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CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS MEETING
May 15, 2025 at 3:00 P.M.

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3 CHAIRPERSON WOODS: Today is May 15th. It's 3:00 PM
4 The Board of Police Commissioner meeting is called to
5 order. We have an invocation by Chaplain Roy Hill via
6 Zoom.

7 CHAPLAIN HILL: Good afternoon. Can you all hear me?

8 CHAIRPERSON WOODS: Yes, sir.

9 CHAPLAIN HILL: All right. Thank you all. Let us
10 pray. Most holy and righteous God, we come this
11 afternoon, first to say thank you for your grace. Thank
12 you for your goodness, and we thank you for your mercy.
13 Thank you for your kindness that you have shown all of
14 us. We pray for our Board of Commissioners, and not only
15 for our commissioner, but we pray for the City of
16 Detroit. We pray for the Detroit Police Department. Oh,
17 God, we ask that you give every officer guidance and
18 wisdom and protection. We pray according to Psalms 91,
19 that they dwell in the secret place of the highest. We
20 pray collectively for the City of Detroit. We lift her up
21 to you. And we pray that this will become a better place
22 of peace, as in moving in the right direction. We pray
23 for every family that dwells here, that they will be
24 prosperous and healthy and protected. This is our prayer.
25 We ask for prayer in the name of Jesus. And everyone says

1 in their heart. Amen.

2 CHAIRPERSON WOODS: Amen.

3 CHAPLAIN HILL: Thank you all, and have a good day.
4 God bless you all. Thank you.

5 CHAIRPERSON WOODS: Thank you. So, we have
6 commissioners that's enroute. It looks like we will have
7 a quorum. But in the meantime, let's go into oral
8 communications pending the commissioners coming in.

9 MS. GARNIER: Mr. Chairman, currently for oral
10 communications, we have two persons in the audience. I'll
11 call Deborah McCray, followed by Bernice Smith.

12 CHAIRPERSON WOODS: Thank you so much.

13 MS. MCCRAY: Good afternoon to each and every one of
14 you, to everyone here. God bless you all.

15 CHAIRPERSON WOODS: Good afternoon. God bless you.

16 MS. MCCRAY: Since last time I was here, which was on
17 the first, speaking on, how we say slumlords with
18 managers, how we call them office, not office manager,
19 but building managers; they are retirees who have family
20 members that break the law. They're now retaliating
21 against me since I wasn't here the last time. Speaking of
22 the building manager who came in on me with another perp.
23 I followed procedure and filed a police report on B&E,
24 but I didn't file one with the camera systems and
25 everything they had in my home. They had camera systems

1 and speakers. They removed some of them and I took
2 pictures of some of the areas where they had it. They
3 were in my bedroom, my bathroom, my living room, my
4 kitchen.

5 Right now, what I'm dealing with is other family
6 members coming in and out. Like they're probably in my
7 apartment right now, while I'm not there. It's the family
8 members of that person who came into my home, you know,
9 uninvited. And I did follow proper procedure. How do I
10 handle retaliation from other family members of a retired
11 officer who broke the law? But he's hired by the company
12 where I reside, Detroit Homes Property Management and
13 Real Estate Investments. And they're not here. They are
14 in Bangkok, Thailand, but they have offices here where
15 they hire people to manage their buildings and do
16 surveillance. Surveillance goes a little bit more past
17 what they should. Like I said, with cameras in your house
18 instead of in the hallways and in the washrooms. How you
19 handle that when people retaliate against you when you
20 stand up for what's right, and you haven't done anything
21 wrong. I'm just trying to protect myself from reckless
22 citizens.

23 CHAIRPERSON WOODS: Are you done?

24 MS. McCRAY: Yes, sir.

25 CHAIRPERSON WOODS: Okay. Well that's not in my

1 purview, you know, and I don't know if any other
2 commissioner want to respond to it, but, you know, if you
3 file reports and then you make complaints, if you're not
4 getting the service that you need from the police
5 department, the mechanism you could use is through the
6 Board of Police Commissioners or through OCI to file a
7 complaint concerning any type of problems you may have
8 with police officers. But we have no purview of over
9 retired officers, and we don't deal with criminal matters
10 either, you know? So, I'm not sure if we can help you
11 with anything, but if it's a complaint against a police
12 officer, if you filed a complaint, that complaint will
13 get investigated.

14 MS. MCCRAY: Thank you, sir.

15 CHAIRPERSON WOODS: Alright. Thank you.

16 MS. MCCRAY: Thank you.

17 CHAIRPERSON WOODS: Yep.

18 MS. SMITH: Good afternoon to my police commissioners
19 and to my chief. Glad to see you. You did a good job the
20 other night on the TV, as usual. I'm not surprised. I
21 don't have too much to say. I wrote down what I wanted to
22 say so I can be very plain and let you know how I feel.
23 All right? We are living in a state of destruction.
24 Racial injustice is the black man's burden. We must pray
25 and love and be peaceful. We can be coworkers of God. We

1 must end the crime in our city. Enough is enough. We must
2 stop the shooting and killing of each other. There should
3 be love and peace not destroying our people. Parents,
4 check who your children associate with and know where
5 their whereabouts are. A lot of them, I know, they're not
6 at home, I understand that, but still interested in what
7 they're doing because it seems like they're running amok
8 here in our city by hijacking and shooting and doing
9 things that we are not used to having done in our city.
10 And all I have to say is you have the power, use it.

11 MS. GARNIER: We have an additional speaker in the
12 room, Minister Eric Blount.

13 MINISTER BLOUNT: Good afternoon Board. I'm Minister
14 Eric Blount from Sacred Heart Catholic Church.

15 CHAIRPERSON WOODS: Good afternoon.

16 MINISTER BLOUNT: Chief Hayes doesn't know where I'm
17 from. He grew up in the church, Sacred Heart that is.
18 Chairperson Woods, again, just the agenda shows the
19 corruption. Why? Why this Board honors any police officer
20 is beyond me. And I mean that with all sincerity. We
21 spend thousands of dollars each year sending most of you
22 to NACOLES, right? I funded myself on my own credit card
23 to see what NACOLES was all about. NACOLES is still
24 saying the number one priority, the most important thing
25 that an oversight Board can do is be independent. But

1 yet, you still can't seem to get there. Somehow the
2 police department has got you by the throat. That's the
3 only thing I can think of. And I know there was another
4 young man from Sacred Heart, a police officer was honored
5 as police officer of the month. They had a big to-do down
6 at Motor City. He got \$500 and a watch. They know how to
7 award and promote good officers. They do it more than you
8 and better than you. And they are not your employees. So
9 why? With NACOLES, you go there, there every year, the
10 number one pillar, the number one principle is
11 independence. And yet this Board says no.

12 For the HR report. Make some of it about police
13 officer misconduct. Who was suspended? For how long did
14 their suspension take? Did they get their back pay?
15 Because suspension really is discipline.

16 CHAIRPERSON WOODS: You have two seconds.

17 MINISTER BLOUNT: And discipline is meant to correct
18 behavior. And if you don't know if the behavior is being
19 corrected, your discipline is useless.

20 CHAIRPERSON WOODS: Next speaker.

21 MS. GARNIER: Kelly Wilson, and then I believe we'll
22 go into Zoom.

23 MS. WILSON: Hello, commissioners.

24 CHAIRPERSON WOODS: Hello, how are you doing?

25 MS. WILSON: I'm doing well. On March 19th, 2011, my

1 brother Tyrone Birch was shot and killed on the alley on
2 Fenkell and Prest. The investigation resulted in
3 conclusions, numerous factual inconsistencies, procedural
4 irregularities and ethical concerns that called for
5 another formal review. The initial lie to the police that
6 the shooter told was that my brother shot at him as he
7 was closing the barn. Once in the interview, he revealed
8 that he was in the alley, seeing my brother running at
9 him, and he shot. They said, did my brother say anything
10 to you? No. Did you see a gun on him? He said, no. He
11 said, well, why did you shoot him? He said, I don't know.
12 The officer coerced him to say, man, come on. I know you
13 had to feel something. Oh, yeah duh. I was scared that
14 was enough. The second is the disputed gunfire.

15 The police continuously wrote in their reports that
16 Mr. Burch and Mr. Jones exchanged gunfire, even though
17 Mr. Birch did not have a gun. Second of all, they
18 explained that to the medical examiner who put in the
19 autopsy report that my brother died because of a gun
20 fight. It wasn't true. My brother's body was removed from
21 the scene before investigators got there. EMS did not
22 report or anything that there was a weapon on the scene.
23 The gun later found on the scene, that it was assumed to
24 be my brother's, had no prints on it, and it was not
25 operable. It took the Michigan State crime lab six months

1 to make it work just to find out what was going on with
2 it. The forensics, like I said, misled the medical
3 examiner. The only witnesses they had were his wife and
4 his friends. The video evidence by law MCL 780.651, it is
5 the police's responsibility to seize or inspect any video
6 equipment in which a felony is occurring for evidence.
7 They refused to do that. They didn't bag my brother's
8 hands. They didn't close off the crime scene. Other
9 bullets were found at the other end of the crime scene.
10 They said my brother had an Ever-Fresh bottle full of
11 gas. Well, that wasn't found either by the police
12 investigators.

13 CHAIRPERSON WOODS: All right, ma'am. You are way
14 beyond time. But let me ask you this, have you been in
15 contact with the investigators or, is it a cold case now?

16 MS. WILSON: Yes. Most of the investigators and
17 everyone is gone. Detective Olson was the lead detective
18 in the case.

19 CHAIRPERSON WOODS: And so, you need an update on the
20 case that you ---

21 MS. WILSON: No, I want the case to be reopened. I
22 want these inconsistencies and this ethics issue. I want
23 those taken up with. And I also want Mr. Paul Jones to be
24 --- it wasn't self-defense. You can't go out looking for
25 someone with a gun twice, and then play self-defense. He

1 initiated it.

2 CHAIRPERSON WOODS: It's not in our purview to direct
3 an investigation. But you are in the right place for us
4 to connect you with people to have a conversation and if
5 you have something else to present to them; if you need
6 to communicate with someone Assistant Chief Hayes will --
7 -

8 MS. WILSON: I mean, I really don't understand why. I
9 have the FOIA and the interview. The evidence is in the
10 police officer's own records. If the man says the valet
11 went and knocked on the door, told the bar owner that the
12 guy is in the alley, and the bar owner go get his gun and
13 go out to the alley, I don't understand why you don't
14 look at your own evidence and understand that that was
15 not self-defense.

16 CHAIRPERSON WOODS: Yes, ma'am. And so, you know, it
17 is way beyond my purview and our purview, but we want to
18 make sure that Assistant Chief Franklin Hayes have
19 someone to hear everything that you have to say regarding
20 this and have Homicide look into things if they --- I
21 don't know, if it had been looked into, or had not been
22 looked into.

23 MS. WILSON: It has been looked into. I've spoken to
24 ---

25 CHAIRPERSON WOODS: I got you, ma'am. So, what we

1 want to do is make sure he connects you with someone from
2 Homicide to deal with everything that you're talking
3 about. And you know, they are the police, and we want to
4 hear back in terms of what the response is to that within
5 a week. So, madam secretary, make sure we take note of
6 this. And you can also leave your --- if you can get my
7 contact information; it should be on one of those
8 pamphlets. You can follow up with me personally on this
9 as well.

10 MS. WILSON: I appreciate it. And the last thing I
11 wanted to just add is that the man who shot my brother,
12 the bar owner, was an ex-Detroit police officer.

