

4/20/2017

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DETROIT BOARD OF POLICE COMMISSIONERS

WEEKLY MEETING

THURSDAY, APRIL 20, 2017

3:00 P.M.

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD AVENUE - SUITE 767

DETROIT, MICHIGAN 48203

1 COMMISSIONERS:

2 Willie E. Bell - Chairperson (District 4)

3 Bishop Edgar Vann - (District 2)

4 Reginald Crawford - (District 3)

5 Elizabeth Brooks - At Large

6 Conrad L. Mallett, Jr. - At-large

7 Eva Garza Dewaelsche - At-large

8 Derrick Sanders - At-large

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10 BOARD SECRETARY: Gregory Hicks

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12 REPRESENTING THE CHIEF OF POLICE:

13 James Craig - Chief of Police

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Detroit, Michigan
Thursday, April 20, 2017
(At about 3:00 P.M.)

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CHAIRMAN BELL: Good afternoon. Welcome to the weekly afternoon meeting of the Board of Police Commission. It's good to see you all this afternoon, and we're going to call the meeting to order. I am Commissioner Willie Bell, your Chair from District 4, and we have with us this afternoon our very own Commissioner Edgar Vann.

Invocation, please.

COMMISSIONER VANN: May we pray. Gracious God, our Father, we thank you and we praise you for this opportunity, for this privilege to assemble ourselves for the building of our city and this department and the cause of public safety in Detroit. Bless us now as we deliberate, plan and as we discuss the pertinent business that will lead us to our responsibility and to our obligations.

Bless the Department, its leadership, every officer, every man and woman that goes and shows up for duty and goes out into the dangerous streets of the city.

Now bless us, give us wisdom, guidance,

1 strength that we might make good decisions. We'll
2 give you praise and thanks for all that you shall
3 do.

4 In Jesus' name, Amen.

5 ALL: Amen.

6 CHAIRMAN BELL: Thank you, Commissioner
7 Vann.

8 We're going to start to my far right with
9 the introduction of the Commissioners, introducing
10 themselves, please.

11 COMMISSIONER DEWAELESCHE: Good afternoon,
12 Eva Garza Dewaelsche, Commissioner At-large.

13 COMMISSIONER SANDERS: Good afternoon,
14 Derrick Sanders, Commissioner At-large.

15 COMMISSIONER BROOKS: Good afternoon,
16 Elizabeth Brooks, Commissioner At-large.

17 CHAIRMAN BELL: To my left.

18 COMMISSIONER BURTON: Commissioner
19 Willie Burton, District 5.

20 COMMISSIONER CRAWFORD: Good afternoon,
21 Reggie Crawford, Commissioner, Third District.

22 COMMISSIONER VANN: Commissioner Edgar
23 Vann, District 2.

24 CHAIRMAN BELL: Thank you, Commissioners.
25 Mr. Hicks, do we have a quorum?

1 Mr. HICKS: Yes, Commissioner, you have a
2 quorum.

3 CHAIRMAN BELL: And we have an excused
4 absence for Commissioner Lisa Carter, Commissioner
5 Ricardo R. Moore and Commissioner Richard Shelby.

6 And, Commissioner, the Chair will
7 entertain a motion to approve the agenda for this
8 afternoon's meeting.

9 COMMISSIONER VANN: I so move as chair.

10 COMMISSIONER: Supported.

11 CHAIRMAN BELL: Been properly moved and
12 seconded. Discussion.

13 Those in favor, "Aye."

14 COMMISSIONERS: Aye.

15 CHAIRMAN BELL: Those opposed.

16 Motion carried.

17 The next item of business will be
18 approval of the minutes from April 13, 2017.

19 COMMISSIONER CRAWFORD: So moved.

20 MS. BROOKS: Supported.

21 CHAIRMAN BELL: Been properly moved and
22 supported. Discussion?

23 Those in favor, "Aye."

24 COMMISSIONERS: Aye.

25 CHAIRMAN BELL: Those opposed.

1 Motion carried.

2 And Mr. Gregory Hicks, our Board
3 Secretary, would you introduce the Board staff,
4 please?

5 MR. HICKS: Thank you, Mr. Chair. Let me
6 just start off indicating that Sergeant Quinn is not
7 with us, but I believe a replacement from the
8 department is here, and the department handles the
9 taping. I also have media services who is handling
10 the audiovisual activity today, and then
11 Theresa Roberts is our court reporter.

12 In addition to that, the staff that is
13 with us today is Ms. Theresa Blossom, who is the
14 Community Outreach and Media Coordinator, Ms. Faith
15 Johnson, who is the Fiscal Executive Manager,
16 Ms. White, who is the Policy Executive Manager, and
17 I do want to indicate that Gail Oxendine, who is
18 Director of Human Resources, is also here, and
19 she'll be making a presentation in the meeting.

20 And then the -- I also want to go to
21 Chief Investigator Pam Drake, who will likewise will
22 introduce, and it appears that several of her staff
23 are here today.

24 MS. DRAKE: Good afternoon, for the
25 record, Pamela Davis Drake, Chief Investigator.

1 With me today is Supervising Investigator,
2 Abdullah Nelson, and we have several other staff.
3 I'm going to let them introduce themselves in the
4 back.

5 MS. HILL: Hello, Hannah Hill,
6 Investigator.

7 MS. NEELY: Investigator LaShanda Neely.

8 MR. CALLOWAY: Investigator Daniel
9 Calloway.

10 CHAIRMAN BELL: Would that be the
11 completion of the staff and introduction?

12 MR. HICKS: Yes.

13 CHAIRMAN BELL: And thank you for your
14 attendance and your presence. And as we go forward,
15 I see -- oh, okay, Chief James E. White.

16 CHIEF CRAIG: James E. Craig.

17 CHAIRMAN BELL: Chief Craig, it's good to
18 see you this afternoon, and would you introduce any
19 department personnel at this time.

20 CHIEF CRAIG: Okay. And in advance, I
21 want to apologize. I had to run out to Barbara
22 McQuade. I wanted to brief y'all up on some topical
23 department events. Of course, Assistant Chief
24 James E. White. What does the E. stand for?

25 ASSISTANT CHIEF WHITE: Edward.

1 CHIEF CRAIG: I wish mine was Edward. We
2 won't talk about mine. We don't want to ask about
3 my middle name. Anybody else in the back, Chambers,
4 from Professional Standards?

5 MR. CHAMBERS: Captain Chambers.

6 CHIEF CRAIG: Okay, all right.

7 CHAIRMAN BELL: Did we introduce your
8 Director, Gail Oxendine.

9 MR. HICKS: I did introduce her.

10 CHAIRMAN BELL: Okay. Good to see you.
11 Officers wear dual hats, but we love her. And good
12 to see you this afternoon.

13 By the way, Chief, D. Duke of Earl right
14 here.

15 CHIEF CRAIG: Really.

16 CHAIRMAN BELL: The Duke of Earl is right
17 here.

18 CHIEF CRAIG: What's the middle name?

19 CHAIRMAN BELL: Earl.

20 CHIEF CRAIG: You can tell I'm jealous of
21 both you and James E. White. I wish I had either
22 one of your middle names. Now everybody is going to
23 Google and figure it out, and I'm a junior.

