

12/3/2015

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STATE OF MICHIGAN
CITY OF DETROIT
BOARD OF POLICE COMMISSION

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The Regular Meeting of the
BOARD OF POLICE COMMISSIONERS,
Taken at 1301 Third Street,
Michigan Room,
Detroit, Michigan, 48226,
Commencing at 3:01 p.m.,
Thursday, December 3, 2015,
Before Elizabeth Koller, CSR-7042.

1 APPEARANCES:
2 COMMISSIONERS:
3 Lisa Carter (Chairperson)
4 Willie Bell (Vice Chairperson)
5 Derrick Sanders
6 Elizabeth Brooks
7 Eva Dewaelsche
8 Ricardo R. Moore
9 Willie E. Burton
10 Reginald Crawford
11 Bishop Edgar Vann
12 Richard Shelby
13
14 MS. LINDA BERNARD (P24740)
15 Attorney to the Board
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1 Detroit, Michigan

2 December 3, 2015

3 About 3:01 p.m.

4 CHAIRPERSON CARTER: Good afternoon. Welcome
5 to the Board of Police Commissioners weekly meeting.
6 My name is Lisa Carter. I am the Chair for the Board
7 of Police Commissioners.

8 At this time, I'm going to ask that the
9 audience take a moment of silence in recognition of Ron
10 Scott, who was a trailblazer in this community and
11 definitely an advocate for the residents of the City of
12 Detroit. So we're going to take a moment of silence in
13 recognition of Ron Scott.

14 (Moment of silence.)

15 CHAIRPERSON CARTER: Thank you. At this
16 time, I'm going to ask that Commissioner Vann please do
17 the invocation.

18 (Prayer.)

19 CHAIRPERSON CARTER: At this time, Attorney
20 Bernard, would you please call the roll?

21 ATTORNEY BERNARD: Yes, Madam Chairperson.
22 Willie E. Bell?

23 VICE CHAIRPERSON BELL: Present.

24 ATTORNEY BERNARD: Elizabeth Brooks?

25 COMMISSIONER BROOKS: Present.

1 ATTORNEY BERNARD: Willie E. Burton?
2 COMMISSIONER BURTON: Present.
3 ATTORNEY BERNARD: Reginald Crawford?
4 COMMISSIONER CRAWFORD: Present.
5 ATTORNEY BERNARD: Eva Dewaelsche?
6 COMMISSIONER DEWAELSCHÉ: Present.
7 ATTORNEY BERNARD: Conrad Mallet, Junior?
8 COMMISSIONER MALLET: Here.
9 ATTORNEY BERNARD: Ricardo R. Moore?
10 COMMISSIONER MOORE: Present.
11 ATTORNEY BERNARD: Derrick Sanders?
12 COMMISSIONER SANDERS: Present.
13 ATTORNEY BERNARD: Richard Shelby?
14 COMMISSIONER SHELBY: Present.
15 ATTORNEY BERNARD: Bishop Edgar Vann, II?
16 COMMISSIONER VANN: Present.
17 ATTORNEY BERNARD: Madam Chairperson, you
18 have a quorum. The entire Board is present.
19 CHAIRPERSON CARTER: Thank you. At this
20 time, I'd like to give an opportunity for our newest
21 Commissioner, Commissioner Derrick Sanders to say a few
22 words. Welcome to the Commission, first of all, and
23 we're glad to have you and if you'd like for the
24 audience to know anything, please feel free to say so
25 now.

1 COMMISSIONER SANDERS: I'm glad to be here.
2 I'm glad to serve the Police Department and the City of
3 Detroit and my background is in labor, so I believe I
4 can be effective on what we talk about and what we're
5 doing here.

6 CHAIRPERSON CARTER: Thank you, Commissioner
7 Sanders, and once again, welcome.

8 At this time, I'd like to introduce Assistant
9 Chief Lashinda Stair. That's a lot to say.

10 ASSISTANT CHIEF STAIR: Thank you, Madam
11 Chairperson. I knew you were going to mess that up.
12 Good afternoon to you and the rest of the Board on
13 behalf of Chief Craig, who is attending a roll call now
14 over at the 6th and 8th Precinct. I sit here for him
15 today.

16 CHAIRPERSON CARTER: Thank you. Is there any
17 staff that you'd like to introduce at this time?

18 ASSISTANT CHIEF STAIR: We have several staff
19 members. Deputy Chief Levalley is in the front row.
20 Celia Banks Washington is there. We have Trish Stein
21 there. We have Mr. Rodney Bellamy from Labor,
22 Commander Bettison, Lieutenant Elaine Miles, several
23 other Officers including Sergeant Perkins, Sergeant
24 Quinn, and would the rest of the Officers all stand up?

25 There's several of our Reserve Officers and

1 the Officers that work with the Reserves are right
2 there.

3 CHAIRPERSON CARTER: Thank you. At this
4 time, Attorney Bernard, would you introduce the rest of
5 the Commission staff?

6 ATTORNEY BERNARD: Yes, Madam Chairperson.
7 George Anthony, the Secretary to the Board is excused,
8 Ms. Pamela Davis-Drake, the Chief Investigator is
9 seated on the first row to my right, Mr. Robert Brown,
10 the Administrative Assistant is present, and Ms. Gale
11 Oxendine, who is the Director of HR for the Department
12 is present also on the first row.

13 CHAIRPERSON CARTER: Thank you.

14 ATTORNEY BERNARD: Sergeant Alan Quinn, of
15 course, is taping our proceedings.

16 CHAIRPERSON CARTER: Thank you, Attorney
17 Bernard.

18 ATTORNEY BERNARD: You're welcome.

19 CHAIRPERSON CARTER: At this time,
20 Commissioners, you have before you the agenda for
21 Thursday, December 3rd, 2015. Is there a motion?

22 COMMISSIONER: So move by adoption, Madam
23 Chair.

24 COMMISSIONER: Support.

25 CHAIRPERSON CARTER: It's been moved and

1 supported that we adopt the agenda for Thursday,
2 December 3rd. Is there any discussion? Those in
3 favor?

4 COMMISSIONERS: Aye.

5 CHAIRPERSON CARTER: Those opposed? The
6 motion carries.

7 At this time, we have a guest in the house,
8 the Honorable Mayor Mike Duggan is here to speak about
9 things that transpired earlier this week with the
10 police unions and the raises that they will be
11 receiving pending approval from City Council. So
12 welcome, Mayor Duggan, and thank you for coming.

13 MAYOR DUGGAN: Thank you, Madam Chair. I
14 wanted to be here for Commissioner Sanders' first
15 meeting. I want to thank you for the invitation and I
16 hope this won't be the last time.

17 You look at what's happening in this country
18 and most recently in Chicago and you see what happens
19 when the public feels like they can't trust the elected
20 leadership to respond appropriately to incidents.
21 These incidents can happen anywhere. The question is,
22 do we handle them in an open and trustworthy way? This
23 Board of Police Commissioners has an extremely
24 important role to play in that, as do the Mayor and
25 City Council.

1 Almost exactly one year ago, the transition
2 of the Mayor and Council's powers occurred by virtue of
3 the end of bankruptcy. Now, we get to the full
4 restoration of all elected officials with this Board of
5 Police Commissioners and I hope it works just as
6 smoothly. There were a lot of people who thought and
7 predicted that when Kevin Orr was gone, we would revert
8 to the days of the Mayor and Council fighting with each
9 other and embarrassing themselves.

10 I think you've seen the way that we have
11 conducted ourselves. There have been some vigorous
12 disagreements but they've been done in a way that was
13 professional and was in the interest of the City. And
14 the role of this Commission is so important and in
15 having an independent check on what's going on in the
16 Department. There's going to be times we disagree,
17 that's part of the process, that's why there's two of
18 us. If there weren't disagreement, wouldn't need both
19 of us.

20 But I'm hopeful that we can do it in a
21 collaborative way and I think as you probably know,
22 Chief Craig and I are now having monthly lunches with
23 the Chair and the Vice Chair to talk about issues
24 together and the Chief would be with me today to
25 present on this particular item, but he has been

1 attending roll calls at the different Precincts
2 answering questions.

3 There's been a fair amount of misinformation
4 out there on this proposal. Of all the times to be
5 releasing this, the middle of a very heated union
6 election, probably was the hardest time to put it out
7 there and get accurate descriptions of what's going on.
8 But the Chief has taken it upon himself and I think
9 we're going to be okay.

10 I believe you have in your packets, the
11 summaries of the proposals that Chief Craig and I sat
12 down about a month or so ago with the Chair and the
13 Vice Chair of this group, and while the approval of the
14 Board of Police Commissioners wasn't formally required,
15 we want to get in the habit of consulting on matters
16 like this and getting input. They indicated, I think
17 significant support, for the fact that what we have
18 done is this: We have freed up \$41 million in the
19 General Fund over the next four years.

20 I think everybody here knows that while we
21 largely have our powers restored coming out of
22 bankruptcy, we still are subject to a Financial Review
23 Commission that meets every month and that Financial
24 Review Commission, which is appointed by the Governor,
25 nine members by the Governor, and then President Brenda

1 Jones and myself, but basically the Treasurer of the
2 State of Michigan, the Budget Director of the State of
3 Michigan run the Financial Review Commission.

4 We have to show them that we are balancing
5 our budgets, that we are paying our bills, they have to
6 approve every contract over \$750,000. They have to
7 approve every Collective Bargaining Agreement. So,
8 those are the parameters. They have those rights for a
9 minimum of three years. We can get out of the active
10 control of the Financial Review Commission if for three
11 straight years we balance our budget, pay all our
12 bills. If we do it two years in row and then we miss,
13 the three-year clock starts all over again.

14 So we just finished the fiscal year that
15 ended June 30th of 2015, although the audit isn't done
16 yet, it was a balanced budget. That will get us
17 through year one. We are right now almost exactly
18 halfway through fiscal year 2016. And I can tell you
19 the way we're running, we're going to balance the
20 budget this year. I'm very confident that at the end
21 of this year, we'll be through year two. 2017 is going
22 to be tighter, and that's going to be the challenge but
23 if we can get through it, somewhere in late 2017, it is
24 my hope that the Financial Review Commission becomes
25 dormant and the full authority comes back.

1 But everything that we do, both the Mayor and
2 the City Council is very conscious of the fact that if
3 we violate the terms of the Financial Review
4 Commission, we restart this three-year clock.

5 So that's the way that we are operating, and
6 we have a ten-year budget that came out of bankruptcy
7 in the plan of adjustment, we can change that budget
8 with the approval of the Financial Review Commission.

9 We had five-year Collective Bargaining
10 Agreements with the Command Officers Union, the
11 Lieutenants and Sergeants Union and the DPOA, that ran
12 through June 30th of '19. We can only change those
13 contracts with the approval of the Financial Review
14 Commission, so that's our limitation.

15 So in October, I went to the Financial Review
16 Commission with the support of President Jones, we went
17 into a closed session and we talked about it for a long
18 time. What I said to the Financial Review Commission
19 is this: We came out of bankruptcy with our Police
20 Officers significantly underpaid. They are paid on
21 average, ten to \$12,000 a year less than their suburban
22 counterparts and Detroit Police Officers are facing a
23 much more challenging job.

24 We know that we are going to get there in one
25 year or three years or five years, but we have an

1 obligation to start to move our Officers toward the
2 rest of the market as fast as we can afford and
3 particularly, with our starting Officers who are
4 starting at \$31,700, we are having trouble filling the
5 academy classes when you can start in Southfield at
6 \$42,000 and some other cities more than that.

7 So we had saved \$41 million through a couple
8 of things; one is Judge Rhodes was good enough at the
9 very end of the bankruptcy to let me intervene in the
10 case because by law, Kevin Orr was the sole
11 representative of the City of Detroit in Bankruptcy
12 Court, which was a source of a great deal of friction
13 between the Emergency Manager and me, and I thought
14 they were paying far too much money to Jones Day and the
15 other consultants.

16 Judge Rhodes allowed me to intervene on
17 behalf of the City in the last two months of the
18 bankruptcy. We fought those consultant fees very hard
19 and we got them reduced by \$30 million from what the
20 plan of adjustment had approved. So we got them down
21 from 200 million to 170 million, still the 170 million
22 was ridiculous but it was better than 200 million. So
23 we had \$30 million we knew over the next four years
24 that we could invest in some services in the City of
25 Detroit that wasn't going to the consultants.

1 Second is, I'm sure you know or if you
2 haven't, I'll talk about it in detail, we're committed
3 to build a new 8th Precinct out on Grand River next to
4 the Meijers. That old 8th precinct never should have
5 been abandoned and left that poor part of Detroit much
6 too vulnerable. We have identified a location right
7 there on Lahser and Grand River, it's going to cost us
8 about \$8 million, and the plan of adjustment had
9 \$8 million to build that 8th precinct.

10 John Hill, our outstanding Chief Financial
11 Officer came in and said there was a bond issue passed
12 by the voters of Detroit ten years ago for capital
13 improvements in the Police Department. There's
14 \$8 million in that bond issue. We could use that to
15 pay for the 8th precinct, that's was exactly the thing
16 it should have been intended for. Let's take the
17 \$8 million out of the police budget and put it toward
18 paying the cops.

19 So between those things and a couple of other
20 things that Chief Craig did, we were able to prove to
21 the Financial Review Commission that we would have
22 \$41 million over the next four years, which is the next
23 four years of the union contract, and we propose to
24 take that whole 41 million and not spread it among six
25 different departments, but to put the entire 41 million

1 into the three police unions and our 2,200 sworn
2 Officers.

3 As you can imagine it was a fairly heated
4 debate of the Financial Review Commission, because we
5 have a lot of needs in this City but at the end of the
6 day I think everybody believes this, if we don't do a
7 first-class job on public safety, nothing else is going
8 to matter. And so, while the Financial Review
9 Commission reserves the right to see the file draft
10 language and approve it on December 21st, they gave me
11 a pretty good indication of support.

12 I would not have gotten everybody out of
13 ratified contracts and then come back in a few weeks
14 and say, hey, the Financial Review Commission said no.
15 I'm pretty confident that they'll be there.

16 Brenda Jones has scheduled a special session
17 of Detroit City Council on December 17th, so in the
18 event the three unions ratify the contracts in the next
19 week or so, I'm not taking that as a given, but if they
20 do, Council, I believe, is poised to act on the 17th.
21 I hope the Financial Review Commission acts on
22 December 21st, and the raises can kick in the first of
23 the year which is our goal.

24 The agreements, which I think you have in
25 front of you basically suggest everybody, Command

1 Officers, Lieutenants and Sergeants, Police Officers
2 five years or more, everybody gets a four percent
3 across the board pay raise. So that was applying to
4 everybody.

5 Second, Chief Craig has been emphatic for
6 some time that we need to raise the professionalism on
7 the Police Department and there was a time where
8 education in this Department was highly valued. In
9 recent years, it is not. We've just been so happy to
10 have Officers here that we cut out tuition
11 reimbursement, we cut out any kind of rewards for
12 education.

13 But if you look at where policing is going, I
14 mean, there's laptops in patrol cars now, we've got a
15 real time crime center, we've got database analysis.
16 You've seen the com stats that's where we are going is
17 getting more and more sophisticated and we felt like we
18 needed to invest in our Officers. And so we surveyed
19 some different police departments across the country.
20 We came back with a proposal that said for all of our
21 three unions, we'll reimburse you up to \$2,000 a year
22 in tuition. Now, you've got to go take the class and
23 you've got to pass the class. We're not giving you the
24 tuition check up front, but if you pass the class, we
25 will reimburse you the tuition for that semester up to

1 \$2,000 a year. And we said for the Police Officers,
2 DPOA, if you complete two years of college, we'll add
3 two percent to your base pay. If you're a Lieutenant
4 or a Sergeant and you complete four years of college,
5 we'll add two percent to your base pay.

6 The reason for the difference is in order to
7 be a Sergeant you already have to have done 30 hours,
8 to be a Lieutenant you have to have done 45 hours. So
9 we did it in a different kind of a conversation, I
10 wouldn't call it a negotiation because basically we
11 brought them in and said here's what we're authorized
12 to do. But we brought in all three unions together and
13 sat around one table. I don't know if it's ever been
14 done before but if it has, it was way back. We said
15 none of this playing you off against each other, one
16 union over another. We're all going to sit in the room
17 together, I'm going to show all of you all three offers
18 together.

19 So for DPOA members who you don't have to
20 have any school, if they get two years, they get two
21 percent. For Lieutenants and Sergeants who have to
22 have 30 or 45 hours, if they get four years of school
23 done, they get two percent. So in each case we are
24 rewarding them for education beyond what would
25 otherwise be required.

1 And then the other major piece was we
2 fundamentally change the starting rate, so we raised
3 the entry level salary from 31,7 to 36,000, I think the
4 second year cop goes from like 34 to 39,000. So in the
5 first four years there are significantly higher rates
6 of pay and then from year five and beyond, everybody
7 gets four percent.

8 A couple of smaller details that matter to
9 individual Officers in particular situations. One is
10 the so-called standby pay. You have Officers who are
11 Homicide Detectives would have to be on call through
12 the weekend. They've got to be in town, in a condition
13 to be able to come to work at any one time. They could
14 sit around for 24 hours and not get a call. They have
15 not been compensated. We looked at the standards
16 nationally and a number of departments pay for standby
17 pay, one hour straight time for every eight hours you
18 stand by.

19 Now, if you get called in, you get time and a
20 half but even if you don't get called in, you get an
21 hour of straight time. That applies to the SWAT team
22 and a number of the other units. That appears to be
23 something that's being very well received by people who
24 are being restricted on their freedom when they're on
25 standby condition.

