

11/5/2015

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DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR MEETING

Thursday, November 5, 2015 3:00 PM

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD AVENUE

DETROIT, MICHIGAN 48226

1 COMMISSIONERS:
2
3 LINDA BERNARD, Secretary and Attorney
4 LISA CARTER, Chairperson (Dist. 6)
5 WILLIE BELL, Vice Chairperson (Dist. 4)
6 RICHARD SHELBY, Commissioner (Dist. 1)
7 REGINALD CRAWFORD, Commissioner (Dist. 3)
8 WILLIE E. BURTON, Commissioner (Dist. 5)
9 RICARDO R. MOORE, Commissioner (Dist. 7)
10 CONRAD MALLET, Commissioner
11 DONNELL R. WHITE, Commissioner
12 ELIZABETH W. BROOKS, Commissioner
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REPRESENTING THE CHIEF OF POLICE'S OFFICE:
CHIEF JAMES E. CRAIG

1 Detroit, Michigan

2 November 5, 2015

3 About 3:00 p.m.

4

5 COMMISSIONER CARTER: Good afternoon.

6 ALL: Good afternoon.

7 COMMISSIONER CARTER: Welcome to the weekly
8 Board of Police Commissioners meeting. My name is Lisa
9 Carter, Chair for the Police Commission, and to my
10 immediate left is Willie Bell, the vice chair for the
11 commission. At this time I'm going to ask that
12 Commissioner White so the invocation, please.

13 (Invocation given.)

14 COMMISSIONER CARTER: Thank you,
15 Commissioner White. At this time Attorney Linda Bernard
16 would you please do the roll call.

17 MS. BERNARD: Yes, Madam Chair. Linda
18 Bernard, acting secretary to the board. Willie E. Bell.

19 COMMISSIONER BELL: Present.

20 MS. BERNARD: Elizabeth Brooks.

21 COMMISSIONER BROOKS: Present.

22 MS. BERNARD: Willie E. Burton.

23 COMMISSIONER BURTON: Present.

24 MS. BERNARD: Reginald Crawford.

25 COMMISSIONER CRAWFORD: Present.

1 MS. BERNARD: Eva Dewaelsche is excused,
2 Madam Chair. Conrad Mallett, Jr.

3 COMMISSIONER MALLETT: Here.

4 MS. BERNARD: Ricardo Moore.

5 COMMISSIONER MOORE: Present.

6 MS. BERNARD: Richard Shelby.

7 COMMISSIONER SHELBY: Present.

8 MS. BERNARD: Bishop Edgar Vann is also
9 excused, Madam Chair. Donnell White.

10 COMMISSIONER WHITE: Present.

11 MS. BERNARD: Madam Chair, you have a
12 quorum.

13 COMMISSIONER CARTER: Thank you, Attorney
14 Bernard. At this time I'd like to introduce Chief James
15 Craig.

16 CHIEF CRAIG: Thank you.

17 COMMISSIONER CARTER: Thank you, sir, for
18 joining us.

19 POLICE CHIEF CRAIG: Appreciate it.

20 COMMISSIONER CARTER: And Attorney Bernard
21 can you introduce the rest of the staff, please.

22 MS. BERNARD: Yes, Madam Chair. George
23 Anthony is excused. Ms. Pamela Davis Drake, the chief
24 investigator, sitting right there to my right. Ms. Gail
25 Oxendine, human resources director, sitting around the

1 front row as well. And Robert Brown who is the
2 administrative assistant sitting to my right, and of
3 course Sergeant Quinn, who is the recorder for the day
4 together with Caitlyn Mancini our court reporter. That
5 completes our introductions.

6 COMMISSIONER CARTER: Thank you, Attorney
7 Bernard. At this time commissioners you have before you
8 the agenda for Thursday, November 5th. What is your
9 pleasure?

10 COMMISSIONER BELL: So moved.

11 COMMISSIONER MALLETT: Support.

12 COMMISSIONER CARTER: It's been moved and
13 supported that we approve the agenda for Thursday,
14 November 5th. Is there any discussion?

15 COMMISSIONER MOORE: Madam Chair, there is
16 an error on number 14 announcements. The time should be
17 6:30 p.m. as opposed to 3:00 p.m.; that's our evening
18 meeting.

19 COMMISSIONER CARTER: Any other discussion?
20 Those in favor of approving the agenda with the
21 corrections?

22 COMMISSIONER MOORE: Aye.

23 COMMISSIONER BELL: Aye.

24 COMMISSIONER CARTER: Those opposed? The
25 agenda will be approved -- is approved. Before you

1 commissioners you have the minutes for Thursday, October
2 29th, what is your pleasure?

3 COMMISSIONER BELL: So moved.

4 COMMISSIONER BURTON: Support.

5 COMMISSIONER CARTER: It's been moved and
6 supported that we accept the minutes from Thursday,
7 October 29th. Is there any discussion? Those in favor?

8 ALL: Aye.

9 COMMISSIONER CARTER: Those opposed? The
10 minutes will be accepted. At this time under the
11 chairman's report I would like to reserve my comments
12 until after the -- well, I'll make my comments now.

13 Yesterday I had the opportunity attend the
14 cease fire that was held over in the 9th precinct. And
15 I guess they revised the program, and I think it was
16 their second call out for this particular...and it was
17 quite moving as usual. I attended -- I have attended
18 them in the past, and I'm sure that the chief will
19 probably speak on it when you have an opportunity to
20 speak.

21 CHIEF CRAIG: Yes.

22 COMMISSIONER CARTER: Also Commissioner Bell
23 and I will be meeting with the chief and the mayor
24 tomorrow for, briefly for a monthly meeting. I know
25 that we are going to be transitioning December 10th some

1 of the authority that we've been restored. So we want
2 to meet and discuss some of the things that will be
3 happening. So that's on our agenda for tomorrow.

4 At this time I'm going to have the OCI
5 report from Chief Investigator Drake. Thank you.

6 CHIEF INVESTIGATOR DRAKE: Good afternoon,
7 Board. Good afternoon, Chief.

8 ALL: Good afternoon.

9 CHIEF INVESTIGATOR DRAKE: Our current
10 statistics as of today we have a total of 196 cases. 23
11 cases have been submitted either to myself or to the
12 supervisors for review and closure and we have no cases
13 over 90 days. As a move update, I did forward an e-mail
14 to you from the project manager who was with us a few
15 weeks ago, Jessica Parker, and it looks like we're on
16 track. There is another walk through that is scheduled
17 for the new building on tomorrow morning so we'll find
18 out more either tomorrow afternoon or on Monday but
19 right now it is on track that the construction will
20 continue next week sometime.

21 The statistics for the month of September:
22 We just missed one week last week not giving statistics
23 last week because I was on vacation the week before so I
24 want to make up for the September stats, and then of
25 course I'll provide the Board with an overview of

1 statistics for the month of October at the end of the
2 month.

3 September 2015 our monthly count of
4 complaints was 104. That was actually a slight increase
5 from last year this time, but overall the numbers are
6 continuing to decrease. We had a 15 percent overall
7 decrease in the number of complaints that came in from
8 this time last year to this time this year.

9 Year to date January to September 2015: At
10 the end of September we had 222 open investigations,
11 filed 852 and we had 832 cases that we closed out. Of
12 the 104 cases filed in September of 2015, 37 percent
13 involved unknown officers. You have a listing of the
14 unknown officers in your packet or at least I know you
15 did a couple of weeks ago. If you have any questions on
16 that, please let me know.

17 The alleged known units involved leading the
18 claims were the 12th precinct, 11 percent; 8th precinct,
19 6 percent; and the 9th precinct at 5 percent. 104 cases
20 filed in September 2015 involved 185 allegations where
21 the leading causes of concern were as follows:

22 Procedure at 34 percent, demeanor at 24 percent, service
23 at 10 percent, and harassment at 8 percent. Closed
24 cases in September: Of the 104 cases closed during that
25 month of 2015 involved allegations where the findings

1 were as follows: Not sustained, 39 percent; exonerated,
2 22 percent; unfounded 16 percent; and sustained, 11
3 percent.

4 And the leading areas of concern in the 104
5 cases closed were as follows: Procedure, 34 percent;
6 demeanor, 31 percent; service 15 percent; and force, 9
7 percent. And that concludes my report, Madam Chair.
8 Are there any questions?

