

“ACCOUNT-
ABILITY
THROUGH
CIVILIAN
OVER-
SIGHT”

**Detroit Board of
Police Commissioners**
ANNUAL REPORT

JANUARY THROUGH DECEMBER 2016



Board of Police Commissioners

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To Detroit Residents, Detroit City Council and Mayor Mike Duggan:

Law enforcement was very much in the news in 2016.

At home, Detroit emerged in March from a years-long consent decree process that left the Police Department better organized, more professional, and modernized. The Board of Police Commissioners proudly played its part for sustaining reforms and providing a monitoring structure for continuous improvement for 21st Century policing and law enforcement.

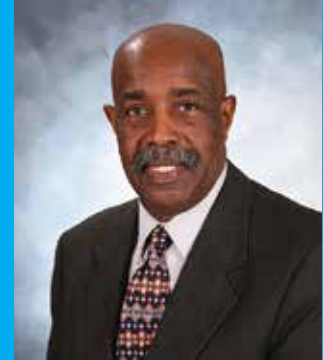
Nationally, two of the Top 10 news stories for the year involved law enforcement: the stories about unarmed blacks killed by police and stories about calculated attacks on police. Though most of the headlines related to tragic and appalling incidents far from Detroit, they still resonated powerfully with us.

Strong police-community relations are inherent in our operations because Detroit and its African-American community moved to address systemic racism and brutality in policing by enacting a law to create a civilian oversight board in 1973 solely to monitor the police department. Since then, thousands upon thousands of residents, business owners, and sworn officers— from the beat cops to precinct commanders to police chiefs – have worked to build and sustain trust and goodwill between the community and law enforcement. The difficult consent decree process helped us renew those bonds and their pioneering vision for civilian monitors. Thus, as we in Detroit watched in anger, tears and disbelief as events unfolded from Minnesota to Miami last year, we did so knowing that we have worked – and continue to work – to identify and root out problems that can result in such tragedies. Our city has a stronger foundation for every resident to speak out and to participate in changing how police work, and to engage with their neighbors, community leaders and policy makers to help create a culture of community policing that helps reduce the opportunity for such tragic incidents to occur in our city.

This annual report provides a record of improvements and reforms that help the Department provide better service to residents. A few highlights of the achievements and accomplishments during 2016 include:

- Enacting policies that advance the use of technology to more effectively
 - provide police with essential tools to do their jobs
 - document police interaction with the public (car dash and body cameras)

- deter crime (Project Green Light) and
- streamline recruiting and hiring efforts (web-based job postings and application submissions)



- Reviewing Budget priorities and allocations for fiscal accountability
- Increasing online postings for direct citizen access and review, including citizen complaints and proposed policies that establish police procedures and practices
- Using findings from citizens complaint data to inform training and supervision needs for DPD personnel
- Encouraging a diverse department that reflects the Detroit community through sworn and civilian positions

Our greatest achievement is still the one envisioned by the community activists and city leaders of 1973: direct, independent citizen oversight. Whether elected by district voters or appointed by the mayor, we are the people's representatives to govern the police department with the Chief of Police and Mayor and to serve as the people's monitor for constitutional, community policing.

As Board members, we appreciate your trust and hope that you continue to share your feedback. Our weekly meetings provide a regular forum to make voices heard, to learn and provide input on current policing practices and proposed new rules, and to engage directly with Chief James Craig and other top commanders. Our website offers connectivity for those who cannot attend, with agendas, minutes, citizen complaint forms, meeting video and other important information readily available.

Respectfully submitted,

Willie E. Bell, District 4
Chair, Detroit Board of Police Commissioners
June 1, 2017

Mission Statement

Duties • Responsibilities

The Mission of the Detroit Board of Police Commissioners is to increase public confidence and trust in the Detroit Police Department by providing competent, objective and effective civilian oversight.

Creation: In 1973, the citizens of Detroit adopted a new form of governance for the Police Department by revising the Detroit City Charter and creating the Board of Police Commissioners. This Charter provision became effective on July 1, 1974.

Current Composition: The 2012 City Charter provides for the Board to have 11 commissioners – seven members elected from districts that are the same as City Council districts and four members appointed by the Mayor and subject to City Council approval. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” and sets forth its duties in Chapter 8.

Residency: All members of the Board must be residents of the City of Detroit.

Leadership: The Board elects a chairperson annually. A member of the Board may not serve consecutive terms as chairperson, nor may an appointed person serve more than five years consecutively as a member of the Board.

Meetings: The Board meets at the call of its chairperson, and is required to meet at least once each week. The Board may recess during the Thanksgiving, Christmas and New Year holidays. All meetings are held in accordance with the Michigan Open Meetings Act.

Duties: The Board is responsible for the following specific duties:

- Establish policies, rules and regulations for the Police Department in consultation with the Chief and approval of the Mayor;
- Review and approve the departmental budget;

- Receive and resolve citizen complaints except those alleging criminality;
- Act as final authority in imposing or reviewing discipline of employees of the Department;
- Make an annual report to the Mayor, the City Council, and the public of the Department’s activities during the previous year, including the handling of crime and complaints, and of future plans;
- May subpoena witnesses, administer oaths, take testimony, and require the production of evidence;
- Approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs;
- Conducts a professional search with a reputable and qualified executive search firm or other equally qualified entity to identify candidates for Chief of Police. The Mayor shall appoint, subject to approval by City Council, a Chief of Police from a list of qualified candidates provided by the Board of Police Commissioners.

