

Draft Minutes Detroit Board of Police Commissioners

Date of Meeting: March 15, 2018 – 3:00 PM

Location: Detroit Public Safety Headquarters, 1301 Third Street, 3rd Floor, Detroit, MI 48226

Chairperson Lisa Carter called the BOPC meeting to order at 3:00 PM (March 15, 2018)

Detroit Police Commission Membership / Attendance	Attend	Not-Attend
Lisa Carter, Chairperson	Yes	
Eva Dewaelsche, Vice Chairperson	Yes	
Willie E. Bell	Yes	
Elizabeth Brooks	Excused	
Darryl D. Brown	Yes	
Shirley A. Burch	Yes	
Willie E. Burton	Yes	
William M. Davis	Yes	
Conrad Mallett, Jr.	Excused	
Derrick Sanders	Yes	
Vacant	N/A	
Quorum (Yes)	8	

The Board acting in accordance with its rules approved the Agenda for March 15, 2018.

The Board acting in accordance with its rules approved the following Board Minutes:
Thursday, March 8, 2018

BOPC Officers Report(s): After welcoming attendees to the meeting **Chairperson Lisa Carter** invited **Pastor Matthew Nickel, Jefferson Avenue Presbyterian Church** to provide the invocation. **Chairperson Carter** asked the Commissioners in attendance to introduce themselves and add any comments to the record. Other elected officials, representatives and VIPs were also asked to identify themselves or their organizational affiliations. BOPC staff in attendance were also introduced. Carter also welcomed **Assistant Chief of Police Arnold Williams** to the meeting and invited him to introduce DPD staff.

Chairperson Lisa Carter, said “Welcome, Good Afternoon. I am Police Commissioner Lisa Carter, Chair of the Board of Police Commissioners. I also represent District #6. Thank you for attending our meeting today. For people viewing this meeting on your government cable channel, thank you for viewing. The Board of Police Commissioners meets every week except for the Thanksgiving and Christmas Holiday periods. We meet at Police Headquarters in regular session 3 weeks in the month on Thursday’s at 3:00 PM. We also meet in the community every 2nd Thursday of the month at 6:30 PM. Today, we have excused absences for Commissioners Elizabeth Brooks and Conrad Mallett, Jr.

The Board of Police Commissioners exist to provide civilian oversight for the work of the Detroit Police Department. As a Board, we receive and investigate non-criminal citizens’ complaints, monitor the operations of the Department and working with the Mayor and the Chief of Police to make or modify police policy. Our objective is the same as the city of Detroit, to provide for the best use of your tax dollar to improve on the quality of life within our city. As a Board, we bring a unique prospective to policing, the eye and the viewpoint of civilians. The principle of civilian oversight is as old and as important as all of the founding principles in our democracy. Separation of powers between and within government allows of accountability, transparency, rights to appeal and citizen control. These principles are important nationally as well as locally.

At the top of our meetings, we always indicate, on behalf of the Board, our concern and support for fallen and injured officers. I would ask the Chief during his remarks to provide us with any additional information related to injured and fallen officers.

From the introductions of our staff, I again, note the new Chief Investigator for OCI. Dr. Polly McCalister has been on the job for almost a week. She has been working with Supervising Investigator Lawrence Akbar in a transitional period wherein she has

assumed the responsibilities of the head of OCI. I want to officially welcome Dr. McCalister and thank Mr. Akbar. I also want to thank all of the OCI staff as we make additional refinements and look toward to the leadership of Dr. McCalister. Today, we have a presentation from Police Recruitment. Lieutenant Coles, Sergeant Curtis and Officer Wesley will address the Board. I also call your attention to a modified agenda. In the interest of convenience for the public, we have moved up oral communications in advance of a scheduled closed session. This adjustment will allow members of the public to address the Board without waiting for us to re-convene after the closed session. The closed session is to handle a disqualification appeal filed by a potential candidate who is desirous to enter the Detroit Police Academy, but was disqualified in the normal process of vetting potential officers. The Charter of the City of Detroit creates an opportunity for potential academy candidates to directly appeal to the Board seeking entrance into the police academy. We will also receive a briefing from the Chief's Office on a personnel matter in the same closed session. The Board will re-convene after the closed session.