24 CHAIRMAN BELL: Oh, well, that's a
25 blessing right there.

1 Do we have any elected officials or
2 representative, elected officials or anyone that's
3 been designated by their community block, would you
4 identify yourself at this time, please?

5 MS. BUTLER: Freda Butler, President of
6 Second Precinct, Community Relations Council.

7 CHAIRMAN BELL: Good to see you.

8 MR. DIVERS: I'm Arthur Divers, I'm the
9 liaison for the Hon. George Cushingberry, City
10 Councilman, District 2.

11 CHAIRMAN BELL: Always good to see you,
12 sir.

13 So Director Woody, good to see you this
14 afternoon.

15 MR. WOODY: Thank you, sir.

16 CHAIRMAN BELL: Trying to sneak in,
17 right? I have my glasses on right now.

18 I don't really have a report, but I just
19 want to convey to the Chief Craig and the Department
20 of the shooting of the two officers. We are blessed
21 they survived that, and we wish them the best health
22 in returning to duty. And that was really -- it
23 could have been worse. So we pray for their
24 recovery, and we pray for all our officers as Bishop
25 Vann indicated in our prayers. I would hope that

1 the community continue to convey your well wishes to
2 these officers throughout their tour of duty.

3 As you know, it's been -- it's always a
4 tough day for officers to go out in the city streets
5 not knowing if they're going to return intact, if
6 all, you know. So as we come through the Easter
7 season, hope that all of you had a happy, blessed
8 and rewarding season, and remember your fellowman
9 and fellow woman in terms of all your blessing. I
10 say it all the time. Try to share that each and
11 every day if you just convey a smile or a handshake
12 or just a glance. A person -- sometimes this is a
13 cold, cold world that we live in.

14 I grow up in the south initially where
15 everybody was friendly. They would wave if you're a
16 mile away, you know, and say, hey, you know.
17 Detroit has sort of transformed that. But I think
18 if we can appreciate one another and try to respect
19 one another, we might not have to love them. I got
20 some family members, I love them from a distance,
21 but I still love them, and you know what I'm talking
22 about. But I just try to convey that each and every
23 day as we move forward.

24 So the Board has continued to engage the
25 business of the Board, the Police Commission, and

1 it's good to have the members in attendance. I know
2 coming off this holiday season is always tough for
3 people to reconvene, but I'm pleased that we have a
4 quorum to go forward.

5 On that note I'm going to ask
6 Commissioner Vann, if he would, we have a resolution
7 honoring retired Officer Powell, and he retired from
8 the 12th Precinct, is that right? The 12th
9 Precinct, and that covers your district. If you
10 would do the whereas and resolve, I think that would
11 be appropriate. Whatever you want to read, whatever
12 you want to share that's on there. We thank you.

13 And we now have Commissioner Conrad Mallett
14 joining us.

15 COMMISSIONER VANN: Yes, thank you,
16 Mr. Chair. This was not that long.

17 CHAIRMAN BELL: Yes, sir.

18 COMMISSIONER VANN: I want to make sure
19 that I'm pronouncing the first name correctly. Is
20 that Cliffawn? Cliffawn Powell was appointed to the
21 Detroit Police Department on June 24, 1996. Upon
22 graduating from the Detroit Metropolitan Police
23 Academy, Officer Powell began his career at the 10th
24 Precinct, and Officer Powell faithfully served in
25 the 10th Precinct which later became the Western

1 District. His other assignments included the 12th
2 Precinct and Fiscal Operations, where he remained
3 until his retirement.

4 Officer Powell was a deserving recipient
5 of many awards and honors, including Super Bowl,
6 Commemorative Award, the Rosa Parks Funeral
7 Commemorative Award, the Major League Baseball
8 All-star Commemorative Award, as well as numerous
9 letters of commendations from citizens and
10 supervisors.

11 Whereas, Officer Powell has tirelessly
12 served the Detroit Police Department, citizens of
13 Detroit and surrounding communities for more than 20
14 years. His professionalism, commitment to public
15 service, integrity, and his dedication has been a
16 credit to the Detroit Police Department. He is
17 highly respected by his peers as the consummate
18 professional.

19 Now, therefore, be it resolved that the
20 Detroit Board of Police Commissioners speaking on
21 behalf of the Detroit Police Department and the
22 citizens of the city of Detroit recognize the
23 lifelong commitment to public safety by Police
24 Officer Cliffawn Powell. Your exemplary service to
25 law enforcement has been an invaluable asset to the

1 Department and merits our highest regard.

2 Mr. Chairman, I so move adoption.

3 COMMISSIONER: Support.

4 CHAIRMAN BELL: It's been moved and
5 supported.

6 Discussion.

7 Those in favor, "Aye."

8 COMMISSIONERS: Aye.

9 CHAIRMAN BELL: Those opposed? Motion
10 carried.

11 Thank you, Commissioner Vann. And we
12 wish Officer Powell the best in all his retirement
13 endeavors. There is life after DPD as we well know.
14 I can speak personally to that. So we wish him the
15 best.

16 At this time we move, the next item of
17 business would be Chief Craig.

18 CHIEF CRAIG: Thank you, Mr. Chair, and
19 again I apologize in advance for having to leave
20 out. As you know, Barbara McQuade has retired. I
21 would make a few remarks at her going away. And so
22 -- but I did want to -- we had a good week. I mean,
23 we talked about -- sometimes we have to deliver bad
24 news, but this was a good news week, and certainly I
25 want to acknowledge Director Woody because he was

1 extremely busy this week. But, again, for the most
2 part, all good news.

3 As you pointed out, the officers from the
4 12th Precinct almost made the ultimate sacrifice.
5 Fortunately, both are going to recover. The one
6 officer who was -- who sustained more injuries, shot
7 twice in his face, the surgeons were able to get
8 both -- he was shot by a shotgun. The pellets were
9 removed from his face. He has one more surgery. I
10 was with him yesterday and two days before that. He
11 is in good spirits, and so they're going to do one
12 more surgery as of, I think today, in fact, on
13 facial reconstruction because his oral cavity, jaw
14 was injured as a result of the shotgun blast. But,
15 again, he's in good spirits. Actually had him
16 laughing yesterday, so that's always a good sign.
17 But, again, I appreciate, you know, the prayers and
18 thoughts.

19 And as you know, the suspect involved in
20 that was charged for a number of counts, and so --
21 what was interesting about that, I just wanted to
22 share this: I had a chance to meet with the parents
23 of the officer. Certainly felt bad for the young
24 man and his family and wanted us to make sure we
25 were treating him appropriately, as well as the

1 young man involved in the shooting incident felt
2 very remorseful as well as his mother over the
3 shooting incident. So we'll see what happens next,
4 but he has been charged.

5 Want to talk about Greektown, I know
6 that's been big news. Certainly I can't stress
7 enough how ecstatic I am over the work of the
8 Detroit Police Department in this matter. Eight
9 suspects, we quickly determined, our Gang
10 Intelligence Unit went about the work initially
11 thinking that maybe this was a gang involved. As it
12 turned out, these were young men, cowardly young men
13 from the city of Inkster, who must have forgotten
14 that they were in the city of Detroit. And so many
15 of you have seen the video. They left this young
16 man for dead. They thought it was kind of a joke.
17 But not only that, they left this young man for dead
18 and then filmed it. And one of the things I was
19 very critical over is the fact that, you know, no
20 one offered help. In fact, initially we thought no
21 911 calls were made. In fact, there were a couple.
22 But that someone would actually videotape.

