

DETROIT BOARD OF POLICE COMMISSIONERS

WEEKLY MEETING

THURSDAY, MARCH 15, 2018 3 P.M.

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD STREET

DETROIT, MICHIGAN 48226

DBOPC Meeting
3/15/2018

1 BOARD OF POLICE COMMISSIONERS:
2
3 GREGORY HICKS, Secretary to the Board
4 LISA CARTER, (District 6), Chairperson
5 EVA GARZA DEWAELESCHE, (At Large) Vice-Chairperson
6 DERRICK SANDERS, Commissioner At Large
7 DARRYL D. BROWN, Commissioner (District 1)
8 SHIRLEY A. BURCH, Commissioner (District 3)
9 WILLIE E. BELL, Commissioner (District 4)
10 WILLIE E. BURTON, Commissioner (District 5)
11 WILLIAM M. DAVIS, Commissioner (District 7)

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APPEARING FOR THE OFFICE OF CHIEF OF POLICE:

ASSISTANT CHIEF OF POLICE ARNOLD WILLIAMS

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1 Detroit, Michigan
2 Thursday, March 15, 2018
3 At approx. 3:01 PM.

4 COMMISSIONER CARTER: Good afternoon,
5 welcome to the Board of Police Commissioners
6 weekly meeting. My name is Lisa Carter, Chair of
7 the Commission and I also represent District 6.

8 Thank you for attending this
9 afternoon's meeting and for the people viewing
10 this meeting on your local government cable
11 channel, thank you for viewing.

12 The Board of Police Commissioners meets
13 every week except for Thanksgiving and Christmas
14 holiday periods. We meet at police headquarters
15 in regular sessions three weeks in the month on
16 Thursdays at 3 PM.

17 We also meet in the community every
18 second Thursday of the month at 6:30 PM. Today
19 we have excused absences for Commissioner
20 Elizabeth Brooks and Commissioner Conrad Mallett.

21 The Board of Police Commissioners
22 exists to provide civilian oversight for the work
23 of the Detroit Police Department. As a Board we
24 receive and investigate non-criminal citizen
25 complaints, monitor the operations of the

1 department and working with the Mayor and the
2 Chief to make and modify police policy.

3 Our objection is the same as the City
4 of Detroit, to provide the best use of your tax
5 dollars to improve n the quality of life within
6 our city. As a Board we bring a unique
7 perspective to policing, the eye and the
8 viewpoint of civilians.

9 The principle of civilian oversight is
10 as old and as important as all of the founding
11 principles of our democracy. Separation of
12 powers between and within the government allows
13 for accountability, transparency, rights to
14 appeal and citizen control.

15 These principles are important
16 nationally as well as locally.

17 At this time we will have -- I invite
18 Pastor Matthew Nickel from Jefferson Avenue
19 Presbyterian Church to present us with the
20 invocation. Thank you.

21 (INVOCATION WAS GIVEN.)

22 COMMISSIONER CARTER: Thank you, Pastor
23 Nickel. At this time I'm going to have the
24 Commissioners introduce themselves starting with
25 Commissioner Burton.

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1 COMMISSIONER BURTON: Commissioner
2 Burton, Willie Burton, represent District 5,
3 thanks.

4 COMMISSIONER BROWN: Commissioner
5 Darryl Brown representing District 1.

6 COMMISSIONER BELL: Willie Bell,
7 District 4.

8 COMMISSIONER DEWAELESCHE: Eva Garza
9 Dewaelsche, Vice-Chair and at large.

10 COMMISSIONER BURCH: Shirley Burch,
11 District 3.

12 COMMISSIONER SANDERS: Derrick Sanders,
13 at large.

14 COMMISSIONER DAVIS: William Davis,
15 District 7.

16 SECRETARY HICKS: Madam Chair, you have
17 a quorum.

18 COMMISSIONER CARTER: Thank you, sir.
19 At this time, Commissioners, you have before you
20 the agenda for March 15, 2018.

21 COMMISSIONER DAVIS: So move.

22 COMMISSIONER DEWAELESCHE: Support.

23 COMMISSIONER CARTER: It's been moved
24 and supported that we approve the agenda for
25 March 15, 2018. Is there any discussion? Those

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1 in favor?

2 COMMISSIONERS: Aye.

3 COMMISSIONER CARTER: Those opposed?

4 The motion carries. At this time, Commissioners,
5 you have before you the minutes from March 8,
6 2018.

7 Is there a motion for approval?

8 COMMISSIONER BROWN: So moved.

9 COMMISSIONER BURCH: Second.

10 COMMISSIONER CARTER: It's been moved
11 and supported that we approve the minutes from
12 March 8, 2018. Is there any discussion? Those
13 in favor?

14 COMMISSIONERS: Aye.

15 COMMISSIONER CARTER: Those opposed?

16 The motion carries. At this time, Mr. Hicks,
17 would you please introduce the rest of the BOPC
18 staff.

19 SECRETARY HICKS: Thank you, Madam
20 Chair. I do want to indicate just before getting
21 to those introductions that Sgt. Quinn is taking
22 this evening's meeting, Media Services is
23 providing and audio-visual work and Mr. Dale Rose
24 is the court reporter for this evening.

25 And then to my immediate right is

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1 Robert Brown and then before I swing it over to
2 this area I'm looking for Ms. Lamar who is the
3 interim Personnel director and then back over
4 here Ms. Johnson, Fiscal; Mr. Wyrick who is
5 Legal, Ms. Blossom who is Community Outreach and
6 Media Coordinator, Ms. White who is the Policy,
7 and then we're going to go to Polly McAllister,
8 Dr. Polly McAllister who this is her first
9 meeting with us who will introduce herself and
10 then the balance of her staff.

11 DR. McALLISTER: Good afternoon,
12 Commissioners and police leadership. I'm Polly
13 McAllister, I'm the new Chief Investigator and
14 with me to day is Supervising Investigator Akbar,
15 Supervising Investigator Cromwell, Senior
16 Investigator Sloan, Senior Investigator Moses,
17 Investigator Banks, Investigator Nichols, and
18 Investigator Statten, Investigator Colter,
19 Investigator Coleman, Investigator Hunter,
20 Investigator Neeley, Investigator Callaway and
21 Investigator James.

22 COMMISSIONER CARTER: You missed some.
23 Jones.

24 DR. McALLISTER: Investigator Jones.

25 COMMISSIONER CARTER: Thank you, ma'am.

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1 At this time I'm like to introduce sitting in for
2 the Chief James Craig is Assistant Chief Arnold
3 Williams.

4 ASST. CHIEF WILLIAMS: Again, Asst.
5 Chief Arnold Williams through the Chair. Thank
6 you, Madam Chair. The chief is currently on
7 vacation, so I have the pleasure of addressing
8 the Board today. I'm going to ask all members of
9 the Detroit Police Department, civilian and
10 uniform, please stand up and identify yourself
11 and your assignment.

12 (DPD PERSONNEL INTRODUCED THEMSELVES).

13 COMMISSIONER CARTER: Thank you all for
14 attending this afternoon's meeting. At this time
15 if there are any elected officials or
16 representatives, please stand and give your name
17 for the record.

18 Okay, if not we'll move on my report.
19 At the top of our meetings we always indicate on
20 behalf of the Board our concern and support for
21 fallen and injured officers and their families.

22 I would ask that during your remarks
23 Asst. Chief, provide us with any additional
24 related to our fallen and injured officers.

25 From the introductions of our staff, I

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1 again note the new Chief Investigator of OCI, Dr.
2 Polly McAllister who has been on the job for
3 almost a week. She's been working with
4 Supervising Investigator Lawrence Akbar in a
5 transitional period wherein she has assumed the
6 responsibilities of the head of OCI.

7 I want to officially welcome Dr. Polly
8 McAllister and thank Mr. Akbar for your support
9 during this time. I also want to thank all of
10 the OCI staff as we made additional refinements
11 and look towards the leadership of
12 Dr. McAllister.

13 So, once again, thank you, ma'am.
14 Today we have a presentation from Police
15 Recruitment, Dr. Coles, Sgt. Curtis and Officer
16 Wesley will address the Board.

17 I also call your attention to a
18 modified agenda. In the interest of convenience
19 for the public we have moved up oral
20 communications in advance of the scheduled closed
21 session.

22 This adjustment will allow members of
23 the public to address the Board without waiting
24 for us to reconvene after the closed session.

25 The closed session is to handle a

1 disqualified applicant appeal filed by a
2 potential candidate who is desirous to enter into
3 the Detroit Police Academy, but was disqualified
4 in the normal process of vetting potential
5 officers.

6 The Charter of the City of Detroit
7 creates an opportunity for potential academy
8 candidates to directly appeal to the Board
9 seeking entrance into the Police Academy. We
10 will also receive a briefing from the Chief's
11 office on a personnel matter in the same closed
12 session.

13 The Board will reconvene after the
14 closed session. As indicated with the modified
15 agenda we will have oral communications from the
16 audience before the closed session, so if you
17 would like to speak to the Board please make sure
18 you print your name on a speaker's card. Cards
19 are located at the back table in the room or you
20 can obtain a card by seeing Mr. Brown who is
21 seated here in the front and he needs to have
22 your card in his hand before the beginning of
23 public comments.

24 So at this time we will have the
25 Chief's report from Asst. Chief Williams. Thank

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1 you.