13 CHAIRPERSON WOODS: Okay. Assistant Chief, you got
14 that?

15 AC HAYNES: Sure, absolutely. And ma'am, certainly on
16 behalf of the Detroit Police Department our hearts go out
17 to you for the tragic loss of your brother. There's an
18 officer standing by the door that will get your
19 information. And in addition, if I can ask you to hold
20 for about another five minutes and getting ready to have
21 the captain of the Homicide Section come down, get your
22 information so that we can begin asking the questions,
23 going over the facts for a follow up to sit down and let
24 you know where we are in this investigation, what has
25 been done, as well as the findings from the Wayne County

1 Prosecutor's Office.

2 MS. WILSON: Thank you.

3 AC HAYNES: Yes, ma'am.

4 CHAIRPERSON WOODS: Next speaker.

5 MS. GARNIER: Tricia Montgomery, followed by former
6 Police Commissioner, William Davis.

7 CHAIRPERSON WOODS: Ms. Montgomery, you may be heard.
8 Hello, Ms. Montgomery, are you there? No. Ms. Montgomery.
9 We can go with William Davis, possibly.

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

11 CHAIRPERSON WOODS: Yes, sir.

12 MR. DAVIS: You know, I would like to say that just
13 this past Tuesday, I was at the 12th Precinct Police
14 Community Relationship Council meeting, and they had an
15 outstanding memorial service for fallen officers. You
16 know, I think far too often, but perhaps that's what this
17 Board does, you know, like say, indulge the police more
18 than they probably should. They should be talking about
19 what they can do to improve it. But I think this is one
20 week when you can and should be recognizing the fact that
21 that's one of the few jobs that you could have that your
22 family never knows if you're going to come back home. So,
23 this is one week when I think you can and should be
24 recognizing police officers. Also, I think that we need
25 to be doing more to make sure that we don't have to go

1 through so many memorials. We should be doing more to
2 recognize that it is a very difficult job to have to do
3 it. And also, the fact that even retired officers go
4 through a lot. And that's all I have to say for today.
5 Thank you.

6 CHAIRPERSON WOODS: Thank you very kindly.

7 MS. GARNIER: That was the last speaker in Zoom.

8 CHAIRPERSON WOODS: That's the last speaker on Zoom.

9 MS> GARNIER: We have an arrival who wants to make a
10 public comment.

11 CHAIRPERSON WOODS: Okay, not a problem.

12 MS. GARNIER: Sir. If you could state your name for
13 the record.

14 MR. LUND: Lund, Dana.

15 CHAIRPERSON WOODS: Okay. You may be heard.

16 MR. LUND: I just want to know, what is the thing
17 about dumping? What's illegal dumping? If you put it next
18 to a house next to you, is that illegal dumping? If it's
19 a one of those houses that's owned by the city, is that
20 illegal dumping if you put trash in front of that house?

21 CHAIRPERSON WOODS: Are you making a statement?

22 MR. LUND: Yes. That's what I'm asking.

23 CHAIRPERSON WOODS: I'm not a lawyer. I can't say
24 what is and what it's not.

25 CHAIRPERSON WOODS: Well, if you're putting trash in

1 front of another house that's not occupied.

2 CHAIRPERSON WOODS: I can't speak to that. Chief?

3 AC HAYES: Through the Chair. Dumping, it sounds to

4 me that that is illegal dumping what you described.

5 Taking items and putting them in a place, depositing them

6 in any place other than the rubbish or putting them out

7 during the scheduled trash bulk pickup day here in the

8 city. Based on what you've said thus far, that would

9 constitute illegal dumping.

10 MR. LUND: Because a homeowner next door at 19525,

11 keeps putting trash right there, but they didn't pick it

12 up yesterday, which is trash day. And I called the 9th

13 Precinct at 9:30 this morning, Sergeant Harper, and I

14 haven't got a call back and I called three times, and I

15 still haven't got a call back. And the other thing is why

16 is it that no one's taking any care of the business of

17 some of these officers that keep doing wrong? That they

18 have a problem of bullying all the citizens of Detroit.

19 Why is it that they can't handle that situation?

20 CHAIRPERSON WOODS: Are you saying that you're being

21 bullied by officers?

22 MR. LUND: No, the people of Detroit, of Wayne

23 County, period.

24 CHAIRPERSON WOODS: Sir, are you being bullied?

25 MR. LUND" Yeah, I would call it that because they're

1 not handling their business. I mean, because I feel that
2 they don't think that we are human. They only think if
3 something happened to "Them." That we should care more
4 about them than they care about us. We are still people
5 too. One incident when the officer fell through the
6 floor, you had everybody on the force wanting to run over
7 there because he's just fell through the floor. We are
8 people too. They should care about us just as well as we
9 are supposed to care about them.

10 CHAIRPERSON WOODS: I think we all should care about
11 each other, correct, sir?

12 MR, LUND: Well, they don't show that. That's what
13 I'm saying. They treat themselves better than they should
14 treat everyone else, we are human. So, they should have
15 consideration for the people as well as they want the
16 people to have consideration for them. That's all I'm
17 saying. They treat themselves as their own gang. But you
18 want the people to have care for you, but they don't have
19 care for the people.

20 CHAIRPERSON WOODS: All right. So, you are well over
21 the time.

22 CHAIRPERSON WOODS: I have no problem with that.

23 CHAIRPERSON WOODS: Okay. And if that was in our
24 purview, if you have a complaint against the officer, you
25 can file that with the Office of the Chief Investigator,

1 but Assistant Chief Hayes, can you make sure that the 9th
2 Precinct gives him the response to his phone calls?

3 AC HAYES: Absolutely. There is an officer standing
4 behind you that will get the information from you. Go
5 ahead. And then from there we will address the issues
6 that you brought forth as it relates to dumping.

7 MR. LUND: I have no problem with that either, sir.
8 But I'm just saying, I've been complaining for years
9 about that situation.

10 AC HAYES: The work starts today, sir.

11 MR. LUND: No problem.

12 AC HAYES. Thank you.

13 CHAIRPERSON WOODS: Alright. Thank you so much. So,
14 we are still waiting on a quorum to come in. Let me see
15 what we can do on the agenda. Can we do the HR report?

16 DR. JACKSON: The HR person is someone who works for
17 the BOPC?

18 CHAIRPERSON WOODS: Yes. It's one of our appointees.

19 DR. JACKSON: Staff member of the BOPC, then you can
20 do that report.

21 COMMISSIONER HERNANDEZ: Through the Chair. I'll just
22 comment that I don't know that we've ever done that
23 before.

24 CHAIRPERSON WOODS: Without the quorum. You know, she
25 serves at pleasure.

1 COMMISSIONER HERNANDEZ: I'm just providing
2 commentary, that's all.

3 COMMISSIONER MOORE: Through the Chair, how about we
4 just have the secretary's report, and then we'll just
5 take it from there.

6 CHAIRPERSON WOODS: Alright. Madam secretary. Is
7 Commissioner Burton still out there?

8 COMMISSIONER HERNANDEZ: Yes.

9 CHAIRPERSON WOODS: Alright.

10 MS. GARNIER: The report from today is as listed on
11 the agenda. Facial recognition report, ShotSpotter weekly
12 report. There are memoranda from the various committees,
13 which also, will be listed and spoken to and presented
14 during new business announcements for the week are: the
15 next Board meeting is next Thursday, May 22nd, 3:00 PM
16 here at headquarters. The June community meeting will be
17 held Thursday, June 12th, 6:30 PM. It will be held in the
18 7th Precinct at Sacred Heart Activities Building, which
19 is located at 3451 Rivard Street in Detroit. The next
20 committee meetings are as follows: The Policy Committee
21 will meet Tuesday, May 27th at 5:00 PM, here in Public
22 Safety Headquarters, and the Towing Committee will meet
23 the following day, Wednesday, May 28th, here at Detroit
24 Public Safety Headquarters. And those are the
25 announcements and reports for today's meeting.

1 CHAIRPERSON WOODS: Okay. We can get the chief
2 Investigator to update the community and where we are at.
3 CI WARFIELD: Thank you Mr. Chair. To the honorable
4 members of the Board and to the community. Thank you also
5 very much for being here today. As you all know, the
6 office of the Chief Investigator has been undergoing a
7 number of reorganizations and the changes in our office.
8 As you all know, we are fully staffed. We have close to
9 22 investigators in our rotation, and they are performing
10 excellently. Because of our new case management system,
11 they're still in the process of being able to mind the
12 numbers, but our preliminary reports say that for the
13 month of April, we've actually closed over 222 cases. And
14 if you do the year's aggregate, we've closed 836 cases.
15 That's important because last year we closed 900 and I
16 believe it was 47 cases.

17 So, just in the first 4 months of this year, we've
18 closed almost as much as we did last year because of the
19 fact that, of our new technology, as well as being fully
20 staffed. And sir, if you want me to defer the rest of my
21 comments, I can.

22 CHAIRPERSON WOODS: No, you can keep it up.

23 CI WARFIELD: In addition to that, we have come up
24 with an addendum to our standard operating procedures
25 that we reported to the Citizen Complaint Committee this

1 week, that will allow us to expedite our cases even
2 further, especially those cases that have been
3 significantly aged in our system. And obviously,
4 commission members, you have that report in your binders,
5 and I believe that by the end of this year, we will be
6 completely done with the backlog, based on the addendum
7 to the SOP that addresses very specifically backlog
8 cases. And the great thing about this addendum is that as
9 the Office of the Chief Investigator continues to go
10 forward, no matter who's sitting in this seat, this will
11 be part of their regular operations if a backlog should
12 creep up again. So, that is my report at this time, sir.

13 CHAIRPERSON WOODS: Thank you so much. Any questions
14 to the chief investigator? There being no questions,
15 madam secretary, please call the roll.

16 MS. GARNIER: Commissioner Woods - Present.

17 MS. GARNIER: Commissioner Moore - Present.

18 MS. GARNIER: Commissioner Hernandez - Present.

19 MS. GARNIER: Commissioner Dewaelsche - Present.

20 MS. GARNIER: Commissioner Smith - Present.

21 MS. GARNIER: Commissioner Burton - Present.

22 MS. GARNIER: Six present, sir.

23 COMMISSIONER HERNANDEZ: Through the Chair?

24 CHAIRPERSON WOODS: Yes.

25 COMMISSIONER HERNANDEZ: Could we just acknowledge if

1 any of the absent commissioners requested an excuse?

2 CHAIRPERSON WOODS: Yes.

3 MS. GARNIER: I do have a couple that asked to be
4 excused. However, they also said they may be coming in
5 prior to, which is one of the reasons I didn't mention.

6 CHAIRPERSON WOODS: So, they are excused for right
7 now.

8 MS. GARNIER: Would you...?

9 CHAIRPERSON WOODS: Yes, put it on the record,
10 please.

11 MS. GARNIER: I'm sorry.

12 CHAIRPERSON WOODS: Put it on the record.

13 MS. GARNIER: As...?

14 CHAIRPERSON WOODS: If they asked to be excused, put
15 the excuse on the record.

16 MS. GARNIER: Commissioner Banks excused.
17 Commissioner Bell excused.

18 CHAIRPERSON WOODS: Okay. Alright. Thank you.

19 COMMISSIONER HERNANDEZ: Thank you.

20 CHAIRPERSON WOODS: I'd like to entertain a motion
21 for the approval of the May 15th, 2025 agenda.

22 COMMISSIONER HERNANDEZ: So, moved.

23 COMMISSIONER MOORE: Support.

24 CHAIRPERSON WOODS: Moved by Commissioner Hernandez,
25 supported by Commissioner Moore. Any discussion? All in

1 favor, say, aye.

2 COMMISSIONERS: Aye.

3 CHAIRPERSON WOODS: Anyone oppose? The motion is ---

4 COMMISSIONER BURTON: Discussion? Mr. Chairman, for
5 the administrative position, I noticed there's one
6 administrative position where one person is looking to be
7 moving through the process. But I like it if we can have,
8 you know, from a democracy standpoint, if we can have a
9 runoff where we can have a second or third name for that
10 position, as well as the second administrative position.
11 I think there are three applicants or whatever that's
12 moving forward to the full Board. I like to see the same
13 thing with the other administrative positions, where
14 there are more than just one name coming before the full
15 Board.