23 So we identified eight suspects in this
24 case and from that, through the great work as of
25 this date, we've arrested four of the eight. The

1 two most violent -- the two that were initially
2 arrested were the ones that you see in the video
3 kicking the victim in the head repeatedly, and one
4 of the two actually took some property from him as
5 he lie on the ground motionless after beating him.

6 So those two are in custody. A third and
7 a fourth were taken into custody, the most recent
8 this morning, and so we are still waiting on
9 bringing the other four into custody. We've put
10 their pictures out. We've gotten a number of tips,
11 and so we're optimistic that if not by the end of
12 today, tomorrow that we should have everyone in
13 custody. Very optimistic about that.

14 I want to also acknowledge and I did
15 publicly acknowledge the Honorable Magistrate
16 Anderson, Charles Anderson, III, who put a five
17 million dollar cash bond on each subject and then
18 made the statement that if you are lucky to get out,
19 don't come to Detroit. And so that was out of his
20 mouth, and I talked to him personally this
21 afternoon, thanked him for taking the appropriate
22 stance. I have not always been real supportive of
23 some of our decisions of our judges, but certainly
24 he really stepped up and he said that the reason why
25 he said it is because he took it off me, I don't

1 know if I said it that way. I just said, "Not here,
2 not here in Detroit," and certainly let everyone
3 know that we know who they are and we're going to
4 get them, and that happened.

5 But, again, I want to give credit to the
6 DPD, certainly a coordinated effort, but that work
7 continues. We want to make sure that we are setting
8 the appropriate tone. But one thing I just want to
9 leave you with on that note is that while we put a
10 lot of emphasis, and I know some might say, well, if
11 it was not in downtown, would you have treated it
12 the same way, and the answer to that is absolutely,
13 absolutely we would. Because, as you know, we use
14 the videos that we get from our Green Light and we
15 vigorously pursue violent suspects.

16 And then lastly, another great news story
17 as you might have saw yesterday, two of our heroes
18 from the Fourth Precinct actually saved two lives a
19 couple days ago. They jumped into the Detroit River
20 and saved a woman who was pregnant. And so not only
21 was her life saved, but certainly her unborn child
22 which she has given birth to.

23 You know, one of the things that the
24 officers, and I spoke to both, they both thought
25 that they were going to die because as you know, you

1 can't swim in the Detroit River. They felt the
2 current pulling them down. It was a coordinated
3 effort from citizens who got there just before them.
4 And after they jumped in, certainly some assistance
5 from our fire department, but they really thought
6 that they were going to die. And so I think the
7 most touching part, which was a sound bite, is when
8 one officer said to the woman that, "I love you."
9 The woman told the police officer, "I love you," and
10 she said, "Well, I love you two, that's why I'm in
11 the water here with you." For me to jump in the
12 water, I must be in love, because I can't swim. He
13 said he could swim, but obviously his skills didn't
14 come into play. Because, again, if you could
15 imagine one of the officers suffered from
16 hypothermia because it was extremely cold, but that
17 current was pulling him down. So we're going to
18 make sure they're submitted for a lifesaving medal
19 because that was certainly a call beyond duty, their
20 effort.

21 But the one thing, you know, it's no
22 secret that our workforce is becoming very young.
23 And the one officer -- well, I'm going to back up
24 because now I'm going back into the Greektown
25 incident. Those officers had one -- had two years

1 seniority, and the other 18 months. So one of the
2 questions that I've been asked is: Is that common?
3 Do we have youthful officers working?
4 Unfortunately, we do.

5 Now, the good news is that we just got
6 budget approval to appoint 12 new corporals, because
7 one of the things that we see happening in the field
8 is we just don't have enough training officers to
9 train these new officers. So we want to make sure
10 that we're adequately staffed. And also on that
11 note of the budget approval we did get approved, as
12 you may know, to hire 15 new neighborhood police
13 officers. So that certainly is -- to the community,
14 that's a great benefit. We're excited about it.
15 That way neighborhood police officers you have,
16 you'll have a smaller geographic footprint, and we
17 believe that will be an opportunity to even serve
18 the community better because they won't have as
19 much. So we're very excited about that.

20 So with that, I'll take any questions
21 that you might have.

22 CHAIRMAN BELL: Commissioners?

23 COMMISSIONER VANN: Mr. Chair, Chief, if
24 you're in a position to answer, with regard to the
25 Greektown incident --

1 CHIEF CRAIG: Yes.

2 COMMISSIONER VANN: -- were the young men
3 who were victims known by the alleged perpetrators?

4 CHIEF CRAIG: Well, what we do know is
5 that there was some type of verbal dispute preceding
6 the attack. I think one of the young men -- it was
7 actually two young men who were attacked -- one was
8 celebrating, I think, a birthday, and they consumed
9 a little alcohol, so there was a bit of a verbal
10 dispute that preceded the attack. But clearly when
11 you look at the images on the video, this exceeded
12 just a simple verbal dispute and a simple attack.
13 This was serious. So they didn't know each other.
14 But, again, I think that these residents from
15 Inkster thought that maybe they could come into
16 Detroit and engage in this kind of behavior
17 undetected. They miscalculated. We vigorously go
18 after violent, predatory suspects. In this
19 instance, videotaping, Facebook video that they made
20 helped us to identify. Certainly our colleagues
21 over at the Greektown Casino, the video images from
22 that and the information from the vehicles helped us
23 tremendously.

24 COMMISSIONER VANN: I talked to several
25 young people because I do that so I can stay young.

1 No, really honestly, so I'll know how millennials
2 think. And I know that you and I would feel that
3 someone should call the police. There are a lot of
4 young people who don't feel that way for some reason
5 or another. And for them, the way of them
6 cataloging a crime like that is to record it. And I
7 don't know what we need to do to change the
8 narrative there so that they can understand that.
9 But they don't believe that it's their duty or
10 responsibility, nor do they want to get involved,
11 not knowing if they're next in terms of being
12 victimized or something like that. So I'm just
13 saying that maybe, you know, we need to give some
14 attention in terms of our public relations
15 narratives as to why this is so important.

16 CHIEF CRAIG: Through the chair, just let
17 me start out by saying I understand millennials are
18 different. However, what's not different is their
19 moral obligation to do something. I will be as
20 vocal as I need to be. You think you're making a
21 Hollywood film? You think that it's okay to watch a
22 violent act being perpetrated and you do nothing?
23 Well, if I have my way, you're complicit. And so we
24 saw the violent attack in Rouge park, once again,
25 maybe a millennial decided they wanted to get this

1 on Facebook live. Far as I'm concerned, you're
2 complicit.

3 That horrible attack in Chicago where
4 that young woman was sexually assaulted, complicit.
5 So I'm going to be very vocal, and I'm not going to
6 make the excuse that you're a millennial and you get
7 to do it different.

8 Now, I will tell you in response to this
9 whole notion of folks not talking. Since we've put
10 the pictures out of these four, I have a number of
11 names I would like to call, but I know that I'm
12 being videotaped. But these four young men who
13 erred and decided to engage in this violent attack,
14 our phones were ringing off the hook. So guess
15 who's calling us? The people of Detroit or Inkster,
16 since they live in Inkster, but the fact is the
17 investigators are getting tips, and so that's
18 encouraging. And more times than most people know,
19 there are a lot of folks that will call us, and they
20 can remain anonymous, which we encourage that,
21 because we understand the whole notion of
22 retaliation, but I am not going to pay homage to
23 someone that thinks it's okay to make a video of a
24 violent attack on someone, just not going to even
25 honor it, millennial or not.

