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DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR BOARD MEETING

PAGE 1 TO 41

Taken at 1300 Beaubien Street, Room 328
Detroit, Michigan,
Commencing at 3:10 p.m.,
Thursday, March 31, 2011,
Before Wendy A. Boer, CSR 3505.

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APPEARANCES :

ADELA RIVERA, VICE CHAIRPERSON

MICHAEL REEVES, COMMISSIONER (Acting Chairman)

DONNELL WHITE, COMMISSIONER

GEORGE ANTHONY, EXECUTIVE SECRETARY

CHESTER LOGAN, ASSISTANT CHIEF OF POLICE

3/31/2011

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Detroit, Michigan
Thursday, March 31, 2011
About 3:10 p.m.

COMMISSIONER REEVES: Good afternoon, ladies and gentlemen. My name is Commissioner Michael Reeves. I'll be chairing this particular meeting today. I do want to acknowledge our Commissioners. Our Vice Chair of the Board, Ms. Adela Rivera as well as our very own Commissioner Donnell White. I do want to introduce our Assistant Chief Chester Logan as well as Mr. George Anthony. Could you please introduce the staff?

SECRETARY ANTHONY: Thank you, Mr. Chair. For the record, Secretary to the Board, George Anthony. The staff members present are Ms. Tina Orr who is our Chief Investigator from the Office of Chief Investigator; Ms. Dalph Watson, our Director of Police Personnel; Ms. Celia Banks Washington who is our Attorney Supervising Investigator; Ms. Yolanda Caudle, who is our Community Affairs Coordinator; and Mr. Robert Brown who is our Office Manager; Police Officer Terrence Bell who is our Recorder and Ms. Wendy Boer from Hanson Court Reporting who is taking the minutes. And that completes the introduction, sir.

COMMISSIONER REEVES: Thank you, sir. I'm

1 going to ask Pastor Simpson from Deliverance Baptist
2 Church, one of our Police Chaplains, to come and give us
3 the Invocation for this afternoon.

4 PASTOR SIMPSON: Let us bow. Eternal God, we
5 come now and thank You for these men and women who have
6 given their life to be servants for Your people. Lord,
7 your Word declares and lets You watch over the City, the
8 work (inaudible). So give us wisdom, give us power,
9 give us courage to be able to exemplify the authority
10 you have invested in all of us. And then Lord we pray
11 for this city, this state and this nation, all men who
12 have put their -- men and women who put their hands to
13 be servants for Your people. Give us the determination
14 to run on in spite of the odds. In Jesus name we do
15 pray, Amen.

16 AUDIENCE: Amen.

17 COMMISSIONER REEVES: I'm going to make a
18 motion to approve the agenda for today, which is
19 Thursday, March 31st.

20 COMMISSIONER RIVERA: So moved.

21 COMMISSIONER WHITE: Support.

22 COMMISSIONER REEVES: It has been properly
23 moved. And then I need to make a motion to approve the
24 minutes for -- I'm sorry. It's been properly moved and
25 supported. All those in favor?

1 COMMISSIONERS: Aye.

2 COMMISSIONER REEVES: Thank you. All right.

3 Now, we are going to make the motion to approve the
4 minutes.

5 COMMISSIONER RIVERA: So moved.

6 COMMISSIONER WHITE: Support.

7 COMMISSIONER REEVES: It's been properly
8 motioned and seconded. All those in favor?

9 COMMISSIONERS: Aye.

10 COMMISSIONER REEVES: Motion carries. I need
11 to make -- we are going to postpone the grants as well
12 as the contract presentation, and we are going to
13 reschedule that for April 7th. And then, too, I want to
14 also acknowledge the absence of our Chair, Commissioner
15 Jerome Warfield, who is out of town, as well as our
16 other Commissioner that's not here. And our Vice Chair
17 will let you know why.

18 COMMISSIONER RIVERA: We'd like to extend our
19 sincere condolences to the family of Toney Stewart on
20 the death of his aunt, Rosalee Lockwood. They are at
21 the family hour or the visitation right now. So he was
22 not able to join us today. The funeral will be tomorrow
23 at the Caver Memorial Chapel at 3:00. So, we send our
24 condolences to the family.

25 COMMISSIONER REEVES: There is no Chair

1 report. But I did want to thank DC Turner as well as
2 the Police Reserves for their help at Ecumenical
3 Theological Seminary. They are having a women's
4 conference. And I was approached and asked if they can
5 have some kind of help. And DC Turner stepped right in.
6 And I just want to thank you very much for helping the
7 seminary out for that.

8 Right now I'm going to ask if there's a report
9 from the Chief's office?

10 ASSISTANT CHIEF LOGAN: Good afternoon.
11 Through the Chair, we have Commander Dwayne Love from
12 the Training Section who is prepared to give you an
13 excellent presentation on training.

14 COMMANDER LOVE: Good afternoon. Greetings to
15 the esteemed Board. It's my pleasure to be here today
16 to present to you a little bit about what's going on in
17 my operation, Training. And good afternoon to you
18 again, AC. Okay. I will get started. Training is --
19 we fall under the Civil Rights Integrity Bureau headed
20 by Deputy Chief Janice Butler.

21 Training has a few different entities that
22 fall under my supervision and control. First of all, we
23 got the Firearms Training which of course is our Rouge
24 Firearms Range. We have Recruit Training, which is the
25 new police cadets, when they get hired, when they go

1 through the Academy. Field Training is the program
2 between the time they graduate from the Academy and the
3 time they start working on the street without
4 observation.