2 ASST. CHIEF WILLIAMS: Thank you.
3 Through the chair, I'll start off with the update
4 of our injured officers.

5 Officer Wallace Johnson, he's still in
6 rehabilitation fighting for his life from the
7 gunshot wound he received.

8 Officer Anthony Brown, he's
9 recuperating at home. He was hit by a vehicle.

10 Officer James Kissleberg, he's
11 recuperating at home. Officer Robert Kovac also
12 recuperating at home.

13 Officer Eric Smith also recuperating.
14 Officer Matthew Winquest, he's also recuperating
15 at home.

16 We have two updates. Officer Justin
17 Marquin who had head trauma, he's going return to
18 work -- he has returned to work full duty as of
19 March 12 and Officer Javarca Tyus also returned
20 to work on March 12. I'm sorry, both of them
21 returned to work March 12.

22 For the report on both our violent
23 crime and our property offenses, we're showing
24 overall decrease in our violent crime by 7
25 percent. We do have an increase year to date in

1 our sexual assaults or criminal sexual assaults,
2 that's up 20 percent.

3 And for our property crime, our
4 property crime is down 17 percent, so that's
5 where we are as far as crime.

6 We also have a graduation that's going
7 to be taking place next Friday at Greater Grace,
8 right now scheduled for 10:30 and I'm open for
9 any questions.

10 COMMISSIONER CARTER: Commissioners,
11 any questions for Asst. Chief Williams?

12 Commissioner Bell?

13 COMMISSIONER BELL: Madam Chair, I do
14 not have a question, but I do have a concern.
15 Last year, last summer this issue came up.
16 Several folks approached me about this issue and
17 I didn't raise the issues because we was already
18 into the summer uniform, as we move toward the
19 summer uniform, I'm an old school guy, you're a
20 military guy -- tattoos.

21 I think that at one time on this
22 department we had a policy that tattoos had a
23 criteria. I think that's still the case.

24 However, that was a policy that if you
25 have tattoos visible you have to have a

1 long-sleeve shirt on. And I want to know if
2 that's still in effect. If not, we need to
3 re-visit that because I just think that in that
4 same time frame New York PD had an issue with
5 tattoos and they sort of addressed that issue.

6 I'm going to ask our staff to do a
7 little research so if you could enlighten us, if
8 not you can enlighten us next week as far as
9 sending out the policy and the criteria and my
10 concern about tattoos in terms of for the summer
11 uniform. They're not visible during the
12 wintertime, but during the summertime I notice
13 and other folks notice that we had high profile
14 -- I know you have language offensive, but
15 tattoos send a certain message.

16 I know military has straight criteria
17 with tattoos and I mentioned New York PD, so if
18 we could have that discussion in reference to
19 policy, procedures I would like to have that type
20 of discussion.

21 ASST. CHIEF WILLIAMS: And -- through
22 the Chair, we have the right group in individuals
23 here for officers coming in with tattoos, so I'm
24 going to ask if Recruiting can actually talk
25 about the policy for what the tattoos look like

1 when they have new recruits coming in and then
2 I'll discuss what our current policy is.

3 LT. COLES: Good afternoon, through the
4 Chair. The policy that we have --

5 COMMISSIONER CARTER: Your name for the
6 record?

7 LT. COLES: Sorry, Lt. James Coles,
8 officer in charge of Police Recruiting. The
9 policy we have in place right now as it goes to
10 tattoos is that they cannot be offensive or have
11 offensive language. That's the only policy that
12 we have right now for incoming applicants as far
13 as tattoos and they have to be covered if they
14 have them.

15 ASST. CHIEF WILLIAMS: And then as far
16 as our current policy, our current policy does
17 not require them to wear a long-sleeve shirt if
18 they have tattoos on their arms.

19 COMMISSIONER BELL: Then I think we'd
20 like to have a discussion in reference to that
21 particular item because what is offensive and
22 what is not offensive tattoos, fully in flame on
23 one's arm, it might not be offensive to you, but
24 it might be offensive to others.

25 So I think we need to have that

1 discussion. I'm going to ask our staff to do a
2 little research in that particular area because I
3 think tattoos -- I'm not against tattoos, but I
4 think it has a proper place for it in terms of
5 the business place and in terms of short sleeves
6 and that type of profile.

7 So if you would entertain --

8 ASST. CHIEF WILLIAMS: Yeah, I'll make
9 sure we have a discussion on that.

10 COMMISSIONER BURTON: Through the
11 Chair, you know, I have a question for AC
12 Williams here. What can we do to protect our
13 officers that sign up to serve here in the city
14 of Detroit. I sit here and each week I'll hear
15 about Officer Wallace Johnson and Officer John
16 Kissenberg and many others that are -- that was
17 injured in the line of duty.

18 What can we do to protect our officers
19 and, you know, that's the question I want to hear
20 more conversation of.

21 ASST. CHIEF WILLIAMS: Through the
22 Chair, one of the things is what our Chief
23 espouses all the time is we need some better laws
24 to take care of our mentally ill population. The
25 majority of our officers, if you look at Doss, he

1 was killed by someone who suffered from mental
2 illness.

3 Of course, the individual who shot
4 Wallace Johnson, I believe he was intoxicated at
5 the time and I can't really recall what his
6 mental state was, but almost in every incident
7 where we have violence against an officer there's
8 a nexus of mental illness.

9 I think if we want to look to protect
10 our officers one of the biggest things we can do
11 to protect them is to put pressure on our
12 legislators, those who are running for office, to
13 come up with a solution to the issue we have with
14 caring for those who are suffering from mental
15 illness within our community.

16 I think that would be a great stride in
17 protecting our men and women who wear the badge.

18 COMMISSIONER BURTON: And I have a
19 follow-up question for the Chief. Chief, did you
20 think that the community needs to be -- to have
21 some type of awareness or training when it comes
22 to how to spot someone that's mentally ill.

23 We know that officers that are coming
24 out of the academy have eight hours of crisis
25 intervention training, the community has zero.

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1 Do you think that can help -- that's
2 another area that could help protect our officers
3 from those that are seriously mentally ill?

4 ASST. CHIEF WILLIAMS: Through the
5 Chair, I believe that any education that we can
6 do for department members as well as members of
7 the community is going to benefit us. So how
8 does that look? I don't know.

9 I know right now we do have a Citizens
10 Police Academy and I think the more people we can
11 encourage to take part in that would be a great
12 stride forward, but this is something that the
13 community, the department and our legislators
14 have to do together to try to find a long term
15 solution for it.

16 COMMISSIONER CARTER: Any other
17 questions, Commissioners? All right, thank you.

18 At this time we'll have the
19 presentation from the Recruitment Department.

20 LT. COLES: Good afternoon. Again,
21 through the Chair, thank you for letting us be
22 here today. Again, I'm Lt. James Coles, officer
23 in charge of Police Recruiting.

24 SGT. CURTIS: Sgt. Phillip Curtis,
25 Police Recruiting administrative supervisor.

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1 OFFICER WESLEY: Officer Wesley,
2 Detroit Police Field Recruiting.

3 LT. COLES: Officer Wesley is standing
4 in for Sgt. Gonzales, she had pressing issues
5 today and she was out of town, she couldn't be
6 here, so he's going to stand in and do a portion
7 of the field recruiting for her.

8 So to start off with, of course Detroit
9 Police Field Recruiting under the direction of
10 Chief James E. Craig.

11 With Police Recruiting we are striving
12 for diversity. That's one of the main issues
13 that we have and one of the main goals that we
14 have going forward so that we can try to make
15 sure that we hit our mission statement.

16 SGT. CURTIS: These are the recruiting
17 stats that we put in place in the last week or
18 so. So far to date hired 361 police officers in
19 2017. There was a 55 percent increase from 2016.
20 We hired 193 officers so far this fiscal year.

21 Now, we processed over 4,452 applicants
22 in 2017 and 3,274 so far this fiscal year. We
23 sent 12 classes to the Police Academy and hired
24 19 police assistants in 2017.

25 We continue to focus on improving

1 efficiencies or reducing our background time by
2 20 percent. We administer three MCOLES written
3 and agility tests to over 3,600 candidates in
4 2017 and have tested over 1,500 this fiscal first
5 so far.

6 The written exam was done with our
7 Police Academy. We had scheduled over 1,196
8 candidates which therefore 879 tested and 632
9 passes with a passing rate of 72 percent which 73
10 percent of the tests scheduled were given.

11 As for our physical agility test,
12 that's what we call the PAT we offered, we
13 scheduled over 995 scheduled individuals and
14 tested 718. 397 passed, a pass rate of 55
15 percent. 72 percent of the tests we scheduled
16 were given.

17 Now, the total MCOLES combined tests sc
18 scheduled was 2,191, total MCOLES combined tests
19 given was 1,597. 73 percent of tests scheduled
20 were given.

21 We increase diversity in the department
22 by increasing hires by Hispanic, Arabic, Asians
23 and females. There is 19 percent of new hires
24 are residents of the city of Detroit, 6 percent
25 from out of state.

1 Any questions so far?

2 COMMISSIONER BROWN: Yes. I just have
3 one. With administering the MCOLES exam with the
4 physical agility and all this, they don't pay a
5 fee for that?

6 SGT. CURTIS: No, the Mayor of the city
7 of Detroit Mike Duggan, he offered the test for
8 free, he gave us the green light to offer the
9 test for free for the last two years.