16 CHAIRPERSON WOODS: Commissioner Hernandez.

17 COMMISSIONER HERNANDEZ: Thank you. I'll provide a
18 brief response based on my role as chairperson of the
19 Personnel and Training Committee. There was a consensus
20 amongst the committee for the administrative position to
21 move forward with the identified candidate, along with a
22 secondary candidate pending any open positions that may
23 be made available in the future. As a reminder, this is
24 more of a budget committee item, which I also sit on. We
25 were preliminarily approved for additional postings

1 beginning in July, and I put that out there
2 perspectively, because those postings are not yet up.
3 Therefore, in partnership with HR, they advised us that
4 we could actually identify, not select, an additional
5 candidate prospectively for that upcoming posting. So,
6 instead of having to come back and re-interview the same
7 pool of people for the same qualifications, that's why
8 we're doing it that way. For the administrator 3
9 position, the interviews were tight enough that the
10 committee felt the entire Board should be a part of that
11 interview process as well, which is why we have those 3
12 candidates present today.

13 COMMISSIONER BURTON: Through the Chair.

14 CHAIRPERSON WOODS: Yes, sir.

15 COMMISSIONER BURTON: I don't agree that the
16 committee didn't look at this or whatever. But what I do
17 understand is that we are not following the process that
18 we had in previous job postings. And I'd like to know
19 what's changing from this process versus the previous
20 processes. But I don't want to say that the committee
21 didn't have the best attentions in hand. I'm not going to
22 say that, but I don't agree with this process. I think
23 that would be fair, because the process did ---

24 DR. JACKSON: Mr. Chairman.

25 CHAIRPERSON WOODS: Yes.

1 DR. JACKSON: The parliamentarian advises that the
2 report of the Personnel Committee is on the agenda.

3 CHAIRPERSON WOODS: Yes, and we did ---

4 DR. JACKSON: Therefore, this is not an amendment to
5 the agenda because that report is already on the agenda.
6 The commissioner can certainly bring up this issue when
7 that committee report is presented, and make a motion to
8 refer this matter back to the committee, if the
9 commissioners are not satisfied with the process. But at
10 this time, what is before the Board is approval of the
11 agenda, and what the commissioner is discussing is not a
12 change or an addition to the agenda.

13 COMMISSIONER BURTON: Sure. And I'd just like to add
14 this really quick briefly. I'm not saying that the
15 committee didn't have the best intentions or anything,
16 for this Board or for the committee. It's more so about
17 the process that ---

18 DR. JACKSON: The parliamentarian believes she
19 understands the commissioner's issue. But what is before
20 the Board is approval of the agenda, and what the
21 commissioner is discussing is a committee report that is
22 going to come up; and at that point, a full presentation
23 of the commissioner's concerns would be appropriate. But
24 at this time, since what the commissioner's discussing is
25 not an amendment to the agenda, it is not part of what is

1 before the Board at this time.

2 CHAIRPERSON WOODS: Absolutely. All in favor say aye.

3 COMMISSIONERS: Aye.

4 CHAIRPERSON WOODS: Anyone oppose? The motions
5 carried. I entertain a motion for the approval of the
6 minutes for May 8th, 2025.

7 COMMISSIONER HERNANDEZ: So, moved.

8 COMMISSIONER MOORE: Support.

9 CHAIRPERSON WOODS: Moved by Commissioner Hernandez,
10 supported by Commissioner Moore. Any discussion? All in
11 favor say aye.

12 COMMISSIONERS: Aye.

13 CHAIRPERSON WOODS: Anyone oppose? The motion is
14 carried. You have a resolution honoring the retired
15 Deputy Chief Mary ---

16 COMMISSIONER HERNANDEZ: Introduction.

17 CHAIRPERSON WOODS: Oh, I skipped, I'm sorry.
18 Introduction of BOPC staff and Chief of Police and all of
19 the above. Say it one more time.

20 MS. GARNIER: Through the Chair. BOPC staff present
21 today are as follows: Attorney Dante Goss. Jerome
22 Warfield, Chief Investigator; Drew Fries, Felicia Tyson,
23 Mary Barber, Teresa Blossom, Candace Hayes, Artemisia
24 Joshua, Jonya Underwood, Supervising Investigator Elgin
25 Murphy and Dr. Francis Jackson, parliamentarian. DPD HR

1 Director Katrina Patillo. For Police Chief Todd
2 Bettison's Office is Assistant Chief Franklin Hayes. Our
3 interpreters today are Ms. Yakata and Dr. Stephanie
4 Beatty; court reporter Don Handyside, Enrique Jackson for
5 Audio Visual. Charles Henry, Media Services Video.
6 Elected officials or representatives registered at this
7 time are as follows: Marie Overall for State
8 Representative Tyrone Carter's Office. LaDon Davis,
9 Office of Council member Fred Durhal. Ron Thomas,
10 president, DPOA, Detroit Police Officers of America, and
11 former Detroit Police Commissioner William Davis. Those
12 are all that are registered at this time.

13 CHAIRPERSON WOODS: Okay. Thank you very kindly.
14 Alright. We have the resolution, honoring retired Deputy
15 Chief Mary Jarrett-Jackson. Who offered this resolution,
16 madam secretary?

17 COMMISSIONER MOORE: I can read it, Mr. Chairman.

18 CHAIRPERSON WOODS: Oh, okay. Because I'm not
19 familiar with who requested this?

20 MS. GARNIER: The DPD as well as Commissioner Bell.

21 CHAIRPERSON WOODS: Oh, okay.

22 MS. GARNIER: And I do know, the family also was ---

23 CHAIRPERSON WOODS: Yeah, I have no problem with it,
24 but I wasn't aware of it. Okay, go ahead, Commissioner
25 Moore.

1 COMMISSIONER MOORE: Memorial resolution honoring
2 retired Deputy Chief Mary Jarrett-Jackson.

3 WHEREAS Mary Jarrett-Jackson was a born scientist
4 with a destiny that racial prejudice and sexual
5 discrimination in America and law enforcement could not
6 derail. Following in the footsteps of her father, a River
7 Rouge police officer, Mary wanted to pursue her dream of
8 working at the Detroit Police Department Crime Lab.
9 Against constant obstacles, she became one of the first
10 black female Detroit police officers in 1958. She later
11 became the first female president of the Black Police
12 Organization, the Guardians of Michigan in 1977, the
13 first black female deputy chief in the world in 1986, and
14 a forensics legend from Detroit to Scotland Yard during
15 her 35-year career; and.

16 WHEREAS A true trailblazer, she used her innate
17 skills and impeccable credentials to make groundbreaking
18 achievements. Despite graduating from the prestigious
19 Howard University with majors in chemistry and physics,
20 and her experience in hospital labs in Washington, DC and
21 Detroit, Officer Jarrett-Jackson found herself passed
22 over for lab assignments by men with no education or
23 training.

24 The white male dominated department leaders, under
25 pressure about blatant discrimination, gradually gave her

1 a special test. She naturally aced it, and went to the
2 Scientific Bureau in 1964, making her the first woman and
3 first black in the crime lab. Six years later, she was in
4 charge as the lab director; and.

5 WHEREAS Time revealed how fate needed her in the
6 crime lab, when in March, 1973, it fell to Sergeant
7 Jarrett-Jackson to process evidence in a fatal officer
8 involved shooting. Her forensic tests exposed undeniable
9 facts. A white officer had killed an unarmed black man
10 and then planted a knife to cover up the murder. Faced
11 with her ironclad evidence, the officer admitted to
12 planting the weapon, and pulled back the curtain on the
13 brutal DPD campaign against black residents causing
14 stress, stopped the robberies, and enjoyed safe streets.
15 A majority white jury refused to convict the corrupt
16 officer.

17 However, Sergeant Jarrett-Jackson's work had exposed
18 heinous practices inside DPD, which made her and her
19 family targets of death threats. She stood firm, rallied
20 other officers committed to professionalism and justice,
21 and worked for police reforms with the community,
22 including State Senator Coleman A. Young; and.

23 WHEREAS Mary, with Mayor Young in 1974, the new
24 Board of Police Commissioners began working with Sergeant
25 Jarrett-Jackson as she continued to rise through the

1 ranks to Deputy Chief. She engaged with the Board of
2 Civilian Oversight goals for years after her 1994
3 retirement. In 2019, the Board honored her fearless
4 commitment to facts, justice and police accountability
5 with a special award. On April 25th, 2025, at age 94,
6 retired Deputy Chief Mary Jarrett-Jackson passed away.
7 Therefore, forever remains a notable figure in history
8 and science.

9 THEREFORE, BE IT RESOLVED

10 The Board of Police Commissioners awarded this
11 resolution, posthumously in honoring Mary Jarrett-
12 Jackson, who in pursuit of her dream job faded to forever
13 change the police department in the City of Detroit.

14 Motion to approve Mr. Chairman

15 COMMISSIONER HERNANDEZ: Support.

16 CHAIRPERSON WOODS: Motion made by Commissioner
17 Moore, supported by Commissioner Hernandez. Any
18 discussion? I'll just say, what a remarkable lady.
19 Absolutely. all in favor say aye.

20 COMMISSIONERS: Aye.

21 CHAIRPERSON WOODS: Anyone oppose? The motion is
22 carried. Alright. We did oral communications. Chief of
23 Police report

24 AC HAYES: Sorry. Good afternoon to this honorable
25 body, those in attendance, as well as those joining

1 remotely. My name is Franklin Hayes, Assistant Police
2 Chief, and I will be providing Chief Bettison's, Chief of
3 Police Report. I want to start off with our crime
4 numbers. We continue to trend historically low in our
5 part one violent crimes. Homicide, year-to-date, we are
6 down 9; 65 last year, this year we are at 56, for 14%
7 reduction; non-fatal shootings. We have 6 less shootings.
8 183 2024, 119, 2025. With those two numbers alone, there
9 are 73 different families that have been impacted by gun
10 violence here in the City of Detroit. Our robberies are
11 down 15%. We have 356, happened this time last year,
12 year-to-date, we are at 304 for 52 less. Carjackings 33
13 last year, 22 this year. That's 11 less for 33%
14 reduction. Overall, we are down 10% in part one violent
15 crimes. We had 3,815 incidents last year; this year we
16 are at 3,453 for a total of 362 less violent crime
17 incidents happening in the city year to date.

18 CHAIRPERSON WOODS: Let the record reflect that
19 Commissioner Pressley is present.

20 AC HAYES: I want to transition to a couple of
21 significant events that have happened since this body
22 last convened. We want to start with Saturday May 10th,
23 where officers were called to the 1000 block of Woodward
24 for a reported stabbing. Officers located the victim who
25 received treatment and was taken to the local area

1 hospital. Through the hard work of the officers, about 40
2 minutes later, the suspect was located and she was taken
3 into custody. The suspect was charged with felonious
4 assault. This was an isolated incident between two
5 juveniles. And we certainly want to remind this
6 community, and certainly all parents to be responsible
7 for their children. And we also want to remind them that
8 we have many officers deployed in the downtown area and
9 anywhere that we know large groups will be. We want to
10 encourage our youth to enjoy everything our city has to
11 offer in our downtown areas, and again, certainly that
12 parental responsibility, but we want to encourage, not to
13 make bad decisions committing a crime, because you
14 certainly will be apprehended and held accountable.

15 I want to talk about an incident that also happened
16 this past weekend at a gas station on Detroit Eastside at
17 6-Mile in Conant, where a clerk made a decision to pull a
18 firearm and point it at a customer, discharging the
19 firearm. There was a bulletproof glass barrier between
20 the both of them. However, a shard of the glass struck
21 the victim in this incident. We swiftly placed that clerk
22 into custody. And within 48 hours, actually 24 hours,
23 Chief Bettison ensured that his commitment to this
24 community holding those that offer services to our
25 residents, they will treat them humanely with dignity and

1 with respect to our residents here in the City of
2 Detroit. And anyone in our city for that matter, not just
3 residents, those that may come and visit or recreate as
4 well.