Staff: The Board appoints a Board Secretary. It also appoints a Chief Investigator and such additional staff of investigators, as it deems necessary. The Board also appoints the Director of Police Personnel. All Board appointees serve at the Board’s pleasure.

Board Function: The Board is a liaison between the citizens of the city of Detroit and the Detroit Police Department.

Commissioners by Election District and At-Large



Richard C. Shelby brings a wealth of law enforcement knowledge and experience to his office as a retired Detroit Police Commander with 30 years of service. He also has vast experience in private security policing after serving in high managerial positions on college campuses in the Detroit metropolitan area. Commissioner Shelby is the product of the Detroit Public School System (Central High School in 1967), and holds a Bachelor of Science Degree from Wayne State University and a Master's Degree in Liberal Studies from Eastern Michigan University. He is also a graduate of the Northwestern School of Police Staff and Command. Married and the father of six, Commissioner Shelby is a member of Mt. Zion Missionary Baptist Church in Ecorse and serves on its Trustee Governing Board. **Commissioner Shelby represents District 1.**



Bishop Edgar L. Vann II • In November 2014, Detroit Mayor Mike Duggan appointed Bishop Edgar L. Vann, II to fill a vacancy in District 2. Bishop Vann is the pastor of Second Ebenezer Church, which has more than 50 active and thriving ministries. He has developed an extensive international ministry and travels the world teaching and preaching the word of God. He is also an accomplished musician, and a prolific writer. As a civic leader, Bishop Vann is the founder and President of the Vanguard Community Development Corporation, which leads the community towards restoration, healing and empowerment. Bishop Vann is married and has two children. **Commissioner Vann represents District 2.**



Reginald Crawford • Commissioner Reginald Crawford is a retired Detroit Police Officer, who also worked in Atlanta, Georgia as a Police Officer. He continues to serve law enforcement as a Deputy Sheriff for the Wayne County Sheriff's Department. Commissioner Crawford is a passionate advocate for community involvement and oversight of law enforcement practices. He brings a wealth of law enforcement experience and community sensitivity to his position as a Police Commissioner. **Commissioner Crawford represents District 3.**



Willie E. Bell • A native of Hernando, Mississippi, Willie E. Bell migrated to Detroit at an early age and graduated from Northeastern High School. He joined the United States Army in 1966, 1st Air Cavalry Division, and was stationed in the Republic of Vietnam for a portion of his tenure in the service. He was honorably discharged in 1969 after attaining the rank of Sergeant. In August 1971 Commissioner Bell joined the Detroit Police Department and served for 32-years as a sworn officer. He retired in 2003 at the rank of Lieutenant. Commissioner Bell has dedicated his life and career to promoting justice, fairness, and effectiveness in law enforcement, with an emphasis on how it impacts issues facing the community. He contributes his time and talent to youth organizations and civic and community groups. He is married and the father of two daughters and two grandchildren, and serves his church, Plymouth United Church of Christ, as an ordained Deacon. Commissioner Bell holds a BS degree from Central Michigan University and is a 40 year resident of East English Village. **Commissioner Bell represents District 4.**



Willie E. Burton became the youngest police commissioner in the U.S. when he was elected then seated in January 2014. His experience includes serving on the Finance and Newsletter Subcommittees of NACOLE, a national association for civilian oversight. Prior to serving on the BOPC, he served a two-year appointment on the Detroit Public Schools Police and Public Safety Oversight Committee, and later as Director of Community Relations for Wayne County Commissioner Martha G. Scott. He was the Detroit and Wayne County Field Director for the 2016 Bernie Sanders for President Campaign. His team was largely responsible for Sanders winning Michigan. He attended Central State University and majored in Business Administration. **Commissioner Burton represents District 5.**



Lisa Carter is committed to the safety of the residents of the City of Detroit and the County of Wayne. Commissioner Carter is a lifelong resident of the City of Detroit and graduated from Cass Technical High School. She is currently employed at the Wayne State University Center for Urban Studies. Her responsibilities include managing AmeriCorps members assigned to targeted areas in the City of Detroit. Prior to joining Wayne State University, Commissioner Carter served as a Wayne County Deputy Sheriff. She retired at the rank of Lieutenant following a 27-year career in law enforcement. Commissioner Carter has a Bachelor's Degree in Criminal Justice from Concordia University. She is also a graduate of the Eastern Michigan School of Staff and Command and the Central Michigan Law Enforcement Executive Leadership Institute. She and her husband Tyrone have two sons. **Commissioner Carter represents District 6.**



Ricardo R. Moore, also known as "Remo," is a retired Detroit Police Lieutenant and one of two police commissioners who honorably served our country in the U.S. military (Army). Commissioner Moore's attraction to law enforcement began at an early age when his family began attending the Detroit Police Field Days at Tiger Stadium. He later joined the Jr. Police Cadet Program and ultimately signed on with the Detroit Police Department. As an officer, sergeant and lieutenant, Commissioner Moore held many assignments related to patrol, administration, and management. Since retirement, Commissioner Moore has worked as a team leader for the Detroit Medical Center's Police Authority and served as a security specialist in the private sector. He has one son, Ricardo II, and is a proud grandfather. **Commissioner Moore represented District 7 until he resigned for professional reasons in April 2017; the seat remains vacant.**