1 COMMISSIONER CRAWFORD: Through the
2 Chair.

3 CHAIRMAN BELL: Yes, sir.

4 COMMISSIONER CRAWFORD: I just want to
5 say that what it takes is for these young men and
6 men of Detroit, men everywhere, is just step up and
7 show some courage. I mean, if anybody else should
8 have been in the video, it should have been some men
9 who were out there trying to stop this and assist
10 that young man and those young men that were beaten.
11 And until that changes in not only this community,
12 but across the country, and it is occurring
13 sometimes in some instances where you have people
14 that step up. But you do have a moral obligation,
15 and it's all about humanity, you know, you just step
16 up. I don't know where men lost that over the
17 years, but particularly in our community, but it's
18 going to have to start happening. And I see it
19 happening in some areas. It's just unfortunate that
20 these -- I mean, that people stood by and videoed
21 this and laughed. And, you know, there were many
22 people on that video that should have stepped in.

23 CHIEF CRAIG: Through the chair, one
24 thing I did leave out and to your comment, there was
25 a young man who did facilitate trying to stop it.

1 We did not identify him. So certainly we
2 acknowledge him. We understand that sometimes when
3 you're the witness of a violent attack, we don't
4 want other people to become victims. I mean, at
5 minimum, just make, you know, a phone call. You
6 make the phone call, that works for us. And so --
7 and if necessary engage.

8 COMMISSIONER CRAWFORD: Just do
9 something.

10 CHIEF CRAIG: Don't just stand by and see
11 some defenseless person be beaten to death. This
12 young man was really at risk for a moment. It
13 wasn't looking good. And so he's pulled through,
14 he's communicating, and so that's the good news as
15 it relates to his current status.

16 COMMISSIONER CRAWFORD: Yes, sir. In
17 reference to the bond, the five million dollar bond,
18 I noticed there was a lieutenant there at that
19 arraignment. Previously, it's been reported to me,
20 I've talked to a prosecutor too, oftentimes they
21 haven't sent anyone to represent or address the
22 issue of bond. And as you expounded on earlier when
23 you said something to the effect about it happening
24 downtown versus it happening all across the city
25 because often, and I've heard this too. But I've

1 heard you in the past talk about the bonds in other
2 incidents, not only in downtown. But I just want to
3 say that because the comments from the community and
4 some of those I talked to, it has often been
5 reported in the news media, and there's talk around
6 the city about the two Detroits, the two Detroits.

7 And so in the future, is that kind of how
8 we're going to work in terms of having someone
9 address the bond because I know there's been that
10 lack thereof from the prosecutor's office.

11 CHIEF CRAIG: Yeah, through the chair, it
12 is a priority for us. Unfortunately, we don't have
13 a staff to have an officer to go to every case, so
14 we tend to select those cases that are most serious
15 so we can make sure that we have representation.
16 Just like the prosecutor's office, I mean,
17 Prosecutor Worthy certainly has a staff of concern
18 as well. I mean, she would like to have a
19 prosecutor in there to argue, but that's not always
20 the case. So we try on those select cases,
21 particularly if there's attacks on police officers
22 or a crime like this that's so egregious that we
23 have someone in that can educate the magistrate or
24 judge on the merits of the case. So we're going to
25 continue to do that.

1 COMMISSIONER CRAWFORD: I think it was
2 important, and I think the judge heard and
3 understood too by that lieutenant being there.

4 CHIEF CRAIG: Yeah, he did. In fact,
5 when I spoke to him this afternoon, he indicated
6 that he thought the lieutenant did a good job in
7 painting a picture of the type of violence. And the
8 judge was aware because he saw the video.

9 COMMISSIONER CRAWFORD: Well, I do
10 understand that, you know, when there's heinous
11 crimes such as this, that that is necessary, most
12 definitely. I appreciate that.

13 Also to my -- I offer my -- the officers
14 who were shot, wish and pray for their speedy
15 recovery. And in terms of what occurred out there
16 with this young man who actually fired a shot, I
17 believe it was through a door, there's been this
18 expressed fear throughout the city where people
19 express this fear. Bishop Vann has even talked
20 about it at the table, this fear people express
21 being perceived, the real in Detroit, in living in
22 the city and certain incidents occur. And this
23 young man, it's just unfortunate this young man
24 chose to -- one might say, acting responsible in the
25 sense of shooting at something he really didn't

1 identify, just shooting, firing some shots through a
2 door. Having said that, it's just so important
3 that -- especially in this gun culture that exists,
4 not only in Detroit and across the country, that
5 people are trying to practice more gun safety. So I
6 just want to go on record as saying that, that
7 people need to more or less try to practice more gun
8 safety and also in even securing the weapons because
9 we've had a number of youth that have been shot and
10 killed recently by grandparents even not properly
11 securing a weapon.

12 CHIEF CRAIG: Through the chair. Well,
13 you know, I've taken a very different approach on
14 law-abiding citizens, gun owners, but I've also
15 stressed the importance of responsibility. I've
16 stressed the importance of not just responsibility,
17 but being trained, and you've probably seen where
18 the prosecutor's office has taken a very serious
19 position on gun owners, on CPL owners who act
20 irresponsibly. And she's been steadfast on that.
21 So we have to continue.

22 You know, my position is simple. Most of
23 the crimes that are being committed are committed by
24 those individuals who are criminals in possession of
25 guns. And what we need to do is be committed to

1 keeping guns out of the hands of criminals so we can
2 reduce violence in this city. And that there's a
3 certain response to that when you're caught with a
4 gun. And when I made my comments about Macomb and
5 Oakland Counties, I made it in the sense that if you
6 are a habitual offender and you go into Oakland or
7 Macomb counties carrying a weapon, there is a
8 certainty you will be, if you're arrested, that you
9 will absolutely be charged, and you will not be
10 released on a \$250 bond.

11 CHAIRMAN BELL: Any other comments from
12 the Chief?

13 Thank you, Chief. I agree with you
14 wholeheartedly. There's certainly a punishment and
15 that type of accountability for a grandfather who
16 will give an 18 year old a gun -- shotgun to a young
17 man and you shoot through the door. There's no
18 excuse for that. That's improper behavior, you
19 know, so we can't ignore that.

20 Thank you for that dialogue with
21 Commissioner Crawford and Commissioner Vann.

22 CHIEF CRAIG: Thank you.

23 CHAIRMAN BELL: As we move on, the next
24 item will be HR, Director Gail Oxendine.

25 Thank you, Chief.

1 CHIEF CRAIG: Thank you.

2 MS. OXENDINE: Good afternoon,
3 Commissioners.

4 COMMISSIONERS: Good afternoon.

5 CHAIRMAN BELL: Good afternoon.

6 MS. OXENDINE: So today I'm going to --
7 my presentation is on civilianization, and I just
8 want to say for the record that civilianization is
9 not truly a Webster's Dictionary word. It's more of
10 a word that we have termed here in the department to
11 describe this initiative.