1 The second thing that we addressed is this,
2 and I know some of the Commissioners are aware of this,
3 Jones Day made a mistake in the DPOA contract and there
4 was a provision that's historically been in the
5 Lieutenants and Sergeants contract that isn't much
6 used, that if you work for four hours in a day and got
7 sick and went home in the second half of your shift,
8 you get paid for the day. It was never an issue.

9 When Jones Day was cutting and pasting the
10 DPOA contract, after all the negotiations were done,
11 they took that provision of Lieutenants and Sergeants
12 and inadvertently put it in the DPOA contract, which
13 DPOA ratified. Nobody realized it until it was done.

14 We have seen some precincts where we have had
15 a significant number of the people become sick in the
16 second half of their shift. Makes it difficult to put
17 cars on the road, makes it difficult to staff some of
18 the central units, and it's possible for us to run a
19 very detailed disciplinary thing to determine whether
20 they were sick, get a doctor's note, etcetera.

21 Instead we sat down with the unions and said
22 the one thing we're going to do in exchange for \$41
23 million that you're going to get over the next four
24 years, is we're going to fix this because this was
25 wrong. They said okay, but what if once a quarter

1 somebody gets sick and goes home, would that be
2 reasonable? And so we agreed that once a quarter we
3 leave it in place, but beyond once a quarter, if you go
4 home sick, you take it on your sick pay.

5 And so that, I think, summarizes the entire
6 picture, the leadership of the Command Union and
7 Lieutenants and Sergeants Union has been very vocal in
8 support of this. The DPOA as you know, is in the
9 middle of an election. It's much harder to understand
10 what's being said which is why Chief Craig's visit I
11 think to the roll calls is so important. We'll know in
12 the next couple of weeks whether the three unions are
13 ratified.

14 But I wanted a chance to come and tell you
15 what we were proposing and why and answer any questions
16 you have and get any thoughts that you may have,
17 because here's what I believe. I have already said
18 this. Our Firefighters and our EMTs are also below the
19 mark. The first part of next year, I'm going to try
20 and come up with some savings to start to address our
21 other uniformed personnel.

22 But it is certainly my hope that if people
23 keep moving back into the City the way we've seen them
24 move in and businesses keep moving in, then I could be
25 standing in front of you in 18 or 24 months and take

1 another step, because as far as I'm concerned, we don't
2 have to wait until a contract runs out. This new
3 contract, it'll go through June of 2020. As far as I'm
4 concerned, we don't need to have to wait, if the City
5 of Detroit starts to prosper, we need to start to close
6 that gap between our Officers in the surrounding
7 communities as quickly as we can afford it.

8 And so I wanted to start the conversation
9 today and I hope we're going to have other days when I
10 can come back and see you before the contract is up and
11 talk about this again.

12 With that, Madam Chair, I'll take any
13 questions anybody might have on any issues.

14 CHAIRMAN CARTER: Thank you, Mr. Mayor, for
15 that informative review. I just want to say thank you
16 for putting public safety at the forefront of
17 everything because the money could have been spent,
18 like you said, anywhere and public safety has to be at
19 the -- we can't do anything without feeling safe, so we
20 have to feel safe in this city, so thank you for
21 keeping that in mind.

22 Commissioners, do you have any questions?

23 VICE CHAIRPERSON BELL: I just want to say,
24 Mr. Mayor, that I think this is significant to not just
25 address the employment condition of the office, which

1 we have -- you have made strong attempts to do that,
2 the work environment, etcetera. And now, the pay raise
3 and four of us are a retiree from DPD and the Chair is
4 from Wayne County Sheriff's Department, so we are very
5 sensitive to law enforcement and that's why we're
6 sitting here.

7 I think this is huge in terms of not just the
8 Officers but also their families, and also the citizens
9 should understand that because in our travels all the
10 people have talked about when you going to get Officers
11 the pay raise. So you took the initiative and Mark
12 Diaz, DPOA president, you came to the union, they
13 already have a contract and this is historically, say
14 we're going to open up, we're going to give you a
15 voice.

16 It's not a perfect situation, you explained
17 that, we understand that, but I think it's very
18 significant to show there's interest in that, and we've
19 raised issues about education, too, so that was in
20 place when we joined the Department in the '70s, some
21 of us here in the '70s. But basically, the bottom
22 line, I just want to thank you on behalf of the Board
23 in taking an initiative and we're looking forward to a
24 working relationship.

25 As I look back in terms of Ron Scott's

1 demise, I think about historically that we come a long
2 way in the City of Detroit since 1970s with Coleman
3 Young impaneled the first Board of Police
4 Commissioners. So we continued down that path in terms
5 of not just being pioneers but being a very meaningful
6 part of public safety and working in conjunction with
7 you, the Council, and the Chief, and all the parties
8 involved with DPD.

9 So I'm just really enthused as we go forward
10 in 2016. Without a doubt, I hope they sign this
11 contract. I think it's a great deal. Set aside the
12 politics and get on board and sign off on it. Thank
13 you, again.

14 COMMISSIONER BURTON: To the Chair, I'd like
15 to say to our Mayor, I appreciate your leadership, I
16 love how you turned this City around. I love your
17 service.

18 MAYOR DUGGAN: Thank you.

19 CHAIRPERSON CARTER: Any other questions?

20 COMMISSIONER VANN: Madam Chair, I just
21 wanted to also compliment and commend the Mayor for the
22 way in which he has looked at the need that we have
23 here and this has been an outcry from the citizens of
24 the City for the Officers to be given their just do.
25 So it has come from us as a Commission, it's come from

1 the citizenry and to have you on Board and for you to
2 go and do what you do so well means a lot, I think, to
3 all of us and to this community especially in view of
4 so many things happening all across the nation.

5 So, thank you for that. Thank you also for
6 supporting the restoration of powers for this Board of
7 Police Commissioners. I certainly, as a Commissioner,
8 and I'm sure others appreciate your support of that
9 along with City Council, for that to take place post
10 bankruptcy. Thank you, sir.

11 MAYOR DUGGAN: It was the right thing to do.

12 COMMISSIONER MALLETT: Madam Chair, if I
13 might.

14 CHAIRPERSON CARTER: Mr. Mallett.

15 COMMISSIONER MALLETT: Mr. Mayor, I'm
16 wondering in our old neighborhood between Six Mile and
17 Seven Mile, there are now four medical marijuana
18 available stations. The Board of Police Commissioners
19 here, in a very responsible manner, passed a resolution
20 discussing the issue directly.

21 I wonder if you could comment on where you
22 think this is all going, and what more we might be able
23 to do to help the administration in some way manage
24 this issue, which really does seem to be having a
25 slowing effect to some degree on all of the efforts

1 that the administration is making in conjunction with
2 the City Council to continue to push the City forward.

3 MAYOR DUGGAN: I am hopeful the City Council
4 is going to act on an ordinance shortly. So I think
5 probably most people are familiar with the legal
6 issues, the voters made medical marijuana legal without
7 any governing legislation twice, including Christmas
8 Eve of last year, we thought the legislation was about
9 to adopt laws that were going to set this up and then
10 those things fell apart, they're trying again. And so
11 City Councilman Tate has taken the lead on an
12 ordinance.

13 Today there's no ordinance so we have nothing
14 to enforce. In a couple of occasions we have raided
15 these facilities where there were illegal transactions
16 and made arrests but for the most part, they are
17 following the letter of the law. Chief Craig had a day
18 where he was on the Eastside and saw people coming and
19 going in big numbers and were sure they were up to
20 something.

21 We sent in a couple of Officers to make
22 undercover buys and they demanded their medical card,
23 and it turned out, at least for the Officers we sent
24 in, they were following the law. They seem to have
25 gotten very skilled at operating within it.

1 The proposal that I support that is in front
2 of City Council, would dramatically restrict location.
3 Medical marijuana is legal. We have no right to ban
4 it. We do have a right through zoning to restrict it.
5 We don't need to have four in a row on the same block.
6 They don't need to be near churches and schools. And
7 so we've got a proposal that they be located in
8 industrial areas or in very high commercial areas, that
9 they be spaced out from each other and spaced out away
10 from schools and churches.

11 The day that City Council passes that
12 ordinance, we will go in and enforce it. We're going
13 to have to give people some time to relocate, they've
14 invested where they are, whether they end up at
15 12 months or 24 months to relocate to appropriately
16 zoned areas. But I can tell you this, the Chief and I
17 are waiting for the day we have an ordinance to enforce
18 and I think Council's close to passing it. I was
19 disappointed they haven't done it yet. Maybe they will
20 when they come back on the 17th.

21 But to the extent you're talking to Council
22 members about the urgency to bringing this to
23 conclusion, I think the better. I think everybody
24 agrees something should be done. We just need to get
25 an agreement on what ordinance it is.

1 CHAIRPERSON CARTER: Thank you.

2 COMMISSIONER CRAWFORD: Excuse me. Through
3 the Chair. Mr. Mayor, on the issue of the pay raises,
4 I, too, want to thank you and thank you for the very
5 informative presentation. I just have a question.

6 Did you lock everybody into the room, the
7 unions and tell them they had to resolve this because a
8 historical fact is the Honorable Coleman A. Young, and
9 know you're a student of Coleman A. Young and so am I,
10 that's what he did back in the '70s, he locked
11 everybody -- he brought them to the table just as you
12 said and locked them all in the room and told them they
13 had to get this issue resolved.

14 MAYOR DUGGAN: It wasn't quite so hard
15 because this time I was just giving the money, so it
16 was a little easier. The harder thing was getting them
17 to stay in the room with each other. But I've got to
18 tell you the most rewarding thing was they asked to
19 talk and the three of them stayed in the room for about
20 an hour together without us and came back with a
21 unified pitch and a couple of the modifications we made
22 relative to once a quarter you could use the sick time
23 thing.

24 But I think what's going to come out of this,
25 I sure hope, assuming they all three ratify it, is I

1 think you're going to see a better working relationship
2 between the Lieutenants and Sergeants and the DPOA and
3 that will be a healthy thing for all of us.

4 COMMISSIONER CRAWFORD: Yes, sir, it's my
5 personal belief that it will be ratified.

6 MAYOR DUGGAN: I hope you're right.

7 COMMISSIONER DEWAELSCHÉ: Madam Chair, if I
8 may. I also am very, very, very pleased with the
9 raises. I'm the Chair of the Personnel Training
10 Committee for the Police Commission, and one of the
11 things that I'm very concerned about, in addition to
12 the pay for a recruitment of Officers is the criteria
13 that is used to recruit Officers.

14 I'd like to really take a look at that. I'd
15 like to know what were the strategies that Mayor Young
16 used to recruit because he recruited thousands all at
17 once within a two- or three-year period and maybe we
18 could look at that, just as we have looked at the way
19 he worked with the unions, etcetera. So that would be
20 at the top of my list, so I hope we can work with you.

21 MAYOR DUGGAN: We agree with you, and Chief
22 Craig and I were skeptical, so about three or four
23 weeks ago, we had a lunch and we have two Academy
24 classes now, one that started July and one that started
25 in September. And so we invited all of the Officers in

1 the two classes for lunch and the Chief and I went and
2 sat with them. So there were, I don't know, 40 or 50
3 of them, and we said tell us about your recruitment
4 process, tell us how we did, what we did right and what
5 we did wrong. The interesting thing was they were very
6 impressive men and women.

7 So the Chief said to me, if you don't raise
8 the pay, I'm going to have to lower my standards but
9 right now the standards of who we're hiring is very
10 good. We found that our recruitment efforts weren't
11 maybe as thorough as we should be; that we were
12 requiring people to pay fees on things that maybe made
13 it more difficult; that we were taking in some cases,
14 six months to get back to them. Well, who's going to
15 sit around and not take a job for six months?

16 And so Chief Craig has taken this on now and
17 we're going to do two things at once. We're going to
18 dramatically step up the recruitment efforts and we're
19 going to raise the pay. We think if we do both of
20 those things, our goal of starting a class of 30 every
21 other month for the next couple of years we can do and
22 we absolutely welcome your input into the best way to
23 go about this because I've heard the stories of the
24 number of hirings that we've done at one time and I'm
25 looking at how much trouble we're having filling one

1 class of 30. I think there is a lot that can be
2 learned from history.

3 COMMISSIONER DEWAELESCHE: Thank you.

4 CHAIRPERSON CARTER: Any other comments,
5 questions, Commissioners?

6 COMMISSIONER BROOKS: Yes, I have one.

7 CHAIRPERSON CARTER: Commissioner Brooks.

8 COMMISSIONER BROOKS: Thank you very much,
9 Mayor Duggan. Could you tell us a little bit, I know
10 that you're pushed for time, about the schools that
11 you're in and why you chose the schools that you're in
12 for recruiting the young people from schools for the
13 Academy?

14 MAYOR DUGGAN: On the police side, I would
15 defer that to the brains of the operations, Assistant
16 Chief Stair who really drove that program.

17 ASSISTANT CHIEF STAIR: Yes, ma'am, through
18 the Chair. The idea, so we have a couple programs. So
19 the one program that I'm working on is the high school
20 program that we have. We actually chose initial school
21 University of Prep Academy because the CEO of that
22 school system had a conversation with the Chief and
23 pitched the idea. So that was the initial school that
24 we wanted to work with.

25 After I put things together, I went and spoke

1 to the Mayor and he suggested and it certainly was a
2 positive thing to do was to reach out to DPS and the
3 Cody Leadership Academy, actually those ninth graders,
4 every single one of them actually go through the ROTC
5 program, and so it's a DPS school, it just made sense
6 that they would be the next school that we work with.

7 But the other thing that we're doing as it
8 relates to schools are with the colleges and Director
9 Oxendine and her team set up the program with the
10 colleges and those people that go through that program,
11 we've actually yielded several new Officers through
12 that program now because certainly my kids that start
13 in the high schools, they're starting in the tenth
14 grade.

15 But the idea is to have them go through the
16 program, certainly the Mayor has indicated that we'll
17 have jobs for them in the summer and we'll have mentors
18 for them here and then once they become of age and
19 graduate from high school certainly to come onto the
20 Police Department and they would be best suited
21 concerning the fact that now we do actually hire at 18.

22 And so we do have problems hiring people that
23 young generally because they're not necessarily mature
24 enough to be Police Officers, but it's our hope that
25 those folks that went through our program would be

1 because they would be used to working with Police and
2 they'll have a sense of service for the citizens of the
3 City of Detroit.

4 COMMISSIONER BROOKS: Thank you very much.

5 CHAIRPERSON CARTER: Any other questions or
6 comments? Mayor Duggan, thank you.

7 MAYOR DUGGAN: Thank you very much.

8 CHAIRPERSON CARTER: Thank you for coming,
9 thank you for your time and thank you for all your
10 efforts and thank you for this historic moment.

11 (APPLAUSE.)

12 CHAIRPERSON CARTER: Commissioners, on the
13 Agenda is the approval for minutes from Thursday,
14 November 19th. Is there a motion to approve the
15 minutes?

16 COMMISSIONER: So moved.

17 COMMISSIONER: Supported.

18 CHAIRPERSON CARTER: It's been moved and
19 supported that the minutes be approved. Is there any
20 discussion? Those in favor?

21 COMMISSIONERS: Aye.

22 CHAIRPERSON CARTER: Those opposed? Motion
23 carries, the minutes are adopted.

24 At this time, I have only two things to
25 report out and actually one was the press conference

1 that was held earlier this week and we just talked
2 about that. Then the second thing was the Above and
3 Beyond Ceremony that was last night and I'm going to
4 wait and see what Assistant Chief Stair has to say and
5 then I'll piggyback off of that. So we're going to
6 move on.

7 At this time, from the Human Resources
8 Department we're going to have an update.

9 HR DIRECTOR OXENDINE: Gale Oxendine,
10 Director of Human Resources. I present you with your
11 report in the black folder packet. This is a report
12 for the month of November 2015. For our sworn
13 positions filled we have 2,257, base civilian is 350,
14 and restructuring civilians positions filled is 192.

15 I do want to make note that the sworn number
16 does include 37 police assistants and also that the
17 number of regular positions for restructuring will be
18 reduced due to the restructuring of the Office of the
19 CFO as well as Department of Innovation and Technology.
20 Sworn recruiting is 2,045 and I apologize for that,
21 that should say 11-30-2015, from 7-01 through
22 11-30-2015, we have 66 that are currently in process
23 and you can see the other numbers in terms of
24 categories of disqualification and lack of interest.

25 The job fairs and community events that we

1 participated in November are listed. We did do two
2 veteran job fairs, which did create some possible
3 applicants from those two job fairs, as well as from
4 the others.

5 On Page 2, we have some upcoming job fairs
6 and community events. I think I mentioned during my
7 last report that we had established a partnership with
8 the Detroit recreation centers, and so the month of
9 December is when we're going to begin reaching out and
10 being present at those centers and we will be present
11 at those centers on the dates listed. I will be able
12 to get you some times that we will be at those centers
13 and you can join us if you have time on your schedule
14 to do so, so I'll make sure that that information gets
15 to you.

16 The total new hires for the month of
17 November, we had 16 sworn, we started a new Academy
18 class on the 23rd I believe, of November, eight
19 civilians, that's base civilians, two police assistants
20 and 11 civilians for restructuring, which is a total of
21 37. Of those that were hired, we had four that were
22 Detroit residents that were civilian and sworn
23 respectively.

24 A little follow up about our student
25 internship program. The fall program ends with a

1 coffee and cake on Wednesday, December the 16th. If
2 you have time on your schedules, we will welcome your
3 attendance to meet the students and wish them well. We
4 also have 36 applicants for the winter 2016 program,
5 and that program begins on January 19th, 2016.