Eva Garza Dewaelsche is President and CEO of SER Metro-Detroit Jobs for Progress, Inc., a workforce development organization established 45 years ago with operations in the city of Detroit, Illinois, Texas and Pennsylvania. She has been employed with SER Metro for over 32 years. She worked at National Bank of Detroit for ten years, is a former Detroit Police Officer and previously served on the Detroit Police Commission from 1999-2003 under Mayor Archer. Ms. Dewaelsche is a graduate of Western High School in Detroit and holds Bachelor's and Master's degrees from Wayne State University. She is actively involved in her Detroit community serving on numerous boards and commissions including the Detroit Economic Growth Corporation, Detroit Public Television, Comerica Community Development Advisory Committee, Wayne County Community Development Entity, New Detroit, Inc., Wayne State University Alumni Board and LA SED. She is a life-long resident of Detroit with her husband Robert, and they have two married daughters, Lisa in New Orleans and Christina in New Jersey. **Commissioner Dewaelsche is a Mayoral appointee.**



Justice Conrad L. Mallett Jr. is the Chief Administrative Officer of the Detroit Medical Center (DMC). He was appointed to the position in January 2012, after having served as President/CEO of the DMC's Sinai Grace Hospital from August 2003 until December 2011. Prior to that, Justice Mallett served as the Chief Legal and Administrative Officer of the DMC beginning in March 2003. From April 2002 to March 2003, he served as President and General Counsel of the LaVan Hawkins Food Group and Chief Operating Officer for the City of Detroit from January 2002 to April 2002. From August 1999 to April 2002 Justice Mallett was the General Counsel and Chief Administrative Officer for the DMC. Justice Mallett was also a partner in the law firm of Miller, Canfield, Paddock & Stone and a partner in the law firm Jaffe Raitt & Heuer. Justice Mallett was a member of the Michigan Supreme Court from December 1990 until January 1999 and served a two-year term as Chief Justice beginning in 1997. Justice Mallett is a director of Kelly Services Incorporated and Lear Corporation. He holds a Bachelor's degree from the University of California at Los Angeles, Juris Doctorate and a Master's degrees from the University of Southern California, and an MBA from Oakland University. **Commissioner Mallett is a Mayoral appointee.**



Derrick B. Sanders is a lifelong resident of the City of Detroit. He gives back to his community by serving on various boards within the City, including the Detroit Economic Growth Board and his current service on the Wayne County Joint Authority Board. In recent years, Commissioner Sanders has held positions on the City of Detroit Water Board and the Detroit Public Schools Oversight Committee. He has been a member of the International Union of Operating Engineers Local 324 since 1993 and currently serves as a Business Representative and Trustee for the Local. **Commissioner Sanders is a Mayoral appointee.**



Elizabeth W. Brooks has devoted her life to bettering her adopted community through volunteer work. Brooks, originally from North Carolina, has served on a multitude of boards since she and her husband settled in Michigan in 1998. She has served on many boards, including those of the Detroit Historical Museum, Motown Museum, Detroit Jazz Festival, Detroit Institute of Arts and on the Michigan State University College of Law Advisory Board. She remains active in the volunteer community today, serving on boards including the Charles H. Wright Museum of African American History, the Michigan Opera Theatre, Reading Works, Neighborhood Legal Services Michigan and the advisory board of Josephine Ford Cancer Institute at Henry Ford Health System. Her community work has included chairing/co-chairing projects such as the 150th anniversary celebration for the Detroit Public Library and the second annual Eastern Market Harvest Celebration. **Commissioner Brooks is a Mayoral appointee.**



Board of Police Commissioners



Hicks



Akbar



Oxendine

Board Administration

Gregory Hicks, *Secretary to the Board*

Pamela Davis Drake, *Chief Investigator (mid-2017)*

Faye Johnson, *Executive Manager – Fiscal*

D'Layne Richards, *Legal Assistant*

Teresa Blossom, *Community Relations Coordinator*

Jermaine Wyrick, *Attorney to the Board*

Robert Brown, *Administrative Assistant to the Board*

Melanie White, *Executive Manager – Policy*

Jonya Underwood, *Administrative Assistant*

Office of the Chief Investigator

Lawrence Akbar, *Interim Chief Investigator*

Ainsley Cromwell, *Supervising Investigator*

Angela Cox, *Office Management Assistant*

Abdullah Nelson, *Supervising Investigator*

Stephanie Phillips, *Office Assistant*

INVESTIGATORS

Roslyn Banks

Jessica Hunter

Elgin Murphy

Adela Rivera

Daniel Callaway

Antonio Jones

Lashanda Neely

Lisonya Sloan

Yoniqa Coleman

Charlotte Jones

Carolyn Nichols

Marquitta Stanton

Gianna Coulter

Rosalia Madrigal

Samuel Quick

Tiffany Stewart

Hajnal Hiller

Delvata Moses

Department of Human Resources/Personnel

Gail Oxendine, *Director*

Detroit Police Department

The Detroit Police Department is a model of sustained policing excellence that places our neighborhoods and people first. The Department and its members are firmly committed to providing professional police services to Detroit citizens and visitors. Under Chief Craig's leadership and that of his Executive Team, several accomplishments have been realized. Crime has been significantly reduced in most major crime categories. The 'District' concept was eliminated and two new precincts, the 5th and 7th, have been opened in the past year. Plans are underway to open the new 8th Precinct in 2017. Additionally, response time efforts were re-evaluated, resulting in a marked improvement in the time it takes for officers to respond to calls for service.