10 COMMISSIONER BROWN: Because I know we
11 were having some discussion about the physical
12 agility tests and some of the standards around it
13 and I know that in the fire department we pay \$50
14 to take that test for the physical agility for
15 the fire department based on the CPAT and I just
16 doing some simple math here, you know 3,600
17 candidate, that's \$180,000 --

18 SGT. CURTIS: That is correct, sir.

19 COMMISSIONER BROWN: -- that we could
20 have, you know -- we'll have to have a
21 conversation about it, but I think that, you know
22 -- go ahead, lieutenant.

23 LT. COLES: One of the reasons why the
24 Mayor is offering these tests is we're just
25 trying to give a little bit of extra incentive

1 for people to think about the Detroit Police
2 Department as a career option.

3 Sometimes it's a little easier when
4 they want to come in and they don't have the
5 outlay right up front, so we're just trying to
6 make it a little bit easier so we can get our
7 numbers to where we want it to be to try to make
8 sure we get the best candidates in the
9 department.

10 So sometimes it's just a little bit
11 easier if we give them a little incentive.

12 COMMISSIONER BROWN: Granted, but with
13 that said I think the last recruiting drive for
14 the Detroit Fire Department was over 10,000
15 applicants and each one of those applicants had
16 to pay that \$50 fee to take that physical agility
17 test.

18 LT. COLES: Sir, I've been down here
19 for three years, I'm going off what happened in
20 the past. Due to the fact that we had candidates
21 that came in, unfortunately due to the -- we're
22 getting a drive to get Detroit residents.

23 The problem we were having was the
24 tests was offered by the State of Michigan which
25 had to pay a fee to the State of Michigan for

1 both tests.

2 The issue they were having was that a
3 lot of Detroiters were not able to pay that
4 fee,so we have individuals come to the process,
5 get to the pre-screen, but wouldn't submit their
6 scores because they couldn't pay for the scores,
7 and that hurt us as far as any starting academy.

8 So this was the direction of the City
9 of Detroit was to go ahead and offer it for free
10 to uptick that number for individuals who could
11 not pay.

12 COMMISSIONER SANDERS: Through the
13 Chair, the last line that you spoke on the 19
14 percent for the new hires, and 6 percent for
15 outstate hiring, does that explain that of the 19
16 percent the 6 percent that is hired outside of
17 Detroiters? Explain that to me.

18 SGT. CURTIS: The out-of-staters are
19 strictly from out of state combined with the 19
20 percent from Detroit.

21 COMMISSIONER SANDERS: So that's
22 anyplace out of state from Georgia or whatever?

23 SGT. CURTIS: Exactly, that's correct,
24 sir.

25 LT. COLES: That's because you can

1 apply online and people apply from everywhere.
2 So once we get their application, we sent them
3 the things they need to go through the process.
4 Once we send them the packet they're going to
5 have to take to their local agencies to get
6 clearances and stuff like that.

7 Once they have all their information,
8 they send it back to us and then we start them in
9 a testing process as far as coming down for the
10 written test and the physical test.

11 COMMISSIONER SANDERS: So that mean 6
12 percent that made it as police officers?

13 LT. COLES: They made it through the
14 academy, yes, sir.

15 COMMISSIONER DAVIS: Through the Chair,
16 I have a question. Do you have any demographics
17 or the number of people that failed, whether or
18 not they are Detroit residents, outside of
19 Detroit, black, white, Hispanic, Arabic, male,
20 female?

21 LT. COLES: No, sir, that is not
22 information that we're able to gain at this time,
23 not with the computer system that we have.

24 COMMISSIONER CARTER: Commissioner
25 Burton, and then we're going to go on with the

1 presentation, and then we'll take questions after
2 the presentation.

3 COMMISSIONER BURTON: You know --
4 thank you, Madam Chair. The question that I do
5 have is that, you know, how many new recruits
6 that are averaging that we are retaining after
7 the first year. I know that we are losing a lot
8 of new recruits, but I'd like to know how many
9 that we're actually retaining?

10 SGT. CURTIS: Sir, that would be an HR
11 question because they do all the exits for all
12 the candidates in the city of Detroit that are --
13 officers that become officers that resign for
14 whatever reason, so that would be Human
15 Resources. We don't have that information.

16 COMMISSIONER CARTER: And thank you,
17 you can proceed.

18 OFFICER WESLEY: Good afternoon. I'm
19 Officer Wesley from the Field Recruiting Team
20 and I have my team here, I'd like to introduce my
21 hard working team. Although we're associated
22 with Recruiting, there's a group of us, five
23 actually, that go out into the field.

24 Sgt. Gonzales which is not her today.
25 Officer Jencie Payne and Officer Aja Hutchins,

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1 Officer Sarah Johnson and myself again, Officer
2 Wesley which is led up by Lt. Javon Johnson on
3 the Chief's staff.

4 Our main job is to go out into the city
5 and actually recruit from the city introducing
6 the program, introducing how to become a Detroit
7 police officer, the first contact.

8 As you see, we go to military bases,
9 all of Detroit colleges, local churches, almost
10 all of Detroit high schools which is really big
11 for us. When we make the high schools we have a
12 presentation that's presented to the 12th graders
13 which I enjoy seeing Payne, my partner right here
14 who is closer to their age who can communicate
15 with them a little better, but that's one of our
16 things that we do.

17 And we also attend most of our -- well,
18 all of Detroit city colleges and career events,
19 our military events which is we get a very good
20 response from them also. And we do this by --
21 our first contact is our interest cards.

22 So whoever is interested in applying
23 for Detroit Police Department we give them the
24 interest card and that's our first point of
25 contact, which after it comes back we give them -

1 we make two contacts and we answer any questions
2 that they have, that they may have.

3 SGT. CURTIS: Now, this is probably --
4 the last time we went over very quickly, I
5 believe I did, about the student process so we
6 wanted to slow it down just a little bit, a tad
7 bit, to understand how we get these candidates
8 through the process.

9 One of the DPD recruiting processes we
10 have the application received where they enter
11 into the system, we talked about that before.
12 What we do is once they sign up online and we run
13 their criminal history, we go to the LEIN system,
14 make sure everything is good to go as far as any
15 criminal aspects that could get them
16 disqualified. They're able to move forward, we
17 sign them up for an application orientation and a
18 written examination. We do that in the Police
19 Training Academy, we do that due to the fact
20 because the application orientation gives them an
21 overview of the entire process.

22 That way if there are any questions
23 they may have of the application orientation
24 which is like two hours long, they can answer all
25 those question they need to answer as far as our

1 process.

2 We explain it from A to Z when they get
3 down to final orientation which is -- but as far
4 as the application orientation as you see here,
5 we do it at the Training Academy. We have one or
6 our field background investigators who handles
7 all the background investigations and some of
8 those that are there and since they are the ones
9 who do this process as far as the background
10 investigations, so they answer all the questions
11 that they can have when they're filling out all
12 the packages, their MCOLES and their DPD
13 applications and they have all the information
14 they need by the background investigators.

15 And also if they pass the written
16 examination and after they go through the
17 orientation we sign them up for physical agility
18 which is our -- the 55 percent rate -- for some
19 reason we use a lot of them in that area there.

20 I think it's due to because of how the
21 school systems are now set up. Before like in
22 the past you had gym every class. Now they're
23 down to one semester of gym, so we are showing a
24 lot of candidates in the age group of 19 to 25
25 who can't pass a physical agility test.

1 So what we offer them is a free
2 physical reconditioning. To be cost effective we
3 have them come back on a day that they choose
4 which is a Saturday, the same way we do testing,
5 that way we're not using resources outside of
6 what we're using already.

7 Someone from the staff of the academy
8 does the reconditioning. Pretty much all they do
9 is give them tips, go through a mock testing,
10 give them tips what they need to do to improve,
11 so in their off time during the week they can
12 practice these tests on themselves and hope they
13 can pass the test the next time when they
14 re-apply.

15 We only give them two shots for the
16 physical agility which you first time you fail we
17 offer the reconditioning, then hopefully you can
18 take the time off during two or three weeks or
19 whatever and when they come back they pass,
20 they're good to go.

21 If they don't, they have to take it on
22 their own and once again the \$47 comes in. We
23 don't want to pay for another testing. For the
24 written, the written examination we offer for
25 free, but if they fail they have to take it on

1 their own and they have to move through the
2 process, so that's what we're doing, trying to
3 get these candidates through the process as far
4 at getting all the implements they need to the
5 beginning phase.

6 Once they get past the physical agility
7 for that Saturday when they're there we have a
8 pre-background investigation. After they finish
9 the PAT which is the physical agility test they
10 go into the room, we have our investigators
11 there, again our background investigators. They
12 go through the application with them, make sure
13 that they have all the paperwork that we advised
14 them to bring with them. So if they are missing
15 anything, any of the paperwork that they're
16 missing, we advise them at that time to make sure
17 they have that paperwork together so that they
18 can move forward in an efficient way.

19 The reason why we do the application
20 orientation is just so they're aware of what they
21 need so when they get to this point we don't have
22 to wait for them to scramble looking for more
23 documents.

24 LT. COLES: Once they finish that
25 usually within that next week we try to get them

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1 into our background investigation. They're going
2 to come down to the academy, usually either on a
3 Tuesday or Thursday. We have 8 AM or 9 AM
4 investigations, course exam 1 PM. So they come
5 in, again we sit down with them, they fill out
6 another application for MCOLES. We go through
7 all their documents one more time with them, we
8 make sure we have everything that we need.