5 And for that we swiftly close the location and now
6 they have the process of explaining why they should
7 continue to enjoy the privilege of serving the residents
8 as well as, again, those that work in and also visit our
9 city as well. Because based on those actions that is not
10 anyone that we want again, having a business here in our
11 city. The business was also a Green-Light. And it is
12 important that the partnership with Green-Light, we've
13 worked very hard to build that program. And we will not
14 lose credibility by continuing relationships with bad
15 partners that make those decisions. So, they have also
16 been suspended from the Green-Light program as well. So
17 again, we will work to keep this body informed of
18 incidents like that in the future. Hopefully, there are
19 few and far in between, hopefully non-existent, but in
20 the event that that happens, we'll certainly take the
21 charge to keep this body informed of those incidents,
22 that certainly we can address those and hold those
23 accountable.

24 CHAIRPERSON WOODS: And let the record reflect that
25 Commissioner Carter is present.

1 AC HAYES: Just a few last things. As summer is
2 rapidly approaching, we are on a campaign to encourage
3 and quite frankly insist on responsible driving
4 throughout our city. With that campaign, we are focused
5 on speeding as well as license plates and vehicles being
6 properly registered when driving through our city
7 streets. That is an active campaign, and all of our
8 precincts are focusing on this.

9 And from that, we've made several arrests, recovered
10 several firearms and ordinances have been issued, as well
11 as vehicles that have been impounded that do not have a
12 license plate on them at all. You'd be surprised, some
13 may fold up a piece of paper and just write a date on it
14 to do that as well and drive on our streets. We are
15 having a zero tolerance as we address these issues as our
16 youth. As I talked about downtown, while there's an
17 encouragement for youth to make better decisions and
18 enjoy downtown responsibly, there's also an onus to
19 adults, and those that are operating these vehicles, they
20 too need to make responsible decisions as well and
21 operate these vehicles lawfully registered and within the
22 speed limits. As former Commissioner Davis, I certainly
23 appreciate his empathy and recognition, although this
24 body as well does that. This is National Police Week.

25 So, across the nation, police departments are

1 recognized during this week, remembering those who have
2 given the ultimate sacrifice. At our precincts across the
3 city, officers and members of the community are currently
4 holding events to remember our fallen officers. We
5 encourage those to stop by any of our precincts and enjoy
6 their food, and certainly refreshments. Some of the
7 families of the fallen officers are there as well. Please
8 come meet them as it relates to, you know, their tragic
9 loss was done for the safety of this city. So again, we
10 encourage everyone to come out. Tomorrow's the last day.
11 But please, if your schedule allows, it would mean a lot.
12 And then lastly recruiting. We are continuing to bolster
13 our numbers. We are almost at a hundred percent in our
14 sworn positions. And above 90 in our non-sworn, or
15 professional positions. On May 15th, the police
16 recruiting team is at Asher School Career Fair in
17 Southgate. Next Wednesday, May 21st., they will be at the
18 City Employee Resource Fair at KMAC, the Matrix career
19 fair on 13560 in East McNichols and the Detroit
20 Leadership Academy at 5484 Auburn Street. Mr. Chair, that
21 concludes my report and I will gladly answer any
22 questions this body may have of me, sir.

23 CHAIRPERSON WOODS: Commissioner Hernandez. Thank
24 you.

25 COMMISSIONER HERNANDEZ: Thank you. Through the

1 Chair. I think I have more of a delayed comment given my
2 absence, my excused absence last week. 4th Precinct. Two
3 weeks ago, I had obviously the hefty responsibility of
4 Cinco de Mayo activations in Southwest Detroit. I prayed
5 enough for rain and somehow it rained all day. So, I
6 think that was a good factor. Regardless though, I was
7 there for several hours with a number of different
8 officers, including Commander Holderbaum as well. They
9 did a phenomenal job that entire weekend. And on actual
10 Cinco de Mayo on Monday, I was out as well with the 4th
11 Precinct. So, I just want to recognize, even if it's
12 delayed. There were disturbances, which I think naturally
13 are always going to happen when you have that volume of
14 activities in residents and entertainment and so forth.

15 But there was a partnership, I think, that began or
16 was reinforced last year with local businesses and
17 community organizations to make sure that this year was
18 much different. And I think the results reflect that
19 partnership that's ongoing. I don't want to forget
20 anyone, but I'm just going to say a couple names of
21 officers that definitely stepped up in a lot of big ways.
22 Obviously, Commander Holderbaum, Captain Star Gonzalez,
23 who has newly moved into the 4th Precinct and was
24 recently promoted. NPO Rodriguez, Officer Luna, Officer
25 Sears, well now, Sergeant Sears, Officer Lopez, and

1 Officer Rios. All of them, again, including the rest of
2 the 4th Precinct, did a phenomenal job, but they
3 definitely stood out that day. And then one final
4 comment. I actually, in my entire tenure of being on this
5 Board, and I'm kind of sad to say it attended my very
6 first graduation on Monday, and actually was given the
7 task a couple minutes before speaking at this graduation.

8 I was very impressed that there were, obviously, so
9 many families. I just would encourage any commissioner or
10 any resident who has never been a part of a promotional
11 ceremony to actually go out, take the time and see how
12 supportive, obviously, the community and families are of
13 those that get promoted. And obviously we have our very
14 own Assistant Chief Hayes, who was a part of that
15 promotional ceremony as well. So, congratulations again
16 to everyone. The expectations are high, the
17 accountability is even higher, but I was just really
18 happy to be able to attend on your behalf.

19 CHAIRPERSON WOODS: Thank you so much, and thank you
20 for the great job you did. Yes. Commissioner Dewaelsche,
21 and then Commissioner Moore.

22 COMMISSIONER DEWAEELSCHÉ: Thank you, Mr. Chair.
23 Actually, I was going to start my comments exactly the
24 way Commissioner Hernandez did. I was also excused last
25 week and did not get an opportunity to comment on the

1 great job. And I'm not going to repeat or say any names
2 because Commissioner Hernandez already did. But I do want
3 to say that I gave AC a call the night before the parade
4 because I was getting calls from several leaders. I got
5 like 4 calls from leaders who had said there was a rumor
6 going around in the community that ICE and DPD were
7 working together, and they were going to be rounding up
8 people to take them in, you know, to get them deported.
9 And so, my cell phone was ringing constantly. So, I
10 called AC right away.

11 And I told him, I said, there's this rumor, and once
12 it starts, it's like wildfire in our community. Everybody
13 will hear this rumor. And so, he assured me, he was very,
14 very deliberate in his comment, and he said, absolutely
15 not. We are not working with the border patrol to round
16 people up. Absolutely not. The chief is going to be in
17 the parade, and so is the mayor. So, please call your
18 people back and tell them they have nothing to worry
19 about. And so, you know, as far as I know, I was at the
20 parade as well all day. And there was nothing that
21 happened during the parade other than it rained. It was
22 cold rain; people were coming into where I have the
23 newspaper and even the Chief came and AC came to stop by
24 and visit. So, I just want to thank everyone who worked
25 so hard in the department to make sure that this was a

1 very, very nice event for our community, because our
2 people still came out. Even with that threat, you know,
3 the thought that it might happen. And with the rain, we
4 still had about 8,000 people that came out to the parade.
5 So, thank you so much for allowing us to have that
6 celebration of our culture. Thank you.

7 CHAIRPERSON WOODS: Yep.

8 COMMISSIONER MOORE: Thanks, Mr. Chair.

9 CHAIRPERSON WOODS: Yes, sir.

10 COMMISSIONER MOORE: I said initially I wasn't going
11 to ask any questions, but two popped up, so forgive me.
12 The first one deals with carjacking. If a citizen walks
13 into a precinct and they don't have any proof of
14 insurance, can a carjacking report still take place?

15 CHAIRPERSON WOODS: Thank you.

16 AC HAYES: Through the Chair. Yes, it can.

17 COMMISSIONER MOORE: Okay. Second question is noise
18 complaints. I know that there's a task force, a group of
19 folks, DPD, that are in position to handle large scale
20 noise complaints. What is the citizen to do, if it's the
21 neighbor that's playing their radio loud in the car or
22 something like that? Can they sign a green ticket like
23 they used to do back in the day? What would you advise a
24 citizen to do if their neighbor constantly plays loud
25 music?

1 AC HAYES: Through the Chair. There are a couple
2 different avenues that the resident can take. They can
3 certainly call 911. They should have a relationship with
4 their precinct commander, as well as their NPO. They can
5 feel free to use that as well and do that. We have a
6 group of members dedicated to those quality-of-life
7 issues. Several are in attendance today, our NPOs. So
8 again, noise ordinance, whether it be from a venue,
9 whether it be from a car there are things that are in
10 place and there are tools that the city charter/code has
11 given us to hold them accountable and not be disruptive
12 to the peace and tranquility of our neighborhoods.

13 COMMISSIONER MOORE: Through the Chair, a citizen
14 can't sign the green ticket if the officer is not present
15 to hear the noise.

16 AC HAYES: No, sir.

17 COMMISSIONER MOORE: Okay. Thank you.

18 CHAIRPERSON WOODS: Alright. Thank you. Thank you.

19 AC.

20 AC HAYES: Yes, sir.

21 CHAIRPERSON WOODS: We're going to go to the Human
22 Resource Bureau Report. Ms. Patillo, how are you doing?

23 DIR. PATILLO: Good afternoon, Chair. Through the
24 Board.

25 CHAIRPERSON WOODS: You don't have to take 10-minutes

1 either.

2 DIR. PATILLO: I won't. The HR report for the month
3 of April. You all should have been provided the packet.
4 So, for the report for the department, and this is for
5 the month of April. The department was filled at 97%. For
6 sworn, we were filled at 99%. 2,641 positions were
7 filled. We had 33 vacancies at a 1% vacancy rate. For
8 civilian professional staff, we were filled at 764
9 positions, 93% and 59 vacancies, 7% vacancies. For the
10 sworn recruiting. For the fiscal year until April 30th,
11 we had received a total of 1,990 applications. 559 were
12 in processing, 3 withdrew, 592 were archived. 142 members
13 have been hired during the fiscal year. 249 was
14 temporarily disqualified, 179 were permanently
15 disqualified, and 266 are waiting on MCOLES testing. For
16 the testing for April, for the written exam we had 72
17 that was scheduled. 40 appeared, 25 that passed, 62%
18 passing rate, 15 failed. That was a 38% failure rate; one
19 rescheduled, 31 no-shows. For the physical agility. 69,
20 schedule. 34 appeared, 21 passed, 62% passing rate 13
21 failed, 38% failure rate, 3 rescheduled and 32 no-shows.
22 We do not have any graduates for the month of April. For
23 new hires, we had a total of 48. That was 19 sworn 29
24 professional staff. For the Detroit residency, for
25 Detroit, we have a total sworn 603, police assistant 15,

1 those are Detroit residents, and 438 professional staff.
2 For the non-Detroiters, 2038, total sworn, 12 police
3 assistants and 327 civilians. Of those new hires that we
4 had, for the civilian professional staff, 18 of Detroit
5 residents, 34 sworn, for Detroit residents for the
6 academy. For the attrition, we had a total of 25, 10
7 police officers, 13 professional staff, and two police
8 assistants. For our leave of absence, for sworn and
9 civilian. For FMLA continuous, we had 13 sworn, 3
10 civilians. For FMLA intermediate 129 sworn, 74 civilians.
11 Paid parental leave, we had 9 sworn, 1 civilian, medical
12 leave, 4 civilians, restricted, 154 sworn, 11 civilians,
13 disabled, 14 sworn, 4 civilians, sick, 19 sworn 5
14 civilians, 4 suspensions.