According to initial year-end 2016 data generated by the Detroit Police Department, crime continued to decline in Detroit in 2016. Overall, violent crime fell in Detroit by 5.3% in 2016, in comparison to 2015, and is down 11.8% since 2013. Meanwhile, reported property crimes overall dropped by 15% in the past year. Below is a series of tables and data sets that show the trends among the various categories of crime over the past 12 months and over several years.



Chief James E. Craig

Reported Crimes through December 31, 2016

VIOLENT OFFENSES • YTD Comps

Offense Type	2013 YTD	2014 YTD	2015 YTD	2016 YTD	% chg v 2015	% chg v 2014	% chg v 2013
Homicide*	332	299	295	302	2.4%	1%	-11%
Rape	650	599	537	564	5%	-17%	-24%
Robbery	4,774	3,806	3,593	3,060	-14.8%	-18%	-35%
Carjacking*	782	540	532	382	-28.2%	-1%	-32%
Aggravated Assault	8,797	9,215	9,135	8,916	-2.4%	-1%	-4%
Non-Fatal Shootings*	1,161	1,052	1,034	957	-7.4%	-2%	-11%
TOTAL VIOLENT OFFENSES	14,553	13,919	13,560	12,842	-5.3%	-7%	-11%

*Victim based data

Police Chief James E. Craig is a native Detroiter who started his career in law enforcement with the city in 1977. After a downsizing at DPD, he joined the Los Angeles police force in 1981. He served with distinction in patrol and investigative assignments during 28 years and earned several command promotions. He left in 2009 to take his first post as Chief of Police in Portland, Maine. Two years later, Chief Craig became the first African-American to hold the same post for Cincinnati, Ohio. In July 2013, he returned home as Detroit's 42nd Chief of Police.

PROPERTY OFFENSES • YTD Comps

Offense Type	2013 YTD	2014 YTD	2015 YTD	2016 YTD	% chg v 2015	% chg v 2014	% chg v 2013
Burglary	12,844	10,600	9,286	8,569	-7.7%	-15%	-30%
Larceny	18,622	15,270	16,215	14,747	-9.1%	4%	-15%
Stolen Vehicle	12,229	10,356	8,035	8,534	6.2%	-23%	-35%
TOTAL PROPERTY OFFENSES	43,695	36,226	33,536	31,850	-5.0%	-9%	-25%
TOTAL PART 1 OFFENSES	58,248	50,145	45,886			-8%	-21%

This PRELIMINARY INFORMATION is used on an ongoing basis by the Detroit Police Department for strategic planning and crime analysis. This data is not final and thus is not the crime data that is reported to the FBI Uniform Crime Reporting Program.

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Homicides & Non-Fatal Shootings