9 So we're giving them continual time to
10 get all their paperwork together, to get anything
11 that they need. We have plenty of time for them
12 to understand this is what we need, this is how
13 the process is going to go, so we sit down with
14 them.

15 At that point they're going to know who
16 their background investigator is and they're
17 going to be assigned to that person from then on.
18 All the way through the process this is who
19 they'll be assigned to.

20 After we finish with the background
21 investigation it will be a week or two, then they
22 will come back for an oral Board. When they come
23 in for an oral Board, that's just when anyone of
24 the rank of investigator or above can sit in on
25 the oral Board. It's usually three members

1 against the one candidate -- or with the one
2 candidate and we'll sit there and discuss the
3 items, we go through some of the general
4 questions with them, we check them on issues that
5 we're looking for within the department.

6 We check ethical standards, we try to
7 see if we can determine different things about
8 them and give them scenarios about how the
9 department goes and then we try to figure out a
10 little bit about who the candidate is and why
11 they actually want to become a member of the
12 Detroit Police Department.

13 And for us that's very important
14 because sometimes you get to see little
15 inconsistencies with people, stuff that they say
16 on paper and when they come in and when they're
17 actually talking to you they might slip up and
18 say some things that might require a little bit
19 more investigation.

20 After they finish with the oral board
21 then within a week or two or right before we are
22 finishing they have a psychological evaluation.
23 So with the psychological evaluation they start
24 with the written test. The written test just
25 basically gives our psychologist a standard of

1 what this person has, who they are. It kind of
2 gives them a little bit of information of okay,
3 this is who the candidate is, so when they go to
4 ask questions of the candidate to do their
5 investigation or interview, then they will know
6 different areas where they might need to hit that
7 might be of some concern to them.

8 So it evaluates them on many different
9 levels and in many different areas and the
10 psychologist is the only one who sees that
11 information, but it gives them areas where they
12 can direct their questions.

13 SGT. CURTIS: And the next process will
14 be the medical evaluation. Once they pass the
15 psychological interview they go to the medical
16 evaluation which we have one officer -- they get
17 assigned to one officer which will be Officer
18 Mitchell and he does the medical evaluation,
19 gives them a package and it's based on MCOLES
20 standards, not DPD standards, MCOLES standards,
21 and they go to medical evaluation.

22 If they pass that portion of the
23 medical evaluation then they're scheduled for
24 pretty much getting notice of their final
25 orientation.

1 And while they're getting notice of
2 their final orientation, they're also getting
3 LiveScan fingerprinting which is usually done
4 that week of the final orientation, a couple of
5 days before final orientation we try to
6 fingerprint them and make sure that nothing pops
7 up through the whole time in our process and any
8 kind of crime and/or ticket that popped up.

9 So we do a LiveScan and then the final
10 orientation. Our final orientation is the last
11 part, usually it's Friday before they hit the
12 Training Center on a Monday, so this way the
13 final orientation, we give them all the
14 information, the addition information we give
15 from the beginning that nothing is ever promised
16 to you through this process, you can still be
17 disqualified even during the weekend and we
18 pretty much give them pointers on what they need
19 to do and also during the final orientation this
20 is when we have the tech staff from the Academy
21 Training Center whosever the tech is going to be
22 assigned to this academy class, they show up and
23 tell them what is expected over the weekend and
24 what's expected that Monday, what to bring, what
25 to have, the whole nine yards.

1 Once that's done, then the Human
2 Resources comes in and give the information they
3 need for them as far as finalizing their
4 documentation and we also close out all MCOLES
5 requirements which are done by Officer Mitchell
6 at that point in time.

7 LT. COLES: We put this up, this slide
8 in, because there were some questions. Even some
9 of our people had questions about what is
10 actually in the written test or the reading test
11 that the applicants have to take. So we went to
12 the MCOLES website and I took off -- I took this
13 off, the test questions that they have for the
14 website, so every candidate has the ability to go
15 on the website and just answer -- I think it's
16 about 20 test questions that they have available
17 so the candidate can get an idea of the type of
18 items that he's going to see on the written test.

19 So the area that they have is the
20 writing area. There's' five different sections
21 of the writing area, there's a detail section,
22 two statements are presented, they have to select
23 the one that is the most detailed about the
24 statements that they receive.

25 Then there's a spelling session, the

1 word usage section, the clarity section and the
2 grammar section. And, again, on each one of
3 these sections after they go to the website they
4 have different questions for the candidate to
5 read and answer so they will have an
6 understanding.

7 The proficiency test that they give is
8 the equivalent of 11th grade English, so because
9 every candidate that we had has to have either a
10 high school diploma or a GED. This is -- I don't
11 know why, but this is just what MCOLES does.

12 And then the reading test, there's a
13 passage they have to read and answer
14 corresponding questions and every test that we
15 give through MCOLES for the written test is
16 through MCOLES.

17 They have to sit down on a computer and
18 MCOLES is the one -- they're the ones that
19 proctor the test, they're the ones that send out
20 the scores. We don't have anything to do with
21 the testing or evaluating the test or anything to
22 that effect.

23 SGT. CURTIS: 2018 Recruiting and
24 Retention Summit, this is a summit that me and
25 OIC that Nichols went to earlier this year. The

1 image I want to get to is the recruitment best
2 practices.

3 We found out -- we sat down with a
4 group of officers, recruiting officers, from all
5 across the country from California to Maine, all
6 the areas from north to south. And that
7 recruitment summit was basically to trade ideas,
8 find the best practices that everyone uses and it
9 was a two-day course.

10 We found out that we're pretty much on
11 par with everyone -- actually above everyone when
12 it comes to recruitment practices because we've
13 been doing it a long time.

14 We found that out and so a lot of the
15 best practices as you see in the beginning of the
16 slides using the online system, some places
17 didn't have online systems, some places had an
18 online system, so we traded ideas on what's the
19 best practice when it comes to online systems.

20 Now, the social media and other
21 marketing campaigns which is one of the topics we
22 talked about as far as recruiting.

23 We use that of course a lot here in
24 city of Detroit with Facebook, Snapchat. Our
25 field recruiting team, they use a lot of those

1 instruments as far as when it came to social
2 medica, getting information out there to all the
3 difference chat groups, to the college campuses,
4 the while nine years, so our field recruiting
5 team has done a great job of doing that.

6 Also the tools to streamline
7 recruitment, we talked about things that we can
8 use, it would be like tools that we can use as
9 far as our social media, going on Facebook,
10 looking at candidates Facebook, looking at their
11 Facebook account, look at the other accounts that
12 they have, we use those tools to streamline
13 recruitment, cutting back on information that we
14 wanted to get to, we go to these online sites and
15 tools for the government, getting additional
16 information on candidates.

17 So we were trading back and forth
18 information on what the best location to get
19 background or the better process of doing a
20 background investigation.

21 Also in diversity understanding and
22 embracing cultural differences, we found a lot of
23 other cities or entities didn't really have one
24 and we were able to share our experiences in
25 working in the city of Detroit because of the

1 great melting pot of different cultures and
2 within our own department.

3 So we were able to share that with
4 other entities that worked in California and
5 other locations that high minority populations,
6 they share their understanding and their
7 experiences as far as when it came to that.

8 Now, evaluating the cost of retention
9 over recruiting. This is something that was a
10 big topic as far as everyone across the Board
11 trying to find -- trying to prevent turnover
12 rate, how can you stop and retain officers from
13 leaving.

14 I thought it was unique for Detroit and
15 every city is different in its own self. Doing
16 this job in Recruiting opened my eyes to a lot of
17 things and seeing officers go and come from one
18 year to four years to 15 years to 20 years.

19 And we were looking for -- some of the
20 things we were looking for we discovered during
21 the summit is that most candidates, the
22 candidates of this new generation, they look for
23 an agency that fits them. Not really more of the
24 money, the money is actually the last thing to
25 look for, they're looking for something that

1 fits them and also what's the medical package,
2 what's the benefits, the pension, the retirement.

3 That was the No. 2 thing that was on
4 their list and money was last, but uniquely for
5 every city is different. Looking at Detroit when
6 I've been here doing my recruiting here in
7 Detroit what I see was like the turnover rate was
8 a big issue everybody is talking about as far as
9 officers leaving on a daily basis.

10 Seems like a lot of fits -- 19 percent
11 are Detroit, what is going on with our turnover
12 rate. The problem we're having is we have a
13 temporary fit for certain candidates that come to
14 our process, Detroit is a temporary fit because
15 we access free training, free certification, free
16 academy.

17 Most agencies we found during the
18 summit, they're not looking for that person
19 that's got a Schoolcraft Academy, they're looking
20 for that individual who's already certified. So,
21 guess what, I can come to Detroit and get
22 certified and all surrounding agencies pull us
23 all the time.

24 What now comes into that effect is the
25 benefits, benefits and packages. Not shot on

1 that horn a lot when it comes to pay differences
2 also, so a lot of candidates are coming here for
3 a temporary fit for themselves and moving on.

4 Yes, we also have candidates here for
5 the real reason to police the city of Detroit, to
6 see a change who are Detroiters, who are not
7 Detroiters. We have individuals come from
8 Australia, California, Bosnia, Houston, Texas.
9 They're actually here because they want to help
10 and because they want to be in the field of law
11 enforcement.