15 We had a total of 14. 13 police officers, 1
16 sergeant. For monthly separations, we had a total of 10;
17 breakout was 8 police officers, 2 lieutenants. And then
18 for our deferred retirement program, we have a total of
19 490. From January, 2023 to the present, we have a net
20 gain of 348 police officers. We have hired during this
21 time, 713, 365 are separated. For this calendar year, we
22 have a net gain of 10. We've hired 85, 75 are separated.
23 This past Friday, we graduated a class of 39 student
24 police officers. We currently have 5 academy classes
25 going right now, 118 students. We expect to conduct

1 another hiring on May 29th. And for the ELPAC, SPAC and
2 DPAC graduation, we had over 800 in attendance of guests.
3 Those promotions and appointees were one assistant chief,
4 one assistant chief, one commander, one deputy chief, 11
5 lieutenants, 28 sergeants, and 18 detectives. Pending any
6 questions that concludes my presentation.

7 CHAIRPERSON WOODS: Commissioner Dewaelsche.

8 COMMISSIONER DEWAELSCHE: Yes. Thank you. Just a
9 quick question, since we're close to 100% mark and I know
10 that could change every month. What happens if we reach
11 100%? Do you continue recruiting and collecting or
12 starting a wait list of some kind? What is the process?

13 DIR. PATILLO: So, I would say, and this is me
14 speaking. I would say that we would continue to need to
15 recruit. And the reason why is because we attrit every
16 month. And so, if I just stand idle and do nothing, the
17 numbers can creep up when you're on the vacancies. So, I
18 think once we get to a hundred and I do believe it's
19 possible that I would need to have a conversation with
20 the chief, the Board of police, commissioner, the mayor,
21 to determine how to go forward at that point. But, yes.

22 COMMISSIONER DEWAELSCHE: And just a couple of more
23 comments, Mr. Chair. I've been on the commission; this is
24 my third term, and I have never seen the numbers this
25 high ever. So, you know, the department is to be

1 commended. Also, the number of separations is also very
2 low. I recall when we would have as many separations as
3 we had graduates, you know, for that month. So, you know,
4 again whatever you're doing is working and thank you,
5 thank you for that.

6 DIR. PATILLO: I would say it's a team effort. So,
7 from the unions to the city council passing the economic
8 package that they passed, to the governor, passing the
9 bill where there's a repayment if you graduate from our
10 academy class, and if it's less than 4 years, you have to
11 pay back a portion of that. We haven't seen that many
12 that fall into the category, but I think it's a
13 collective effort from everyone taking part in doing
14 what's needed and what's necessary.

15 COMMISSIONER DEWAELESCHE: Thank you.

16 CHAIRPERSON WOODS: Any further questions? No other
17 questions. Thank you very kindly. Thank you for the great
18 job you're doing.

19 DIR. PATILLO: Thanks.

20 CHAIRPERSON WOODS: So, where are we at, new
21 business?

22 COMMISSIONER MOORE: unfinished.

23 CHAIRPERSON WOODS: Unfinished business. Okay.
24 There's none. So, we had new business. So, the Citizens
25 Complaint Committee Report. Yes, sir. Commissioner

1 COMMISSIONER PRESSLEY: Thank you. Through the Chair.
2 I encourage my colleagues to take the moment to review
3 the memorandum that comes from the Citizens Complaint
4 Committee meeting that was held this past Tuesday. May
5 13th, 2025. But there is one action item that comes out
6 of the committee, relative to the standard operating
7 procedure addendum that was provided and presented to us
8 by the chief investigator. And the committee moved that
9 forward for the Board. And so, by direction of the
10 Citizens Complaint Committee, we moved to adopt the
11 addendum to the standard operating procedures for the
12 Office of the Chief Investigator Expedited Backlog
13 Guidelines.

14 CHAIRPERSON WOODS: By recommendation by the Citizens
15 Complaint Committee to move their item forward. Is there
16 any discussion? All in favor say aye.

17 COMMISSIONERS: Aye.

18 CHAIRPERSON WOODS: Anyone oppose? The motion is
19 carried. Thank you.

20 COMMISSIONER HERNANDEZ: Thank you.

21 CHAIRPERSON WOODS: Did I do it right?

22 DR. JACKSON: Yes. Mr. Chairman.

23 CHAIRPERSON WOODS: Yes, I was looking at you Yeah.
24 So, the Budget Committee goes to Commissioner Dewaelsche.

25 COMMISSIONER DEWAEELSCHÉ: Yes. Thank you, Mr. Chair.

1 There was a Budget Committee meeting held on May 13th and
2 present were myself and Commissioner Bernard. And we also
3 had staff attendees. And from that budget committee,
4 there is an action item. And that action item is that I
5 want to propose by the direction of the Budget Committee,
6 I move to extend the length of time in which the OCI
7 investigator task workers will serve the Board from the
8 end of this fiscal year, June 30th, 2025 to November
9 21st, 2025, which is the expiration date of the
10 memorandum of understanding between the City of Detroit
11 and the Michigan Association of Public Employees local
12 number 214.

13 CHAIRPERSON WOODS: By recommendation of the Budget
14 Committee, they move to recommend extending the task
15 workers to the end of November 2025, which is outlined in
16 the memorandum of understanding. Any discussion? All in
17 favor say aye.

18 COMMISSIONERS: Aye.

19 CHAIRPERSON WOODS: Anyone oppose? The motion is
20 carried. And the Policy Committee you are going to handle
21 that?

22 COMMISSIONER DEWAEELSCHÉ: Mr. Chair, I'll handle the
23 policy committee as well. On behalf of Commissioner
24 Bernard, who is the Chair, we met on May 13th as well.
25 And we had a lot of discussion about various proposed

1 policy directives. And I have, by the direction of the
2 Policy Committee, moved to adopt the following policy
3 directives: Directive 102.6, Citizens Complaints;
4 Directive 2010.3, Domestic Violence. Directive 202.1,
5 Arrests. Directive 204.7, Special Events, and Escorts.
6 Directive 205.4, First Amendment. Directive 301.1, Radio
7 Procedures. Directive, 303.5 Uniforms and Appearance.

8 COMMISSIONER BURTON: Through the Chair.

9 CHAIRPERSON WOODS: You want to wait until I make the
10 motion?

11 DR. JACKSON: Mr. Chairman, you need to first state
12 that motion and then you can open it up.

13 CHAIRPERSON WOODS: Yeah. Thank you. By direction of
14 the Policy Committee, they moved to adopt a policy
15 directive of 1.2.620, 1.3202. 204.7, 205.4, and 30.1, 30
16 3.5. Any discussion?

17 DR. JACKSON: The parliament would remind the
18 commissioners that without a motion, any one of these can
19 be pulled and voted on separately.

20 CHAIRPERSON WOODS: Okay. Any discussion?

21 COMMISSIONER BURTON: Through the Chair.

22 CHAIRPERSON WOODS: Yes.

23 COMMISSIONER BURTON: For discussion, I think it's
24 very important that the Policy chairperson be here to put
25 forth what policies that she would like to see move out

1 of committee today and brought to the table. But also,
2 it'd be nice if I'm not sure if, if everyone saw all of
3 the policies that's coming out of committee or have
4 recommendations of their concerns. But it'd be nice if it
5 came from the policy chairperson. I believe she's enroute
6 now, but I'm not sure if she was bringing all of this
7 today.

8 CHAIRPERSON WOODS: Well, she's very familiar with
9 what's going on right now. These are the policies that
10 she helped to put together. And we have a policy member
11 here as well. We have the policy manager here. They have
12 done a phenomenal job in bringing these policies to bear.
13 And from my understanding, these policies were sent to
14 the Board for any type of input. So, if you have any
15 input on any of these policies, that's one thing. But we
16 are not going to sit them and hold up the business of the
17 Board of Police Commissioners, until Commissioner Bernard
18 gets here. Any further discussion?

19 COMMISSIONER MOORE: I was just going to say, through
20 the Chair, that the Chairwoman did submit a letter. There
21 is a letter in our packets echoing what Commissioner
22 Dewaelsche just stated. That's all.

23 CHAIRPERSON WOODS: Yes, absolutely.

24 COMMISSIONER DEWAEELSCHÉ: Mr. Chair, if I may. Maybe
25 the secretary can confirm. These are online on our

1 website.

2 MS. GARNIER: Yes, they are online. And they did go
3 with the agenda on Tuesday and again today, yes.

4 COMMISSIONER DEWAELESCHE: Thank you.

5 CHAIRPERSON WOODS: Yeah. And from my understanding,
6 were they sent to all the commissioners?

7 MS. GARNIER: At the committee, posting the documents
8 were all sent, as well as, once they were revised, as I
9 said, when the packet went out, electronic packet went
10 out on the posting on Tuesday. And yet again today,
11 together with the memorandum from the committee with the
12 actual documents. We'll forward it again.

13 CHAIRPERSON WOODS: Yes. so again, all in favor say
14 aye.

15 COMMISSIONERS: Aye.

16 CHAIRPERSON WOODS: Anyone oppose? The motion is
17 carried. We have a Closed Door Session, pursuant to
18 Section 8(a) of the Open Meetings Act, MCL 15.268(a) the
19 department's request for the Board to consider
20 administrative leave without pay but with medical
21 benefits for Probationary Police Officer Alicia Kilgore,
22 Badge 24 91, assigned to the 5th Precinct.

23 COMMISSIONER HERNANDEZ: So, moved.

24 COMMISSIONER MOORE: Support.

25 CHAIRPERSON WOODS: Moved by Commissioner Hernandez

1 to go into closed session and supported by Commissioner
2 Moore. Any discussion? All in favor, say aye.

3 COMMISSIONERS: Aye. This is a 3-minute recess.

4 (Whereupon the Board Entered into Closed Session)

5 CHAIRPERSON WOODS: Today is May 15th at 4:27. The
6 Board of Police Commissioners is called back to order.
7 Please call the roll.

8 MS. GARNIER: Commissioner Woods - Present.

9 MS. GARNIER: Commissioner Smith - Present.

10 MS. GARNIER: Commissioner Banks is excused.

11 MS. GARNIER: Commissioner Bell - Present.

12 MS. GARNIER: Commissioner Burton - Present.

13 MS. GARNIER: Commissioner Carter - Here.

14 MS. GARNIER: Commissioner Moore - Present.

15 MS. GARNIER: Commissioner Hernandez - Present.

16 MS. GARNIER: Commissioner Pressley - Here.

17 MS. GARNIER: Commissioner Dewaelsche - Present.

18 MS. GARNIER: We have a quorum?

19 MS. GARNIER: Nine present.

20 CHAIRPERSON WOODS: Yep. What is the pleasure? Yes.

21 COMMISSIONER HERNANDEZ: Have we moved on to
22 Personnel and Training?

23 CHAIRPERSON WOODS: Okay.

24 COMMISSIONER HERNANDEZ: If there's no action.

25 CHAIRPERSON WOODS: Alright. So, yeah, we will go

1 there. Let's go to the Personnel and Training Committee.

2 COMMISSIONER HERNANDEZ: Thank you. I'll call a 2-
3 minute recess if we can, just to allow for staff to set
4 up an interview table and a bunch of other things we need
5 to do and get our packets to us.

6 CHAIRPERSON WOODS: Okay. This is a 2-minute recess.

7 COMMISSIONER MOORE: Mr. Chair. I think it should be
8 noted clearly that the Board did not take action on that.

9 CHAIRPERSON WOODS: Okay. Alright. Go ahead, put it
10 on the record.

11 COMMISSIONER MOORE: Just for community awareness,
12 the Board did not take action on the item number D. The
13 closed session that we came out of. Thank you.

14 COMMISSIONER HERNANDEZ: Thank you.

15 CHAIRPERSON WOODS: The meeting is back to order at
16 4:39, May 15th. And let the record reflect that
17 Commissioner Bernard is present.