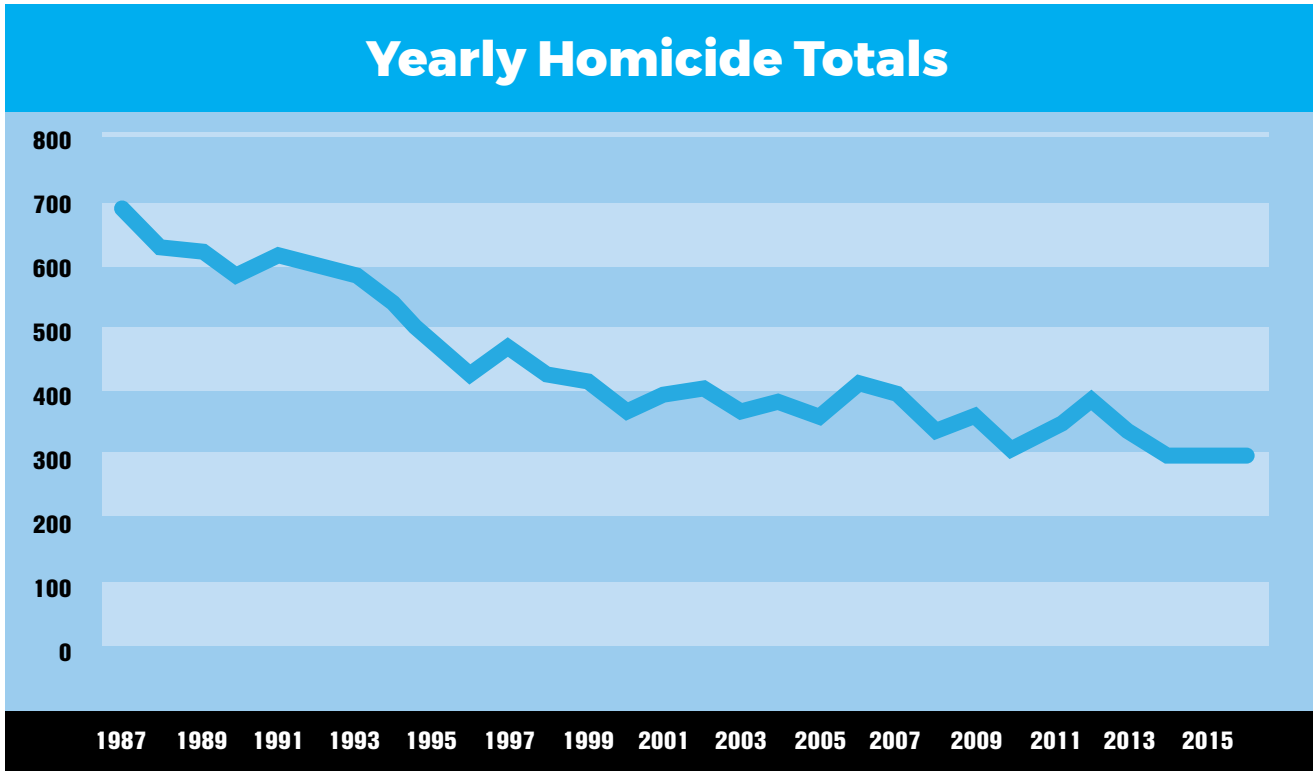
6-Month Comparison 2015-2016

Category	Jan 1 – Jun 30, 2015	Jan 1 – Jun 30, 2016	Change	% Change
Criminal Homicides	142	141	-1	-0.7%
Non-Fatal Shooting	472	433	-39	-9%

Category	Jul 1 – Dec 31, 2015	Jul 1 – Dec 31, 2016	Change	% Change
Criminal Homicides	153	161	+8	4.9%
Non-Fatal Shooting	563	525	-38	-7.2%

Category	Total 2015	Total 2016	Change	% Change
Criminal Homicides	295	302	+7	+2.3%
Non-Fatal Shooting	1035	958	-77	-8%

“Criminal homicides increased slightly (2.3%) from 2015 to 2016 to a total of 302. While homicides still are slightly up from 2014 (1%), they are significantly down from 2013 (9.9% decrease)



Yearly Homicide Totals

2016: 302	2008: 342	2000: 369	1992: 595
2015: 295	2007: 395	1999: 415	1991: 615
2014: 299	2006: 411	1998: 430	1990: 582
2013: 332	2005: 359	1997: 469	1989: 624
2012: 386	2004: 384	1996: 428	1988: 629
2011: 344	2003: 366	1995: 475	1987: 686
2010: 308	2002: 402	1994: 541	
2009: 364	2001: 395	1993: 579	

Detroit and National Trends

Top 10 Most Dangerous U.S. Cities, by Violent Crimes

1. St. Louis, Missouri

Population: 317,095
Total violent crime: 2,781
Violent crime rate per 100,000 inhabitants:
877.02

2. Memphis, Tennessee

Population: 657,936
Total violent crime: 5,733
Violent crime rate per 100,000 inhabitants:
971.36

3. Rockford, Illinois

Population: 148,178
Total violent crime: 1,238
Violent crime rate per 100,000 inhabitants:
835.48

4. Baltimore, Maryland

Population: 621,252
Total violent crime: 5,176
Violent crime rate per 100,000
inhabitants: 833.16

5. Detroit, Michigan

Population: 673,225
Total violent crime: 5,409
Violent crime rate per 100,000
inhabitants: 803.45

6. Kansas City, Missouri

Population: 473,373
Total violent crime: 3,668
Violent crime rate per 100,000
inhabitants: 774.86

7. Milwaukee, Wisconsin

Population: 600,400
Total violent crime: 4,427
Violent crime rate per 100,000
inhabitants: 737.34

8. Little Rock, Arkansas

Population: 198,647
Total violent crime: 1,415
Violent crime rate per 100,000 inhabitants:
712.32

9. Stockton, California

Population: 304,890
Total violent crime: 2,158
Violent crime rate per 100,000 inhabitants:
707.80

10. Oakland, California

Population: 419,481
Total violent crime: 2,952
Violent crime rate per 100,000 inhabitants:
703.73

Source: EfficentGov and FBI Preliminary Semiannual Uniform Crime Report 2016

U.S. cities with the highest murder rates in early 2017

Murder rates among cities with populations over 250,000 for which data was available

CITY	MURDER RATE PER 100,000		PROJECTED CHANGE
	2016 UNOFFICIAL	2017 PROJECTED	
1. St. Louis	59.3	57.9	-1.4
2. Baltimore	51.2	55.5	+4.3
3. New Orleans	44.5	49.7	+5.2
4. Detroit	44.9	40.7	-4.2
5. Kansas City, MO	26.4	30.3	+3.9
6. Memphis, TN	31.9	28.1	-3.8
7. Cleveland	35.0	27.9	-7.1
8. Chicago	27.9	24.1	-3.8
9. Cincinnati	20.8	23.1	+2.3
10. Philadelphia	17.7	19.8	+2.1

Source: fivethirtyeight.com/July 13, 2017

DPD Budget and Financial Summary

Sources: the Triennial Executive Budget: FY 2015-2017; the Comprehensive Annual Financial Report (CAFR) for FY 2016

FISCAL YEAR	BUDGET
2015	262,387,121
2016	278,301,137
2017	286,509,954

Police Goals

- 1** Reduce overall crime.
- 2** Reduce response time for all priority one calls for service.
- 3** Improve our relationships with our community by engaging in sustained problem oriented policing. The creation of our Neighborhood Police Officer position has assisted by providing dedicated officers to handle emerging concerns in each precinct.
- 4** Civilianize back-office functions held by uniformed personnel and transfer members back to field policing activities.
- 5** Continued Compliance with the United States Department of Justice Consent Judgment regarding "Use of Force, Arrest and Witness Detention."

Where is DPD in the City Budget?