5 And the last and the biggest part of training
6 is In-Service Training. And that's when we have to
7 train of course the whole department, sworn and
8 civilian, on a variety of different subjects.

9 I will start with Recruit Training. First of
10 all, in the Academy right now we have 23 student police
11 officers that compose one class. The class started in
12 January, 2011. And as of right now, I do not know the
13 date of the next class to start. That's to be
14 determined right now. So, we are eagerly waiting the
15 next arrival for the next group of cadets. MCOLES is
16 the governing body for law enforcement in the State of
17 Michigan. So that stands for Michigan Commission of Law
18 Enforcement Standards. MCOLES mandates the curriculum
19 for the Recruit Training.

20 So, the curriculum is 592 hours of rigorous
21 curriculum. And if I had to go over each subject, I
22 would be up here a long time. So I'll just touch on a
23 few highlighted subjects that's in that curriculum. We
24 have legal training within that curriculum.

25 Before I go any further, I would definitely

1 like to thank Attorney George Anthony, your Secretary,
2 because he was our main legal instructor for recruit
3 training. And then when he took the job on the Board,
4 that spot was vacant. We did have another attorney at
5 the Academy. But that attorney was teaching In-service
6 Training, which is a different curriculum. So Attorney
7 Anthony volunteered to help us until we got the new
8 attorney settled with the City Council and until he
9 trained the new attorney on how to do her job properly.
10 So thank you, Attorney Anthony.

11 Again, in that curriculum, we've got Legal,
12 Physical Training, Defensive Tactics, which they get
13 either one of those every day throughout the whole
14 Academy. Of course Diversity, Police Ethics, Accident
15 Investigation, First Aid, CPR, Firearms Training,
16 Precision Driving, Police Procedures and Police
17 Investigations.

18 Once they are done with that curriculum -- and
19 that takes about six months approximately -- they have
20 to take a licensing exam. And if they pass the post
21 test -- that's what it's called. That's what we call
22 it. And for the record, we have a really high success
23 rate on our post test. The majority of our students
24 pass that test to go on to be police officers.

25 And, you know what? I'm so sorry. Can I just

1 hold off a minute and introduce my staff? I went
2 without introducing them first. I got to stop and do
3 that. Sergeant Jeremy James from the Training Center.
4 He teaches Use of Force. And he is our PTDI instructor.
5 And Sergeant Faith Carrie, she is my Administrative
6 Sergeant and Time Keeping Sergeant. Raise your hand,
7 Sergeant, again. Okay.

8 So, once they take the licensing exam, at that
9 point, they are certified by MCOLES to be police
10 officers. But before they graduate, they still have to
11 learn how to be a Detroit police officer. So we also
12 give them 160 hour curriculum in DPD, DPD subjects such
13 as Internal Affairs, Consent Decree Training, City Laws
14 and Ordinances, Customer Service Training and DPD
15 Policies and Procedures.

16 Once they are done with those four weeks of
17 training, then they graduate. Once they graduate, they
18 still cannot go out to the field without having some
19 observation. So, at that point, they are put into our
20 Field Training program. Field Training is a program
21 where we have field training officers across the whole
22 -- throughout the whole department at each command,
23 including Training. Each individual -- probationary
24 police officers because the new people are on probation
25 for 18 months from the date of hire or from a year from

1 the date they graduate from the Academy, whichever
2 period is shorter. So, it's 18 months or a year from
3 the graduation. They are still on probation.

4 So during that probation, they have to
5 complete this Field Training program. Field Training
6 program consists of 45 days of observation, 45 DOR's.
7 And DOR's means Daily Observation Reports. The field
8 trainers complete those reports. That usually takes
9 about 90 days to complete because when you factor in
10 leave days and other training opportunities that present
11 to them, it takes about three months to get through that
12 phase, that process. Once they are done with that, then
13 they can go to their respective commands and work with a
14 senior police officer without observation.

15 In-Service Training, like I said before,
16 that's the biggest part of our operation right now.
17 Last year, last fiscal year, I'm pleased to say that we
18 had about a 99 percent attendance to training. And
19 that's a lot of different subjects. So, most of our
20 department got trained within our mandatory training.
21 We are very serious about that training; so much as if
22 an officer or supervisor does not complete the whole
23 entire training curriculum by the end of the training
24 cycle, their weapon is confiscated, and they're relieved
25 of police powers until they come back and complete the

1 training. So they cannot go without receiving the
2 training.

3 Each year we determine from training what the
4 subjects will be for the next fiscal year's program.
5 And the training goes like each individual officer and
6 supervisor has a week to come to training, has a shift
7 to come to training. And they got to come for that
8 entire week. And the curriculum changes from year to
9 year, depending on what the department's needs are at
10 that particular time.

11 This fiscal year, our In-Service Training
12 consisted of Use of Force, PR-24 Arrest Procedures. And
13 Arrest Procedures, that's a practical scenario type
14 class where they actually teach the police officers how
15 to make arrests, how to subdue a person and then how to
16 put the handcuffs on a person, things of that sort.
17 Legal Update Training, firearms qualification -- and
18 firearms is bi-annual. It's not just once a year. It's
19 twice a year. Supervisory leadership and accountability
20 for investigators and above. Response to active
21 shooter, in car video, In Car Video Camera Training as
22 well.

23 Going back to response to Active Shooter
24 Training, that's the kind of training that I think is
25 very valuable to the department. It's all scenario

1 based. And they use what's called simunition weapons.
2 They shoot like little plastic BB's.