6 With respect to attrition, 11 sworn, ten base
7 civilians, three police assistants and two
8 restructuring civilians, for a total of 26. And on
9 Page 3, you have our leave of absence of restricted
10 duty numbers for the various categories, and also
11 broken down for sworn and civilian.

12 Some of our special project updates, the
13 restricted duty process improvement effort does
14 continue and in January of 2016, we anticipate
15 implementing the new process to significantly reduce
16 the number of people that are on restricted duty. The
17 assessment center portion of the Sergeants and
18 Lieutenants examination, I think I discussed that at
19 length, the entire process at my last report.

20 The assessment center was delayed, it was
21 scheduled for December of 2015; however, as a result of
22 the review process and the rescoring of all of the
23 scores, the number of candidates greatly increased and
24 the facility that we had been working with was no
25 longer able to accommodate us with respect to the

1 number of rooms and what have you, at the facility.
2 And that's primarily because it was the month of
3 December and that's a popular holiday month, so we had
4 to delay that. Our rescheduled date is February 23rd
5 for the Sergeants exam and then the Lieutenants exam
6 would be three days after that.

7 As the Mayor had explained, there are some
8 proposals that are before the unions and I just wanted
9 to point out that the details of those proposals are
10 under your third tab, so you can review those at
11 length.

12 If you have any follow up questions
13 subsequent to your review, please let me know. You can
14 drop me an e-mail and I'll get you an answer.

15 And with that, I'll entertain any questions
16 that you may have.

17 CHAIRPERSON CARTER: Commissioners, any
18 questions for Director Oxendine? Commissioner Moore.

19 COMMISSIONER MOORE: Yes, ma'am, through the
20 Chair. What's a good contact number or website address
21 that a candidate might want to reach if they want to
22 reach out to you for recruitment information?

23 HR DIRECTOR OXENDINE: There are two ways to
24 do that. They can go online at detroitmi.gov, and the
25 home page changes from time to time, so I'm not exactly

1 sure at this moment but there will be like a jobs link
2 or employment opportunities link or something like that
3 that they can click on and there will be information
4 there. They also can contact us at 596-2145, if they
5 would prefer to make a phone call and talk with a live
6 person, if you will, then at that time, they can get
7 some additional e-mail addresses where they can
8 communicate via e-mail, once they talk with Bob, the
9 Lieutenant or Sergeant of the unit.

10 COMMISSIONER MOORE: Do we do Twitter,
11 Instagram, Facebook?

12 HR DIRECTOR OXENDINE: We do have a page on
13 the Department's Facebook social media page, but we do
14 not have our own, it's a part of the Department's.

15 COMMISSIONER MOORE: Gotcha. Thank you.

16 CHAIRPERSON CARTER: Commissioner Dewaelsche?

17 COMMISSIONER DEWAELSCHE: Yes, Madam Chair,
18 thank you.

19 You mentioned that you have a partnership or
20 you've developed a partnership with Detroit recreation
21 centers. Can you tell me what's involved with that?
22 Do you have regular job fairs? Are they scheduled so
23 many times a year? I have a reason for asking.

24 HR DIRECTOR OXENDINE: Okay. This is our
25 first effort, this is our kickoff, if you will, for the

1 month of December. What recreation had indicated to us
2 is that they have certain programs that whereby you
3 have more traffic, if you will, people frequent the
4 center more often during those events, and so that's
5 pretty much what the partnership consists of, them
6 advising us of what days and times are the best to come
7 because they understand our purpose and that we would
8 be present at those days and times with our appropriate
9 recruitment tables and literature and what have you.

10 COMMISSIONER DEWAELSCHÉ: So it involves, you
11 do have staff there, with literature, that can talk to
12 people?

13 HR DIRECTOR OXENDINE: Yes. Oh, absolutely.

14 COMMISSIONER DEWAELSCHÉ: Because I would
15 like to invite you to be a partner of the workforce
16 development centers in Detroit. SARE operates four of
17 them for the City. And we would love to have the
18 Police Department there on a regular basis, because I
19 think that's a big part of recruitment, especially
20 Detroit residents, is that it has to be ongoing. It
21 can't just be like one job fair a year, you know. If
22 it's constant on a regular basis, we can reach more
23 people and I'm really very interested in recruiting
24 more Detroit residents for the Department, so I would
25 love to talk with you about a partnership at our

1 centers.

2 We're at Samaritan, Michigan Avenue,
3 Northwest Activity Center, and we have a couple of
4 satellite centers as well, so I'd really like to talk
5 with you about that. Thank you.

6 HR DIRECTOR OXENDINE: Okay, great.

7 CHAIRPERSON CARTER: Any other questions,
8 Commissioners?

9 COMMISSIONER BURTON: Through the Chair. Do
10 you have any online application process? My reason for
11 that is if we have an online application process, we'd
12 get more probably people from around the county to
13 apply for Police Department.

14 HR DIRECTOR OXENDINE: That has been in the
15 works for some time now. We do have an online process
16 for our police assistants. We had scheduled to go live
17 with the current online system that the City uses,
18 probably late spring or early summer, however, the
19 Department is in the process of transitioning to a new
20 payroll system, which also it's a full-service payroll
21 HR system and the current system that is being used,
22 the contract is going to expire so we delayed any
23 configuration, if you will, with the current system
24 because the new system was coming. So that is in the
25 works, we do have everything ready, we're just waiting

1 to configure it the way we need to get it configured
2 and move forward when the new system comes live.

3 CHAIRPERSON CARTER: Any other questions?

4 Director Oxendine, I have a couple of
5 questions under attrition. Is it possible to get a
6 breakdown of how many sworn Officers are actually
7 retiring and how many are just leaving for other
8 opportunities?

9 HR DIRECTOR OXENDINE: Yes, I have that
10 information available, I can forward it to you.

11 CHAIRPERSON CARTER: Okay. And the second
12 question had to do with what do you know about the DROP
13 program?

14 HR DIRECTOR OXENDINE: In terms of?

15 CHAIRPERSON CARTER: How many years is it or
16 is there --

17 HR DIRECTOR OXENDINE: Okay. So my
18 understanding of the DROP program is that anyone who
19 entered the DROP program subsequent to July 1, 2014,
20 there's a cutoff time period. They can only be in the
21 DROP for five years.

22 CHAIRPERSON CARTER: I'm sorry. For those
23 that don't know about the DROP program, can you explain
24 what it is, and then go into the years?

25 HR DIRECTOR OXENDINE: Okay. So I think it's

1 the Defer Retirement Opportunity Program, I think
2 that's correct. What it is is that if you're eligible
3 for retirement under the retirement rules, we'll just
4 say generally speaking, then you can elect to retire
5 today, if you will, but continue working and defer
6 payment of your retirement, your pension, okay.

7 There's some percentages and there's some
8 rules, some investment issues in that, that are part of
9 the rules and regulations of the program, but generally
10 speaking, that's basically what it is. So as I said,
11 those that entered the program subsequent to
12 July 1, 2014, are only eligible to continue working, if
13 you will, for five years.

14 Anyone who entered the program prior to that
15 date, depending on the time period in which you
16 entered, some have unlimited years, and some have a
17 cutoff of ten years. So depends on the bargaining unit
18 that you're in and the date in which you entered
19 determines whether or not you fall within the unlimited
20 or the ten year.

21 CHAIRPERSON CARTER: Okay. And last
22 question, Police Assistants, are many of those retired
23 Police Officers?

24 HR DIRECTOR OXENDINE: They are.

25 CHAIRPERSON CARTER: Okay. From the

1 Department?

2 HR DIRECTOR OXENDINE: Yes, probably
3 90 percent of them are.

4 CHAIRPERSON CARTER: Okay. Thank you. Are
5 there any other questions? Thank you, Director
6 Oxendine.

7 HR DIRECTOR OXENDINE: You're welcome. Thank
8 you.

9 CHAIRPERSON CARTER: At this time, Assistant
10 Chief Stair, is there anything you'd like to report?
11 And then you have presentations from -- two
12 presentations.

13 ASSISTANT CHIEF STAIR: Yes, two
14 presentations. You started off with the Above and
15 Beyond event last night, which was the third annual
16 that was put on by the Public Safety Foundation. I
17 have to say Kathy Govan and team did an incredible job.
18 I saw you all there last night and certainly it's a
19 charitable event so hopefully will yield some monies to
20 help assist with both police and fire as we move
21 forward.

22 But what an incredible event to honor the
23 Officers who do such incredible work. Those who were
24 there heard the Chief's speech and he talked about even
25 just the types of things that Officers have been

1 involved in in the last 30 days and certainly two
2 Officers who were actually hit by gunfire. So every
3 day the Officers work so hard out there and again, what
4 the Mayor is doing for them will make such a big
5 difference and I certainly hope that the contracts will
6 be ratified.

7 Moving forward as we talk about the
8 presentations, Detroit Police Reserves will be the
9 first presentation for today and Sergeant Perkins will
10 be doing the presentation, I believe. Sergeant
11 Perkins?

12 CHAIRPERSON CARTER: While they're coming up
13 I'd like to acknowledge former Police Commissioner
14 Jessica Taylor. Thank you for coming out.

15 (APPLAUSE.)

16 CHAIRPERSON CARTER: With your continued
17 support and Deacon Adams, thank you for coming out to
18 see us. We welcome you any time. Thank you.

19 ASSISTANT CHIEF STAIR: Madam Chair, I didn't
20 see our new agency CFO, Felix is back there, so hello,
21 Felix, thanks for coming.

22 CHAIRPERSON CARTER: Yes, we need to see him
23 because you're going to be bombarded with questions
24 from us, but thank you for coming.

25 ASSISTANT CHIEF STAIR: Thank you, sir.

1 CHAIRPERSON CARTER: Sergeant Perkins?

2 LIEUTENANT MILES: Good afternoon, Madam
3 Chair, Board Members, Assistant Chief. My name is
4 Lieutenant Elaine Miles and I'm the Lieutenant of the
5 Chief's Neighborhood Liaison Unit. The Detroit Police
6 Reserve falls under Chief Neighborhood Liaison and I'd
7 like to introduce Sergeant Vince Perkins, he's the
8 supervisor over the Detroit Police Reserves. We also
9 have Police Officer Roy Hill, who's standing right
10 there and Police Officer Jeff Johnson, those are the
11 two Officers that are assigned to the Detroit Police
12 Reserves.

13 So Sergeant Perkins is going to do the
14 presentation.

15 CHAIRPERSON CARTER: Okay. You have some
16 reserves back there, too, don't you?

17 LIEUTENANT MYLES: We do. I was going to let
18 him introduce his Reserves.

19 CHAIRPERSON CARTER: Oh, okay. All right.

20 SERGEANT PERKINS: Good afternoon.

21 COMMISSIONERS: Good afternoon.

22 SERGEANT PERKINS: Madam Chair and Board
23 Members, and first AC. Right on time I'd like to
24 introduce a few members of our Detroit Police Reserve
25 Corps, which I am with Reserve Assistant Chief, Wesley

1 Ballard. I see again he was a little under the weather
2 for the past couple of weeks, but he's back with us now
3 full strength.

4 Reserve Deputy Chief Clarence Smith, he
5 presides over our eastside Precincts and Reserve Deputy
6 Chief Blocker, Jeffrey Blocker, her's over our Westside
7 precincts.

8 (INAUDIBLE.)

9 SERGEANT PERKINS: Okay. I'd like to present
10 to you a little information about our Reserve Corps and
11 history. The Police Reserve Corps started around 1950,
12 I'm sorry, around 1967, when certain members of the
13 Civil Defense Organization decided to partner with the
14 Detroit Police Department. And they formed what was
15 known back then as the Emergency Police Reserves. In
16 1967, due to the riots and civil unrest, the
17 organization become known as or was renamed the Detroit
18 Police Reserve Program.

19 The qualifications that are needed to become
20 a Police Reserver Officer, you have to be at least 18
21 years of age at the time of the application, have to
22 have a valid driver's license, of course, be a United
23 States citizen. They cannot have any felonies, high
24 misdemeanor or any outstanding warrants on their record
25 and have to have at least a high school diploma or a

1 GED.

2 The recruitment process to become a Police
3 Reserve Officer is very similar to that application
4 that our sworn Officers must go through. It starts off
5 with their application card that is submitted to our
6 Police Reserve Coordinators, a followup letter is then
7 sent out to each applicant by one of the reserve
8 coordinators. Then we go on to perform a background
9 check and we are checking, of course, for any past
10 warrants or criminal convictions. Their driving record
11 is also checked with the Secretary of State's Office
12 and we also perform home interviews just like our
13 recruiting office does.

14 The applicants must also perform a physical
15 and psychological examination and pass it by a
16 Department approved physician and also pass a drug
17 test. The applicants are then once approved, have to
18 attend -- I'm sorry, an Academy that lasts 16 weeks,
19 two days a week from six p.m. to ten p.m., and on
20 Saturdays also for firearm training.

21 The training curriculum consists of those
22 subject matters listed there; firearm training,
23 defensive tactics, criminal and procedural law, report
24 writing, patrol operations, traffic safety and the
25 usage of our Department radios. They also have to,

1 just like sworn members, go over use of force, TR 24
2 training, legal updates as we all know, laws change
3 quite frequently so we have to also keep our Reserve
4 Officers updated, and they also have to do biannual
5 training with their firearms.

6 Currently our rank structure for the Reserve
7 Corps consists of an Assistant Chief, two Deputy
8 Chiefs, four Commanders, 11 Captains, we had 12 but one
9 just recently retired, so we do have a candidate to
10 replace in that 4th precinct. We have 12 Lieutenants,
11 19 Sergeants, and a total of 92 Reserve Officers. When
12 we totaled up the total Reserve Corps membership, the
13 total comes to 141 members.

14 Their assignments are listed here. We have
15 our executive at Detroit Police Headquarters, we have
16 13 Officers at the downtown services divisions, two has
17 12 Officers total, 3rd precinct 11, 4th precinct seven,
18 5th Precinct 10, as well as number six and seven, 8th
19 Precinct has 11, 9th precinct has nine, 10th precinct
20 10, 11th eight, and number 12 has six. These numbers
21 do not include those that are on sick leave or leave of
22 absence.

23 Detroit Police Reserves augment the Detroit
24 Police Department in several capacities. They assist
25 with pedestrian and vehicular traffic, traffic control

1 just to sum it up. All the major City events;
2 fireworks, Angel's Night, Metro Youth Day, the Hoedown,
3 Thanksgiving Day parade, Free Press Marathon, Auto
4 Show, which would be coming up next month, Winter
5 Blast, all major sporting events from football games to
6 hockey, they assist with those major events, St.
7 Patrick's Day parade and numerous, numerous community
8 events from churches and soup kitchens, things of that
9 nature.

10 You can find our volunteers just about
11 everywhere. Last year we had a total combined number
12 of volunteer hours of 36,341, and for this year through
13 October 31st, the total has come to 27,113 volunteer
14 hours by Reserves.

15 There are three different classifications of
16 Police Reserve Officers that would be Reservist 1 who
17 are just interested in volunteering as a Reserve
18 Officer. Reservist 2 classification are those who are
19 interested in becoming sworn Police Officers. And
20 Reservist 3 are those that retired from the sworn
21 membership and decide to continue to work for the City
22 as a volunteer reserve.

23 Last year about October, Chief Craig came up
24 with the idea to have specialist reserves and these are
25 citizens with a unique specialty, they're trained or

1 certified in different areas and they consult with the
2 Police Department in various functions. We currently
3 have ten specialist reserves. Their skill sets include
4 engineering, dentistry, aviation, logistics and
5 education in medicine. They, as I mentioned earlier,
6 they consult with different functions that we have.
7 They're a big help, they're a very big help to the
8 things we do throughout the community.

9 That's my presentation, if you have any
10 questions?

11 CHAIRPERSON CARTER: Commissioners, do you
12 have questions for Sergeant Perkins? Commissioner
13 Moore?

14 COMMISSIONER MOORE: Yes, ma'am. First of
15 all, thanks a lot, Sergeant, for your presentation, and
16 I want to thank the Reserves for all that they do. I
17 don't think they get enough recognition throughout the
18 City of Detroit for their leadership and their
19 assistance with the Detroit Police Department.

20 The Reserve unit is one of four cornerstone
21 programs that I've always said assists the Detroit
22 Police Department in recruiting. The other three would
23 be Chaplains, Police Cadets, and Explore Program.

24 How closely or how many of your folks, to
25 your knowledge, have gone over to join the Police

1 Department through the reserves?

2 SERGEANT PERKINS: Through the Reserves we've
3 had three that I know of. It could be more, but we
4 have three, just three that we have, yeah.

5 COMMISSIONER MOORE: I just think that would
6 be a good nexus, those four programs because those are
7 civilian nexuses.

8 SERGEANT PERKINS: Yes, sir.

9 COMMISSIONER MOORE: Thank you.

10 Sergeant PERKINS: Absolutely, sir.

11 COMMISSIONER MOORE: Thank you.

12 Sergeant PERKINS: Each of those units you
13 mentioned do fall under us in.

14 CHAIRPERSON CARTER: Any other questions,
15 Commissioners?

16 COMMISSIONER MOORE: Yes, through the Chair.
17 Sergeant Perkins, are the Reserves required to put in
18 so many hours per month?

19 SERGEANT PERKINS: Yes, sir, they are
20 required to do 12 volunteer hours a month, but most of
21 them go above and beyond that.

22 CHAIRPERSON CARTER: Any other questions?

23 COMMISSIONER CRAWFORD: Through the Chair,
24 yes, sir, could you convey that to the Reserves that
25 this entire body Commission thanks them for their

1 service?