12 CHAIRMAN BELL: Would Conrad,
13 Commissioner Mallet agree with that?

14 COMMISSIONER MALLETT: Yeah, no, you know
15 what, I like the word "civilianization."

16 CHAIRMAN BELL: Well, there it is.

17 COMMISSIONER MALLETT: We're going to see
18 if we can get this into the Oxford Dictionary.
19 We're going to record this date as the first time
20 that we heard it and the first time that it was
21 officially used. So we should mark that down.
22 She's got it. So we're ready to go.

23 MS. OXENDINE: Okay, sir. So a brief
24 overview. The Civilianization Project began in
25 February of 2014, and at that time 250 civilian

1 positions or roles, if you will, were identified and
2 108 part-time sworn positions were identified as
3 areas where we could utilize civilians and part-time
4 sworn employees to do administrative work. The
5 project includes two parts. Part one is the hiring
6 and training of new employees, and part two is the
7 redeployment of officers to operational functions
8 such as patrol and investigations.

9 Part one of the project basically
10 concluded in June of 2016 with a couple of
11 exceptions: In our dispatch area, training
12 continues. It takes about 15 to 18 months roughly
13 to train a dispatcher, and so that effort takes more
14 time. But those employees have basically been
15 hired. Any existing vacancies are currently --
16 we're doing backfills from people who may have left.

17 And also part two of the project continues
18 in terms of the redeployment of officers. So as
19 people complete the training, then officers are
20 redeployed to those respective operational units.

21 In addition to that, as time has moved
22 forward since February of 2014, we have identified
23 additional initiatives, where in the past had we not
24 done civilianization throughout the department,
25 officers would have been assigned to those projects

1 such as Project Green Light is a good example of
2 that. So what we have done is that as we have
3 entered into these new initiatives, we identify
4 civilian roles, and you'll find that through some of
5 those initiatives you'll have a mix of both civilian
6 and sworn employees, which, of course, lessens the
7 number of sworn employees performing those
8 administrative functions.

9 So to give you a little information about
10 some of the commands that have been civilianized, in
11 communications we identified 50 civilian positions,
12 and they were added to the command. And we also
13 created a new job classification, which is called
14 Emergency Services Deployment Operator. And what
15 this title is, it is a combination of the 9-1-1
16 operator and the dispatch side of the house. This
17 gave us more flexibility, so we have some people
18 that work either side, and they're trained to work
19 both sides of the house, which gives us flexibility
20 in terms of the operation and scheduling and such.

21 Twenty officers from communication have
22 been redeployed to Operations, and as I mentioned
23 before, the training period for those civilians is
24 approximately 18 -- I'm sorry -- 15 to 18 months.

25 Human Resources has also undergone

1 civilianization. Fifteen civilian positions were
2 added to the command and five police assistant
3 positions, which is our part-time sworn position,
4 were also added to the command.

5 Primarily the human resources area
6 received professionals that we had to hire in order
7 to ramp up for all the different projects,
8 specifically civilianization and also to increase
9 our recruitment efforts for police officers. So we
10 hired a number of civilians to do that, and we also
11 have done some other reorganization kind of
12 initiatives and activities. So from that effort, 11
13 officers have been redeployed to Operations.

14 In Crime Scene Services, the forensic
15 technician trainees, we have ten civilians that have
16 been hired as trainees. Their training period is
17 actually four years. This says 18 to 24 months, but
18 it actually is a four-year period of time for those
19 trainees to be fully trained and be promoted to what
20 we call the trade classification as opposed to the
21 trainee class -- from the trainee classification.
22 We currently have, I think it's 11 civilian forensic
23 technicians who are civilians -- 11 civilian
24 technicians, and we have, I think, nine or ten who
25 are sworn. So the ten that are in the trainee mode

1 will replace the ten sworn officers that are
2 currently performing that function. We hired them
3 about a year ago, so it will be about three years
4 before those people are actually redeployed.

5 In Downtown Services, we added five
6 civilian positions to that command and 30 part-time
7 civilian positions were added. You may be familiar
8 with our traffic control officers who are civilian
9 members. They work directing traffic during the
10 rush hour periods of traffic downtown. We also
11 are -- have requested and in the approval process
12 for an additional 15, so we can continue with the
13 civilianization in that area.

14 We also hired four police assistants, and
15 from this effort 16 officers have been redeployed to
16 Operations.

17 In neighborhood policing, we've hired 70
18 civilians that were added to the command. Most of
19 those civilian positions were added at precinct as
20 what we call the Desk Operations Support Operator,
21 and they basically take reports at the desk at
22 precincts. So that's the bulk of those, of those 70
23 were hired for that purpose. We have five police
24 assistant positions that were also added to the
25 commands, and they perform the role of the Court

1 Officer, so we have full-time police assistants
2 doing business back and forth with the court. The
3 part-time sworn police assistants now perform that
4 function. And from this initiative, we had 52
5 officers that were redeployed to Operations.

6 The DDC or Detroit Detention Center, 17
7 civilian positions were added to the command. Those
8 positions were the detention facility officers. We
9 had about seven or eight of those that worked at the
10 jail, and now we have an additional 17, 15 workers
11 and two supervisors. We also have nine police
12 assistants, and they are responsible for prisoner
13 transport. So we had full-duty officers performing
14 that role or restricted duty officers, and now we
15 have part-time sworn officers doing that role. From
16 this initiative, 15 officers were redeployed to
17 Operations.

18 Crime Intelligence, we have ten civilian
19 positions that were added to the command. They're
20 specifically for Project Green Light. Seven police
21 assistants and one officer has been redeployed to
22 Operations. Because we're ramping up Project Green
23 Light, there probably will not be redeployment of
24 officers any time soon. That project is still kind
25 of in its initial stages. As we move to the new

1 facility, there will be even a greater need to hire
2 more civilians. So we don't see that redeployment
3 effort coming up any time soon. However, we are
4 excited about Project Green Light and all of the
5 advantages that we're going to gain as a police
6 department from that.

7 And then we have various commands
8 throughout the department such as records, police
9 law, fleet forfeiture, et cetera, you can see them
10 listed at the bottom. Forty-three additional
11 civilian positions were added to these various
12 commands. They perform a variety of roles, such as
13 storekeepers, clerks, just a variety of things that
14 they do. But they're all administrative in nature.
15 And also we had 40 police assistants were also
16 added. And so we had 31 officers that were
17 redeployed to Operations.

18 One thing I did want to point out is
19 because we have the police assistants and even some
20 of our civilians were part-time employees, you won't
21 see a one-for-one exchange with respect to the
22 redeployment of officers. So we identified the 250
23 civilian positions initially and the 108 part-time
24 sworn officers for a total of 358. You won't see
25 358 officers redeployed. It will be somewhere in

1 the neighborhood of 260, 230, something in that
2 neighborhood.

3 And so to summarize, 250 civilians were
4 hired. We have 55 police assistants that are hired.
5 In this light, I show that there are 15 that are
6 remaining. What we have identified is those
7 additional 38 positions from the 108. We're
8 actually going to utilize those positions for other
9 purposes because we have some more initiatives that
10 are coming on board. And we believe that using the
11 funding for these positions for those other
12 initiatives is a better use of the funds. So we're
13 going to have 15 remaining positions there, and we
14 have 146 officers who have been redeployed to
15 Operations at this time. As I mentioned, it's not a
16 one-for-one exchange. So the hiring is about 95%
17 complete. We're doing some backfills for people who
18 have retired, and also we have a redeployment of
19 about 70% at this time.