3 And we set scenarios up within our building,
4 building searches, low light building searches, active
5 shooter. If you have a person at a school or something
6 with a weapon, we do scenarios like that as well. So
7 it's all scenario based, and it's some really good
8 training. As you see that asterisk next to all these
9 difference subjects, the ones with the asterisks are the
10 subjects that's mandated by the Consent Decree, our two
11 federal Consent Decrees. So you got Use of Force,
12 PR-24. And I don't know if everybody is familiar with
13 PR-24. But that is our intermediate side arm, Baton and
14 Firearms of course and Leadership Training.

15 In 2010, we developed a comprehensive
16 training, special order. And we renewed it again in
17 2011. So hopefully it will be coming before this
18 esteemed Board for policy soon. But in that special
19 order, it was really detailed. It contained everything
20 as far as what we mandate from our department policy
21 when it deals with training. I couldn't go over the
22 whole policy with you. But just to touch on a few
23 different things in that -- well, not policy, special
24 order.

25 But just to touch on a few different things in

1 that special order, it stated that the commander in
2 training is to approve all lesson plans, instructors and
3 curriculum, semi-annual course and instructor
4 evaluation. So what we do every six months, we do an
5 evaluation of all our instructors and all our material.
6 And it's a really detailed evaluation packet.

7 Then we do a report. We forward it to the
8 Deputy Chief of the Risk Management Bureau. And so, we
9 can constantly be on top of what our instructors are
10 teaching, are they staying with the lesson plans, and
11 are they doing a good job in class.

12 Needs assessments. Every six months, the
13 training committee which I chair, we have a needs
14 assessment meeting. And we discuss the needs of the
15 department. Everybody comes to this meeting with
16 concerns and issues from their respective commands. So,
17 I have there myself, the commanding office of CIB, the
18 Criminal Investigations Bureau, the commanding officer
19 of Patrol Operations Bureau, Internal Affairs, Forced
20 Investigations. And we're going to start getting OCI in
21 the mix with that as well.

22 So they all come to the table. We talk about
23 any issues on the department. And we make
24 recommendations, whether it's an adjustment in training
25 or an adjustment in department policy. And we use that

1 as well to gauge our next year's In-Service Training
2 curriculum, whatever we get from the training committee
3 meetings.

4 Also, we send our staff out to different
5 districts and precincts to evaluate different processes.
6 I send some of my sergeants out, and they evaluate
7 things like the Holding Cell Compliance, the Detention
8 Process, the Arrest Process at the different districts
9 and precincts. Anything that may be an issue at the
10 time, they go out and they evaluate it. They complete a
11 report and get it back to me so we can also make
12 adjustments in training or recommend adjustments in
13 department policy.

14 We hold Risk Management meetings, and we meet
15 with the Law Department every quarter. And the reason
16 for that meeting is to get information from the Law
17 Department on what's -- on lawsuits and what's the
18 latest issue with lawsuits, what are we paying money out
19 for, what are the officers doing wrong or not properly.
20 And for example the last time we met, it was driving.
21 You know, we spend a lot of money on officers having
22 accidents in scout cars and paying out lawsuits because
23 of that. So those are some of the things we get from
24 that meeting every quarter.

25 Our compliance efforts with the Consent

1 Decree. We have a total of 25 -- actually we just
2 adopted three more paragraphs when they came back. So
3 we got 28 paragraphs now that's consent related with our
4 two federal Consent Decrees. Out of all those 28
5 paragraphs, we are in Phase 1 compliance with all of
6 them. And that's just policy development. And that's
7 -- that happened when we submitted that special order I
8 told you about earlier. We are in Phase 2 compliance,
9 and that's implementation and training of all of our
10 paragraphs except three. And that's Use of Force, 108;
11 Conditions of Confinement 78 and 98. Those are data
12 entry paragraphs. So they are very labor intensive and
13 very task oriented.

14 We had to input all police officer's training
15 records from the inception of the Consent Decree, which
16 was year 2003 to current. And right now, all we have is
17 two years left. So we've made tremendous strides in
18 that area as well. We expect full compliance with all
19 of our paragraphs, Phase 1 and Phase 2, by at least the
20 third quarter in this fiscal year.

21 Just a little bit about our attendance to
22 training. And like I said last year, we achieved about
23 a 99 percent compliance for attendance. I got some
24 charts that will show you what the attendance were the
25 last fiscal year versus this fiscal year at the same

1 time. And you may ask, if we had 99 percent compliance
2 last year, why is the number so different on this chart,
3 on these charts. Last year we had to -- at the end of
4 the fiscal year, we had to actually force -- not force.
5 We had to really rush people in to get their training at
6 the last minute because we had to get everybody trained.
7 So they had the full week of training, but we just had a
8 lot more people in our training than what we normally
9 have. This year, they get it now. They understand if
10 they don't train, what the consequences will be. So,
11 now they'll come to training more frequently.

12 So last fiscal year versus this fiscal year,
13 Use of Force, last fiscal year we had a little over 1800
14 members trained. This year, at the same time, we got
15 1,922 members. Last year in legal, we had about 1800
16 people, a little over 1800 people. This year, we got
17 1,910. PR-24, probably about 1,840 members attending
18 last fiscal year this time. This fiscal year is 1,891.
19 And Leadership Training, we had about 420 people,
20 members, trained last year the same time. And now we
21 got 445 members.

22 And right now, on our whole department, we
23 have available to train 2,680 members. And that's minus
24 the people that are extended sick, military leave or
25 FMLA.