2 SERGEANT PERKINS: I will do that.

3 COMMISSIONER CRAWFORD: And we thank you too,
4 I thank you, too, for the presentation.

5 SERGEANT PERKINS: You're welcome, sir, glad
6 to be here.

7 VICE CHAIRPERSON BELL: Madam Chair, I just
8 want to say that perhaps as we go forward in 2016, I
9 would like to even encourage the Reservists in the
10 office to have them come out to our Board meetings.

11 SERGEANT PERKINS: Yes, sir.

12 VICE CHAIRPERSON BELL: The next one as
13 listed here is December the 10th. I think, because we
14 haven't really had interaction with the Board or
15 community. In my two years on this Board, there has
16 been no interaction with the community, Board of
17 Commission in terms of making people aware that you
18 exist, so I think that would be encouraging for others.

19 I attended your retirement ceremony for about
20 20, 25 Reservists and they had long years of service.
21 So I think they need to be replaced. I know you're
22 looking for other Reservists. They don't know, then I
23 think when people come to the community meetings,
24 police community, they pro. So I think that would be
25 encouraging for us to see that type of interaction,

1 give them an opportunity on the agenda to speak in that
2 process to make them aware of the Reserve program.

3 Would that be something that you would be open to?

4 SERGEANT PERKINS: Yes, sir, absolutely.

5 VICE CHAIRPERSON BELL: Would you put that on
6 your calendar?

7 SERGEANT PERKINS: I will do that.

8 VICE CHAIRPERSON BELL: Thank you.

9 CHAIRPERSON CARTER: Commissioners, any other
10 questions?

11 COMMISSIONER MOORE: Just one more quick
12 question. What's a good phone number if someone wanted
13 to join the Reserve program?

14 SERGEANT PERKINS: Sure. That phone number
15 would be (313) 596-2570.

16 VICE CHAIRPERSON BELL: Madam Chair, I assume
17 we have literature, pamphlets for the Reserve program
18 that you circulate?

19 COMMISSIONER: Did you bring any?

20 SERGEANT PERKINS: We do have some, but to
21 answer your question, but I was hoping we might have
22 some.

23 VICE CHAIRPERSON BELL: Okay. I would speak
24 to this tonight at the Heilmann Recreation Center
25 there's a police -- 9th Precinct meet at seven o'clock

1 this evening and I can circulate some of your pamphlets
2 and make people aware of the program. So that's
3 basically, as we move towards recruiting, we also want
4 to try to encourage Reserve program, too. We want to
5 do everything possible that we can as a body of
6 Commissioners.

7 SERGEANT PERKINS: That's one of the ways
8 that we do encourage and promote our office and
9 Reserves as usually when we have major functions, we
10 have a recruiting table and one of the Reserve Officers
11 are either right there with them or across the room.

12 VICE CHAIRPERSON BELL: Yes, sir. Thank you.

13 CHAIRPERSON CARTER: Sergeant Perkins, I have
14 a couple of questions. Do you supply the uniforms and
15 the equipment for the Reserve Officers?

16 SERGEANT PERKINS: Yes, we do. All equipment
17 with the exception of their firearms, handcuffs and TR
18 24.

19 CHAIRPERSON CARTER: TR 24?

20 SERGEANT PERKINS: The collapsible baton.

21 CHAIRPERSON CARTER: Thank you, everybody
22 knows what that is now.

23 COMMISSIONER DEWAELSCHÉ: I just had a quick
24 question. How many Reservists per year do you train?
25 I mean, new Reservists come in every year. You have 92

1 now, right?

2 SERGEANT PERKINS: Right, 92 Officers but
3 total membership total is 141.

4 COMMISSIONER DEWAELSCHÉ: Okay. And so how
5 many Officers a year or applicants a year do you train
6 to become Reservists, generally?

7 SERGEANT PERKINS: Well, we have a new
8 Academy class, I'm assuming that's what you're
9 referring to as new ones?

10 COMMISSIONER DEWAELSCHÉ: Yes.

11 SERGEANT PERKINS: We haven't had one since
12 2012. We're currently trying to get one within the
13 next six months and we have 42 applicants on a standby,
14 so at the moment, they're waiting for psychological and
15 physical exams.

16 CHAIRPERSON CARTER: Thank you.

17 SERGEANT PERKINS: I guess the next class
18 will be at least 42 people.

19 CHAIRPERSON CARTER: One other question. Are
20 there any jobs per the union contracts, is there ever
21 any jobs that the Reserves can't do because of the
22 union contracts or are there specific things that they
23 do?

24 SERGEANT PERKINS: Yeah. They are limited
25 somewhat and I'm glad you mentioned that, Madam Chair,

1 because I just had a conversation with our training
2 coordinator, Lieutenant Williams from the Academy, he
3 meets with members of the IMCO organization and there
4 is currently discussion at the state level to get
5 standards in place for our Reserve Officers which will
6 entitle them at that point, to do more of that,
7 obviously that a regular sworn officer would do.

8 At the current time, they don't have arrest
9 powers, such as those that are given to sworn members,
10 but they can augment us in other traffic functions and
11 things of that nature. But the major things, major
12 powers like sworn members, that would have to come
13 after the passing of the IMCO standards, which I was
14 told, should be in place by 2017, if not sooner.

15 CHAIRPERSON CARTER: Do you know if they're
16 doing a state standard or just a standard for -- I
17 mean, it would probably be a state standard.

18 SERGEANT PERKINS: It's a state standard.

19 CHAIRPERSON CARTER: Any other questions,
20 Commissioners?

21 COMMISSIONER MALLETT: Well, Madam Chair, I'm
22 sorry. We would want, I think, I don't have an opinion
23 on that because I don't know anything about it. My
24 visceral reaction is negative. I'm not particularly
25 interested in a non sworn officer behaving in any

1 greater capacity than what they currently perform but
2 maybe I'm mis-educated and willing to be better
3 informed.

4 I would think perhaps we would come back and
5 have a discussion about that, a policy level led by
6 some of the leadership here on the Board because I
7 don't know if that's a good idea or a bad idea.

8 CHAIRPERSON CARTER: I think you're the Chair
9 of the Policy Committee.

10 COMMISSIONER MALLETT: That's right. I was
11 looking more for the Vice Chairman's advice.

12 VICE CHAIRPERSON BELL: I can offer that.
13 That is an age-old issue in reference to Reservists in
14 terms of police duties, responsibility and power, so,
15 as you know, that was an issue where a Reserve officer
16 took certain action with deadly force. I can't think
17 of what city that happened in but that's something that
18 we perhaps need to be enlightened on in terms as we go
19 forward. So we can take advantage of the information
20 that's pending in Lansing in reference to that issue.

21 Because I think there was issue about
22 Reservists being certified to carry weapons and some of
23 them not, you know. Some of them just want to be
24 Reserve without those other ingredients. That's
25 something that issue that we dealt with in the 70s.

1 But I know, to give you a little background, when the
2 Reserve became a little bit more African American, then
3 the union had some strong issue back in the early 70s,
4 and I think we reached out to them that they can work
5 with us. But those issues, I think you brought well,
6 taken point in terms of the Chair.

7 COMMISSIONER MALLETT: I think particularly
8 in the environment that we're operating in now, we
9 really want to take a look at how all of this is going
10 to managed and regulated. There is a certain standard
11 of behavior that we expect from the sworn officer
12 community, which thankfully in the City of Detroit, we
13 are experiencing a great deal of compliance with. So I
14 just think we want to approach this in a very
15 deliberate manner.

16 CHAIRPERSON CARTER: Okay.

17 COMMISSION BURTON: Through the Chair, I have
18 a question for the Sergeant here. I'd like to know, do
19 we have a goal in place of how we want to grow the
20 Reserve Officers as far as numbers wise?

21 SERGEANT PERKINS: Absolutely. We would like
22 to see -- we'd like to have more applicants than we
23 could possibly house in an Academy class, that's the
24 goal, to have as many applicants as we possibly could.
25 As I mentioned earlier, all of our major police

1 functions will have a table set up right alongside
2 police recruiting. For the sworn side, we also have
3 members passing out literature and trying to recruit
4 for the Police Reserve Corps, as well.

5 COMMISSIONER BURTON: Thank you very much.

6 CHAIRPERSON CARTER: Thank you, Sergeant
7 Perkins. Deputy Chief Levalley?

8 D.C. LEVALLEY: Yes, ma'am.

9 CHAIRPERSON CARTER: Thank you for joining
10 us. The next item on the agenda is Ceasefire.

11 D.C. LEVALLEY: Right, we're going to have
12 Director Dwayne Love of Ceasefire and Captain Rodney
13 Cox.

14 DIRECTOR: Good afternoon, distinguished,
15 Board.

16 COMMISSIONERS: Good afternoon.

17 DIRECTOR: It's my pleasure to be here today
18 and while Dwayne is getting the PowerPoint prepared,
19 I'd like to introduce some of my Ceasefire staff, if I
20 could. Of course, Captain Cox is pivotal in
21 enforcement in Ceasefire. I have some newly hired
22 outreach workers, if you could stand, please. James
23 Holmes, raise your hand, Jermaine Tillman, Quincy Smith
24 and George Ward. Thank you. And I have our Ceasefire
25 intern, Anita, in the back.

1 So, I'm excited about Ceasefire. I believe
2 in it and hopefully we'll make a difference in our
3 target area, which is the 5th and 9th Precinct.
4 Ceasefire, if you don't know, is a DOJ funded program.
5 It deals with four different components; it deals with
6 prevention, intervention, reentry and enforcement. So,
7 on the enforcement side, we have working with Ceasefire
8 is intel investigations; worst group, next group
9 enforcement, which I'll explain that a little bit
10 further in the presentation, rapid disruption and
11 administration.

12 So, as you go down you see the important part
13 is DPD of course, and we have Daniel Tell that helps
14 with us with Ceasefire and have a type of really close
15 role in what we do. The Precinct Captains of the 5th
16 and 9th precinct, Special Operations from their
17 precinct and some other special units like Detroit
18 Apprehension Team, Violent Crimes Task Force, Tactical
19 Response Unit and Crime Intel.

20 What I'm really excited about, what I've
21 worked out here is we didn't have a lot of
22 collaboration with other entities to help push our
23 Ceasefire efforts. So right now weekly, if not daily,
24 we interact with the U.S. Attorney's Office, Wayne
25 County Prosecutor's Office, Michigan Department of

1 Corrections, Michigan State Police and Detroit Public
2 School Police, as well.

3 On the services outreach side, that's
4 something else that when I first got here I realized
5 that our current service provider, which was, well, I
6 don't want to say, but our current service providers
7 were not doing what we needed them to do and we want to
8 tell a gang member or a group member to stop the
9 violence or to stop committing crimes or selling drugs
10 and we have to be able to provide alternatives for that
11 person; may be jobs, may be housing, may be GED prep,
12 may be some clothes for a job, transportation to get a
13 job, things of that sort.

14 So in the community part, we have our
15 community organizer who is Ray Winans, I don't know if
16 you heard of Ray Winans but he's great at what he does.
17 We have the outreach workers, which I introduced.
18 We've got the recovery project, which is one part of
19 our new service providers that we brought on board
20 since I've been here and then we have Flip the Script
21 is the other team and they tandem providing services
22 for our participants at Ceasefire. We also have
23 Detroit Employment Solutions and they help provide jobs
24 as well.

25 We interact with clergy and we have not been,

1 as much as we should have been, but since I've been
2 here, we're stepping up that effort. We work closely
3 with Tara Defoe from the Mayor's office who's the
4 faith-based person for the Mayor but we also just hired
5 our own faith-based coordinator who is Bishop Darryl
6 Harris from True Life Ministries. So I'm very excited
7 about that because we really have to bring clergy
8 together citywide to help with this effort.

9 Even though we're only in the 5th and 9th
10 Precinct right now, it's going to be imperative that we
11 have clergy put our message out, put, you know, what
12 our goals are and talk about it with their congregation
13 and things of that sort and help us with a few things
14 that I'll talk about coming up soon.

15 Operations, myself as a director, A.C. Dulant
16 from the Operations, you've got D.C. Levalley, Captain
17 Cox, Trisha Stein, and we have a data specialist now
18 and that's Neal Tonvey, and of course, our oversight is
19 the Mayor, the Chief, the U.S. Attorney and our
20 oversight community as well.

21 Okay. What is Ceasefire? Ceasefire is a
22 prevention and intervention effort to reduce gun
23 violence perpetrated by members of gangs and street
24 crews. The program focuses on, like I said,
25 prevention, intervention, reentry and enforcement. And

1 the concept is gang and street crews are a small part
2 of the population but they account for the large
3 majority of crime in our area and in our community.

4 So Ceasefire is not new because it's been
5 around since -- I've just been here since June but it's
6 been around for a couple of years now, but it's a
7 different strategy we're using to try to bring down the
8 violence in our target area.

9 To break down each of the four components,
10 I'll start with prevention. The four outreach workers
11 that we just hired, they will be based in our four high
12 schools in our target area, so we have Southeastern,
13 we've got Denby, we've got Osborne and we've got East
14 English Village. They'll be working with school
15 administration, they'll be working with the school
16 safety stations, they'll be identifying gang members in
17 the high schools, they'll be trying to create troops
18 between different gangs, try to talk to young kids
19 about stopping the violence in our area, in our
20 community.

21 They'll also be attending candlelight vigils,
22 they'll be helping with something we call custom
23 education, and we'll explain that in a couple slides
24 coming up. And they'll be working with community, just
25 trying to put our message out and trying to connect

1 with these young individuals that's involved with these
2 groups and gangs.

3 The faith-based coordinator, I need Bishop
4 Harris to really put us on the map, for lack of better
5 words. A lot of people that's been arrested or been to
6 a call in, which I'll explain that, too, they know what
7 Ceasefire is but the normal person in the community may
8 not know what Ceasefire is, so in that regard, I expect
9 Bishop to start talking to different church
10 congregations, I expect him to get out in the
11 community, hit the street, doing walks in the
12 community, putting the message out.

13 I expect him to bring other clergy together
14 for that effort, attending custom notifications,
15 call-ins, and anything we need to do to put the
16 Ceasefire message out, doing interviews, media spots,
17 whatever we need to do because we have to get our
18 message out to the community.

19 Call-ins, I talked about it a few times
20 already. A call-in is when we identify key gang
21 members that are on probation or parole, we got
22 connection, like I said before, with the Michigan
23 Department of Corrections, so the Michigan Department
24 of Corrections will make it a condition of their
25 probation or parole, they'll get assigned by the judge,

1 that they have to attend a meeting. We bring them
2 together for a meeting.

3 We've done two since I've been here. When
4 they come to the meeting we give them three promises;
5 we sit in the room first of all, and we have community
6 in a circle around them and the three promises are the
7 worst group or gang in this community will get the full
8 focus of law enforcement. The next group that commits
9 a homicide or a shooting in our target area will get
10 the full focus of law enforcement.

11 But their promise though is, if you want to
12 stop gang-banging, if you want to stop selling drugs,
13 if you want to turn your life around and take a
14 different direction, a positive direction, then we have
15 services that we can provide to you to help you in that
16 endeavor.

17 So, in this meeting, the last two we've had,
18 the Mayor spoke, we've had the Chief spoke about
19 enforcement and we've had Sergeant Brennan from gang
20 intelligence speak, we've had Kim Worthy show up at the
21 last one, Barbara McQuade, she spoke. We had Assistant
22 U.S. Attorney Jeanine Rusman(sic) she spoke. That was
23 all pretty much, asides from there, that was all the
24 law enforcement side of the meeting.

25 Then once I deliver the message again, and

1 say, look, if you want to turn your life around, this
2 is what we can do for you, then we have other people
3 speak like Keith Bennett from Flip the Script to talk
4 about the services that he can provide, if they want to
5 turn their life around.

6 We had Bishop Harris speak from the clergy
7 voice, to talk about his experiences and what he
8 envisioned for our community in our target area. We've
9 also had a voice of redemption, which was Ray Winans,
10 so somebody who actually was in the same type of
11 lifestyle, who turned their life around and bettered
12 themselves on a positive past and Ray spoke on that.

13 Then we also had a voice of pain. We had a
14 mother the last two times who lost a child to gang
15 violence and they spoke on the experience that she went
16 through, that they went through and how it affected
17 their family when they had that tragedy.

18 So that's a call-in. We get them together,
19 we provide this message, it's about an hour long, we
20 have food provided, so when it's over we actually break
21 bread with the gang participants, the gang-bangers, we
22 break bread with them, we make an effort to sit down
23 and talk to them and try to get into their head and try
24 to turn their lives around.

25 I'll go over a few numbers later about the

1 reduction of non-fatal shootings when we had that
2 August, our first call-in. We did a prison call-in
3 about a week ago, same concept. We went to Dunn
4 Correctional Facility. We asked the warden can we have
5 25 young men who were from our target area, the
6 eastside, who were getting out of prison within the
7 next 15 months and who had some gang affiliation. So
8 we ask them to be put in a room, it was in a prison,
9 and we delivered that same message and it was
10 beautiful.

11 I mean, they actually came up and started
12 talking and we kind of shook their hands and talked to
13 them for awhile, too. It was a good little drive up
14 there but I said if we can touch one person it was
15 worth going up there and having that call-in.

16 Intervention, I'm going to let Captain Cox
17 come up and talk a little bit about the enforcement
18 side of it because that's DPD stuff.