20 So we're doing pretty well. It's taking
21 a little time to get off the ground, but we've done
22 pretty well, and that has really helped the
23 department to have more manpower without actually
24 hiring new officers to do work in Operations.

25 With that, I'll take any questions that

1 you have.

2 CHAIRMAN BELL: Commissioners.

3 MR. MALLETT: Mr. Chairman, so I think
4 this is a huge step forward. I just wonder what's
5 your assessment of the productivity of the
6 civilians? Are they delivering the work product
7 that the police department has found to be at a high
8 enough level that the command structure is satisfied
9 with the services that the civilians are providing?

10 MS. OXENDINE: So I think that you will
11 find that varies, and then I'm going to allow -- ask
12 AC White to also chime in on that. I think in some
13 areas you're going to -- you will see that the work
14 product delivery is even better than as the officer
15 was performing because we have certain -- these
16 civilians have certain skill sets, if you will, that
17 officers may not have had. And then I think that
18 you'll find that some civilians are not quite where
19 they need to be. It's a matter of learning, you
20 know, the various lingo, legal aspects. You know,
21 people learn at different paces. Some people come
22 in and decide this is not for them. And so, you
23 know, we're doing the backfilling, if you will. So
24 I would say that you'll see a variety of results, if
25 you will. But it is improving overall I think.

1 AC, do you have any comments?

2 COMMISSIONER WHITE: Yeah. I think you
3 pretty much hit it. In our area of our business
4 professionals, like in my office, I've got a
5 tremendous asset in my assistant, and that's what
6 we're seeing across the board in some of the
7 clerical positions, some of the business
8 professionals enhance those positions. When you get
9 into the specialty work like in communications, when
10 you look at we take in 3,000 calls a day at
11 communications, that requires a specific skill set
12 to be able to manage those types of calls. And the
13 way that we hire, we're kind of taking a new look at
14 that. They come in through civil service. So
15 literally today you could be, you know, working in
16 any capacity in the City of Detroit and then working
17 in dispatch, you know, in a relatively short time.
18 So we might want to do a little bit more
19 specialization for those types of positions. But I
20 do believe that civilianization is successful in the
21 city of Detroit, and I think it works, and we should
22 continue.

23 MR. MALLETT So the -- you hit exactly
24 on the point that I was trying to get to. I asked
25 the question unartfully. Hiring for attitude is

1 terrifically important in the jurisdiction -- in the
2 work that you all are trying to get done. You can
3 provide the training. It is, do you want to provide
4 public service and do so at a high level, frankly,
5 of intensity, 3,000 calls a day. I mean, when we
6 hire a call-center person at DMC, we're getting as
7 many calls as you do for a variety of different
8 kinds of services, and the attitude is critical.
9 And so that is part of the issue, right? I mean,
10 you just -- a civil service exam, but I wonder,
11 Gail, are you able to introduce any kind of
12 screening tool that is giving you a better
13 opportunity to say to the Chief and to AC White that
14 this group of people actually can, I think, with
15 training provide you the services you need?

16 MS. OXENDINE: Yes, and our most
17 challenging area is communications. So where we
18 started in February of 2014, we're at a completely
19 different place right now and even looking at an
20 additional screening tool as well. So we have, you
21 know, like a written test, there's an interview
22 process. We've enhanced that interview process to
23 include actual calls that are received via 9-1-1 in
24 Dispatch so that people can get a sense of what the
25 job really is. Most people when they're looking for

1 employment, and they may have worked in a call
2 center or dispatch environment somewhere else, I
3 mean, that's required for them to do that. But this
4 is a different kind of pace, a different kind of --
5 you know, you're dealing with emergency situations;
6 it's a different kind of environment. And so we
7 have found when we did our second to the last
8 recruitment, that we ended up coming up short in
9 terms of filling those positions because we actually
10 had people take themselves out of the process. So I
11 think, you know, overall that was a good thing
12 because we want people to make good decisions. And,
13 you know, people that have the best information can
14 make the best decisions. So we haven't had anyone
15 drop off since then, so I'm hopeful that that change
16 was a good change for our process, and we're also
17 looking at a more advanced tool and a best-practices
18 tool for the civil service examination portion of
19 the process as well.

20 So I believe that once we secure that, I
21 think we're moving in the right direction, but it
22 takes a little time to gauge that because you have
23 to give people an opportunity to get the training,
24 work a little time, and it's probably six months or
25 so before you really know if what you implemented

1 actually has the right results.

2 MR. MALLETT: Do we use any -- in
3 addition to our officers, though, I'm wondering, do
4 we use any of these Gallup tools that I know that
5 you're familiar with in terms of the hiring process
6 going in, any kind of personality assessment tools?

7 MS. OXENDINE: No. We don't, and because
8 it is a civil service position, there are specific
9 rules that speak to the types of tools that we can
10 use. So what I'm speaking to now is within that
11 body of rules, if you will. We have had some
12 discussion about whether or not we could use
13 personality tools, and I think HR, Central HR is
14 looking at that overall for various positions within
15 the city. So I think we may have opted that at some
16 point, but right now we're not quite there.

17 MR. MALLETT: Okay. But the lack of not using
18 those tools as far as your judgment, we're not being
19 held back?

20 MS. OXENDINE: I don't think so.

21 MR. MALLETT: Okay.

22 MS. OXENDINE: I think the things that we
23 did, we were able to put in place, along with
24 securing this additional tool that I was talking
25 about, I think will put us right where we need to

1 be. I'm very hopeful.

2 MR. MALLETT: Thank you, Mr. Chairman.

3 CHAIRMAN BELL: Ms. Dewaelsche.

4 COMMISSIONER DEWAELSCHÉ: I had a
5 question. Thank you. So as we're recruiting for
6 these civilian positions that we have in the
7 department, is the requirement to obtain some of
8 those positions as rigid, or not as rigid, as -- do
9 they match at all with what we're looking for in
10 police officers? And the reason why I ask that is
11 could this be a stepping stone for some people to go
12 into a police officer position, or are we even
13 exploring that when we recruit?

14 MS. OXENDINE: Well, no, we don't take
15 that into consideration per se, but I can say
16 that -- let's see, what's the short and easy answer
17 here? I think that we've had some examples of
18 people who have joined the department as civilians
19 who have pursued the police officer route. Because
20 they've come in, they see the department, they
21 become part of the family, and they make the
22 decision to go in that route. Do we specifically
23 target for that? No. Are we looking for people
24 that could, in fact, do that? The answer would be
25 no.

1 And just so you have an understanding,
2 within the city of Detroit there are two pension
3 systems, Police and Fire and General City. And if
4 you're a civilian, you're in one system, and if
5 you're a police or fire, you're in the other. So,
6 in fact, in order for you to flip-flop between the
7 two, you have to actually resign your employment or
8 either be laid off to go to the other side. So
9 we're not really encouraging that, if you will. We
10 just, I guess, let it take its natural course, but
11 we have had maybe a half a dozen people do that.