1 Firearms Training. And don't be alarmed by
2 the 37 percent of the department because Firearms
3 Training just started over again January 1st. So we got
4 to qualify bi-annually. So since January 1, we've had
5 37 percent of the department trained. Last fiscal year
6 the same time, we had about 940 members that we trained.
7 This fiscal year, we are at 989 members trained. That's
8 as of March 25th, 2011.

9 Percentages of the department trained as of
10 March 25th, 2011, leadership, so far we have trained 69
11 percent of our department. And legal, we have trained
12 71 percent of our department. PR-24, we have trained
13 70 percent of our department. And Use of Force, we have
14 trained 72 percent of our department. And of course I
15 go with 94 percent. But the Chief and AC, they want a
16 hundred percent. So, we shoot a lot higher, shoot for a
17 lot higher than that.

18 Specialized training. Training offers courses
19 in areas to enhance the professionalism, quality and
20 efficiency and productivity of its members. And this is
21 not all the subjects we teach or instruct. But we try
22 to instruct or offer as many courses as possible to our
23 members. And, you know, I think -- I really believe
24 that if we are going -- and we do have a Class A
25 department that's probably the best in the country. And

1 it's a lot to do with our training that we give our
2 officers every year.

3 Courses such as First Aid, CPR, Professional
4 Rescuer, we provide those upon request. Officer
5 Survival, we do that class about every quarter.
6 Emotional Survival for law enforcement, we do that every
7 six months. Suicide by Cop, that's about an every six
8 month course we can give. Health and Wellness, Lock-Up
9 Training. And I do -- it's an acronym. And I know
10 Sergeant James probably knows what it is. I have it in
11 my presentation if you need it.

12 But Lock-Up Training consists of arrest
13 procedures, ground defense and weapon retention. We do
14 that class about every other month. Three-day
15 simunition training, in which they actually take the
16 officer's weapon and convert it into a sim weapon. It
17 also shoots like BB's, like little plastic BB's out.
18 It's scenario based training. We hold that as well.

19 And LPAC and SPAC training. LPAC is
20 Lieutenant's Promotional Assessment Course and Sergeants
21 Promotional Assessment Course for SPAC. Whenever a
22 lieutenant or sergeant gets promoted, they have to go to
23 these courses first. The course, it's a three-week
24 curriculum, two weeks of core instruction and one week
25 of Leadership Training. So, whenever a member gets

1 promoted, they have to actually go to all these classes
2 in this curriculum all three weeks, pass the post test
3 or the final exam, and then they can assume their new
4 rank.

5 Customer Service Training. We are -- we
6 constantly instruct in customer service. We do the
7 9-1-1 operators. Right now, we are trying to coordinate
8 a plan to get the whole department trained in this
9 fiscal year. So, we're training the trainers right now
10 in customer service so we can have them train their
11 individual members at their commands.

12 I mentioned earlier about the information we
13 get from the meetings with the Law Department. So, one
14 thing we did, because we did recognize that it was a lot
15 of issues with driving. And whenever an officer, a
16 police officer comes to the Academy, they get precision
17 driving, evasive driving operations as part of the
18 curriculum. But now we have a grant that's going to
19 allow us to buy a driving simulator. And then once we
20 get that simulator, our plan is to train the whole
21 department, retrain the whole department in driving so
22 we can address that issue of the lawsuits.

23 Also, we have another grant that's called
24 We're Here, We Care Grant. It's -- we love at training
25 to have some kind of segway to the community. Last year

1 we did the Youth Citizens' Police Academy, which is a
2 very good program. That has ended. So now we have this
3 grant. And this grant will allow us -- the training
4 center and DPD -- to adopt two high schools. So, the
5 high schools have been identified as Central and Finney.
6 The grant is supposed to be for at risk youth. We are
7 going to mentor students, build relationships between
8 the youth and the police, train on life skills such as
9 finances, resume writing, job interviewing. Students
10 will attend -- also attend a lot of field trips as well.

11 The students will be selected by the school
12 faculty and the Training Center staff. And like I said,
13 all these kids we consider at DPS are at high risk. So,
14 we're going to look at students who have an interest in
15 the program and also that are struggling academically.

16 Some of the goals for the program is to
17 improve grades, improve self image, increase awareness
18 to dangers that some students may find themselves
19 exposed to, develop positive relationships with law
20 enforcement. And this grant is good for one school
21 year. And they are going take an entrance exam and an
22 exit exam. And that's how we're going to measure our
23 success from where they started, from where they
24 finished compared to both tests as well as I told my
25 staff to also -- we are going to follow them from --

1 'cause we're targeting 9th or 10th graders. So we are
2 going to try to follow these students from the program
3 until they graduate from high school to actually see
4 what the graduation rate is with them as well. So
5 that's going to be another way that we value -- or we're
6 going to measure our success in that grant.

7 Partnerships. Training has developed working
8 partnerships with major educational institutions to
9 enhance the quality and professional development.
10 Eastern Michigan University, we use them for our police
11 school of staff and command. Davenport University, we
12 use them for our LPAC, SPAC leadership course that we
13 gave when we had our recent promotions. Michigan State
14 University, we utilize them for leadership training.
15 And we're always working with Wayne State University.
16 They help us with our executive retreats. And we also
17 have some other training that's coming up soon with
18 them, we are going to host with Wayne State as well.

19 Other partners. Training has also assisted
20 other departments in their training endeavors. We
21 constantly train DPS police. They train the Firearms,
22 Motorcycle Training, Use of Force Training, PR-24. They
23 train in almost every subject we host, we train them as
24 well. Highland Park PD, Midland County Sheriff's
25 Department and the Federal Reserve Police and other

1 police departments as well.