9 COMMISSIONER CARTER: Commissioners, do you
10 have any questions for Ms. Drake?

11 COMMISSIONER CRAWFORD: Yes, through the
12 chair. Yes, ma'am I've been reading the cases, and I
13 noticed there are a number of cases where citizens filed
14 complaints, and I'll go back to this, they verbalized
15 this where they complain. Some of them complain an
16 awful lot, I mean, in the public. And I actually read
17 where they actually filed a complain, but when there's a
18 follow-up, you know, those who file a complaint, and
19 complaints and complaining, you can't -- they can't be
20 located.

21 CHIEF INVESTIGATOR DRAKE: The complainant
22 you're talking about?

23 COMMISSIONER CRAWFORD: Yes, ma'am.

24 CHIEF INVESTIGATOR DRAKE: They don't
25 respond to the calls?

1 COMMISSIONER CRAWFORD: They don't respond
2 and actually so I just wanted to make that a matter of
3 record. These people are complaining or they file
4 complaints but then when the actual investigation is
5 done, you know, there's no follow through on their end.

6 CHIEF INVESTIGATOR DRAKE: That's correct.
7 We send out letters; we try to contact them by phone, if
8 we have phone numbers, and often times they don't
9 respond, but we still have to pursue the investigation
10 because of our due diligence. But you're absolutely
11 right, sir.

12 COMMISSIONER CRAWFORD: Yes, ma'am.

13 CHIEF INVESTIGATOR DRAKE: Often times that
14 happens; they don't follow through.

15 COMMISSIONER CRAWFORD: They don't follow
16 through. Also, too, in terms of personnel still seeking
17 some investigators, we still have some vacancies?

18 CHIEF INVESTIGATOR DRAKE: Yes, we still
19 have one vacancy. Well, actually we have two but we're
20 going to fill that one given the space that we currently
21 have. We will be filling that space very shortly. We
22 just had some glitches with our moving and so forth, but
23 I think we're back on track now and we will be filling
24 that. We're going to be reviewing some of the
25 applications that we received about a year ago;

1 actually, almost a year ago just under, so that we won't
2 have to go through this process all over again where we
3 have to, you know, go through the application process.
4 So we do have some viable candidates that we can choose
5 from.

6 COMMISSIONER CRAWFORD: Yes, ma'am. Also,
7 too, well, I like to sit in on interviews as I did in
8 the past when I was on the personnel committee.

9 CHIEF INVESTIGATOR DRAKE: Yes.

10 COMMISSIONER CRAWFORD: An officer recently
11 made a promotion? Someone's been promoted?

12 CHIEF INVESTIGATOR DRAKE: Yes, Supervising
13 Investigator Nelson was promoted. That was approved by
14 the Board some time ago. That is true. Yes, he was
15 promoted to Supervising Investigator.

16 COMMISSIONER CRAWFORD: Because the reason I
17 ask, too; I wasn't privy to that meeting, the personnel
18 committee, because I know there's a process where things
19 have to come out of personnel committee and have it
20 voted by this Board, and I couldn't even find any record
21 where the Board voted on it.

22 CHIEF INVESTIGATOR DRAKE: Okay. That's
23 been long standing. It's been a long time coming. That
24 individual had been working, actually, two individuals
25 have been working in as supervising investigator; he was

1 acting for almost three years.

2 COMMISSIONER CRAWFORD: Yes, ma'am. With
3 all due respect, I was just speaking to the process.

4 CHIEF INVESTIGATOR DRAKE: Sure.

5 COMMISSIONER CRAWFORD: Or lack thereof.
6 Because it wasn't, and maybe this probably should be
7 directed to the Board and personnel committee.

8 CHIEF INVESTIGATOR DRAKE: Well, what we can
9 do; this is something that we can do in the future: We
10 will certainly be bringing it before the full Board to
11 allow the Board to approve that promotion. As a matter
12 of fact, we can still do that; we can still bring it to
13 the Board to approve the promotion. It was approved via
14 e-mail, but it was not approved through the Board and
15 that is something that should be done; you're absolutely
16 right.

17 COMMISSIONER CRAWFORD: Oh, absolutely it
18 should be done. Thank you very much.

19 CHIEF INVESTIGATOR DRAKE: I do want to say,
20 though, the rationale for us; this had come before the
21 Board, the former Board, and it had come before this
22 Board on several occasions, and the person had been
23 working in that position for three years. There was a
24 matter of backpay that was also involved and so we
25 wanted to make sure that that person was made whole.

1 COMMISSIONER CRAWFORD: Yes, ma'am. Thank
2 you very much.

3 CHIEF INVESTIGATOR DRAKE: Sure.

4 COMMISSIONER CARTER: Any other questions
5 commissioners? Commissioner Shelby.

6 COMMISSIONER SHELBY: Through the Chair.
7 Pamela, we keep track of the number of complaints that
8 you receive that are criminal in nature and then forward
9 on to internal affairs?

10 CHIEF INVESTIGATOR DRAKE: We do, sir.

11 COMMISSIONER SHELBY: How many do we have so
12 far this year?

13 CHIEF INVESTIGATOR DRAKE: I don't have that
14 information in front of me, but I can certainly get it
15 for you.

16 COMMISSIONER CARTER: Any other questions
17 commissioners? One question that I have. And I think I
18 asked you this in a conversation, but I notice the last
19 packet of cases that I reviewed there was one particular
20 officer who had a lot of complaints. Some were
21 unfounded; some were founded. Is there a process that
22 triggers when cases -- when an officer gets multiple
23 complaints but the cases are -- the case is unfounded?

24 CHIEF INVESTIGATOR DRAKE: Sure. Yes, there
25 is. And I don't know, Chief if you would like to

1 respond to that but there certainly is through the
2 department.

3 CHIEF CRAIG: Through the Chair. We have a
4 management system, MASS (sic); it's called MASS, and so
5 certainly as, you know, complaints are coming in, you
6 know, like it's almost like how we address crime
7 patterns and trends. If there's a trend, if you will,
8 involving a police officer, say, there's an -- and this
9 happens often with cases of discourtesy or demeanor
10 where you can't prove or disprove it, but yet there's a
11 certain MO like the officer was alleged to have made
12 certain comments while having contact with a citizen;
13 and after so many of those, I mean, technically you can
14 actually sustain what has formally been referred to as a
15 not resolved where it's a one on one complaint, but if
16 it's a trend.

17 And so the MASS system is very effective at
18 looking at that, and we can take appropriate action
19 depending on what we see. So that's one example. Is
20 there that you can add?

21 COMMISSIONER CARTER: Commissioners, any
22 other questions? Thank you.

23 CHIEF INVESTIGATOR DRAKE: Thank you.

24 COMMISSIONER CARTER: At this time we'll
25 have an update, human resources update from Director

1 Oxendine.

2 MS. OXENDINE: Good afternoon.

3 ALL: Good afternoon.

4 MS. OXENDINE: This is my first formal HR
5 update report to the Board, and so I thought it was best
6 to provide more information the first time than less,
7 and then seek your feedback on the type of information
8 you would like to see in the future. So if you would
9 just give me an opportunity to show you what is in your
10 packet. The first thing in your packet is a summary
11 report from me. Then there is some detailed information
12 with respect to staffing and employment, attrition, and
13 also the promotional exam, which I understood was a
14 subject at the last commission meeting. Excuse me.

15 So if I may begin. We're looking at
16 employment right now. Our current department staffing
17 for sworn we have 200, I'm sorry, 2,254 positions filled
18 with 299 vacancies. Civilian base budge, and what that
19 means is our normal civilian positions, those positions
20 filled are 352 with vacant positions of 10, and our
21 civilian and restructuring, which we're referring to as
22 our civilianization (sic) project if you will, and this
23 is the project where we are hiring civilians to replace
24 sworn officers so that they can be redeployed to patrol
25 and investigative operations. We have 181 of those

1 positions filled with 79 vacant.

2 Do want to let you know that the 79
3 vacancies will probably be reduced due to the office
4 of -- the CFO restructuring. So the fiscal activities
5 will be reporting directly to him and so some of our
6 budget will be allocated to that as well as the
7 Department of Info Technology. So the number of
8 positions has not been deemed, in terms of the
9 reduction, has not occurred yet but we do expect that
10 number 79 to go down.

