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CITY OF DETROIT

10 BOARD OF POLICE COMMISSIONERS MEETING

11 January 30, 2025 at 3:00 P.M.

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CHAIRPERSON WOODS: It is 3:00 PM. It is January 30th. The Board of Police Commissioners meeting is called to order. He's right on time. The chaplain is not online, so, I'm going to ask Commissioner Banks to open up in invocation.

COMMISSIONER BANKS: Yes, sir, Mr. Chair. Father, we thank you right now for allowing us to come into another day. We thank you for your presence here today, as we go forth. We ask that you will give us the words to say that will touch those in the community, those out in Zoom, Facebook, in Jesus' name, amen.

CHAIRPERSON WOODS: Amen. We ask that the secretary call the roll.

MS. GARIER: Commissioner Woods - Present.

MS. GARIER: Commissioner Bernard - Attorney Linda Bernard, District 2, present.

MS. GARIER: Commissioner Banks - Present.

MS. GARIER: Commissioner Bell - Present, District 4.

MS. GARIER: Commissioner Burton - Present, on behalf of District 5.

MS. GARIER: Commissioner Carter - Present.

MS. GARIER: Commissioner Moore - Present.

MS. GARIER: Commissioner Hernandez - Present.

1 MS. GARIER: Commissioner Dewaelsche - Present.

2 MS. GARIER: 10 present, sir.

3 CHAIRPERSON WOODS: Thank you. We have a quorum. I
4 entertain a motion to approve the January 30th, 2025
5 agenda.

6 COMMISSIONER BERNARD: So, move.

7 COMMISSIONER MOORE: Second.

8 Move by Commissioner Bernard and supported by
9 Commissioner Moore. Any discussion? All in favor say,
10 aye.

11 COMMISSIONERS: Aye.

12 CHAIRPERSON WOODS: Anyone opposed? The motion is
13 carried. I entertain a motion for the approval of the
14 minutes for January 23rd, 2025.

15 COMMISSIONER MOORE: So, move.

16 COMMISSIONER BERNARD: Second.

17 CHAIRPERSON WOODS: Moved by Commissioner Moore,
18 second by Commissioner Bernard. Any discussion? All in
19 favor say, aye.

20 COMMISSIONERS: Aye.

21 CHAIRPERSON WOODS: Anyone opposed? The motion is
22 carried. Please introduce the BOPC staff and elected
23 officials, and so on, and so forth.

24 MS. GARNIER: Present at this time, Chairman, are
25 Dante Goss, attorney, Chief Investigator Jerome Warfield,

1 virtually, Ansley Cromwell, OCI, Mary Barber, Teresa
2 Blossom. Robert Brown, Drew Fries, Candace Hayes,
3 Artemisia Joshua, Jasmine Taylor, Felicia Tyson, and
4 Janya Underwood. Interpreters. Ms. Yakata and Dr. Beatty.
5 Virtually, Charles Henry Media Services and HR Director
6 Patillo. Lieutenant Mark Young, former Commissioner
7 William Davis, former Commissioner Darryl Brown, Marie
8 Overall, and Fredia Butler. Those are present at this
9 time, sir.

10 CHAIRPERSON WOODS: Okay. As it relates to the Chief
11 of Police report, we are going to entertain a motion to
12 waive that report.

13 COMMISSIONER MOORE: So, move.

14 CHAIRPERSON WOODS: Madam Secretary.

15 MS. GARNIER: I apologize, sir. Deputy Chief Tiffany
16 Stewart is sitting in for Interim Chief Bettison.

17 CHAIRPERSON WOODS: Yep. I entertain a motion to
18 waive the Chief of Police report. COMMISSIONER MOORE: So,
19 move.

20 COMMISSIONER BERNARD: Second.

21 CHAIRPERSON WOODS: Moved by Commissioner Moore,
22 second by Commissioner Bernard. Any discussion? All in
23 favor say, aye.

24 COMMISSIONERS: Aye.

25 CHAIRPERSON WOODS: Anyone opposed?

1 COMMISSIONER BURTON: Opposed.

2 CHAIRPERSON WOODS: You opposed?

3 COMMISSIONER BURTON: Yes.

4 CHAIRPERSON WOODS: Okay. All right. One opposed?

5 Okay. The ayes have it. Let's move on. Let's go to oral
6 communications.

7 MS. UNDERWOOD: Mr. Chair, we have five speakers in
8 person, and one on Zoom. Mr. Landin will be first after
9 Mr. Landin, former Commissioner Darryl Brown, and former
10 Commissioner William Davis.

11 CHAIRPERSON WOODS: Are you having them doing it?
12 They sit there?

13 MS. UNDERWOOD: Yes. I'm sorry. Please come to the
14 mic. State your name and speak directly into the mic.

15 MR. LANDIN: Honorable Commissioners, and Commission
16 as a whole. My name is Rogelio Landin, President of the
17 League of United Latin American Citizens. I was under the
18 impression that this portion was going to come after the
19 interviews, but let me just go ahead and say what I came
20 to say, because I would've said it before or after. It is
21 my sincere hope that as you deliberate over everyone, and
22 I'm sure all five candidates are qualified in their own
23 right. But the one thing that came up in my understanding
24 of one of the primary criteria is a relationship with the
25 community. And I would like to state that to my knowledge

1 our acting interim Chief Todd Bettison, former deputy
2 mayor of the City of Detroit, has that connectivity with
3 the community through that experience that only added to
4 his previous experience on the force, and going forward.
5 I believe, and again, I don't know the other candidates,
6 but I believe for Detroit, that he would make the best
7 person going forward to be chief, and encourage you to
8 take all of that into consideration as you deliberate. I
9 know that decision won't be made here. You're sending
10 three candidates up to the mayor, but within the context
11 of that, make sure that Todd Bettison is one of those
12 three. Thank you.

13 CHAIRPERSON WOODS: Thank you. Next speaker. Let the
14 record reflect that Commissioner Pressley is present. You
15 may be heard.

16 MR. BROWN: Good afternoon to this honorable board.

17 CHAIRPERSON WOODS: Good afternoon.

18 MR. BROWN: I'm former police commissioner Darryl
19 Brown. I too have sat where you're sitting, and had to
20 make this decision when it was concerning Chief White.
21 And I'm here to speak on behalf of interim Chief Todd
22 Bettison. We all know that while we were on the board, we
23 watched the Chief ascend through the ranks of the Detroit
24 Police Department through his service as a police officer
25 and act as an assistant chief; and then went on to be the

1 deputy mayor. One of the strongest points that he has
2 exhibited is his relationship with our communities. You
3 know there's no one here that I've researched. There's no
4 one on here that has the community background and the
5 relationships with our communities that Chief Bettison
6 has. And not only that, he has the respect and probably,
7 and I'm pretty sure the back end of his police
8 department, his officers with him coming up. So, I would
9 just urge you to really consider him as one of those
10 three candidates, those names that you forward over to
11 the mayor when you guys deliberate on that. Thank you.

12 CHAIRPERSON WOODS: Thank you for your comments and
13 thank you for your leadership. Next speaker.

14 MR. DAVIS: Well, hello everyone.

15 CHAIRPERSON WOODS: Hello.

16 MR. DAVIS: I'm here, because you know, I'm just
17 amazed that you all still do not already have these
18 televised live shows because the whole City of Detroit is
19 interested in what's going on today, right now. In fact,
20 I've talked to the City Council about getting you all
21 meetings televised live, and it sounds like they want to
22 do that. As you know, I was a former elected police
23 commissioner, and I think that you all actually have too
24 many candidates on you all list. You all are going to
25 interview too many people. You know, I think that you

1 should not be interviewing people that are under
2 investigation or they have internal reports on them. I'm
3 sure if I was on the board still, it would be an easy
4 choice for me to make because I'm a strong advocate for
5 community involvement. Whoever the permanent chief should
6 be should be someone who has strong community commitment;
7 someone the community knows, and respects. You know, you
8 may not always agree with that particular individual, but
9 you could respect their position and understand where
10 they're coming from. That's all I have to say for today.

11 CHAIRPERSON WOODS: Thank you so very much.

12 COMMISSIONER BURTON: Through the Chair.

13 CHAIRPERSON WOODS: Yes.

14 COMMISSIONER BURTON: I just want to just add that,
15 you know, Commissioner Bill Davis and Commissioner Darryl
16 Brown are two great leaders here in the community that
17 once served on this board, and are two honorable men. You
18 know just amazing leadership as far as what they offered
19 to the board, years of experience as well as the
20 community. Those are the two greatest commissioners to
21 ever serve on this board, and I'm honored to have served
22 with both of them.

23 CHAIRPERSON WOODS: Absolutely. Those are my two good
24 friends. They have to catch up with Commissioner Pressley
25 though. Oh, don't. Go ahead.

1 MS. WILLIAMS: Hello. Through the Chair. This is for
2 you. Last week when I was at the board of commission
3 meeting, you said all the complaints I've been
4 complaining about have been taken care of through OCI.
5 That's not true. So, like I said, I've been coming here
6 for almost - it's been two years. So, basically,
7 everything that I've been discussing, you know, the
8 intentions to conceal high evidence on crimes, and
9 wrongdoings lying, all type of stuff, destroying
10 evidence, manipulating information; everything I've been
11 speaking about concerning what's been going on,
12 falsifying reports from the beginning, from the 12th
13 Precinct when she falsified reports to go to the
14 prosecutor to get a search warrant, when they came into
15 my house illegally. But everything I've been speaking
16 about, it's not acceptable when you said it's been taken
17 care of and that's not the truth. So, on record, it's
18 not. What you said was a lie.

19 And the issue is this, I understand what's going on
20 today, and I respect that due process. But when you put
21 somebody in this position, that person should have
22 integrity, have ties to the community, and be very
23 transparent. Can you hear me? Accountability on every
24 aspect of their job, period. That's the bottom line. And
25 I've been talking about police officers in the

1 facilities, staying in shelters. You all act like this
2 doesn't exist. You know how cold it's been outside, and
3 these officers are starting off at 55,000 and \$3,000
4 signing bonus and they are taking a bed space. This is
5 not an acceptable period, when they have the means to pay
6 rent. So, you all sit up here, and act like it's all
7 good, but it's not. It's not acceptable. And if you can't
8 do your job, you really don't need to be up there. Thank
9 you very much and have a good day.

10 CHAIRPERSON WOODS: Thank you. Have a nice day. Next
11 speaker.

12 MS. UNDERWOOD: Our next speaker will be Ms. Fredia
13 Butler. After Ms. Butler, it will be Stephen Grady
14 Muhammad and Pastor Mo, and then we'll go into Zoom.

15 CHAIRPERSON WOODS: I think you had a couple others
16 Bishop Ellis and Negus Vu, and all those, you know. Did
17 you all turn in cards? Okay. Alright, go-ahead. Ms.
18 Butler, how are you doing?

19 MS. BUTLER: Well, thank you. Good afternoon
20 commissioners.

21 CHAIRPERSON WOODS: Good afternoon.

22 MS. BUTLER: As I stated, January 20th, we're in for
23 some dark times; Project 2025, and I passed out hundreds
24 of copies. It's now being implemented. I'm very concerned
25 for our black and brown young men. Mr. Trump has already

1 informed the police how to treat them. He still believes
2 the story about the five young black men in New York.
3 Officers who shouldn't be police officers are going to
4 use the old justification to kill and say, I thought he
5 had a weapon. We have heard that phrase too many times.
6 When that happens, I hope you will not be intimidated,
7 and do what is just. Commissioner Woods, you told me what
8 you are doing in our schools. We need more men to get
9 involved, and become mentors, and model behavior of being
10 a man. Many students have not been taught our history in
11 their homes, and are not being taught our true history in
12 our schools. We all must show up, and do something we
13 will not regress. Thank you.

14 CHAIRPERSON WOODS: Thank you so much. Next speaker.

15 MR. MUHAMMAD: Through the Chair.

16 CHAIRPERSON WOODS: Yes, sir.

17 Good afternoon, honorable body and good friends. My
18 name is Stephen Grady Muhammad. I think you know why I'm
19 here today. I'm here to advocate for --- you know, in our
20 city and across the country, everybody's saying now don't
21 use the "I" word. So, I'm not going to use that "I" word.
22 I'm here to advocate for Chief Todd Bettison. I met Todd
23 20 years ago in the streets. Many of the people you see
24 here in the audience, I know because they're in the
25 streets. And as we do that work in the streets trying to

1 bring peace, and reduce crime in this city, Todd has not
2 only been a partner, and a friend, but also a leader. But
3 I want to talk about the other side of the coin as well
4 because everybody talks about how Chief Bettison is, you
5 know, connected to the people connected to the streets.

6 He's also connected to the rank and file of the
7 Detroit Police Department. I talk to everybody; you all
8 know that. When I talk to the rank and file of the
9 Detroit Police Department, they have hope, they have
10 respect, and they are excited for the new Detroit Police
11 Department that is going to occur as a result of Chief
12 Bettison's leadership. So, as I close, I'll say this,
13 some people may say, you all have a hard job. I say, you
14 don't have a hard job; your decision is very easy. Todd
15 Bettison for Chief of Detroit Police. Thank you.

16 CHAIRPERSON WOODS: Next speaker.

17 PASTOR HARWICK: What's up?

18 CHAIRPERSON WOODS: What's up, Mo?

19 PASTOR HARWICK: Blessings, blessings, peace. My name
20 is Pastor Maurice Harwick. I'm the founding Pastor of the
21 Living Peace of the Power Ministry. I founded the Living
22 Peace Movement. I'm here to represent my endorsement for
23 the one and only grassroots street graves made by the
24 chief of police in the history of policing, Todd
25 Bettison. There is not anybody else like him in the

1 country. They threw him down into the community as a
2 demotion. But it was God's promotion. I don't think you
3 become chief of police from a community liaison, but it
4 happened because he ended up coming in the streets and
5 meeting with real activists, real people, real problems.
6 And he raised up a standard and fought with us, stood
7 with us. Every group in the city that has power from
8 everywhere in Detroit, 4300, the Fourth Detroit, Niggers
9 New People's Action to Terferi Brent, every activist
10 group here, some even up there, sitting up there. I don't
11 know if I'm missing anybody else, but certainly me,
12 Pastor Mo, live in peace. We all stood toe to toe with
13 this man and fought many, many battles in this city for
14 the poor, the underserved, murdered children, cast is
15 dropped. I have watched this man pay for funerals out of
16 his own pocket; put a mother who was shot, left eight
17 kids, help him put him in the house out of his own
18 pocket. I have watched people talk down on him from up
19 top, afraid of his power; and he stood like a champ, and
20 took it for the team, and he did it for the police
21 department. He cried blue, but he believed in Detroit.
22 That is our chief. That is our man. We are not messing
23 with nobody else. Let's
24 go.

25 CHAIRPERSON WOODS: Thank you very kindly. Next

1 speaker.

2 MS. UNDERWOOD: Thank you Mr. Chair. Our next three
3 speakers will be Bishop Ellis, Dujuan Zoe, and please
4 excuse my mispronunciation of your name, Negus Va or Vu.