19 CAPTAIN COX: Good afternoon, Madam Chair,
20 Board Members, DC Levalley. I'm Captain Rodney Cox,
21 I'm in charge of the enforcement arm. My primary
22 responsibility is to facilitate our Ceasefire efforts
23 as it relates to enforcement. Every week we meet with
24 our partners, which consists of the Michigan Department
25 of Corrections, the U.S. Attorney's Office, Wayne

1 County Prosecutor's Office, Michigan State Police,
2 Detroit Public School, the Mayor's office, Gang
3 Intelligence, and of course, the Precinct Captains, 5th
4 and 9th Precinct. We review every firearms related
5 incident that took place within the past week in the
6 5th and 9th Precinct.

7 We try to determine whether or not these
8 incidents are gang related or group related. Once we
9 make that determination, once we identify a gang or
10 group related incident, we document that information
11 through a scoring system. In that scoring system,
12 every quarter we review the data that's collected
13 through that scoring process and at that point, we make
14 a determination which group is the worst group or the
15 next group, whether it's a gang or group.

16 So, with the help and input of our partners
17 who provides us intelligence, we gather information on
18 specific members of those groups that we've identified.
19 Once we gather that information, we develop an
20 enforcement plan. When that plan is developed, we
21 execute it by targeting members that we've identified
22 as being part of the worst group.

23 The enforcement plan can consist of arrest
24 warrants, probable cause arrests, custom notifications,
25 Michigan Department of Correction's bed checks, and

1 bringing all available legal sanction to all members of
2 the group, which I'll explain later in this
3 presentation.

4 One important thing to note is that even in
5 our enforcement efforts as the Director spoke to
6 earlier, we make sure that every contact that we have
7 we give the Ceasefire message, otherwise -- because we
8 want them to understand what this is about, why we're
9 coming into contact with them. It's not just the gang
10 members that we've identified that we communicate this
11 to. We also talk to family members; your mother, your
12 father, your sister and brother, anybody that is
13 associated with you, as to why we're coming into
14 contact with you because we may not always come in
15 contact with gang members when we initiate our
16 enforcement, we may run into associates or family
17 members. We give them the Ceasefire message as well so
18 that they know and understand what we're doing, why
19 we're here and what we can do for them.

20 Ironically enough, even though we're
21 executing enforcement, whether it's an arrest, whether
22 it's an MDOC bed check, in that Ceasefire message, it
23 may consist of what we can actually do for you as the
24 Director spoke to you earlier. Resources, how we can
25 help you, whether it's getting a job or going back to

1 school, something to help you to change your path.

2 So that is part of the enforcement effort, so
3 even though we go out here and do an enforcement on a
4 Ceasefire, we incorporate that Ceasefire message in
5 terms of help and providing hope.

6 Secondly, rapid response, rapid response
7 involves -- oh, let me give you some statistics -- as
8 it relates to the enforcement efforts since June 25th
9 of this year, we've conducted 77 custom notifications,
10 approximately 40 arrests, 49 attempts were attempted to
11 locate gang members that we've identified and we've
12 conducted approximately 21 Michigan Department of
13 Correction bed checks, where we actually go out to your
14 home, make sure that you're following the guidelines of
15 parole and probation, make sure that there's nothing
16 illegal within the home.

17 Now I'm going to talk a little bit about
18 rapid response. Rapid response involves what our
19 Ceasefire response is to a shooting that takes place in
20 the 5th or 9th Precinct that we have determined to be
21 gang related. Not every shooting; gang related
22 shootings specifically, where we invoke the Ceasefire
23 rapid response strategy.

24 Shooting takes place, particularly our Gang
25 Intelligence unit responds to the scene, this has been

1 a practice that we've been doing. If it's determined
2 that the shooting is to be gang related, whether it's
3 the perpetrator or the victim, and we attempt to
4 identify that particular group or the gang that is
5 responsible for the shooting or that is a victim of a
6 shooting.

7 Let me explain further what I mean by that.
8 The definition of gang related simply means if you are
9 a gang member and you're involved in a shooting and
10 you're a perpetrator, it's gang related. If you're a
11 victim and you're a gang member, it's considered gang
12 related. It does not have to be motivated by gang
13 activity. So the motive may not be gang related but
14 just by virtue of the fact that you are a gang member,
15 whether you're a victim or perpetrator, the Ceasefire
16 rapid response strategy is implemented.

17 Once we make that determination and we've
18 identified what gang this person is involved in,
19 whether it be a victim or perpetrator, then we go to
20 identify other members of that particular gang or
21 group. So if you're a Six Mile Chatters and you're the
22 victim of a shooting or you're responsible for a
23 shooting, then we attempt to identify all Six Mile
24 Chatters if we don't have the information already in
25 our database, which we do of course, as relates to Six

1 Mile.

2 That information is then provided to our
3 partners in crime intel for background information and
4 to develop any information or intelligence on those
5 members so that we can provide that information to 5th
6 and 9th Precinct, our nearly assigned members
7 contingent on ten Officers of the 5th and 9th Precinct
8 who are assigned to Ceasefire and to execute any
9 enforcement action that we give them in terms of arrest
10 warrants or custom notifications that need to be done
11 or Michigan Department of Correction bed checks that we
12 team up with embedded MDOC agents at the Precincts.

13 We also implement every available legal
14 sanction that is applicable to all members of the
15 group, their associates and by that I mean -- and I'm
16 going to go into that a little bit later on the
17 presentation. If there are any other illegal
18 activities that we find during the course of our
19 investigation, we also enforce the laws in relation to
20 that. If you have illegal cable, if you have illegal
21 electricity at the house that we come to investigate,
22 we take action on that, we make notifications on that
23 and make sure that that is the address. And again,
24 that will come up later in the slide and I'll address
25 that further.

1 DIRECTOR LOVE: Thank you, Captain Cox. For
2 the record, Director Love, back.

3 So he explained the enforcement meeting and
4 the rapid response and the next thing I want to talk
5 about quickly is the custom notification.

6 Custom notifications, you've heard me talk
7 about it already, it's like a call in at a person's
8 home. If you're a victim of a crime, or of a shooting
9 in our area or if you, you know, we suspect that you
10 may be in a gang or group and you may be about to
11 commit a crime or a shooting or a homicide, we'll
12 actually go to the person's house and we normally take
13 a group of people with us, we take an influential from
14 the community, take a clergy member, we take a letter,
15 a Ceasefire letter, explain the Ceasefire and what it's
16 about. We also take a workup from the Assistant U.S.
17 Attorney's Office, saying if you commit the crimes that
18 we think you're about to commit or if you retaliate
19 against somebody who shot you, this is the sentence
20 that you are facing if you do that.

21 And myself or one of my staff are there as
22 well as the Captains from the different Precincts. The
23 message pretty much is, you know, we want to help you
24 same as the call-in, we've got services to help you,
25 but if you go out there and retaliate or commit this

1 crime, then this is what you're facing if you do.

2 Real quick on reentry. Like I mentioned,
3 Flip the Script and Detroit Recovery Project, they are
4 key to us changing lives in our area. In Flip the
5 Script, they deal with intake and assessment; jobs,
6 GED, job preparation, like I said, in the life skills,
7 training, computer literacy training, resumé training,
8 interview, clothing, may provide transportation and
9 jobs. And Detroit Recovery is, they do a lot of the
10 same things but they also do a housing component. They
11 find housing for a participant and his or her family.
12 They handle mental abuse, substance abuse as well.
13 It's all going towards keeping our promises.

14 So, bringing them on board, I needed to find
15 some entity that we can -- if a young man who is in a
16 gang came to me today and said look, I want to stop, I
17 need a job right away, I need somebody who can actually
18 make that happen right away. I don't need a person
19 going through a week-long training or a two-week long
20 program to get a job. So they are providing that for
21 us and that's a great thing to have.

22 Ceasefire, the goal that we measure our
23 success by whether homicide or non fatal shootings
24 involving members of groups or gangs are declining. It
25 doesn't matter whether it's a gang shooting or if it's

1 a gang member that gets shot for another reason or if
2 it's just a group that is not identified as a gang yet,
3 that's who we focus on. And Ceasefire is like laser
4 specific, as far as laser focus, so the main focus, the
5 number one focus is reducing fatal shootings and non
6 fatal shootings. Then everything else is secondary as
7 far as like reducing narcotics activity, reforming gang
8 members, gang dismantlement and other crime reductions,
9 that's secondary. The main focus is stopping the
10 shooters.

11 This is just a slide on a call-in, which I
12 described already and like I said, the promises we
13 keep. The next group that commits a shooting, the
14 worst group in the area and the -- they'll get the full
15 focus of law enforcement and the services that we can
16 bring to them if they want to stop.

17 Little bit about some numbers. After we make
18 the promise, of course we have to keep our promises and
19 we want the community to say, really, they're not
20 planning -- we've got to stop the shooting, stop
21 shooting each other, stop killing each other.

22 Then crime reduction reenforces our
23 credibility to make the promise and that's the
24 enforcement side of it. Boston had this model first
25 and they had a 63 percent reduction in youth homicide.

1 There was also double digit reductions in cities across
2 the country. Chicago, Indianapolis, Cincinnati, New
3 Orleans at one time had a double digit reduction. We
4 had our first call-in in August and after that call-in,
5 the seven-week period, we compared it to last year at
6 the same time, and we had a 40 percent reduction in
7 shootings in the 5th and 9th Precinct for a seven-week
8 period after that August call-in. So that was very
9 productive in our area.

10 Too, the Mayor and the Chief vision it to
11 also take this show on the road and take it to other
12 Precincts, but we have to perfect our craft over at 5th
13 and 9th Precinct first before we can think about moving
14 to another Precinct.

15 For sake of time, Captain Cox talked about
16 the rapid response and the work group and things we'll
17 do to them or a group if they continue the violence.
18 And these are some of the things that we go after, DPD
19 goes after when they do their disruption of gangs or
20 they disrupt the lifestyle bringing any available legal
21 sanction to all members in target group, not just
22 re-duress but even actions which just annoy members of
23 the group so that includes impounding vehicles,
24 shutting off illegal utilities, illegal cable, building
25 code violations.

1 Of course, he mentioned the compliance check,
2 the bed checks, environmental blank tickets,
3 undercover, bringing narcotics in the area if there's a
4 narcotic problem, special attention to different
5 hangouts in that targeted area, more police presence in
6 the area canvassing the area, and child protective
7 services, too, if we detect that a child is being
8 mistreated.

9 And that's Ceasefire. Any questions, please?

10 D.C. LEVALLEY: Something I think that may be
11 important to point out as the idea behind Ceasefire is
12 that it relies on peer pressure amongst the group
13 members and from the family members or associates of
14 the group members who are engaged in the violence, that
15 didn't really come out in the presentation, but when we
16 do the call-ins, part of the message you deliver to the
17 gang members who are in the room, is that they are to
18 take the message back to all of their associates and
19 tell everybody listen, you don't pick up a gun. Not
20 everybody's going to listen.

21 I mean, some of the gang members are going to
22 continue to commit crimes but the idea is shootings and
23 homicides and that's what really the measure is. And
24 so peer pressure is a very important piece of Ceasefire
25 in making it work and that's the reason why every time

1 we have contact with an associate, a family member or
2 anybody, we deliver the Ceasefire message because we
3 don't want to go there and take some sort of
4 enforcement action and a lot of the enforcement actions
5 that you saw there were low level enforcement, it was
6 impounding vehicles.

7 Normally, we wouldn't impound everybody's
8 vehicle for every little infraction, but because this
9 person is a gang member who's engaged in violence, you
10 know, you're their friend, you're not subject to that,
11 and then we deliver the message to them that this is
12 why this is happening, so that they then go back and
13 say, hey, man, my car got towed and it cost me X number
14 of dollars and it happened because you guys are
15 shooting each other, stop it. So I thought it was
16 important to point out that piece of it.

17 I guess we're open for questions.

18 CHAIRPERSON CARTER: Thank you, Director Love
19 and Captain Cox for your presentation and thank you for
20 your input as well, Deputy Chief Levalley. I've
21 attended a few of the Ceasefire call outs and there was
22 definitely a different feel the last call out that I
23 went to. I was impressed by the resources that were
24 offered, that being the Detroit, the employment --

25 DIRECTOR LOVE: Flip the Script. And Detroit

1 Employment Solution.

2 CHAIRPERSON CARTER: Employment Solutions
3 being right on the spot and ready for the gang members
4 to take advantage of what they had to offer, so I look
5 forward to attending more in the future.

6 Commissioners, do you have any questions for
7 Captain Cox or Director Love?

8 COMMISSIONER SELBY: Through the Chair.
9 Director Love, it was a very good presentation. I look
10 forward to seeing Ceasefire on the Westside of the City
11 also, especially my district where I have a lot of
12 shootings.

13 DIRECTOR LOVE: Yes, sir.

14 D.C. LEVALLEY: We do have plans like
15 Director Love touched on a little bit to expand
16 Ceasefire city-wide and in the, I think the first slide
17 you saw a map of the City that was divided into five
18 different bright colored regions there, and so the idea
19 is that we figure out the amount of resources and what
20 the resources need to do in five and nine, which was
21 traditionally our most violent area in the City, reduce
22 the shootings and homicides in five and nine and then
23 not move Ceasefire, but replicate Ceasefire into the
24 four other areas of the City.

25 We have an idea based on the statistics of

1 shootings and homicides which one will be the next
2 area, probably the far Westside of the City, 6th and
3 8th Precincts. Don't have an exact date yet on the
4 expansion of it. Initially, we wanted to do that
5 beginning of the year but we're not ready or in a
6 position yet with what we're doing in five and nine to
7 replicate it somewhere else.

8 We want to get it right there first and
9 probably in the next year, I would say about at the
10 beginning of January 1st of 2017, we hope to have it
11 implemented city-wide.

12 CHAIRPERSON CARTER: Thank you. Commissioner
13 Vann?

14 COMMISSIONER VANN: Yes, thank you. I won't
15 protract this very long but I was involved with
16 Ceasefire from the very inception and it has morphed
17 into something that is completely different from what
18 the original intent was. It's not supposed to be so
19 law enforcement heavy.

20 I mean, everybody's at the table from law
21 enforcement and that's just really not the way
22 Ceasefire was conceived. It's certainly not what the
23 Boston plan was, which it was modeled after or was
24 supposed to be modeled after, where we saw the biggest
25 impact there.

1 So I'm a little concerned and I'm very happy
2 that you have our Bishop -- I think that's a great
3 addition to what you're doing. That's like three years
4 later. It took three years or so for you to do that
5 when honestly, this was a sort of a faith-based
6 initiative from the very beginning.

7 So what is the role? I actually heard you
8 talk about the role of clergy with Ceasefire now is
9 what, just awareness, him telling people about it,
10 telling other pastors about it, or what exactly is the
11 role that he will fulfill?

12 DIRECTOR LOVE: Well, I think the role, and
13 to go back to what you said, I agree, Bishop, it's
14 totally different than the Boston model. And when I
15 came in June, I realized that we had to make that move
16 with a faith-based coordinator right away because we
17 really didn't have any clergy involvement with
18 Ceasefire when I first got here.

19 COMMISSIONER VANN: Well, we all left the
20 table.

21 DIRECTOR LOVE: Absolutely.

22 COMMISSIONER VANN: And I can tell you why,
23 but I want to here their story.

24 DIRECTOR LOVE: Right. So, no, it's not just
25 speaking and putting the word out but I want Bishop

1 Harris to actually take us to more so of the Boston
2 type model. When he's doing walks, he's doing
3 community events, he's trying to bring clergy together
4 to go door to door to talk about Ceasefire to make a
5 difference in the community.

6 The awareness part is something we
7 desperately need right now. But I envision him helping
8 with the schools, I envision him helping with
9 intervention more so, and hopefully, well, actually
10 also, having monthly clergy meetings, which we
11 desperately need and just organizing clergy to help
12 with our efforts.

13 COMMISSIONER VANN: Okay. I'll make this the
14 last question, I can talk to you off line I'm sure.

15 The budget. I helped to bring the first
16 \$1.5 million to the City for Ceasefire, which we never
17 saw it again. So who's in charge of the budget, how is
18 your program funded?

19 DIRECTOR LOVE: It's still running with the
20 same 1.5. We got a year extension on that grant, that
21 takes us to September 2016. So now we're utilizing
22 those same funds that were initially, that 1.5 that was
23 initially put in the budget to fund the outreach
24 workers, to fund our new service providers, to fund our
25 faith-based coordinator, to fund all our efforts right

1 now. If we didn't get any extra money, we just
2 expended the time that we have.

3 The budget is being managed by DPD's Grants
4 and Contracts and I oversee the budget because I'm the
5 Director of the program.

6 COMMISSIONER VANN: I'll leave it there.

7 COMMISSIONER BURTON: Through the Chair, I'd
8 just like to say to the Director here, is that you gave
9 a great presentation. I visited or I sat in on a
10 couple of you all's sessions for a Ceasefire back last
11 year, I support what it is you all are doing.

12 You're doing a great job and I just want you
13 all to keep up the good work. I'm going to be
14 communicating back and forth with you all about some
15 things over in the 5th Precinct.

16 The 5th Precinct is actually Commissioner
17 Bell and myself, it's our district, precinct or
18 whatever, so I have five, seven, ten and three, so I
19 definitely want to talk with you since you're over in
20 five and nine. In addition I wanted to know is Saul
21 Green still --

22 DIRECTOR LOVE: No, that was my predecessor,
23 I took his spot.

24 COMMISSIONER BURTON: Okay. Great, so I see
25 some changes is made there but you guys are doing a

1 great job and keep up the good work.

2 DIRECTOR LOVE: Thank you.

3 CHAIRPERSON CARTER: Deputy Chief Levalley?

4 DEPUTY CHIEF LEVALLEY: Yes, ma'am. I want
5 to comment a little bit on the budget as well since
6 that came up. As we expand Ceasefire, we're exploring
7 other opportunities to fund it. Some of them are
8 through the State. We have some requests, petitions
9 and some commitments from the State to fund certain
10 portions of it.

