospital where he was pronounced deceased on
10 arrival. Officers on the scene made the proper
11 notifications. Detectives from the homicide task force
12 arrived and conducted a preliminary scene investigation.
13 The homicide task force will be handling the
14 investigation. The incident is still under investigation.
15 Incident three, fatal shooting. On Saturday, July 13th at
16 4:50 PM, officers were dispatched to the area of Cardoni
17 and Robinwood to investigate a fatal shooting. Officers
18 arrived at the scene and observed the victim lying on the
19 grass near the sidewalk.

20 Officers rendered aid to the victim until engine 44
21 arrived on the scene. Officers pronounced the victim
22 deceased on the scene. I'm sorry, medics pronounced the
23 victim deceased on the scene. Officers from the Eleventh
24 Precinct preserved the scene and detectives from the
25 homicide section were notified. Detectives determined

1 that the victim was shot by a black male, approximately
2 6 2 , 200 pounds with long dreadlocks. The suspect was
3 last seen running through the alley between Cardoni and
4 Russell. The incident is still under investigation.
5 Detectives are asking anyone with additional information
6 regarding this incident to contact Crime Stoppers at 1-
7 800-SPEAKUP or Detroit Rewards TV. Finally, incident
8 number 4, non-fatal shooting, triple shooting. On Monday,
9 July 15th at 8:59 PM, officers were dispatched to the
10 8,000 block of to investigate a shooting. Officers
11 arrived on the scene and were met by bystanders who
12 stated that the suspect was shooting people at the gas
13 station. Officers observed the suspect inside the
14 location holding a gun.

15 Officers gave the suspect verbal commands to drop
16 the weapon. The suspect then threw the gun outside the
17 door, and it landed underneath the vehicle, parked at a
18 gas pump. Shortly thereafter, the suspect exited the
19 location and was arrested by officers. Officers from the
20 Seventh Precinct preserved the scene and notified
21 detectives from the Seventh Precinct Detective Unit.
22 Further investigation revealed that the suspect arrived
23 at the scene and started randomly shooting at
24 individuals. Three victims were wounded at the scene by
25 gunfire, and one victim was injured by flying glass.

1 Victim number one, a pregnant female was shot in the
2 face. Victim number two was shot in the back. Victim
3 number three was shot in the left thigh. Victim number
4 four suffered injuries to the face by broken glass. All
5 the victims were transported to a local hospital. Victim
6 number one was listed in critical condition and victims
7 two, three, and four were listed in temporary serious
8 condition. On Tuesday, July 16th, detectives from the
9 Seventh Precinct Detective Unit submitted a warrant to
10 the Wayne County Prosecutor's office for review. The
11 warrant is still currently being reviewed.

12 Positives block party safety. On Monday, News media
13 reported on the block parties that were successfully shut
14 down for safety over the weekend to prevent violence.
15 Celebration of the Detroit Police Department's Cultural
16 Diversity. Tomorrow, from noon till 2:00 PM there will be
17 a luncheon in the Skylar room, hosted by the committee on
18 Race and Equality to celebrate diversity and cultural
19 differences within DPD. Precinct events. The Second
20 Precinct, today. The Second Precinct is holding a movie
21 night for seniors at the precinct. Their annual jazz
22 event is Friday from 6:30 PM to 8:30 PM. Sixth Precinct.
23 On Tuesday, officers held an anti-bullying talk with
24 local students. Career day with a local school will occur
25 on Saturday. Eleventh Precinct. The annual family fun day

1 is happening today at the Eleventh Precinct. That
2 concludes my report.

3 CHAIRPERSON WOODS: Any questions? Commissioner
4 Moore.

5 COMMISSIONER MOORE: Thank you, Mr. Chairman. Chief,
6 as it relates to evictions, what is the Detroit Police
7 Department's role?

8 DC BLISS: Through the Chair. The department's role
9 for evictions is just to be there to preserve the peace.
10 We're not to take any action. We are just there to
11 preserve peace.

12 COMMISSIONER MOORE: Because I understand with the
13 scenario you gave in Palmer Park, officers deployed their
14 tasers. Are you aware of that?

15 DC BLISS: Through the Chair. Yes, they did. Yes. The
16 individual was armed with a weapon. So it's in order to
17 preserve life, yes.

18 COMMISSIONER MOORE: Alright. My second question is
19 related to crime reporting. If a citizen files a report
20 or complaint, and the detective states they've tried to
21 contact this person two or three times, is that still
22 counted as a crime statistic?

23 DC BLISS: Through the Chair. So how they would
24 catalog that, there would be other additional factors to
25 see if that would be closed or if it would remain open.

1 So each case on itself would be evaluated. It doesn't
2 necessarily say that it's a stat, it could be a closed
3 case. It could be closed under special circumstances. So
4 it would vary.

5 COMMISSIONER MOORE: But if the case is closed, it
6 wouldn't count as a stat?

7 DC BLISS: It would still be counted as a stat, but
8 it would not be the short answer is yes, it would be
9 still counted as a stat if it's closed.

10 COMMISSIONER MOORE: But not a stat in that criminal
11 investigation or overall count.

12 DC BLISS: Through the Chair, through my
13 understanding it would be, but I can get you further
14 information just to make sure that I'm clear on it.

15 COMMISSIONER MOORE: Is the question clear? I mean,
16 what I'm asking or ?

17 DC BLISS: It is, but I know that there are
18 circumstances that may sway either way, and I don't want
19 to give something that's incorrect. I just want to make
20 sure that if there is additional information I have to
21 give you that. I do give you that.

22 COMMISSIONER MOORE: Okay. Thank you Chief.

23 CHAIRPERSON WOODS: Anything further? And I remind
24 the committee members that we have to do the interviews.
25 Commissioner Hernandez.

1 COMMISSIONER HERNANDEZ: Thank you. Through the
2 Chair, just a very brief question. How many officers does
3 Internal Affairs currently have under investigation, and
4 what's the status of those cases? We always sit here and
5 get report outs from Mr. Warfield in regards to the
6 backlog of non-criminal complaints against police. We
7 never really get a full report out on the internal
8 affairs investigations that are ongoing. They seem to
9 just disperse and just disappear. So if we can get an
10 update before the end of the meeting, that'd be fabulous.

11 DC BLISS: Mr. Chair, I'll reach out and see if I can
12 get that for you, sir.

13 COMMISSIONER HERNANDEZ: Thank you.

14 CHAIRPERSON WOODS: Great question.

15 COMMISSIONER BERNARD: Just quickly, and among the
16 administrative messages that you've sent out to the
17 departments this week is one involving overtime. You've
18 changed the whole overtime form and the way overtime is
19 recorded and how it can be paid. Can you give us at the
20 next meeting a report on really the amount of overtime
21 and how much it costs the department?

22 DC BLISS: Through the Chair? Yes, I can have that
23 prepared for you now.

24 COMMISSIONER BERNARD: Thank you. Thank you, Mr.
25 Chairman.

1 COMMISSIONER BURTON: Through the Chair.

2 CHAIRPERSON WOODS: Yes, sir.

3 COMMISSIONER BURTON: Question to the Chief. Just
4 recently, it was reported that Detroit had experienced
5 one of the most mass shootings in Detroit's history. What
6 the community has not heard was what time the first 911
7 call was made, came in that later led to being
8 dispatched? And what were the police response times? And
9 how many officers did you have in that location versus
10 the amount of officers that you had downtown Detroit that
11 night?

12 DC BLISS: Through the Chair. I don't have those,
13 regarding that with me, but I can get that information
14 and forward it to the board.

15 CHAIRPERSON WOODS: Yes. And we would like something
16 expeditiously on that. We have seen some of the media
17 reports, but we also, you know, went over into that
18 community and talked to a lot of people in that
19 community. And this is of utmost importance that we get
20 briefed on that. That was the worst mass shooting. Thank
21 you for raising that up, Commissioner Burton, because it
22 was the worst mass shooting in the State of Michigan, not
23 the City of Detroit, you know, and we want to get some
24 answers on that immediately. Commissioner Hernandez.

25 COMMISSIONER HERNANDEZ: Thank you. Through the

1 Chair. Just as a follow up and it's your discretion, Mr.
2 Chairman. It might be appropriate timing to actually have
3 risk management come back and give an update as well. I
4 think all of this is super interrelated. I'm not sure if
5 they're on the docket already to present in the next
6 couple weeks, but I would ask that we actually push that
7 up, if possible.

8 CHAIRPERSON WOODS: Yeah. Yes, absolutely.
9 Absolutely. So, any further questions or comments? There
10 is no further ? Okay. Yes.

11 VICE CHAIR SMITH: I'm sorry. Through the Chair, I
12 have a question, and a comment. We've been contacted a
13 lot from the adults in the community in regards to the
14 block party shutdowns and things that are not considered,
15 that will be annual events, that have not been blocked,
16 considered to be block parties, such as the Cooley Alumni
17 and different nightclubs that are on the main streets.
18 And the adults are now complaining that their
19 establishments and parties are being shut down. Is this
20 an enforcement that will continue throughout the summer?
21 That once as it started, was with the younger adults who
22 are having the block parties, but now spilling over into
23 the older generation of people. And now that generation
24 feels that they're being affected by what was considered
25 to stop the younger adults from partying.

1 DC BLISS: Through the Chair. So we're not trying to
2 stop the older adults, those types of block parties. What
3 we're looking at is the things where we've had block
4 parties where they start at 10, 11 o'clock at night.
5 There are 100, 200, 300 people there. You know, they're
6 parked all along. There's been no petitions, no nothing
7 in order to have those types of gatherings. Those are the
8 ones that we're after. And we really want to make that
9 distinction that the ones that have been going on and are
10 peaceful and, you know, people aren't bringing guns to
11 those, you know, those are the ones that if they follow
12 the rules, if they follow all the petitions in order to
13 get it certified, we're not trying to stop that at all.
14 But we are concerned with the ones that are just being
15 announced, that are popping up.

16 And it's a bonafide threat to the community. I mean,
17 people are being held hostage in their houses. I've been
18 to a lot of these scenes. You cannot drive through the
19 street. There are people all over. And then, you add to
20 that, that a lot of these people are armed, and there's
21 alcohol, and on and on. I mean, it is definitely a
22 threat. And, you know, looking at what has just
23 transpired, like you said, 21 people were shot, two of
24 them fatal. I mean, it's alarming. So I think that we all
25 have to make sure that we take responsibility, and do

1 what we need to do to ensure that every kind of gathering
2 is safe. But the ones we are concerned about are the ones
3 that shouldn't be started to begin with

4 VICE CHAIR SMITH: Through the Chair, even though the
5 ones that you all are concerned about, but the ones that
6 are being shut down as well, are the ones that the adults
7 are being; the ones that I just stated, like at
8 businesses like, such as the Cooley Alumni weekend, and
9 that was one of the events that was shut down due to, I
10 guess, overpopulation of people, because they had every
11 graduation year to attend. And the community has just
12 been reaching out, and they're very, very upset. And I
13 don't have the answers to give them, because I didn't
14 make the rule. But, you know, they're very upset, because
15 the adults are starting to say, Well, what are we to do
16 now? Because we aren't the one, of course, that are
17 committing the crimes. But it's also like one bad Apple
18 spoils the batch, I would say. But, you know, people are
19 really concerned and very frustrated,

20 DC BLISS: Through the Chair. Well, in all of these
21 cases, one thing that we have to understand is there are
22 certain codes, there are certain ordinances that we have
23 to follow. And it doesn't matter if you're young or if
24 you're old, we still hold you to that because it's a
25 rule. Now in the case that you're talking about, I don't

1 know specifically why it was shut down and there could be
2 something, there could be more behind it. So I don't want
3 to speak prematurely on it, but I just want to remind
4 everyone that there are rules, regardless if you're young
5 or if you're old, we have to follow the rules. And even
6 if you're old, if you're not following the rules, we're
7 going to have to shut it down because it's not in
8 compliance. But we will give every opportunity to make
9 sure that, you know before these things happen, that
10 everyone knows what the rules need to be followed. Of
11 course, if they are planning one, go to your precinct,
12 talk to your commander, your captain, your NPO to make
13 sure that you're in compliance, because we really don't
14 want to shut any of them down. We are concerned with the
15 ones that come out at a moment's notice, 300 people, 11,
16 12 o'clock at night, and it's a party all through the
17 night.