11 With respect to sworn recruiting, since the
12 beginning of the fiscal year we have had 1,940
13 applicants. We currently have 580 of those that we are
14 awaiting MCO scores to put them in our process. We
15 currently have 84 that are in process. 643 have been
16 deactivated for their lack of interest. 268 have been
17 temporarily disqualified. 312 permanently disqualified.
18 We have 4 currently ready to hire, and we've hired 49
19 since the beginning of the fiscal year.

20 Couple of bullet points with respect to
21 employment. We do have a new class of 25 to 30 that are
22 scheduled to begin on November 23rd. With respect to
23 our continued recruiting efforts, trying to beef up
24 those recruiting efforts, we have placed another order
25 for our recruiting cards to ensure that the precinct has

1 an adequate supply. We are partnering with the Public
2 Safety Foundation for additional recruiting supplies
3 such as lawn signs and giveaways that we give at job
4 fairs.

5 With also are partnering with the Detroit
6 Recreation Department where we will be present at many
7 of their open house and other type events to try to
8 increase our recruiting of Detroit residents and we also
9 have partnered with military faces to increase our
10 opportunity to recruit veterans.

11 Our total new hires for the month of
12 October, zero for sworn so far this month. I mean, for
13 the month of October. 4 civilians, 1 police assistant,
14 and 20 restructuring or 20 people that we hired with
15 respect to our civilianization project. So the total
16 new hires for the month of October is 25.

17 A little update on our student intern
18 program on page two. We began our program just to
19 remind you in the summer of 2014. We currently have 11
20 students in the fall program for 2015. This is our
21 fourth class. 5 of the students from prior programs are
22 currently in the academy. We have 4 of the students
23 from prior programs that have graduated from the academy
24 and currently are DPD officers.

25 And we have had a total of 93 students that

1 have graduated from the program as police officer
2 interns and therefore we have about 10 percent that have
3 graduated from the program who have in fact either
4 entered the academy or are police officers. So we think
5 that's a pretty good number but we're looking to bump
6 that number up.

7 Our winter program will be in January and
8 the closing date for applications for that program is
9 November the 16th. With respect to attrition for the
10 month of October: 16 sworn were separated, 2 civilians,
11 1 police assistant and 2 restructuring civilians for a
12 total of 21. With respect to leave of absence and
13 restricted duty, and you can see the various categories
14 there with respect to those on leave. We did want to
15 make clear that the FMLA continuous and intermittent was
16 outlined. Continuous means I'm off work for an extended
17 period of time, consecutive days. Intermittent FMLA as
18 the law allows is that employees are allowed to take
19 hours off or days off periodically for their FMLA
20 qualifying events.

21 With respect to special projects: We
22 currently have a restricted duty sworn process project
23 underway. Members who are permanently restricted have
24 been recommended to the police and fire retirement
25 system for non-duty or duty disability retirement. The

1 charter allows, and also the collective bargaining
2 agreement allow for the chief of police to make those
3 recommendations. The number of restricted duty
4 positions will be reduced, and then those that will be
5 allowed to remain in a restricted duty capacity that
6 will be determined in accordance with the appropriate
7 collective bargaining agreement, and also with respect
8 to the American with Disabilities Act. So that project
9 is currently under way.

10 We currently have about 152 people who are
11 on restricted duty at this time. With respect to the
12 lieutenant and sergeant promotional exams, you'll see
13 that the bullets outline kind of the timeline of the
14 notifications and the activities that have occurred so
15 far. We currently are at, if you'll turn to page 3,
16 we're currently for November the 5th notification went
17 out today with the results of the appeals process. Two
18 questions on the sergeant's exam and three questions
19 total on the lieutenant exam were eliminated as a result
20 of that appeals process. And that's where the members
21 are allowed to come and review the test booklet, the
22 answer key and also their Scranton sheet to see what
23 their answers were; and so as a result of all the
24 appeals that we received after they have been reviewed
25 and re-reviewed, these were the determinations that were

1 made, and that notification went out today.

2 The final written score notifications will
3 be sent to individual members beginning today through
4 the 9th, and the result is that we're going to have 86
5 lieutenant candidates, and 244 sergeant candidates will
6 be advancing to the assessment center. It's a much
7 larger number than the chief originally had indicated,
8 which was the 75 and 175 respectively, and that is due
9 to the rescoring based on the appeals process as well as
10 a number of people had tied scores. So anybody who was
11 in the 75th or 175th position that tied with others were
12 also allowed to advance.

13 The assessment center will be held for
14 sergeants the 10th through the 12th of December, and the
15 13th through the 15th for lieutenants in December. I
16 hope that addresses whatever issues were raised at the
17 last commission meeting with respect to the promotional
18 exam, and if not I'll entertain your questions
19 subsequent to my report.

20 And then the last thing I want to mention is
21 our civilianization and police assistant project, which
22 is directly impacting our ability to redeploy officers.
23 So as mentioned before we have 181 civilian positions
24 filled, 37 police assistant positions filled, and as a
25 result of that as of Monday the 9th we will have 109

1 officers redeployed as a result of those efforts.

2 With that, that concludes my report. Feel
3 free to review the specific information I've provided to
4 you, much more detailed information in terms of man
5 power by race and gender and some of the other things I
6 know you might be interested in, and at this time I'll
7 entertain your questions.

8 COMMISSIONER CARTER: Commissioners, do you
9 have any questions? Commissioner White.

10 COMMISSIONER WHITE: Thank you, Madam Chair.
11 Thank you Madam Director for the report. As it relates
12 to the new hires, specifically the 25 during the month
13 of October.

14 MS. OXENDINE: Yes.

15 COMMISSIONER WHITE: And the 49 that was
16 hired since the beginning of the fiscal year. Are we
17 able to quantify the number of Detroiters (sic) that
18 have been hired?

19 MS. OXENDINE: We are. And I can provide
20 you with that information. I don't have it in front of
21 me today.

22 COMMISSIONER WHITE: Thank you.

23 COMMISSIONER CARTER: Any other questions?

24 COMMISSIONER BROOKS: Yes, I have a
25 question. My concern is the -- oh, I'm sorry. My

1 concern is lack of interest. How far in the process of
2 recruitment do these young people decide they don't
3 want? Do you have a cut off, for instance, if you go
4 into a school, and you have X amount of people who are
5 interested, how far along do they get before it's
6 decided that there's a lack of interest and how do you
7 do that?

8 MS. OXENDINE: I would say it's about 95
9 percent of the people who expressed lack of interest or
10 who fail to respond, if you will, occurs prior to them
11 entering the background phase. So we either have not
12 received MCO scores from them; they're given a 45 day
13 period. We usually follow up at 30 days to see where
14 they are. So those that don't provide the MCO scores,
15 we deem those people lack of interest because that's the
16 first step in the process. You have to provide us with
17 the scores from MCO in order for us to proceed.

18 And then there are some who do provide us
19 with the scores; they fail to show up for their what we
20 call their initial interview. You know, we give them a
21 couple reschedules and they still fail to show up. So
22 I'd say about 95 percent of folk fall into one of those
23 two categories.

24 COMMISSIONER BROOKS: And I also want to
25 thank you for this. This gives, I know me, all the

1 information I need on human resources so thank you.

2 MS. OXENDINE: Thank you, Ma'am.

3 COMMISSIONER CARTER: Any other questions?

4 COMMISSIONER BURTON: Through the chair. A
5 Question for HR director. What is the average age of
6 someone that may be interested in a career in law
7 enforcement with Detroit?

8 MS. OXENDINE: I don't know that I have an
9 average age. I clearly can probably crunch those
10 numbers and get you that, but I would say just standing
11 here today that most of our applicants fall between the
12 ages of 18 and 22. Our initial applicants. You have
13 very few that are 30 years or older. That's very rare.
14 But most of our applicants are, you know, 18 to 22, 23
15 area but I can crunch those numbers for you and get you
16 something on that.

17 COMMISSIONER BURTON: Thank you.

18 COMMISSIONER CARTER: Any other questions?

19 COMMISSIONER SHELBY: Yeah. What's the
20 number of or percentage of officers that we have on
21 department that are enrolled in the drop program? Can
22 you talk a little about the drop program?

