

Draft Minutes Detroit Board of Police Commissioners

Date of Meeting: January 25, 2018 – 3:00 PM

Location: Detroit Public Safety Headquarters, 1301 Third St., Detroit, MI 48226

Chairperson Lisa Carter called the BOPC meeting to order at 3:00 PM (January 25, 2018)

Detroit Police Commission Membership / Attendance	Attend	Not-Attend
Lisa Carter, Chairperson	Yes	
Eva Dewaelsche, Vice Chairperson	Excused	
Willie E. Bell	Yes	
Elizabeth Brooks	Yes	
Darryl D. Brown	Yes	
Shirley A. Burch	Yes	
Willie E. Burton	Excused	
William M. Davis	Yes	
Conrad Mallett, Jr. (3:10 PM)	Yes	
Derrick Sanders	Yes	
Vacant	N/A	
Quorum (Yes)	8	

The Board acting in accordance with its rules approved the Agenda for January 25, 2018.

**The Board acting in accordance with its rules approved the following Board Minutes:
Thursday, January 18, 2018**

BOPC Officers Report(s): After welcome and opening remarks **Chairperson Lisa Carter** asked Commissioner Willie Bell 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 DC Todd Bettison, representing Chief of Police James E. Craig to the meeting and invited him to introduce DPD staff.

Chairperson Lisa Carter said "Welcome, Good Afternoon. I am Police Commissioner Lisa Carter, Chairperson for the Board. I also represent District #6. On behalf of the Board, thank you for attending today's Board meeting. On behalf of the Board, I want to express our concern and support for Officer Glenn Doss and his family. Officer Doss was shot in the line of duty last night. He is in the hospital recovering. We continue to express our support and concerns for ALL Fallen and Injured Officers and their Families. Under the Chief of Police's report, if there is any additional information available on the injuries of Officer Doss, I ask that you share this with us at that time.

Today, we are honored to have representatives from the Lansing Police Commission. Chairperson Drew Macon, Board Member Kecia Coats and Police Commission Investigator Bernard Brantley. I understand our staff has provided an orientation for you related to our work and you have had an opportunity to visit our Real Time Crime Center. Welcome. Chairperson Macon, would you like to briefly address our Board?

Lansing Police Commission, **Chairperson Drew Macon** addressed the BOPC, he indicated the representative of the Lansing Board of Police Commissioners are here to learn and observe. He concluded his remarks by thanking the Board for their hospitality.

Carter continued, "Today, in your Board package is an official letter from the Chairman of the National Association for Civilian Oversight of Law Enforcement (NACOLE) of Detroit's selection for the national conference at the Detroit Marriott, September 22 through September 26, 2019. This conference will be held in Detroit as we recognize our 45th year as a civilian oversight Board. I

would like to appoint a few Board members to work with staff as we work with NACOLE to ensure the most successful national event. If you are interested in working on the NACOLE conference for 2019, please indicate your interest to me.

Today, we have a presentation from Acting DPD / HR Director Bridget LaMar. We asked HR to update us on the incidents of sexual harassment and discrimination in the Department. In the last HR report, a short chart was provided. I am hoping for an expansion on this discussion today. Also a copy of the chart is in your package. We will also have a presentation from Lieutenant Donna Torres from DPD Civil Rights.

Toward the end of the meeting, we will have oral communications from the audience, 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: DC Todd Bettison reported on crime continuing to trend downward. Bettison reported on CompStat data for the reporting period ending January 21, 2018. Bettison reported Homicides percentage change between 2016 and 2017 of -0% decrease, Sexual Assaults -20% decrease, Robbery -21% decrease, Carjacking -4% decrease, Aggravated Assaults -4% decrease, non-fatal shootings -21% decrease, Burglary -39% decrease, Larceny -28% decrease, Stolen Vehicle -36% decrease and Part 1 offenses -28% decrease. DC Bettison indicated that figures in the first quarter of the year are misleading, but we have had a good start. Bettison also provided updates on injured police officers including **Officer Glenn Doss** who had recently been shot in the line of duty. Bettison also reported irrespective to press reports the Chief is not calling for the elimination of overtime, he indicated that the Chief's concern is to effectively manage overtime. **Commissioner Bell** requested that the Chief Office share Precinct and Central CompStat meeting schedule with the Board so that the Board might reengage in the CompStat process. **Commissioner Shirley Burch** indicated she was involved with CompStat process for the past 3 years.