18 CHAIRPERSON WOODS: Alright, sir, thank you so much.

19 COMMISSIONER PRESSLEY: Through the Chair. I have a
20 follow up to that.

21 CHAIRPERSON WOODS: Yes, sir.

22 COMMISSIONER PRESSLEY: DC Bliss. So what is an
23 estimated timeframe for that process? So say for instance
24 you know, a person desires to have a block party and you
25 have these measures that need to take place. Is that a

1 two-week period? Is that a month period?

2 DC BLISS: Through the Chair. Well, whatever you're
3 asking for, it'd have to go through certain layers. And
4 that is, if you're going to close the street down, not
5 only are the police notified, but so is fire and other
6 departments in order for them to sign off. Because again,
7 we don't want to close the street down if the fire
8 department comes back and says that's the main route for
9 our fire trucks. So that could cause concern, but it
10 could take a couple weeks. That's why we actually ask the
11 community if you're planning something, start early.
12 Because we don't know. I mean, I've seen them go a couple
13 weeks. I've seen them go a couple days. It just all
14 really depends.

15 COMMISSIONER PRESSLEY: Yeah. And I was asking
16 primarily because of, you know, these preexisting events,
17 if there are any that are coming up in the next, let's
18 say two to three weeks, it seems like it might be
19 infeasible for them to actually complete the process and
20 wondering if there may be some secondary alternative for
21 those who might have something in the next two to three
22 weeks. Noting that the policy, I don't know if it's just
23 been created, but obviously it's just kind of been
24 communicated to the community so that those
25 institutionalized events have a means to follow the rules

1 while still being able to hold their date, which might be
2 within the next two to three weeks

3 DC BLISS: Through the Chair. It's important that
4 what I would recommend is to meet with the precinct that
5 it's going to be in and talk. So maybe they can expedite
6 some of this. Because, again, for a lot of these
7 longstanding events, we really don't want to stop that.
8 We really want that to continue. You know, especially
9 things that, you know, have been a tradition with the
10 community. We want to really, you know, do the best we
11 can to make sure that we're all in compliance. And
12 anything that we can do, even if it's close, is at least
13 have those discussions. because Maybe we can expedite
14 okay, but it never hurts to get there as early as you
15 can. But definitely, you know, reach out to your
16 precinct, and talk to your NPOs, and we can do the best
17 we can to make sure that we're following all those
18 ordinances and codes.

19 COMMISSIONER PRESSLEY: Thank you. Thank you Chair.

20 VICE CHAIR SMITH: I'm sorry. Through the Chair. I
21 had the Deputy Chief, I had a following. I had an
22 establishment reach out to me yesterday, and it's an
23 annual 30-year event. And they said that the precinct
24 canceled it. And, you know, they're very frustrated.
25 Vendors are coming from out of town. They said, this is

1 the way they make money, their club makes money. And
2 there was just no explanation, that it had to be shut
3 down due to what's currently going on. And this was, like
4 I said, a 30-year annual event. So I'm not really sure.
5 And because it's not my event, I'm just the messenger and
6 that they're complaining to. But once again, a 30-year
7 annual event that has been shut down because of the block
8 party ordinance or policy that has been created.

9 DC BLISS: So through the Chair, what I would do is,
10 I would reach out to the precinct of course to find out
11 exactly what happened. The reason why I say that is,
12 there could be things behind that that we just don't
13 know. And even if it's a 30-year event, and you're not
14 following any of the rules or any of the code, I mean,
15 there are certain things that are set up in order for it
16 to run smoothly, and for safety reasons. So I don't want
17 to say that that's right or wrong because I don't know
18 all the circumstances. But I would definitely get clarity
19 from your precinct. because I'm sure that there's a
20 reason why it was shut down, why it was.

21 VICE CHAIR SMITH: Okay.

22 CHAIRPERSON WOODS: Okay. As we move on, I strongly
23 encourage you to have the department sent to the Board of
24 Police Commissioners, the ordinance that you guys
25 withdrew at City Council yesterday that didn't get

1 passed, so that we can take a look at it and see and have
2 some input on that as well.

3 COMMISSIONER WOODS: Quickly. Very quickly.

4 CHAIRPERSON BERMAR: Very quickly. First of all, for
5 the purposes of our viewing audience and our residents
6 here, where do you get the application to have the block
7 party? What is the fee that the city charges to get the
8 block party approved? And I want to, amen, what my sister
9 commissioner said about not interfering with events at
10 private establishments. That is inappropriate. We don't
11 interfere with things that at Joe Meur s, everybody else
12 has huge things indoors and outdoors, but we don't want
13 to disenfranchise community businesses and community
14 establishments.

15 CHAIRPERSON WOODS: Okay. Thank you very kindly.

16 COMMISSIONER BERNARD: What's the answer to the
17 question? So how much does it cost?

18 DC BLISS: I don't have the cost, but I do know that
19 if you need to get the petitions and all the information,
20 you can get them from your neighborhood police officers
21 at the precincts.

22 COMMISSIONER BERNARD: So it's not online or anything
23 like that?

24 DC BLISS: Not that I'm aware of.

25 COMMISSIONER BERNARD: Okay. Thank you, Bill. Thank

1 you, Mr. Chairman.

2 CHAIRPERSON WOODS: Thank you. Now, we re moving on
3 to item number 7, with the Board of Police Commissioners
4 officer report. And on the Chairman report, we have 5
5 interviews scheduled. So we ask the audience to be very,
6 very patient with us. This is something that is going to
7 be able to help and benefit our efficienciess as we move
8 forward as an organization. So I would like to note if
9 there is anyone in here to be interviewed, expect to be
10 interviewed, raise your hand. And so the only person who
11 should be in here is Mr. Franks at this time. And if
12 anyone else who is, oh, well, you're for public comment
13 right now. Okay. Yeah. So we'll do public comment after
14 we do the interviews for the board secretary. And so Mr.
15 Franks, if you can come up and have a seat, right here,
16 the door. Yeah.

17 COMMISSIONER BERNARD: I can't see.

18 CHAIRPERSON WOODS: How are you doing, good, sir?

19 MR. FRANKS: I'm doing well.

20 CHAIRPERSON WOODS: Well, great. Mr. Tipton online,
21 and I would like to remind all of the commissioners that
22 well, I'm handing it to our Personnel and Training
23 Committee Chair to be able to get the framework started
24 as it relates to these interviews. Commissioner
25 Hernandez?

1 COMMISSIONER HERNANDEZ: Yes, sir. Through the Chair.

2 Do we have Mr. Tipton online, sir?

3 MR. TIPTON: I'm here, sir.

4 COMMISSIONER HERNANDEZ: Okay, perfect. Just as
5 context, especially for the audience and also for our
6 candidate who's here, and any candidate who might be in
7 the waiting room, there was a very voluminous I'm going
8 to say request from my colleagues to actually hold these
9 interviews in public, which is the reason why we're here.
10 So I just want to add that for the public; number one, to
11 my fellow colleagues, if you do have any questions
12 outside of the five questions that Mr. Tipton will ask, I
13 ask that you notate them and ask them that all five
14 candidates, we have to remain consistent in the
15 questioning that we do of every single candidate. Number
16 two, is that if any commissioner needs to leave or exit
17 early, we would ask that they actually refrain from the
18 rating process, because that would actually skew our
19 process unless you're able to rate all five candidates.
20 So if any commissioner is not able to, now would be the
21 time to notate that for the record. And the third item,
22 Mr. Chairman, you already noted; if any other candidate,
23 as a courtesy, if any other candidate is currently in the
24 room, we would actually ask that they step outside, and
25 wait until the conclusion of this interview. Yes, sir.

1 COMMISSIONER MOORE: Through the Chair. So, Mr.
2 Chairman, are you going to do like former Chairman
3 Pressley did as it relates to keeping the questions that
4 we asked as opposed to different commissioners asking
5 various questions, as Commissioner Hernandez said?

6 CHAIRPERSON WOODS: Yes. But if a commissioner has a
7 question, he or she needs to ask that to every candidate.
8 So we are not limiting commissioners for not asking
9 questions outside of these five. But if you ask the
10 question to one, you ask it to all.

11 COMMISSIONER MOORE: I guess, in the best interest, I
12 was wondering if you were going to try to keep our
13 questions, but I can ask the same question five times.

14 COMMISSIONER BERNARD: Me too.

15 CHAIRPERSON WOODS: Alright. Thank you. We'll make
16 you record the secretary for

17 MR. TIPTON: Through the Chair.

18 CHAIRPERSON WOODS: Yes.

19 MR. TIPTON: This is Mr. Tipton, sir. So I heard
20 Commissioner Hernandez said, I will be asking the
21 question. That wasn't the case last time, so I just want
22 to make sure that we are clear on that. Do you guys want
23 me to answer the question or will each commissioner be
24 taking a question from the list of questions that were
25 sent over today?

1 CHAIRPERSON WOODS: We can have you ask them. Will
2 you be available for the entire meeting?

3 MR. TIPTON: Unfortunately, I won't. Let's just get
4 through it, and see, and I would rather be here, as long
5 as I can, and to assist the board in getting to we want
6 to get a qualified candidate, and I would prefer that you
7 guys have taken your notes versus answering the question.

8 CHAIRPERSON WOODS: Okay. Because if you're not
9 going to be here, once you are finished, Commissioner
10 Hernandez will pick up from you.

11 MR. TIPTON: Okay. Sounds good. So whenever the board
12 is ready, we can begin, and I can start.

13 COMMISSIONER BURTON: Through the Chair.

14 CHAIRPERSON WOODS: Yes, sir.

15 COMMISSIONER BURTON: The question is, why is he
16 present now, Mr. Tipton. Why he cannot be a part of this
17 meeting, for the whole duration. If commissioners are
18 going to be here for the duration, he represents the
19 CDHR. He ought to be here for the duration.

20 CHAIRPERSON WOODS: Well, he gets off at 4:30.

21 COMMISSIONER BERNARD: It has nothing to do with it.

22 COMMISSIONER BURTON: Yeah, it doesn't have anything
23 to do with it, but he signed up for this just like we
24 signed up for it.

25 COMMISSIONER PRESSLEY: Just to be clear though, I

1 think that Commissioner Hernandez's point is that
2 commissioners leaving can impact the actual score rating
3 that selects the person who serves as the board's
4 secretary. And while we are deeply appreciative of the
5 expertise that Mr. Tipton can provide from HR. It won't
6 have an impact on who is selected being unfair. So that's
7 the difference between a commissioner leaving and Mr.
8 Tipton having to leave.

9 CHAIRPERSON WOODS: Absolutely. And it's our
10 responsibility to choose the secretary, which I hope that
11 we all take very, very seriously, which I know we do.
12 Yes, sir.

13 COMMISSIONER HERNANDEZ: Thank you. The last point
14 that I'll make is in your packet, you have the actual
15 questions, one through five, along with a rating sheet
16 for each of the five candidates. I ask that you take
17 diligent notes and subsequently rate according to your
18 desire. What I will note is if you look at the interview
19 question list and actually take one of the rating
20 summaries, the questions are slightly out of order. So I
21 ask that you pay attention to the competency in which
22 you're rating, and asking the notes or taking down the
23 notes, rather, for example, question number two, the
24 dimension on self-confidence is actually question five on
25 your rating sheet. So just please be mindful of your

1 rating sheet versus the questions.

2 CHAIRPERSON WOODS: Yes. When that does happen,
3 Commissioner Hernandez, can you, when we get to that
4 part, advise us? Thank you. Mr. Tipton.

5 MR. TIPTON: Yes. So, again, good afternoon sir, and
6 thank you for joining us for the interview. We're going
7 to ask you a total of five questions. The very first
8 question is an introduction of yourself. So it's really
9 going to be a total of six. When giving your response
10 from question two, when giving your response from
11 questions two to five, we want you to think of a specific
12 situation, the task you had to take on that actually took
13 toward that task, and then the end result when giving
14 your response. So can you just briefly tell us about your
15 experience, any experience that you have in civilian
16 oversight, law enforcement, the legal field and
17 administration or work with the board? I'm sorry. Any
18 working with the board and please be brief and specific
19 in your discussion.

20 MR. FRANKS: Alright. Thank you. Alright. So one of
21 the boards that I am actively on is with the Ann Arbor
22 Public Transportation. So that's one of the boards that I
23 take when it comes to just transportation and how to
24 improve the transportation. I am one of the board members
25 of that. Just brief. And then I'm also a board member

1 with Mentor the Youth. And then I'm also a board member
2 with Ann Arbor as well, public school District. So I'm
3 not a part of a lot of boards, but I'm part of boards,
4 you know, that make sense and then help the community
5 instead of being a part of the problem, I'd like to be a
6 part of the solution.