18 COMMISSIONER HERNANDEZ: Sorry. Through the Chair,
19 welcome, sir.

20 MR. JACKSON: Good afternoon everyone.

21 COMMISSIONERS: Good afternoon.

22 COMMISSIONER HERNANDEZ: Good afternoon. So, item E.,
23 on the agenda, Personnel and Training Committee. Just for
24 the entire body's awareness, this is round 2 of
25 interviews for the administrative assistant, level 3, not

1 to be confused with the administrative assistant posting
2 that is separate to this. We have 3 candidates scheduled
3 to be interviewed today. Our first candidate, the
4 gentleman who joined the room, is Mr. Jerome Jackson. As
5 a reminder, you have the applications and resumes of each
6 of the 3 candidates in the back of your binders, along
7 with the questions that are going to be asked by a few
8 commissioners. If you could please read the summary of
9 the job description.

10 MS. BLOSSOM: This is a summary of the job
11 description for administrative specialist 3, Board of
12 Police Commissioners. Under general supervision, plan,
13 organize, coordinate, and exercise responsibility as an
14 administrative assistant 3, to the Board of Police
15 Commissioners, Board Secretary, and other staff.
16 Additionally, leads and assists in business operations,
17 including clerical and related work.

18 COMMISSIONER HERNANDEZ: Thank you. If I could kindly
19 ask very quickly that each commissioner introduce
20 themselves, starting with Commissioner Bell, just so that
21 our candidate knows who you are.

22 COMMISSIONER BELL: District 4.

23 COMMISSIONER DEWAELSCHÉ: Commissioner Eva Garza
24 Dewaelsche, At- Large.

25 COMMISSIONER MOORE: Ricardo Moore, District 7.

1 COMMISSIONER BERNARD: Attorney Linda Bernard,
2 District 2.

3 CHAIRPERSON WOODS: Darryl Woods. Chair of the Board
4 of Police Commissioners.

5 COMMISSIONER SMITH: Good afternoon. Tamara Liberty
6 Smith, District 1.

7 COMMISSIONER PRESSLEY: QuanTez Pressley, At-Large.

8 COMMISSIONER BURTON: Commissioner Willie Burton,
9 District 5.

10 COMMISSIONER HERNANDEZ: This is Hernandez. Thank you
11 for joining us, sir, for the second round of interviews.
12 The format that we're going to follow is similar to what
13 you experienced in committee earlier this week. Was it
14 last week? It was last week.

15 MR. JACKSON: Last week.

16 COMMISSIONER HERNANDEZ: My colleagues and I are
17 going to ask a series of 3 questions. These are going to
18 be different questions from what you were asked in
19 committee. We ask that you be as thorough as possible,
20 taking the approach of answering the question again with
21 as much detail as you might have in mind. And we'll start
22 with question 1. Each of these are going to follow a
23 similar format also in the sense of having a category
24 assigned to them. Question 1: The dimension or category
25 is around technical experience. If you could please

1 briefly explain how your previous experience and or
2 education have prepared you for this position. And tie to
3 that, if you could just elaborate on some software
4 applications you may be familiar with and your level of
5 expertise.

6 MR. JACKSON: Well, I've had much experience. I have
7 worked for several executives.

8 COMMISSIONER BERNARD: Can you speak up, please?

9 Mr. JACKSON: Can you hear me now? Okay. I have a lot
10 of experience. I have worked for many different
11 executives, including the director of the Detroit
12 Institute of Arts. I have worked for the director of
13 marketing for General Motors, and I worked at Sinai Grace
14 Hospital, where I worked as the director of nursing. So,
15 I am great with computers, Word, PowerPoint, Edge. And
16 I've also worked with Acela. I currently work for the
17 City of Detroit, where we service many different
18 customers. We have 400 employees, and we also have 38,000
19 customers that we service. I'm a former school teacher
20 and have a lot of administrative experience. And I'm also
21 a singer. I play organ and piano, and I'm vice president
22 of the Whitfield Company. And this is a group known all
23 over the country.

24 So, I have a lot of experience with computers and
25 being in charge. And as a school teacher, I was also

1 department head of the math and science department. I was
2 in charge of 20 teachers. And I was responsible for
3 discipline and for the evaluation of the teachers. So, I
4 have dealt with people being diplomatic. I have a very
5 calming personality. And being in charge is something
6 that I've done my whole life. And it started with my
7 mother when I was left watching my brothers and sisters.
8 And from there being a department head and being minister
9 of music at a church, I was in charge of 6 choirs. So, I
10 had over 200 choir members that I was responsible for.
11 So, diplomacy and the technical acumen just make me a
12 great candidate. Thank you.

13 COMMISSIONER HERNANDEZ: Thank you so much. Next
14 question by Commissioner Moore.

15 COMMISSIONER MOORE: Thank you, sir. Question number
16 4 comes from the area of dimension initiative and self-
17 management. Please describe a situation in which you saw
18 a problem at work and decided to correct it yourself,
19 rather than wait for someone else to correct it, with the
20 following issues. What was the situation and problem? Why
21 was it a problem? How did you go about correcting the
22 problem? Why did you correct the problem yourself? What
23 steps, if any, did you take to ensure that it was okay
24 for you to correct the problem? And lastly, what happened
25 as a result of your actions?

1 MR. JACKSON: Well, I've had many situations where I
2 had to take charge and correct some things. First of all,
3 being a minister of music, I had choir members all the
4 time that wanted to sing solos. And sometimes I had to
5 tell them, you probably would be better on the usher
6 Board. The one that sticks out to me is working for the
7 City of Detroit. When COVID hit, then all of us went
8 home. So, all I had to do was work 4 hours a day, but I
9 decided that I was going to work 40 hours a week, 8 hours
10 a day with my team. And my rationale was, well, why in
11 the world would I just sit 4 hours and let my team do the
12 rest of the work? So, I decided to work every day, and I
13 worked with my team.

14 I was on Zoom calls with the team, and I did this
15 until we went back to work. And then consequently, I
16 started working remotely. So, I've worked remotely for
17 about the last 4 years. We had another situation where we
18 had a bunch of files that we had to get done, and I
19 decided to work overtime and complete those files. And
20 just many, many times I've decided to work above and
21 beyond because that's what I enjoy doing. I like to get
22 the job done. So, that's a quick synopsis of some of the
23 things that I've done.

24 COMMISSIONER HERNANDEZ: Thank you. Commissioner
25 Dewaelsche.

1 COMMISSIONER DEWAELSCHÉ: Thank you. This dimension
2 is going to be on teamwork and building a coalition. And
3 so, I'm going to ask that you please describe a time when
4 you worked with a negative person, but were able to make
5 it a positive working relationship. When you answer,
6 please answer what the situation was, who was involved,
7 and what was your role? What makes you say that the
8 person was negative? What did you do? How did you create
9 a positive working relationship, and what happened as a
10 result?

11 MR. JACKSON: Well, I've had many situations,
12 particularly when I was teaching school. I taught
13 elementary and middle schools, and I had students where I
14 had interesting situations and I had to deal with them
15 with discipline and correct them, and yet not be too
16 harsh. And recently, I had a situation where, working for
17 the City of Detroit, I worked for buildings and safety,
18 and we were a part of implementation for the Cherwell
19 system. And anybody that knows anything about Detroit, we
20 have a Do it system. It's a ticketing system. So, our
21 department decided we wanted to implement this, and so we
22 put it in place. And finally, my boss asked me to train a
23 couple of my colleagues. So, while training one of my
24 colleagues, I was telling her some things that I wanted
25 her to do. And after she typed certain things into the

1 system, I told her, you have to sign your name.

2 She told me she was not going to sign her name. So,
3 of course I was immediately disgusted, because with my
4 teaching and training background, I always felt like, you
5 know, the teacher, when they give you something to do,
6 you have to listen to them and you have to do it. So,
7 then I confronted her and asked her, well, why is it you
8 don't want to sign your name? She just didn't want to do
9 it. So, I explained to her why she should do it. And I
10 told her it would benefit the entire program if she would
11 follow directions. So, I've had many different situations
12 dealing with people and correcting people and being
13 diplomatic, and yet trying to be friendly and get the job
14 done in a clear and succinct fashion.

15 COMMISSIONER DEWAELESCHE: Thank you.

16 COMMISSIONER HERNANDEZ: Thank you. That'll conclude
17 the 3 questions that we have. I do have a fourth question
18 that I'll ask if it's okay. What is your understanding of
19 the Board of Police Commissioners responsibility as a
20 Board?

21 MR. JACKSON: Well, I did a little research. I went
22 online and I saw some things online that gave me an idea.
23 I know that you meet weekly, and that was surprising to
24 me because when I worked at the Detroit Institute of
25 Arts, I also worked with the Board of directors there.

1 So, I have experience doing that and gathering
2 information. And I wondered what in the world could be
3 going on, but then I found that you deal with issues
4 within the community when people have problems with the
5 police department, when they need to make changes, when
6 they need to hear from the citizens. And so basically, I
7 know that you work together with the police department
8 trying to make it better for the citizens and for the
9 police as well, basically.

10 COMMISSIONER HERNANDEZ: Thank you. And do you have
11 any questions of us that you would either like to ask our
12 current staff, any commissioners as a collective body or
13 even individually by district?

14 MR. JACKSON: Well, I would like to know, when you
15 meet weekly, do you meet here all the time or do you go
16 out within the community?

17 COMMISSIONER HERNANDEZ: Pretty simple question that
18 I think I can answer. Three times a month, we're in this
19 building at 3:00 PM, Eastern Standard Time might I add.
20 The fourth time, which is typically the second week of
21 the month, we rotate by district in the community,
22 typically at different recreational centers or churches
23 or just spaces of community gathering.

24 MR. JACKSON: I have two quick questions, please.
25 Number 1; if I'm afforded the opportunity to work with

1 your group here, this is an appointed position. So, does
2 that mean that if something happens, then I need to go
3 back to my department? Do they allow you to revert?

4 COMMISSIONER HERNANDEZ: Phenomenal question. That's
5 a technical question that I think Human Resources would
6 have to ask. I don't know if we have Mr. Tipton on the
7 line, but by chance we don't, I'm more than happy to take
8 that item away and have an answer provided to you.

9 MR. JACKSON: And the last question. In this
10 position, would I be responsible for other workers under
11 me? Would I be in a supervision type situation or not?

12 COMMISSIONER HERNANDEZ: So, I think there's more to
13 be discovered with this role. Currently that
14 responsibility or the responsibility for this position
15 has been distributed out naturally. So that the work can
16 continue to flow. In terms of structure, I think that's a
17 pending decision that needs to come after the fact.
18 Historically, though, I believe, and correct me if I'm
19 wrong, but historically there has been some level of
20 supervision in this role.

21 MR. JACKSON: And my last question would be; I am
22 currently trying to finish my dissertation. I've been
23 trying to complete my PhD for the longest. And it's an
24 interesting topic. It's why males don't go to the doctor.
25 So, might I be able to get some information within the

1 police department or would you know?

2 COMMISSIONER HERNANDEZ: Could you clarify your
3 question as it relates to your dissertation? What do you
4 mean?

5 MR. JACKSON: Well, I have to do research. So, some
6 of the research I'm doing is why men don't go to the
7 doctor. And I know a lot of men suffer with this issue.
8 So, I don't know if that would be allowed or not.

9 COMMISSIONER HERNANDEZ: I'm not sure that you would
10 be able to cross pollinate, if you will. There would be a
11 separation of employment and subsequent research that
12 you're doing outside of this job. We can get an answer
13 though --- a concrete answer from Human Resources and
14 Legal. But I would anticipate that you would not be able
15 to do that.

16 Mr. JACKSON: Okay. And in conclusion, I thank you
17 all very much. I look forward to working with you, if
18 given the opportunity. And I appreciate your time.

19 COMMISSIONER HERNANDEZ: Thank you so much.

20 CHAIRPERSON WOODS: Thank you very kindly. Can we
21 have the next candidate come?

22 COMMISSIONER BERNARD: That's a cold statement. Let
23 me apologize to everybody for being late. I was trying to
24 get here. I was in court. They just kept court going on,
25 even after everybody was supposed to be gone.