The Chair recognized **AC James White** who approached the Board with two items, (Greenlight prioritization for Service and OCI facility update). AC White indicated that all calls are prioritized between life and property. He added that calls reporting danger to life receive the highest service attention. He also added that in the case of Greenlight, the Department has access to camera feeds and are able to provide more pinpoint response to calls. **Burch** also asked if Greenlight locations acted as a safe haven for citizen under attack. **White** responded that the Department does not encourage Greenlight location to become safe havens, the Department will respond to life threatening crime as a priority if it is at one of the Greenlight locations or at your home in the living room.

AC White also reported that concerns related to structure, location and parking in association with the Merrill Plaisance / OCI facility has been brought to his attention, He indicated that he has had a discussion with the Building Authority and they have address security concerns related to the new OCI location by adding a line item to the budget. The specific addition is for card access to parking in the rear of the building with a connecting walkway. **Mr. Hicks** added that as was previously reported to the Board, the BOPC concerns were related to several items including the elimination of public parking in the front of the building. **Commissioner Carter** asked if construction had started at the facility. **AC White** indicated the contractor has been selected and is engaged. **Commissioner Mallett** asked about the expected cost of the facility and if it was the best location. **AC White** indicated the cost was \$1.1 Million. White also indicated that if the revised plans were not acceptable to the Board they would go back to the table. White suggested a single purpose meeting should occur so that he was provide greater detail on the project and other alternatives. **Commissioner Bell** stated his concerns about putting a large amount of money into this location, but hoped to have serious dialogue to support or kill the project. Bell indicated we need to be on hold on this project until our concerns are resolved. **Commissioner Carter** directed AC White to work with Mr. Hicks to set the meeting to discuss the project.

Presentations to the Board: (A) HR Sexual Harassment and Discrimination (B) DPD Civil Rights

(A) HR Sexual Harassment and Discrimination. Interim HR Director **Bridget LaMar** and **Sergeant Felicia Jewell** reported for 2017 the Department had 14 cases, 11 involving sex discrimination, 1 sexual harassment and 2 sexual Harassment/ Discrimination. None of the cases were sustained, Nine cases are closed or dismissed and 5 cases are open. LaMar indicated this compares to 2016 figures wherein 4 cases were filed and none were sustained. Additionally, she reported 7 cases were filed in 2015 and none were sustained. Finally, LaMar reported 2014, 8 cases were filed and 2 of the eight cases was sustained. Ms. LaMar also reported that no training classes on sexual harassment or discrimination are currently scheduled.

(B) DPD Civil Rights. Captain Donna Torres and Lieutenant Sheryl Stanley reported the Civil Right Division is responsible for the substantive and procedural requirements of all DPD citizen contacts and the police. Much of this work is done by auditing the performance of the Department. The Division has three general focus areas, auditing, risk assessment and body worn cameras. The Division has 14 individuals assigned, 1 Captain, 2 Lieutenants, 2 Sergeants, 1 Police Officer, 2 Police Assistants, 5 civilian auditors and 1 civilian administrative specialists. The compliance teams focus on the responsibilities of employees (rank and command), risks associated with the job and will make recommendations for command consideration. Much of the work is done by utilizing internal Department reporting systems which are designed to prompt reviews and decisions based on the performance data entered into the system. The compliance teams also generate statistical data in their respective audit areas. The rationale for the audits are to impact safety, reduce city liability, increase effectiveness, identify improvements and spot trends within the Department along with seeking compliance with Department rules and law. Specifically the Civil Rights Division audits a range of performance indicators and reports including use of force and injuries, arrests, attendance and other employee performance indicators. The Division also performs audits in partnership with Risk Management/Professional Standards Bureau, Human Resources, Professional Education and Training, Resource Management and Fleet Management. Civil Rights also make risk assessments in association with identified high risk employees. Civil Rights also queries the various management systems for compliance related to attendance, and testing for member compliance with RMS activity. The Division is also responsible for follow-up activity flowing from finding or observations from the compliance work. **Commissioner Brooks** inquired about performance audits. **Commissioner Sanders** asked if the auditing is done by using any computer programs. Additionally, he asked how many audits are performed. **Captain Torres** indicated that 5 audits have been performed plus daily audit on the system. Torres added, reports are generated and are distributed through channels via precincts and command up to the Chief of Police. Torres continued, the Division reports to AC White. **Lt. Stanley** indicated that 2017 focused was on use of force and traffic enforcement audits. Stanley indicated that following their assessments they make recommendations for discipline and training as well as follow up. **Commissioner Carter** asked how can we get copies of the reports (environmental and performance). **Mr. Hicks** indicated that some of the data and audits performed by Civil Rights have been requested by the BOPC going back one year. Hicks also indicated the Board needs to be included in the distribution of the reports. **Commissioner Brown** asked about use of force complaints, inquiring if the audits are based on frequency or severity. **Torres** indicate they review all use of force reports and make risk assessments accordingly. **Hicks** requested a list of all of the audits and the schedule of audit. **DC Bettison** indicated the Chief has authorized the release of environmental audits and suggested a single purpose meeting with Mr. Hicks to better exchange information between the Department and BOPC. **Commissioner Bell** asked for a history of the Civil Rights Division. **Captain Torres** indicated that the history of the Civil Rights Division go back to the DOJ Consent Order. **Commissioner Mallett** indicated there has to be a way to assess the performance of the Department beyond the stated comments of the department. Will there be an opportunity for the Commission to assess or to verify the data and performance of the Department. Mallett indicated he has concerns about the technology used by the Department. He indicated, the technology used by the Department, as reported by OCI data on car and body worn cameras, does not change behavior it only records the behavior. Mallett indicated he is very concerned about how this might work as we introduce Tasers into the work of the Department. **Lt Stanley** also indicated there is a gap analysis under way to determine if data is being carried over between systems, new and old. **Hicks** reminded the Board that a single focus on CCRs is not sufficient for performance, operational or policy assessments, a more complete assessment should include much of the type of data discussed during this presentation inclusive of the audits and reports available from the Civil Rights Division.