23 MS. OXENDINE: I'm not very familiar with
24 the drop program. I can find out what the percentage
25 is. I know the number is lower now than it had been in

1 the past due to some of the changes in the collective
2 bargaining agreements and going through bankruptcy. I
3 know there were some changes that were made. So I can't
4 answer that question for you, but I can definitely get
5 the answer in terms of the number of officers who are
6 currently enrolled in drop. I have to reach out to the
7 retirement system.

8 COMMISSIONER SHELBY: Is that still a viable
9 program?

10 MS. OXENDINE: It is a viable program. We
11 do have people that are in the drop. I don't know the
12 conditions in which they can be eligible for the drop.
13 I don't even know if you can be eligible for the drop
14 anymore. I'm not exactly certain about that, but I'll
15 investigate that and provide you information.

16 COMMISSIONER CARTER: Thank you.
17 Commissioner Crawford.

18 COMMISSIONER CRAWFORD: Yes, Madam Chair.
19 Yes, Madam Director, thank you for the very detailed
20 report. I really appreciate it. The officer, well,
21 yeah the officer that was here a few weeks ago, does
22 this address his issue in any way?

23 MS. OXENDINE: I'm not sure because I was
24 not at that meeting; I was on jury duty. So I wasn't
25 present, and I wasn't really clear what his issue was

1 specifically, but here's my guess of what his issue is.
2 Because I received several appeals regarding this so I'm
3 just going to guess that this is what the issue was.

4 For some reason members have thought or
5 maybe in the past, and I'm not certain because I wasn't
6 here in the past, that the numerical score that they
7 receive on the exam is the determining factor for them
8 to advance to the assessment center. So we have people
9 who receive scores of 75, 77, and they didn't advance to
10 the assessment center.

11 And I guess in the past because we took more
12 people to the assessment center the scores, the cut off
13 score or whatever was lower. I'm not really sure how
14 that worked in the past, but the chief of police
15 reserves the right to determine the number of people who
16 will advance to the assessment center and those
17 decisions are made on the basis of budget, and they're
18 made on the basis of attrition, and in fact the chief of
19 police increased that number than what was originally
20 recommended to him; to have more inclusion and we did
21 not have an exam for so long. So that was his decision.

22 So that information was published on
23 September 17th that the number that would advance, and
24 that teletype is in your packet here, that the number
25 that would advance would be 75 for lieutenants, and 175

1 for sergeants. As I mentioned the number is much
2 greater now due to the appeal process and review, and
3 the number of tied scores, but we're still going to have
4 people who scored 73, 75, whatever who still are not
5 going to advance.

6 So I think that that is the issue. Members
7 feel that a high enough score should give them that
8 opportunity but that's not fiscally responsible for us
9 to do that. So, and with the chief's commitment to
10 hopefully with the board also in agreement doing this
11 examination every two years, then there's a pathway to
12 promotion, people have an opportunity to compete more
13 regularly, and so we would not have a need to take 5, 6,
14 700 people to an assessment center; that's kind of a
15 waste of money, if you will.

16 So I hope that that addressed the question
17 that the officer brought forth last week. I'm not
18 certain because I wasn't here but I hope it does.

19 COMMISSIONER CRAWFORD: Well, Ma'am, I just
20 want to say thanks again and thanks for bringing forth
21 that information and some clarity to that issue.

22 MS. OXENDINE: Yes, sir.

23 COMMISSIONER MALLETT: Madam Chair.

24 COMMISSIONER CARTER: Commissioner Mallett.

25 COMMISSIONER MALLETT: Madam Director, so I

1 think you hit the nail right on the head with the issue
2 that was raised. Just for my own clarity is the cut off
3 number, because I think by implication he implied that
4 the cut off, not the cut off number, but the passing
5 score was published somewhere and so by implication
6 let's suppose that the passing score was 80, he implied
7 that that he got an 80 and therefore felt like he ought
8 to be entitled to move forward. Is the passing score
9 published so that if you do achieve a passing score you
10 know that objectively you're moving forward?

11 MS. OXENDINE: No, sir. The passing score
12 was not published because there is no such thing as a
13 passing score. It is the top 75 candidates, and the top
14 175 candidates regardless of individual scores. And
15 what was published was the number of candidates that
16 would advance.

17 COMMISSIONER MALLETT: Okay. So, and as you
18 just laid it out, that decision-making tool, the one
19 that the top 75 candidates that is published?

20 MS. OXENDINE: Yes, sir.

21 COMMISSIONER MALLETT: The rules of the game
22 are very clear.

23 MS. OXENDINE: Yes, sir. And you'll find
24 that in your packet.

25 COMMISSIONER MOORE: Madam Chair, quick

1 question as far as civilian employees.

2 MS. OXENDINE: Yes.

3 COMMISSIONER MOORE: Are these civil
4 servants or are they appointees?

5 MS. OXENDINE: Both.

6 COMMISSIONER MOORE: Both, okay. Thank you.

7 MS. OXENDINE: You have both in each
8 category. You have civil servants and, well, sworn
9 people are civil servants as well, okay. So you have
10 civil servants that compete for positions and you have
11 people who are appointed or when I say compete I mean
12 merit based examinations, if you will, and both of those
13 types of employees are both sworn within the sworn group
14 and the civilian group.

15 COMMISSIONER MOORE: Gotcha. Thank you.
16 And you did hit the nail on the head. That was the
17 officer's concern last week about 70 percent; he was
18 going by what he thought was past practice of 70 percent
19 so you were on point.

20 MS. OXENDINE: Thank you, sir.

21 COMMISSIONER CARTER: Commissioner Bell.

22 COMMISSIONER BELL: Madam Chair, I just
23 wanted to say to the director I think this is a very
24 thorough report, and I'm impressed by the report and
25 also commending you and the chief in reference to the

1 perspective project especially addressing restricted
2 duty processing in terms of how we handle that; and like
3 others have stated I'm pleased with the promotional
4 process. I think it's fair and I think if anything we
5 have more information now as a Board to understand the
6 process, and some of us going through that process in
7 the past. That's in the past so this is today that we
8 have to address in terms of several other criteria, so
9 I'm pleased with that. When is your next class
10 graduating from the academy?

11 MS. OXENDINE: January. I don't have a
12 specific date but January.

13 COMMISSIONER BELL: Okay, it's now in
14 January.

15 MS. OXENDINE: You said graduating, right?

16 COMMISSIONER BELL: Yeah, graduating class.

17 MS. OXENDINE: Yes.

18 COMMISSIONER BELL: I think initially we was
19 talking about December, but it's going to happen in
20 January?

21 MS. OXENDINE: I think it's in January.

22 COMMISSIONER CARTER: Can you provide us
23 with that information?

24 MS. OXENDINE: Sure.

25 COMMISSIONER CARTER: Because that was my

1 question: How soon do you know when a class is
2 graduating and then when is the date confirmed so that
3 we can get a date ahead of the graduation date so we can
4 plan to be there?

5 MS. OXENDINE: Oh, sure. Okay. Yes, I'll
6 get that for you.

7 COMMISSIONER CARTER: Okay. Any other
8 questions, commissioners? Thank you, Director Oxendine.

9 MS. OXENDINE: Thank you.

10 COMMISSIONER CARTER: Chief Craig.

11 CHIEF CRAIG: Yes, ma'am.

12 COMMISSIONER CARTER: At this time do you
13 have anything to report?

14 CHIEF CRAIG: I have a few things that I
15 want to talk about. First as I always do, good evening,
16 good afternoon, and talk a little bit about crime. Year
17 to date as our crime we're sitting on an overall
18 reduction of 10 percent. As you've heard me report out
19 in the past, we set a very modest goal of 5 percent at
20 the beginning of the year and now that we're in the last
21 quarter, we've exceeded it; we're at 10 percent.
22 Violent crimes we're sitting at a 6 percent reduction,
23 and then property crime we're sitting on a 12 percent
24 reduction.

25 In the area of homicide as of today we're

1 slightly up 1 percent almost flat. Over the last
2 several weeks we've been going back and forth with one
3 or two below, one up. In fact had it not been for the
4 homicide last night at 11:30, we would have gone the
5 entire week without a homicide, and the only other time
6 this year that happened was in the month of February and
7 that was because of the climate. You know, we had an
8 extremely cold February so we didn't have homicides.
9 And as you know that was a week that was relatively warm
10 and tonight the homicide really resonates that we are
11 moving in the right direction.