2 Valor training. This is some training that we
3 are going to host for the DOJ, Department of Justice.
4 It's going to be held on May 24th and May 25th of this
5 year. The plan is to have 300 to 500 law enforcement
6 officers in this training session for those two days
7 from all departments across the State of Michigan.
8 We're going to host it at Wayne State University. It's
9 going to be in the auditorium, and it's going to be
10 targeted towards anticipating and surviving violent
11 encounters. And this training was -- the DOJ received a
12 grant for this training because of the rash of police
13 shootings across the country lately. So they are
14 addressing that with this training. So we anticipate on
15 putting at lease a hundred DPD members in this training
16 as well. So, we are going to be well represented.

17 CAPPa Mental Health Training, mental health
18 training. We just approved a company to come in and
19 help us instruct for mental health awareness. It's
20 going to be part of our 40-hour training starting
21 probably within the next month or two. So, the whole
22 department will eventually get this training when they
23 come through the 40-hour training block.

24 Additional functions. We have oversight of
25 what's called PA-302 funds, law enforcement distribution

1 funds. We get approximately \$580,000 a year from the
2 State of Michigan. These funds come from citations
3 written state wide. They take a small portion of all
4 the citations written, and they put it in this account.
5 And each department receives a certain amount of money
6 based on the size of the department. So, of course we
7 are the biggest department in the State of Michigan. We
8 get the most honey. These funds are slated for
9 training, in-service members, sworn police officers and
10 equipment for sworn police officers.

11 That's the end of my presentation. Any
12 questions at all?

13 COMMISSIONER REEVES: Commissioners?

14 COMMISSIONER RIVERA: Through the Chair, how
15 long is the Recruit Training now?

16 COMMANDER LOVE: 592 hours.

17 COMMISSIONER RIVERA: That's how many days?

18 COMMANDER LOVE: About six months.

19 COMMISSIONER RIVERA: I see you have customer
20 service training. Do you offer any courses in demeanor?

21 COMMANDER LOVE: Yes, we offer cordial
22 adversity and verbal judo.

23 COMMISSIONER RIVERA: Do you offer a course in
24 how to speak nice to the public?

25 COMMANDER LOVE: Customer service, yes, ma'am.

1 COMMISSIONER RIVERA: Really?

2 COMMANDER LOVE: Yes.

3 COMMISSIONER RIVERA: I think a lot of
4 officers need to take that class again because we have a
5 lot of complaints that from the citizens of the way that
6 the officers speak to them and, you know --

7 COMMANDER LOVE: Actually, ma'am, the
8 Assistant Chief and the Chief have directed me to make
9 verbal judo a part of our next year, next fiscal year's
10 40-hour mandatory training. So all officers will
11 receive verbal judo training.

12 COMMISSIONER RIVERA: Because I always thought
13 that there's nothing better than sir and ma'am-ing
14 someone to death. It really gets them.

15 COMMANDER LOVE: I agree. That's definitely
16 the Chief's and the AC's vision as well.

17 COMMISSIONER RIVERA: What weapons do you
18 carry now?

19 COMMANDER LOVE: Smith & Wesson 40 caliber.

20 COMMISSIONER RIVERA: We no longer have the
21 Glocks?

22 COMMANDER LOVE: No, ma'am.

23 COMMISSIONER RIVERA: That CAPP training that
24 you were talking about, what does CAPP stand for?

25 COMMANDER LOVE: I knew you was going to ask

1 me that. I can't tell you right now, ma'am.

2 COMMISSIONER RIVERA: Let me just briefly ask
3 you, is this the training that teaches officers when
4 they're dealing with like somebody that's a mental as
5 opposed to --

6 COMMANDER LOVE: Yes.

7 COMMISSIONER RIVERA: And you said that's
8 40 hours?

9 COMMANDER LOVE: Also, ma'am, that CAPPa is
10 through the Northwest Guidance Center program. I don't
11 really have with me right now what CAPRA stands for.
12 But I know it's through the Northwest Guidance Center.

13 COMMISSIONER RIVERA: Okay. And on your
14 driving, you know, we used to go to Selfridge and stuff.
15 And do you still do that?

16 COMMANDER LOVE: No. We drive now on
17 Belle Isle. That's where we conduct our driving at, our
18 driving in the Academy on the paddock. And they built
19 the paddock for the Grand Prix. We conduct our driving
20 there.

21 COMMISSIONER RIVERA: Nothing like trying do
22 those J turns when there's nothing around you because
23 you do get scared when you're going through that kind of
24 S turns and J turns and all that other nonsense. I
25 think that's all I have. That's it.

1 COMMISSIONER REEVES: Commissioner White?

2 COMMISSIONER WHITE: Through the Chair, thank
3 you, Commander Love, for that presentation. Are new
4 recruits required to walk initially, walk a beat?

5 COMMANDER LOVE: Well, that will be up to the
6 individual commands that they get assigned to. When
7 they are in the field training program at the Academy
8 still before they get their permanent police assignment,
9 we do have a walking beat sometimes in different areas
10 of the community. But once they get their permanent
11 assignment at a district or a precinct, then that's up
12 to that commanding officer whether they walk a beat or
13 not.