12 We have that other percentage that you
13 see the high number which you probably may get
14 from Human Resources as far as individuals
15 leaving here for a temporary fit which we can't
16 pretty much prevent when it comes to MCOLES
17 qualifications. I can't disqualify because I
18 have a feeling that you're here to just get
19 certification.

20 LT. COLES: So we wanted to just chat
21 real quickly about recruiting that we do within
22 the city and you've heard some of it from Officer
23 Wesley, but we have -- the things that we have
24 already in place.

25 We have the Law Enforcement Explorers,

1 we have a police cadets, we do a field day. When
2 we do field day we're out there recruiting as
3 well as field day.

4 Detroit PAL, we just had a PAL event on
5 Saturday where we got 37 interest cards just from
6 that event alone. Then we have our Detroit
7 Police High School Academies. We're in three
8 actual academies where we have a law enforcement
9 curriculum within the school and within those
10 schools that's where we're trying to also hit
11 more of the students where we get them all the
12 way through.

13 So we're trying to get with them early
14 and then move them all the way through. We
15 eventually hope to get through all of the
16 academies just like they have ROTC, but it's a
17 process, so we just have to continue with the
18 process the way it is.

19 But as of right now we are in three
20 different schools who have law enforcement
21 academy curriculum within their school for their
22 students. That was it. Now through the Chair we
23 can open it up for questions.

24 COMMISSIONER CARTER: Commissioner
25 Dewaelsche and then Commissioner Davis.

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1 COMMISSIONER DEWAELESCHE: Thank you,
2 Madam Chair. So I'm on the Recruitment Committee
3 of the Board with the Chair who is Betty Brooks
4 and we've talked a lot about some of the issues
5 that you raise as far as the recruitment or the
6 difficulty in recruiting.

7 And our focus as Board members is to
8 try to recruit Detroiters. I mean, that's our
9 priority. And then we through the years that
10 we've been on the Board -- I'm already going on
11 my fourth year and so is Ms. Brooks -- we
12 recognize -- I didn't realize that the reading
13 level of the MCOLES exam was 11th grade.

14 And that will be a major problem in
15 your recruitment efforts for a lot of our young
16 Detroiters. We know why, because the school
17 system is not preparing them to read at that --
18 they're graduating, they have high school
19 diplomas or GEDs or whatever, but they're not
20 reading at that level.

21 So, you know, the HR director and our
22 committee are going to be sitting down and
23 talking to see how we can address that issue to
24 bring the reading level up. So I just would like
25 the audience to know that we recognize that this

1 is a major problem and yet we still want to try
2 to recruit from Detroit and get more Detroiters.

3 So I just wanted to make that point,
4 but I do have a few questions if I may, Madam
5 Chair.

6 So are we saying that 12 percent of the
7 individuals that are recruited are from the
8 suburbs of Michigan or Michigan because you said
9 69 percent were out of state?

10 LT. COLES: No, no 6 percent were out
11 of state.

12 COMMISSIONER BELL: So, I'm sorry.

13 LT. COLES: Only 19 percent are from
14 Detroit.

15 COMMISSIONER DEWAEELSCHE: Oh, 6 percent
16 so 19 percent are from the city, 6 percent from
17 out of state, the remainder are suburban or
18 Michigan?

19 LT. COLES: Yes, ma'am.

20 COMMISSIONER DEWAEELSCHE: I just wanted
21 to clarify that. And then as it relates to the
22 training, I mean the process, the entire
23 recruitment process from the time they begin the
24 interview to the time that they're accepted what
25 is the average length of time for that, can you

1 give me an average?

2 SGT. CURTIS: Approximately two months
3 before they make it to the academy.

4 LT. COLES: Two months, we've done it in
5 less and we've had a lot more, but that's the
6 average.

7 COMMISSIONER DEWAELESCHE: It's a lot
8 shorter than I thought. I thought it was several
9 more months than that, so I'm glad to hear that.

10 And in terms of the curriculum or, I'm
11 sorry, the sequence in the recruitment process,
12 are you following a standard sequence, is that
13 MCOLES' sequence?

14 I only ask that because I would
15 question why you would give the medical before --
16 not give it before the psychological because if
17 they pass the psychological but they don't pass
18 the medical, they're not going to get in.

19 To me, this is more of a priority than
20 the psychological. I'm just -- that's just me
21 and so I'm wondering what sequence are you using,
22 is it standard, do they use it across the
23 country?

24 MS. LAMAR: Good afternoon, Bridget
25 Lamar, interim Personnel director. Good

1 afternoon, Commissioners, good afternoon, Chief.

2 In order to have a -- to send one for a
3 medical scam you have to a conditional offer of
4 employment. We cannot send for a medical exam
5 until we do that conditional offer of employment.

6 COMMISSIONER DEWAELESCHE: So what that
7 means is that you have to complete most of the
8 steps before you can do that?

9 MS. LAMAR: Yes, ma'am.

10 LT. COLES: MCOLES has a priority where
11 they have to have the psychological test done, so
12 it has to be done first.

13 COMMISSIONER DEWAELESCHE: I'm sorry,
14 and I'm just curious, do other departments follow
15 the same sequence?

16 LT. COLES: If they're in the state of
17 Michigan --

18 COMMISSIONER DEWAELESCHE: I meant
19 nationally.

20 LT. COLES: Nationally it varies from
21 department to department depends on whether it's
22 the sheriffs to municipalities, they all
23 different. They all do some form of
24 psychological testing, some do it on the front
25 end after you sign up the application, some do it

1 on the far end. It depends on the department.

2 COMMISSIONER DEWAELSCHÉ: Is it
3 possible to do some of these simultaneously?

4 LT. COLES: Yes.

5 COMMISSIONER CARTER: Commissioner
6 Davis?

7 COMMISSIONER DAVIS: What three high
8 schools are you in and that's the next one you
9 all are expected to go in?

10 OFFICER WESLEY: We actually schedule
11 the high schools and we schedule them for that
12 day or that week.

13 LT. COLES: Are you talking about the
14 academies?

15 OFFICER WESLEY: Yes, the police
16 academies. Cody, University Prep -- they're
17 actually assigned to different --

18 DEP. CHIEF BETTISON: Deputy Chief
19 Bettison for the record. 1st Asst. Chief Stair
20 is looking at Southeastern right now, so
21 Southeastern is going to be the next school.

22 COMMISSIONER DAVIS: And the three
23 existing ones are --

24 LT. COLES: Cody, University Prep and
25 the third one slips my mind. I can get it for

1 you before the end of this, but it's not on the
2 tip of my tongue.

3 ASST. CHIEF BETTISON: But I think
4 Southeastern is that third one that we'll be
5 going in, so we'll clarify.

6 COMMISSIONER BURCH: Thank you to the
7 Chair and to the recruiters. I had my first
8 experience of going to the graduation of the
9 police department. I was in awe of how
10 wonderful, how proud I was not then as a
11 Commissioner, I was proud as a citizen to see
12 what the recruiters -- what they actually go
13 through to become a police officer.

14 At that time at the end of the meeting
15 I also talked to Chief Craig and asked him are
16 those graduations open to the public as one
17 question, are they?

18 LT. COLES: Yes, ma'am.

19 COMMISSIONER BURCH: Yes, okay. So I
20 wondered then the audience was filled mostly with
21 family, so if it was open to the public I was
22 wondering where were the citizens. So when
23 you're recruiting maybe that would help if you
24 publicized it more by the television, not just
25 putting a poster up in churches.

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1 Have you tried using it on TV?

2 LT. COLES: Through the chair, are you
3 saying the graduation?

4 COMMISSIONER BURCH: Not just the
5 graduation, for recruiting.

6 LT. COLES: Oh, for recruiting. Well,
7 through the Chair, the recruiting process if we
8 tried to use TV would cost us money, so right now
9 we're trying to hit all the social medias where
10 er can do it and it's free, so we're trying to
11 hit these free sites because we don't have the
12 budget to try to go through TV.

13 As far as for the graduations, because
14 we're doing a graduation almost every month,
15 you're not going to see as much public there
16 every single month because when it started it as
17 a novelty, but now we're putting --

18 COMMISSIONER BURCH: Getting kind of
19 old.

20 LT. COLES: Yeah, we're putting out a
21 class every month. You won't see as many people
22 there.

23 COMMISSIONER BURCH: Again, like I
24 said, my first experience so I'm watching
25 everything and observing. There were officers

1 there that Chief Craig could identify what
2 precincts they were going to be assigned to.

3 What do you think of adding -- for
4 instance letting the Commissioners know if that's
5 their district and if the officers are going
6 there, could they meet them, in other words let
7 them meet their commissioner right there at the
8 graduation, be able to share with them that we
9 can -- if they need to whatever, conversate, and
10 -- I mean the other guy, not Chief Craig. He
11 thought it was very good idea, so what is your
12 opinion about the commissioners meeting those
13 that are assigned to their precinct as they
14 graduate?

15 LT. COLES: Through the chair, that
16 sounds like a wonderful idea to me, ma'am, but
17 we're in Police Recruiting I don't handle the
18 academy, so --

19 COMMISSIONER BURCH: I want you to take
20 it back to whoever handles it.

21 LT. COLES: Like Asst. Chief Williams?

22 COMMISSIONER BURCH: Right now what I'm
23 saying and I just want to answer if you don't
24 mind, why can't the commissioners be -- let us
25 know who is going to their precinct or if they're

1 in their district because I found out there were
2 three that graduated and I was proud to see
3 women, Chief.