Legend:

- Public Health & Safety
- Judicial Operations
- Non-Departmental
- Neighborhood and Community
- Water & Sewer - Retail
- Legislative Operations
- Governmental Operations
- Public Space
- Public Works and Parking
- Transportation Services

SERVICES PROVIDED BY CATEGORY

Public Health & Safety - \$463,875,643

<p>Police</p> <ul style="list-style-type: none"> Enforcement of Laws Apprehension of Criminals Crime Prevention Criminal Investigation Emergency 911 Center 	<p>Fire</p> <ul style="list-style-type: none"> Fire Suppression Emergency Medical Services (EMS) Fire Investigation Arson Investigation Fire Dispatch
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Board of Police Commissioners

- Supervisory Control & Oversight of the Police Department
- Establishment of Policies, Rules and Regulations
- (In consultation w/ the Chief of Police & approval of the Mayor)
- Review and Approval of the Police Department Budget
- Receive and Resolve complaints regarding Police Department

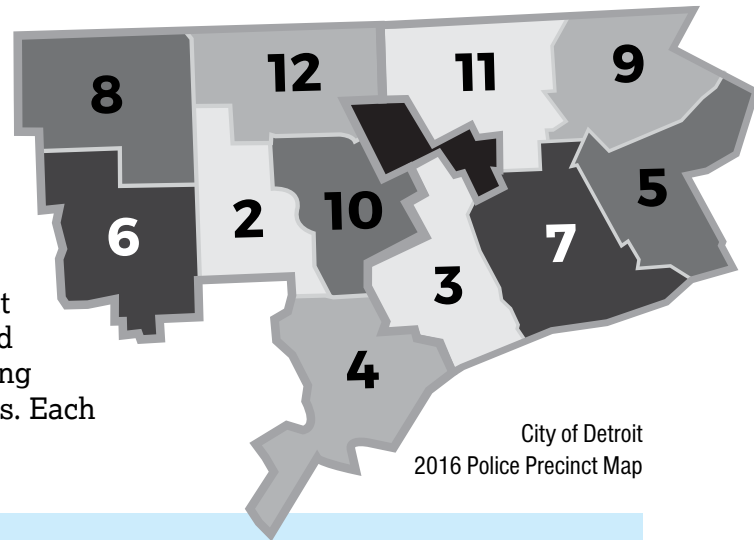
Health

Public Health Services:

- Immunizations
- Lead, Vision and Hearing Testing
- Family Planning
- Promotion of Healthy Nutrition
- Chronic Disease Management

2016 Meetings

The BOPC meets each Thursday at 3 p.m. at Detroit Public Safety Headquarters, except for the second Thursday when the Board holds an evening meeting at community locations throughout police precincts. Each meeting is open to the public.



2016 Community Meeting Locations

DATE	PRECINCT	PRESENTER
January 14	12th Precinct	Arab-American Chaldean Council , 62 West Seven Mile Road
February 11	9th Precinct	Grace Church of Nazarene , 18020 Hoover Street
March 10	1st Precinct	LaSed Senior Center , 7150 West Vernor
April 14	11th Precinct	Second Ebenezer , 1401 Dequindre Road
May 12	8th Precinct	Harvest Church , 24440 West Seven Mile Road
June 9	4th Precinct	Public Safety Building , 4700 West Fort Street
July 14	10th Precinct	St. Stephen AME Church , 6000 John E. Hunter Street
August 11	5th Precinct	Jordan Missionary Baptist Church , 703 Newport
September 8	3rd Precinct	Boy Scouts of America , 1776 West Warren Avenue
October 13	6th Precinct	Boys and Girls Club , 165000 Tireman
November 10	7th Precinct	Church of Christ Elmwood Park , 2001 Antietam
December 8	2nd Precinct	St. John the Great Cathedral , 16101 Schaefer

2016 Ceremonial and Memorial Resolutions

honoring community leaders and sworn officers for service to law enforcement and public safety

January

Margie McCall, a resident of the 12th Precinct for 30 years and an active, long-time volunteer for the 12 Precinct Community Relations Unit.

February

Andre C. Walk, a resident of the 9th Precinct for 21 years and an active member of the 9th Precinct Community Relations Board for the past six years who was voted as President of the Community Relations Board in March 2015.

Police Officer Eric L. House, upon his retirement in recognition of his 41 plus years of committed service.

April

Sherri Iskra, an active volunteer in the 11th Precinct boundaries for the last 26 years who also helped secure corporate sponsorships of precinct events.

Retired City Councilman and Pastor Nicholas Hood Sr., posthumously, for providing a safe haven at his church for black police officers who were meeting to form The Guardians at a time of intense racial intimidation inside and outside the Detroit Police Department, and for his historic role in opening the Detroit Fire Department to black recruits with an ordinance that



allowed black City employees to be transferred directly to the Fire Department without going through the normal process that was designed to exclude all but white applicants.

Captain Harold Rochon of the 2nd Precinct upon retirement in recognition of 29 years of committed service.

May

Annette L. Day, upon retirement after 34 years with the City, including 29 years in various civilian roles at DPD, including the Gang Enforcement Unit, where her code name was 'Sleuth.'

Pastor Cory James Chavis, for dedication to the 8th precinct, including involvement with the roll-out of the Detroit Ceasefire Program and work as a Detroit Police Chaplain Commander and member of Youth Violence Prevention Initiative.

June

Thomas Fayz, a 45-year resident of the 4th Precinct, where he served as treasurer of the precinct Community Relations Council.

July

Sgt. Kevin D. Miller posthumously in recognition of 29 years of committed service.