7 MR. TIPTON: Alright. Thank you for that response.
8 Question number two. Discuss options you would consider
9 in handling someone who repeatedly refuses to comply with
10 reasonable directives or is openly disrespectful. And in
11 your discussion, describe your overall management and
12 leadership style to tell us how employees or how many
13 employees you have supervised?

14 MR. FRANKS: Alright, so I'll go a little bit more in
15 detail. So, pretty much, what I have set up and what I
16 have developed in the City of Detroit is People's Express
17 for the paratransit, where it transitioned from trans to
18 where they approved us to be a part of the paratransit.
19 So I was the general manager of about 50 people. So my
20 management style is more or less hands-on. So I'm more of
21 a learner and I like to go hands-on in coaching, to show
22 what I want and how I need it done. Now I have had a, you
23 know, well, when you re in the general manager space as I
24 was and something that was not heard of with People's
25 Express that this is the first time they had a contract

1 with the City of Detroit.

2 So dealing with the amount of people that I had to
3 hire within the time that I had to hire. And that was
4 roughly about 20 to 25 people within 30 days and got up
5 and ran it by New Year's Day. So you can pretty much
6 understand how that could be a difficult situation trying
7 to get everybody on board to just, you know, just to make
8 this work. So what I did was, I learned everything first.
9 So pretty much I learned how the system operates, I
10 learned what needs to be done, the transportation, how
11 many cars, everything. I learned everything first and
12 then I was able to teach everybody the same way, because
13 I wanted everybody to be cross trained. So pretty much I
14 had all drivers and then I elevated them through the
15 ranks so they all got promoted through the ranks.

16 And some people were upset when it came to like, why
17 did this person particularly get the position, and I
18 didn't? And I had to explain to him, you know, it s a
19 work in progress, you know, I'm not perfect, but I am
20 trying to put people in position to make this work. But
21 also it's more opportunity. So I'm one of those majority
22 rule types of people, you know, if the majority say that
23 this is how it needs to go, then that's pretty much what
24 I would go with because I know I can't please everybody,
25 but I try to do my best. But I am the one that's working

1 and doing the ins and outs to get my feet dirty as well,
2 because I don't think I'm better than anybody.

3 So, it's just one of those things where I d like to
4 promote, I like to give people the opportunity, but I
5 also have a job to do. And I also have contracts to
6 fulfill and people that need me to make sure that I'm
7 making the right things because at the end of the day,
8 it's about the people, you know. So I was able to create,
9 create and develop something, and I held a team that is
10 still striving to this day with a 98% retention rate and
11 an on time rate of 98%. So for people to express, to be
12 the first time in the City of Detroit, and for me to do
13 it, you know, it was definitely, a reward winning. And
14 now the disabled and the seniors are happy with the
15 services they are receiving to this day.

16 MR. TIPTON: Thank you for that response. Question
17 number three. Oftentimes we are placed under pressure or
18 have conflicting demands for our time at work. Multiple
19 projects are due at the same time to, or more people
20 require our time or assistance to, or more requests to
21 complete a project differently. So please describe a time
22 when you were under pressure and experienced conflicting
23 demands at work. Give us a specific situation and how did
24 you handle the conflicting demands?

25 MR. FRANKS: So, one of the situations was well,

1 with People s Express again, that we were able to get it
2 up and running on New Year's, but I had multiple bosses.
3 So one of my bosses was Michael with the Department of
4 Transportation. Then another boss that I had was Doug
5 with People Express. So, having a new project and having
6 it launch as quick as it did, we had to work together and
7 we had to figure out how to make this work, but also be
8 efficient and not be what they said, you know? So when I
9 say that, it means where, like Mike, and, you know, Doug,
10 my bosses at that particular time is, We can't fail; we
11 have to make this work. Like, if we don't make this
12 work, you know, it can blow up.

13 You know, we had the City Council on our back. So it
14 was, it was definitely a difficult time and definitely
15 challenging. But what I did was, I just broke everything
16 in pieces. So what, what that looked like for me was I
17 just broke everything that, the higher projects, the high
18 priority, I put them first and then I just kept putting
19 projects or putting people in position to say, can you
20 all handle this part? And can you handle this part, so we
21 can make this work? And it was a lot. I would honestly
22 say, you know, from the time that it got approved from
23 the City Council, which was, I think I would say maybe
24 two days after Thanksgiving in November, I had 30 days to
25 get everything up and running, cars, drivers, vehicles, I

1 mean, everything, anything that you could think of that
2 needed to be done on New Year.

3 And bosses in my ear nonstop all day, every day. So
4 I just, you know what? Let me just take a step back,
5 break it down. Now I was working 24 hours a day, which
6 was fine, you know, I mean, because I needed this to work
7 for the City of Detroit. That's what made me come back to
8 the city of Detroit is because I needed to provide a
9 service to the people that, you know, raised me or, like
10 I said, they were like my mom, you know, I wanted to make
11 sure that I had the service that I needed. So when I
12 broke it down, I broke it down to a motto where everybody
13 on my team, you know, my motto was, I'm going to be
14 here, and I'm going to work as hard as I can. But I also
15 want to provide limousine service.

16 When you pick up a customer or vice versa, or being
17 on time, we are rolling out the red carpet, we are going
18 to the door, we opening the door. So I had things in my
19 mind that I wanted to set for, to make sure that it's
20 what I wanted as well. So by me breaking it down, by me
21 putting people in place and by taking the advice from all
22 my mentors, my leaders, and my bosses, it made it close
23 together to be a success. And I was able to relax after,
24 not necessarily relax, but I was able to not do as much
25 as I had to within seven months of it being in operation.

1 MR. TIPTON: Alright, thank you for that response. So
2 tell us about a time or give us a situation and when it
3 was necessary to respond to interacting with someone who
4 became verbally abusive or may have been difficult to
5 communicate with. If you never had that before, tell us
6 how you would respond if that was a situation you found
7 yourself in.

8 MR. FRANKS: So, at this particular time, it was
9 towards the raises. So, you know, it was for one of my
10 employees to get a raise and they were just frustrated
11 because they like, I'm putting in this work. So I listen
12 first, I listen, get all the details because that's what
13 they need. You know, I think employees are how I've been,
14 how I would, how I was trained or you know, how I looked
15 at how I wanted to change the narrative. I listen first
16 and I ask questions and I give them opportunities to say,
17 okay, if you work with me on this part, then we can get
18 to the next step and I can, you know, go to my bosses to
19 get raises. So I think that was one of the biggest things
20 that It was an eye opening because people, you know, I
21 mean, my employees, you know, they love what they do, but
22 they wanted to get paid for it.

23 And we all know that not always the money is there.
24 So what I did was I changed the narrative and I made it
25 where I'm focused on employee engagement. So what I did

1 was, since I can't give the money, like I would, I create
2 an environment where if you have to work on a holiday,
3 I'm working on a holiday. If we want to have barbecues,
4 we're going to have barbecues. So I pretty much did
5 things to make my morale booster a little bit where it
6 was more acceptable to my employees and that's where I
7 was able to get a lot of my employees on board and kind
8 of wake the process for the wages.

9 MR. TIPTON: Alright, thank you for that response.
10 What do you believe is the best way to manage
11 expectations of many different stakeholders? Explain a
12 previous situation and explain how you or your
13 organization went about meeting the needs of an internal
14 or external customer.

15 MR. FRANKS: I think one of, I think one of the
16 things when I'm on the board and I split it up into the
17 Ann Arbor Public Transportation and the Mentor the Youth.
18 So the Ann Arbor Public Transportation, I look at the
19 stakeholders and what they want, and I do my research. So
20 I look at my research, and I look at data analysts and I
21 look at, you know, what can make my stakeholders more
22 money, but also provide a service that they need and that
23 they would be comfortable with. Because it's like a give
24 or take relationship. So, if I can give them this, then I
25 can get this. And then they also want timeframes. Like my

1 stakeholders, such as when it comes to the buses, where
2 they want the electrical buses, you know, they want to
3 try to get away from the gas.

4 So, I had to give them a timeframe, I had to give
5 them the details and I had to give them the efficiency on
6 how this would make the environment safe and comfortable
7 and they really want this. So I was like, you know, we
8 could figure this out. So that's something that I took
9 upon myself and I just did a research, and I was like,
10 how can I make this work for my stakeholders, and how can
11 I make this work for us as, you know, as the board to
12 make both parties happy. Now with my Mentor the Youth,
13 that's when it comes to helping my community when it
14 comes to the boys. I'm one of the transportation
15 coordinators. So what I did was I had to figure out a way
16 to set up where I can get more funding for
17 transportation, because a lot of the areas that I'm in, I
18 like to do the areas that need the most help. So I was
19 thinking outside the box to provide a way to have more
20 transportation so I can pick as many kids up and, and
21 more or less it was more towards the boys. And then I was
22 able to get my wife on board to do the girls. So, you
23 know, I didn't want to leave anybody out, but I had to
24 figure out how to get transportation and get enough of it
25 to be able to transport these boys and girls to different

1 activities, with grants and stuff.

2 MR. TIPTON: Alright, thank you for that. And this is
3 our final question. What are some best practices and
4 emerging trends that you would use to employ the civilian
5 oversight standards to comport with national best
6 practices and recommendations regarding civilian
7 oversight of law enforcement?

8 MR. FRANKS: One of the things that I would do is
9 more information. So I need as much information, I need
10 to do as much research on policy procedures, what is
11 expected from the police, as we see in the civilian, like
12 you said, where listening to the residents, listening to
13 the people to figure out what do they need? Like do they
14 need it online? Like make it where it is accessible on
15 all platforms, such as mail, like things such as when
16 they mention about block parties or things such as that.
17 I think when it comes to stuff that is important to the
18 city and things that we're trying to keep under control,
19 we should put out things and send out mailing invites,
20 send out things so the community should know. The
21 community should not have to figure it out or ask
22 questions. If it is a big thing and if it's something
23 that we are trying to figure out and get on the same
24 bandwagon, I think one of the biggest things is let s try
25 to give them that information. Just try to get to the

1 community. Let s try to get to them before they get to
2 us, because we know it's coming. We just need to be very
3 detailed and when it comes to information, it needs to be
4 open, widespread. So information, I look at it as it's
5 free, so why not provide the information to the
6 community? And by me doing that research on learning the
7 laws, learning the bylaws, learning how Detroit operates
8 and the commissions and all the state on that level as
9 well, it's just figuring out like, okay, if these are the
10 things that are important, and these are the things that
11 are on the back burner, we're going to get there. We need
12 to make sure that the information is available on all
13 levels, no matter if you old, or young, the information
14 just needs to be available where nobody needs to guess
15 where the information is at.

16 MR. TIPTON: Thank you for that. Through the Chair,
17 those are all the HR questions. I'll turn it back over to
18 you if the commissioners have any questions?

19 CHAIRPERSON WOODS: Yes, sir. Commissioner
20 Hernandez.

21 COMMISSIONER HERNANDEZ: Thank you. Through Chair.
22 Thank you, sir for being here, for applying, for having
23 interest in, not only joining the City of Detroit as
24 potentially an employee, but supporting this board as
25 well. As you might know, this is our executive director

1 position, so even though it's a board secretary, the task
2 is much higher than just a clerical administrative role.
3 I have a very basic question and it's not intended to
4 catch you off guard. Have you read the City Charter as it
5 relates to BOPC?

6 MR. FRANKS: Yes, I read it, and when I looked at it,
7 I said, no, this sound like, I was like, it's more
8 detailed, you know, you have to have managers, which I
9 do, but it is more making sure that I am the one, if I do
10 get, you know, the position, I am the one that makes sure
11 of that information. I'm making sure that everybody is on
12 the same page and everything is transparent. Pretty much.
13 That's one of the biggest things, I think.

14 COMMISSIONER HERNANDEZ: So do you understand why the
15 board exists, and what we're actually tasked to do?

16 MR. FRANKS: Yes.

17 COMMISSIONER HERNANDEZ: Okay, thank you.

18 COMMISSIONER BERNARD: Just quickly, can you tell us
19 why you were interested in this position specifically? I
20 noted from your application that you are working on your,
21 I guess your PhD with the University of Phoenix. So why
22 are you interested in this position?