4 ASST. CHIEF WILLIAMS: Through the
5 Chair, of course we can do that. I'm thinking it
6 may be more valuable to do it at the academy.
7 For the most part we know where the probationary
8 police officers are going prior to the
9 graduation.

10 What we don't want to do is we don't
11 want to increase time time on the back end
12 because after the graduation it's pretty much for
13 those new probationary police officers.

14 After everything is done, we want them
15 to have time with their family, but of course
16 it's something we can definitely do.

17 COMMISSIONER BURCH: Thank you.

18 COMMISSIONER BROWN: Madam Chair, just
19 one question. First of all, you guys are doing a
20 fine job with the recruiting process and turning
21 out the recruits, but how did we compare when you
22 went to the summit, how did we compare to the
23 rest of the departments across the country to
24 actually physically train the officers as to
25 those that don't, they look at us as the pool of

1 pulling folks from?

2 How do we compare to other states?

3 What were the numbers?

4 LT. COLES: Through the Chair, no other
5 state was putting out a class every month, none
6 of the states that we talked to.

7 When we told them we were doing that,
8 they were all amazed. They were telling us how
9 hard it was for them to get candidates to do one
10 every other month and every six months, so we are
11 putting out more than everybody that was there.

12 Every single department that was there,
13 we were blowing them all out of the water.

14 COMMISSIONER BROWN: How did we compare
15 to us actually doing the in-house training as
16 opposed to those that are shopping for officers
17 that are already trained, that's what I'm talking
18 about?

19 SGT. CURTIS: During the academy? That
20 subject didn't come up as far as -- that subject
21 didn't come up about the training process. Some
22 agencies had it, some don't. It was more about
23 recruiting and retention.

24 They didn't even talk about that
25 subject.

1 COMMISSIONER BROWN: Thank you.

2 LT. COLES: Just to also hit that point
3 though, they did say that they're having the same
4 issues as us, the people that do have their own
5 academies where people are getting trained and
6 then they're coming and taking them, but they
7 also do have something where sometimes they will
8 have it in place where you have to stay with them
9 for a couple of years.

10 COMMISSIONER DEWAELSCHÉ: Or a
11 repayment plan?

12 COMMISSIONER BROWN: Where is that
13 language?

14 COMMISSIONER CARTER: Commissioner
15 Bell?

16 COMMISSIONER BELL: Madam Chair, I
17 just want to make a couple of points. I think
18 the figure been tossed around it costs about
19 \$80,000 to train an officer and the reason why
20 we're doing it monthly is because we have an
21 issue with retention, etc., etc.

22 But like I hope that Commissioner Brown
23 do a follow-up on it. It's amazing that 10,000
24 applicants can show up and pay a \$50 fee and when
25 you look at DPD we're bending over backwards and

1 yet are we retaining these officers after
2 investing \$80,000, and I know we had a robust
3 discussion with Commissioner Vice-Chair and
4 Personnel director, but the bottom line is this.

5 That I visit the academy and speak to
6 the academy, spend two hours and it appears that
7 if the percentage of people who are coming
8 outside of Detroit, they are normally employed.
9 I haven't yet met one class, one or two persons
10 say they was unemployed.

11 So when you look at that cost factor
12 add up in terms of people who do not make it past
13 that initial process and we paying the \$50 for
14 that person to walk back out the door.

15 And the city, the finance and all that,
16 I understand that effort -- we come a long way,
17 we have closed that gap, but if you're losing
18 officers in this time frame, then we need -- as
19 you stated, that we're training officer for other
20 departments, especially in the state of Michigan.

21 I know we talked about that whole
22 process, but it concerns me that if there's a
23 hardship for a person who cannot afford it, but
24 they're gainfully employed, then they can afford
25 it.

1 So I think we need to revisit that
2 issue and we would have that conversation with
3 the Mayor this month, but if they are gainfully
4 employed -- that's a hardship, but he just cited
5 example of how many people apply for the fire
6 department position and paid to fee without any
7 problem.

8 And most of these people are employed,
9 so why should we bear this burden financially
10 initially, so I just think that we need to really
11 take a look at it.

12 And Southeastern High School -- one of
13 the largest student enrollment is at East English
14 Prep, one of the largest enrollments. I might be
15 wrong, but that's what I was told, so we need to
16 look at East English Prep, they have a large
17 enrollment in terms of more students, more
18 applicants perhaps, especially the pool who are
19 perhaps not going to Howard of Wayne State or
20 whatever that is.

21 We need to look at it and if we can
22 close that gap with cadets and etc, etc, I think
23 we can reach more people and the graduation is
24 always open to the public. Like you said, it's
25 for family and friends who normally show up and

1 you have that type of gathering.

2 And we publicize that and we make
3 mention, but most don't have an interest in
4 coming out to that outside of loved ones.

5 But you're doing an outstanding job. I
6 know it's a tough issue, but retention is
7 crucial. If we're investing in these officers we
8 want to retain them.

9 I have met two or three officers on my
10 side of town that work for the Grosse Pointe, St.
11 Clair Shores and they trained them and they
12 scooped them right up.

13 But the majority of the officers do
14 stay after coming through the academy, but we're
15 still losing too many, so I'm hoping that the
16 bill that Sylvia Santana, State Rep, is working
17 on and Brenda Jones, Council President, is
18 working on that whole issue because we bearing
19 the costs and we're not getting our dollar's
20 worth in terms of this whole process.

21 You're doing an outstanding job
22 recruiting and that's an investment and also the
23 academy training, that's an investment, but
24 taxpayer dollars should be better spent in terms
25 of how we approach this matter.

1 Thank you, Madam Chair.

2 COMMISSIONER CARTER: Thank you.

3 Commissioner Burton?

4 COMMISSIONER BURTON: Through the
5 Chair, for point of information that question
6 that was raised was what's the average of new
7 recruits that the City of Detroit is retaining.

8 Since there is an HR person here, maybe
9 the HR Department for us as far as the average of
10 new recruits that you're retaining after the
11 first year, since we are losing a lot of new
12 recruits.

13 MS. LAMAR: Through the Chair,
14 Commissioner Burton, I'm right here. Stepped up
15 probably about five minutes ago.

16 I wanted to address your question and
17 if I may too to Commissioner Bell, I've had the
18 experience of being here with the City for a
19 little while and having the experience of
20 recruiting for both fire and police.

21 One of the things for both fire and
22 police is the City does have a challenge in
23 recruiting Detroiters and one of the things that
24 the police development did so that we could
25 ensure that those that were disenfranchised had

1 an opportunity to apply and that the financial
2 means was not -- that they didn't have the
3 financial means there.

4 And to Commissioner Brown, in
5 recruiting the last fire class, I was there, did
6 the last class of 10,000, for 10,000 recruits
7 that were there, the fire department and HR
8 worked with Phoenix which was a part -- there was
9 the Black Firefighters Association, we were
10 recruiting Detroiters, and there was an emphasis
11 on working with our labor partners so that we
12 could recruit Detroiters and so that our young
13 folks looked at a career in both fire and police
14 -- I'm speaking for them both now -- as not just
15 a job, as a career.

16 So it's getting the word out to them.
17 With fire, they did the CPAT, they did the free
18 on weekends so they could go through the course
19 similar to what the police department is doing,
20 the reconditioning.

21 So we really have to impress upon those
22 that are interested that this is a career, this
23 is a viable career. Everybody is not able to do
24 two years, four years of college and this is a
25 viable career, so we talk to them, we partner

1 with our DPS so that people can understand that
2 we want the best and the brightest here in the
3 city of Detroit to serve our citizens, be it
4 fire, police or EMS.

5 So we want to do things that will
6 attract them and what we can and understand --
7 and I'm with you there -- for our suburban police
8 departments that are -- when we train officers we
9 do put a lot of money in.

10 As you said, Commissioner Bell, it
11 costs almost \$80,000 to recruit a police officer.
12 So when we have those police officers and looking
13 at the stats, Commission Burton, we retain about
14 75 percent and when we look at the -- in my
15 report when we look at the number of attrition
16 and I don't know if I failed to see it, our
17 retention numbers are looking at those who are
18 resigning, service retirements as well as vested
19 retirements.

20 One of the things right now with the
21 City of detroit, we did a lot of hiring 20, 25
22 years ago, just like we're doing now. And so a
23 lot of people are eligible for service and vested
24 retirements. You can have a vested retirement
25 after 10 years once they're in and they choose to

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1 go elsewhere or they have -- they do their full
2 contract, 20 years or if they're a ranking
3 officer, 25 years.

4 And we did a lot of hiring back then,
5 so that's why we're doing a lot of hiring now so
6 that we don't have the gap and we do have a 97
7 percent fill rate. Out of the over 1,700 police
8 officer positions we have 37 that are vacant for
9 this budget year.

10 So we are being mindful of our
11 retention as well as being mindful of what we can
12 do to recruit and so that our young folk can know
13 that this is a viable not just a job but a
14 career.

15 COMMISSIONER CARTER: Commissioner
16 Burton?

17 COMMISSIONER BURTON: I do have a
18 follow-up question. You mentioned that it's
19 about 75 percent. Can we get something put in
20 writing and sent to this Board, Honorable Board,
21 a breakdown from 2014 up to now how many that we
22 retained each year out of those new recruits,
23 please?