As indicated with the modified agenda, we will have oral communications from the audience before the closed session, so if you would like to speak to the Board, please make sure you print your name on a speaker's card. Cards are located in the back on the table or can be obtained by seeing Mr. Robert Brown, and he needs your card before the beginning of public comments.

COP Police Report: Assistant Chief of Police Arnold Williams reported that crime is continuing to trend downward. AC Williams reported on CompStat data for the reporting period ending March 11, 2018. AC Williams reported Homicides percentage change between 2016 and 2017, -12% decrease in Homicides, Sexual Assaults 22% increase, Robbery -23% decrease, Carjacking -2% decrease, Aggravated Assaults -4% decrease, non-fatal shootings -23% decrease, Burglary -27% decrease, Larceny -9% decrease, Stolen Vehicle -20% decrease and Part 1 offenses -17% decrease. AC Williams gave an update on injured and fallen officers including **Waldis Johnson**. **Commissioner Bell** inquired about the Department's policy on tattoos and how officers will appear to the public in summer uniforms.

Presentations to the Board: (A) Recruitment

A. Recruitment: Lieutenant James Coles, Sergeant Curtis and PO Wesley addressed the Board on the overall efforts of DPD Recruitment. Lt. Coles discussed the Recruiting Mission Statement focusing on commitment, integrity and skills. Coles added the Department Hired 361 Police Officers in 2017, a 55% increase from 2016; hired 193 officers so far this fiscal year. Processed 4452 applicants in 2017, and 3274 so far this fiscal year. Sent 12 classes to the Police Academy and hired 19 Police Assistants in 2017. Continued focus on improving efficiency; reduced background time by 20%. Administered free MCOLES Written and Agility Tests to over 3600 candidates in 2017 and have tested over 1500 this fiscal year. Sergeant Curtis provided the following statistics related to written examinations, Physical Agility Test and MCOLES combined testing. He stated 1196 written examinations were scheduled (879 tested, 632 passed for a Pass rate of 72%). He also indicated that 73% of tests scheduled were given to potential academy candidates. Curtis also discussed the physical Agility Test. He stated 995 physical agility test were scheduled (718 tested, 397 passed for a pass rate of 55%). He added 72% of physical agility tests were administered. Coles also discussed the MCOLES combined tests scheduled indicating that tests were scheduled and 1597 were given for a 73% of tests scheduled rate. **DC Bettison** indicated that the department has established relations with two Detroit high schools and is seeking a relationship with a third high school to expand its recruitment activity.

Coles also discussed the Departments recruiting Process composed of the initial Application Received, a LEIN records check, LEIN Supervisory Review, MCOLES Written Examination. He added an application orientation is provide to make sure that the applicants have the necessary understanding of the process and paperwork to progress in the recruitment process. Also discussed were MCOLES Physical Examination / Reconditioning Program, Pre Background Investigation after P.A.T., background Investigation, Oral Boards, Psychological Evaluation, Medical Evaluation, LIVSCAN and Final Orientation.

Coles and his team also reported on a 2018 RECRUITING & RETENTION SUMMIT, wherein the Department in consultation with other Departments from across the country discussed Recruitment Best Practices, Social Media and Other Marketing Campaigns, Tools to Streamline Recruitment, Diversity, Understanding and Embracing Cultural Differences, Evaluating the Cost of Retention Over Recruiting.

Commissioner Dewaelsche inquired about the proficiency standard used in the testing process. Coles responded that the testing levels proficiency level is set against the MCOLES standard of 11th grade. **Commissioner Brown** also inquired into if the physical agility testing is at or above other standards set by other cities and training departments. **Commissioner Burton** requested a written report on the number of officers retained in the employment of the city of Detroit after the first year of employment,

The recruitment team concluded by indicating that 19% of the new hires within the Department were Detroiters and 6% are from out of State, leaving a balance of 75% of the hires coming from surrounding suburban community outside of Detroit. The recruitment Team also discussed methods employed by the department to increase recruitment into the Detroit Police Academy including the commitment by the Mayor to off-set the cost of testing for candidates seeking to join the police academy.