12 COMMISSIONER DEWAELESCHE: I just think --
13 I'm sorry, I just wanted to add. I just think that
14 if somebody has decided that they want to be an
15 employee of the police department, whether it's
16 civilian or not, there's some interest there in the
17 type of work that the department does. And so we
18 might want to look at trying to, you know, encourage
19 that.

20 MS. OXENDINE: Yeah, we'll give that a
21 look. What I have found, though, and had inquiries
22 from civilian employees is how can they be trained
23 to be able to move up with an organization, but as a
24 civilian, not as a police officer. So they're
25 interested in doing the work with us, but not

1 necessarily going to the sworn side.

2 COMMISSIONER DEWAELESCHE: Thank you.

3 MS. OXENDINE: Thank you.

4 COMMISSIONER CRAWFORD: Yes, through the
5 Chair. Yes, ma'am, thank you for the presentation.
6 In defining and decoding this redeployment to
7 operations --

8 MS. OXENDINE: Yes.

9 COMMISSIONER CRAWFORD: In laymen's terms
10 or how to express it to the community really means
11 that 146 more officers have been put out on the
12 streets?

13 MS. OXENDINE: Either on the streets or
14 either doing investigations.

15 COMMISSIONER CRAWFORD: Yes, ma'am. It's
16 so important when you talk about numbers if there's
17 X number of officers going back to --

18 MS. OXENDINE: Yes.

19 COMMISSIONER CRAWFORD: -- patrolling the
20 community and protecting the community.

21 MS. OXENDINE: Yes, sir.

22 COMMISSIONER CRAWFORD: Yes, ma'am.

23 Thank you.

24 CHAIRMAN BELL: Any more questions or
25 comments?

1 Thank you for an excellent report.

2 MS. OXENDINE: Thank you, sir.

3 CHAIRMAN BELL: I'm glad we're moving
4 right along. I thought this was long overdue.

5 MS. OXENDINE: Yes.

6 CHAIRMAN BELL: And we appreciate it.

7 MS. OXENDINE: It's been tough, but it's
8 been necessary.

9 CHAIRMAN BELL: I know, I know.

10 MS. OXENDINE: Thank you, sir.

11 CHAIRMAN BELL: Thank you. The next
12 item, do we have any standing or ad hoc committee
13 reports? Going once.

14 If not, Mr. Hicks.

15 MR. HICKS: Thank you, Mr. Chair.
16 Mr. Chair, if you note, on the agenda there are four
17 items that arrived at the office in terms of
18 communications. I would just point those out to
19 you. I do want us to go to the personnel matter.
20 We have an appeal in which we are to take this
21 evening. So if we just simply note the list on the
22 agenda, and then I would recommend that we pick up
23 the personnel matter.

24 CHAIRMAN BELL: Yes. But we're going to
25 make that the last item after we do oral

1 communication audience. I want to give people an
2 opportunity to speak to the Board and we adjourn at
3 that time, after we entertain a motion. And so that
4 will give people who might not want to stay, stick
5 around 15 to 20 minutes, but we will reconvene.

6 MR. MALLETT: Mr. Chairman, I wonder if I
7 could ask the Board.

8 CHAIRMAN BELL: Yes, sir.

9 MR. MALLETT: If you don't have a report,
10 Mr. Hicks, that's fine. I was not able to attend
11 the interviews for the law position this morning. I
12 wonder did those go -- did they happen? Did they go
13 well? Was there progress made? What was the
14 outcome, if you could share that?

15 MR. HICKS: Thank you. Through the
16 Chair, we had three individuals scheduled for today.
17 All three of them attended, and I thought the
18 interviews went well. We have several more. We
19 identified some ten individuals who wanted to
20 interview. So we're going to complete that block
21 and the Commission -- the Commission president
22 agreed on reconvening for interviews on May 8th. So
23 we'll continue with that, and then shortly after
24 that process, after we've completed those, the
25 search committee would make a recommendation to the

1 full board.

2 MR. MALLETT: Thank you, Mr. Chairman.

3 CHAIRMAN BELL: Thank you. Old business.

4 MR. MALLETT: I've got some old business,
5 Mr. Chairman.

6 CHAIRMAN BELL: Yes, sir.

7 MR. MALLETT: The AC, we received, and I
8 do appreciate the work that you all did for the
9 Detroit Police Department 2017 Improvement Plan.

10 MR. WHITE: Yes.

11 MR. MALLETT: And I went through it, and
12 I think that -- Celia, are you awake?

13 MS. WASHINGTON: I am, sir.

14 MR. MALLETT: I'm only teasing you.

15 But really what it was, Chief, and I
16 understand that you didn't get a whole lot of
17 direction from us as to actually what it was of the
18 things it contained. But there were reports in the
19 precinct of activities that they were going to be
20 engaged in to improve the delivery of the citizen
21 service, which I appreciated. I don't think,
22 however, that it gave us the kind of -- was not a
23 sharing of your strategic vision or Chief Craig's
24 strategic vision over the body, that is over the
25 department, the overall direction that you all were

1 looking to go. Each of the precincts reported as to
2 deficiencies that they wanted to correct, but it was
3 not a -- you couldn't look at that then, AC, and
4 figure out where you and Chief Craig wanted the
5 department to go.

6 So I'm wondering if between the two DC's
7 that are sitting there in your office, if we could
8 just begin to explore the possibility of using a
9 balance scorecard. That is, you have your
10 priorities on one side, then you have the metrics
11 that you're going to utilize to measure whether or
12 not the priorities are being accomplished on the
13 other, and then you kind of do then an assessment on
14 a quarterly basis because I think obviously in the
15 public service world that you live in, you know,
16 week-to-week, day-to-day is not helpful. And then
17 you can begin to assess whether or not the goals
18 that you have set measured against the metrics that
19 you guys have agreed upon are, in fact, being met,
20 and then we could understand as a board, number one,
21 from that, where you wanted us to go and then,
22 number 2, are we getting there and then, number 3,
23 if we're not meeting the expectation that you and
24 the Chief have for the programs that you've put in
25 place, then the Commission can understand what

1 you're going to do, what you recommend doing to push
2 the department further.

3 So my -- I think that the improvement
4 plan is obviously an evolutionary document. I think
5 that it will get better as it goes on. That's just
6 a suggestion. But the -- perhaps it is, that some
7 of the former police leadership that's on the
8 Commission got from that document a whole lot more
9 than I did. I understood, again, like I said, the
10 problems that the precincts thought that they were
11 individually experiencing, and I understood,
12 frankly, the plans that they had in place to improve
13 those. But it didn't give me a sense of, again, of
14 where the organization was going and what the
15 general direction that you all -- the priorities
16 that you all determined as an organizational
17 leadership were important. I couldn't figure that
18 out.

19 MR. WHITE: I appreciate your commentary,
20 sir. But we were very careful and methodical in the
21 preparation of that report. We did not want that
22 report to appear to be a performance metric for the
23 police department. That wasn't the intent or design
24 of that report. We measured the Chief's goals with
25 the Command Officer's goals at each precinct, and we

1 also, you know, aligned that to budgetary issues
2 that we had at each precinct. So by way of example,
3 the 8th Precinct, just off the top of my head, so
4 please don't hold me to these numbers too closely,
5 but approximately eight million dollars of a need
6 for deploying the new 8th precinct. That was one of
7 the main goals of that Command Staff's Chief's goals
8 as well.

9 So we lined that up with the budget, and
10 then we wanted to show over a period of time that we
11 would be able to produce that outcome of having the
12 precinct.