12 I mean, I just returned from the major
13 chief's conference and I can tell you that some of the
14 other major cities are all seeing tremendous spikes in
15 violence, particularly in homicide, and many don't know
16 why. The FBI director made some comments as what he
17 thought might be the reason. We're one of the few major
18 cities actually showing a decrease.

19 One example, Baltimore, Minneapolis showed
20 dramatic increases like we're talking 50 percent. I
21 think Baltimore was 35, and I think Davis, you might
22 need to help me because you did a comparative analysis
23 of it. But, again, these are compared to the stats of
24 the year prior. And so we're still moving in the right
25 direction with crime.

1 Cease fire, as Chair pointed out, we
2 recently changed the venue, changed the format. I will
3 tell you this is the first time that I'm encouraged, the
4 mayor's involved in cease fire. Last night the county
5 prosecutor was there and involved, the U.S. attorney was
6 involved. So it's very different format, and we believe
7 from the first when we changed the last cease fire call
8 in, which is about now 4 weeks ago, we did see a
9 dramatic reduction, and that's really what you're
10 looking for is that once you have a cease fire, that the
11 violence does cease.

12 And, you know, when we were doing it at the
13 other location in the format we were using, we really
14 didn't see the reductions but we're starting to see it.
15 So this group yesterday I thought of all of them this is
16 the best; I'm optimistic. I think there was a lot of
17 conversation about how we could help these young people
18 make the right decision, so optimistic; I'm a believer
19 again. I was a believer in Cincinnati with cease fire
20 because I saw how effective it was there. And I wasn't
21 as jazzed with cease fire when I first got here but now
22 I'm seeing the benefits of it. We are hopeful as we
23 continue to move cease fire that we would expand it to
24 the west side of the city. And we think that it has a
25 lot of merit.

1 So everybody will tell you having a mayor
2 and prosecutors, director involved is kind of unique
3 from the other cities that is not the case, and so
4 that's an important statement. And the people that we
5 call in the young people and the families; the other
6 significant change is that we invite their families in,
7 and while the national coordinator resisted me on that,
8 I told him how effective it was in Cincinnati to have
9 family members of those who are being called in and how
10 that support really works.

11 And so this was the second time; we didn't
12 get quite as many family members as we would have liked,
13 but we believe that that's going to continue to be the
14 key factor. Had a great opportunity to partner with
15 Detroit Medical Center on their, is it 61 day challenge?

16 COMMISSIONER MALLETT: Yes, sir.

17 CHIEF CRAIG: 61 day challenge Detroit
18 police made a commitment; I'm excited about that
19 partnership. Ironically, DMC, this is an annual event
20 for them. We had decided some time ago that we would
21 have our own internal challenge and December 1st the
22 department is launching its challenge as well, and so
23 we've been able to solicit the support of Dr. Atty over
24 at the medical center who has significant background in
25 wellness, dieting, and fitness. And he's agreed to come

1 in and provide his services as a, what we call a
2 specialized reserve officer. Todd Bedison on my staff
3 is leading that, and so we're excited about, you know,
4 the work we'll be doing in that area.

5 You know, we did a similar situation in both
6 Los Angeles and Cincinnati, and so when you talk about
7 morale and the use of sick time it reduces, demeanor
8 allegations reduce. When you have a fit department a
9 lot of things being to change and so we're really going
10 to push fitness toward the end of this last quarter into
11 next year.

12 Another initiative that we're getting to
13 ready to launch that I'm very excited about, at least
14 that's the sense I'm getting from my staff when we
15 talked about it, is something we call environmental
16 audits. You know, we met with the Department of Justice
17 several weeks ago it seemed that they were encouraged
18 and positive about the direction the department's going
19 that we would fully out from under federal monitoring
20 first quarter of next year, March. We see this
21 environmental audit is a strategy to help solidify
22 sustainability of adopting best policing practices.

23 So what environmental audit is so for
24 example if we get information that in a particular
25 command, and we'll use, say, demeanor complaints. If we

1 see an increase in a command where there's a number of
2 demeanor complaints, what we do is we put together a
3 cross section of the department, and I'm not sure if we
4 reached out to you. I know we had had a conversation
5 Ms. Drake about having some of your staff participate in
6 this audit, but it's a cross section; we go into the
7 concern command and do a top to bottom audit
8 environment.

9 It deals with the physical layout,
10 leadership issues, interactions between our police
11 officers and supervision. It looks at other metrics
12 associated with the consent decree. You know, is there
13 an inordinate amount of sick time being used. Is there
14 an inordinate amount of complaints that are coming out
15 of one command. Any number of things could trigger an
16 environmental audit. So we made a decision there are
17 two precincts that we're going to launch our initial
18 audits: The 7th precinct on the east side and the 12th
19 precinct on the west side. And so when that -- and part
20 of what the audit does is the auditors will go in, we
21 notify the commanding officers of the various precincts
22 that we're going to do the audit. Interviews are
23 conducted by the audit team. Those interviews are
24 unanimous so at the conclusion when there is a final
25 report generated, the individual's interview will be

1 identified numerically only. That way the concerned
2 command officer and others, well, what we want to do is
3 encourage candor, and we want individuals to feel that
4 they can talk without, you know, being retaliated
5 against.

6 It's very hard to talk about a command you
7 work in particularly if you start laying out information
8 about your bosses, and so we think this is a great tool.
9 We've, over the last two weeks we've designed a template
10 for this environmental audit. We're in the process of
11 notifying the concerned commanding officers, and
12 assembling the team, and so we think the audit could
13 take anywhere between 3 to 6 weeks.

14 Staff from Gail's shop will be involved in
15 the audit because the other part of environmental
16 audits, you know, we look at issues in a command. We
17 also look at the issue of EEO. And one of the things
18 that we want to closely exam, because one of the things
19 we started to see or at least I've started to see there
20 have been a number of EEO complaints coming up that have
21 race implications to it. So we want to examine as we
22 examine the environment, we certainly want to know
23 whether or not there are any biases that are occurring,
24 and, again, because these interviews are unanimous we
25 believe that employees will be very open about what's

1 going on in the workplace.

2 And the other side, it's not so much looking
3 for negatives; those things that we find that are best
4 practices that are working well, we certainly want to
5 share it to the rest of the command team. So it's an
6 opportunity for growth of the concerned command
7 officers, and also to reiterate those best practices,
8 but when you talk about sustainability when it comes to
9 the consent judgment, this is really an opportunity
10 because we not just look at interaction between
11 subordinate and supervisors but let's say for example
12 that a particular precinct is struggling with getting in
13 its required audits or use of force reports or how
14 that's conducted.

15 So we have an opportunity to look at it;
16 look at the mid-management team of that precinct and
17 make some adjustments there as well. So you'll hear
18 more about that in the coming weeks about, you know, our
19 first two environmental audits. And so that's all I
20 have. If you have any questions, I'll entertain it at
21 this point.

22 COMMISSIONER CARTER: Commissioners, any
23 questions for Chief Craig? Commissioner Mallett.

24 COMMISSIONER MALLETT: Chief, my information
25 comes only from the news media so it's probably all

1 wrong, but I wonder if the number of incidents where
2 officers have been injured on the job, particularly with
3 the injuries being serious enough that they're taken to
4 the emergency room, gunshots, and other work-related
5 incidents, I just wonder is this more than normal? Are
6 you -- I know that you're concerned, but I mean I'm
7 wondering do you see something systemic? Is there
8 something going on that gives you concern that would
9 require some kind of response either tactically or
10 organizationally?

11 CHIEF CRAIG: Through the Chair, yes to all.
12 I am concerned and while if we just look at, and I'm
13 going to look at it from a national perspective, because
14 a lot of what we're seeing is on a national level
15 although we are having some concerns here locally. So
16 first, nationally if you would just look at the number
17 of officers killed in the line of duty. Actually, that
18 number is down if you were to go back many years.

19 Although over the last two years we have
20 seen an uptick on assaults on officers. But the one
21 thing that's not really factored and talked a lot about
22 is what about those injuries where officers are
23 attacked, assaulted like what we saw with the narcotics
24 officers last weekend.