5 PASTOR ELLIS: I thank you for this opportunity to
6 speak. Mr. Charles Ellis, pastor Greater Grace Temple
7 City of David in Detroit, Michigan, and to the honorable
8 board. First of all, I need one of those countdowns for
9 those big funerals at my church. Two minutes. You can say
10 two minutes, but everybody takes five or six, right? But
11 if I have a countdown now I can hold them accountable.
12 But anyhow, let me know where I can pick up one of those.
13 Anyhow, get into the order of business. But Detroit is a
14 very unique place. I've been here for 62 of my 67 years,
15 and I grew up right around the corner here at Webb and
16 Dexter, two family flat. My dad came over here at 26
17 years old in '62, stayed at the YMCA, right down the
18 street there at Grand River, West Grand Boulevard, and
19 Dexter. Moved over to Outer Drive to Detroit Golf course.
20 And I've seen Detroit, seen all parts of Detroit, seen
21 Detroit during the riots in 1967, and couldn't believe I
22 could see tanks, riding up and down Livernois. I mean,
23 the only thing I knew about tanks was the little GI Joe
24 toys that we had. Seeing the bad times, and good times;
25 world series. And the list goes on and on. And now we see

1 Detroit, a Detroit that is vibrant, a Detroit that is
2 rocking and rolling. We need strong policing, but we need
3 neighborhood policing as well. And I would hope that we
4 would be able to elect somebody from within. I think it's
5 a slap in the face to all these men and women in Blue who
6 serve this community, and who serve in this police
7 department to have to go outside and bring somebody in.
8 Detroit is a very complicated place, but I love it. And I
9 believe that Chief Bettison is the man who can carry the
10 respect of the rank and file and also have the respect of
11 the community. And I certainly hope that we would do the
12 right thing, and to elect this man from inside. I think
13 when you have what you need in the house, it makes no
14 sense in looking all over the country. So, my support is
15 for Chief Todd Bettison and I would hope you all would
16 elect him.

17 CHAIRPERSON WOODS: Thank you very kindly. And I want
18 to thank the bishop for opening up his church for Officer
19 Richardson; and that was a very powerful service and all
20 the things that you do for the Detroit Police Department
21 and the community. Thank you very kindly. Next speaker.

22 MR. ZOE: Hi everyone, how are you doing?

23 CHAIRPERSON WOODS: Okay.

24 MR. ZOE: My name is Dajuan Zoe, Executive Director
25 of Force Detroit. I'm speaking on behalf of our founder,

1 Alia Harvey Quinn, and the rest of our organization. We
2 have seen historical reductions in Detroit's violent
3 crimes under the leadership of Todd Bettison. I came home
4 in 2019 indoctrinated with this stance against law
5 enforcement. Community organizers embraced me, took me
6 in. I have my story. George Floyd was going on and they
7 said, let's go downtown. We have to go downtown,
8 policing, saying we need to stop people from tearing up
9 the city. And in my ignorance, I said, no, it's a
10 revolution. We should be tearing it up. They told me no.
11 We went down there and we protected the city. And I have
12 seen the men and women, the community organizers who
13 embraced me; when I couldn't go or I didn't want to hang
14 in bars and in the streets with my friends. Those people,
15 those organizers embraced me and showed me the way. And
16 what they showed me is a deep level of respect for our
17 law enforcement. Our city is different. These
18 relationships took decades to develop. You don't get out
19 of prison after all this time, and be in position, how a
20 man like myself is in position without leadership within
21 this city. And Bettison has been that. So, I'm here to
22 support the brother because the brother has been
23 supportive to the movement and community leaders. This is
24 a city that respects community leaders, and I respect
25 that and support that. Thank you.

1 CHAIRPERSON WOODS: Thank you very kindly. Next
2 speaker.

3 MR. VU: Hey, peace of love.

4 CHAIRPERSON WOODS: Peace of love.

5 MR. VU: Good. Well, I want to commend all you on the
6 work that you all are doing. I know it's not an easy
7 task. I stand here before you, the representation of the
8 People's Action. I'm the president and founder. Also, I
9 can attest to what many of them have said in regards to
10 Todd ---

11 CHAIRPERSON WOODS: Say your name for the record.

12 MR. VU: Oh, I'm sorry. Negus Vu. Some of you know my
13 work. Some of you may not. But I've been on both ends of
14 the spectrum. I've been an agitator and sometimes I've
15 been a supporter as well. So, I'm very unbiased because
16 at any point I can be on the agitating side as well. I'm
17 all about the people, and I'm about the empowerment of
18 the people, and that's why I'm here for Todd Bettison. I
19 can attest as to why Kennedy said about the organizers
20 embracing them.

21 I was the one of the ones who convinced him of the
22 leadership of Todd Bettison. When you think about George
23 Floyd, and what happened with George Floyd, Detroit is
24 the only city that didn't get torn down or burned down.
25 It was because of the community activists; it was because

1 of the organizers that were downtown. And that was
2 primarily due to the relationship that Todd Bettison has
3 built with the activists, with the public eye, and also
4 his respect that he has with DPD. When you talk about
5 somebody who has a high level of emotional intelligence,
6 critical thinking skills, decision making, all of these
7 things he's excellent at. And he also understands the
8 relationships between the community and the DPD. So, he's
9 a person that I think Pastor Mo quoted, who is a hybrid.
10 He's a combination of, you know, former Chief White, and
11 Chief Craig, and himself as an intellectual. So, this is
12 a perfect option. I don't see anybody else who's better;
13 and I don't see any other candidate that would have this
14 many people come up here of this magnitude, this much
15 influence and power to advocate on his behalf. So,
16 please, please, please, I stand before you to choose Todd
17 Bettison. And thank you all. Peace.

18 CHAIRPERSON WOODS: Thank you very kindly. Next
19 speaker.

20 MS. UNDERWOOD: Our next three speakers will be Mr.
21 Roo, Bishop Darrell Harris, and Sincere I'll tablet. I'm
22 sorry for butchering your name.

23 CHAIRPERSON WOODS: Excuse me. Don't approach us.
24 Excuse me. Excuse me. Can you all remove him? Take it
25 back there, man.

1 COMMISSIONER PRESSLEY: Ms. Blossom, can you grab the
2 document?

3 COMMISSIONER BURTON: What is it?

4 COMMISSIONER PRESSLEY: And pass it out.

5 CHAIRPERSON WOODS: Well, can you give it to someone
6 else?

7 COMMISSIONER BURTON: What is it? What's the
8 document? What is the document? I'll take one check.
9 Thank you.

10 CHAIRPERSON WOODS: Yes, you may be heard. Have a
11 seat, sir, and speak into the mic, please.

12 MR. ROO: Speak into the mic. Do I have to speak into
13 the mic? I can talk loud enough.

14 CHAIRPERSON WOODS: Yeah.

15 MR. ROO: I joined this union, youngest member in
16 1991 ---

17 CHAIRPERSON WOODS: The clock starts ---

18 MR. ROO: At the age of 16. My first take home check
19 was \$2,653, 1984. I also clocked 100 in one hour on the
20 clock. But this union, my grandmother had our centennial
21 celebration in this room we are in right now. What I had
22 for you is a letter. The letterhead says, Madison Square
23 Gardens. It's a letter that I wanted all four of you all
24 to have. Kaneisha Coleman did not shoot herself. I'm
25 going to sign up 100 individuals, and I'll go all around

1 this whole city. 16 different neighborhoods I have lived
2 in. I never had any problem. Well, today, I'm officially
3 off bond restrictions, since 2021, bond restrictions; 9
4 arrests, 9; 8 to the Detroit Detention Center and 1 to
5 Detroit Receiving Hospital Samaritan Behavioral Center;
6 13 whole days, 13 with some nutcases until I got up out
7 of that sugar honey, ice tea. I have not broken any laws
8 or committed any crimes this time. Now Darryl Woods, I
9 told you to ask Mark about me. Now, I'm going to let the
10 whole City in Detroit know Kaneisha Coleman did not shoot
11 herself. I said the name of the individual who did it.
12 There was a 7½ to 10- minute time period that she was
13 dropped off at the fast-food restaurant where she was
14 working.

15 CHAIRPERSON WOODS: Thank you very kindly. Next
16 speaker.

17 BISHOP HARRIS: I'm not appreciative of how the cards
18 felt that I came behind that powerful. Bishop Daryl
19 Harris. I'm with the Faith-Based Coalition, in the City
20 of Detroit, and also with Ceasefire Detroit.

21 COMMISSIONER BERNARD: Speak into your microphone,
22 please.

23 BISHOP HARRIS: Oh, I'm sorry. Bishop Daryl Harris --
24 -

25 COMMISSIONER BERNARD: Thank you.

1 BISHOP HARRIS: With Faith-Based Coalition of
2 Detroit, and also with Ceasefire Detroit. I just want to
3 take just a couple of seconds, if possible, to draw our
4 attention, and our memory back to the year 2020. Myself,
5 and a few other people that are even in this room stood
6 at 1301 Third Street, surrounded by a mob of people
7 standing there with all metal objects and throwing things
8 and declaring that they be shown respect. I remember an
9 officer coming out, and taking to the front of that
10 stage, and as he stood there liberating what to do, he
11 took to a knee. And when he took to a knee, every one of
12 the mob members that were there also took a knee. But
13 more powerful than that from this officer, was to see him
14 when he was questioned by news reporters on why he did
15 it. He said these words, "Because it was the right thing
16 to do."

17 I think we need someone in this disposition that
18 will do things because it's the right thing to do. And
19 that is why my advocacy is for Chief Todd Bettison. Thank
20 you all.

21 CHAIRPERSON WOODS: Thank you, sir.

22 COMMISSIONER HERNANDEZ: Thank you.

23 CHAIRPERSON WOODS: Next speaker. And we will make
24 those, the two last in-house speakers right there.

25 Good afternoon. Cincere' Al'Talet is my name. CEO of

1 Cincere' Principal Consultant Group. I am also the legal
2 liaison for Ceasefire Detroit. I'm here to advocate for
3 Todd Bettison. I'll say this, you know, once upon a time
4 I was a returning citizen. I don't even look at myself in
5 that manner anymore. Todd Bettison shook my hand, chief
6 shook my hand six or seven years ago, and told me that he
7 wasn't worried about my history. He was worried about
8 what I was doing today.

9 And for that reason, I've been able to be
10 criticized, as well as be a part of a solution. So, you
11 know, once upon a time I was a part of a problem, now I'm
12 a part of that solution. Without certain people and
13 certain entities coming into place, I would not have been
14 able to do the work that I'm able to do in my community
15 today. That's something that I truly take pride in. I had
16 never been able to do anything constructive and it be
17 seen, and I've never been one to come into the forefront.
18 I've never wanted to be seen. But the ability being able
19 to be placed in a position to be able to give back to the
20 community that I had to leave, and do so much wrong
21 again. And for someone to literally look at me in my
22 eyes, and shake my hand and give me the opportunity.

23 He was a part of a team of individuals that had to
24 make a decision on me. I would not have given me a
25 chance, you know, so to wake up one day and to see that

1 it was a police officer who actually gave me a chance.
2 That means a lot to me. I'm willing to use every bit of
3 influence that I have to do everything that I can in this
4 city for my people. Anybody who looks like me, and who
5 doesn't look like me has absolutely nothing to do with
6 the color of my skin. But people who come from my
7 situation, and, you know, my support is there for Todd
8 Bettison. Thank you.

9 CHAIRPERSON WOODS: Thank you very kindly. Next
10 speaker.

11 MS. UNDERWOOD: Our last two speakers in-house are
12 Mr. Whitney Clarke and Reverend Wendell Anthony. Then
13 we'll go to Zoom with four speakers.

14 CHAIRPERSON WOODS: Okay.

15 REVEREND CLARKE: Good evening, again. My name is
16 Whitney Clarke from The Living Waters, church
17 administrator at the Oasis of Hope Church, right behind
18 Industrial Dutch Girls Donuts. We've heard a great deal
19 about Mr. Bettison, and his character. I want to take a
20 different approach. I want to talk about the climate that
21 we foresee as young advocates in the city. We are
22 anticipating a time where the spirits of the Detroiters,
23 everyday Detroiters, the boys and the girls in this city,
24 their spirits are about to be raised through a series of
25 different challenges, and community changes that we're

1 about to take place. And what I mean when I say that, is
2 you need someone on the police force that has the respect
3 of the community, that has a steady hand.

4 Someone who has a reputation for integrity. And I'll
5 tell you a couple of times, and you know, in this city we
6 are all well aware of the fact that, you know, the way
7 that you're treated sometimes is contingent upon your
8 last name. But I can tell you that I'm not someone with a
9 high name recognition. And Todd Bettison has always been
10 professional, kind and courteous. And those are the
11 things that you need, not only in an individual, but in
12 the climate that we foresee ourselves coming to; where
13 again, where we are about to engage in a way where we can
14 fight for our education, and fight for the freedom of our
15 people, in the reform, in the housing sector, in the tax
16 reform. There are a number of different issues that may
17 cause calamity in our community,

18 from a protesting perspective, civil rights
19 activists lifting their voices against the powers that
20 be. You need a police chief like Todd Bettison, someone
21 who can be trusted in this regard. And so, again, I echo
22 the sentiments of everyone that I've heard speaking about
23 this individual. We believe that he is someone that we
24 need, not because of his character, but because of the
25 days we foresee ourselves going into. And so, again, I

1 echo those sentiments and I hope that you will hear us
2 out in that regard. Thank you very much.

3 CHAIRPERSON WOODS: Have a nice one. Reverend Wendell
4 Anthony.

5 COMMISSIONER BERNARD: Preach.

6 REVEREND ANTHONY: Let me say good afternoon to
7 everybody.

8 CHAIRPERSON WOODS: Good afternoon.

9 REVEREND ANTHONY: As unaccustomed as I am to public
10 speaking, I do want to thank you for this opportunity.

11 It's not often that I come, and advocate for the police.

12 I've been formally trying to avoid them. But as I've
13 grown, matured, and understood the role of police

14 officers and what they do in terms of putting their lives

15 on the line every day for me and mine, if I get in

16 trouble, I am not calling somebody who advocates one way.

17 I'm calling the police. And when I've called them, they

18 have come. I represent the Detroit branch of the NACP,

19 the largest branch of the NACP in the nation. We've had

20 sessions with police officers. I used to chair a

21 committee that was formed by former police Chief Benny

22 Napoleon. We remember him. And it was during the time of

23 Malice Green when he was killed and used by force, and

24 they used the kill light. The kill light is no longer

25 used in the City of Detroit, as I understand it, by

1 virtue of the work that we, and others, did.

2 Talk about how traumatic that was. I remember being
3 in sessions with Willie Bell, relative to just having the
4 blue pigs to come and advocate for a solid relationship
5 between the community and the police. We're not just a
6 singing and performing group, but they perform to bring
7 people together. Todd Bettison brings people together. I
8 don't even know why we are going through this exercise,
9 but I know there is a process, and I respect it. Speakers
10 prior to me talked about the critical nature of the times
11 that we are in. These are very, very, very critical
12 times. Most of us have never known a time like this.
13 People are afraid, they don't know what to do, they're in
14 a tizzy. I've gotten calls from everywhere. What should
15 we do? How are we going to handle this? ICE is on 7 Mile
16 in Livernois. ICE is freezing the community creating
17 fear, and havoc. It's the beginning of a new era. Now is
18 not the time for somebody that needs to come in here and
19 learn what's happening here. Now is not the time to bring
20 somebody in that we got to teach where certain skeletons
21 are, and what potholes you want to avoid, and what
22 streets you might want to go down. Now is not the time to
23 change an individual who seems to be helping us to win
24 this race.