24 MS. LAMAR: Yes, sir.

25 COMMISSIONER BURTON: Thank you.

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1 COMMISSIONER BELL: Madam Chair, I have
2 one more suggestion. You mentioned TV ads or
3 PSAs, can we entertain maybe asking one of our
4 sponsors to sponsor a month or two ad or
5 something that -- could we get a sponsor, perhaps
6 we can pursue that, and second have we thought
7 about a person who's considering leaving -- in
8 the military they offer a bonus, signing bonus.

9 Since we have this all pot of money or
10 whatever that is, perhaps we can entertain a
11 signing bonus to extend that for another five
12 years or three or whatever. I'm just throwing
13 that out. That might be something, those two
14 areas of concern, that we might want to look into
15 maybe because I think one of the areas that we're
16 concerned about is the benefits.

17 When you cut the benefits of those who
18 are retired like myself and others, that raises a
19 red flag that I'm here 20 years, 25 years and
20 appears that we did not keep our promise.

21 And that made a difference of people
22 say well, now I need to look somewhere else
23 because I see how they treated these retirees who
24 are still upset and they should be upset.

25 I'm not talking -- you the messenger --

1 but that is a concern. So you can see how we
2 lost allegiance there when we cut those issues,
3 but the City employees suffered also. They
4 suffered more so than we did, so I understand the
5 whole issue and we're coming with some of the
6 class, they're going to leave in that time frame.

7 But I know my career, people were
8 staying much longer because they enjoyed the job,
9 so those criteria has changed somewhat where
10 younger personnel in this age group here. Thank
11 you.

12 COMMISSIONER CARTER: Any other
13 questions?

14 COMMISSIONER BURCH: Not a question,
15 just a comment, please, thank you. I wanted to
16 ask really to Chief Bettison -- Chief to you.

17 I wanted to recommend because of all of
18 the fallen officers that have passed away due to
19 violence what do you think of the idea of each
20 precinct, each district, would host an
21 appreciation of the fallen officers during the
22 month or the weekend of Memorial Day.

23 We can do that in No. 11 where we've
24 just asked the officers and their families to
25 come out to let them know that we are with them

1 to just have an appreciation day.

2 I would like to present it to you and
3 also to this Board if we could do something like
4 that.

5 DEP. CHIEF BETTISON: So I'm the chair
6 of the recently created probably a month ago, the
7 fallen officers Board. So I would take that idea
8 to the board and you can come before our board, I
9 will get the date to you so that you can present
10 the idea and our board can weight in on it.

11 COMMISSIONER BURCH: Thank you.

12 ASST. CHIEF BETTISON: And I just got
13 word through the chair for Commissioner Davis
14 regarding how many schools we're currently in,
15 we're currently in two schools and we're working
16 on the third one and that third school will be
17 Southeastern.

18 COMMISSIONER DAVIS: Yeah, I thought
19 so, I just wanted to hear that.

20 COMMISSIONER CARTER: And I just have
21 one comment on the testing fee. The concern was
22 for Detroiters who had a financial burden, not
23 suburbanites, so I just want to put that out
24 there that that is our primary concern and we
25 will have a discussion with the Chief and the

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1 Mayor regarding paying for tests for those that
2 do not live in the city, us covering that cost I
3 think is --

4 COMMISSIONER BROWN: Crazy.

5 COMMISSIONER CARTER: Yeah, thank you.
6 So we will have that conversation. I think that
7 we're at a point where we need to reconsider
8 paying for those tests fees.

9 So at this Commissioners, we will move
10 on to standing committee reports or ad hoc
11 committee reports.

12 COMMISSIONER DEWAEELSCHÉ: Madam chair,
13 the Personnel Committee met and we are in the
14 process of redoing the organization chart for the
15 Board of Police Commissioners office and the
16 Office of the Chief Investigator, all of the
17 units that are within our office.

18 So we don't have a copy of it today
19 because we're still reviewing it and we will
20 present it to the full Board for approval within
21 the next week or so.

22 COMMISSIONER CARTER: Okay, thank you.
23 At this time we'll have a report from the Board
24 secretary.

25 SECRETARY HICKS: Thank you, Madam

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1 Chair. My report is very simple this evening. I
2 do want to call your attention to the seven items
3 that are mentioned -- I mean that are listed on
4 the agenda and they vary in their topics.

5 I do want to point out that we have
6 received a request for appeals both for --
7 additional requests for appeals for the rejected
8 applicants as well as appeals relative to
9 investigations that had been conducted by our
10 Office of the Chief Investigator.

11 You can see them listed in here and
12 then finally what was added on to today's agenda
13 No. 7 was a follow-up from the verbal report that
14 was given at the last meeting about the FBI
15 training opportunity and that is enclosed in your
16 packet.

17 And while I have the floor, I do want
18 to indicate in your packet today is also
19 information relative to the closed session in the
20 event that a member did not reprint the
21 information that was distributed I think a week
22 or so ago in connection with the closed session,
23 so those things are in your packet.

24 And unless you have any questions for
25 me, that would conclude my report for this

1 evening.

2 COMMISSIONER CARTER: Thank you, sir.
3 Is there any new business, Commissioners?

4 COMMISSIONER BROWN: Madam Chair, I
5 neglected to bring this up at the last meeting.
6 I neglected to recognize the investigator from
7 the Office of Chief Investigator Ms. Colter who
8 was that investigator I was talking about who
9 went above and beyond duty with going through a
10 case.

11 (APPLAUSE.)

12 I know she's back there, stand up --
13 where is she at? But it was Ms. Colter that --
14 Investigator Colter that did the work on the case
15 that I spoke of last week and I just wanted to
16 make sure I recognized her for that.

17 SECRETARY HICKS: Madam Chair, if I
18 could just also add to that, following the
19 comments that were made by the commissioner in
20 the last meeting I also convened a special
21 conference with Ms. Colter and Sloan, both of
22 them are investigators who were involved in that.
23 Colter did the work, Sloan was the supervisor in
24 that connection and conveyed your specific
25 comments in connection with that and

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1 congratulations and thank you on behalf of the
2 overall Board for the fine work in which they do.

3 COMMISSIONER BROWN: Thank you.

4 COMMISSIONER CARTER: Thank you,
5 Commission brown. At this time there's no other
6 new business, out next Board of Police
7 Commissioners meeting will be Thursday, March 22
8 here at the Detroit Public Safety Headquarters
9 located at 1301 Third Street.

10 Our next community meeting will be
11 Thursday, April 12, 2018 at 6:30 PM in the 11th
12 Precinct at 13450 Goddard Avenue.

13 At this time we'll have oral
14 communications from the audience. Please give
15 your name for the record and limit your comments
16 to two minutes, please.

17 MR. ROBERT BROWN: Madam Chair, I
18 currently have two cards. The first speaker will
19 be Mr. Eric Blunt followed by Mr. Peter Rhoades.

20 MR. BLUNT: Good afternoon, Board. My
21 name is Eric Blunt, I'm a life-long Detroiter. I
22 have two concerns and I'll try to break them up
23 into one-minute segments.

24 As a life-lone Detroiter our hearts go
25 out to the department as we see these numbers

1 that say only 19 percent of new hires are
2 residents of the city of Detroit.

3 It's another indication of the
4 devastating effects in the raising or the removal
5 of the residency requirements here for police
6 officers and public servants.

7 That along with other things that are
8 happening in our state and in our country, I just
9 don't know how you even attempt to tackle the
10 whole diversity issue, but it's good to see that
11 you do try and you have programs in place to try
12 to do that.

13 My other concern is on recently the
14 state of California has went to task with the
15 federal government regarding being a sanctuary
16 city/state and I'd like to know, is this city, is
17 this state, a sanctuary area for those who may be
18 forcing illegal departure. Thank you.

19 COMMISSIONER CARTER: Thank you, Mr.
20 Blunt.

21 ASST. CHIEF WILLIAMS: Through the
22 Chair, we do not identify as a sanctuary city,
23 but what we do notify everyone is we do not stop
24 or investigate primarily based upon any
25 citizenship. Everything we do has a crime nexus

1 and even if we do a traffic stop, we're not
2 asking what the immigration status is, that is
3 not our policy.

4 So the only time that something may
5 come into play with immigration is if we receive
6 a detainer, we will act on anything we're
7 directed to act on by federal government, so --

8 COMMISSIONER CARTER: Thank you.

9 COMMISSIONER DEWAELESCHE: Madam Chair,
10 may I? And I do want to add that we are planning
11 to have another community event in Southwest
12 Detroit where we'll invite a panel and we're
13 working on that to occur the second Tuesday in
14 September and we'll cover issues like sanctuary
15 city.

16 I know the Mayor has referred to us as
17 a welcoming city. You know, obviously many
18 people in our community would like to see a
19 stronger commitment, but welcoming is very good,
20 that's a step in the right direction.

21 But we do want to tell our community
22 members what they should do and should not do and
23 how to be safe and all of those issues and
24 actually to bring them up to date with what is
25 happening nationally and we'll do that during the

1 September event, so thank you for asking that
2 question.

3 MR. ROBERT BROWN: The next speaker,
4 Madam Chair, is Peter Rhoades and that will be
5 your last speaker.

6 MR. RHOADES: My name is Peter Rhoades.
7 I was here before the Board a week ago over at
8 Wayne County Community College. You only get two
9 minutes, so let me say thank you.