14 COMMISSIONER WHITE: So as a part of training
15 initially, they are required to walk?

16 COMMANDER LOVE: They are not required. What
17 happens, we only have six FTLs that's assigned to the
18 Academy. So if we get a big class that graduates at one
19 time like 23 people, we can only evaluate 12 at a time.
20 So the other 12 members that we cannot evaluate in a car
21 because most of the evaluation has to be in the scout
22 car because we've got to evaluate their driving
23 techniques, their demeanor, their tactics, how they
24 interact with the community, things of that sort.

25 So, we can only -- one FTL, field training

1 officer, can only evaluate two probationary police
2 officers at a time. So the other ones are actually
3 walking a beat until their turn is up to come get
4 evaluated by the FTL.

5 COMMISSIONER WHITE: Okay. In line with
6 Commissioner Rivera's question, is the Use of Force
7 Training adequate to remediate officers that may have a
8 history of use of force complaints?

9 COMMANDER LOVE: Yes.

10 COMMISSIONER WHITE: Or would you recommend
11 something else?

12 COMMANDER LOVE: No. It's definitely
13 adequate. It's a great class. It covers -- actually
14 it's eight hours on Monday, and then also it goes into
15 the arrest procedures class too. So it's about a total
16 of ten hours of instruction. And it covers all of that,
17 citizens' complaints, how to deal with the public, how
18 to deal with the community, speaking skills. It covers
19 all that.

20 COMMISSIONER WHITE: Which training would you
21 recommend as relates to individuals that may have
22 procedure complaints consistently?

23 COMMANDER LOVE: It depends on the rank now.
24 In our supervisory, leadership and accountability class
25 which is for investigators and above, they cover stuff

1 like that, procedures, procedural stuff that may come
2 up. As far as police officers, I would have to say
3 really the Use of Force class. I mean that's the class
4 that covers the majority of that procedural stuff and
5 arrest procedures as well.

6 COMMISSIONER WHITE: Okay. And as relates to
7 the three paragraphs that is labor intensive with data
8 entry, how much staff do you have?

9 COMMANDER LOVE: Doing that particular job, we
10 have two police officers, three police officers right
11 now doing that job.

12 COMMISSIONER WHITE: Is that adequate?

13 COMMANDER LOVE: We are making great progress.
14 We only got two years left. We had to go from 2003 to
15 current. And right now we have left 2003 and 2004, and
16 they are knocking it out. So I'm confident we will
17 having it done in time by the end of third quarter. I
18 think it's enough people right now.

19 COMMISSIONER WHITE: Lastly, is there a
20 training schedule that exists that if we were interested
21 to come and observe, we could?

22 COMMANDER LOVE: Yes, sir, no problem. I will
23 get it to you. No problem at all. It's every week,
24 days and afternoons.

25 COMMISSIONER WHITE: Again, thank you, very

1 informative.

2 COMMISSIONER RIVERA: Through the Chair, how
3 many officers are at training all together now?

4 COMMANDER LOVE: When you factor in the Rouge
5 Firearms Range and the Field Training program,
6 In-Service and Recruit Training, we have 31 police
7 officers.

8 COMMISSIONER RIVERA: Okay. That's not a lot.
9 Okay.

10 COMMISSIONER REEVES: Commander, thank you.
11 Again, I just want to say great job on the presentation.
12 I had an opportunity to visit the captain several times
13 and just stand and watch the actual training, especially
14 with the -- as it relates to the new recruits. And
15 then I had an opportunity to sit in on Brother Anthony's
16 training as well that he did. And, I mean, he really
17 knocked the ball out of the park. So, I have a few
18 questions.

19 I know you said the 18 months. But how long
20 before an actual recruit can start right after
21 graduation based off the actual conditions? I just
22 wasn't really clear.

23 COMMANDER LOVE: From the graduation of the
24 academy?

25 COMMISSIONER REEVES: From the graduation

1 standpoint, how long?

2 COMMANDER LOVE: It varies. It varies on
3 department needs. And that decision is made by the
4 Assistant Chief of Police. But normally, they come
5 right back to training for about a few months to start
6 their field training process. And then once they are
7 done with that process or almost complete with that
8 process, then they're given their permanent assignment.
9 So normally about a two to three month time where they
10 graduate, come to the Academy for field training and
11 then get their permanent assignment to a district or
12 precinct.

13 COMMISSIONER REEVES: Just for clarification,
14 because I have heard it mentioned a couple of times, is
15 it true that a police officer will have to wait two
16 years before they get transferred to another department?

17 COMMANDER LOVE: That's not really under my
18 operation. But I don't believe that's true. That might
19 be a better question for the Director of Personnel.

20 COMMISSIONER REEVES: Okay. All right. When
21 you were talking about the mentorship program, how many
22 kids are you targeting for that particular program, and
23 what's the actual criteria for you choosing those
24 individuals?

25 COMMANDER LOVE: We are trying to get

1 approximately 30 kids from each school. And like I
2 said, the grant was for at risk youth. But we
3 determined that every kid in DPS are at risk.

4 COMMISSIONER REEVES: Pretty much. What's the
5 criteria?

6 COMMANDER LOVE: We're going to try to go with
7 the school faculty to see who is interested in the
8 training. They are going to recommend names first to
9 us. Then we are going to interview the students. And
10 then we are going to go by if they're interested in the
11 program and also their grade point average. We are
12 looking for people with low grade point averages so we
13 can try to bring them up with everybody else in the 9th
14 and 10th grade.