25 You are being successful. The Detroit Police

1 Department has moved to a point where now it can become a
2 model, particularly in the area of police and community
3 relations ---

4 CHAIRPERSON WOODS: As you wind up for two minutes.

5 REVEREND ANTHONY: Was that two minutes? Is that all?
6 Oh, I thought --- I'm sorry. They didn't tell me I had --
7 - I'm sorry. I apologize. I apologize. But let me
8 conclude by saying this, we would make a grave error by
9 not bringing Todd Bettison to the permanent position of
10 chief of police of the City of Detroit. He has earned it;
11 he has worked for it; he has demonstrated it, and he has
12 the community behind him to support it. That's why we
13 need him. So, if you are all looking for somebody out
14 there, they are not there. If you have somebody in hand,
15 deal with that. We'd rather have Todd Bettison, and make
16 a little stumble than to get somebody else and do a whole
17 lot of tumbling relative to the police and community that
18 we're involved in. So let the word go forth when I leave
19 here, I'm saying I know they made the right decision. And
20 that's Todd Bettison for police chief of the City of
21 Detroit. Thank you for the two minutes that you gave me.

22 CHAIRPERSON WOODS: You welcome. Let's go online.

23 MS. UNDERWOOD: Mr. Chair, now we're going to go into
24 Zoom. Our first speaker is Ms. Taura Brown. After Ms.
25 Brown, it'll be Robert Klowsky, and Ms. Betty Varner, and

1 then we will have the last speaker, Scotty Bowman.

2 CHAIRPERSON WOODS: Thank you. Ms. Taura Brown, you
3 may be heard.

4 MS. BROWN: Good evening commissioners.

5 CHAIRPERSON WOODS: Good evening.

6 MS. BROWN: This is a really important decision you
7 all are making. We need a police chief that knows how to
8 be transparent, competent, and experienced. And as
9 Reverend Anthony just said, we don't need somebody that
10 has to come in here and be taught. I'm not advocating in
11 particular for anyone, I don't really know Todd Bettison.
12 What I do know is we need to pay attention to the way
13 that the person that is hired engages with the community
14 because right now there are some big things going. Right
15 now, again, as Reverend Anthony pointed out, ICE is
16 everywhere. They are in neighborhoods where I don't feel
17 like they belong anywhere, but they're especially in
18 neighborhoods where they don't belong. And what we also
19 need to consider is, there are black Latino people in
20 Southwest Detroit. So, even if it's not a "You" problem,
21 it is a "You" problem. Our people are over there. Black
22 and brown people are our people. And again, they have to
23 be protected. And we need a police chief that's fully
24 prepared to deal with the good and the bad of what is
25 going to become of them infiltrating our neighborhoods.

1 Because once they feel like they've rounded them up in
2 Southwest, then they're going to be rounding up people
3 that they are not here to round up. Again, we also need
4 to do things decently and in order, and we need to hire a
5 police chief that's going to do that. We've seen what
6 happens when we pluck police chiefs out of other
7 communities. There are things that went well and then
8 there were things that went not so well. So again, this
9 is a serious decision. I hope there's been a better job
10 of screening candidates for this position than there were
11 for the secretary position. Thank God you all found
12 somebody, because those first batch of candidates were a
13 disaster. So, again, if that's what you all have done
14 with this, maybe it is time to look within. But whoever
15 you decide, make sure that they are competent,
16 experienced, and prepared to work with Detroit. Thank
17 you.

18 CHAIRPERSON WOODS: Thank you so much. Next speaker.

19 MR. Good afternoon, Mr. Chair and members of the
20 Board of Police Commissioners. My name is Robert Klowsky.
21 I'm a transit advocate and I'm a longtime activist here
22 in the city and our region. Today, I want to extend my
23 full support for interim Chief Todd Bettison. When I
24 first met Todd Bettison, it was actually during a bus
25 ride-along late last year, A group of us advocates that

1 advocate for better public transportation, and
2 transparency with DDOT, we're able to do a ride along
3 with him in the morning. He was absolutely the man of
4 integrity, understanding, and the charismatic self that
5 he presents himself in this community. I don't want to
6 echo too many comments here by advocates and residents in
7 the city, but most of all, Reverend Anthony for his
8 amazing comments about Todd Bettison. We need somebody
9 that can lead us into the future, stand up for issues
10 that matter to the community, stand up against the
11 injustice all across this country, and make a big
12 improvement here in the city.

13 Making residents feel like they can reach out to the
14 chief of police or any police department or branch of
15 this city. We need true leadership like Todd Bettison,
16 and echoing some comments here from advocates that
17 couldn't make it, Brother Cunningham. I truly know what
18 it takes to be a tremendous leader. When you're an
19 activist, you have to be able to work in community
20 engagement, and I've shown that. And trust me, Todd
21 Bettison represents those values of everybody here in
22 this room, working alongside the community to make
23 improvements for the city, while creating the
24 transparency, and relationships needed to improve the
25 community. I ask for your vote in endorsing Todd Bettison

1 for chief of police for the City of Detroit. We will
2 receive change, and we have a lot more improvements that
3 need to come forward. But this is the way to do it. I say
4 yes. So please invest in Todd Bettison for chief of
5 police. Thank you for your time. I appreciate it.

6 CHAIRPERSON WOODS: Thank you very kindly. With two
7 more speakers, or one?

8 MS. UNDERWOOD: Two.

9 CHAIRPERSON WOODS: Two, okay. Next speaker.

10 MS. VARNER: Good afternoon. I'm Betty A. Varner,
11 President of De Soto Ellsworth Block Association.

12 CHAIRPERSON WOODS: Good afternoon.

13 MS. VARNER: Good afternoon. I'm also a city resident
14 for 75 years, born and raised. I love my city. I am in
15 support and ditto everything that everyone has said for
16 Acting Chief Todd Bettison. He is the type of guy --- he
17 cares about the residents of the City of Detroit. He's a
18 hands-on type of person that you are comfortable to talk
19 to, and he takes the time to listen. That's very
20 important. He probably doesn't remember me, but I
21 remember him. I am really part of the Detroit Citi
22 Citizens Police Academy Alumni Association. I'm not
23 active now because of my health, but I remember when
24 Acting Chief Todd Bettison, he would attend our meetings,
25 and he would be doing the same thing, helping us to be

1 supportive of the police department, listening to
2 concerns, and being a hands-on type of person that we
3 could talk to. He's been a deputy mayor doing the same
4 thing, talking to the people, being a hands-on type of
5 person. He's a man of his word. These are the type of
6 characters, the characteristics that we need for a chief,
7 and it was very inspirational for me to hear today that
8 the officers, they love him, and care about the chief and
9 respect him. I am in support of him being our next chief.
10 I yield my time. Thank you.

11 CHAIRPERSON WOODS: Thank you. Final speaker. Final
12 speaker.

13 MR. BOWMAN: Yeah, I was muted. Can you hear me now?

14 CHAIRPERSON WOODS: Yes, sir.

15 MR. BOWMAN: Okay. Yeah. Well, I think we all pretty
16 much know who's going to be selected for the chief in the
17 long term. So, with all due respect to the other
18 candidates and that's something I'm pretty sure of. There
19 are other things that I'm fairly sure about. I'm fairly
20 sure that Mr. Bettison will continue to be as accessible,
21 with the community, and, you know, doing the right thing
22 as far as policy allows him to do. And I'm confident that
23 will also happen. But what I also want to bring up here,
24 is that the chief of police and the board of police
25 commissioners have very, very different duties. And they

1 both need to keep that in mind. Commissioners, remember,
2 you are civilian oversight of the police department, and
3 while we largely support our police we also need to be
4 quite stern with the individuals who don't live up to, or
5 reasonable expectations of, what they should do.

6 So, I want to keep that in mind. Also, the board
7 sets policy, and I did mention, I believe our new chief
8 will do the right thing up to what's allowed by policy.
9 But the board sets policy and keeps some policies in
10 mind. We need to have more ready access to video. And you
11 yourselves, should have almost, as quickly as physically
12 possible access to that video. We need to reduce the
13 surveillance state in this city. We need to not have so
14 much invasive technology on people's private lives. So,
15 thank you for your time.

16 CHAIRPERSON WOODS: Thank you very much. We are going
17 to go to the secretary's report.

18 MS. GARNIER: The report this afternoon, sir, are the
19 announcements. The weekly report, OCI report, is in your
20 binder for today. And the announcements of the upcoming
21 events are as follows. Next board meeting is next
22 Thursday, February 6th, 3:00 PM, at Detroit Public Safety
23 Headquarters. The next community meeting is Thursday,
24 February 13th, 6:30 PM. Location is in the 11th Precinct
25 at, SAY, Detroit Play Center, Van Dyke Avenue in Detroit.

1 Committee meetings coming. Policy Committee next Tuesday,
2 February 4th, 5:00 PM, at DPS headquarters, Citizens'
3 Complaints Committee meeting February 11th at 3:00 PM, at
4 headquarters. And the Budget Committee will meet again on
5 Tuesday, February 11th at 4:30 PM, at headquarters. And
6 that is the report for this afternoon, sir.

7 CHAIRPERSON WOODS: Thank you very kindly. What is
8 the pleasure as to unfinished business as item A?

9 COMMISSIONER PRESSLEY: Through the Chair. I'm
10 proposing that we postpone item A, until our next
11 meeting.

12 COMMISSIONER HERNANDEZ: Second.

13 CHAIRPERSON WOODS: Motion made by Commissioner
14 Pressley, and second by who?

15 COMMISSIONER HERNANDEZ: Hernandez.

16 CHAIRPERSON WOODS: Commissioner Hernandez. Any
17 discussion? All in favor say, Aye.

18 COMMISSIONERS: Aye.

19 CHAIRPERSON WOODS: Anyone opposed? The motion is
20 carried. As it relates to the chief of police interviews,
21 all interviews are candidates for the chief of police
22 must be held pursuant to the Open Meetings Act, MCL
23 15.268(f) pursuant to the City of Detroit Charter,
24 article 7, the Executive Branch, Chapter 8, Police,
25 Section 7-805, chief of police, the following is to

1 occur:

2 The Board of Police Commissioners shall conduct a
3 professional search with an executive search firm to
4 identify a candidate for chief of police, and to provide
5 the mayor a list of three qualified candidates. TJS
6 Staffing Services have identified, or TJ Adams Staffing
7 Services have identified candidates as announced at last
8 week's meeting, and are listed on today's agenda, Mr. Tom
9 Adams and TJ Staffing Services staff are present today to
10 assist with this interview process. Pursuant to the Open
11 Meetings Act, MCL 15.268(f) all interviews of candidates
12 for the chief of police must be held in open session.
13 Interviews are being held in today's open session.
14 Support material instructions and guidelines for the
15 interview process have been received by all commissioners
16 in advance of this meeting. Commissioners will interview
17 the selected candidates for chief of police, and follow
18 the instruction format of one question each, and
19 appropriate, relevant follow-up questions where
20 applicable. After the interviews pursuant to the City of
21 Detroit Charter, article 7, the Executive Branch, chapter
22 8, police section 7805, chief of police, the board is to
23 select the top three candidates as the board's qualified
24 list of candidates. The final list of candidate's names
25 will be adopted by the board in an open session, then

1 submitted to the mayor for final consideration. We'll
2 turn this portion now over to the Chair of the Personnel
3 and Training Committee. And as he would, or I will go to
4 Mr. Adams and he can go get our first candidate, and then
5 the question portion will be turned over to the Chair of
6 the Personnel and Training Committee. Commissioner
7 Hernandez, Mr. Adams.

8 MR. ADAMS: Mr. Chair, thank you very much. First of
9 all, I appreciate the opportunity of this commission
10 giving us the ability to be able to provide the
11 candidates for the search, being our third run here,
12 having provided Chief Craig, as well as Chief White to
13 this organization. So, I thank you very much. Our first
14 candidate is ready to come in, Ms. Bowman, and our first
15 candidate is Interim Chief Todd Bettison.

16 And I bring your attention to the presentation book
17 that you have here. We have all the information about
18 them, including the summary. So, I'll forgo giving any
19 type of summary. But I would state to you that in reading
20 this book, you should pay close attention to not only the
21 90-day plan that each has presented, but you should pay
22 attention to the personal profile because that gives you
23 in detail knowledge as to how each person functions and
24 gets their job done. So, with that, I'll turn this over
25 to Mr. Hernandez and welcome Chief Bettison, and he will

1 continue the rest of the questioning.

2 COMMISSIONER HERNANDEZ: Thank you so much, sir.

3 Before we begin, I'll remind my fellow commissioners, you
4 have received instruction prior to this as to how we'll
5 conduct these interviews. You have a scoring rubric that
6 is in front of you that contains 11 total questions based
7 on the fact that we do want to make sure it's not only a
8 thorough interview, but one that's quick and expeditious
9 in nature. We're actually going to use the rating rubric
10 on a scale of one to five. Please make sure that you mark
11 the rating that you desire based on each candidate. We'll
12 do an aggregate for our closed session. For the sake of
13 time, we're going to actually do questions 1, 2, 4, 5, 7,
14 8, and 11. So again, that's questions 1, 2, 4, 5, 7, 8,
15 and 11. And with that sir, we'll begin. This is an
16 opportunity for you to showcase some of your background,
17 your experience. Obviously, you have ties to the
18 community. You have lots of supporters here. And I'll ask
19 the same exact questions to every single candidate for
20 consistency. So, the very first question is, summarize
21 both your educational background, and work experience,
22 and what is the greatest accomplishment in your law
23 enforcement career and why?

24 INTERIM CHIEF BETTISON: Well, through the Chair, and
25 to the board, thank you for that. It is definitely my

1 pleasure to be here today. My educational achievement is,
2 I have a business certificate from the Mike Ilitch School
3 of Business. I also have an undergraduate degree, a
4 bachelor's degree in criminal justice. I've also had
5 professional certificates in Lean Six Sigma from Oakland
6 University. And then also I took a course with the City
7 of Detroit, which deals with process improvement,
8 continuous improvement, very proud of that, which helps
9 me to streamline processes and ensure that things are
10 very efficient and run effectively. Briefly, about my
11 background, some of the things that I'm very proud of is
12 recently my last position being selected by Mayor Duggan
13 to be deputy mayor of the City of Detroit. Being deputy
14 mayor of the city, I'll talk briefly about it while I was
15 there. One thing that I'm proud of is an initiative that
16 I've implemented, which was called Jumpstart.