11 But one of the messages when Mayor Duggan
12 first got involved in Ceasefire and first brought
13 Director Love on, from him was to stop viewing the
14 limit on what we could do to this Ceasefire budget in
15 that he's a believer in it and he's so committed to
16 this that if the City has to fund resources to make
17 this a Ceasefire City outside of a federal grant that
18 we receive or a state grant, then that's something that
19 he needs to figure out how to do. And that has been
20 the case so far.

21 So we are now, and this is on a fortunate
22 end, but we're funding prosecutors to dedicate them
23 because when we approached Wayne County Prosecutor's
24 Office, they didn't have the number of prosecutors to
25 be able to give the attention to Ceasefire cases that

1 we needed, so we're now funding some of the Wayne
2 County prosecutors through contract.

3 So again, I heard from the Mayor's mouth that
4 as we bring additional pieces or expand Ceasefire,
5 we're not limited to just that grant. But I would love
6 to talk to Commissioner Vann and I know Director Love
7 would as well because I'm sure he has a lot of insight
8 as to what went wrong before we were involved with
9 Ceasefire.

10 CHAIRPERSON CARTER: It sounds like he wants
11 to talk to you too.

12 Any other questions?

13 VICE CHAIRPERSON BELL: Madam Chair, and I
14 agree wholeheartedly with Bishop Vann on this
15 particular issue. I'm impressed but I have always
16 reservation in terms of enforcement, you know, law
17 enforcement versus community driven because our
18 problems is based on, I just listened briefly to Spike
19 Lee's reference to his movie that's coming out and we
20 know the impact in Chicago, but you can duplicate that
21 with any African-American city across this country.

22 And as we look at law enforcement, there's a
23 whole lot of reservation just with law enforcement but
24 the community aspect of it's got to kick in and I spent
25 ten years dealing with that outside of the DPD, you

1 have to be an Officer community driven. So I'm glad
2 that you have some civilians, community people that are
3 involved.

4 I'd like to see more early prevention. Early
5 prevention that talks about the eighth and ninth
6 graders who feed into high school and then it's
7 prayed(sic) on to be more active. In most cases, the
8 teachers and counselors know the problem kids in the
9 eighth and ninth grade, seventh, eighth and ninth
10 grade, they already know before they feed into these
11 four high schools. That's been my experience.

12 I'd like for you to go to Wayne County
13 Community College on the eastside of Detroit in terms
14 of Conners, and I interacted with a young man there and
15 he was embarrassed to be from zip code 48205, but I
16 said you are on your way then you need to reach out and
17 try to help somebody. He come from that area, so
18 that's prevention.

19 We need to do more of that in terms of early
20 prevention and parents. But I'm not attacking you in
21 terms of where you're at, but I'd just like to see
22 Bishop Vann involved, you know, and other folks
23 involved from the community aspect.

24 Law enforcement is reaction, it's
25 enforcement, it's simple as that. And some areas that

1 we should not be in the business. When the Big Three
2 got in trouble, they went back to building cars. They
3 did a whole lot of other crazy stuff but they went back
4 to building cars. So we should be, in terms of, we do
5 a lot of community stuff but I don't see all of that
6 necessary because our area, community's got to pick up
7 the weight.

8 We got two more moms who are crying over
9 there on the eastside of Detroit, four more families
10 that are impacted. So somewhere along the line, as you
11 mentioned the 5th and 9th, but I commend us trying to
12 do a whole lot but some time I think we need to have
13 that money goes toward community driven and we should
14 be the resources.

15 We should not be the head. We should not be
16 the head. I think the Council should understand that,
17 the Mayor should understand that and we, as African
18 Americans should understand that, that if the family's
19 broken up, so don't be bashing Spike Lee for bringing
20 something to our attention.

21 I think that's what Ron Scott was trying to
22 do in his own way in terms of moving towards the
23 community. I just think that, and I would like to see
24 us, Ceasefire, this is the first time we have witnessed
25 Ceasefire before this Board in two years. I'd like to

1 see us, you come back every quarter. It's such a hard
2 core issue that we should be involved in that
3 particular area and I'd like to see more community base
4 in terms of Bishop Vann and others who want to be
5 engaging because we should be going to Wayne County
6 jail where they're initially incarcerated, not waiting
7 until they get to the prison, to the big house, so we
8 should be looking at those kids in the holding pattern.

9 I understand they can't even get their GED
10 now. They can't get a high school -- waiting there
11 because there's no interaction. They cut those
12 programs out. So, reality, I think we need that type
13 of voice, that type of commitment, that type of
14 concern.

15 That's why I wanted to hear from Ceasefire,
16 you know, in terms of all the energy we spend on law
17 enforcement but yet, people calling 911 and can't get
18 service. You see what I'm saying? So, I think that we
19 need to look at our mission in terms of versus all the
20 puff. But I'm not being critical. I hope I can speak
21 to the issues.

22 COMMISSIONER: You are.

23 VICE CHAIRPERSON BELL: Understanding someone
24 who live in Detroit, who spent time with DPD and spent
25 time in a movement across this country to try to get

1 cops to understand that we need to be more community
2 based, and I just want to shed upon that point. I
3 appreciate all your effort. I want to hear more but I
4 want to hear more, as he mentioned about the Boston
5 program, how it got started and somewhere along the
6 line, we stepped in. I think it's sometimes all about
7 the money, and when you hear about --

8 COMMISSIONER VANN: That's what it is.

9 VICE CHAIRPERSON BELL: -- it's all about the
10 kids and it's still about the kids as we go into 2016,
11 in Lansing and we don't know what to do about the kids
12 because adults don't know what to do. So I'm just
13 going to pause and say thank you for coming to this
14 Board.

15 I hope that you entertain all of that and
16 maybe we can do more, engagement, more involvement with
17 you to try to help that process but Wayne County
18 Community College, Wayne County jail, middle schools, I
19 think we need to look at that to see how we can
20 approach and get these kids before -- especially our
21 young boys.

22 I was impressed when Jimmy King was there and
23 Geraldine Rose was trying to do something, but we don't
24 need no more charter schools. We got some fine schools
25 as it is but that's another issue. I do respect that

1 but I think we need to reach out to those four high
2 schools but the middle school is crucial to report into
3 those four high schools.

4 We went over to Osborne High School and you
5 notice we walked through that process, it's very
6 interesting, right? But you go down to Cass, you go
7 down to Renaissance, it's a different story. But those
8 four high schools we need to reach because not
9 everybody's going to go to those two target schools or
10 Bates Academy, but these other schools need our
11 interaction.

12 So I once again, thank you.

13 DIRECTOR LOVE: You're welcome. And I have
14 to say that a lot of that stuff that we are going
15 towards with the faith-based outreach workers, we are
16 talking about leader(sic) schools. I have been in
17 contact with Wayne County Community jails, the leader
18 right now is Robert Dunlap. We're communicating apart
19 from doing that, so we are going down that line.

20 VICE CHAIRPERSON BELL: I know you've covered
21 it all so I'm glad you're saying that now.

22 CHAIRPERSON CARTER: Commissioner Moore?

23 COMMISSIONER MOORE: Thank you, Madam Chair.

24 First of all, I want to thank both Bishops, Vann and
25 Bell. You have a great crew over there. I've had a

1 privilege of working with them in my past lives.

2 How many DPD resources is going into the
3 Ceasefire?

4 DIRECTOR LOVE: A lot. Right now in just
5 nine and five, we've dedicated the entire Gang
6 Intelligence Unit, which is 14; there's two sergeants
7 and 12 Officers. Their primary role is investigation
8 of nonfatal shootings. Also the intelligence
9 gathering, doing debriefings, figuring out who's
10 connected to who.

11 Then we've recently put in disruption team in
12 nine and five, which is ten Officers. Their entire
13 focus is to be on the worst group or the next group.
14 So there's ten there and then that's just on the street
15 in nine and five, that doesn't include countless hours
16 or the administration end of Ceasefire but that's right
17 on the street.

18 COMMISSIONER MOORE: So when you say, be on
19 them, what do you mean by that, when you said, be on
20 them?

21 D.C. LEVALLEY: On the worst group and next
22 group. Those are the levers that we talked about that
23 would be pulled. So when you determine who the worst
24 group is, they get the full attention of law
25 enforcement. Those are the Officers that are dedicated

1 to being out there, eyes on the house, doing the
2 traffic stops, doing the street investigations,
3 accompanying the Department of Corrections on the bed
4 checks.

5 COMMISSIONER MOORE: So wouldn't be
6 considered said harassing at that point.

7 D.C. LEVALLEY: That's all based on
8 reasonable suspicion or probable cause. I mean,
9 they're not --

10 COMMISSIONER MOORE: Okay.

11 D.C. LEVALLEY: I'm not stopping you because
12 you're a gang member. They're being stopped -- watched
13 because they're a gang member, absolutely, but they're
14 being stopped for violations.

15 CHAIRPERSON CARTER: Commissioner Crawford?

16 COMMISSIONER CRAWFORD: Yes, Madam Chair, for
17 the sake of correction on the record, there's a GED
18 program in the Wayne County jail. I worked there every
19 day, there's a GED program there for the 17-year-olds.

20 Also to the Deputy Chief, you talk about the
21 funding. Who's being funded? You know, those fundings
22 will have created jobs for individuals, make no mistake
23 about it. Are there any community people being funded
24 or any community groups being funded with any of that
25 Ceasefire money?

1 D.C. LEVALLEY: I would like to defer to
2 Director Love. I'm only involved in the Police
3 Department.

4 DIRECTOR LOVE: Yes, we are doing Flip the
5 Script, we are doing Detroit Recovery Project, we're
6 doing community outreach workers that are skilled, the
7 faith-based coordinator, yes, those are all being paid
8 out of Ceasefire grant money.

9 CHAIRPERSON CARTER: Commissioner Burton, did
10 you have a comment?

11 COMMISSIONER BURTON: Yes. I just want to
12 just followup and just say, you know, you guys are
13 doing a great job and I like the combination of the law
14 enforcement and the civilians working together.

15 When I first heard about this, I was on board
16 with the direction you all were going in, so I love
17 what you're doing, keep up the good work and, you know,
18 you're doing great things with Ceasefire.

19 CHAIRPERSON CARTER: Commissioner Mallett?

20 COMMISSIONER MALLETT: So, as the legislature
21 goes through a process of reducing the length of time
22 that people are going to be sentenced and the Supreme
23 Court has now caused a large number of persons actually
24 to be resentenced and changing laws, I'm not quite
25 sure, are we through our contact with the Michigan

1 Department of Corrections and the Detroit Recovery
2 project, is that how we are in touch with all of those
3 persons who are coming back to the community now that
4 jail sentences have been shortened and certain other
5 crimes have been reduced in terms of the punishment?

6 DIRECTOR: Our reentry efforts are based on
7 people that's in our Ceasefire program, our
8 participants, for lack of better words. I think the
9 Mayor's office has a more wide ranging reentry program.
10 We provide services for people who are in our targeted
11 area who are involved with gang affiliation who just
12 won't stop doing what they're doing. So I don't know
13 if that answers your question or not.

14 COMMISSIONER MALLETT: Well, now, okay. So, I
15 would think, Madam Chair, at some point then, we need
16 to become familiar then with what is the Reentry
17 Program that we are going to implement because like it
18 or not, and I'm not dealing with statistics, I'm now
19 dealing with just supposition.

20 My supposition is a large number of those
21 persons who are going to be released from prison are
22 coming back to Detroit. And if we don't have an
23 adequate super structure available to accommodate their
24 successful reentry, then we're going to create for
25 ourselves, a lot more work for Ceasefire, which in the

1 beginning of the process we might be able to interdict.

2 So I do think that from a crime prevention
3 standpoint, understanding how we're managing those
4 persons who are paroled and/or discharged in directing
5 them successfully we hope into some kind of
6 programmatic opportunity like Detroit Recovery, I think
7 that becomes fairly crucial. And I don't think that we
8 can connect all these dots.

9 And I do think Commissioner Vann, you're
10 right, this is probably not something for the City of
11 Detroit Police Department, but somebody ought to be
12 doing it and I wonder -- and the Police Department may
13 very well be aware of who is. We need to understand
14 what they're doing and then how that connects,
15 Director, back to what you're doing because the more
16 successful in the front we can be, the less dependent
17 on Ceasefire we will be. And I think that's the kind
18 of coordination of effort you've got to figure out to
19 have.

20 DIRECTOR: Yeah, I agree.

21 CHAIRPERSON CARTER: Commander Bettison, did
22 you have a comment?

23 COMMANDER BETTISON: Yes, Commander Bettison,
24 for the record.

25 The State of Michigan Department of

1 Corrections, they have a reentry team, and the
2 individuals that are being released back into the
3 communities in the southeastern Michigan region,
4 they're going over to the Ryan Correctional Facility
5 and they have a program where they're reintegrating
6 them back. So, it's educational soft skills as far as
7 helping them be able to apply for jobs and then also
8 working to connect them to employment that will hire
9 returned citizens, as well. Because they understand
10 that there's going to be a high rate of recidivism, we
11 cannot connect them to employment.

12 So, I can get more information and bring that
13 to the Board and Janelle Robertson from the MDOC, she
14 will be more than happy to come here and present to the
15 Board and the Detroit community, to share with you all
16 what actually is going on.

17 COMMISSIONER MALLETT: Okay, I think we would
18 benefit from that.

19 CHAIRPERSON CARTER: Absolutely. Thank you,
20 Commander Bettison.

21 Director Love, I just have a couple of
22 questions. You've had two call-ins since you've been
23 the director, correct?

24 DIRECTOR LOVE: Correct.

25 CHAIRPERSON CARTER: And approximately how

1 many offenders participated?

2 DIRECTOR LOVE: We've had, I think the first
3 one was 24 and the last one was 22.

4 CHAIRPERSON CARTER: Wow, okay. So, do you
5 know of those two groups, how many have actually taken
6 advantage of the services that were offered?

7 DIRECTOR LOVE: Yeah, I don't have the
8 breakdown with me but I've probably -- one first. They
9 were all reached out to by our service providers and of
10 that 22, they actually provided services for at least
11 15. The first call-in we had ones that weren't such
12 great numbers and that's why I ended up making a change
13 for the service providers.

14 I realized then that we had a problem with
15 our current provider. They did try to reach out to
16 everybody but the followup wasn't as good and they
17 didn't touch and help as many people as I thought they
18 should have and that's why we made a change.

19 CHAIRPERSON CARTER: Do you know of those two
20 groups, how many have re-offended?

21 DIRECTOR LOVE: I don't have that with me
22 right now. We do keep track of recidivism, though. We
23 have Michigan State University as our analyst for this
24 program and I can provide the Board with that, I don't
25 have it with me.

1 CHAIRPERSON CARTER: Okay. Thank you.

2 DIRECTOR LOVE: You're welcome.

3 CHAIRPERSON CARTER: Any other questions,
4 Commissioners?

5 COMMISSIONER CRAWFORD: Madam, Chair.
6 Officer Love, when it comes to Flip the Script, are
7 they doing an adequate job or do you need to reach out
8 to more companies like them, because I'm familiar with
9 them because they do a lot of work as far as on the
10 union side and the public as bringing union together to
11 hire a lot of people because I was part of this program
12 at one time.

13 I know they're trying to hire people from
14 coming back in from the prison system, and it worked
15 out pretty good. We teamed up and got, I think it's
16 about eight people that got into operating communities
17 as a crane and bulldozer operators. Now, we're back --
18 it was a pretty good job. So when you worked with him,
19 do you look at getting more companies like that?

20 DIRECTOR LOVE: Well, first of all, he is
21 doing an outstanding job.

22 COMMISSIONER CRAWFORD: He's doing an
23 excellent job.

24 DIRECTOR LOVE: The Flip the Script is doing
25 everything we're asking them to do. They're providing

1 quick turnarounds for us and they're doing exactly what
2 we need but it's just not them, Detroit Recovery
3 Project is helping with that initiative as well, plus,
4 Detroit Employment Solutions. So between the three of
5 those, we do have the services that we need to push
6 this program forward.

7 CHAIRPERSON CARTER: Thank you. Any other
8 questions, Commissioners? Thank you very much,
9 Director Love.

10 DIRECTOR LOVE: Madam Chair, can I approach
11 the Board and just give you one of our brochures?

12 CHAIRPERSON CARTER: Sure.

13 DIRECTOR LOVE: So you can pass it along. We
14 can get you some more of these?

15 CHAIRPERSON CARTER: Yes, we do. Thank you.
16 We're at the Standing Committee report.

17 COMMISSIONER DEWAELESCHE: Thank you, Madam
18 Chair. As Chair of the Personnel Training Committee,
19 we were asked to review an approve promotion for one of
20 our Police Commission Investigators and I would like to
21 make some recommendations as a result.

22 We met and we went over the details of that
23 and, you know, we can provide more details but if I
24 may, I'll give you some bullet points.

25 We're recommending that the Board approve the

1 promotion of Police Commission Investigator Delvata
2 Moses, to Senior Investigator, and we're recommending
3 that the request for back pay from February 27th, 2014,
4 be approved by the Board. The funds are available
5 within the Board's budget to complete the transactions
6 presented by the Personnel and Training Committee and,
7 therefore, the Budget Committee, and the Budget
8 Committee does recommend as well the reallocation of
9 the position currently held by Investigator Delvata
10 Moses to that of Senior Investigator and also
11 recommends the reallocation of funds to secure the
12 promotion and recommends the reallocation of funds to
13 secure back pay.