23 MR. FRANKS: So, one of the reasons I was interested
24 is, I love the City of Detroit. So it's one of those
25 things where, I was born and raised in the City of

1 Detroit and, you know, and I ventured off and did things
2 that I like to do of course. But I think when I look at
3 the City of Detroit, I see major improvements. So that's
4 one of the biggest things where it's not like it used to
5 be, it's not like how I was growing up. It evolved so
6 much. So I want to be a part of what is happening. You
7 know, I want to make my footprint on the City of Detroit.
8 That's why I came back to do the para training in the
9 City of Detroit because I wanted to get my experience or
10 get my things to be like, you know, if I love the city,
11 let me come and be a part of the solution.

12 You know, we all have conversations with people
13 where they talk or they say, you know, well this is that
14 and this is that, nothing's perfect, but instead of being
15 part of the problem, you have to be part of the solution.
16 You know, if you want to fix things, that is one of the
17 things that I like to fix. So in my doctor's degree, one
18 of the biggest things, and it probably evolves around
19 everybody because we are all employees at the end of the
20 day. One of the things that I did my doctor's degree in
21 and I'm almost finished, and I have about two more years,
22 but I'm doing it in employee engagement for frontline
23 employees because without them, there is no me. I'm just
24 the person that just managed. That's it. So, that was one
25 of the things that I found lax in a lot of the companies

1 that I work for is employee engagement. I want to be able
2 to share my expertise and give something back and just
3 show people how I do it. It's not about money, it's about
4 appreciation. And when you get employees or anybody, no
5 matter what statute, no matter your role, when you
6 appreciate people and you give them things that just, you
7 know, that just makes them feel valued, you can make a
8 change, you know, that I was able to do and it wasn't
9 about money. because you know, that's the main thing.
10 Yeah. It drives us. because we do have to live, but
11 that's not everything that does not keep you at any job
12 money.

13 CHAIRPERSON WOODS: Okay. Alright. Yes. Commissioner
14 Moore.

15 COMMISSIONER MOORE: Thank you. Mr. Chairman. Have
16 you ever attended a Board of Police Commissioners
17 meeting?

18 MR. FRANKS: No. I attended probably about six or
19 seven City Council meetings, but not the police
20 commission. Not in Detroit.

21 COMMISSIONER MOORE: Thank you.

22 CHAIRPERSON WOODS: Yes, sir.

23 COMMISSIONER HERNANDEZ: Through the Chair. Just for
24 the record, I took notes on the questions, so I'm happy
25 to ask them to expedite for a candidate, sir.

1 CHAIRPERSON WOODS: Thank you. Alright, Mr. Franks.
2 Mr. Tipton?

3 MR. TIPTON: Up here, Chair.

4 CHAIRPERSON WOODS: Hold on one section. You have a
5 question?

6 COMMISSIONER BURTON: Yeah, I have a question.

7 CHAIRPERSON WOODS: Alright. Commissioner Burton.

8 COMMISSIONER BURTON: Question, what can you tell us
9 about police oversight?

10 NR. FRANKS: So, looking at police oversight, I look
11 at the details. So I look at where the numbers were
12 before. So I have done a little research when it comes to
13 the crime rate, and the accidents and just looking at the
14 environment or looking at what's going on, I'm trying to
15 figure out how to make it better for my employees, but
16 also going out there to be able to do the job in a safety
17 manner and come home at nights.

18 COMMISSIONER BURTON: What does that mean to you?

19 MR. FRANKS: What does that mean to me? That s my
20 number one priority. It s like one of those things. I
21 know we have a hard job to face and I know it's something
22 that is just not easy for anybody and people might think
23 it's easy, but it's not. But my main goal is how can we
24 figure out how to make it safe for each employee, each
25 police officer who is going out there every day to fight

1 crime, to come home safe and make it safe for day by day.
2 I know it's a lot of work that needs to be done, but I'm
3 here to do the job.

4 CHAIRPERSON WOODS: Alright. Thank you Mr. Franks,
5 and that's it. Alright. Mr. Tipton.

6 MR. TIPTON: Alright. So, Mr. Franks, again, thank
7 you for joining us. We will allow you for time sake to
8 ask one statement, or excuse me, one question to the
9 board or give us a closing statement.

10 MR. FRANKS: So, one of the things I have for the
11 board is, so if whoever gets the role or I get the role
12 or whatnot, I would like to know, like what's the
13 timeframe, like on when it comes to what type of do you
14 all have a plan in place on? Do I have mentors to train
15 me on what I need to do? Or what is the big obstacle that
16 you all need done within the next three months or per se?

17 COMMISSIONER HERNANDEZ: Absolutely. Through the
18 Chair, great question. In terms of timing, we're looking
19 at, within the next three weeks, to be able to finalize,
20 not only the decision, but to also kick-start the HR
21 process for onboarding. So, it's going to still take a
22 couple weeks after we get done with today's rating. In
23 reference to what the board needs to get done, I mean, I
24 don't intend to speak on behalf of the entire board, but
25 we have a significant number of priorities. I think Mr.

1 Warfield is doing a phenomenal job with all of the
2 different technology that is implementing for citizen
3 complaints, that entire track system and so forth, that's
4 going to continue to be an item to address, more than
5 anything relationally making sure that this board has
6 everything it needs in partnership with DPD. So there are
7 a lot of policy items and hirings that still needs to
8 take place. I won't speak more on what our priorities
9 are, but I think at a very high level, those two items
10 are there.

11 MR. FRANKS: Thank you.

12 CHAIRPERSON WOODS: Alright. Thank you very kindly.
13 That's been it. We are ready for our next candidate.
14 Thank you for your interest and we appreciate you, and
15 best of luck to you.

16 MR. FRANKS: I appreciate you all. Thank you.

17 CHAIRPERSON WOODS: We look for Ms. Paige to come
18 in.

19 MR. TIPTON: And through the Chair, because this is
20 going to run over my time, and unfortunately, I have a
21 prior deadline to stop here, can someone else take over
22 to ask those questions?

23 CHAIRPERSON WOODS: Absolutely.

24 COMMISSIONER PRESSLEY: Through the Chair. Are we
25 scoring after each individual interview or wait until the

1 end of all five?

2 COMMISSIONER HERNANDEZ: Mr. Brown.

3 MR. BROWN: Yeah.

4 CHAIRPERSON WOODS: Commissioner Hernandez.

5 COMMISSIONER HERNANDEZ: Thank you. Through the
6 Chair. Hi ma'am. How are you?

7 MS. PAIGE: Hi.

8 COMMISSIONER HERNANDEZ: Thank you so much for, for
9 being here. We're going to conduct an interview. It's
10 going to be a series of questions, which now are a total
11 of 10 questions. We have approximately between 30 to 45
12 minutes to get through these 10 questions. Just for
13 awareness, obviously you applied to the board for the
14 secretary position for the City of Detroit to support the
15 Board of Police Commissioners.

16 MS. PAIGE: Correct.

17 COMMISSIONER HERNANDEZ: Do you have any questions
18 prior to what's going to turn out to be an intro question
19 for you? No. Alright. So we'll start with the very first
20 question, which is really around technical experience,
21 and it's your opportunity to give an introduction to the
22 board as well. Please briefly explain how your previous
23 experience and or education have prepared you for this
24 position. Tell us about any experience that you may have
25 in civilian oversight, law enforcement, the legal field

1 in administration, or working with a board.

2 MS. PAIGE: Sure. Hi, my name is

3 COMMISSIONER HERNANDEZ: Feel free to pull that mic
4 up.

5 MS, PAIGE: My name is Kai Paige. Thank you so much
6 for having me today. I have an undergrad in accounting
7 and MBA, where I have had the great privilege of working
8 with many CFOs, board of directors, accounting leads,
9 presidents of organizations. Um, upon getting my MBA
10 I've, I've started out in like the automotive industry
11 where I had the privilege of, you know, helping oversee a
12 lot of different policies, working on the front end of an
13 organization where you work in like financial planning,
14 like you oversee the budget upon overseeing the budget,
15 you oversee a lot of different like, policies,
16 procedures, overseeing, like legal aspects, things like
17 that. When you work in that capacity, you have to
18 understand, like all of the different software or
19 programs across the board because a lot of things have to
20 come into you and you have to be able to navigate
21 properly. I've also had to work with IT on developing new
22 software to make sure that orders go out properly. In
23 regards to working with boards, many of the organizations
24 that I've worked with, especially handling budgets and
25 things like that, I've had to communicate with the board,

1 communicate, you know, what our budgets were, any
2 questions. I was recently a deputy director for a
3 nonprofit in Detroit, where I worked really closely with
4 the board as well, and I did oversee data and day-to-day
5 operations.

6 COMMISSIONER HERNANDEZ: Thank you so much. We'll
7 move on to question number two, which the dimension here
8 is going to be around demonstrating self-confidence,
9 actually, yes, demonstrating self-confidence. Discuss
10 options you would consider in handling someone who
11 repeatedly refuses to comply with reasonable directives
12 or is openly disrespectful. In your answer, please
13 describe your overall management/leadership style, and
14 tell us how many employees you have supervised in the
15 past.

16 MS. PAIGE: So, I have managed a team of 20, and
17 that's not including any interns or like contract
18 employees. I would say maybe a total of 50 at once that
19 I've overseen. I have had a few instances where I felt I
20 have been disrespected in my role. One, I believe my
21 management style is one where I'm having to meet a person
22 where they are versus like me telling them to come to me.
23 Sometimes I've had to go to someone and make sure that
24 they understand what the task is at hand and do a little
25 bit of coaching, maybe even do some training. They may

1 have had a different manager or leadership prior to me
2 that has expected things to go one way, and then I am
3 coming in expecting maybe certain things to go another
4 way. So my style is very hands-on. If it's not yielding
5 the right result by me asking them certain questions, I'm
6 very hands-on, so I will do it myself.

7 I am not one to quickly like, look to terminate,
8 reprimand someone unless it becomes a true threat to the
9 organization, things aren't getting done, or it just
10 like, I mean, and obviously it'll be a lot of
11 communication that'll be having with my leadership as
12 well. But my first instinct is to never reprimand
13 someone. It's to always try to figure out if there's
14 another problem. I had an employee some years ago. He had
15 ended up getting very sick and it became a problem, not
16 that his work was a problem, but the attendance became a
17 problem. Come to find out that he was struggling with
18 something that he didn't want to share with me and became
19 very, very ill. So had I taken a different approach and
20 maybe written him up for his attendance, I would've never
21 really found out that he had something else going wrong
22 with him. So my first approach will always be to gain a
23 better understanding.

24 COMMISSIONER HERNANDEZ: Thank you for that. We are
25 going to move on to question number three now, which is

1 around organizing, planning, and prioritizing work.
2 Oftentimes, we are placed under pressure or have
3 conflicting demands for our time at work. Examples of
4 that would be multiple projects to do at the same time;
5 two or more people requiring time or assistance, two or
6 more requests to complete a project differently. Please
7 describe a time when you were under pressure and
8 experienced conflicting demands at work.

9 MS. PAIGE: When you are in a leadership role, you
10 don't typically just handle your responsibilities. Your
11 team and all of their roles and duties oftentimes become
12 your roles and responsibilities that you have to oversee.
13 My understanding of those responsibilities and timelines
14 gives me a better idea to put forth any day and any
15 deadlines and priorities. I use my calendar. If it does
16 not exist in my calendar, then I'm in deep trouble. So I
17 do utilize my calendar. I do weekly check-ins with the
18 team to gain a better understanding. If my team is, you
19 know, receiving conflicting information or they're
20 unsure, that is where I often rely on my team to come
21 back to me with open communication so I understand what's
22 going on their plates.

23 COMMISSIONER HERNANDEZ: Thank you so much. Question.
24 We'll move on now to question number four, which is
25 around communication. Tell us about a time when it was

1 necessary to respond to I will restate the question
2 because there's a typo. Tell us about a time when it was
3 necessary to respond with someone who became verbally
4 abusive or may have been difficult to communicate with.
5 If you have never encountered this situation, how would
6 you respond? So you're seeing somewhat of a similarity to
7 previously asked questions, but there's an opportunity
8 for you to expand upon that.

9 MS. PAIGE: I am not one that is easily moved by
10 someone maybe saying things verbally. I've worked in the
11 community for a really long time. I've been a leader for
12 many years, and I've worked with individuals that have
13 always thought that they were a lot older than me. So
14 I've seen disrespect at many levels. I've been able to
15 communicate at many levels. If disrespect is happening,
16 obviously in front of others, then I would take that
17 conversation behind closed doors and then consult with my
18 leadership to gain a better understanding of, you know,
19 how to move forward on that. But I am going to always be
20 one that's going to lead with confidence, positivity; so
21 I'm never going to engage. It's going to be, let's have a
22 quick conversation behind X, Y, z closed doors.