17 Having a police background served over 27 years with
18 the police department in law enforcement, but being able
19 to go over to City Hall, and learn some new skills with
20 the initiative Jumpstart. It allowed me to create a
21 program using American Rescue Plan Act dollars, where we
22 targeted long-term unemployed Detroiters, who had been
23 unemployed for six months or more. And with that
24 allocating and earmarking money for it, I actually,
25 through that program, got over a thousand long-term

1 unemployed Detroiters working. And so, it's a successful
2 program. It's ongoing. It pays individuals to get their
3 education and connects them with jobs. Also, in the role
4 as deputy mayor, and being with my police background, I
5 initiated a program called Community Violence
6 Intervention, our ShotStoppers program, which is CVI. And
7 with that program, we were able to select the most
8 violent areas in the City of Detroit, three to five
9 square miles. And we put out a NOFA, a Notice of Funding,
10 opportunity availability, where they bid it. We got 25
11 applications; six groups were ultimately selected. And I
12 can tell you that it has been successful. We put metrics
13 to it, and in those areas, they have lowered crime. And
14 all six groups at one point in time have gotten awards.
15 And what I mean by that is, on the Eastside of Detroit,
16 for example, just this past quarter, Detroit friends, and
17 family lured homicides and non-fatal shootings by 80%,
18 beaten the citywide trend, Force Detroit has lowered in
19 their area up to 73%, which has contributed to the
20 overall reduction in violence. Now, one of the proudest
21 moments in my career that I can really point back to is
22 back in 2006, also 2005, where I was the public safety
23 coordinator for the MLB All-Star Game, and for Super
24 Bowl, I led that initiative and actually created the
25 blueprint where the NFL still uses that to this day, as

1 far as the blueprint for securing Super Bowls.

2 And so that came in very handy and well, as we went
3 forward. And we know we just had the postseason, I was
4 planning for the parade, but we were prepared. So, next
5 year, I'll dust the plan back off. But those are some
6 notable things right there that I'm very proud of; being
7 deputy mayor. I will tell you that I directly ran
8 programs. I know a lot of people saw me out there cutting
9 ribbons with Motor City Match, but I ran programs. The
10 fire department did a direct report. DDOT, Department of
11 Transportation was a direct report. The Health Department
12 was a direct report to me. BC was a direct report. The
13 Planning Department was a direct report. CBI was a direct
14 report. And then also City of Detroit Homeland Security
15 was a direct report to me. Now, when I became Interim
16 Police Chief, the mayor at that point also allowed me to
17 bring City of Detroit Homeland Security up under the
18 police department so that we could have continuity of
19 management, creating an overall safer environment. My
20 overall budget of managing those budgets is \$455 million.
21 So, I've managed big budgets. I've helped cut overtime at
22 the Fire Department. From an HR standpoint, helped hire
23 additional firefighters and did a lot of hiring with DDOT
24 as well, improving that system too. At this point I'll
25 close and I'm ready for the next question, the follow up

1 question, sir.

2 CHAIRPERSON WOODS: And let the record reflect that
3 Commissioner Smith is present too. I forgot to put that
4 on the record. Thank you.

5 COMMISSIONER HERNANDEZ: Thank you, sir. And thank
6 you for that answer. The next few questions we'll ask
7 that we keep answers concise to three to four minutes.
8 It's regarding police reform and innovation. What reforms
9 or innovative approaches would you prioritize to
10 modernize policing, improving officer performance and
11 increasing public safety?

12 INTERIM CHIEF BETTISON: One of the great things
13 about DPD, and actually going through a consent decree is
14 model policies and practices. So, I look at the Detroit
15 Police Department and have been here along the ride, like
16 I did 27 years. And many of the things that we already
17 have in place; we are so far ahead of other departments,
18 but one of the things that I wanted to do is, it's not
19 just good enough to have police reform in the City of
20 Detroit or the best practices in the city because our
21 residents, not only live in the city, but they go across
22 borders as well. So, one of the first priorities that I
23 made coming back as an interim police chief is, I wanted
24 to uplift that platform, and support police reform on a
25 statewide level. And I actually published an op Ed.

1 supporting police reform. I actually call it
2 professionalizing the profession.

3 And what that means is ensuring that many people
4 would be surprised to know that some departments don't
5 even have body-worn cameras. It should be mandated that
6 all police departments have body-worn cameras. But also,
7 the legislatures, and the lawmakers that make that
8 mandate a reality, they also issue funds to those
9 departments so that they can support the data source
10 because it's a big cost with it. Police reform, one of
11 the things that I would do to continuously improve it
12 really quickly, is when it comes to ensuring that our
13 officers have the highest level of training when it comes
14 to mental health disorders, when it comes to crisis
15 management, because officers are out there in the field,
16 and we know the number of calls that we get with
17 individuals that are suffering. They have to be prepared,
18 not only just the co response units, but all of our units
19 to be prepared to deal with individuals that are
20 unsheltered or homeless, that are suffering from some
21 type of crisis, and also sometimes the substance use
22 disorder. So, I'm going to mandate that and ensure that
23 our officers get the highest level of training.

24 COMMISSIONER HERNANDEZ: Thank you, sir. Third
25 question is going to be around crime prevention

1 strategies. I know that you have a 16 to 90-day plan
2 that's played out. What are your key strategies for
3 reducing violent crime in the city, while also addressing
4 root causes such as mental health and education?

5 INTERIM CHIEF BETTISON: So, one of the things that
6 I'm doing is with our CVI, our Community Violence
7 Intervention, with all of us working together, we've seen
8 that it has contributed, and continuously beat the
9 citywide trend. And so, one of the top goals that I have
10 is to continually fight for a public safety trust fund,
11 which is House Bill 4605, 4606, and that's going to help
12 bring an additional \$18 million to the City of Detroit. I
13 thought I was going to get it done before lame duck.
14 That's going to allow me to also hire additional
15 officers. And so right now we currently have five CVI
16 groups in the City of Detroit, and the violent crime in
17 those areas just went down, but that's not good enough.
18 We've identified another two additional areas where we
19 can expand the program. With the \$18 million, as soon as
20 I got the Public Safety Trust Fund passed, and I just was
21 in Lansing. I have a commitment from the speaker of the
22 house, Matt Hall, where he's committed to us, you know,
23 helping me get that done.

24 And it's not only beneficial for the City of
25 Detroit, but for Lansing, for Battle Creek, for Grand

1 Rapids, for other places as well. I'm going to be able to
2 take those funds to the City of Detroit Police Department
3 and will get roughly 12 million. So, I can hire more
4 officers for cold response and mental health, and I'm
5 going to take some of the officers as well and put them
6 in our cold case unit because I don't have enough
7 resources there. But very quickly expanded the CVI to
8 cover additional hotspots within the City of Detroit. And
9 also having a catchall net where it's going to mediate
10 conflict across the whole city because I'm going to have
11 dispute resolution centers. And so, I'm going to
12 establish that. And then with some of our other CVI
13 groups, we're going to have mobile dispute resolution
14 centers as well, where they actually will respond to
15 where disputes are happening, because a third of our
16 homicides and a third of the violence out there, but
17 particularly homicides or in non-fatal shootings, is the
18 result of some type of argument or dispute.

19 COMMISSIONER HERNANDEZ: Thank you. The next question
20 you might be familiar with is around community
21 engagement. How do you plan to build trust, and foster
22 positive relationships between DPD, and the diverse
23 communities it serves?

24 INTERIM CHIEF BETTISON: I'll answer that by saying,
25 I've been doing that for 27 years, and I've done it. I

1 have deep roots, and you have different levels of
2 community engagement. And so oftentimes we have many of
3 our grassroots folks in here, but we also have what I
4 would say, mud roots. And so, by having those
5 relationships and the relationships of trust, and I call
6 it social capital by establishing it, I have that. But to
7 your question, what am I going to do more? I'm going to
8 do more of it by utilizing those groups, and also
9 bringing our officers together where we are continuing to
10 grow, and having chiefs' advisory boards, bringing those
11 groups here to help me solve some of the issues that are
12 really occurring. One of my areas of expansion that the
13 community is really concerned about is what's happening
14 at our gas stations, for example.

15 Yeah, I'm going to protect our children's lungs.
16 Many of our gas stations, and some of the tobacco smoke
17 shops are actually selling tobacco products to our
18 miners. It's a big problem within the schools. So, I'm
19 partnering with the schools, but my community mud roots
20 activists are saying we need to do something about that.
21 And we absolutely are. And with my background as deputy
22 mayor, understanding how city government works, guess
23 what? I'm going to shut down those places that violate
24 and compromise our children. I've already shut down six
25 gas stations and I got some more to shut down.

1 COMMISSIONER HERNANDEZ: Thank you for that. Next
2 question is going to be around accountability and
3 transparency. How will you ensure accountability within
4 the department, especially in cases of misconduct or
5 excessive use of force

6 INTERIM CHIEF BETTISON: By doing it by, with this
7 board of police commissioners, I think that during my
8 term as interim chief, I've been the most transparent.
9 I'll say that. I've been very transparent and will
10 continue to be transparent, and I will give to the board
11 whatever I can, meaning as long as our prosecutor says
12 it's not going to compromise a case. And as long as
13 corporation counsel says, you know, it doesn't bar me
14 from doing it, I'm going to do it. With that, I will say
15 this, being transparent, I've been told that I was the
16 first chief thus far to turn over the budget this soon to
17 the board. And so, I demonstrate what I'm going to do by
18 action.

19 COMMISSIONER HERNANDEZ: Thank you. The next
20 question, which we have two remaining. This one included
21 identifying, based on your knowledge of the City of
22 Detroit, and its demographics, the program areas you
23 would focus on and describe how you intend to undertake
24 the task as new chief of police during your first six
25 months on the job.

1 INTERIM CHIEF BETTISON: Could you repeat that
2 question? I just want to make sure I got it.

3 COMMISSIONER HERNANDEZ: Yes, sir. Identify, based on
4 your knowledge of the City of Detroit and its
5 demographics, the program areas you would focus on and
6 describe how you intend to undertake these tasks as the
7 new chief during your first six months?

8 INTERIM CHIEF BETTISON: I listen to the community,
9 and with the demographics, understanding that Detroit is
10 a big city of neighborhoods, and it's all a priority, but
11 the commonality of things that matter the most for our
12 residents; and one of the things that I hear over and
13 over again is really our children. When it comes to the
14 City of Detroit, I don't know why Michigan is always so
15 high when it comes to human trafficking. I just had a
16 conversation with the special agent in charge of the FBI.
17 One of the things that I'm doing, and I'm going to be big
18 on is collaboration, because when we talk about
19 resources, I'm going to bring in and invite everyone in.
20 I'm talking about whether it's the FBI, the ATF, our
21 state partners to be able to help with that so that we
22 can protect our children, and we can protect the
23 residents of the City of Detroit.

24 But human trafficking, missing persons and
25 sextortion are my main priorities; are protecting our

1 children. I have already been meeting with Dr. Beatty. I
2 have a MOU that we are working through right now where
3 it's going to be between the City of Detroit Police
4 Department, Detroit public schools. And so, working
5 collaboratively together. Many folks don't know what
6 sextortion means per se, but it's something that's very
7 detrimental to our kids, where they will target our
8 youth, get them to send a picture that's compromising,
9 and then start to blackmail them. Youth have committed
10 suicide based off of this. And sometimes the perpetrators
11 that do this, they're not inside the City of Detroit.
12 It's been situations where they've been out of the
13 country, but by partnering with the FBI, et cetera, I'm
14 going to get them wherever they are.

15 COMMISSIONER HERNANDEZ: Alright. The last question
16 is around crisis management. What experiences have you
17 had managing crises such as large-scale demonstrations,
18 natural disasters or incidents of mass violence? And how
19 did you handle them?

20 INTERIM CHIEF BETTISON: I'm glad you had asked that
21 right there. During my career, I had an opportunity to
22 experience a whole lot. But thinking back to the largest
23 potential crisis in the City of Detroit, was in 2020 when
24 the rebellion happened. And we saw across the country
25 individuals, groups, anarchists, Antifa, the Boogaloo

1 boys, et cetera, coming into cities trying to cause
2 violence. And so, it was based on the George Floyd
3 protests. But in the City of Detroit, we did have those
4 groups show up as well. I was out there on the front
5 line, along with DPD, and the men and women of DPD did a
6 phenomenal job. But that wasn't the only reason we didn't
7 have the violence that was seen in other cities. It was
8 this community. Many of the community members here stood
9 with me, and we said, not in the City of Detroit. So, I
10 was behind the scenes.

11 FEMALE SPEAKER: That's correct.

12 INTERIM CHIEF BETTISON: I was behind the scenes
13 leading, not out front per se, but one of the things that
14 I did, which took an act of courage to keep the peace, is
15 I was the first law enforcement officer in the nation to
16 take a knee. And that helped quell the violence, it
17 created that trust. And many of the community groups, and
18 leaders here, Detroit 300, Force Detroit, others,
19 Reverend Wendell Anthony, Reverend Charles Williams, and
20 NAN. We had press conferences every day managing that
21 crisis, along with Pastor Mo, and others saying, Detroit,
22 don't get involved. The other folks didn't check in with
23 us, and we're not going to have this in Detroit. Now we
24 support freedom of protest. And I have to say
25 Commissioner Willie Burton was there and you helped out

1 as well, sir, but we kept our city safe. So, I'm
2 prepared. I did the Super Bowl. I just had these other
3 major events where I called Oakland County Sheriff,
4 Macomb County Sheriff, I called Sheriff Bouchard, I
5 called Sheriff Anthony Wickersham.

6 And I said, hey, we just saw a crisis event that
7 happened on New Year's in Las Vegas. And in New Orleans
8 where a terrorist event happened, and they ran over folks
9 in order to target hardening because the eyes of America
10 were looking at us doing Ford Field with our alliance's
11 run. I had them send additional resources to target
12 hardening areas to keep our fans, and our Detroiters safe
13 without compromising resources within the neighborhood.
14 So, they sent me things, they sent resources to the FBI,
15 Oakland County Sheriff, Macomb County Sheriff, they sent
16 me all the resources that I needed to keep the citizens
17 safe. So, collaboration is the key, and with me, if I'm
18 lucky enough, and you all see fit for me to be the chief
19 of police, collaboration will continue, and I will
20 continue to bring additional resources to this city.

21 COMMISSIONER HERNANDEZ: Thank you, sir. At this
22 time, obviously thank you for your interest. It goes
23 without saying. Thank you for your commitment, and your
24 work. We'll leave the floor to you in case you want to
25 add anything to wrap up this portion of the interview.

1 Feel free to add whatever it is that you might see fit.

2 INTERIM CHIEF BETTISON: One of the things that I'm
3 going to do, is definitely really, and it's been
4 something that, over the course of my career, in working
5 for other chiefs, but we have never done it, and got it
6 done right. But I'm going to make sure that we do, and
7 I'm going to increase the size of our missing persons
8 unit. I'm going to really increase the size of that. And
9 also, I'm going to increase the capacity of our cold case
10 units because the board of police commissioners, I know
11 you all have heard the complaints from these mothers who
12 are grieving; and our officers at Homicide need
13 additional capacity as well, so that we can thoroughly
14 investigate these cold cases and bring some closure to
15 these families. So, to Andrea Clarke, and to mothers
16 keeping boots on the grounds, and also to my friend, the
17 late Brenda Hill, who initiated Mothers of Murdered
18 Children, along with, like I said, Andrea Clarke. I'm
19 going to make sure I get that done.

20 COMMISSIONER HERNANDEZ: Alright. Thank you sir.

21 CHAIRPERSON WOODS: Thank you very kindly.

22 COMMISSIONER HERNANDEZ: At this time, sir, would
23 you.

24 MR. ADAMS: James, thank you very much. We appreciate
25 you and if you have any other questions or do so, if not,

1 we thank you and we'll be in contact with you soon.