14 Police Commissioner Investigator has been in
15 an acting position for last two years and that's the
16 reason why we're making this recommendation, Madam
17 Chair. Are there any questions? If so, we can have
18 them answered.

19 COMMISSIONER MOORE: I second the motion.

20 CHAIRPERSON CARTER: Was that a motion?

21 COMMISSIONER DEWAELSCHÉ: Yes. I so moved.

22 COMMISSIONER CRAWFORD: Is there a
23 discussion?

24 CHAIRPERSON CARTER: After the second
25 promotion -- discussion?

1 COMMISSIONER CRAWFORD: Yes, ma'am, through
2 the Chair. When you talk about back pay, if somebody's
3 who's in a position who's been doing the job for what,
4 two years?

5 COMMISSIONER DEWAELESCHE: Two years.

6 COMMISSIONER CRAWFORD: The issue is if
7 they're in that position and not promoted and getting
8 the back pay for a position that they wanted. In other
9 words, the person wasn't, I don't even know if this
10 person was considered two years ago, and then we have
11 the issue of the other Investigator who was promoted
12 who didn't even come before this Board or through this
13 Board and that's an issue.

14 So, are we going to do -- in terms of not
15 being a violation of the bylaws of the Board, if we're
16 going to do things, in my opinion, we need to do them
17 correctly and properly in terms of promoting the other
18 individual on the record and this individual, too, on
19 the record, Investigator Moses.

20 CHIEF INVESTIGATOR DRAKE: Madam, Chair, for
21 the record, Pamela Davis-Drake, Chief Investigator.

22 This actually was brought before the Board.
23 The issue is that it has been brought now three times
24 to the Board. The first time was back in October of
25 2013, when we brought it to the former Board. It was

1 reviewed at that time, it went through the proper
2 committee. For whatever reason it never got to the
3 full Board.

4 It has also been approved by the Personnel
5 Committee of this Board. It was brought back in, I
6 believe, and I know at the time, Commissioner Moore was
7 the Chair of that committee and I know you made efforts
8 to bring the committee together to review it. It was
9 approved at that time.

10 I believe Commission Crawford, you were a
11 part of that committee. I don't know if you actually
12 sat in on that meeting or not, but I do know that you
13 received the information. It was actually one of the
14 first requests that I made to the Board back when you
15 all first started, for the promotion of both of those
16 individuals.

17 I do agree that because of in the essence of
18 time and the fact that we were concerned about the
19 supervisor at the time, it was a supervisor that was an
20 acting supervisor that was promoted to a supervisor
21 position. He was acting prior to me coming on board
22 and that was over three years ago. It has taken time
23 for this process to take its course.

24 Unfortunately we have been dealing with City
25 bureaucracy but we want to do things right and on the

1 record now, which is why I'm bringing it back to this
2 Board's attention at this time to hopefully approve the
3 position, the promotions and the back pay. It is not
4 something that we have put off. It has been something
5 that I have been trying to push forward now for two
6 years.

7 COMMISSIONER CRAWFORD: Through the Chair.
8 Yes, ma'am, I'm very familiar with everything you said.
9 I attended all the committee meetings with the
10 exception of the ones that I was out of town. Also
11 too, I was pretty much kept updated by the Chair,
12 Commissioner Moore, as to what occurred in those
13 committee meetings. There was never any time that, to
14 my knowledge, and information was never conveyed to me
15 that this was going out of committee. That's one.

16 Number two, is I know for a fact in reading
17 the minutes of all the meetings for the last two years,
18 because I read them every month when they're posted, is
19 that issue of the other Investigator was never brought
20 before this Board.

21 And there is a process, it comes out of
22 committee then it comes before the full Board. That is
23 my issue with this and like I said, if, you know, we
24 bring in both of them before this full Board so that
25 it's done, as I say, above board, then I'm okay with

1 that.

2 CHIEF INVESTIGATOR DRAKE: That is exactly
3 why I'm bringing this before the Board now.

4 COMMISSIONER CRAWFORD: Well, the only name I
5 hear is only one name that we're voting on now.

6 CHIEF INVESTIGATOR DRAKE: If you want to,
7 the Supervisor was Supervising Investigator currently.
8 He is a Supervising Investigator, his name is Abdullah
9 Nelson, and that was the -- if you want to vote on that
10 now in the full Board, certainly the Board has that
11 option. You don't probably have that information
12 before you, it was already handled.

13 I guess, I assumed, as I'm sure Commission
14 Moore probably did, that we just didn't bring up his
15 name but we did talk about the position being filled.
16 So that happened back October 2nd of 2014.

17 COMMISSIONER CRAWFORD: But not to bring up a
18 name on record then talk about a position being filled
19 is like a ghost. I mean, with all due respect, ma'am.

20 CHIEF INVESTIGATOR DRAKE: Okay. And, sir,
21 we did address that at I believe one of the other
22 meetings and I told you that that will not happen
23 again. We will make sure which is why we're bringing
24 it here now so that we can handle this issue on the
25 record so that the full Board has the ability to chime

1 in and to know about it.

2 CHAIRPERSON CARTER: Commissioner Burton?

3 COMMISSIONER BURTON: Through the Chair. You
4 know, I was able to talk briefly with Chief Drake.
5 Basically the back pay as of November 13, the pay
6 period, the amount to promote the Investigator provide
7 back pay from February 2014, as of \$8,021.32, the
8 amount of back pay has increased by \$106.12 for the pay
9 period. This was discussed details as of
10 November 20th, according to an e-mail that I have from
11 Chief Drake.

12 Serving on the Budget Committee, you know,
13 and looking at this, we were looking at where our
14 budget is. If a person has been serving in this
15 capacity for this length of time, I'd like to see it go
16 forward because I think our staff deserves to be
17 properly compensated for their work and their efforts
18 and what they're doing, but also I'd like it if we'd
19 also, you know, stayed within the guidelines if they're
20 supposed to go through committee, then I support it to
21 go to a motion for it to go back before committee, come
22 out of committee before we weigh in on it.

23 But serving on the Budge Committee and
24 looking at this e-mail, kind of understanding what's
25 going on, I do believe a person should be compensated

1 for their work and their efforts and we should vote on
2 it, but I do want to stay within compliance and for it
3 to come out of committee before we weigh in on it.

4 VICE CHAIRPERSON BELL: Madam Chair, I call
5 for the question in reference to the motion on the
6 floor at this particular time.

7 CHAIRPERSON CARTER: The motion is for us to
8 approve the promotion and back pay for Senior
9 Investigator Moses. Go ahead.

10 CHIEF INVESTIGATOR DRAKE: Thank you, ma'am.
11 Acting Senior Investigator, Delvata Moses to the
12 position of Senior investigator and the back pay from
13 February 27th, 2014.

14 CHAIRPERSON CARTER: Thank you. Those in
15 favor of the motion.

16 COMMISSIONERS: Aye.

17 CHAIRPERSON CARTER: Those opposed?

18 COMMISSIONERS: Nay.

19 CHAIRPERSON CARTER: Okay. The motion
20 carries. Motion is approved.

21 CHIEF INVESTIGATOR DRAKE: Thank you, Madam
22 Chair. Thank you Board.

23 COMMISSIONER DEWAELSCHÉ: That concludes my
24 report.

25 COMMISSIONER CRAWFORD: Madam Chair, I had a

1 report from two standing committees that I'm on. One
2 is the Chair of the Public Relations Committee, which
3 deals with monitoring the news media coverage,
4 etcetera.

5 A week ago, week and a half ago, the Police
6 unions, the DPOA and the LSA, Lieutenant and Sergeants
7 Association and the Command Officers Association wrote
8 a letter to the NFL, National Football League opposing
9 the ban on off-duty police Officers carrying weapons,
10 firearms into the stadium.

11 The NFL stands for the National Football
12 League. It doesn't stand for the National Firearm
13 League. It's an offshoot of the NRA or something of
14 that nature. But as a Commissioner, as a citizen of
15 this City, I support the ban and this is a national
16 ban, this is not Detroit Ford football field only and I
17 support the owners of all football teams throughout
18 American in banning off-duty police Officers from
19 carrying firearms into the stadiums.

20 I realize that there may be some people who
21 have succumbed to the terrorism hysteria as I call it,
22 but I think the on-duty personnel at any stadiums are
23 adequate enough to secure those stadiums. My biggest
24 fear, and I am still a certified Police Officer today,
25 I know I would not be pulling a weapon off duty in a

1 stadium.

2 I would probably be subjected to getting to
3 shot 16 times being a black man with a gun in my hand
4 and maybe a beer in the other hand, which I don't drink
5 really. So, I'm just going on the record like I said,
6 as a concerned citizen and a Police Commissioner of the
7 City of Detroit. And I think that the security -- and
8 by the way, maybe they have some information that the
9 NSA doesn't have, or CIA or FBI or even the White House
10 or any of those other alphabet groups, because coming
11 from the White House and the President is that they
12 haven't seen any real credible threats in terms of
13 terrorism here in America.

14 And, by the way, just for statistical data,
15 we've had 355 mass shootings as of today in American.
16 Mass shooting is defined as four or more individuals
17 getting shot. So I just want to go on record as that.
18 Also, too, I guess that was a good segue from
19 Ceasefire.

20 Also, too, on a Committee of Citizen
21 Complaints, and this was public and this came right
22 before this Board and two weeks ago I made the
23 statement and, of course, adequately Chief Drake
24 responded to it, in terms of citizens who file
25 complaints and there's really no followup by the

1 citizen.

2 We try to reach out to the citizen for the
3 followup, you call them, you send them certified mail
4 and they don't respond. In August of this year,
5 citizen Adolph Mongo filed a citizen complaint and
6 those who were here know how adamant he was about his
7 traffic stop. He filed a citizen complaint.

8 I've read the complaint, it was in my stack
9 of complaints. Adolph Mongo didn't followup on the
10 complaint. We reached out to him numerous times and
11 you couldn't get ahold of him. There was no feedback.
12 He didn't even respond to the certified letter, and
13 even, I kind of moved out there, stepped out there and
14 made some public comments about what I observed in the
15 media in terms of that video of the traffic stop that
16 was in the media, that Mr. Mongo's behavior appeared to
17 be very egregious at that time, in paramount to even
18 being disorderly.

19 I cannot, will not sign off on that complaint
20 because as I stated back then, it was 16 -- or the
21 media reports it was 16 minutes of missing video from
22 that auto -- or audio, I'm sorry, audio from that video
23 on that stop.

24 The finding in the report from the
25 investigation is 27 minutes, 27 minutes of missing

1 audio from that video of that stop. So I cannot, will
2 not sign on it. I ask that Chief Drake and Attorney
3 Linda Bernard, perhaps we can all get together and come
4 up, maybe formulate some sort of resolution to this
5 because I personally would not sign off on that
6 particular complaint. The investigation has been
7 complete in terms of, you know, the Police Officer's
8 actions.

9 CHAIRPERSON CARTER: Chief Investigator
10 Drake?

11 CHIEF INVESTIGATOR DRAKE: Thank you, Madam
12 Chair. I guess I'm not understanding exactly what you
13 need from us. You're saying that you're not signing
14 off on the investigation because --

15 COMMISSIONER CRAWFORD: Because there --
16 perhaps you may not understand me. There are
17 27 minutes of missing video in that particular
18 complaint. I mean, so we don't know. I don't believe
19 the Department will be able to recover the 27 minutes
20 of missing audio, I keep saying video -- audio from
21 that video.

22 So I don't know what occurred. I know what's
23 in the statement from the Officer. I know what I have
24 observed on video in the media, but there's no way in
25 the world that I can personally sign off on the

1 complaint with 27 minutes of missing video. And I say
2 that in terms of some sort of resolution because I
3 don't know if this has happened before where a
4 Commissioner is not signing off on a particular
5 complaint.

6 CHIEF INVESTIGATOR DRAKE: It has happened.
7 I guess I need to understand. Are you saying that you
8 did not agree with the findings of the investigation?

9 COMMISSIONER CRAWFORD: I don't agree with
10 the finding, I don't agree with the -- because the
11 finding to me is incomplete, unknown. We have
12 27 minutes of missing video.

13 CHIEF INVESTIGATOR DRAKE: Right, and I think
14 that's what the finding was. I don't have the --

15 COMMISSIONER CRAWFORD: No, that's not --

16 CHIEF INVESTIGATOR DRAKE: It was not
17 sustained.

18 COMMISSIONER CRAWFORD: No, the complaint
19 isn't sustained.

20 CHIEF INVESTIGATOR DRAKE: It is not
21 sustained.

22 COMMISSIONER CRAWFORD: The complaint is not
23 a sustained complaint. The Officer has been exonerated
24 in three areas, yes, ma'am.

25 CHIEF INVESTIGATOR DRAKE: Could I explain to

1 you what that means? I believe --

2 VICE CHAIR BELL: Before we continue down
3 this path, I will suggest, Madam Chair, that
4 Commissioner Crawford allow the entire committee to
5 look at it and also the Chair to look at it, review
6 what has transpired and not have a public discussion on
7 this matter at this time. I think if necessary, then
8 the entire Board can weigh in on it.

9 One commissioner has a right to an opinion
10 but we have a committee and we have a Chair and we have
11 a Board. I think that would be the right approach to
12 take on this matter. I don't know about the past
13 history but I think that would be a constructive way to
14 resolve this issue versus going back and forth in terms
15 of investigation.

16 CHIEF INVESTIGATOR DRAKE: I agree, Sir.

17 VICE CHAIRPERSON BELL: If the Chair would
18 entertain that, I think that's how we should approach
19 it.

20 CHIEF INVESTIGATOR DRAKE: Absolutely.

21 COMMISSIONER BURTON: Through the Chair, I
22 think the public needs to know what happened with the
23 27 minutes of audio missing. I think if we have a
24 discussion of why --

25 CHAIRPERSON CARTER: And that's what, it's

1 missing. We're not going to get that back but we're
2 not going to discuss it now. Right now we're going to
3 table this discussion.

4 COMMISSIONER BURTON: Yes, Madam Chair.

5 CHAIRPERSON CARTER: Thank you.

6 CHIEF INVESTIGATOR DRAKE: Thank you, Madam
7 Chair.

8 CHAIRPERSON CARTER: Are there any other
9 Standing Committee reports? Is there any New Business?

10 COMMISSIONER BURTON: Yes, there is a
11 Resolution for the Board of Police Commissioners in
12 recognition of City Council.

13 COMMISSIONER MALLETT: Of what?

14 COMMISSIONER BURTON: I have a Resolution
15 here by the Board of Police Commissioners, to say
16 whereas, Detroit City Council voted to restore full
17 powers of Detroit Board of Police Commissioners as --

18 CHAIRPERSON CARTER: Commissioner Burton,
19 that has to go through the proper channels and that
20 hasn't done that yet. It's not on the agenda --

21 COMMISSIONER BURTON: Okay. Well, this is a
22 Resolution, I'm bringing it up --

23 CHAIRPERSON CARTER: It's not on the agenda.

24 COMMISSIONER BURTON: -- as New Business.

25 CHAIRPERSON CARTER: It's not on the agenda

1 and we're going to discuss that before you bring it to
2 the Board.

3 VICE CHAIRPERSON BELL: Madam Chair, under
4 New Business, on a happier note, I just wanted to state
5 that you have in your package, a 90-day weight loss
6 challenge, it's official sign up and weight information
7 and Chief Craig, Dr. Reginald Eadie, has been on this
8 path for the last four or five years, DMC, Assistant
9 Chief James White and also our very own Commissioner
10 Conrad Mallett is also supporting this effort.

11 COMMISSIONER MALLETT: I am.

12 VICE CHAIRPERSON BELL: And D.C. Washington
13 has challenged us as Commissioners, perhaps we might
14 want to form a team to represent and supporting this.

15 A couple of months ago, we spoke about being
16 healthy not only for the Department but even for the
17 Board. So I think this is something that we need to
18 really look at and it's coming up on December the 8th.

19 I would hope that you review it and get back
20 with me. It's going to be here at Public Safety on
21 that date. There's two timeframes, two p.m. and
22 six p.m., on health screening and the official weigh in
23 starting at ten o'clock on that day until six p.m.

24 So I think this is a good, an excellent
25 program for the challenge that perhaps we want to be

1 involved. I think it's a fun thing to do but also a
2 healthy thing involving -- so we all want a smooth ride
3 next year and in order to have a smooth ride we need to
4 be healthy and be active. So I would hope that you
5 entertain this information and consider it.

6 I know some of you don't really need it but I
7 think you need it from a medical viewpoint, from a
8 healthy viewpoint, so I think this is something that we
9 need to engage in.

10 Is that fine, D.C. Washington?

11 D.C. WASHINGTON: Yes. Thank you.

12 COMMISSIONER MALLETT: I'm hoping that we can
13 get the Chief to give us an unofficial weigh in.

14 VICE CHAIRPERSON BELL: We've been telling
15 her that my unofficial weigh in --

16 CHAIRPERSON CARTER: I would love to
17 participate in a healthy challenge, so I'm on Board.

18 VICE CHAIRPERSON BELL: So, can we do a
19 friendly consent agreement that we are going to support
20 this program?

21 CHAIRPERSON CARTER: We are going to support
22 this program.

23 VICE CHAIRPERSON BELL: Thank you, Madam
24 Chair.

25 COMMISSIONER BURTON: Through the Chair, I

1 have drafted a Resolution here for City Council, you
2 know, the Board of Police Commissioners for receiving
3 this full Board powers as of December 10th according to
4 the charter --

5 CHAIRPERSON CARTER: Usually when we have a
6 resolution, all Commissioners review the resolution
7 before we put it on the agenda.