23 COMMISSIONER HERNANDEZ: Sorry, I just want to finish
24 my note.

25 MS. PAIGE: Okay, you're fine.

1 COMMISSIONER HERNANDEZ: Okay. And so we'll head on
2 to question number five. What do you believe is the best
3 way to manage expectations of many different
4 stakeholders? Explain the previous experience and how you
5 or your organization went about meeting the needs of the
6 internal and external entities.

7 MS. PAIGE: Thank you for that question. I believe
8 the first thing is understanding that person's
9 expectations. If I've never worked with an individual
10 before, I may ask a little bit more questions, which I'm
11 not shy of, but I think it creates a relationship and a
12 foundation of what they're expecting of me, and how to
13 deliver the best results, if I'm not one that can ask a
14 lot of questions, and I've failed to be able to do the
15 job correctly. So I believe that communication, whether
16 it be via email or phone, and I'm probably going to pick
17 up the phone if it is via email if I don't understand
18 something. I believe communication is the best way to
19 sort of get around any miscommunication or understanding
20 of what the expectations would look like.

21 COMMISSIONER HERNANDEZ: Okay. Thank you for that
22 answer. Question number six. What are some best practices
23 and emerging trends that you would use to employ the
24 civilian oversight standards to comport with national
25 best practices and recommendations regarding civilian

1 oversight of law enforcement?

2 MS. PAIGE: So thank you for that question. Prior to
3 even coming here, one thing that I did do was do a Google
4 search on best practices in other States, or the police
5 commissioners and see what was done in other States. Not
6 exactly sure if anything like that is done here, but I
7 believe data is also a way to sort of help us if there's
8 any change that needs to be made, working with the
9 individuals that would either create that data that I
10 could plug into, to be able to put reports out, attending
11 meetings across various States, whether it be in person
12 or just communicating with the individuals in various
13 States on asking questions like, how are they doing that,
14 getting a better understanding. That I think is going to
15 be one of the first places that I would look to see what
16 improvements need to be made.

17 COMMISSIONER HERNANDEZ: Okay. So the next question,
18 that's going to conclude our HR questions, if you will.
19 The next four questions were actually asked by my
20 colleagues here on the board. So, for expediency, I'm
21 going to take the liberty of asking these questions.
22 First question is around the City Charter. Have you had
23 the opportunity to actually read the City Charter and
24 understand the role that the board has?

25 MS. PAIGE: Yes.

1 COMMISSIONER HERNANDEZ: You want to expand on that?

2 MS. PAIGE: Yes. So I understand the role of the
3 Board of Police Commissioners is to pretty much make sure
4 that the police department runs efficiently, that we are
5 community facing, that we communicate, you know, the best
6 way possible, policies, procedures, budget oversight,
7 things like that.

8 COMMISSIONER HERNANDEZ: Okay. Secondary question is,
9 why are you interested in this position?

10 MS. PAIGE: So, I've been a part of justice work for
11 a really long time and doing a lot of community facing
12 things for many years. I am really interested in the City
13 of Detroit being raised here, living in Wayne County, not
14 in Detroit, but I see how far the City of Detroit has
15 come. I want to be a part of that change, and continue to
16 help to grow the city forward. I know with my experience,
17 my education and background that I would be a great
18 asset.

19 COMMISSIONER HERNANDEZ: Okay. Somewhat of a simple
20 question is, have you attended a BOPC meeting before?

21 MS. PAIGE: No, I have not. I've seen them online,
22 but I've not.

23 COMMISSIONER HERNANDEZ: Okay. And the very last
24 question is somewhat of a follow up, but what can you
25 tell us about police oversight, just in general?

1 MS. PAIGE: Can you expand on that a little bit?

2 COMMISSIONER HERNANDEZ: I think the do you want to
3 expand on that? That was your question, sir.

4 COMMISSIONER BURTON: Sure. Thank you, commissioner,
5 and Mr. Chair, for your committee. Can you please explain
6 to the board, what do you know about police oversight and
7 what does it mean to you?

8 MS. PAIGE: So, police oversight, whether we're
9 talking about decreasing violence, community engagement,
10 what it means to me is that the Detroit police are out
11 there all the time and that if a civilian is able to
12 call, they're able to get either someone to their door or
13 get someone on the phone. To me, what that means is
14 safety. It means that the people of the City of Detroit
15 feel like a community. So it brings togetherness.

16 COMMISSIONER HERNANDEZ: Okay. Thank you for that.
17 That is going to conclude the 10 questions. I think we
18 did it in a very quick manner, I'm going to say, but this
19 is an opportunity for you to be able to ask us a
20 question. Given that we have a little bit of time, you
21 can ask either one or two questions of the board, and we
22 will try and answer the best that we can as a collective
23 body.

24 MS. PAIGE: I don't have any questions.

25 COMMISSIONER HERNANDEZ: No. Alright. If nothing

1 else, that's going to conclude our interview. Again, I
2 thank you for being here, and for applying and having
3 interest in, not only working for the City of Detroit
4 potentially, but also with the Board of Police
5 Commissioners. Thank you so much.

6 CHAIRPERSON WOODS: Can you get Ms. Tyson in a second
7 Mr. Secretary? Thank you so much, ma'am.

8 COMMISSIONER PRESSLEY: Don t forget to get that
9 time.

10 CHAIRPERSON WOODS: Yeah. Praise the Lord. Two more
11 after this.

12 COMMISSIONER PRESSLEY: So I noticed that anything.
13 (AUDIO Unclear)

14 COMMISSIONER HERNABDEZ: Yeah, there's nothing in
15 there. But it wasn't our

16 COMMISSIONER PRESSLEY: (Audio Unclear).

17 CHAIRPERSON WOODS: It wasn't in there.

18 COMMISSIONER PRESSLEY: Yeah, it was.

19 CHAIRPERSON WOODS: I'll make sure you forward it to
20 us, him. Oh, you got it. Ms. Tyson, how you doing?

21 MS. TYSON: I'm well. How are you today?

22 CHAIRPERSON WOODS: I'm blessed.

23 CHAIRPERSON WOODS: I m going to turn it over to
24 Commissioner Hernandez.

25 COMMISSIONER HERNANDEZ: Thank you so much, through

1 the Chair. Ma'am, welcome. Thank you for, first of all,
2 your interest in applying to this position. Just
3 obviously for awareness. You applied to the board's
4 secretary position, which supports the Board of Police
5 Commissioners, which you have in front of you. We're
6 going to run through a series of 10 total questions. Six
7 of them are going to be from our city HR standard pool of
8 questions. The remaining four questions are actually
9 questions that my colleague asked of the other candidates
10 that came before us prior to you. So with that, we're
11 going to start with our very first question. And that's
12 going to be also an opportunity for you to provide an
13 introduction if you so choose about your experience, and
14 why you're here. Any questions prior to me beginning?

15 MS. TYSON: No.

16 COMMISSIONER HERNANDEZ: No. So our first question is
17 going to be around technical experience. Please briefly
18 explain how your previous experience and or education
19 have prepared you for this position. Tell us about any
20 experience that you may have in civilian oversight, law
21 enforcement, the legal field in administration, or
22 working with a board.

23 MS. TYSON: Okay. Well, first of all, thank you for
24 having me here. My experience is really diverse. I have a
25 Bachelor's of Science degree from Wayne State University

1 in criminal justice. I have a degree in business
2 management. I have an associate's degree in paralegal
3 studies. I also have a master's degree in research and
4 administration from Central Michigan University. As far
5 as my experience is very diverse. Over the years, I had
6 opportunities to work as a consultant, and I've worked
7 with several organizations including the ACLU, Michigan
8 Justice Fund, campaign for fair sentencing of Youth, VAC,
9 which is Voting Access Coalition for all, and several
10 other organizations. And many times I was a consultant
11 for members of those organizations' boards. As far as my
12 technical experience I have experience working with all
13 of the Microsoft Office products as far as Excel,
14 PowerPoint, Microsoft Office. I work with online
15 products, such as zoom.

16 I've worked with Power BI, I've worked with
17 QuickBooks of course Google. I've done social media
18 management and various business specific things.
19 Depending on the business I work with they have specific
20 programs that I work with.

21 COMMISSIONER HERNANDEZ: Okay, thank you for that.
22 You had me at Power BI, by the way. But question number
23 two, is going to be around the dimension of demonstrating
24 self-confidence. Discuss options you would consider in
25 handling someone who repeatedly refuses to comply with

1 reasonable directives or is openly disrespectful. In your
2 answer, describe your overall management leadership style
3 and tell us how many employees you have supervised.

4 MS. TYSON: As far as dealing with someone who may be
5 difficult, first I would remain calm, because if you have
6 two people who are just yelling at each other, there's
7 nothing that's going to be accomplished. So one, I would
8 stay calm and I would stay professional. I would politely
9 but firmly address, try to address the behavior and see
10 if we could come to a medium, where we are able to
11 communicate more effectively. Because I believe if you
12 can do that regardless of your beliefs, if you aren't
13 even on the same page, if you can try to communicate
14 effectively, then you can work through those differences.

15 COMMISSIONER HERNANDEZ: Okay, thank you for that.
16 Question number three is going to be around organizing,
17 planning, and prioritizing work. Oftentimes, we are
18 placed under pressure or have conflicting demands for our
19 time at work. Examples include multiple projects due at
20 the same time; two or more people requiring our time or
21 assistance; two or more requests to complete a project
22 differently. Please describe a time when you were under
23 pressure and experienced conflicting demands at work.

24 MS. TYSON: Oh, gosh. That's happened so many times.
25 I think of one example. I had a contract with an

1 automotive company, and I had two individuals that
2 wanted their thing was, I need it done now. Both of them
3 were saying the same thing. So what I did, I met with
4 them individually to see what really needed to be done.
5 And then I prioritized that. So, just because someone
6 says, Hey, it needs to be done now, sometimes they'll do
7 that so you can, you know, their urgency may not really
8 be as urgent as it appears to be. So after I sat down
9 with them to see what exactly was urgent with their
10 projects, I was able to prioritize and actually satisfy
11 both areas and get the work done in a timely manner. Some
12 of the items they had, I was able to have other people
13 handle those items. So both were done in a timely manner.

14 COMMISSIONER HERNANDEZ: Okay. Thank you. The next
15 question, question number four is going to focus on
16 communication. You're going to see somewhat of a theme in
17 terms of managing conflict in this question as well. It's
18 an opportunity for you to expand on it. Tell us about a
19 time when it was necessary to respond to someone who
20 became verbally abusive or may have been difficult to
21 communicate with. If you have never encountered this
22 situation, how would you respond?

23 MS. TYSON: A time when someone was verbally abusive?
24 As I stated before, the first thing is to remain calm and
25 professional. Without that happening, nothing will

1 change. I have run into someone before who was verbally
2 and I kind of just kind of let them calm down. I remained
3 calm and I did not elevate my voice, because when you
4 have two people elevating, then you, nothing will get
5 accomplished. So I spoke with them with a calm voice. I
6 let them know that I really didn't appreciate the
7 conversation, you know, the way it was going, but I
8 respect what they were saying, and I wanted to hear what
9 they were saying without all of the yelling, without, you
10 know, the unnecessary language. Once we came to a medium
11 with that, we were able to have a civil conversation. Not
12 necessarily that we agreed on everything, but we were
13 able to civilly come to an understanding and communicate
14 more effectively.

15 COMMISSIONER HERNANDEZ: Okay. Question number five
16 is around business acumen. What do you believe is the
17 best way to manage expectations of many different
18 stakeholders? Explain a previous experience and how you
19 or your organization went about meeting the needs of the
20 internal and external entities.

21 MS. TYSON: You have stakeholders for different
22 things. So you need to find out one, what is the interest
23 of that stakeholder, and be able to effectively
24 communicate with the stakeholder and get an understanding
25 and set realistic expectations on the goals you plan to

1 achieve with the stakeholder. When you have different
2 stakeholders, as I said, you need to find out what the
3 interests are because they may not have the same
4 interests, but there should be a commonality among those
5 stakeholders. So starting with understanding first, and
6 then setting realistic expectations when setting the
7 goals.

8 COMMISSIONER HERNANDEZ: Okay. Question number six is
9 around continuous improvement and innovation. What are
10 some best practices and emerging trends that you would
11 use to employ the civilian oversight standards, to
12 comport with national best practices, and recommendations
13 regarding civilian oversight of law enforcement? MS.