1 COMMISSIONER HERNANDEZ: That's okay.

2 COMMISSIONER BERNARD: I was trying to help a 90-
3 year-old.

4 Ms. ROY: Good afternoon.

5 CHAIRPERSON WOODS: Commissioner Hernandez.

6 COMMISSIONER HERNANDEZ: Good afternoon. Thank you.
7 Through the Chair. We'll begin this similar to how we
8 began the Personnel and Training Committee meeting. Just
9 as a reminder, this is the second round of interviews for
10 the administrative assistant position 3. Ms. Blossom. If
11 we could have that same summary read for this position.

12 COMMISSIONER DEWAEELSCHÉ: Mr. Chair, if I could just
13 --- could we have the name repeated?

14 COMMISSIONER HERNANDEZ: Could you state your name
15 please?

16 MS. ROY: Candace Roy.

17 COMMISSIONER DEWAEELSCHÉ: Thank you.

18 MS. BLOSSOM: This is a summary of the administrative
19 specialist 3, for the Board of Police Commissioners.
20 Under general supervision, plan, organize, coordinate,
21 and exercise responsibility as an administrative
22 assistant 3, to the Board of Police Commissioners, Board
23 Secretary, and other staff. Additionally leads and
24 assists in business operations including clerical and
25 related work.

1 COMMISSIONER HERNANDEZ: Thank you. The format, just
2 for your awareness, will be similar to the first round of
3 interviews. They will be different questions that will be
4 asked by myself and colleagues on the Board. At the end,
5 we will allow for you to ask questions of the Board or of
6 current staff as well as appropriate.

7 MS. ROY: Okay.

8 COMMISSIONER HERNANDEZ: Okay. Question 1: and each
9 of these questions again, are based on a dimension or a
10 category, is around the dimension of technical
11 experience. Please briefly explain how your previous
12 experience and or education have prepared you for this
13 position. What are some of the software applications that
14 you're familiar with and your level of expertise?

15 MS. ROY: Can you repeat the first half of the
16 question?

17 COMMISSIONER HERNANDEZ: Absolutely. Please briefly
18 explain how your previous experience and or education
19 have prepared you for this position.

20 MS. ROY: So, my educational background is in
21 paralegal studies. I hold an associate's and a bachelor's
22 degree in paralegal studies. So, I have a firm
23 understanding of complex legal issues and matters. My
24 previous work experience has always been in the
25 government sector, both on the state and local level. I

1 worked with the State of Michigan Department of Health
2 and Human Services for a period of 11 years, as an
3 eligibility specialist. I was required to maintain a
4 caseload of approximately 900 cases, assisting families
5 within the State of Michigan. And now on the local level
6 with the City of Detroit and the Board of Police
7 Commissioners for the last two and a half years, I have a
8 familiarity with the day-to-day operations of the Board.

9 COMMISSIONER HERNANDEZ: Thank you. Commissioner
10 Moore.

11 COMMISSIONER MOORE: Thank you. This next question
12 deals with dimension, initiative and self-management.
13 Please describe the situation in which you saw a problem
14 at work and decided to correct it yourself rather than
15 wait for someone else to correct it, with the following
16 entities. What was the situation, the problem? Why was
17 this a problem? How did you go about correcting the
18 problem yourself? Why did you correct the problem
19 yourself? What steps, if any, did you take to ensure that
20 it was okay for you to correct the problem? And lastly,
21 what happened as a result of your actions?

22 MS. ROY: Recently a citizen reached out to the
23 Board. She was looking for services to assist her with an
24 eviction. Drawing on my background working with the
25 State, I knew that the services that would best assist

1 her would be through the State. So, I spoke with the
2 customer and I let her know that the State of Michigan
3 does offer assistance with evictions. I walked out the
4 process for her on what she needed to do as far as
5 getting those services. And I took the initiative to help
6 her because again, I knew what the process is. The Board
7 doesn't assist with evictions, but I had the resources
8 and the knowledge to assist her.

9 COMMISSIONER MOORE: Thank you.

10 COMMISSIONER HERNANDEZ: Thank you. Commissioner
11 Dewaelsche.

12 COMMISSIONER DEWAEELSCHÉ: Yes, thank you. My section
13 is about teamwork and building a coalition. And the
14 question is, please describe a time when you worked with
15 a negative person, but were able to make it a positive
16 working relationship. And please answer, what was the
17 situation? Who was involved and what was your role? What
18 makes you say that the person was negative? What did you
19 do? How did you create a positive working relationship?
20 And what happened as a result?

21 MS. ROY: Can you repeat that? That was a very long
22 question.

23 COMMISSIONER DEWAEELSCHÉ: The whole thing?

24 MS. ROY: Yes.

25 COMMISSIONER DEWAEELSCHÉ: Okay. Please describe a

1 time when you worked with a negative person, but were
2 able to make it a positive working relationship. What was
3 the situation? Who was involved and what was your role?
4 What makes you say that the person was negative? What did
5 you do? How did you create a positive working
6 relationship? And what happened as a result?

7 MS. ROY: A negative person that I have worked with.
8 Okay. So, a lot of times working with the Board, we do
9 have conflicting personalities, wants, needs, desires,
10 but I think that it's important to remember that when we
11 are public servants, which you all are, as well as I am,
12 that we are working for the public. We are here to
13 assist; we are here to help. So, if we are working with
14 others that are negative and our personalities don't
15 necessarily mesh, the ultimate goal is to assist the
16 public. So, with that, when I do work with individuals
17 that I don't necessarily mesh with, I remember what the
18 end goal is. Our end goal is to help, to assist and to
19 serve.

20 COMMISSIONER DEWAELESCHE: Thank you.

21 COMMISSIONER HERNANDEZ: Thank you. I have one final
22 question for you, which is, what is your understanding of
23 the Board of Police Commissioners responsibility?

24 MS. ROY: My understanding of the Board of Police
25 Commissioners responsibility is to be the official body

1 for the Detroit Police Department. Additionally, they are
2 to assist citizens when they bring matters before the
3 Board. And they're responsible for their districts and
4 whatever initiatives that they would like to see happen
5 within those districts.

6 COMMISSIONER HERNANDEZ: Thank you. Are there any
7 questions that you may have of current staff present to
8 any commissioners as a collective body or individually by
9 district?

10 MS. ROY: No.

11 COMMISSIONER HERNANDEZ: Thank you so much.

12 CHAIRPERSON WOODS: Any final remarks?

13 MS. ROY: No.

14 CHAIRPERSON WOODS: Okay.

15 MS. ROY: Thank you.

16 CHAIRPERSON WOODS: Thank you.

17 COMMISSIONER HERNANDEZ: Good afternoon or good
18 evening, actually. If you could please state your name
19 for the record.

20 MS. UNDERWOOD: Good afternoon. My name is Jonya
21 Underwood.

22 COMMISSIONER HERNANDEZ: Thank you. Ms. Blossom, if
23 you could do the honor of reading the summary for the
24 job.

25 MS. BLOSSOM: This is the summary for administrative

1 specialist 3, Board of Police Commissioners. Under
2 general supervision, plan, organize, coordinate, and
3 exercise responsibility as an administrative assistant 3,
4 to the Board of Police Commissioners, Board Secretary,
5 and other staff. Additionally, leads and assists in
6 business operations, including clerical and related work.

7 COMMISSIONER HERNANDEZ: Thank you. Just as a
8 reminder, this will take a similar format as the first
9 round of interviews. This is obviously wave two or the
10 second phase of interviews. Myself, along with a few
11 colleagues on the board, will ask you a series of
12 questions. At the very end, you'll be able to ask us a
13 question, should you have it.

14 MS. UNDERWOOD: Thank you.

15 COMMISSIONER HERNANDEZ: These questions are based
16 similarly as your first round on different dimensions of
17 experience. The first dimension is around technical
18 experience. Please briefly explain how your previous
19 experience and or education have prepared you for this
20 position. What are some of the software applications that
21 you're familiar with and your level of expertise?

22 MS. UNDERWOOD: Well, I am a dedicated, result driven
23 professional administrative assistant. I have been in
24 this field --- my career, and in my career, I have been
25 with several governmental agencies, including the US

1 military. I am proficient in Microsoft Suite. I do web
2 postings. I utilize gov delivery software. I'm using "I"
3 a lot. Excuse me. Well, I'm interested in this job
4 because it aligns with my background and my skillset. I
5 feel that this is an opportunity for me to contribute
6 meaningful assistance, as well as to grow professionally.
7 I do have a bachelor's degree and I'll end there.

8 COMMISSIONER HERNANDEZ: Thank you. Commissioner
9 Moore.

10 COMMISSIONER MOORE: Thank you. Next category is
11 Dimension Initiative and Self-Management. Please describe
12 a situation in which you saw a problem at work and
13 decided to correct it yourself rather than wait for
14 someone else to correct it. Please use the following:
15 What was the situation and problem? Why was this a
16 problem? How did you go about correcting the problem
17 yourself? Why did you correct the problem yourself? What
18 steps, if any, did you take to ensure that it was okay
19 for you to correct the problem? What happened as a result
20 of your actions?

21 MS. UNDERWOOD: Oftentimes, we work as a team. So, we
22 were experiencing a problem in the office with our copy
23 machine. I came in one day and my settings were changed
24 completely and I wasn't able to utilize it the way that I
25 preferred. Several other staff members were having that

1 same issue. So, I decided to contact the sales
2 representative and get on the phone with the sales
3 representative, indicating what my problem was and how we
4 needed it to be resolved. I was able to work through
5 trial and error with them, and eventually they got my
6 machine working properly and I was able to also have the
7 other staff members' machines to work the same way that I
8 like mine to work..

9 COMMISSIONER HERNANDEZ: Thank you. Commissioner
10 Dewaelsche.

11 COMMISSIONER DEWAELSCHE: Thank you. My question has
12 to do with teamwork and building a coalition. Please
13 describe a time when you worked with a negative person,
14 but were able to make it a positive working relationship.
15 And when you answer this, please answer what was the
16 situation? Who was involved and what was your role? What
17 makes you say that the person was negative? What did you
18 do? How did you create a positive working relationship?
19 And what happened as a result?

20 MS. UNDERWOOD: Would you repeat that one more time?

21 COMMISSIONER DEWAELSCHE: Yes. Please describe a time
22 when you worked with a negative person, but were able to
23 make it a positive working relationship. Answer, what was
24 the situation? Who was involved? What was your role? What
25 makes you say that the person was negative? What did you

1 do? How did you create a positive working relationship,
2 and what happened as a result?

3 MS. UNDERWOOD: Well, I'm thinking about a time when
4 I was working with another member of the staff. I
5 wouldn't say that we're a negative person, but we just
6 perhaps did not agree on how to work together. And so, I
7 had to kind of present what I wanted to do and work in
8 the parameters of how they wanted to work. And even
9 though it wasn't perfect, we were able to do the task and
10 get the job done.

11 COMMISSIONER DEWAELESCHE: Thank you.

12 COMMISSIONER HERNANDEZ: Thank you. One final
13 question. What is your understanding of the Board of
14 Police Commissioners responsibility?

15 MS. UNDERWOOD: The Board of Police Commissioners
16 responsibility is an oversight of the police department
17 and our role, or what I think a part of our role is to
18 assist the citizens who have issues and concerns with the
19 police, yes.

20 COMMISSIONER HERNANDEZ: Thank you. So, that'll
21 conclude the interview. If you have any questions that
22 you'd like to ask, either current staff, the full body or
23 individual commissioners by district?

24 MS. UNDERWOOD: No, I don't have any questions.

25 COMMISSIONER HERNANDEZ: Any closing comments?

1 MS. UNDERWOOD: Thank you for the opportunity. I
2 really do want this job, but I really appreciate having
3 this chance. Thank you so much.