13 Now, when we get into performance
14 metrics, there's another report that captures that,
15 and we do have that report. The Chief has set a 10%
16 crime reduction for each command officer. And then
17 weekly what we do at ComStat is we measure our
18 success against that metric, and provide that
19 knowledge not only to the command staff, but to the
20 mayor's office as well. So I think what you're
21 looking for is there. We just have to capture how
22 you want to receive it.

23 MR. MALLETT: Okay. Thank you.

24 CHAIRMAN BELL: Any other comments on old
25 business?

1 I'd like to follow up on that. ComStat
2 meets weekly?

3 MR. WHITE: Yes, sir.

4 CHAIRMAN BELL: What date and time?

5 MR. WHITE: Thursday at 10:30.

6 CHAIRMAN BELL: Thursday at 10:30. Okay.
7 I would like -- Mr. Hicks, I would like that maybe
8 twice a month that we have staff attend ComStat
9 meetings and any other commissioner might want to
10 attend, you know, but I know if we have a schedule,
11 then we can get a feel what you're conveying to us
12 that we are not at that table, and I think that
13 would give us some feedback in reference to what has
14 transpired in terms of what they observed and what
15 they have witnessed there, and you can work out the
16 logistics. Would that be unreasonable to, say, meet
17 twice a month?

18 MR. HICKS: No, no, Mr. Chair, we'll make
19 it happen.

20 CHAIRMAN BELL: That meeting lasts an
21 hour and a half?

22 MR. WHITE: About an hour and a half.

23 CHAIRMAN BELL: Do you still beat up on
24 people?

25 MR. WHITE: Well, I won't say we beat up

1 on people, but it's an intense meeting.

2 CHAIRMAN BELL: No, I just -- you know, I
3 withdraw that. I haven't attended one in quite
4 sometime. I need to probably drop in too.

5 MR. WHITE: Yes.

6 CHAIRMAN BELL: Yeah, if we could do
7 that. But it's a good forum in terms of feedback,
8 and I think I can appreciate that. For some people
9 who are really on the hot seat, you know how they
10 feel.

11 MR. WHITE: Absolutely.

12 CHAIRMAN BELL: So that's the
13 accountability. So I was just joking about beating
14 up on people. We don't beat up on people anyway,
15 right?

16 MR. WHITE: No.

17 MR. MALLETT: No, but we do hold them
18 accountable.

19 CHAIRMAN BELL: Yes. That's the correct
20 terminology, right. Thank you, thank you, sir.

21 New business. Announcement, next meeting
22 would be next week, Thursday, April 27, 2017, 3 P.M.
23 And our next community meeting will be on May 11,
24 6:30 p.m., in the 8th Precinct location forthcoming.

25 The next item would be the oral

1 communication from the audience. Please give your
2 name, and you have two minutes to speak and be
3 respectful.

4 Mr. Brown, do we have any participants?

5 MR. BROWN: Mr. Chair, let me check with
6 Dr. Divers. I don't believe so.

7 MR. DIVERS: No.

8 CHAIRMAN BELL: Okay, thank you,
9 Mr. Brown.

10 The Chair would entertain a motion for
11 recess. Commissioner Sanders.

12 COMMISSIONER SANDERS: I would like to
13 move by motion that we -- a closed-door session via
14 the Open Meetings Act.

15 COMMISSIONER: Support.

16 CHAIRMAN BELL: Properly moved and
17 supported. Discussion.

18 Those in favor, "Aye."

19 COMMISSIONERS: Aye.

20 CHAIRMAN BELL: Those opposed? Motion
21 carried. We stand adjourned. And thank you. We'll
22 reconvene if you want to come back. Relax. Thank
23 you.

24 (Meeting recessed)

25 CHAIRMAN BELL: The Chair would entertain

1 a motion to reconvene the public meeting.

2 MR. SANDERS: So moved.

3 COMMISSIONER: Support.

4 CHAIRMAN BELL: Properly moved and
5 supported. Discussion.

6 Those in favor, "Aye."

7 COMMISSIONERS: Aye.

8 CHAIRMAN BELL: Those opposed? Motion
9 passed.

10 The personnel matter, Mr. Carmack, the
11 Chair would entertain a motion to dispose of this
12 matter from the Board at this time.

13 MR. MALLETT: Mr. Chairman, if I might,
14 I'd like to ask the attorney, the DC Washington or
15 Director Oxendine, would it be possible, pursuant to
16 a resolution of the Board, after Mr. Carmack comes
17 back from the Air Force and shows evidence of having
18 received counseling, would it be possible pursuant
19 to a resolution that we might pass that he could
20 reapply or would that not fit within the confines of
21 our capability?

22 MS. OXENDINE: It does, and he may
23 reapply at such time that he's available to apply,
24 understanding that we would have opportunities
25 available at that time.

1 MR. MALLETT: Assuming that they were
2 open?

3 MS. OXENDINE: That we would be
4 recruiting.

5 MR. MALLETT: Would that take any special
6 resolution from us or is that just is the procedure
7 and he would be allowed to reapply?

8 MS. OXENDINE: Whatever is the decision
9 of the Board today.

10 MR. MALLETT: Okay.

11 MS. OXENDINE: We would implement that
12 decision.

13 MR. MALLETT: Good. Thank you.

14 So, Mr. Chairman, I would like to make a
15 motion if I might. I'd like to move that the
16 candidate be denied today, be allowed to reapply
17 after being honorably discharged from the Air Force
18 and providing this Board evidence that he has
19 received counseling while in the Air Force and taken
20 some steps affirmatively to have his record
21 expunged. That's my motion, Mr. Chair.

22 COMMISSIONER: Supported.

23 CHAIRMAN BELL: Been properly moved and
24 supported.

25 Discussion.

1 Those in favor, "Aye."
2 COMMISSIONERS: Aye.
3 CHAIRMAN BELL: Those opposed?
4 Motion carried.
5 COMMISSIONER MALLET: Thank you.
6 CHAIRMAN BELL: Thank you. The Chair --
7 if there's no other business before this body, the
8 Chair would entertain a motion for adjournment.
9 MR. VANN: Move the adjournment,
10 Mr. Chair.
11 MS. DEWAELESCHE: Support.
12 CHAIRMAN BELL: Been properly moved and
13 supported. Those in favor, "Aye."
14 COMMISSIONERS: Aye.
15 CHAIRMAN VAN: Opposed?
16 Motion carried. Thank you.
17 (Hearing concluded about 4:36 P.M.)
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CERTIFICATE OF NOTARY PUBLIC - COURT REPORTER.

I do certify that the attached hearing transcript was taken before me in the above-entitled matter; that the proceedings contained herein was by me reduced to writing in the presence of the witness by means of stenography, and afterwards transcribed upon a computer. The attached pages are a true and complete transcript of the proceedings.

I do further certify that I am not connected by blood or marriage with any of the parties, their attorneys or agents, and that I am not an employee of either of them, nor interested, directly or indirectly, in the matter of controversy.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notarial seal at West Bloomfield, Michigan, County of Oakland, the 15 day of May 2017.

Theresa L. Roberts



Theresa L. Roberts, CSR

Certified Shorthand Reporter - CSR-4870

Notary Public - Oakland County, MI

My commission expires 10-4-2020

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