Eric Miller, founder of the Lawn Academy, a non-profit organization that provides mentoring and leadership training to young men ages 12 to 17 years old who tend the lawns of elderly, handi-

capped and disabled residents as a community service that aids in public safety and crime prevention

Police Officer Cynthia Pardon upon retirement in recognition of 30 plus years of committed service

Police Officer Michael Saraino upon retirement in recognition of 17 plus years of committed service.

Police Officer Tamika Guice upon retirement in recognition of 20-plus years of committed service.

August

Police Officer Joyce Jones upon retirement in recognition of 20 years of committed service.

Police Officer Melissa Webb upon retirement in recognition of 22 years of committed service.

Donald Foster Sr., an active volunteer in the Fifth Precinct for the last 22 years and a big supporter of National Night Out, Angel's Night and precinct clean up/beautification projects.

September

Sergeant Kenneth M. "Shark" Steil posthumously in recognition of his tenure with the force in various roles, including the Underwater Recovery Team where he earned the nickname "Shark" and his 20 years of devoted service. On Saturday, September 17, 2016, Sergeant Steil passed away, five days after a gunshot wound suffered during a manhunt.

October

Dr. Hattie R. Patterson of "Ask the Pastor" radio and TV programs, in memorial, for service as a Detroit Police Chaplin serving the 11th Precinct, the Michigan Prisoner Initiative and other mentoring, life transformation programs.

November

Police Officer Myron A. Jarrett posthumously for eight years of service. On Friday, October 28, 2016, Officer Jarrett was struck by a vehicle during a traffic stop and later passed away.

Pastor Christopher Samuel Turner, in memorial, for his service as the Chaplin for the Detroit Police Department at the 5th Precinct, as well as Assistant Chaplin for the Wayne County Jail.

Toyia Watts, President of the Charlevoix Village Block Club in the 7th Precinct and a major organizer of the 7th Precinct National Night Out 2016 campaign.

Business Owner Sam Sattam of Farmer Johns, a major contributor for Angels Night and the 7th Precinct as well as surrounding churches and block clubs, who also is an active partner with the 11th Precinct.

December

Corporal Jameison J. Walker upon retirement in recognition of 22 years of dedicated and diligent public service.

Police Officer James B. Hillock upon retirement in recognition of his 31 plus years of committed service.

Police Officer Marc Washington upon retirement in recognition of his 21 years of dedicated and diligent public service.

Capt. Melissa Gardner upon retirement in recognition of her 18 years of dedicated service, including her being instrumental in the first Spanish Speaking Academy.

Jeremaine Tilmon, a Ceasefire Detroit Outreach Worker from 2015-2016 and a staff member of the Detroit Youth Violence Prevention Initiative for

working collaboratively with the Detroit Police Department, and community partners to reduce gun violence among groups, crews or gangs.

Business Owner Fred Bazzi for his 15-year participation in Businesses United with Officers and Youth and the 2nd Precinct Citizens Advisory Board

and for being among first to join Project Greenlight.

Erminia Ramirez, a community leader whose public service included six highly productive years on the Board of Police Commissioners, including two terms as Chair.

Residents and other stakeholders regularly voice concerns and share information with the Board of Police Commissioners. Some meetings also feature panels of experts discussing important topics and trends that affect law enforcement policy and police operations.



BOPC and Citizen Complaints

Overview

Through the City Charter, the Board of Police Commissioners has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. The Board routinely fulfills this charter-mandate through its **Office of the Chief Investigator (OCI)**. The office investigates allegations about the Police Department and its personnel. The OCI is led by a civilian professional who is appointed by the BOPC. The office operates independently of the DPD chain of command. The office is comprised of the Chief Investigator, Supervising Investigators, Senior Investigators, line staff Investigators and support staff. All OCI employees are civilian. The cases investigated are non-criminal in nature.

During investigations, citizens receive periodic re-

ports about case status. They also receive findings letters upon case completion. The BOPC's Citizen Complaint subcommittee reviews and approves all OCI cases. After the Committee's review, copies of the reports are forwarded to the Chief of Police or his/her designee for review and disciplinary or corrective action, if appropriate.

OCI Mission

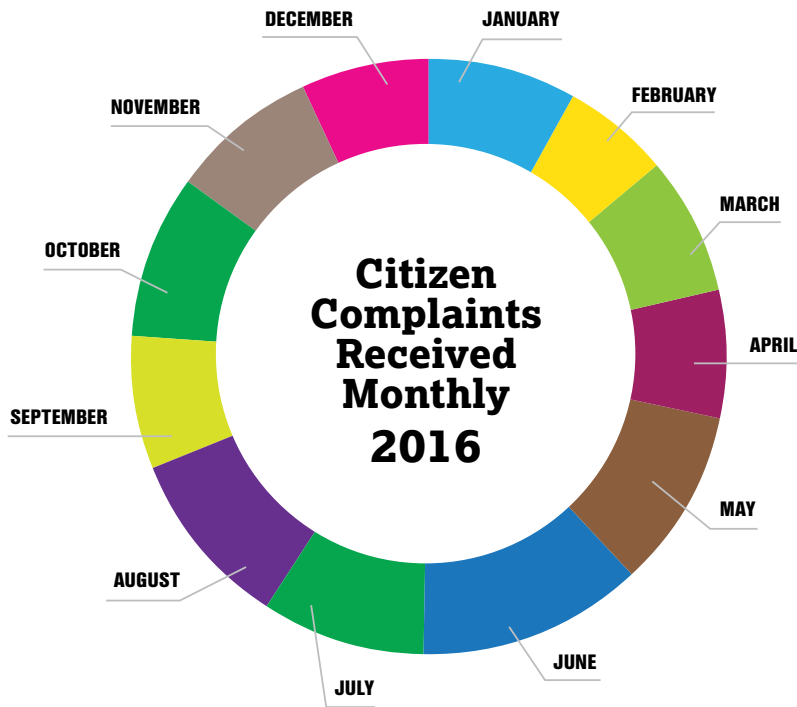
The mission of the Office of the Chief Investigator is to fairly, effectively and objectively receive, investigate and make recommendations regarding complaints concerning the Detroit Police Department and its personnel. It is the goal of the OCI to assist in improving the quality of law enforcement services by instilling citizen confidence in the integrity of the Detroit Police Department.