14 TYSON: May I ask you to repeat that question?

15 COMMISSIONER HERNANDEZ: That is, yes, I can, ma'am.

16 MS. TYSON: Thank you.

17 COMMISSIONER HERNANDEZ: What are some of the best
18 practices and emerging trends that you would use to
19 employ the civilian oversight standards, to comport with
20 national best practices, and recommendations regarding
21 civilian oversight of law enforcement?

22 MS. TYSON: Okay. Some of the best practices, first,
23 I would look at other cities that may be similar to
24 Detroit and see what's working for them, instead of
25 trying to reinvent the wheel. I would look and see what

1 their best practices are, what's worked for them, what
2 has not worked for them. I would also look at what we are
3 doing here and see what's working, what's not working.
4 Like I noticed when I looked on the website, there was a
5 real, an uptick in complaints. There were like, almost
6 500 more complaints from 2022 to 2023. So I would kind of
7 look at that and like, you know, what happened, what
8 happened within that year versus, you know, the years
9 prior. So there's a lot of different factors I would look
10 at, not just one particular one. So looking at others,
11 looking at other cities similar to Detroit, looking at
12 what worked for them, what hasn't. I would look at what
13 we've been doing in Detroit, see what has worked, see
14 what hasn't worked, see what the trends are, why we have
15 an uptick and address those.

16 COMMISSIONER HERNANDEZ: Okay. Thank you. The next
17 four questions are going to be somewhat shorter, and
18 these are questions that were asked by my

19 COMMISSIONER PRESSLEY: Commissioner Hernandez.
20 Before you get there, just ask for clarity through the
21 Chair. I recognize that we want to keep each of these
22 interviews as consistent as possible. But the question
23 was asked, but there was one thing she didn't answer, and
24 I don't know whether or not we could provide her an
25 opportunity to get that clarity, which was simply to tell

1 us how many employees you've supervised.

2 COMMISSIONER HERNANDEZ: That's correct. Thank you
3 for that.

4 MS. TYSON: Thank you for that.

5 CHAIRPERSON WOODS: Thank you.

6 MS. TYSON: I worked with several different
7 organizations and I would say, maybe the max, probably
8 25, but it varies through different agencies. And I'll
9 say probably the max is probably 25.

10 COMMISSIONER PRESSLEY: Thank you.

11 COMMISSIONER HERNANDEZ: Okay. Thank you. So the
12 next, that completes our HR portion of the questioning.
13 The next four questions are actually asked by my
14 colleagues, and I'm going to summarize them for you.

15 MS. TYSON: Okay.

16 COMMISSIONER HERNANDEZ: Question number one is, have
17 you read the, the City of Detroit Charter, as it relates
18 specifically to the Board of Police Commissioners?

19 MS. TYSON: Yes, I have.

20 COMMISSIONER HERNANDEZ: Okay. Is there anything that
21 you wanted to add to that? You're not obligated to; I'm
22 just giving the opportunity.

23 MS. TYSON: No, not at this time.

24 COMMISSIONER HERNANDEZ: Okay. Question number two
25 is, why are you interested in this position? So, the

1 board secretary position?

2 MS. TYSON: Well, I'm interested in this position
3 because I value the City of Detroit. I value the people I
4 have family probably in all 7 Districts, either friends
5 or family in all 7 Districts. So they are stakeholders
6 and, you know, I believe that working, excuse me, working
7 with the Board of Police Commissioners, that we can
8 improve what we already have. I believe with
9 improvements, then we'll have a better community, a safer
10 community. The relationship between the community and
11 police department, I believe that will, I know that's a
12 goal to improve on that. So I believe just doing that
13 will be an improvement. So I'm passionate about criminal
14 justice. As I told you. I majored in criminal justice at
15 Wayne State University. I've done a lot of advocacy work
16 over the years, and I just believe that I would be the
17 right person for the job if given that opportunity.

18 COMMISSIONER HERNANDEZ: Okay. Question number nine
19 is, have you ever attended a Board of Police
20 Commissioners meeting?

21 MS. TYSON: Yes, I have.

22 COMMISSIONER HERNANDEZ: Okay. And question number
23 10. What can you tell us about police oversight?

24 MS. TYSON: Okay. From what I read with the police
25 oversight, you are really trying to make sure the duties

1 of the board that are outlined in the City Charter are
2 being addressed. You are trying to make sure you are
3 handling correspondence, ensuring that the board is most
4 effectively transparent. You are looking out for the
5 stakeholders. You are setting policies and reviewing the
6 citizen complaints and making sure that those things are
7 addressed.

8 COMMISSIONER HERNANDEZ: Okay. Thank you. That will
9 conclude our questioning, HR as well as the questions
10 that my colleagues have. You now have the opportunity to
11 ask the entire board a question or two that you might
12 have.

13 MS. TYSON: Okay. No specific person, but what do you
14 think would be the most fulfilling part of being the
15 secretary of the Board of Police Commissioners?

16 COMMISSIONER BERNARD: I think the most fulfilling
17 aspect of being secretary to the board is that you're
18 intricately involved with setting policy for the Detroit
19 Police Department, the largest police force in the State
20 of Michigan, even bigger than the Michigan State Police.
21 You're involved in justice issues. In your comments, you
22 said that you were involved with various justice
23 initiatives within this community. So you have a direct
24 stake in how police officers do their job and how the
25 citizens feel about that and respond to it. It's a

1 constitutionally important position that you have as the
2 secretary to the board, because you advise us, you
3 certainly handle all the administrative duties, but more
4 importantly than that, you also have to respond to our
5 community on our behalf. So that's why it's important.

6 CHAIRPERSON WOODS: Okay.

7 MS. TYSON: I have one other question. How do you
8 measure the success of the secretary? I mean, how do you
9 know that the secretary is doing their very best? How do
10 you measure one?

11 CHAIRPERSON WOODS: Go ahead.

12 COMMISSIONER BERNARD: Annual evaluation and there
13 will be specific criteria, and all the board members
14 will, of course, grade you in terms of the job that
15 you've done, in terms of fulfilling the goals that we
16 established for you. There will be an annual evaluation.

17 CHAIRPERSON WOODS: And also understanding that the
18 citizens' voices are vitally important in this space,
19 understanding that we need to be very, very sensitive to
20 their various requests and being able to help to navigate
21 those requests and complaints that comes in from citizens
22 and make sure that they're being treated with dignity and
23 respect.

24 COMMISSIONER HERNANDEZ: And I would just add,
25 through the Chair, one other piece, which is longevity.

1 If you look back at the history of this position, it has
2 remained for the most part, vacant in a permanent
3 capacity. It's been vacant for close to eight years at
4 this point. There have been interim roles, there have
5 been employees who we've had that have stepped up to some
6 of the tasks of the board. So more than anything, it's
7 permanence, it's longevity, it's commitment to the City
8 of Detroit and its residents and commitment to civilian
9 oversight, as my colleagues have mentioned. All right. If
10 there are no other questions that will conclude our
11 interview, I can't thank you enough for being here, for
12 applying, for wanting to work, not only with us, but also
13 in the City of Detroit. Thank you.

14 MS. TYSON: Thank you.

15 CHAIRPERSON WOODS: Mr. Zacharias is next.

16 COMMISSIONER MOORE: Mr. Chairman?

17 CHAIRPERSON WOODS: Yes.

18 COMMISSIONER MOORE: Before the next candidate comes
19 in. I have a comment I want to make.

20 CHAIRPERSON WOODS: Yes, sir. Okay, alright.

21 COMMISSIONER MOORE: Maybe it was just me, but the
22 candidate was reading the answers. Did anybody else see
23 that? She was looking down at her paper as the questions
24 were being asked and answered. So that's a concern to me
25 that somebody can have the answers in advance or the

1 questions in advance. She was obviously coached,
2 cheating.

3 COMMISSIONER HERNANDEZ: Through the Chair. If I
4 could. That's actually one of the concerns that I voiced
5 in having these during a public forum like this. That's
6 why my preference was to hold them during personnel and
7 training. But you still have the ability through your
8 rating to exercise your opinion on the candidates.

9 COMMISSIONER PRESSLEY: And I mean, I, through the
10 Chair, I'm wondering if we are being punitive or
11 accusatory about maybe having notes. So I don't know
12 whether or not there are actual answers to these
13 questions. She may have had notes about like
14 organizations she worked for and things of that nature
15 that might have, you know, aided. So, I hear your
16 concern. I mean, we definitely saw she was reading, but I
17 do think that, you know, there is some diligence we need
18 to do to ensure that she had the questions, and was
19 responding to questions that were actually being
20 presented.

21 COMMISSIONER MOORE: I'm not accusing her of having
22 the questions, per se, she might have, but I'm looking at
23 the sync of how the questions were being asked, and the
24 answers in which she looked down. So she's looking at
25 something. I couldn't agree on that. She's looking down

1 at something. So how would she know what to look at if
2 she didn't already know the questions?

3 COMMISSIONER HERNANDEZ: The only closing comment
4 that I would make, which is entirely unbiased, is that
5 notes are actually not prohibited in the interview
6 process.

7 COMMISSIONER BERNARD: Oh, not at all.

8 COMMISSIONER HERNANDEZ: They're not prohibited.

9 COMMISSIONER MOORE: So, carrying in book bags and
10 all types of stuff in?

11 COMMISSIONER HERNANDEZ: No, they're not prohibited.

12 COMMISSIONER MOORE: Oh, they're not prohibited.

13 COMMISSIONER HERNANDEZ: Not prohibited.

14 COMMISSIONER BERNARD: No.

15 CHAIRPERSON WOODS: And, to me, it would probably be
16 smart to have some notes and you know

17 COMMISSIONER MOORE: I'll stand out.

18 CHAIRPERSON WOODS: Yeah. And in our interviews,
19 throughout all our interviews upstairs, you know, they
20 had notepads out and they were referring to some of their
21 stuff up there.

22 COMMISSIONER BERNARD: You have the Charter, or have
23 the information on the organization.

24 CHAIRPERSON WOODS: Yeah. Well, I don't want to
25 discourage anyone publicly.

1 COMMISSIONER MOORE: Right, Exactly. Thank you.

2 CHAIRPERSON WOODS: You know, point blank, you know,
3 she came in, we can rate her, but we should not disparage
4 anyone publicly because we don't know what it was. Yes.

5 MR. BROWN: Through the Chair. Mr. Chair, because
6 these are all public hearings, even the personnel
7 committees, we ask the same questions every time. And so
8 I can go back to August when you had the first secretary
9 meeting, and the questions are there. COMMISSIONER MOORE:
10 Right.

11 COMMISSIONER BERNARD: Yeah. Public meetings, all you
12 have to do is watch it and take notes.

13 CHAIRPERSON WOODS: And we are leaving it as that, at
14 this point. And it was a very good interview.

15 MR. BROWN: I'll see if Mr. Zacharias is outside.

16 CHAIRPERSON WOODS: Thank you. Oh, it is the second
17 from the last one. They look like they're going
18 relatively... and absolutely members of the public, we
19 thank you for your patience and being a part of this
20 process. These are vital important interviews that we're
21 doing so that we can move this board forward. So we thank
22 you for your patience and your indulgence.

23 Because this board was very, very efficient in their
24 questioning, and we are way ahead of time the two
25 candidates are not here yet. But we can go back to public

1 comment. And until the candidates get here, we can walk
2 and chew bubble gum.

3 MS. UNDERWOOD: Thank you, Mr. Chair. So we have next
4 Mr. Charnita Williams,
5 Ms. Taura Brown, and Minister Eric Blount.

6 MS. WILLIAMS: Hello everyone.

7 CHAIRPERSON WOODS: Hello. Good afternoon.

8 MS. WILLIAMS: Well, I'd like to start off by
9 speaking about how the deputy chief was speaking about
10 laws and regulations, everyone should comply with them.
11 No one should be exempt from doing their job, period. In
12 whatever position you hold and you are the chief, with
13 over 2000 people, I'm talking about Chief White, Chief
14 Warfield. And I constantly say this, if your house is not
15 clean, it's up to the individual who's running it to get
16 it in order. And I cannot speak, I spoke about it so many
17 times about police officers stalking me for the last
18 three and a half years, and I just found out, they've
19 been stalking me through their personal devices, their
20 phones on a personal social media platform. So it's not
21 going to be hard to try to figure out who is behind it,
22 and what's been going on. And I'm in the shelter and I've
23 been complaining about undercover officers in there,
24 violating my constitutional rights, my civil rights
25 period, going through my stuff, illegal listening

1 devices, tracking devices, and it's an officer in there.
2 He works there. And then there are several officers in
3 there acting like, yes, no, they are guests, but then
4 they prey on people. Two officers are in there sleeping
5 with the guests. It's not acceptable. You are doing your
6 job, you are here doing undercover work, but you are
7 preying on people like this, and this is how they are
8 doing it. Like I keep saying, DoorDash, Cash App, all
9 this stuff. And how are they finding all this? The
10 garbage truck comes out to that facility every day to
11 disclose that illegal stuff that they benefit off me.
12 This is not acceptable. My life is in danger every time I
13 go out of that facility because the police officers are
14 not acceptable. Thank you very much.