2 INTERIM CHIEF BETTISON: Alrighty. Board, I appreciate you
3 all so much. I just want to end by saying that I have the
4 utmost respect for this board. I think I'm one of the
5 only chiefs that ever attended NACOLEES, and I had a
6 chance to co-present with Commissioner Carter. That was a
7 wonderful experience. But when it comes to the respect of
8 the board, I have the utmost respect. Thank you all.

9 CHAIRPERSON WOODS: Thank you.

10 MR. ADAMS: Thank you.

11 COMMISSIONER PRESSLEY: Yeah. I don't want people
12 saying that my numbers don't have any justification too.

13 MR. ADAMS: We are transitioning, and we do have four
14 other candidates that are going to be presented. So, for
15 those of you that are interested in staying, we are just
16 giving each candidate an opportunity to leave so they
17 don't run into each other as they come through.

18 CHAIRPERSON WOODS: Get a point of order. Get a point
19 order. Next candidate is coming in.

20 MR. ADAMS: Tanya.

21 CHAIRPERSON WOODS: Commissioner Hernandez.

22 COMMISSIONER HERNANDEZ: Welcome sir. For the record,
23 if you could just state your name please?

24 DR. FITZGERALD: Dr. Joel Fitzgerald.

25 COMMISSIONER HERNANDEZ: Welcome. So, the way that

1 this will work, it's going to be consistent across all
2 candidates. There are a series of seven questions that
3 we're going to ask every single candidate. At the end of
4 the seven questions, we'll give you the opportunity to
5 add anything else that you might want to. We'll then
6 deliberate in a close session and evaluate based on a
7 rubric that we have in front of us each candidate and
8 their rating. So, at this time, do you have any questions
9 before we begin?

10 DR. FITZGERALD: I do not, no.

11 COMMISSIONER HERNANDEZ: Perfect. Question one. It's
12 an opportunity for you to brag about yourself, and talk a
13 little bit about your background. Please summarize both
14 your educational background and work experience. And what
15 is your greatest accomplishment that you've achieved in
16 your law enforcement career?

17 DR. FITZGERALD: So, I'll start off by saying this,
18 Detroit's a phenomenal city. It's phenomenal in many
19 ways, but I'll tell you this, to really connect with the
20 commission and the folks in the audience. You've got an
21 interim police commissioner here who does a great job.
22 So, that goes without saying. I'm here to interview for
23 the job. I'm definitely interested, and I very much want
24 the job, but understand that much like in 2021 when the
25 lion traded Matt Stafford to obtain, you know, Jared Goff

1 and a number of picks, you know, you saw the team go from
2 great to outstanding. And I think when you look at
3 succession planning, and you look at putting people in
4 great positions, you also want to bring fresh eyes and
5 ears. And you want to have people that have seen
6 different things, have done different things, have been
7 outside of the organization, and can look at things with
8 a fresh perspective.

9 I've been a police chief for 15 years in five
10 different places. First black police chief in every place
11 I've been. I understand the dynamic of major cities. I've
12 worked in a major city with over 900,000 people, and
13 drove crime down prior to Covid. I have a PhD, a
14 bachelor's degree, obviously a master's degree in
15 Business Administration and Public Administration. And
16 I'm going to the FBI Academy for major City Chiefs. I've
17 sponsored other chiefs, and taught, and mentored other
18 chiefs in the country. And I think Detroit offers a fine
19 and outstanding opportunity to, not only develop its
20 staff further, to take this great organization to
21 outstanding. And I think that can be done in concert with
22 Bettison and with others within the agency who I'm
23 familiar with, who can drive the agency forward. So just
24 a little about me, and where I've worked for the public.

25 I've been the police chief in Fort Worth, Texas.

1 I've been a police chief in Allentown, Pennsylvania,
2 Missouri City, Texas, Waterloo, Iowa, and RTD, which is a
3 transit police department in Denver, Colorado that serves
4 about 3.8 million people. You know, I've had a pretty
5 interesting career. I lost my son in the line of duty, so
6 I'm very much someone who identifies with loss, and my
7 wife's a police officer as well. So, we understand, and
8 we can identify with the people that are victims of
9 violent crime. I think that is a tipping point for what I
10 bring to the table here. I am a zealous advocate for
11 community policing. I am a proven recruiter. I've been
12 able to create mental health units and work with mental
13 health agencies to further the police departments that
14 I've worked for and their engagement with people with
15 mental health and substance abuse issues. I have a real
16 understanding of, you know, some of the things that
17 Detroit already has going on and already does very well,
18 like technology and other things that, you know, perhaps
19 some police departments are reclamation projects. This is
20 a department that again, can be empowered to do a lot
21 more with a fresh set of eyes and ears like mine.

22 COMMISSIONER HERNANDEZ: Thank you for that
23 introduction.

24 DR. FITZGERALD: You're welcome.

25 COMMISSIONER HERNANDEZ: The next question is going

1 to be around police reform and innovation.

2 DR. FITZGERALD: Yes.

3 COMMISSIONER HERNANDEZ: What reforms or innovative
4 approaches would you prioritize to modernizing, policing,
5 improving officer performance and increasing public
6 safety?

7 DR. FITZGERALD: And over the last 15 years or so
8 departments have moved away from beats. You know, I think
9 we all, you know, I'm looking at the board and I'm not
10 trying to judge, but we're probably around the same age.
11 And we understand that there was a time when we saw
12 police officers walking through our community. There was
13 a time when Officer O'Malley swung his baton, and walked
14 around, and you knew him. He popped his head into your
15 store, he spoke to you. He addressed people. He
16 understood and knew, you know, the dynamics of what went
17 on in the community because he was the consistent person
18 that was there every day. Departments across the country
19 have gotten away from that. They've stopped emphasizing
20 some of the community policing efforts that need to be
21 reinvigorated in cities across this nation. And Detroit's
22 no different. We're never going to get back to having
23 every police officer walking on foot and you exactly
24 knowing who's working your area. But we can strive to
25 achieve that. And how we strive to achieve that is

1 reducing the size of beats, making police officers more
2 accountable for qualitative performance, qualitative
3 performance in the form of making contacts with members
4 of the community, developing relationships, creating
5 community groups. Anti-Violence groups are great. You
6 have a lot of great work being done by individuals who
7 are funded by the city to go out and to interrupt crime,
8 and to, you know, take a preemptive approach to handling
9 the things that blossom over into events that we're not
10 proud of.

11 What we need to do, and what I bring to the table is
12 the ability to make and empower every officer to do that.
13 My expectation would be that officers start creating
14 those relationships. They become more community problem
15 solvers. We have, and I know here, there's a community
16 policing unit. The responsibility for community policing
17 is everyone's responsibility, not just particular people.
18 And what happens in police departments, and I've seen
19 across the country and the places that I've been, are you
20 have officers that show up and say, we're moving to the
21 next call; the community police and folks can handle
22 that, or your neighborhood policing folks can handle
23 that. That's an unacceptable response. And the paradigm
24 shift in organization has to be one where everyone
25 accepts the responsibility of picking up the phone and

1 making contacts throughout the city. And I'll give you an
2 example.

3 The contacts throughout the city should be, if
4 there's a problem, let's say with a water main break, and
5 the water main break leads to an infrastructure problem
6 because your potholes are growing. Well, when a
7 neighbor's calling 10, 15 times about the same issue, and
8 the police officer shows up, the police officer should be
9 able to pick up the phone, call someone in another city
10 department and get the ball rolling to get those things
11 accomplished. We are the most frequently seen, and
12 contacted folks across the city. And when we empower our
13 folks at the lowest levels of the organization to start
14 solving problems, we start seeing folks really trust what
15 we're doing. What we call it now is procedural justice,
16 but people start trusting in the fact that our police
17 officers are going to do their very best to solve the
18 problems. And when they push that information up, when I
19 come before the board here, I can share with the board,
20 you know, what's going on in each and every area within
21 the city. That way when you go to community meetings or
22 you're addressed or about problems, you have some answers
23 qualitative, and quantitative about what's going on in
24 the areas that you represent. So, I could go on forever,
25 but in short those are some of the substantive changes

1 that I think you would look at, well, you would be able
2 to see take effect as the new police chief here in
3 Detroit.

4 COMMISSIONER HERNANDEZ: Thank you.

5 DR. FITZGERALD: You're welcome.

6 COMMISSIONER HERNANDEZ: The next question is around
7 crime prevention strategy.

8 DR. FITZGERALD: Sure.

9 COMMISSIONER HERNANDEZ: What are your key strategies
10 for reducing violent crime in the city, while also
11 addressing root causes such as mental health, and
12 education?

13 DR. FITZGERALD: So, that's a multi-prong question,
14 but what I'll tell you is, you know, there are great
15 crime fighters everywhere. We understand that we can be
16 an occupying presence in the community, or we can be
17 people that help, and people that help come in on a
18 precision basis. We come in on a precision-based attack
19 mode. And by that I mean, we tackle the right people, we
20 target the right folks, and we arrest the right people.
21 We provide help to those that need help. And again, you
22 have juvenile crime that happens, and juvenile crime is a
23 problem throughout the country, but we have to be mentors
24 for those juveniles. And as part of that community
25 policing, and more neighborhood-oriented policing

1 strategy that I mentioned before, we need to be building
2 those relationships with the juveniles within the
3 communities, that they trust us, that they understand
4 that they can have conversations with us. I was a young
5 power. So, you were able to get mentorship and guidance.
6 Those are things that are lacking, but there are also
7 things that are low hanging fruit items that can change
8 easily. The crime fighting aspect of things, again,
9 precision-based strategies, based on where crime happens,
10 what time they happen, and again, the right folks. You
11 have infrastructure here within the City of Detroit,
12 that's fine. If fine infrastructure, I should say, with
13 Shot Spotter, with other programs that help target those
14 problematic areas. But I know there's a difference
15 between the east and west sides of the city. There are
16 subtle differences everywhere, and those subtle
17 differences have to be attacked by, and continue to be
18 attacked, because my understanding is that the Precinct
19 commanders have great latitude with making some decisions
20 as far as how they tackle that crime.

21 But again, tackling a crime in a really crime
22 focused manner has to be in total partnership with
23 working with neighborhoods, working with communities to
24 empower them to come back and start having block
25 captains. Again, we need to be the people that introduce,

1 hey, we want to talk, we hand out flyers in the
2 neighborhood and say, we want to schedule a meeting. If
3 you don't have a block captain, perhaps we start that
4 conversation. We have a different duty and a different
5 charge now in 2025. And if we want to be successful as a
6 city, if Detroit wants to be successful as a city, we've
7 got to change the way we've been conducting business.
8 Some things work, having community policing officers
9 works. However, when we're not capitalizing or using or
10 leveraging the entirety of our force to move in the same
11 direction, that can lead to some slippage.

12 And that's where I've spoken about moving from just
13 great to outstanding. This department functions pretty
14 well, but we can do better and better should be expected,
15 and better can be expected when you have experience and
16 you understand that there are different ways of tackling
17 crime in different communities across the city. I also
18 know that there's a difference between how you handle
19 things and the downtown area and how you handle them in
20 neighborhoods. And sometimes your neighbors and
21 neighborhoods feel underserved. We have to correct that
22 in the way that you correct it, by having a better
23 relationship with those folks in the neighborhood. There
24 are three people in each beat or each sector that work
25 those same areas every day. And consistency is a must.

1 Consistency may lead us to even know who those people are
2 that are working and what their cell phone numbers are,
3 as opposed to having to dial 911 for every loud music
4 call. Violent crime is something that, again, Detroit has
5 a great program for, you know, violence interruption and
6 initiatives that are working; that would continue.
7 However, there would be a huge focus from the patrol
8 aspect on developing those further relationships that
9 help us get the intel that allow us to arrest the right
10 folks, be in the right places, and solve the crimes that
11 are outstanding.

12 COMMISSIONER HERNANDEZ: Great. Thank you so much.

13 DR. FITZGERALD: You're welcome.

14 COMMISSIONER HERNANDEZ: You've touched on this next
15 question, which is around community engagement. How do
16 you plan to build trust and foster relationships between
17 DPD and the diverse communities it serves.

18 DR. FITZGERALD: Well, and I can actually speak to
19 that. In Fort Worth, and other cities where there was a
20 divide bringing in community members like yourselves,
21 people interested in seeing the gap closed between police
22 officers and people in the community, business owners and
23 such. What you need to do is start involving folks on
24 panels and boards. When we have our hiring, you know, how
25 would you feel if you sat and interviewed a police

1 officer for hire? Would you have a vested interest then
2 in the fact that this officer provided the services that
3 you expected when you sat on that board and helped hire
4 him? I see by the nodding of your head, you'd probably be
5 pretty happy with sitting on those boards and actually,
6 you know, asking some questions of the people that we
7 hire.

8 I say that to say that's an example of the type of
9 outside the box thinking that has to occur when you're
10 hiring new people. When you want community members to
11 trust who you're hiring. It can't be just a civil service
12 commission that they go through. These interviews, these
13 processes have to be made competitive and open. I'll give
14 you a quick example, and I promise to be quick with the
15 example, and that is, I had a young black female officer
16 who was hired by us; scored a 95 and had some outstanding
17 traffic tickets. We were removing her from the process
18 because she had some outstanding traffic tickets, two
19 children, a single parent doing everything that she
20 needed to do to be a great community person and wanted to
21 add value to the police department.

22 That policy of, hey, you have an outstanding ticket,
23 is something that permeates agencies across the country.
24 You have older background unit folks that systematically
25 discard candidates that are good candidates that would

1 add value to a police department and help bring the
2 community together. And we're losing those people with
3 archaic rules. I had to step in and say, we're not
4 disqualifying this candidate. How will we ever develop as
5 an organization if we don't allow, you know, someone to
6 pull themselves up by their bootstraps and try to add to
7 the department and the community? That person was hired,
8 and has been promoted twice in another organization. And
9 I have tons of stories like that. But what we've had to
10 do is, as police chiefs, even in agencies of, you know,
11 thousands of police officers, look at what we're doing in
12 recruiting, look at how we're retaining people, but also
13 take a good critical look at the people we're
14 disqualifying that are trying to be a part of the change
15 that they want to see in the community, because that's
16 the challenge that we throw out there, and they get
17 disqualified. So, proactive police chiefs now make it
18 their business to have a whole group of command staff
19 level officers looking at those disqualifications to
20 ensure that we are giving people an opportunity to be
21 great police officers and to be the folks that will lead
22 in the future. That's one of the ways where the community
23 can get involved. The community can be involved in some
24 of the selection processes. And heck, I've even had
25 situations where folks within the agency didn't feel like

1 they could get promoted because they weren't in the right
2 clique, right? So, to fix that, we had to make sure that
3 the groups that were doing the interviews were balanced.
4 And you can't balance them racially, but what you can do
5 is make sure they're reflective of the community that you
6 serve. And having community members, again, makes that
7 process purer. So, if you saw some diversity within the
8 ranks in the organization, you would see a little more
9 input and caring about actual community members, because
10 we all know that we're not just recruiting people from
11 inner city Detroit. We're recruiting people from outside
12 areas that may not walk, talk, or chew gum like us.