25 COMMISSIONER MALLETT: Right.

1 CHIEF CRAIG: The one officer suffered being
2 shot and by a high powered weapon or an officer that has
3 a weapon pointed and no shots were fired, I can tell you
4 that has changed dramatically. So I even just looked
5 back as a 38-year practitioner in this business
6 certainly the number of attacks on police officers has
7 increased. There was a time that if someone pointed a
8 weapon at an officer, and, yes, we did have police
9 officers that since policing has been around, I mean,
10 police officers have been killed in the line of duty,
11 but the aggression today is nothing like what we've seen
12 in years past.

13 And so I start to really reflect and talk to
14 my colleagues; this is a point of conversation during
15 the Major City Chief's Conference. One of the things
16 that's not being said and not being talked about often,
17 we have to look at this through the lens of some of the
18 rhetoric spewed across the country, anti-police
19 rhetoric, has empowered -- and I'm very careful when I
20 say this -- has empowered those who are criminally
21 inclined; those who are involved in violent crime are
22 less likely to flee. They will respond aggressively.

23 For example, so here in Detroit over the
24 last two months we had four incidents, aggressive
25 incidents where two of the four individuals pointed

1 weapons at police officers. And the third incident our
2 two officers were pursuing an individual who was armed;
3 he decided to fire shots at the police. Fortunately, no
4 officer was hit. And then this last incident where the
5 officer was serving a search warrant, and the officer
6 was injured as a result of that.

7 So this is very different, and so you have
8 to ask yourself why now? Why is those who are involved
9 in violent crime becoming more aggressive toward the
10 police? And so there are a number of reasons of course
11 but I believe based on what I've seen -- I remember that
12 there was a healthy, and I put emphasis on the word
13 healthy respect of those who were involved in crime for
14 the police. If they were involved in criminal activity,
15 one: They didn't want to have contact with the police;
16 and they usually fled. It wasn't a situation where they
17 would confront you, point a weapon at you, and I think
18 for some of the tenured retired police officers will
19 probably say essentially the same thing. That's been a
20 dramatic shift.

21 Now, again, my comments don't -- is not to
22 take away from what we have seen across the national,
23 any allegations of criminal misconduct by police
24 officers is inappropriate and we should all take swift
25 and appropriate action to address that, but part of the

1 problem is in some of these departments, police officers
2 are not feeling supported. Not here in Detroit.
3 Detroit certainly is different, but we look at Baltimore
4 what happened there, and police officers frankly just
5 shut down. And the response has been telling. And any
6 time you have a month of a dramatic increase in
7 homicide, I'm talking anywhere between 40 to 50
8 homicides in one month, it begs the question why now?
9 Why is it happening?

10 Well, the police officers will tell you:
11 They don't feel supported. They don't feel safe. And
12 there's a shut down. Detroit that's not case. Police
13 officers still as engaged as they have been. They
14 understand the risks; and to the your other point, I am
15 very concerned because we've been having some very
16 robust conversations about officer safety and tactics.
17 Because that's something that we need to do better; that
18 you may have seen televised pursuit that went from
19 Detroit into Troy on the shooting incident.

20 As we begin to debrief that, it was clear to
21 me that at the point of termination, that there was a
22 cross fire situation. That is not what we teach in the
23 academy. We teach you make a controlled felony stop.
24 Officer's safety is paramount. That did not happen.
25 And so we need to do better, and we are going to do

1 better at how often we train because a well-trained
2 department certainly does, you know, translate into
3 lesser complaints, lesser incidents of force, because
4 you control the situation in such a way, but officer's
5 safety is paramount so that is a concern.

6 COMMISSIONER MALLETT: Thank you, Chief.

7 POLICE CHIEF CRAIG: You're welcome.

8 COMMISSIONER CARTER: Commissioner Bell.

9 COMMISSIONER BELL: Yes, Madam Chair, I just
10 want to say, Chief I want to commend you on Angel's
11 Night. I guess we set a Detroit record in terms of
12 incidents so that's quite positive. But I'm concerned
13 what's the impact in terms of curfew violation? How
14 many did we address in terms of are we getting the
15 message to young people and to parents on curfew
16 violation? And the second part of it in reference to
17 your relationship with DMC and fitness and all that, is
18 there something we can do in reference to LA Fitness or
19 any other entity to try to encourage officers to take
20 advantage of that? You know, see them graduate and you
21 see them a year later or two years later and you'll say,
22 what actually happened there?

23 So if we can do more with that. We have
24 great facility here but restricted is my understanding.
25 It's restricted. The old gym, some of us used to work

1 out in the old gym, which was not the best facility for
2 basketball or whatever it is, but is there something we
3 can do in those particular areas to try and encourage
4 some type of fitness program? We used to get discounts
5 with those health clubs; I don't know if that's still
6 available.

7 CHIEF CRAIG: Through the Chair, yes to all.
8 I'll start with the curfew. Very encouraged. You know,
9 we saw it during the fire works display. It really is
10 certainly an indication that the city is really changing
11 in a positive way. We have an engaged community. And
12 here's some good news, and I don't have the numbers in
13 front of me, but our issuance of curfew violation
14 citations dropped over half compared to the year prior,
15 which is an indication that we can soon look at getting
16 out of that business. The parents, guardians have taken
17 responsibility. You know, I would hope we come to a
18 point in time where we can not do this.

19 I mean, one thing that was telling for me
20 during the Halloween task forces is I visited roll call
21 and just wanted to ask a question especially to some of
22 the senior or tenured officers: When's the last time
23 you had a Halloween that you have -- you could spend
24 that time with your children? And none of them had
25 Halloween off. In fact, many of them report out that

1 they've watched their children grow up and never took
2 their child out trick or treating.

3 I mean, I'm hopeful and optimistic that
4 maybe next year given the last two Halloweens, the
5 Halloween evening, that we can go back to a normal
6 deployment for that day. So that, you know, our
7 officers can spend time with their families, because I
8 know last year and this year Halloween really has not
9 been the day that where we have the issues. We might
10 have some enhanced deployment, but not to the point
11 where, you know, everybody is working. I do like the
12 idea of the Angel's Night for this one reason.

13 One thing that I did see that was very
14 encouraging: I had a chance to visit again visit a
15 couple stations and if you want to talk about community
16 policing, community engagement like let's talk about the
17 12th precinct. 12th precinct had 600 attendees come out
18 visit haunted house that's right in the police station,
19 and then they had established a hay ride in the area.
20 600. I mean that's community policing at its best. I
21 mean, really an opportunity to bond with the police
22 officers, and then nothing different same in the 11th
23 and 7th precincts.

24 So I think it's a great time for us to
25 continue to work with our community in that way; work

1 with the young people because it is a holiday for the
2 children, and so I would encourage that we still do that
3 because not to mention not just that one thing, and I
4 think my staff would agree that what we saw was just, I
5 don't think there's any place else. And maybe it was an
6 outgrowth of the old Devil's Night now Angel's Night
7 that the station started to put together these festive
8 events, and really I think people look forward to them
9 and police officers look forward to them.

10 So that's one thing. Going to the fitness.
11 I mean, I had a chance to kind of talk about my
12 experience with a healthy lifestyle and fitness from my
13 time in Los Angeles. And it's no secret that in the
14 LAPD fitness is paramount. I mean, it's Hollywood; it's
15 sunny, there's beaches, there's palm trees, and there's
16 a lot of peer pressure. You got to look a certain way
17 in that uniform. I mean, a cop who is not fit will be
18 ostracized. I'm not saying there's no fat cops in LA,
19 but or cops that are out of shape and so fitness is
20 important.

21 And so moving on, and when I went to
22 Cincinnati that's when I started to notice things were
23 very different. So I wanted to embark on a fitness
24 program. I couldn't put money to it, because what I
25 want to do is try to create an opportunity if you attain

1 a certain level of fitness, we give you a stipend. And
2 so we did instead we gave them medals. Police officers
3 like medals on their uniform so if you attain the
4 highest level of fitness, we'll give you four stars.
5 You can wear it on your uniform proudly. You have to go
6 through a fitness test, and it's good for one year and
7 you have to retest.

