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**DETROIT  
BOARD OF POLICE COMMISSIONERS**

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**TO:** Board of Police Commissioners  
**FROM:** Darryl Woods, Chair Personnel and Training Committee  
**DATE:** April 14, 2026  
**RE:** Personnel & Training Committee Memorandum

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On behalf of the Board of Police Commissioners' Personnel & Training Committee, please see the key updates from the committee meeting held on April 14, 2026.

Committee Chair called the meeting to order.

**Board Attendees:** Committee Chair Darryl Woods, Commissioner Scott Boman and Commissioner Henrietta Ivey.

**Meeting Attendees:** Board Secretary Lydia Garnier, Chief Investigator Jerome Warfield, Executive Manager Drew Fries, and Administrative Specialist Jonya Underwood.

**New Business:**

Commissioner Boman expressed concern, there are contract negotiations going on and there is history of the Board's authority granted by the Charter, being superseded by contract language. To prevent this from happening, the future language with the various unions representing members of the Detroit Police Department needs to be consistent with the Charter and with the authority that the Board of Police Commissioners should have. Commissioner Boman described an example of when the Board voted against a promotion unanimously. The case went to arbitration, and it was overridden by the arbitrator who decided the person would be promoted anyway because of the language in the contract.

We need to be sure, now that these contracts are open to negotiation, there is no longer a conflict between the Charter and those contracts. I understand the Mayor appoints negotiators and the City Council has to approve these agreements. The Board has to make it clear; although it's not something we have control over, it is something we can express and have input in the process.

We need to make it clear to the Mayor and City Council that the authority to be promoted has to be approved by the Board of Police Commissioners. That type of language and authority needs to be recognized in all contracts with all DPD members so, there is no longer a conflict between the Charter and contracts. It is important that the Mayor advise the negotiators on that, and that City Council be advised, so that we as a Board will be functional.

As it relates to the discussion, Chair Woods stated we need to have all the relevant information.

- When are the collective bargaining agreements over.
- Provide a list of proposed items to be addressed to the Mayor and City Council.
- Identify items we are currently dealing with now and Committee Member Ivey and myself can research as well, to discuss and make a recommendation.
- Present those issues to this committee for consideration and input, and a course of action to recommend to the Full Board.

Commissioner Boman also shared an issue not necessarily a Charter compliance issue, the timeline for investigations being one year, if that timeline could be extended. Chair Woods added at minimum for egregious situations that may have occurred to citizens. Chief Investigator Warfield added sometimes a citizen is filing a complaint close to the year of that incident date which limits our ability to investigate; so maybe some adjustment needs to be made when that citizen files versus when the clock starts.

Chief Investigator Warfield expressed the need to fill (5) positions for the Office of the Chief Investigator. One (1) position is for the Supervising Investigator; it is open because one of our Supervising Investigators retired. Therefore, our Senior Investigators will be interviewed for that position.

One (1) position is for Senior Investigator. This committee conducted interviews a few weeks ago for two (2) Senior Investigator positions and the third candidate from those rounds of interviews would be considered the replacement.

Three (3) positions for Investigator are to be filled as a result of movement of staff.

The Personnel & Training Committee moved and approved the following motion to be presented before the full Board.

Motion to interview in-house for the Supervising Investigator position. As it relates to the Senior Investigator position, the decision has already been made. The person that we selected previously and approved by the Board, Mary Simmons would be placed in the position of Senior Investigator once the Supervising Investigator is filled. Post the three (3) Investigator positions for the public for two weeks.

**Oral Communications/Public Comments:**

Mr. Jahdante Smith

Meeting adjourned at 2:40 p.m.