4 COMMISSIONER HERNANDEZ: Thank you.

5 MS. UNDERWOOD: Your welcome.

6 COMMISSIONER DEWAEELSCHÉ: Thank you.

7 CHAIRPERSON WOODS: Have a nice one.

8 COMMISSIONER HERNANDEZ: So, that will conclude the
9 interview of all 3 candidates that made it forward,
10 obviously, first and second phase of interviews. I will
11 remind commissioners that there is no closed session for
12 this portion. Any discussion that you may have can take
13 place openly. Keeping in mind that this is obviously a
14 public forum. There isn't anything confidential that we
15 would share per se, regarding salaries or otherwise at
16 this moment, so I'll just gently remind each of us of
17 that. But if there is a motion for one of the three
18 candidates to move forward, you can exercise your vote up
19 or down to select the candidate.

20 CHAIRPERSON WOODS: Yes.

21 COMMISSIONER DEWAEELSCHÉ: I have a motion to move
22 Jonya Underwood forward.

23 COMMISSIONER BERNARD: Second.

24 CHAIRPERSON WOODS: There's a motion to move Jonya
25 Underwood forward by Commissioner Dewaelsche, and it's

1 supported by Commissioner Moore. Commissioner Bernard,
2 I'm sorry. Any discussion? Yeah

3 COMMISSIONER HERNANDEZ: Through the Chair. The only
4 discussion that I would provide is that we had 47
5 candidates for this posting, in particular. There was a
6 submission of all 47 of those candidates to the Personnel
7 and Training Committee. There was a thorough review and
8 partnership with City HR. You obviously saw the quality
9 of the 3 candidates, and that's all that I would ask you
10 to consider. Just know that this was a thorough process
11 from start to finish.

12 CHAIRPERSON WOODS: Yes.

13 COMMISSIONER BERNARD: Thank you, Commissioner
14 Hernandez for sharing that information with us. It's very
15 important for us to get 47 people that are good people
16 for the commission. It is very impressive. I want to
17 congratulate you and the members of the committee for
18 going through all those resumes, which I'm sure was a
19 challenge in and of itself, and coming up with 3 great
20 candidates; two of whom we were familiar with, which is
21 great. So, that means we're providing upward mobility and
22 upward opportunity here at the commission. So, thank you
23 very much, and for your presentation. It was excellent.

24 CHAIRPERSON WOODS: Yep. Any other discussion?
25 Discussion I will have is that our expectation of anyone

1 coming, working for the Board of Police Commission, that
2 they step it up for the citizens of the City of Detroit,
3 and that we will not tolerate subpar work. And so, as an
4 appointee, we will be looking at whoever will come in
5 there making sure that the job is getting done for the
6 citizens of the City of Detroit. And so, whoever it is we
7 would take them through an evaluation process. And I'm
8 happy to support my commissioners in this motion.

9 However, you know, let's stay vigilant and make sure that
10 the citizens get the best product that they can get. And
11 I understand the reasons why people support this
12 particular motion. Ms. Underwood is a phenomenal person.
13 She has contributed a lot to the Board of Police
14 Commissioners for a number of years. But you know, the
15 interview was not the best interview. Alright.

16 COMMISSIONER MOORE: Through the Chair.

17 COMMISSIONER BERNARD: She is the only person that
18 comes to work every day.

19 CHAIRPERSON WOODS: Amen.

20 COMMISSIONER MOORE: I would just say this as it
21 relates to interviews, there's such a thing called style
22 versus substance. A person might not present the way
23 Barack Obama or somebody famous might present, or ---

24 CHAIRPERSON WOODS: Or Ricardo Moore.

25 COMMISSIONER MOORE: Even me, because I don't give

1 the best interviews, believe it or not. So, therefore, I
2 can relate to the situation in which you're talking
3 about. Substance is there, because she's proven in
4 battle, because I've put her to the test personally as it
5 relates to my district, and she's upheld the gold
6 standard. So, that's why she's getting my vote.

7 CHAIRPERSON WOODS: Absolutely.

8 COMMISSIONER BURTON: Through the Chair.

9 CHAIRPERSON WOODS: Yes, sir.

10 COMMISSIONER BURTON: I agree with Commissioner
11 Moore, out of District 7.

12 CHAIRPERSON WOODS: Yes, sir.

13 COMMISSIONER BURTON: You know, I always talk about
14 substance, but I also want to talk about character. You
15 know Ms. Underwood has great character. She great
16 intellect, does the job well, shows up every day to do
17 the work that's assigned to her. Don't complain. You
18 talking about somebody that's dependable, dedicated, when
19 our office was shorthand staffed, she stepped up along
20 with other additional staff members, you know, in the
21 office. Candace Hayes stepped up in a big way. But that
22 just shows you that we have some really good talent in
23 this office. But I also want to acknowledge Commissioner
24 Hernandez for the hard work he and his team has done as
25 far as going through the screening process and things

1 like that.

2 We don't always agree on everything, but when you go
3 through screening 47 people and you bring forward 47
4 names, you are looking at this. I know this man works
5 hard. I've sat next to him for many years on the Board.
6 He's a great guy. He has great character. He works hard.
7 Sometimes, you know, as a leader, you have to think
8 outside the box. You have to move forward. And that's
9 what Commissioner Hernandez does. He moves forward. And I
10 like the recommendations that he brought before the Board
11 today for us moving forward. And I like how we, as a
12 team, as a commission and how we are moving forward today
13 and how we are working together. I mean, this is great.

14 CHAIRPERSON WOODS: Thank you. We share those
15 sentiments. All in favor say aye.

16 COMMISSIONERS: Aye.

17 CHAIRPERSON WOODS: Anyone oppose? The motion is
18 carried.

19 COMMISSIONER MOORE: Through the Chair. What about
20 filling that position?

21 CHAIRPERSON WOODS: There you go.

22 COMMISSIONER MOORE: Thank you, sir.

23 COMMISSIONER HERNANDEZ: We're on top of this. So, if
24 I can move forward to our recommendation. So, there was
25 also, as a reminder, an administrative assistant position

1 that we interviewed in committee for, keep me honest, Ms.
2 Board Secretary. I think we had 116 candidates for that
3 posting, which Commissioners Carter, Woods and myself
4 looked at line by line every single resume, and
5 application. Also, in partnership with City HR. We ended
6 up producing a list to interview. Those candidates were
7 interviewed by the committee. Subsequently, there was a
8 recommendation that came out for that posting. I will
9 remind the Board, which I began based on Commissioner
10 Burton's question in the beginning of this meeting. I
11 began to elaborate the rationale as to why we're
12 producing one firm candidate for that position, along
13 with a perspective. It was not in anticipation that we
14 would ultimately select current staff for the
15 administrative assistant 3 position.

16 It was under the premise that in the future,
17 beginning in July, the Board has preliminarily approved
18 through a budget increase to a higher additional
19 headcount at the same level as the administrative
20 assistant position. And I believe there are going to be
21 two postings. So, we were in partnership with City HR and
22 advised that we could pull from this same list of
23 candidates. So, we just made a proactive attempt with the
24 recommendation that you're going to see. So, we met for
25 several weeks, but on May 9th Board attendees were

1 myself, Commissioner Carter, Vice Chairperson, Tamara
2 Liberty Smith, and Chairperson Darryl Woods were in
3 attendance. Staff attendees, Board Secretary, Lydia
4 Garnie, Drew Fries, Fiscal Manager. There was again, an
5 interviewing of 4 candidates out of 5. I will note that
6 the fifth candidate did not show up, and we didn't
7 receive any additional communication from that
8 individual. For the administrative assistant vacant
9 position, the recommendation to the full board is to move
10 the named individuals to the full Board for appointment.
11 So, it would be for appointment to the administrative
12 assistant position, Jasmine Juarez Espinoza, to fill the
13 actual current administrative assistant position. And
14 then for prospective future posting, it would be Dior
15 Mathis full stop.

16 The second recommendation, based on the interviews
17 that we just held for administrative specialist 3. Again,
18 as a reminder, we interviewed 5 candidates in committee
19 out of 47 candidates. You just saw the second round. It
20 would be for the appointment to the administrative
21 assistant position 3, Ms. Jonya Underwood. That would be
22 the recommendation, moving forward. I believe we may need
23 a second, and I might need ---

24 DR. JACKSON: Was the committee composed of more than
25 one person?

1 COMMISSIONER HERNANDEZ: I'm sorry.

2 DR. JACKSON: Was it a committee composed of more
3 than one person?

4 COMMISSIONER HERNANDEZ: Yes.

5 DR. JACKSON: Then there would be no second required.

6 COMMISSIONER HERNANDEZ: The nuance that I would need
7 guidance on is; so, the first vacancy, the first
8 candidate came out as a recommendation from the Board or
9 from the committee. The second recommendation for
10 appointment, we just decided. So, I don't think we have
11 to include that, do we?

12 CHAIRPERSON WOODS: No, that should be a mute point.

13 DR. JACKSON: So, the question commissioner is, the
14 second recommendation is not a motion from the committee?

15 COMMISSIONER HERNANDEZ: Correct.

16 DR. JACKSON: And that would require a second.

17 COMMISSIONER MOORE: We just did that though.

18 DR. JACKSON: That's the motion you just got.

19 CHAIRPERSON WOODS: We just interviewed the candidate
20 and we just chose the candidate by vote.

21 COMMISSIONER HERNANDEZ: So, I guess what I'm saying,
22 through the Chair, to level at us the original memorandum
23 from the committee included the listed candidates for
24 appointments to the first level position. It also
25 included a recommendation to interview the three that we

1 just did. So, that negates the motion we just adopted.

2 So, is there a second needed based on the edit of this
3 memorandum, is what I'm asking?

4 CHAIRPERSON WOODS: You can just uplift the item and
5 just move forward.

6 COMMISSIONER HERNANDEZ: Then I will do that then.
7 Thank you for your support.

8 CHAIRPERSON WOODS: Yeah.

9 COMMISSIONER HERNANDEZ: Through the Chair, then I'll
10 make a motion for appointment to the administrative
11 assistant position, Jasmine Juarez Espinoza. And for a
12 prospective future position, administrative assistant
13 Dior Mathis.

14 CHAIRPERSON WOODS: Motion made by Commissioner
15 Hernandez.

16 COMMISSIONER BURTON: Second.

17 CHAIRPERSON WOODS: Second by Commissioner Burton.
18 Any discussion? Yes.

19 COMMISSIONER MOORE: Are these people present so we
20 can see who?

21 COMMISSIONER HERNANDEZ: I don't believe so.

22 CHAIRPERSON WOODS: No. These are what came out of
23 the Personnel and Training Committee interviews. So, they
24 never --

25 COMMISSIONER MOORE: -- So, the three we just

1 interviewed, they didn't go to the Personnel and Training
2 Committee.

3 CHAIRPERSON WOODS: Yeah. But we made a motion to
4 move them forward for a second interview. There wasn't a
5 need for a second interview for the first.

6 COMMISSIONER MOORE: So, it's not a need for us to
7 even see. I'm just curious. I would just like to know who
8 we are getting. That's all. That's just me personally, as
9 we've done before, but push it to the vote.

10 CHAIRPERSON WOODS: Yeah. All in favor say aye.

11 COMMISSIONERS: Aye.

12 CHAIRPERSON WOODS: Anyone oppose? The motion is
13 carried. What is the pleasure?

14 COMMISSIONER HERNANDEZ: Motion to adjourn?

15 COMMISSIONER MOORE: Support.

16 CHAIRPERSON WOODS: Motion by Commissioner Hernandez
17 to adjourn, and supported by Commissioner Moore.

18 CHAIRPERSON WOODS: All in favor say aye.

19 COMMISSIONERS: Aye. Anyone oppose? The motion is
20 carried.

21

22

23 (Meeting Adjourned at 5:22pm)

24

25

[illegible]

I, Donald Handyside, Court Recorder, do hereby certify that on May 15, 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.



My Commission Expires: 5/6/2027

DBOPC
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