13 COMMISSIONER HERNANDEZ: Thank you. The next question
14 is going to be around accountability and transparency.
15 How will you ensure accountability within the department,
16 especially in cases of misconduct or excessive use of
17 force?

18 DR. FITZGERALD: Well, there needs to be a surety of
19 punishment in cases where there's unnecessary and
20 excessive force. Obviously progressive discipline exists
21 in every organization. However, we need to be open and
22 honest about what we're doing in the community to be able
23 to give citizens the --- well, I should say, to give
24 people that we provide service to the feeling of trust
25 and procedural justice that I mentioned earlier. They

1 can't feel that way if they don't feel as if their
2 problems, concerns, or complaints are taken seriously.
3 When they feel that way, it's to a large degree to the
4 fact that they're not seeing or hearing anything from our
5 internal investigators. And they're not getting any
6 feedback about what actually happened in a circumstance
7 when a police officer does violate policy. One of the
8 ways, and means that I've used in the past that's been
9 consistent with statutes in other states is publishing
10 some of the arbitration results so that I could point to
11 the fact that this is what the police chief decided upon.

12 This was the logic that we used to implement the
13 discipline and publish our disciplinary matrix. Make sure
14 folks understand that if, you know, a particular rule,
15 policy or procedure is broken, that hey, this may not
16 exactly warrant, you know, the type of disciplinary
17 action that the public may think it warrants. But on the
18 other end of the scale, when it does, you better be able
19 to show the notes of testimony, to show in an arbitration
20 that your police chief stood up and said, that's not
21 consistent with the policies, procedures, rules and
22 regulations of this organization. I've done hundreds of
23 arbitrations, so I've stood up for the discipline that
24 I've had to implement. But with that being said, it's
25 also changing the culture within the agency because the

1 good folks that are working every day, and I'm going to
2 tell you that 99% of the police officers in the
3 organization every day are doing great work. But that 1%
4 that never sees the chief take any action, they never see
5 the chief take any action on, when I ask them to go and
6 do the things that need to be done in the different parts
7 of the city that I talked about earlier, it doesn't get
8 done because there's no trust even internally when
9 there's no surety that you're going to be treated with
10 internal procedural justice. So, you know, I'm glad you
11 asked that question because you know, it doesn't mean you
12 have to be overly you know, you don't have to be a person
13 that punishes all the time. There's education-based
14 discipline, there's all types of ways to correct
15 behavior, but we have to address the behavior, and it
16 starts at the lowest level of the organization with the
17 sergeants and the lieutenants, and in many ways, with
18 your officers having enough confidence to say, hey, I
19 didn't like what happened there, right? We want people to
20 intervene and we want people to report when they have to
21 intervene or they see or say something that is not
22 consistent with what you'd like to see. So again, we give
23 officers that ability, we empower them to do those things
24 when they know they have a chief who's going to ensure
25 that folks, you know, actually, that deserve to be

1 punished or punished. But my understanding also, is not
2 to go on too much longer, is that we have to really take
3 a look at some of the lengthy punishments that some
4 people do get. Some are deserved, some aren't, and they
5 have to be equitable. If it's not seen as equitable
6 within the agency, you're again going to have a great
7 majority of folks within the police department that will
8 see it as being inequitable. And we'll say, well, why
9 should I do these extra things that they're asking for us
10 to do?

11 COMMISSIONER HERNANDEZ: Thank you so much.

12 DR. FITZGERALD: You're welcome.

13 COMMISSIONER HERNANDEZ: This next question, which is
14 the last of two, is a little bit of a lengthy question,
15 so feel free to ask me to repeat it. But it's basically
16 about your first six months on the job. Identify based on
17 your knowledge of the City of Detroit and its
18 demographics, the program areas you would focus on, and
19 describe how you intend to undertake these tasks as the
20 new chief of police during the first six months?

21 DR. FITZGERALD: So, you know, as part of the
22 process, I know you all have the 90-day plans, so I'll
23 speak in generalities on that. But I will tell you that a
24 90-day plan for an external police chief, right, an
25 external hire, you have a slight disadvantage because you

1 obviously have to get to know the people. I have to get
2 to know each one of you to get to know City Council
3 folks, the mayor, you know, make sure I make time for
4 fellow department heads, because if I am, you know,
5 attempting to address, you know, police officers making
6 phone calls at, you know, the location of occurrence when
7 something happens and I expect them to be able to, you
8 know, liaise with different departments within the city,
9 then I'm darn sure going to have to meet with those
10 department heads and get on the same page.

11 Everywhere that I've gone, I've created a strategic
12 plan, even if there was a preexisting strategic plan in
13 play. It's important to keep key goals and action items
14 in an existing strategic plan, but it's also key for a
15 new chief to come in and have each one of you introduced
16 me to people that are going to be part of the focus
17 groups, to meet all the gun, violence, intervention folks
18 that we have working out there. The folks that work with
19 the juveniles on the ground that work with the gang
20 bangers on the ground and I need to meet them too. I need
21 to talk to them and tell them what the new set of
22 expectations are going to be from this agency and from
23 the city. We need to have some really good frank
24 conversations to help me devise what our new mission,
25 vision, and values are going to be.

1 And then we can revise those goals and action items.
2 So, within the first 90 days, you can expect invitations
3 to focus groups and to sit down and for us to talk about
4 what works, what doesn't, and why. I'll do an assessment
5 internally to see what works, what doesn't, and why. I'm
6 going to meet with all the command staff and meet with
7 the majority of police officers at roll calls and talk to
8 them and pull officers to the side, whether it be at roll
9 call or on the street, and have open and honest
10 conversations about what works and what doesn't. Many
11 times, new police chiefs come in and they don't, or they
12 assume; they don't talk to the rank and file, or they
13 just assume, hey, I'll talk to the union because, or the
14 unions in this case, because that's how I'll get my
15 information.

16 You get your information from the young ladies and
17 the young men here that work out there every single day
18 to see what supervisory things are working and don't
19 work, what policies, what mattress that they have to go
20 out, and fill every day. What works and what doesn't come
21 from them. So, you have to be in touch with every last
22 rank and file person that you have in the department.
23 They have to see you; they have to have access to you.
24 They have to be able to feel as if you can have a
25 conversation, whether it, I say it tongue in cheek here,

1 and that is whether you like what this conversation is
2 about or you don't, you give people a chance to express
3 themselves and if there's something we can change today
4 or tomorrow, it doesn't have to take 90 days.

5 It's something that we can do as low hanging fruit
6 and make a change that may impact or help what they're
7 doing every single day. And it may just be a swipe of a
8 pen to do it, and no one's willing to do it. So, again,
9 it's simple. You have the plan, you understand, and I
10 talked about mental health, you understand, I talk about
11 violent crime. I talk about leveraging, you know, the
12 different technologies that are already being used here.
13 I'm a techie. I love to, to, to grab new technology and
14 to use it. I put guardrails on it, obviously, to make
15 sure we're not misusing things. But with that being said,
16 the crux of, of what I'm sharing with you now is that we
17 are precise. We are going after the right people. When I
18 send officers into a particular place, or when their
19 command staff or Precinct commanders are sending them
20 into a place, we're not sending them in to stop, you
21 know, any of our parents, you know, driving a car and
22 then to put statistics up there that are meaningless.

23 We want the qualitative things done in each one of
24 the communities that you're representing, because it's
25 going to be different. And some have commonalities. Yeah,

1 we have shootings in some areas, and that's going to be a
2 commonality, but then there's thefts or burglaries that
3 go on and affluent sections. We have to take different
4 approaches, and part of that approach is making sure we
5 listen to them, making sure that we capitalize upon the
6 intellectual capital that we have in the organization.
7 And I'm going to round it out by saying, I had success in
8 other places by using police officers at all levels to be
9 able to communicate with our citizenry. Many departments
10 don't allow their folks to tweet out information to talk
11 about, you know, what a life, what a day and a life of
12 being a Detroit cop is like the people that are thinking
13 about becoming police officers aren't listening to just
14 recruiting units.

15 They're listening. When you show up on the scene of
16 a crime and they're pulling these people to the side and
17 saying, hey, what's it like? They may not say it out
18 loud, you know, but we have to give folks the ability to
19 still communicate with the new age recruit, right? We've
20 got to allow them, we give them guns, but we don't give
21 them the ability to do certain other things. And I'm not
22 even certain whether that's a restriction here, but I
23 know that in some communities it is, and it tremendously
24 inhibits the ability to recruit. Again, creativity in
25 recruiting is going to be huge as well. I've allowed our,

1 you know, public, I call it the pro team and other
2 places, but it's the public relations office to put
3 together videos that went viral. And I presented those
4 videos to major city chiefs, you know, to all of the
5 largest police departments across the country.

6 And the feedback I got was my \$6,000. Yes, a \$6,000
7 investment was rivaling at the time, Eddie Johnson over
8 in Chicago's \$700 to \$800,000 budget on recruiting, just
9 by giving some officers with video backgrounds and that
10 knew how to put together, you know, different internet
11 content out there. And I went from 300 officers down to
12 maybe 10 officers above my allocation because of
13 attrition. That's huge. But it comes from the ability to
14 understand as a leader that you, you listen to your
15 people, you lead in your stern when you need to be, but
16 you also understand what everyone in your department can
17 offer. And I put those people in the situations where,
18 again, you may have seen some of the videos in Fort Worth
19 where the Star Wars videos went to Good Morning America
20 several times. Again, that's listening to the ground
21 level of the organization and then changing the sort of
22 culture that we have in recruiting.

23 COMMISSIONER HERNANDEZ: Thank you. The last question
24 will be around crisis management. What experiences have
25 you had managing crises such as large-scale

1 demonstrations, natural disasters, or incidents of mass
2 violence? And how did you handle them?

3 DR. FITZGERALD: Well, I mean, as a major city chief,
4 I've handled almost everything, serial killers. I've
5 handled you know, Texas Motor Speedway with a hundred
6 thousand people a day, you know, coming to events, having
7 handled the Republican National Convention, have handled
8 you name it, presidential visits, major sporting events.
9 You know, part of that is understanding your operations,
10 putting together operations plans. Again, I'm not from
11 Detroit, so I'm going to sit down with operation staff
12 and I understand best practices and, and operations and
13 putting together things for the City of Philadelphia or
14 putting together in Texas, but I'm going to sit down with
15 those staffers and figure out who it is within the
16 organization that has the core competencies to help put
17 those things together. Now, I know former Detroit command
18 staff members that were, you know, that put things
19 together in the past.

20 But my point is, getting to know, individuals --- I
21 talked a lot about getting to know the officers, but
22 getting to know your command staff in your first 90 days,
23 being able to have those face-to-face, day-to-day
24 interactions where they understand that there's going to
25 be accountability for crime, there'll be accountability

1 for also creating those relationships that I talked
2 about. That's a huge part of the day-to-day process of
3 what we do. Operations planning. A police chief should be
4 jack of all trades, master of some, right? You're going
5 to master things. I worked in narcotics for years,
6 undercover narcotics. I've run operations, done
7 undercover buys, been the city's on-call expert. So, I
8 thoroughly understand investigations, but if you ask me
9 about dispatch, again, I've never been assigned to
10 dispatch, but as a chief, I've had to buy dispatch
11 materials.

12 I've had to buy headsets and chairs. And so, I'm
13 thankful for having those, you know, well-rounded
14 experiences. But again, I've got to work within the
15 agency with what we have, bring what I bear, and that is
16 the experience has achieved five times, and being able to
17 assess things, because one thing I found is, you know,
18 and I don't want to get too far off topic, but one thing
19 I found is when you look at things critically and you've
20 had that experience, you'll see what we're spending
21 sometimes and you'll say, hold on, this can be
22 reallocated somewhere because we're buying a chair for
23 \$3,000 that may cost \$1,000 somewhere else. So, having
24 that kind of experience matters. I've gone into
25 organizations and really trimmed some of the budget and

1 got it reallocated to hiring or got it reallocated to
2 some overtime that we needed in, in areas where, you
3 know, one place we had was the largest liquor sale area
4 in the entire state of Texas was in my city.

5 So, you know, we had to reassign officers down there
6 and pay for it. So, no one wants to see that come from
7 other neighborhoods. So, we have to find a way to do it
8 within the confines of the budget that we have. So,
9 meeting with my staff, understanding that I do have a
10 background in, you know, being a chief in a major city,
11 understanding what the line item should look like, and
12 then, you know, getting their feedback on why it looks
13 that way here, and then working with them to trim those
14 things. That'll happen in 90 days. Again, your question,
15 at least this question had more to do with, not so much
16 the 90 days, but the operational planning, but that
17 matters. At this point in anyone's career, as a police
18 chief, you should have had some operational experience
19 with major events or major catastrophes.

20 We've had snow catastrophe, I'm going to say snow
21 events, major snow events, ice events in Texas that have,
22 you know, killed multiple people. So, obviously coming
23 from a place like Philadelphia, I know how to handle ice
24 events and snow events with much of which you deal with
25 here. You know, events where we have to bring people that

1 are unhoused off the street for code blue or on days that
2 it's very hot, you know, coerce people, to come in off
3 the street, and bring them in the shelter. So, all of
4 these are experiences that you can count on as, you know,
5 working with the existing staff. We will flesh out, and
6 have a real understanding of moving forward, how we can
7 best staff these events, how we can do so in a way that's
8 consistent with your expectations here in Detroit, but
9 also consistent with, you know, with some of the
10 standards to our nation.

11 COMMISSIONER HERNANDEZ: Okay. At this time, that'll
12 conclude our set of interview questions. Thank you for
13 your interest. Thank you for your courage. Thank you for
14 traveling here from where you came from; from Colorado.
15 At this time, we will allow, if you have any closing
16 remarks that you'd like to provide, and then we'll move
17 forward to additional candidates.

18 DR. FITZGERALD: I absolutely appreciate your thanks,
19 but you know, what type of applicant would I be, and how
20 serious of an applicant would I be if I did not come?
21 It's important for people to be able to put a face to a
22 name. It's important for members of the department and
23 members of the community that have shown up to see that
24 you know, someone from the outside is not, you know,
25 entirely bad, right? I understand, as someone that's been

1 around for a long time, that is sometimes hard to fathom
2 bringing somebody from the outside. But as I said, a
3 fresh set of eyes and ears is always good. Someone that's
4 going to communicate, and cooperate, and collaborate with
5 the existing partnerships that we have with the programs
6 that are so successful with some of the gun violence
7 intervention and just on the street programs that you
8 have going on that, you know, people are motivated, and
9 you want a new police chief or a police chief I should
10 say, that is going to continue to motivate folks. But
11 again, step on the gas pedal you know, heighten the
12 expectations a bit, and move from great to outstanding.
13 And I don't know that you'll get that with someone that
14 doesn't have experience as a police chief. And I don't
15 know that Detroit, as a city on the total upswing, can
16 afford to not have someone in a position that can move
17 things at an exponential level forward. So, I thank you
18 for your time. I thank you for your attention. I wish I
19 had more time to talk to you individually, but if that
20 opportunity presents itself, please share my contact
21 information. If there's something you need more
22 information or insight on, I certainly will give it to
23 you.