Commissioner Carter and Brown inquired into the efficacy of subsidizing testing costs. **Commissioner Carter** indicated that this policy should be directed toward off-setting the expenses of Detroiters and that one of the unintended effects of this current policy being applied to all candidates seeking admission into the academy is to potentially help people who could otherwise pay for the testing using their own resources. **Commissioner Bell** suggested a return to some type of hardship standard. The Recruitment Team also indicated that in surveying new recruits the most important issue was not compensation, new recruits and other officers are more concerned with medical and other benefits. Bell also suggested that the department look into alternative methods to recruitment of officers like signing bonuses.

BOCP Standing Committee Reports: Commissioner Dewaelsche reported that the Personnel Committee has meet and is considering refinements to the BOPC organizational Chart. The refinements are designed to best show the authority and work flow of the organization, Dewaelsche indicated that the Chart will be forthcoming to the Board soon.

Report from the Board Secretary. Mr. Hicks reported on seven items including appeals and reconsiderations for disqualified academy applicants and dissatisfied complainants related to OCI complaint investigations. Hicks also indicated that attached in the package is a written response to the inquiry made at our last Board meeting regarding candidates for the FBI Training Academy.

New Business: Commissioner Brown clarified that his remarks last meeting applauding the work of the Office of the Chief Investigator was specifically an investigation conducted by Investigator Gianna Coulter and supervised by Senior Investigator Sloan.

Announcements: The next Community Meeting of the BOPC is March 22, 2018 at 3:00 PM, at Police Headquarters, 3rd floor Michigan Room. The Community meeting is April 12, 2018 in the 11th Police Precinct at Peace Baptist Church.

Oral Communications from the Audience / Public Comments:

Mr. Eric Blount indicated that it is sad to hear that only 19% of the new recruits are Detroiters and that this is as a result of the devastating effects of the lack of a residency rule. Blount also asked for clarification if Detroit is a Sanctuary City. **AC Williams** responded that Detroit is a “Welcoming City” and that contact with citizens occur not as a result of immigrations laws, but rather as a result of criminal violations of the law. And even in these cases, immigration status is not the focus of the department inquiry. He indicated the exception to this policy is a request for support in executing arrest warrants. **Commissioner Dewaelsche** indicated that several agencies are currently planning for another immigration forum in September to advise individual and families on their rights and procedures related to the current federal enforcement priorities on immigration. **Mr. Peter Rhoades** thanked the Board for its receptivity to several of the items that he has discussed with the Board. Rhoades reported movement on the work and report for reimbursements for downtown sports and entertainment venues.

Old Business. Chairperson Carter indicated that the agenda and public notices included a closed session.

MOTION: Commissioner Bell moved that in compliance with the Open Meeting Act the Board recess and go into a closed session to take up the disqualification appeal of Nathaniel Sandrich and receive a briefing from the Chief related to a personnel matter.

Second, D. Brown

VOTE: Yes = 8 No = 0 Abst. = 0 MOTION APPROVED

The meeting was recessed.

The meeting was reconvened.

MOTION: Commissioner Bell moved that the Board reconvene.

Second, D. Brown

VOTE: Yes = 8 No = 0 Abst. = 0 MOTION APPROVED

MOTION: Commissioner Bell moved the resolution that The Board votes to Grant the ability for Nathaniel R. Sandrich to re-apply pending the results of the MCOLES inquiry.

Second, Dewaelsche

VOTE: Yes = 7 No = 1 (Burton) Abst. = 0 MOTION APPROVED

MOTION: Commissioner Bell moved the resolution that the Board of Police Commissioners will pursue an appeal for individuals who have juvenile adjudications with MCOLES.

Second, Sanders

VOTE: Yes = 7 No = 1 (Burton) Abst. = 0 MOTION APPROVED

MOTION to Adjourn by Commission Bell.

Second, Sanders

VOTE: Yes = 8 No = 0 Abst. = 0 MOTION APPROVED

Adjournment 4:45 PM