8 COMMISSIONER BURTON: But we have in the
9 past, we have vote up or vote down by the full Board.
10 I have a resolution here. I think the resolution is a
11 proper resolution to do at this time because next week
12 the Board meeting will be the 10th, so we can have
13 something to present before the Council. Once again,
14 we wouldn't have our powers restored if it wasn't for
15 the Council signing off and approving it unanimously.

16 So I think it was just a proper resolution.

17 COMMISSIONER CRAWFORD: Through the Chair, we
18 wouldn't have had our powers taken away if the Council
19 not signing to take them away. So I'm just saying it
20 can be tabled to next week.

21 CHAIRPERSON CARTER: Thank you, Commissioner
22 Crawford.

23 COMMISSIONER MALLETT: May I also point out,
24 Madam Chairperson, that you, the Vice Chairperson met
25 with the City Council on numerous occasions, the last

1 time it was a public meeting, you thanked the City
2 Council for returning the powers and so it was both
3 public and it was both official, and so, I just would
4 want -- I don't want to vote against a resolution
5 thanking the City Council, but we thanked them
6 profusely, publicly and officially.

7 And I just would hope that Commissioner
8 Burton would rethink the necessity, because the
9 Chairperson and the Vice Chairperson did a wonderful
10 job representing us and I just -- so I just think that
11 the message that we are grateful has been delivered.

12 COMMISSIONER BURTON: Well, through the
13 Chair, I believe that this resolution will be the right
14 resolution to do and it couldn't come at a better time
15 then to vote on this resolution, you know. We had --
16 this Council has worked hard, put in, invested a lot of
17 time, weighed a lot of community concerns, even had a
18 town hall meeting resolving, you know, relating to many
19 issues and stuff throughout the City.

20 The citizens of Detroit spoke very loudly
21 about us having our power restored and I just, you
22 know, I'm just a Commissioner that likes to recognize
23 and honor those men and women and Departments that are
24 doing a great job. I have Officers that do an
25 outstanding job that I like to recognize and like for

1 this Board to be able to give a resolution to that are
2 serving --

3 CHAIRPERSON CARTER: Thank you.

4 COMMISSIONER BURTON: -- Just as well as the
5 Council, you know, for their leadership efforts in
6 restoring the power back to this body. So the
7 resolution was a resolution as a whole for the entire
8 council.

9 CHAIRPERSON CARTER: Thank you, Commissioner
10 Burton.

11 Is there anything under Old Business?

12 COMMISSIONER MOORE: Madam Chair, I did have
13 something under New Business I wanted to address with
14 D.C. Levalley. I notice some time clocks have been
15 popping up around the City of Detroit?

16 D.C. LEVALLEY: Correct.

17 COMMISSIONER MOORE: Can you explain that?

18 D.C. LEVALLEY: There will be a system out, I
19 don't know all the details, maybe Director Oxendine
20 does, she' HR, but we will have a time system where
21 Officers, all members of the Department will be
22 clocking in and out.

23 I believe it's been going on all other
24 departments in the City and Police have not been on
25 Board yet because there were challenges with regard to

1 work rules and hours and how they're compensated.

2 Maybe she doesn't need to speak if I covered it.

3 DIRECTOR OXENDINE: I think there was a
4 question earlier on online application system, so the
5 new HR payroll system, this is also another module of
6 that system, which is to have the ability to clock on
7 and off electronically and have your time be
8 electronically fit to the payroll system.

9 The rest of the City is on a system called
10 Work Frame, but the entire City is moving to a new
11 platform and a new software which is called
12 All-D-Pro(sic) so that's what you see around the
13 Department are these various time clocks.

14 COMMISSIONER MOORE: Thank you. Also,
15 D.C. Levalley, if I may continued through the Chair.

16 This is a Metropolitan Division question. In
17 light of a critical incident here in the City of
18 Detroit, who would be the Incident Commander? Would it
19 be the head of the Metropolitan Division or would it be
20 the Chief?

21 D.C. LEVALLEY: Generally be the Commander of
22 Metropolitan Division but the Chief could take control
23 of any scene that he so chooses to after being briefly
24 properly.

25 COMMANDER MOORE: Okay, gotcha.

1 D.C. LEVALLEY: But we normally defer to
2 Commander Barren.

3 COMMANDER MOORE: When would the Homeland
4 Security in the State of Michigan receive a flash
5 report, acknowledging that we do have an incident here
6 in the City of Detroit?

7 D.C. LEVALLEY: The Homeland Security
8 Director for the City of Detroit is included on all of
9 our objective notification chain, so anything that
10 occurs in Detroit he's kept aware of immediately, and
11 then he would coordinate communication to the State but
12 he gets regular notifications from control center all
13 throughout the night and day.

14 COMMISSIONER MOORE: Thank you.

15 CHAIRPERSON CARTER: Is there any Old
16 Business?

17 COMMISSIONER BURTON: Through the Chair, for
18 Old Business there was a resolution to honor Bernice
19 Smith -- I mean, not Bernice Smith, Delores Bennett for
20 the outstanding work and leadership that she does every
21 year around Christmas adopting children for Christmas.

22 So there was a resolution under Old Business.
23 Can we move forward with that matter?

24 CHAIRPERSON CARTER: I don't know anything
25 about that resolution, so --

1 COMMISSIONER BURTON: Well, I'm sure other
2 Commissioners on this Board are familiar with the
3 resolution from last year under Old Business.
4 Commissioner Moore, would you look to weigh in or
5 Commissioner Bell or Commissioner Crawford?

6 VICE CHAIRPERSON BELL: Madam Chair, I just
7 want to say that I'm very supportive of your efforts,
8 you know, resolution, but I think the Chair needs to
9 speak to the resolution process that --

10 CHAIRPERSON CARTER: Oh, we'll resend the
11 resolution policy out, the how do you go about bringing
12 forth a resolution, so we'll send that out to all the
13 commissioners so that we're all on the same page.

14 COMMISSIONER BURTON: Madam Chair, you know,
15 as a Commissioner, you know, knocked on 22,000 doors,
16 wore out three pair of shoes to get elected, worked
17 very hard to get here, I'd like to recognize those men
18 and women that are doing a great job in the City of
19 Detroit.

20 And I don't like that if we come forward as a
21 Commissioner with a resolution, for, you know, for
22 someone else to -- I'd like resolutions to come before
23 the whole body as we vote on it, vote up or vote down
24 like it always has been because what happens is, if you
25 take that away from us as Commissioners that want to

1 sponsor a resolution or acknowledge a person that's
2 doing a great job, what happens is it takes that power
3 away from the Commissioners and allows one person to
4 dictate who gets rewarded or recognized or
5 acknowledged --

6 CHAIRPERSON CARTER: (Inaudible.)

7 COMMISSIONER BURTON: -- so let's make sure
8 that the process remains fair.

9 CHAIRPERSON CARTER: I don't think that
10 that's happened to anybody on this Commission.

11 COMMISSIONER BURTON: Well, there's two --

12 COMMISSIONER CRAWFORD: Madam Chair --

13 COMMISSIONER BURTON: -- resolutions.

14 There's a current resolution --

15 COMMISSIONER CRAWFORD: Madam Chair --

16 Commissioner Burton -- Madam Chair.

17 COMMISSIONER BURTON: -- for Council -- to
18 present a resolution for Council under New Business.

19 Under Old Business, there's a resolution for --

20 CHAIRPERSON CARTER: You are out of order,
21 sir. Commissioner Crawford.

22 COMMISSIONER BURTON: No, you are out of
23 order, Madam Chair.

24 CHAIRPERSON CARTER: Commissioner Crawford.

25 COMMISSIONER CRAWFORD: Madam Chair, over the

1 last year this issue of resolution has come up a few
2 times. There was a policy that we all received that
3 the resolutions are supposed to be vetted, all the
4 resolutions.

5 And Commissioner Burton, with all due
6 respect, you were sitting right here at the table on
7 several occasions, this is probably at least your third
8 time, to my knowledge over the last year, talking about
9 resolutions and it was a discussion back and forth and
10 you were quite adamant as you are today about a
11 resolution.

12 But there is a policy and we all received a
13 copy of that policy months ago, that we would vet and
14 in the process, that we would vet the resolutions and
15 then it would come forward to the table and we were --
16 I understand your passion, I understand, you know, your
17 resolution. But this obviously is not going to be
18 resolved today.

19 COMMISSIONER BURTON: Well, Commissioner
20 Crawford, I respect what you're saying here, but we
21 want to make sure that the process remain fair. When a
22 Commissioner comes forward, for someone doing an
23 outstanding job in the community, the resolution
24 shouldn't always just go before the Chair to determine
25 who should be recognized or acknowledged.

1 We work just as hard as anyone. In fact, if
2 you think about it, I'm the top vote-getter on this
3 Commission Board. I'm one of the hardest working
4 Commissioners there are.

5 VICE CHAIRPERSON BELL: Madam Chair, I call
6 for the order today so we can move with the agenda.

7 CHAIRPERSON CARTER: Next on the agenda, we
8 have announcements. Next Thursday, our next meeting
9 will be next Thursday, December 10th at 6:30 p.m. in
10 the 2nd precinct at Adam Butzel Recreation Center,
11 located at 10500 Lyndon in the City of Detroit.

12 Our next Board of Police Commission Community
13 meeting will be at the 12th Precinct, January 14th at
14 the Arab American and Chaldean Council, located at
15 62 East Seven Mile Road, that's going to be at
16 6:30 p.m.

17 At this time we'll have Oral Communications
18 from the audience. Your name and limit your comments
19 to two minutes, please. Deputy Chief Levalley.

20 D.C. LEVALLEY: Yes, ma'am. Before we start
21 here, I just wanted to point out that next week at the
22 Community Board meeting, we're going to have, I believe
23 nine or ten Officers attending that will be recognized
24 as Officer of the Quarter, and I believe Sergeant
25 Russell from our office coordinated that through the

1 Board's office.

2 I just wanted to point that out, that that's
3 something we haven't done in three or four years, the
4 public recognition, but we used to do it quarterly at a
5 Board meeting in the community. So we decided to bring
6 that back.

7 CHAIRPERSON CARTER: That sounds good. Thank
8 you, Deputy Chief.

9 COMMISSIONER BURTON: Through the Chair, as
10 well as under Announcements, before we move forward,
11 I'd like Detroiters to know that there is a Christmas
12 party at Sacred Heart, which is Mack and 75, it's the
13 7th Precinct Community Relations meeting but they're
14 having a Christmas party that day on the 18th of
15 December from six to nine, all Detroiters are welcome
16 to attend.

17 CHAIRPERSON CARTER: Thank you. Ma'am, could
18 you give your name for the record?

19 MS. MORGAN: Donna Morgan, and I'm here as an
20 advocate for my sister, Detwan Morgan in her homicide
21 case to give you all an update that I have spoken with
22 someone, a Commanding Officer in regards to her case
23 yesterday. And at this point, I'm awaiting for her to
24 contact me again.

25 CHAIRPERSON CARTER: Any questions?

1 COMMISSIONER MOORE: Who's the Investigator?

2 MS. MORGAN: Investigator Charles Weaver.

3 COMMISSIONER MOORE: Thank you.

4 COMMISSIONER CRAWFORD: Through the Chair.

5 When, and again, when did this occur, last week or two
6 weeks ago?

7 MS. MORGAN: It occurred March 17th on Bonita
8 between Hayes and Outer Drive, on St. Patrick's Day.

9 COMMISSIONER CRAWFORD: Appreciate the
10 update. Continue to update us.

11 CHAIRPERSON CARTER: Thank you, Mr. Crawford.
12 Anyone else? Thank you for your time.

13 MS. MORGAN: Thank you.

14 MS. SMITH: Bernice Smith, good afternoon.
15 Council, I'm going to be very brief because I know it's
16 time to get out of here. You all done fussed enough
17 tonight.

18 Two things; Mr. Adams -- when you brought up
19 about the Ceasefire -- Mr. Adams has an organization
20 that does the work of rehabilitating prisoners when
21 they get out, so I think he should be involved in our
22 next discussion in regards to that.

23 Also I would like to let you know there's no
24 arrangement as of yet with Ron's service. I've been
25 keeping up with the funeral director and as soon as I

1 get the information I will let George know because I've
2 been communicating with him, so you will know. Last
3 night they had a meeting with the family but there was
4 nothing definite.

5 So in the meantime, we'll just have to sit
6 and wait but I would like to, with all of you right now
7 while we're here, could we have a silence for Ron right
8 quick?

9 CHAIRPERSON CARTER: We did it.

10 MS. SMITH: Oh, you did it already, oh,
11 before I got here. Sorry. I was late. But anyway,
12 that's all I have to tell you. And stop your fussing
13 so doggone much.

14 CHAIRPERSON CARTER: Thank you, ma'am. Any
15 other comments?

16 MS. SMITH: Bunch of women.

17 MR. OUSORO: My name is Esenyie Ousoro.

18 ATTORNEY BERNARD: Excuse me, sir, can you
19 say your name again --

20 MR. OUSORO: Esenyie Ousoro.

21 ATTORNEY BERNARD: -- and spell it.

22 MR. OUSORO: E-s-e-n-y-i-e, last name
23 O-u-s-o-r-o. I'd like to address the Board and tell
24 you about an incident I had, or one of your, I believe
25 off-duty Officers as he indicated.

1 I managed and ran security for different
2 nightclubs, gentleman clubs. I was working at a club
3 early this morning actually, from approximately 1:20,
4 Officer came by, he didn't identify himself. I believe
5 he was off duty just trying to party, just trying to
6 come in as a patron of the club. Indicated that we
7 wasn't letting anybody in at the present time because
8 we was letting people -- don't pay to get searched and
9 get paid in cash here and stuff. So he moved the
10 barricade that we have --

11 ATTORNEY BERNARD: Excuse me, can you speak
12 up? She can't hear you.

13 MR. OUSORO: He moved the barricade --

14 ATTORNEY BERNARD: If you could start over if
15 you don't mind, just so she can hear you.

16 MR. OUSORO: I said I manage clubs and I
17 managed and ran security for just the nightclubs and
18 gentleman clubs. I was working at a club on East Eight
19 Mile, the address is 6200 East Eight Mile Road in
20 Detroit, 48234, a club called Silver Rain Gentlemen's
21 Club. And an Officer came up approximately earlier
22 this morning around 1:20. I did know he was an Officer
23 at the time, but he had the line on hold for nobody to
24 come in -- while he was letting people get searched and
25 people paying the cashier.

1 He moved the barricade. Once he moved the
2 barricade, I told him that, you know, I'll come get
3 you, don't move the barricade, I'll come get you. Then
4 he come, you know, let everybody come back in.

5 CHAIRPERSON CARTER: Sir, did you make a
6 complaint with the Investigator's office?

7 MR. OUSORO: No, not yet. I heard about the
8 Board meeting, I came to the Board meeting.

9 CHAIRPERSON CARTER: Okay. You can speak
10 with Chief Investigator Drake and she'll help you with
11 that.

12 MR. OUSORO: Okay. Do you want me to
13 continue?

14 CHAIRPERSON CARTER: You can continue but you
15 don't -- you can continue.

16 MR. OUSORO: Okay. So Officer moved the
17 barricade again. I told him don't move it, put the
18 barricade back and pushed me. Once he pushed me, he
19 pulled out a collapsible baton. The collapsible baton,
20 he tried to hit me with it. He held it in his hand and
21 at the same time, he reached for his, I guess, firearm
22 on his right side and then he put it up so another guy
23 stepped in between, said he was a Police Officer. He
24 started making death threats, saying he was going to
25 kill me and stuff like that and then later on showed

1 his badge indicating he was a Police Officer.

2 I said I'll make a complaint. He said he
3 didn't care. He said I know the Lieutenant and I don't
4 care what you do. He continued to make death threats,
5 another person stepped in. And he left irate. I
6 believe his badge number is 855. He left irate and
7 making threats as he pulled off.

8 Now, we have other people come to the club
9 and I see all the Commissioners here, and these people
10 who come to the club identify themselves as
11 Commissioners.

12 COMMISSIONER CRAWFORD: Through the Chair,
13 but you've never seen me. What is the cross street of
14 this? What is the cross street?

15 COMMISSIONER BURTON: We need to know who
16 these Commissioners are?

17 MR. OUSORO: Mount and Eight Mile.

18 COMMISSIONER CRAWFORD: Yes, that's my
19 district. I'm the 3rd district. I've never been in
20 your club. I'm just kind of being a little facetious
21 here but that's true, I've never been in your club.

22 But you can file a complaint and come back
23 and I'll give you my card, too, and I look forward to
24 some followup and I expect you to follow through.

25 MR. OUSORO: Oh, I will.

1 CHAIRPERSON CARTER: Now that you've seen all
2 the Commissioners, you will know who they are and our
3 pictures are also on the website.

4 MR. OUSORO: I said some of the gentlemen
5 still identified themselves as that and showed a gold
6 badge and everything.

7 CHAIRPERSON CARTER: Thank you, sir, you're
8 going to see our Chief Investigator.

9 COMMISSIONER CRAWFORD: Or you give me those
10 names.

11 CHAIRPERSON CARTER: Any other oral
12 communication from the audience? Move toward
13 adjournment?

14 COMMISSIONER DEWAEELSCHE: So moved.

15 COMMISSIONER BURTON: Support.

16 CHAIRPERSON CARTER: So moved and supported
17 that we adjourn. The meeting is adjourned. Thank you
18 all for coming.

19 (The hearing concluded at 5:41 p.m.)
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CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF WAYNE)

I, Elizabeth Koller, hereby certify that I reported stenographically the foregoing proceedings and at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.



Elizabeth Koller

Elizabeth Koller, CSR 7042,
Notary Public,
Wayne County, Michigan

My Commission expires: June 1, 2018

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