BOPC Committee Reports: (a) Policy, (b) Budget and (c) Recruitment

- (a) **Commissioner Sanders** indicated the Budget Committee had recently met and reviewed BOPC expenditures for the last quarter as well as the 2018-2019 Budget. The committee will have a resolution for action by the Board within a few weeks.
- (b) **Bell** indicated the Policy Committee met early Tuesday and reviewed several proposed directives from the Chief. New Commissioners Brown and Davis participated.
- (c) **Commissioner Brooks** reported on some of the activities of the recruitment committee including a recruiting table at the Auto Show.

Report from Board Secretary: Hicks reported on five items listed on the agenda including the draft of the Policy Newsletter.

Old Business: None

New Business: Commissioner Bell noted a request from Alvin Stokes, City-Wide Police Community Relations, to speak to the Board. Bell suggested that we have Mr. Stokes available at the next meeting of the BOPC.

Announcements: The next Community Meeting of the BOPC is February 8, 2018 at 6:30 PM location at Heilmann Recreation Center, 19601 Crusade Street (48205). The next regular meeting of the BOPC is scheduled for February 1, 2018, at 3:00 PM, Detroit Public Safety Headquarters, 1301 Third Street, Detroit, MI 48226.

Oral Communications from the Audience / Public Comments:

Freda Butler read the following statement into the record, To Chief Craig,

When you gave your report on crime several weeks ago there was criticism. The comparison was made about the population in Detroit when there were one million. To make that comparison one needs to also look at our institutions then and now. Our communities were more cohesive. More parents were being parents, we had neighborhood schools; and our churches gave more than feel good sermons. Our society has changed and your report reflects that change.

In a CompStat Data meeting I stated that the population of New York is more than eight million and they are reporting lower crime figures and I asked what is making a difference. Mr. Thompson from Wayne State who is a member of the CompStat Data team spoke on a few of the changes they have made in the New York Police Department which have lower crimes committed by the police and other criminals. He said that your department and the Chicago Police Department have adopted some of the same methods; use of body cameras and identifying and talking to known gang members. The officers are also helping in areas of education and employment. They have NPO's who have a working partnership with citizens in the communities.

Chief Craig, leadership is crucial. Our leaders in the Second Precinct, Commander Mounsey, Captain Serda and Sergeant Wyatt are very involved in our communities. We have outstanding NPO's; Officers Burks, Franklin, Harris, Maples and Tyler who are not only responding to the concerns of the citizens, but have programs in schools for our children. Chief Craig crime will continue to go down if we work together. This is not a one man's responsibility; it is on all of us.

The new problem for our communities, I believe is marijuana. There is no discussion about the affect it has on health and employment. We do know that one will not be hired and can be fired if tested for drugs. And we also know that the first law of nature is self preservation and if one's livelihood doesn't exist, a person is more likely to turn to crime. Chief Craig what can you do to bring awareness to this concern?"

Bernice Smith inquired about the recent officer who was shot. Smith also asked about if the shooter was apprehended. Smith also asked about police coverage during times of priority deployments or critical incidents like when the officer was shoot. Finally, Smith also inquired about Greenlight service.

Joann German complained about an incident at Evergreen and Warren Avenue that she indicated that there was not information. Ms. German also reported that her NPOs are taken from the neighborhoods, crime is going up,

Commissioner Burch discussed the Greenlight program and requested that this BOPC open and close in prayer. She also requested that we advertise on the Belmont Bulletin Board.

MOTION to Adjourn by Commission Bell.

Adjournment 4:43 PM