24 COMMISSIONER HERNANDEZ: Absolutely. Thank you so
25 much, sir.

1 DR. FITZGERALD: You're welcome. Thank you all.

2 CHAIRPERSON WOODS: Thank you, doctor.

3 MR. ADAMS: Our next candidate is going to be Joshua
4 Wallace, who I know our RN is prepared. Commissioners, I
5 do want to just give a special thanks to Dr. Fitzgerald
6 because he did come on his own dime and he also picked up
7 his own hotel, and all other expenses to go along with
8 that. So, it just shows you his care and concern, and his
9 real commitment for how serious his job is.

10 CHAIRPERSON WOODS: Alright, Commissioner Hernandez,
11 are you ready?

12 COMMISSIONER HERNANDEZ: Yes, sir. Alright. Through
13 the Chair, we will continue our interviews. Next would be
14 candidate Joshua Wallace, who I believe is online
15 virtually. So, if we can project Mr. Wallace on screen.

16 FEMALE SPEAKER: Can he raise his hand?

17 COMMISSIONER HERNANDEZ: Can we ask Mr. Wallace to
18 raise his hand online please? Mr. Wallace, if you could
19 be so kind as to raise your virtual hand online so that
20 we can identify and project you in the room?

21 CHAIRPERSON WOODS: His name is not on there.

22 COMMISSIONER DEWAELESCHE: Yes, it's the forth one.

23 CHAIRPERSON WOODS: Did they test him yesterday? Yes,
24 he's getting connected now.

25 COMMISSIONER HERNANDEZ: I'll take this opportunity

1 to actually thank our wonderful AV team who always
2 supports us. I know you're sitting along the wall there.
3 In any condition, you're always here providing
4 exceptional service, so we appreciate you.

5 MALE SPEAKER: Thank you.

6 COMMISSIONER HERNANDEZ: Even in retirement. So, if
7 we could have candidate Joshua Wallace raise his hand
8 virtually on Zoom so that he can be identified and
9 projected in the room.

10 CHAIRPERSON WOODS: There you go.

11 COMMISSIONER HERNANDEZ: There we are. Welcome Mr.
12 Wallace.

13 MR. WALLACE: Welcome. Thank you. Thank you.

14 MR. ADAMS: How are you doing, Mr. Wallace?

15 MR. WALLACE: I'm doing well. How are you?

16 MR. ADAMS: I'm doing spectacularly. We appreciate
17 you joining us today, and we're going to turn this
18 session over to Mr. Hernandez, who's going to be doing
19 the interviews.

20 CHAIRPERSON WOODS: Get a point order in the room
21 first. Ask everyone to be silent in the room as we are
22 online so that everyone can hear it. Thank you very
23 kindly. Thank you. You may proceed.

24 MR. ADAMS: So again, thank you. And the hearings are
25 going to be conducted by Commissioner Hernandez by way of

1 our Chair. So, if you would, at this point in time, I'll
2 turn that over to Commissioner Hernandez so he can
3 proceed with the process. Excuse me, our Chair, Darryl
4 Woods.

5 COMMISSIONER HERNANDEZ: Thank you so much, sir. I
6 hope that you can see us as clearly as we can see you.
7 Thank you for your interest, obviously in applying for
8 the position of chief of police for the City of Detroit.
9 We have a series of seven questions that we're asking
10 every single candidate for consistency. I will ask these
11 questions of you, and at the end we will give you the
12 opportunity to provide closing remarks as well. In the
13 spirit of efficiency, we're going to ask that you keep
14 answers to about three to four minutes each for each of
15 the seven questions. And at the conclusion of it, we'll
16 provide you with a little bit more information. At this
17 time, is there anything that you'd like to ask before we
18 actually deep dive into these interview questions?

19 MR. WALLACE: No, not at all.

20 COMMISSIONER HERNANDEZ: Perfect. So, this first
21 question is really about your background. It's an
22 opportunity for you to brag about yourself and share more
23 about who you are, summarize both your educational
24 background and work experience, and what is your greatest
25 accomplishment in law enforcement, and why?

1 MR. WALLACE: Okay. So, I have been with the Chicago
2 Police Department for the past 25 years. The Chicago
3 Police Department is the second largest police department
4 in the country with 12,000 officers, operating a budget
5 of \$2 billion. The City of Chicago has a population of
6 \$2.1 million. I've worked my way up the ranks. I've been
7 a supervisor with the department for the past 12 years. I
8 received my first command and I became the commander of
9 the second district. Chicago Police Department comprises
10 21 police districts. In that district, I oversaw 350
11 officers, 70 plus supervisors, 25 civilians, and I had an
12 executive officer. That district alone had over a hundred
13 thousand residents, two major universities. The only
14 trauma center on the Southside of Chicago, as well as, it
15 is home to President Obama's, Chicago residence. One of
16 my biggest accomplishments while there was the reduction
17 in crime that we had, the increase in recovery for
18 illegal firearms, as well as the increase for arrest for
19 illegal firearms. From that position, I transitioned to
20 the Bureau of Counterterrorism, where I'm currently
21 assigned as the commander for our Criminal Network Group.
22 Our Criminal Network Group oversees our Narcotics
23 Division, Gang Investigations Division, Vice Control
24 Section, Asset Forfeiture Unit, Trouble Building Section,
25 Confidential Analytics Section, as well as our Technical

1 Lab. At full strength, I have 1100 officers under my
2 command. I also have a hundred or so officers assigned to
3 the Federal Task Force, including the ATF, DEA HSI, FBI,
4 and IRS. We work hand in hand with the Joint Terrorism
5 Task Force on many operations.

6 We were most recently recognized for excellence in
7 law enforcement for the work we had done combating the
8 fentanyl crisis in the City of Chicago. This past year, I
9 was the intelligence branch commander for the Democratic
10 National Convention during that week which was a great
11 opportunity for myself. I am a board member for the
12 Illinois Drug Enforcement Officers Association. I'm a
13 subject matter expert on search warrants and currently
14 part of the board rewriting our policy for our current
15 consent decree. I am on our strategic planning committee
16 with the Chicago Police Department. I am an IACP section
17 member, and for the section of officer wellness, I am the
18 co-host for our department's podcast. I have also
19 attended what many considered the top three executive
20 leadership programs in the country, including the FBI
21 National Academy, the Northwestern University School for
22 Police Staff and Command, as well as the Senior
23 Management Institute for Police. My formal education. I
24 have a master's degree from the University of Phoenix in
25 administration of justice and security, and I have a

1 bachelor's degree from St. Joseph's College in law
2 enforcement management.

3 COMMISSIONER HERNANDEZ: Thank you so much. The next
4 question is going to be around police reform and
5 innovation. What reforms or innovative approaches would
6 you prioritize to modernize policing, improve officer
7 performance, and increase public safety?

8 MR. WALLACE: Well, you know, innovation is
9 constantly changing. And when I look at Detroit and what
10 Detroit currently has in place, they are currently at
11 best practice. I think one thing we have to understand is
12 just keeping up with it. When we look at obviously body-
13 worn cameras, you know, less lethal options we have to
14 ensure that we're standing ahead of those things as we
15 move forward. I know one of the big technologies coming
16 out, or what it's talking about most is artificial
17 intelligence. Whereas, you can utilize your body-worn
18 camera while you're interviewing a victim or a subject,
19 and that body-worn camera footage can begin to write a
20 report for you. Now, as it is new in infancy, it is still
21 you know, it's leading technology and innovation that is
22 currently out there.

23 Also, one other thing you would like to look at or a
24 couple other things you'd like to look at; drones as
25 first responders, knowing that Detroit has a drone

1 program. We talk about drones as first responders,
2 especially with the ability, with the issues we have with
3 recruitment and police departments not being in full
4 strength. We look at drones as first responders, where
5 drones can be dispatched from on top of precincts to
6 calls before officers get there. And while the drone is
7 there, it can look over the scene and let officers know
8 what they're encountering or let them know that the call
9 was not modified, or when officers show up on scene the
10 drone can also be that eye in the sky while officers
11 investigate the scene. All of that is great innovation to
12 move forward.

13 But when we talk about reform, obviously body-worn
14 cameras are at the forefront of everything that we do and
15 ensuring that the department continues to stay in full
16 compliance. When I think about body-worn cameras, I also
17 think about the ability just because we have them
18 ensuring that we're doing daily audits on the cameras to
19 ensure that our officers are utilizing the cameras as
20 required, activating the cameras when they're supposed to
21 be activated, no late activation, early activation, just
22 ensuring that we're in full compliance and, and
23 transparent with the public in our approach.

24 COMMISSIONER HERNANDEZ: Thank you for your answer.
25 The next question is going to be around crime prevention

1 strategy. What are your key strategies for reducing
2 violent crime in the city, while also addressing root
3 causes such as mental health, and education?

4 MR. WALLACE: So, you know, I'm very focused on data-
5 driven solutions, ensuring that we're at the right places
6 at the right time. But I think also when we look at
7 violent crime, or we look at crime in general, crime is
8 focused around certain things, locations, individual
9 spaces. So, there's what we call crime place network
10 investigations. Those investigations focus on those four
11 things, the contributors to crime, the places in which
12 the crimes take place, the people who allow for the
13 crimes to take place. So, I think, you know, you look at
14 that, and that has to be a hands-on deck approach. Not
15 only do we hold the people committing the crimes
16 responsible, but we hold, whether it's not, it's a
17 business that's allowing for crime to happen or
18 businesses that support criminal activity.

19 Not only do we address the individuals, but we
20 address the locations as well. We have to, it has to be a
21 full-on approach. But we also should bring technology
22 into that as well. You know, we need more, we need eyes
23 in the sky to combat those things. But when we talk about
24 technology, also, we talk about our gunshot detection.
25 So, we are getting, if we're using our data, and we're

1 using gunshot detection, and we're seeing where things
2 are happening, more often than not, we put the onus on
3 our precinct commanders to ensure that we're deploying in
4 those areas, that we know that the data is telling us
5 where we're seeing the biggest uptick in violent crime or
6 gunshot detection. What were the last two parts of that
7 question?

8 COMMISSIONER HERNANDEZ: It was specific about root
9 causes and how you would address root causes such as
10 mental health and education.

11 MR. WALLACE: Well, when it comes to mental health
12 you know, one of the biggest issues with mental health is
13 the fact that people go undiagnosed, get diagnosed and do
14 not stick to their plan. So, you know, when we talk about
15 the non-responder model, it's so vital and so imperative
16 that you know, not only are our officers trained in CIT,
17 but we utilize the non-responder model when we are
18 dispatched to a location that is handled appropriately,
19 and it's handled in a manner that it builds trust with
20 the community. It's handled in a manner in which the
21 person that we're responding to gets the treatment that
22 they deserve. It's handled in a manner in which the law
23 enforcement doesn't have to take the primary approach to
24 it. And it's handled in a manner where de-escalation is
25 put at the forefront of what we're doing. You know, we

1 talk about root causes, we have to ensure that we're
2 partnering with the community to address these root
3 causes because nobody knows what's driving violence
4 better than our community partners. And as long as we
5 maintain a stable and healthy relationship with them,
6 that's where we can work together and come up with viable
7 solutions and initiatives to answer these ongoing issues
8 and problems that we face.

9 COMMISSIONER HERNANDEZ: So that's actually a really
10 good segue into our next question, which is around
11 community engagement. How do you plan to build trust and
12 foster positive relationships between DPD and the diverse
13 communities it serves?

14 MR. WALLACE: Well, it all comes down to transparency
15 and building relationships. When you're the face of the
16 department, you're expected to be seen, you're expected
17 to be in, out and about in the community, and engaging. I
18 think far too often though, within police departments, we
19 come up with ideas as to how we should engage with the
20 community and expect the community to show up for us. I
21 think we should really be asking the community, what are
22 you doing and how can we show up for you? And it doesn't
23 always have to be showing up in uniform, because we all
24 know that an officer in uniform can be that turnoff for
25 the community. There's nothing wrong with showing up in

1 plain clothes and engaging the community and having that
2 outreach with each other. I'm very pro foot patrol and
3 getting out of your vehicle and being present because you
4 cannot police from a vehicle.

5 You have to be out. You have to be engaging; you
6 have to be engaging with everybody. You have to be
7 engaging with the guys hanging out on the block. You have
8 to be engaging with the business community. You have to
9 be engaging with the elders, the clergy, the activists.
10 It's an all-around approach, but it comes down to
11 creating those great programs that we see benefiting. But
12 again, I think far too often we rely on what the police
13 department's doing, what event we're putting on that we
14 can have the community come to. So, you know, it comes
15 down just to having that great dialogue and those great
16 relationships, but also being transparent, being visible,
17 being available you know, that's what it is. When you
18 take on this role to be the head of a police department,
19 that's your job. That's your job to be the face. And you
20 need to live up to it, and you need to build those
21 relationships, and your officers need to see that too.
22 And you need to be that role model for them so they know
23 how, this is how we treat the community. This is how we
24 interact with the community. This is how we make
25 ourselves available.

1 COMMISSIONER HERNANDEZ: Thank you for that. The next
2 question is going to be around accountability and
3 transparency. How will you ensure accountability within
4 the department, and especially in cases of misconduct or
5 excessive use of force?

6 MR. WALLACE: Well, when it comes to accountability
7 you know, the biggest thing is ensuring that laws are
8 upheld. We have policies and procedures in place for a
9 reason, and those policies and procedures are expected to
10 be followed. The thing is, when we see misconduct, when
11 we see deviation from the policy, it is incumbent upon
12 good supervision to address those concerns and address
13 those concerns early. That's why it's great to have an
14 early intervention system in place that you can keep
15 track of instances where you have to make, whether it be
16 counseling or some sort of discipline recommendation for
17 an officer, so you can see if they're headed in the wrong
18 direction. But I think also, when it comes to
19 accountability, we don't necessarily throw the book at
20 somebody either. We look at what took place and we see
21 how we can address it.

22 Now, we all understand that some policies you know,
23 some things are egregious, but some things are not. Some
24 things are a teaching moment. So, how do we teach a young
25 officer or an officer in general to do better or to be

1 better, and its accountability? How do we teach them the
2 lesson from what they did? You know it, but we have to
3 understand, it promotes fairness. It has to be
4 consistent. But again, I really think it needs to be a
5 teaching moment as well. But as long as it's being done
6 fairly, and across the board, the rest of the department
7 should be on board and should understand like, okay, this
8 is where we're at, and this is how we respond. And it
9 also shows a very high level of professionalism,
10 especially from the top down, when you're holding
11 yourself accountable to the policies and procedures that
12 you have in place. So, if you know that you're holding
13 yourself accountable, everybody else knows they're being
14 held accountable to the same standard.

15 COMMISSIONER HERNANDEZ: Thank you for that. The next
16 question is a bit of a lengthy one, so feel free to ask
17 me to repeat it. It's regarding your first six months on
18 the job. Identify, based on your knowledge of the City of
19 Detroit and its demographics, the program areas you would
20 focus on, and describe how you intend to undertake these
21 tasks as the new chief of police during your first six
22 months.