10 I want to thank the Board because you
11 actually addressed the issue that I was concerned
12 about and that is special police services
13 provided at large venues in downtown and midtown
14 and it actually got addressed.

15 And the reason it was addressed is
16 because this Board allows citizens, any citizen,
17 to come up and address the Board at public
18 comment, bring matters up to your attention and
19 eventually it does get taken care of.

20 I understand the report from last
21 week's meeting will be released and that's a good
22 thing, so this is your thank you, I want to
23 especially thank Commissioner Willie Bell,
24 Commissioner Davis for working on this.

25 I also want to thank Dep. Chief

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1 Bettison. I also want to thank Mr. Hicks,
2 Mr. Brown and I really want to thank Chief of
3 Police James Craig because, according to the last
4 meeting he was the one who actually made some
5 phone calls and got the thing done.

6 So this is the thank you two-minute
7 comment which is a little unusual for this so
8 hopefully we'll see revenues that are generated
9 come in, get flipped over, be reused and
10 hopefully those revenues will help to increase or
11 enhance police response times out in the
12 neighborhoods which is basically my whole concern
13 at the very beginning of the exercise.

14 So this is the thank you and hopefully
15 you'll release the report, hopefully we can make
16 that a quarterly report hopefully City Council
17 will be getting copies of that report.

18 Thank you again, I really mean it.

19 COMMISSIONER CARTER: Thank you, Mr.
20 Rhoades.

21 MR. ROBERT BROWN: Madam Chair, that
22 was your last speaker.

23 COMMISSIONER CARTER: Thank you. At
24 this time under old business we will have a
25 closed session, disqualification appeal for

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1 Nathaniel Sandrich.

2 COMMISSIONER BELL: Madam Chair, I move
3 that we go into the closed session per the Open
4 Meetings Act to address the personnel matter.

5 COMMISSIONER DEWAELESCHE: Support.

6 COMMISSIONER CARTER: It's been moved
7 and supported that we go into closed session.
8 Any discussion? Those in favor?

9 COMMISSIONERS: Aye.

10 COMMISSIONER CARTER: Those opposed?
11 This concludes this portion and we will reconvene
12 after our closed session.

13 Feel free to stay you would like,
14 otherwise we will see you next week.

15 (A recess was taken and a closed
16 session was held).

17 COMMISSIONER BELL: Madam Chair, I move
18 that we reconvene our Board meeting.

19 COMMISSIONER BROWN: Support.

20 COMMISSIONER CARTER: It's been moved
21 and supported that we reconvene. Is there any
22 discussion? Those in favor?

23 COMMISSIONERS: Aye.

24 COMMISSIONER CARTER: Those opposed?
25 Motion carries. At this time, Commissioners,

1 you have before you the disqualification appeal
2 from a Nathaniel Sandrich.

3 MR. WYRICK: Good afternoon, attorney
4 Jermaine Wyrick, Board attorney.

5 Through the Chair, the resolution as
6 drafted would read the Board votes to either
7 grant or deny the ability for Nathaniel Sandrich
8 to reapply pending the result of the MCOLES
9 inquiry investigation.

10 COMMISSIONER CARTER: I'm sorry, can
11 you read that one more time.

12 MR. WYRICK: The Board votes to either
13 grant or deny the ability for Nathaniel Sandrich
14 to reapply pending the results of the MCOLES
15 investigation.

16 COMMISSIONER BELL: Madam Chair, I move
17 support of the resolution that has been stated by
18 the attorney.

19 COMMISSIONER BROWN: Second.

20 COMMISSIONER CARTER: It's been moved
21 and supported that we approve the resolution
22 regarding Nathaniel Sandrich.

23 MR. WYRICK: And just as a point of
24 clarification, that's to grant his ability to
25 reapply, I might have been too wordy.

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1 COMMISSIONER CARTER: I thought we
2 were going to get clarification, so we are -- we
3 want to stay, we want to postpone.

4 SECRETARY HICKS: Through the Chair, I
5 think the confusion came in the wording "to grant
6 or deny" and I think that his actual wording --
7 and I'm looking over his shoulder -- is it the
8 Board votes to grant the ability to reapply
9 pending the results of the MCOLES inquiry.

10 COMMISSIONER CARTER: Again.

11 SECRETARY HICKS: The Board votes to
12 grant the ability to reapply -- insert the
13 individual's name -- in this case Mr. Sandrich,
14 pending the results of the MCOLES inquiry.

15 COMMISSIONER CARTER: Okay, got it.

16 COMMISSIONER BELL: And that was my
17 motion to support the resolution as being
18 clarified.

19 COMMISSIONER DEWAELESCHE: Second it.

20 COMMISSIONER CARTER: It's been moved
21 and supported that we approve the resolution as
22 read by Mr. Hicks.

23 Is there any discussion?

24 COMMISSIONER BURTON: And through the
25 Chair, yes, I do have a discussion and then for

1 the Board attorney can you also put that in
2 writing to make sure the all the Commissioners
3 get that.

4 MR. WYRICK: Yes, sir.

5 SECRETARY HICKS: And, Madam Chair,
6 this particular resolution, should you approve it
7 or disprove it, would be recorded as read into
8 the minutes and that would be your actual record,
9 in addition to that it would be in the transcript
10 flowing from the court reporter and the work in
11 which they're doing today as well.

12 COMMISSIONER CARTER: Okay, thank you.

13 COMMISSIONER BELL: Madam Chair, I
14 would say that we had discussion that if so, if
15 MCOLES deny this applicant based on their
16 criteria and we might want to entertain pursuing
17 an appeal if there's an appeal process. That's
18 just a sidebar discussion. We'll just wait and
19 I'm just having that sidebar discussion because I
20 think it's an issue that we all are concerned
21 about giving the opportunity as a juvenile, a
22 second opportunity, so if they have a stand-fast
23 policy, then it might be appealable to outside --
24 whatever that process. I'm not familiar with it,
25 but we can look into -- entertain that too.

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1 SECRETARY HICKS: Madam Chair, if can
2 suggest, after this particular vote on that
3 motion that you take a separate motion retaining
4 the ability -- or indicating the ability to
5 appeal because your appeal would not be tied to
6 this case, your appeal would be moving forward no
7 matter how you wrote on the first one.

8 COMMISSIONER BURTON: Through the
9 Chair, can we also read HR into the record as far
10 as what their thoughts or opinions on this as
11 well, can we read that into the record as well.

12 Since we have the attorney's
13 recommendation can we have the recommendation of
14 HR read into the record?

15 SECRETARY HICKS: Madam Chair, and
16 again that information was disclosed in a closed
17 session and it is one of the areas under the Open
18 Meetings Act that you can deliberate -- can
19 receive information outside of the public eye if
20 you will and I would suggest that information
21 that is disclosed to you in a closed session not
22 be put on the public record.

23 COMMISSIONER CARTER: Thank you.

24 COMMISSIONER DEWAEELSCHÉ: If I could
25 just add, the opinion also of HR I believe is in

1 the appeal itself that all of us would have
2 received a copy of.

3 COMMISSIONER BROWN: Madam Chair, can
4 we call for the question?

5 COMMISSIONER CARTER: The question is
6 the approval --

7 SECRETARY HICKS: Through the Chair, if
8 we read the motion again, the Board votes to
9 grant the ability for Mr. Sandrich to reapply
10 pending the results of the MCOLES inquiry, that
11 is the item on the floor.

12 COMMISSIONER CARTER: Those in favor?

13 ALL COMMISSIONERS EXCEPT BURTON: Aye.

14 COMMISSIONER CARTER: Those opposed?

15 COMMISSIONER BURTON: Oppose.

16 SECRETARY HICKS: The motion carries.

17 COMMISSIONER CARTER: Thank you.

18 SECRETARY HICKS: Then there's a
19 second possibility of a motion, Madam Chair and
20 this one here, the thrust of it was that really
21 independent of this action that the Board of
22 Police Commissioners would inquire or seek an
23 appeal process with MCOLES for individuals who
24 are in this type or similar situation, that would
25 be the thrust of the second.

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1 COMMISSIONER DEWAELESCHE: I so move.
2 COMMISSIONER BELL: Support.
3 COMMISSIONER CARTER: It's been moved
4 and supported.
5 COMMISSIONER BURTON: Oppose.
6 COMMISSIONER CARTER: We're not voting
7 yet, Commissioner Burton, hold on a minute. It's
8 been moved and supported that we -- the motion as
9 read by Mr. Hicks. Is there any discussion?
10 Those in favor?
11 ALL COMMISSIONERS EXCEPT BURTON: Aye.
12 COMMISSIONER CARTER: Those opposed?
13 COMMISSIONER BURTON: Opposed.
14 SECRETARY HICKS: Madam Chair, the
15 motion carries.
16 COMMISSIONER BELL: Madam Chair, is
17 there's no other business before this body I move
18 for adjournment.
19 COMMISSIONER BROWN: Second.
20 COMMISSIONER CARTER: It's been moved
21 and second that we adjourn. Those in favor?
22 COMMISSIONERS: Aye.
23 COMMISSIONER CARTER: We are
24 adjourned. Thank you all for attending and have
25 a good week.

1 (Proceedings concluded at
2 5:00 p.m.)
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