15 COMMISSIONER REEVES: Thank you. Are there
16 any more questions? Thank you, sir. Appreciate it.
17 Great job.

18 We have one announcement. Next Thursday,
19 April 7th, at 3:00 p.m., we will have our Board of
20 Police Commissioners' meeting here at 1300 Beaubien,
21 Room 328A. If there's nothing else, we want to open
22 this meeting up for oral communications. Please be
23 advised, ma'am and sir, as you come to the microphone,
24 please state your name clearly as well as please stick
25 to the four minutes that you are allotted at the time.

1 Good day, Mr. Davis.

2 MR. DAVIS: Good afternoon. My name is Elder
3 Anthony Davis, Sr., from AC Towing. And I thank
4 Commissioner Reeves for coming out to the yard the other
5 day. And I just want to address a few things that they
6 said. In 1974, they had a grant stating of what I can
7 use my yard. And I have found another grant in 1980,
8 supercedes the grant that Inspector Maples had brought
9 with them to the yard.

10 I explained to them in 2005 when I purchased
11 my building at 5130 14th Street, I had got ill, and I
12 got sick. I had cancer.

13 COMMISSIONER REEVES: Excuse me. I'm sorry.
14 Before you go too far into explaining, could you just
15 please clarify who is, "them?"

16 MR. DAVIS: Okay, Lieutenant Adams, Roland
17 Clark and Inspector Maples from the safety and building
18 inspector, you know, the zoning board.

19 COMMISSIONER REEVES: Sorry for interrupting.
20 Just for the record, we just want it to be clear.

21 MS. DAVIS: So, Lieutenant Adams made some
22 statements. And I dug back in my files, and I found
23 something that supercedes what he said. But in 2005, I
24 had cancer. They took out big as a football they took
25 out. And I was able to get back in '06 to handle my

1 business with 5134 10th Street. The Lord healed me. I
2 didn't have to take no chemotherapy or no radiation.
3 And, you know, I been healthy ever since.

4 But I paid my money, the thousand dollars to
5 get -- to be rezoned, you know, the zoning right. But
6 when they went to the main plans, what they said it was
7 an R-2. They said it was historical. When they went to
8 the main plans, they said it was for light industrial.
9 That's what I'm using it for, light industrial at 5134
10 10th.

11 But 2126 Merrick, I would like to give this to
12 you so you can take a look at it. They said that I can
13 only use my property, a certain part of the yard. And I
14 said that -- what you mean? If I buy a pair of shoes,
15 when I go to pick up the shoes, I only can put on the
16 right shoe and can't put on the left shoe?

17 Seem like they knit picking with AC Towing.
18 They been out there three or four times. And they said
19 I can only use -- they said it's zoned right, M-4. But
20 they said I can only can put cars over here and over
21 there. Why do you have cars over here? Well, if the
22 inspector would have went back, I had pulled a permit to
23 tear down a condemned building.

24 And then I had the right permits to put a
25 trailer on the property. When Cintas said they had a

1 building for sale, I said, well, I better get a building
2 and come out the trailer. And it seems like they
3 picking on me. I have all -- I have all my permits. I
4 have all my license in this folder that I passed. They
5 say I am in compliance. Seem like they trying to throw
6 a stone and hide the hand. I'm tired of it.

7 Commissioner Reeves was there. I got upset
8 because what they were saying. And I know it was wrong.
9 If they going to have zoning to come out, make sure they
10 do a thorough job because that paper right there shows
11 that I am zoned right and I can use the land.

12 I don't know if they trying to just give it
13 all to one company or whatever or they just talking to
14 certain people. I'm not a Detroit based company. I'm a
15 headquarter company in the City of Detroit. I have all
16 my papers from the city, everything. I made copies.
17 But it seems like I don't know if they trying to black
18 ball me or what. I don't know. So if you can look into
19 it.

20 COMMISSIONER REEVES: Just for clarification,
21 can you just in a short statement tell us how we can
22 help you with this particular situation? I heard -- I'm
23 clear on your story, you know. I was at your yard when
24 Officer Clark came out. So, can you just tell us --

25 MR. DAVIS: He said on my deed, he said that

1 use of the land -- I have my deed right here with me.
2 The deed doesn't say that. The deed says the size of
3 the property, different lots that's on the property. It
4 doesn't state what Lieutenant Adams said. He said that
5 on your deed, it should say that. But it doesn't.

6 COMMISSIONER REEVES: Okay. You have all your
7 paperwork with you?

8 MR. DAVIS: Yes, I have everything ready in
9 this folder right here.

10 COMMISSIONER REEVES: Great. We will take a
11 look at that. And again, we can go from there.

12 MR. DAVIS: Thank you.

13 COMMISSIONER REEVES: Thank you, sir. Is
14 there anyone else that would like to address the Board?

15 MS. LACY: Hello. My name is Mary Lacy. I
16 was trying to find the sergeant that was assigned to my
17 information. I was trying to -- okay. All right.
18 Another question I would like to know is what is the
19 status of the Consent Decree? What stage are we in
20 'cause I found some information, looked like we been
21 working on that for about since 2000.

22 COMMISSIONER REEVES: Okay.

23 MS. LACY: So what is the status because some
24 of us go to the meetings to the court, the federal court
25 under Judge Cook. But I think they have a new person in

1 charge now. But what is the status of that?

2 COMMISSIONER REEVES: Can I have two people to
3 chime in on that, our attorney, Celia Banks Washington,
4 as well as our Assistant Chief. Assistant Chief Logan?