15 CHAIRPERSON WOODS: Thank you very much.

16 CHAIRPERSON WOODS: Good afternoon.

17 MS. BROWN: Good afternoon. My name is Taura, TAURA.
18 My last name is Brown. I think so much today. I came here
19 today specifically to address the gentleman that was
20 murdered during his eviction. And I heard Commissioner
21 Bernard, I think ask, you know, you know, what role does
22 the police play in an eviction? I can't speak for what
23 happened that day, but I know at my eviction, the police
24 came, the bailiffs were assaultive. However, the police
25 basically stood back and said, you know, no eviction. You

1 all came out here and hit them. And this is where we're
2 going with it. And, you know, there were times where they
3 were trying to break people up, but at the end of the
4 day, nobody got killed and nobody got hurt by the police.
5 Now, I will say, I can't speak for what bailiff went out
6 there, and I'm still trying to find that out.

7 But what I do know is somebody not being able to
8 afford their home should not lead to them being killed.
9 That's the bottom line. I knew I was being evicted. I was
10 fully prepared for the eviction. I declared that I was
11 not moving, and I had a home defense. And yes, I mean, it
12 was an embarrassment to Detroit. It wasn't an
13 embarrassment to me. because at the end of the day, I had
14 been lied to. But this is the second eviction in Detroit
15 that has made national news in a two-year period.
16 Something needs to be done. And I know that it is not
17 just the Detroit police, it has to do with a lot of
18 stuff. It was the 36th District court. You know, why
19 wasn't the bailiff asked to step out once the police came
20 in? Because at that point it was out of the bailiff's
21 hands because clearly there was a mental issue. And I
22 know, I mean, I don't know Chief White in his police
23 position other than, you know, being a police officer. He
24 was one of my neighbor. He's a good man. He has the
25 experience, he's training officers. Why wasn't somebody

1 out there to, I guess, deescalate the situation in longer
2 than 10 minutes? And I realized you, you know, I keep
3 hearing a weapon. Supposedly he had a utility knife or a
4 box cutter, still that should not have led to him being
5 shot by a bailiff. The police didn't shoot him, but the
6 bailiff did.

7 CHAIRPERSON WOODS: Thank you, ma am.

8 COMMISSIONER MOORE: Mr. Chairman, I have a follow up
9 question on Ms. Brown s.

10 CHAIRPERSON WOODS: Yes.

11 COMMISSIONER MOORE: Do bailiff's, Chief have
12 intermediate weapons, whether it's tasers, pepper spray?

13 COMMISSIONER BERNARD: No, they're done

14 DC BLISS: Through the Chair. I'm not aware of what
15 they carry in regards to intermediate weapons.

16 COMMISSIONER MOORE: So, they're not under the office
17 of the Detroit Police Department in any way.

18 DC BLISS: No, they are not.

19 COMMISSIONER MOORE: Okay, thank you.

20 COMMISSIONER BERNARD: They have a license to carry a
21 gun.

22 MS. BROWN: In my conviction, they had a gun and the
23 bailiff threatened to shoot unarmed people. So again, I
24 can't speak to what happened out there, but yeah, there
25 is kind of this culture among these bailiffs of, we're

1 going to throw you out and we'll shoot you. And they
2 always say it, but I just never think that they would
3 shoot somebody for real. And you all indicate hiring
4 process theory is clear that some of these people know
5 folks, and yeah, I totally agree with you. If you know
6 your career and your skills, there's no reason for you to
7 have to read on a piece of paper while looking at down.
8 Take this seriously, Felecia, because I know the reason
9 you, and you are doing this. Thank you.

10 CHAIRPERSON WOODS: Thank you.

11 MINISTER BLOUNT: Good afternoon board. I do echo.

12 Mrs. Brown's concern about this interviewing process. No
13 question was ever asked about police officer misconduct.
14 This is the north star of this whole organization. They
15 should know what it is. You should have asked them to
16 explain in their own words what the BOPC actually exists
17 for, and its roles that it plays. But no, you asked for
18 conflicting demands, but never a conflict of interest,
19 ethical, or moral standards. And we know this is a major
20 issue here on this board, on existing commissioners and
21 previous commissioners. You ask about best practices, but
22 you know, best practices, they come from NACOLE, the
23 National Association of Civilian Oversight in Law
24 Enforcement. We spend taxpayer s money to send you guys
25 to these conferences every year. And the number one

1 standard, the number one priority of NACOLE is
2 independence. And yet you refuse to even acknowledge it
3 or even practice it.

4 What am I referring to? Last week, Chairperson
5 Woods, you blew it. You showed us what you are really
6 going to be as a leader, which is nothing more than all
7 the other leaders. There were 42 resolutions honoring
8 some people. Seven of them were police officers that
9 violated NACOLE right then and there. But you went on and
10 on with 25 more. What else do you need to do to make sure
11 it doesn't happen? I told people not to accept these
12 awards. Why? Because they have nothing to do with police
13 officer misconduct. And seven of the awardees were police
14 officers. And like one of the interviewers said,
15 complaints have almost doubled from 22 to 23, but yet
16 we still play these games.

17 CHAIRPERSON WOODS: That s time. Let me make it
18 clear that not one of those certificates or awards from
19 last week came by my recommendation in terms of, you
20 know, initiation. But you know, we'll move on, and it is
21 duly noted.

22 COMMISSIONER MOORE: Mr. Chairman, let me provide
23 some clarification. Those certificates in that program
24 itself were community driven. It's not anything that this
25 board started because I view District 7 residents as my

1 supervisors and my bosses. And I can't speak for the
2 other 6 Districts, but the people who live in District 7,
3 are my supervisors. They're my bosses. So therefore, if
4 they say they want to honor community members, whether
5 it's police officers, citizens, what have you, I'm going
6 to go through with that. Is it legal, ethical and moral?
7 Those three questions fell the line. And that's what we
8 did, when we did. So it's not the chairman, the prior
9 chairman, that's me honoring the wishes of District 7
10 residents and fulfilling that. So, you know, I understand
11 how you feel about police officers getting certificates,
12 but police officers do good work sometimes and we have to
13 acknowledge that and honor them too. Ultimately, again,
14 that's a citizen driven program, and if you have any
15 faults with it, then I'll take on that role.

16 CHAIRPERSON WOODS: Thank you.

17 COMMISSIONER MOORE: Some of them do live in Detroit
18 though.

19 CHAIRPERSON WOODS: Thank you. Point of order.

20 MS. UNDERWOODThe next speaker is Ms. Rella Landfair,
21 and Ms. Rikina Boyd. Ms. Boyd.

22 CHAIRPERSON WOODS: Yes. You are recognized.

23 How are you doing?

24 MS. BOYD: How are you doing today?

25 CHAIRPERSON WOODS: Great.

1 MS. BOYD: My name is Rikina Boyd Benson. I'm here
2 today because I was sent down here and I'm trying to be
3 so good because right now I'm having a PTS attack right
4 now because of my husband's cold case in this office. My
5 cousin's cold case is in his office. They live with me. I
6 would've been married to this man for 25 years. Right now
7 my son is sitting in jail with you all holding cell. He
8 has been a truck driver, 18 wheeler, since he was 21
9 years old. He went from high school to college, straight
10 A student. Went to work at every day. Never been
11 arrested, never had a problem. And when he did have a
12 problem, it was handled. So his vehicle, he is driving
13 SRT. My cousin is a retiree of Detroit Police. I have
14 several cousins from the Ninth Precinct.

15 I have uncles that are judges. I have reporters and
16 everybody in my family. So I'm here today because my son
17 had his car taken by Detroit Police. Maybe April. Don't
18 quote me. I want to say April because we were going
19 through the flood. We have been through hell since my
20 husband got murdered. So we re back home at the time,
21 we re back on our feet, trying to be, we in return he
22 started the truck driving. So now they say yesterday they
23 stopped him because he proved when they had his car the
24 last time that his car was not stolen, and that
25 everything was paid for, that he could prove it with

1 everything he's done. We have some stars that come here
2 in Detroit because everybody's making movies. This star
3 committed a crime against the Detroiters and pissed
4 everybody off and it started an uproar. No, they didn't
5 read my son his rights yesterday.

6 CHAIRPERSON WOODS: That's time, ma'am. But we can
7 have someone to follow up with her

8 MS. BOYD: Because they keep pushing us out. Like,
9 why is it that my husband's case is not even solved, and
10 the Detroit police are working on it?

11 CHAIRPERSON WOODS: DC Bliss, can we get someone to
12 follow up in person?

13 MS. BOYD: My son is sitting in jail right now and
14 the officer didn't

15 CHAIRPERSON WOODS: They're going to follow up with
16 you.

17 MS. BOYD: He don t have no rights for nothing. And
18 he's sitting in jail right now.

19 MS. UNDERWOOD: Our next speaker is the last speaker,
20 former commissioner, William Davis.

21 CHAIRPERSON WOODS: You're recognized.

22 MR. DAVIS: Good afternoon. Can I be heard?

23 CHAIRPERSON WOODS: Yes, Mr. Davis.

24 MR. DAVIS: Okay. I'd like to start off by saying, I
25 think that you all need to look a little bit closer to

1 the 4th of July weekend at the mass shooting that made
2 national news. You know, I think it's a problem, you
3 know, when you do not have enough volunteer officers
4 patrolling for a weekend for possible problems that, you
5 know, you should, under normal circumstances, you should
6 have people work through reverse seniority. You know, if
7 you are not fully staffed, that's a problem, and I think
8 you're coming down, or the department is coming down too
9 hard on block parties. You know, there are some that get
10 out of hand, but there has been a whole lot that's been
11 very manageable and going on for years. And I do know
12 sometimes it takes more than a month to get approval and
13 authorization to have a block party. Is there a problem?
14 I can hear feedback.

15 CHAIRPERSON WOODS: No, you're good.

16 MR. DAVIS: Okay. also, so, you know, you need to
17 make sure that there are officers available and perhaps
18 some of these officers should not always be reassigned
19 from the neighborhood police officers because that create
20 other problems, especially dealing with some of your
21 neighbors that end up becoming, you know, and, if you
22 have three or four calls before the shooting happens,
23 over two hours, that's a problem, the response time.
24 Thank you.

25 CHAIRPERSON WOODS: Thank you. We are expecting some

1 feedback from the department as it relates to the block
2 party. Commissioner Hernandez, is there any feedback from
3 the other two candidates? Mr. Brown's still out there
4 trying to yep. And so I move that we're going to recess
5 until they get here.

6 DR. JACKSON: You have to say, how much time is the
7 recess?

8 CHAIRPERSON WOODS: Oh.

9 DR. JACKSON: You can do it at the call of the Chair.

10 CHAIRPERSON WOODS: We're going to take a 10-minute
11 recess.

12 DR. JACKSON: Okay. Thank you, sir.

13 DR. JACKSON: And answer, are there any objections?

14 CHAIRPERSON WOODS: Are there any objections?

15 DR. JACKSON: Thank you.

16 CHAIRPERSON WOODS: Thank you. We're back in session.

17 Roll call.

18 MR. BROWN: Chairperson Woods - Present.

19 MR. BROWN: Vice Chairperson Smith - Present.

20 MR. BROWN: Commissioner Bernard - Present.

21 MR. BROWN: Commissioner Banks asked for an excuse,
22 absent.

23 MR. BROWN: Commissioner Bell asked for an excuse,
24 absent.

25 MR. BROWN: Commissioner Burton -

1 MR. BROWN: Commissioner Carter asked for an excuse,
2 absent.

3 MR. BROWN: Commissioner Moore - Present.

4 MR. BROWN: Commissioner Hernandez - Present.

5 MR. BROWN: Commissioner Pressley Here.

6 CHAIRPERSON WOODS: Introductions. We don't have to
7 do introductions. Okay. Thank you. All right. What's your
8 pleasure, Commissioner?