8 And so I thought the idea was a good one but
9 I didn't realize that three quarters of the department
10 wanted to participate just so they could get this medal.
11 I mean, it was amazing to watch it. So I came to
12 Detroit and I looked around and I thought: Probably
13 need to do the same thing here. I mean, it's no secret
14 that the job is stressful and certainly one that
15 requires an individual to be in good shape, and I know
16 me as the seat I sit in, I have to do something because
17 the stress associated with the seat I sit in, whether
18 it's dealing with my colleagues every day. And I don't
19 mean that in a negative way, but really the tone and I
20 really take it seriously the tone of a police department
21 is really set from the top; and so I'm extremely excited
22 by the executive team and the commitment they have made
23 to fitness. And so now we're going to push that
24 throughout the ranks.

25 So we're looking at replicating something

1 very close to what we did in Cincinnati. Probably a
2 more robust effort of fitness. I mean, our partnership
3 with DMC is one example of that. I like the idea of
4 bringing in some of the fitness centers. I know in LA
5 it's common that other police officers can use the gym
6 at a reduced rate. I think that's a great suggestion.

7 But we're looking at, you know, bringing in
8 the experts and giving the fitness exam, creating the
9 system of medals and four or five stars for top fitness,
10 and we're going to launch this thing on the first. And
11 we want to sustain it, but what we're going to add to it
12 that we didn't do in Cincinnati is that if you attain a
13 high level of fitness, it will translate into, say, an
14 extra comp time; some form of comp time. And we think
15 that will go a long way; we think sick time usage will
16 go down. And it's encouraging. It would help, and it
17 would save lives. I can't tell you the number of police
18 officers whether it's this department that officers are
19 suffering from hypertension and cholesterol issues
20 because of diet, because of the work hours.

21 I mean, you know, probably 75/80 percent of
22 our police officers suffer with lower back injuries. I
23 mean, if you wear this equipment around your waist, it
24 roughly weighs 40 pounds, in excess of 5 years you are
25 absolutely going to have a back problem. I would ask

1 that to the police officers that spent some time on the
2 job probably all of you have some form of lower back
3 issue, which I suffer too. I suffer from lower back
4 because I've been wearing this thing for 38 years,
5 except now the city of LA has a stamp on my back saying
6 we own your lower back.

7 So the fitness, wellness it's critical; we
8 certainly welcome any help from the Board in moving that
9 agenda forward because we think it does have merit, and
10 I will tell you despite, I mean, I recognize that the
11 LAPD has had its history of being one of those
12 aggressive agencies, but those officers who typically
13 are fit, they certainly have a different attitude. I'm
14 not saying every case, but they certainly have a
15 different attitude in how they deal with the community,
16 and the community responds differently to those officers
17 who project a professional appearance.

18 So we think it's a big deal and we want to
19 encourage many. And it's not just going to be sworn
20 police officers. Actually, the program is going to be
21 for both sworn and civilian employees in the Detroit
22 Police Department.

23 COMMISSIONER CARTER: Thank you, Chief. Any
24 other questions for the chief? Thank you, Chief.

25 CHIEF CRAIG: Thank you.

1 COMMISSIONER CARTER: Are there any standing
2 committee -- subcommittee reports? Standing committee
3 reports? Under new business we have a resolution for
4 Sergeant Charles Edwards. Commissioner Bell is going to
5 read that into the record.

6 COMMISSIONER BELL: Mr. Charles Edwards was
7 appointed to the Detroit Police Department on March 27,
8 1978 and was assigned to the 15th precinct after
9 graduating from the Detroit Metropolitan Police Academy.
10 Now and therefore be it resolved that the Detroit Board
11 of Police Commissioners speaking on behalf of the
12 Detroit Police Department and the citizens of the city
13 of Detroit recognize Charles S. Edward's lifelong
14 commitment to public safety and service. His pride and
15 dedication have been invaluable assets to the Department
16 and merit our highest regard.

17 We thank you and congratulate you Sergeant
18 Charles D. Edwards (sic) on your retirement. And I move
19 that we accept this resolution on behalf of Charles S.
20 Edwards in the rank of sergeant.

21 ALL: Support.

22 COMMISSIONER CARTER: It's been moved and
23 supported that we pass the resolution for retired
24 sergeant, Charles Edwards. Is there any discussion?
25 Those in favor?

1 ALL: Aye.

2 COMMISSIONER CARTER: Those opposed? The
3 ayes have it. The motion is carried. Under old
4 business, is there any old business?

5 COMMISSIONER BELL: Madam Chair, I have one
6 point to make. I think two or three meetings ago this
7 Board I think in your absence voted to go to southwest
8 Detroit, and the Board secretary and Commissioner Eva
9 Dewaelsche is working that out, and we have projected
10 date of December the 10th. That would be something that
11 we need to change.

12 First, we're going to second precinct. I
13 think they looking at Western International High School
14 and Academy for that target date and timeframe would be
15 1:30. That would be our commitment to southwest Detroit
16 is we, I thought we had an understanding, but we are now
17 going to Boys and Girls Club this month so we voted to
18 go to southwest Detroit in November or December.

19 So that would be the particular timeframe
20 and I would ask for approval for that particular date
21 December the 10th for southwest Detroit. And the
22 location would be designated in terms of I think one of
23 the high schools there. So she's not present at this
24 meeting but we had had that discussion.

25 COMMISSIONER MOORE: Through the Chair, I

1 guess my issue with that would be the citizens already
2 know on a rotating basis every year what area they're
3 going to be in. I would just think it would be a better
4 idea if we start giving those off weeks when we're going
5 to have those community meetings whether it's a first
6 Thursday of the month or the third Thursday to southwest
7 Detroit as opposed to interrupting the regular scheduled
8 meeting that the community is expecting. Because I do
9 agree to go to southwest Detroit. I just think that
10 that it should be all inclusive if we're just giving the
11 community the opportunity to have their second Thursday.

12 COMMISSIONER BELL: Madam Chair, I think we
13 can entertain that. Perhaps we can work that out in
14 terms of adjusting the timeframe. That means that we
15 have opportunity to go to the community twice a month.
16 Not every month but on this occasion here we can address
17 those concerns. So I think we can work those dates and
18 timeframes out so I'll take into consideration not to do
19 it on the December the 19th.

20 COMMISSIONER MOORE: Thank you, sir.

21 COMMISSIONER CARTER: Okay. So you'll have
22 that date for us next meeting?

23 COMMISSIONER BELL: Yes, ma'am, next
24 meeting. And I have one more recommendation. Since we
25 attended NACo conference, we reported out to the Board

1 and I think the Board secretary in AC not AC, but
2 Ainsley Cromwell is the national vice president of NACo
3 as you well know. This is his second term. And I think
4 what the idea -- I talked to him briefly prior to the
5 meeting that if he could report out on NACo national
6 commitment and also we going to get to receive a letter
7 from our national president in support of our being
8 reinstated that that would be appropriate at the meeting
9 on November the 12th, the Henry Ford, I don't know in
10 terms of what transpired, but a brief report and give an
11 overview to the citizens and also to the Board in terms
12 of a formal report. I'll ask that we place that item on
13 the agenda item at our next meeting next week. Should I
14 so move?

15 COMMISSIONER MOORE: Support.

16 COMMISSIONER CARTER: Thank you. It's been
17 moved and supported that we place the...

18 COMMISSIONER BELL: NACo.

19 COMMISSIONER CARTER: NACo overview.

20 COMMISSIONER BELL: By Ainsley Cromwell, the
21 national vice president.

22 COMMISSIONER CARTER: On the agenda.

23 COMMISSIONER BELL: Yes, ma'am.

24 COMMISSIONER CARTER: Is there a discussion?
25 Those in favor?

1 ALL: Aye.

2 COMMISSIONER CARTER: Those opposed?

3 COMMISSIONER BELL: Thank you, Madam Chair.

4 COMMISSIONER CARTER: You're welcome.

5 Motion carried. Commissioner Crawford?

6 COMMISSIONER CRAWFORD: Yes, Madam Chair,
7 under old business. Last week Commissioner Shelby,
8 Commissioner Moore, and myself we attended the public
9 hearing in Detroit city council auditorium and this was
10 in reference to the marijuana dispensary in the city of
11 Detroit. By the way today at 4:45 is another public
12 hearing, same subject, Cobo Municipal Building, the
13 auditorium. It was quite a spirited town hall meeting
14 or public hearing one might say, and thanks to
15 Commissioner Conrad Mallett I spoke about the resolution
16 that was sponsored by you, sir, in terms of our vote
17 that occurred prior to this public hearing.