5 ASSISTANT CHIEF LOGAN: Through the Chair,
6 Assistant Chief Logan. As far as our rules and our
7 orders, we have 100 percent compliance with that. As
8 far as the implementation, at last count, we were at
9 61 percent. We anticipate -- this is our stated goal --
10 to be in compliance by the end the year. But remember,
11 once we attain compliance, we have to keep it for a
12 substantial amount of time, which would be determined by
13 the court and the Department of Justice. So, we are
14 making a lot of headway. We still got a little ways to
15 go.

16 MS. LACY: So by the end of the year, it
17 should be completed?

18 ASSISTANT CHIEF LOGAN: Yes, ma'am. That's
19 our anticipation. That's our hope.

20 MS. LACY: I think I heard the Mayor announce
21 that too, Mayor Bing saying it was going to be
22 completed. Okay. One more thing. Two more minutes
23 left. I'm just hoping that Chief Godbee and Assistant
24 Chief Logan and the Police Chief -- I'm sorry, the
25 Police Commissioner Board, would take time and recognize

1 those people who work for the Detroit Police Department
2 who go the extra mile. Like I am thinking about all
3 these holidays where it's over a million people like
4 Memorial Day, 4th of July, Labor Day and Thanksgiving,
5 they out there and you have a million people out there
6 in like the Country Hoe Down.

7 And also we got 30 percent unemployment in
8 Detroit. But also, I am hoping they can take time and
9 notice the ones who are along just for the ride. That's
10 the ones that's having problems, the community is having
11 problems with. Thank you.

12 COMMISSIONER REEVES: Thank you, Ms. Lacy.

13 COMMISSIONER RIVERA: Through the Chair.

14 Ms. Lacy, it's always good for community groups to send
15 letters in to let us know who are their officers that
16 they feel are doing a great job and also to point out
17 the ones that are a little weaker because, you know, we
18 are not always there and apparently you are. So, you
19 know, you community groups can do a lot in that sense to
20 help us out.

21 MS. LACY: Okay because I know a lot of times,
22 when things are up to date, a lot of things we say at
23 the meeting are in the internet. And that's why I was
24 saying how you can pull a lot of things on the internet
25 and see what the public, the people is talking about.

1 But I don't think it's currently up to date, the
2 meetings of the Commission, on the internet.

3 COMMISSIONER RIVERA: The minutes you mean?

4 MS. LACY: Right.

5 MS. WASHINGTON: They are not.

6 COMMISSIONER WHITE: Ms. Lacy, I was also
7 informed on the Department's website, you can
8 acknowledge officers who you believe are doing an
9 exemplary job as well as you can file a formal complaint
10 on line if you would like to as well against a
11 particular officer. So, that's a resource that you can
12 feel free to use.

13 MS. LACY: Okay. Thank you.

14 ASSISTANT CHIEF LOGAN: Ms. Lacy, also
15 through the Chair, Assistant Chief Logan. Some time
16 ago, the Board directed -- the Board of Police
17 Commissioners directed that an appropriate
18 acknowledgement of good works by police officers be
19 crafted on behalf of the Board. We are in the final
20 phases of that award. It's a ribbon that will be
21 presented by the Board of Police Commissioners to
22 whoever they deem appropriate. That has been sent to
23 our planning for final review.

24 MS. LACY: Okay. All right. Thank you.

25 COMMISSIONER REEVES: Thank you, Ms. Lacy.

1 COMMISSIONER REEVES: Is there anyone else?

2 MS. SEMMA: Good evening, Julie Semma from
3 70's Towing. I would just like to know -- I know that
4 they are going out and doing the status with the zoning
5 with the different officers right now. What's the next
6 step as far as where we are at as far as towing permits
7 and where we're at as far as time frame with that or
8 anything else?

9 COMMISSIONER REEVES: DC Lee?

10 DEPUTY CHIEF LEE: Deputy Chief Benjamin F.
11 Lee, Management Services Bureau. The building and
12 zoning has been to all but six lots. They will complete
13 those hopefully tomorrow. But upon their completion,
14 they are going to forward me their findings as to which
15 yards are zoned. At that point, we will notify the
16 towers of any deficiencies that they have along with any
17 deficiencies that were in their application. And then
18 they will have 30 days to reply to that.

19 COMMISSIONER REEVES: Thank you.

20 MS. SEMMA: So would the towing process start
21 after the 30 days or would it start once the towers have
22 completed and know who is in compliance?

23 COMMISSIONER REEVES: I'm going to ask DC Lee
24 to come back one more time. And then if you all have
25 another question, you all can have a side bar right

1 after the meeting.

2 DEPUTY CHIEF LEE: Deputy Chief Lee. Upon the
3 30th day, at that point we are going to start the new
4 rotation. We will give them 30 days. And we would have
5 all the information back. And then the new rotation
6 will start shortly after that within hopefully days.

7 COMMISSIONER REEVES: Thank you.

8 DEPUTY CHIEF LEE: You're welcome.

9 COMMISSIONER REEVES: Are there any other
10 questions, comments or concerns? Going once, going
11 twice. Bless you all hearts. I make a motion to
12 adjourn the meeting.

13 COMMISSIONER RIVERA: So moved.

14 COMMISSIONER WHITE: Support.

15 COMMISSIONER REEVES: It has been properly
16 moved and seconded. All in favor?

17 COMMISSIONERS: Aye.

18 COMMISSIONER REEVES: I bid you all a good
19 year.

20 (Proceedings concluded at 4:05 p.m.)

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CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF MACOMB)

I HEREBY CERTIFY that I reported
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under oath at the time and place hereinbefore set forth;
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proceedings.



Wendy A. Boer

Wendy A. Boer,
CSR 3505

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