9 COMMISSIONER HERNANDEZ: Thank you, sir. So just
10 again, awareness for the audience and for my colleagues
11 on the board. It seems that we will not have the
12 additional two candidates present here in a timely manner
13 based on how the schedules were set by City HR, which is
14 out of our control. What I recommend that we do, and I'm
15 happy to make a motion on it, is that we actually
16 reschedule the two remaining candidates for next week.
17 And subsequently the rationale would be that we would
18 actually take the scoring of those who are present today
19 and next week. So you must have interviewed all five
20 candidates for you to be able to submit your rating. What
21 I will call out is, it seems Commissioner Burton has
22 exited and not submitted his rating. So I just want to
23 note that for the record. Because if we don't have those
24 ratings today, right now, we won't be able to track them
25 for next week as well. So I'm very happy to make a motion

1 if one is necessary based on our parliamentarian.

2 DR. JACKSON: The concern I have as parliamentarian
3 is; I don't know under what policy one can stop
4 commissioners from rating candidates. If you're going to
5 take away someone's rights, then you generally need
6 something, ahead of time, that lets people know you're
7 not going to be able to participate in this process. Now,
8 if this board is going to adopt a motion to that effect,
9 then all is good. But without that, the committee cannot
10 make that policy. They can recommend that policy to the
11 board. And if the board concurs, then you're covered. Am
12 I being clear?

13 CHAIRPERSON WOODS: Yes.

14 DR. JACKSON: If I'm a commissioner on this board,
15 you can't tell me I can't rate somebody who is applying
16 for a position. You just can't tell me that. If there's a
17 policy about it, then we're fine. I hope that makes
18 sense.

19 CHAIRPERSON WOODS: Any other ?

20 COMMISSIONER BERNARD: Yes, Mr. Chairman. I think we
21 can ask Commissioner Burton for his ratings. He didn't
22 know that they were being collected. All we had to do was
23 ask him and we can get them, or certainly Mr. Brown can.

24 CHAIRPERSON WOODS: Well, I don't think this is about
25 Commissioner Burton. She s talking about one, that you

1 have ratings that took place today and next week there's
2 going to be ratings. So it could be an equal playing
3 field.

4 COMMISSIONER HERNANDEZ: Could I?

5 CHAIRPERSON WOODS: Yes.

6 COMMISSIONER HERNANDEZ: I would just be very
7 cautious about accepting ratings from individuals who are
8 not here to interview the candidates. I mean, that just
9 goes against a variety of different things.

10 DR. JACKSON: Mr. Chair, does HR have a policy about
11 this?

12 CHAIRPERSON WOODS: We can find out.

13 DR. JACKSON: Because if they have a policy about
14 this, then you're covered.

15 COMMISSIONER PRESSLEY: Well, just to be clear,
16 sorry, Mr. Chair, to be clear, and I understood your
17 advice was in absence of a motion of policy would be
18 needed in order to set the parameters on whose ratings
19 would be accepted. But if a motion was thereby passed
20 today by the quorum that is present, then that would
21 suffice.

22 DR. JACKSON: Yes, sir.

23 COMMISSIONER PRESSLEY: Okay. Well, I think we just
24 passed our motion.

25 COMMISSIONER HERNANDEZ: Okay. So I'll make a motion

1 that we reschedule the two remaining candidates, and I'll
2 actually list their names. Preston Zacharias, and Lydia
3 Garnier Barlow Jamison for one week from today, pending
4 their availability, and subsequently that the ratings we
5 use are from those who interview all five candidates
6 today and next week, including Commissioner Burton since
7 he did rate them today.

8 COMMISSIONER BERNARD: Second.

9 CHAIRPERSON WOODS: A motion made by Commissioner
10 Hernandez to reschedule the interviews for Mr. Zacharias
11 and for Ms. Jamison for next week. And accepting the
12 ratings of all commissioners who voted and

13 DR. JACKSON: Voted for all five candidates.

14 CHAIRPERSON WOODS: Voted for all five candidates,
15 and being able to continue on with the same rating system
16 for next week. Does that suffice?

17 COMMISSIONER BERNARD: Discussion?

18 CHAIRPERSON WOODS: Any discussion?

19 COMMISSIONER BERNARD: Just really quickly,
20 Commissioner Hernandez. So all of us right now, you want
21 us to rate them in all like 10 categories, the five that
22 are on our sheet, and the other four that you mentioned,
23 that will be nine categories, and then we just turn those
24 in? We can turn those in today, correct?

25 COMMISSIONER HERNANDEZ: Through the Chair. Correct.

1 And that would actually be on the five HR questions that
2 we're going to rate them.

3 COMMISSIONER BERNARD: I'm sorry?

4 COMMISSIONER HERNANDEZ: It would be the five HR
5 questions that we're providing a rating for.

6 COMMISSIONER BERNARD: Oh, we're rating.

7 COMMISSIONER HERNANDEZ: That's correct.

8 COMMISSIONER BERNARD: Got you.

9 COMMISSIONER HERNANDEZ: You can certainly, based on
10 the additional questions that Commissioners have asked,
11 you can certainly allocate them to that's what I did. I
12 allocated them to the notes under the relevant category.

13 COMMISSIONER BERNARD: Okay.

14 COMMISSIONER HERNANDEZ: Yep.

15 CHAIRPERSON WOODS: Any further discussion?

16 COMMISSIONER BERNARD: We can sign off the sheets,
17 and give them to you.

18 CHAIRPERSON WOODS: They don't have to be turned in
19 today though?

20 COMMISSIONER BERNARD: Yes, they do.

21 CHAIRPERSON WOODS: They do?

22 COMMISSIONER BERNARD: We are all sitting here.

23 CHAIRPERSON WOODS: Excuse me.

24 COMMISSIONER BERNARD: Sorry.

25 CHAIRPERSON WOODS: They don't have to be turned in

1 today. Can they be turned in next week?

2 COMMISSIONER HERNANDEZ: At your pleasure, sir?

3 CHAIRPERSON WOODS: Yeah.

4 COMMISSIONER MOORE: Just a quick question, Mr.
5 Chairman. So if the other two candidates don't show up
6 next week, or we can't schedule them, the three
7 candidates that we interview today will be the ones we're
8 choosing from, is that correct?

9 COMMISSIONER HERNANDEZ: I'm not sure we've made a
10 motion to that effect to address that concern.

11 COMMISSIONER MOORE: Is there a contingency plan that
12 we can put together? I'm just asking.

13 COMMISSIONER HERNANDEZ: It's a great, and it's a
14 valid question. I'm just not sure that we can make a
15 motion based on a contingency, even though I do
16 appreciate it.

17 CHAIRPERSON WOODS: It'd be at the pleasure of the
18 board. Alright. So if there is no more discussion? There
19 being no more discussion...

20 DR. JACKSON: No, just make sure you vote on the
21 motion.

22 CHAIRPERSON WOODS: Yeah, I'm about to vote. All in
23 the favor, say, Aye.

24 COMMISSIONERS: Aye.

25 CHAIRPERSON WOODS: Anyone opposed, say, no?

1 COMMISSIONER BERNARD: No.

2 CHAIRPERSON WOODS: The motion is carried.

3 COMMISSIONER BERNARD: Oh, no.

4 CHAIRPERSON WOODS: What is your pleasure?

5 COMMISSIONER BERNARD: Move to dismiss, adjourn.

6 COMMISSIONER MOORE: We have to go.

7 DR. JACKSON: You have announcements from the

8 CHAIRPERSON WOODS: Oh, okay. Excuse me. Thank you.

9 I'm hungry.

10 COMMISSIONER BERNARD: Your stomach is talking.

11 CHAIRPERSON WOODS: Yes. Mr. Secretary.

12 MR. BROWN: We don't have any announcements.

13 CHAIRPERSON WOODS: There's no announcements. Let me
14 put her glasses on.

15 DR. JACKSON: Ask if there's any new business.

16 CHAIRPERSON WOODS: Any new business?

17 COMMISSIONER MOORE: Yes. Just quickly. I just
18 received a notification that commissioners are talking
19 through their microphones about money orders and cash and
20 checks in between breaks. So can we please limit our
21 conversations in recess? That's all. Thank you. Mr.
22 Chair. Well, I'm just saying, I don't know, somebody just
23 said that the microphones are on.

24 COMMISSIONER BERNARD: The phones are not off.

25 COMMISSIONER MOORE: So I'm just saying.

1 COMMISSIONER BERNARD: The office called

2 COMMISSIONER MOORE: Professionalism and decorum.

3 CHAIRPERSON WOODS: Oh, absolutely. And I expect when
4 we go into breaks that these mics will be muted.

5 COMMISSIONER MOORE: I don't know who was talking.

6 CHAIRPERSON WOODS: And so I expect the staff to make
7 sure that they are muted, you know, period, point blank.
8 The new business that I have is that Commissioner Bernard
9 and myself have met with the department as it relates to,
10 and not just the department, but the city law department,
11 as it relates to the legal monitors, and the episode that
12 happened on March 2nd. And we still are of the position
13 that those legal monitors were treated unfairly. And we
14 expect that the law department's going to do what they're
15 going to do, but we denounce the actions that were taken
16 with those legal monitors. And so I just want to be
17 absolutely on record to say that legal monitors have a
18 constitutional right in this city and that we are going
19 to continue to dig into this situation and support the
20 citizen's right to protest and we support the citizens to
21 be treated fairly. And so a letter has been sent to the
22 law department, today as it relates to our spillage
23 towards that. And I know that outside of that some other
24 investigations are taking place as relates to what
25 happened there. So I just want to make that absolutely

1 clear.

2 COMMISSIONER BERNARD: May I?

3 CHAIRPERSON WOODS: Go ahead.

4 COMMISSIONER BERNARD: Thank you. We have sent a
5 letter to Corporation Counsel, Conrad Mallett, and also
6 to Chief White, that in part responds to what
7 Congresswoman Rashida Tlaib raised with us and other
8 civil rights and civil liberties organizations, asking
9 that the five tickets issued to legal observers with
10 their hats on and stuff be dismissed. The Chairperson
11 today requested a meeting with corporation counsel and
12 the department regarding the tickets. Corp. I mean, it
13 appeared that Chief Hayes represented the department and
14 we represented the board. He did most of the talking and
15 very eloquently, I might add. And as a result of that the
16 law department weighed in, as well, a man by the name of
17 Drake and the young woman who was with him.

18 CHAIRPERSON WOODS: Doug Baker.

19 COMMISSIONER BERNARD: Yeah. I mean, not Drake Baker,
20 right? I'm sorry. And they were not going to budge. We
21 pointed out the constitutional issues, their right to
22 assemble, their right to take pictures, their right to
23 walk in. I mean, these tickets and the letter that I
24 authored, will be on the website tonight or by tomorrow,
25 because everyone has left now. So you can read it for

1 yourself. But it calls into question what they did. And
2 we believe it was unfair, unconstitutional, and really,
3 just because of what I know as a lawyer, each of these
4 police contacts, when you're issued a ticket directly
5 like that in your name, that's the police contact. And
6 those police contacts can be used against you for job
7 applications, things like that. Well, you had 10 police
8 contacts, you know, all that kind of stuff. So the letter
9 will be up and we'll see how Corporation Counsel Mallett,
10 and how the chief responds because we weren't talking
11 directly to the two of them today. We were talking to
12 their staff people. So we'll pull up the letter, you'll
13 be able to see it by tomorrow.

14 CHAIRPERSON WOODS: Thank you so much. Mr. Warfield.

15 CI WARFIELD: Thank you, Chair. Through the Chair. I
16 just wanted to follow up on the issue that came up at our
17 last meeting, as it relates to the FOIA request. Our
18 staff have put in eight hours so far toward the request
19 of fulfilling the FOIA. We have another 22 hours to go.
20 Just so the board knows that information has to be pulled
21 and then it has to be meticulously redacted. And we have
22 one administrative person that's assigned to do that. And
23 so they're currently still working on that and just
24 wanted to give you an update as was requested.

25 CHAIRPERSON WOODS: Thank you so much. If there's

1 nothing further, what is your pleasure?

2 COMMISSIONER BERNARD: A motion to adjourn.

3 COMMISSIONER MOORE: Support.

4 CHAIRPERSON WOODS: Motion made by Commissioner
5 Bernard, supported by Commissioner Moore. All in favor,
6 say, Aye.

7 COMMISSIONERS: Aye.

8 CHAIRPERSON WOODS: Anyone opposed? The motion
9 carries. The meeting is adjourned.

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11 (Meeting Adjourned at 5:38 p.m.)

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STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

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