23 MR. WALLACE: So, I know one of the big things that
24 I've read about or been hearing about are the programs or
25 what's being done with the community to help you know,

1 drive down the violence within the City of Detroit. I
2 think that's unbelievable. It's actually, Detroit is
3 right --- it obviously is the national model now for
4 getting it right. And that is where I would start in the
5 first six months. How can we maintain that? How can we do
6 better? I know a lot of that comes from funding. You
7 know, are we at risk? That's one of the biggest things
8 I'd look at, especially right now, where we're at in this
9 country. Are we at risk of losing that funding? If that's
10 the case, can we secure alternate funding? But how do we
11 continue, how do we keep this momentum?

12 What do you need from the department to keep this
13 going? Do we need to shift? And if we need to shift, why
14 do we need to shift and how do we need to shift? But
15 these are all conversations you have sitting down with
16 the community, sitting down with the stakeholders who
17 know the community the best, and know just exactly why
18 the violence is dipped and where else in the City of
19 Detroit, these kinds of programs can be beneficial.
20 Again, definitely a great standard across the country for
21 what's being done, but we have to understand and ensure
22 that it's sustainable because all of the success that
23 Detroit's been having, we need to sustain that success,
24 and we need to ensure that we have an alternative in
25 place as well in case, you know, the funding that we're

1 utilizing to be successful dries up or disappears or
2 whatever.

3 We need to ensure that we have buy-in regardless of
4 where we're at when it comes to that funding. But I
5 think, you know, obviously that being one of those key
6 things that's been talked about and been very helpful
7 with driving down violence within the City of Detroit,
8 that's key, that's paramount. And it's important that we
9 hold onto that program, those community organizations and
10 lockstep with them and let them know, you know, we
11 understand what it is because I come from a city; we use
12 violence interrupters, and we're not seeing the success
13 that Detroit sees. So, I understand how important it is
14 that when it's not working, what it looks like.

15 COMMISSIONER HERNANDEZ: Thank you. The very last
16 question that we'll ask, which is question number seven,
17 is around crisis management. What experiences have you
18 had managing crises such as large-scale demonstrations,
19 natural disasters, or incidents of mass violence, and how
20 did you handle them?

21 MR. WALLACE: So, I've had quite a few involvements
22 in that. Most recently, the DNC, you know, we did a lot
23 of work behind the scenes when it came to disruptors. You
24 know, in a covert capacity, taking disruptors, using the
25 intelligence we gained and pulling disruptors out of

1 crowds and taking them away without much notice. So that
2 you know, there was no disruption to the DNC. During
3 civil unrest, we had incidents in my particular district,
4 because, of course, the night before in our city,
5 Downtown Chicago was, you know, looted to bare bones. And
6 the only other option for them was to go to the
7 neighborhoods. And unfortunately, my district was one of
8 those districts that became ground zero for just that.

9 And so, a lot of command decisions I had to make,
10 and one of those command decisions I made was what's most
11 important for the citizens in this neighborhood and this
12 community. And I made the command decision that grocery
13 stores and pharmacies were going to be the things that we
14 protected over everything else, because at the end of the
15 day, that's what the residents needed the most. They were
16 going to need medication, and they were going to need
17 food. So, I asked for additional personnel, and we ended
18 up safeguarding over seven grocery stores, five different
19 pharmacies. And unfortunately, there were other non-
20 essential buildings, and businesses that took the brunt.
21 But I had to make the command decision about what was
22 most important. And on top of that as well, the police
23 headquarters was located in my district as well, and I
24 was quite often the incident commander for mass protests
25 on a regular basis that would often encompass the police

1 headquarters on a weekly basis.

2 So being in command and control of how to move large
3 crowds, how to move large platoons of police officers,
4 and how to safeguard public buildings has been something
5 that I have dealt with quite often. Even being the
6 incident commander to lead protests through the middle of
7 the City of Chicago, from the Southside of my district,
8 all the way into downtown. And understanding what the
9 best practice is when it comes to dealing with that sort
10 of incident. And not only that, often having to safeguard
11 former President Obama, Chicago residents when it comes
12 to threats on his residence or on his life when he comes
13 to town. And knowing how to handle that, and knowing how
14 to collaborate with other agencies you know, it's just
15 become one of those things that is second nature because
16 of the size of the City of Chicago.

17 COMMISSIONER HERNANDEZ: Thank you so much. That'll
18 conclude the seven questions that we've asked every
19 single candidate. At this time, you have the opportunity
20 to provide any closing remarks that you'd like to, to
21 give to the board and to the public.

22 MR. WALLACE: Okay. So, I just think I want to, you
23 know, you mentioned transparency, but I just want to talk
24 about transparency really quickly. I believe transparency
25 is key. I come from a city that has civilian oversight as

1 well, and I understand it. And I have no problem with it.
2 I understand that it has to get out there, but I also
3 want at least for the public to understand as well that
4 transparency is not always what you think it is. And I
5 speak from experience having been a victim of an error in
6 transparency as coming from a state with an open records
7 law where our disciplinary histories are able to be FOIA-
8 ed from our police department. Some incorrect information
9 was FOIA-ed from a non-for-profit organization, and that
10 information was put online, and that information is
11 incorrect.

12 You know, it alludes to me having a five-day
13 suspension for excessive force. However, I was exonerated
14 for that; what? Six years after the incident. And that
15 was to be removed from my disciplinary file. However,
16 someone made a mistake and didn't remove it, and that
17 information was given to this non-for-profit
18 organization, and they have since put it online. And you
19 know, we talk about transparency. Now, we were
20 transparent to them and they've been notified that the
21 information is incorrect, but they won't be transparent
22 enough to remove it. So, I always find myself having to
23 defend that with a letter of exoneration in my current
24 disciplinary history. I believe transparency is vital and
25 crucial in law enforcement at this time. I truly believe

1 it goes both ways. But I mean, I've been in this
2 profession long enough. I have no problem standing on
3 mine and owning what I've done and what I have not done.
4 I just think it's very important that we get the correct
5 message out there and the correct information out there.
6 But, you know, anything in my personal life is never
7 taken away from my professional life. You know, and I
8 want to say that because I think far too often we forget
9 that men and women in public safety and law enforcement
10 are just as human as everybody else. At the end of the
11 day, we take off this uniform and we have lives, we go
12 home, and a lot of people don't know that we're just as
13 normal. We have issues that we deal with. We have things
14 that some people can never believe that you would think
15 they deal with. And I always want the public to
16 understand, hey, I've been there. I'm just as human as
17 you. I can relate. I have empathy towards what you go
18 through. But with that said, I just truly appreciate this
19 opportunity to be able to answer some questions and even
20 to be on this forum with everybody. So, thank you.

21 COMMISSIONER HERNANDEZ: Thank you so much, sir. We
22 appreciate your interest and for joining us online. At
23 this point, that'll conclude the interview with you. And
24 I think we're, as far as next steps, we'll have to
25 deliberate here amongst the board.

1 MR. WALLACE: Okay. Thank you.

2 MR. ADAMS: Thank you, sir.

3 COMMISSIONER HERNANDEZ: And with that, through the
4 Chair, if I may.

5 CHAIRPERSON WOODS: Yes. there's a little bit of an
6 announcement. I know that we announced originally at the
7 start of this meeting that we had five candidates that we
8 were going to interview. Of those five we obviously have
9 interviewed candidates, Todd Bettison, Joel Fitzgerald,
10 and now Joshua Wallace. The remaining two candidates that
11 were scheduled to interview have actually yielded their
12 candidacy. I won't necessarily name the reasons as to why
13 they have yielded, but I will share that one candidate
14 actually yielded their candidacy and endorsed Todd
15 Bettison for the position as well. So, just in the sake
16 of transparency and providing that information. But at
17 this point, I think we are okay to move to a closed
18 session.

19 CHAIRPERSON WOODS: Commissioner Pressley, you have a
20 motion?

21 COMMISSIONER PRESSLEY: I move that we move into
22 closed session pursuant to section 8(f) of the Open
23 Meetings Act, MCL 15.268(f) to consider the
24 qualifications, competencies, performance, character,
25 fitness, conditions of appointment, employees.

1 COMMISSIONER HERNANDEZ: Second.

2 CHAIRPERSON WOODS: Motion made by Commissioner
3 Pressley, and second by Commissioner Hernandez to go into
4 closed session. Any discussion? All in favor say aye.

5 COMMISSIONERS: Aye.

6 CHAIRPERSON WOODS: Anyone opposed? The motion is
7 carried. This is a ---

8 COMMISSIONER HERNANDEZ: Are we moving or --- we are
9 moving. The public can stay here.

10 CHAIRPERSON WOODS: Yeah. The public can stay here.
11 And so, this is what, five minutes?

12 COMMISSIONER MOORE: No.

13 COMMISSIONER PRESSLEY: Well, since we're moving, it
14 is really, how do we get up CHAIRPERSON WOODS: 10-minutes
15 recess.

16 (Whereupon the Board Entered into Closed Session)

17 CHAIRPERSON WOODS: Alright. It is 5:52 January the
18 30th. The Board of Police Commissioners is back in
19 session. Please call the roll.

20 MS. GARNIER: Commissioner Woods - Present.

21 MS. GARNIER: Commissioner Smith - Present.

22 MS. GARNIER: Commissioner Bernard - Present.

23 MS. GARNIER: Commissioner Bell - Present.

24 MS, GARNIER: Commissioner Carter - Here.

25 MS. GARNIER: Commissioner Moore - Present.

1 MS. GARNIER: Commissioner Hernandez - Yes.

2 MS. GARNIER: Commissioner Woods - Present.

3 Commissioner Pressley - Present.

4 MS. GARNIER: Commissioner Burden - I can just share
5 my story.

6 COMMISSIONER HERNANDEZ: They're asking if you're
7 present. Are you here?

8 COMMISSIONER BURTON: Here.

9 MS. GARNIER: Commissioner Dewaelsche - Present.

10 CHAIRPERSON WOODS: All right. We have a quorum. And
11 let the record reflect that Commissioner Dewaelsche is
12 here.

13 COMMISSIONER HERNANDEZ: Through the Chair.

14 CHAIRPERSON WOODS: Yes, sir.

15 COMMISSIONER HERNANDEZ: So, in regards to the
16 interviews that were held today, I have a motion. I move
17 to submit the following candidate names to the mayor for
18 consideration for the appointment to the chief of police
19 for the City of Detroit, pursuant to Section 7.805 of the
20 Detroit City Charter. Todd Bettison, Joel Fitzgerald, and
21 Joshua Wallace.

22 COMMISSIONER MOORE: Support.

23 CHAIRPERSON WOODS: Motion made by Commissioner
24 Hernandez, second by Commissioner Moore. Any discussion?
25 All in favor say, aye.

1 COMMISSIONERS: Aye.

2 CHAIRPERSON WOODS: Anyone opposed? The motion is
3 carried. We have Jahdante. He has a public comment to
4 make. We did consent to let him do that, based upon all
5 of the things that's been going on. Go ahead.

6 MR. SMITH: Good afternoon. I just want to start by
7 saying I got a big shout out to Commissioner Cedric
8 Banks. I'm helping out with a wrongfully incarcerated
9 individual. I feel like that work is very important. I
10 also want to say, it is very emotional in the work of
11 activism. But I say it's very irresponsible for anybody
12 at all, especially another activist to put down the work
13 of other activists. But I do want to apologize to
14 Commissioner Smith. I don't think I lied to you on what I
15 said, but I do apologize for coming at you in a certain
16 way. But when you come at people who are working on a
17 certain case, it affects them. Even if you don't
18 specifically name a person, it still affects them.

19 Like, if somebody's talking about the people working
20 on Na'Ziyah Harris's case, saying that there is somebody
21 in custody and this and that, and so the activism work is
22 not necessary. That would be offensive, and it would be
23 offensive to everybody working on it. So, I'd like to say
24 that. Also, I could say when it comes to situations like,
25 you know, just the interview process, but when it comes

1 to, to leadership in the department, it's very important
2 that we hold leadership accountable and to a different
3 standard. And I do have to give former Chief White, some
4 credit, even though I don't care if it is his work. He
5 left the city, and department with several scandals, but
6 he suspended Lieutenant Brandon Cole. He spent about
7 seven months at home without pay. And he's just through
8 arbitration, got all of his money back.

9 He has been reinstated to his exact same position.
10 He is over all protest. I protest often in the city, and
11 I don't feel safe with him out there, because that man
12 took a personal stance that was racist, that was
13 political, and that was uncalled for talking to an
14 activist in the City of Detroit. He didn't even realize
15 who he was talking to, and making statements like, he's a
16 part of a unit that I would never find out about. There
17 are a lot of officers who do an excellent job. But when
18 you have people like that in a leadership position, it
19 stands to have a very, very bad culture. And I feel like
20 he has come back and he hasn't done anything to show any
21 retribution to his actions. So, I feel like as a board,
22 is there anything that you guys would like to put in
23 place to stop this type of behavior? And shift the
24 culture, or at least question the culture and questions>
25 When we have situations like this, can we do something

1 about it versus letting people come back with \$40 to
2 \$50,000 and back pay?

3 CHAIRPERSON WOODS: Yep. Thank you for your comments,
4 and let's say this. I want to thank the board for being
5 very, very attentive today. We got through this very,
6 very well and appreciate everybody being here for this
7 service for the City of Detroit. I want to thank Mr. Tom
8 Adams and TJ Adams and Associates for the great job that
9 they did in terms of interviewing dozens of candidates',
10 a stellar job. This is the third police search that they
11 have done, from my understanding. And I want to say thank
12 you. Your staff was very, very professional, and we
13 appreciate them immensely. We want to thank the
14 procurement department in particular Ms. Limit from the
15 Procurement Department, who has done a phenomenal job in
16 making sure that this thing is run very, very smoothly.
17 And let it be very, very clear that we are continuing to
18 stand ready to hold anyone accountable that does wrong.
19 And we are going to continue to fight the good fight. And
20 so, thank you, commissioners. Anything before we close
21 out? Yes, sir.

22 COMMISSIONER PRESSLEY: And so, in the spirit of
23 gratitude and congratulations, I do also want to express
24 gratitude to the Chair of the Personnel Training
25 Committee, Commissioner Jesus Hernandez.

1 CHAIRPERSON WOODS: Come on, let's give him a hand.

2 Okay. And new business, any new business. There been no

3 new business.

4 COMMISSIONER PRESSLEY: I'll move for adjournment.

5 COMMISSIONER MOORE: Support.

6 CHAIRPERSON WOODS: Motion made by Commissioner

7 Pressley and supported by Commissioner Moore. Any

8 discussion? All in favor say, aye.

9 COMMISSIONERS: Aye.

10 CHAIRPERSON WOODS: Anyone opposed? The motion is

11 carried.

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19 (Meeting Adjourned at 5:56PM

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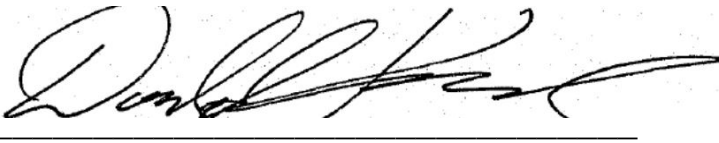
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STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

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I, Donald Handyside, Court Recorder, do hereby certify that on January 30, 2025 at 3:00 p.m., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

I further certify that I am not related to or employed by any party of this cause or their respective counsel.



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