18 In that hearing there were some individuals
19 who were in support of all of these marijuana
20 dispensaries in the city of Detroit, and they had the
21 audacity to equate someone with a liquor store in the
22 city of Detroit; that we have this proliferation of
23 liquor stores in the city of Detroit.

24 In the research of liquor stores in the city
25 of Detroit, and those in state of Michigan liquor

1 control commissions, there are actively 580 liquor
2 license issued in the city of Detroit right now. 580.
3 Myself and citizens years ago campaigned against the
4 proliferation of liquor stores in the city of Detroit.
5 So that makes us the capital in the state of Michigan
6 for liquor. We have three casinos in the city of
7 Detroit. Detroit is the capital for casinos. Though
8 each one of those casinos take in over a million dollars
9 a year. Total over a billion dollars, the three
10 combined.

11 There are 24 strip clubs in the city of
12 Detroit. There's one in Highland, and by the way some
13 of us activists campaigned again all these strip clubs.
14 Actually, we marched on some of them to close some of
15 them down years ago. There's 24 in the city of Detroit.
16 There's 1 in Highland Park, there's 3 in Dearborn, 3 in
17 Inkster, 2 in Romulus, 4 in Windsor. There are 4 in
18 Windsor.

19 The point that I brought up there and I
20 continue to bring it up, there are zero strip clubs in
21 Oakland County. Zero. Not one. Was privy to a meeting
22 years ago where the then county exec still the county
23 executive Mr. L. Brooks Patterson stated when the
24 question was asked as to talked about all the strip
25 clubs in the city of the Detroit -- and that makes us by

1 the way the strip club capital in the state of Michigan,
2 too. He stated that, and I'll quote him, he say: The
3 reason why there's no strip clubs in Oakland County is
4 because we don't tolerate that. And people in Detroit,
5 you tolerate that. So that's why we have it.

6 And the reason I brought that up because
7 these individuals were trying to say, well, you know,
8 these dispensaries that are popping up overnight, and I
9 believe it's over 160 and still counting, that in the
10 course in agreement with this Board in voting our
11 resolution and also, too, we questioned at the time the
12 counsel voted as to whether or not there should have
13 been a cap on the number of dispensaries. So that's
14 where we are today, but I just want to bring in some of
15 those fast facts as to, you know, Detroit, you know, the
16 capital of liquor; you can drink up. I mean, you can
17 gamble up and lose your money. Those can strip down and
18 there are 3,000 churches in the city of Detroit so you
19 can be prayed up, too.

20 COMMISSIONER CARTER: Thank you,
21 Commissioner Crawford for your information and your
22 advocacy.

23 At this time is there any other old
24 business? Any other old business? Under announcements
25 our next Board of Commissioners -- Police Commissioners

1 Meeting will be Thursday, November 12th at 6:30 p.m. in
2 the 6th precinct at the Boys and Girls Club located at
3 15600 Tireman, which is one block east of the Southfield
4 Freeway. Our next Board of Police Commissioners
5 community meeting will be in the 2nd precinct December
6 10th at Adam Butzel Recreation Center located at 10500
7 Lyndon in Detroit.

8 At this time we'll have oral communications
9 from the audience. Please give your name and limit your
10 comments to two minutes. Oral communications from the
11 audience.

12 MR. WELLBORN: Good afternoon, Board, Chief.
13 Bill Wellborn. I have a message here from a Ms. Barbara
14 Epps. I think most of the people know her but anyway
15 the shooting that occurred in Farmington that was her
16 daughter and grandson. And she asked me to give
17 information as to when the funeral's going to be. The
18 funeral's going to be Saturday. I don't have the name
19 of the church; I have the address. It's 12411 East 7
20 Mile. Is that near Gratiot?

21 COMMISSIONER BELL: Yes, sir.

22 MR. WELLBORN: I figured it was near
23 Gratiot. I live near that church because when she give
24 it to me, she was kind of distraught. The viewing is at
25 Pye Funeral Home on Plymouth and Southfield tomorrow at

1 from 4 to 8. I just want to remind everybody, everybody
2 know I'm a veteran. And I push everything pertaining to
3 veterans. I fought in two wars so I figure I earned the
4 right to speak about that. There's a parade this coming
5 Saturday on Jefferson I think they start at Belle Isle
6 and go down to Hart Plaza. And that starts at 10:00 in
7 the morning.

8 Also on the 11th they're going to have or
9 close down 8 Mile and they will have a parade from
10 Belmont Shopping Center, which is Dequindre and 8 Mile
11 and march to the armory. You know, have dinner there.
12 This is the thing that former deputy -- former Chief
13 Logan started. They going to have a flower room by the
14 Tuskey Fairwind (sic) and have Cass Tech band there
15 playing that's marching in the parade, and a few other
16 things that they're going to have there. And that's, I
17 want to give kudos, Chief to Officer Black. She has
18 really put a lot of work into this thing. And I've been
19 over there helping a little bit, and she has put
20 everything that she had into it, and I think she
21 should -- I just want to let you know that she's doing
22 an excellent job. Thank you.

23 CHIEF CRAIG: Thank you.

24 COMMISSIONER CARTER: Thank you,
25 Mr. Wellborn. Any other oral communications?

1 COMMISSIONER MOORE: Madam Chair, excuse me
2 I was messing my duties under news business. I want to
3 say this very briefly. The Special Olympics would like
4 the partnership with the Detroit Police Department. I
5 spoke with the chief about it briefly last night. They
6 want to present to the Board as well. I would like to
7 work out a date for that. We said initially December
8 10th, but I believe we have an event that we just agreed
9 upon so some time in the future within the next couple
10 of months I would like the Special Olympics to present
11 to this board.

12 COMMISSIONER CARTER: Commissioner Moore,
13 get us a date and we'll put it on the agenda.

14 COMMISSIONER MOORE: Yes, ma'am. Thank you.

15 COMMISSIONER CARTER: You're welcome. Any
16 other communications? Any other communications?

17 COMMISSIONER BURTON: Through the Chair.

18 COMMISSIONER CARTER: Commissioner Burton.

19 COMMISSIONER BURTON: Under old business.
20 Commissioner Moore and I had the opportunity to go and
21 speak to parents and students over at King High School
22 and it was very received. Commissioner Moore spoke
23 about the roles of the Police Board of Commissioners.
24 And there was just so many parents and so many students.
25 You know, had so many questions about the Board and

1 Commissioner Moore did a wonderful job explaining the
2 roles of the Board and the Board's function. There was
3 also some questions about how can young students, you
4 know, be engaged into the, what's it, the Young Explorer
5 Program?

6 COMMISSIONER MOORE: Explorers and Police
7 Cadets.

8 COMMISSIONER BURTON: Yes, so they was
9 interested in that information as well, and Commissioner
10 Moore provided that information alone. So it was
11 wonderful.

12 COMMISSIONER CARTER: Thank you for that
13 information. At this time I'll entertain a motion for
14 adjournment.

15 COMMISSIONER MOORE: So moved.

16 COMMISSIONER MALLETT: Supported.

17 COMMISSIONER CARTER: It's been moved and
18 supported. Those in favor?

19 ALL: Aye.

20 COMMISSIONER CARTER: Those opposed?

21 Meeting adjourned. See you all next week.

22 (Meeting concluded at 4:21 p.m.)

23

24

25

1 STATE OF MICHIGAN)

2)

3 COUNTY OF WASHTENAW)

4

5 CERTIFICATE OF NOTARY PUBLIC AND COURT REPORTER

6 I, Caitlyn Mancini, do hereby certify that I reported
7 stenographically the foregoing meeting and testimony at
8 the time and place hereinbefore set forth; that
9 thereafter the same was reduced to computer
10 transcription and that this is a full, true, complete,
11 and correct transcription of said proceedings.

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13

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15

Caitlyn Mancini



16

Caitlyn Mancini, RPR, CSR-8887

17

Notary Public,

18

Washtenaw County, Michigan

19

My Commission expires: August 15, 2021

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