Charter Requirements for Citizen Complaints

Complaint received

- Investigate immediately
- Send citizen/complainant a letter acknowledging receipt within 30 business days
- OCI files a report of findings within 60 business days*
- If OCI determines that a complaint is criminal, OCI must refer it to the DPD's Bureau of Professional Standards, which includes Internal Affairs and Force Investigations.

*Federal Consent decree use of 90 days reflects the number of business days for an investigation.



	OPEN	CLOSED	OPEN	CLOSED
	2016	2016	2015	2015
JANUARY	91	107	75	85
FEBRUARY	64	79	55	102
MARCH	84	91	85	97
APRIL	77	60	97	71
MAY	109	89	89	69
JUNE	134	96	132	86
JULY	99	93	110	108
AUGUST	108	140	115	110
SEPTEMBER	80	91	104	104
OCTOBER	97	93	88	99
NOVEMBER	92	92	87	114
DECEMBER	74	77	82	93
Year Total	1,109	1,108	1,119	1,138

For the past 12 years, OCI statistics have shown a consistent decrease in the number of cases filed. Moreover, between 2008, which peaked at 1,736 cases received and 2016, which peaked at 1,109 cases received, the OCI experienced a 36% decrease in the total number of complaints filed.

This significant decrease could be attributed to a number of factors, including but not limited to:

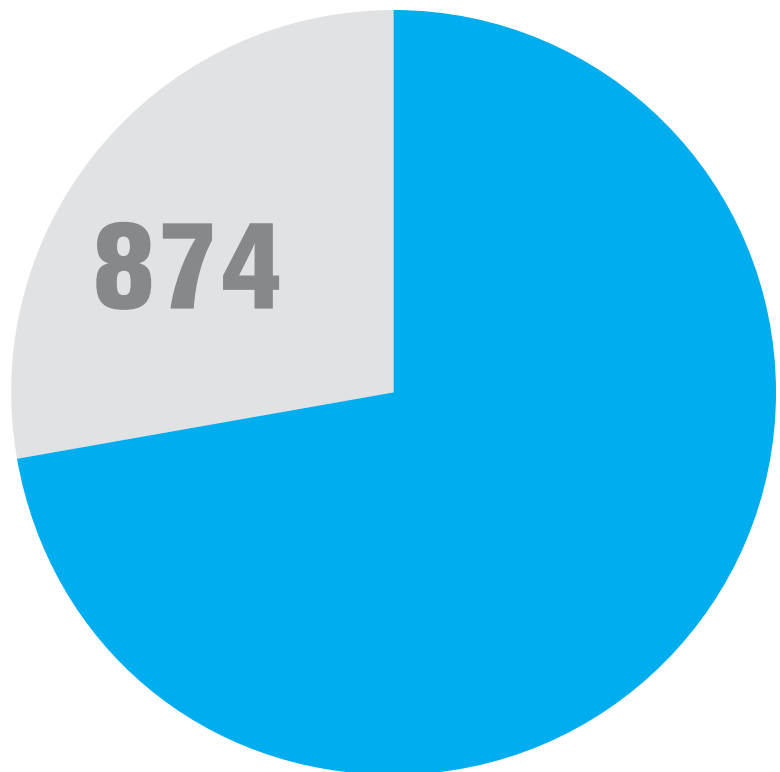
- Increased public education and community awareness of the purpose of OCI and its role
- deterrence from misconduct through the accountability that OCI provides by expeditiously completing thorough investigations
- police training and initiatives

- improved DPD personnel adherence to policies and procedures set forth by the Department. While the exact variables which directly impact a reduction in case filings may never be fully determined, the caseloads continue to trend in the right direction.

**The Number One Complaint
received by OCI
for the past 11 Years:**

Procedure and Demeanor, which constitute an average of 65.5% of all allegations filed.

The majority of Detroit's some 2,300 police officers serve and protect without receiving any complaints. During 2016, OCI logged complaints against 874 police officers. An even smaller portion of those officers had complaints sustained against them – about one-fourth.



2016 OCI CITIZEN COMPLAINTS RECEIVED: Allegations & Findings

ALLEGATION	ADM/CLOSURE	EXONERATED	NOT SUSTAINED	SUSTAINED	UNFOUNDED	TOTAL
Arrest	12	28			6	46
Demeanor	57	11	338	65	66	537
Entry	4	10	7	2	2	25
Force	27	9	86	3	21	146
Harassment	36		14	1	27	78
Procedure	179	187	196	91	133	786
Property	41	17	28	2	6	94
Search	20	32	15	6	9	82
Service	92	36	38	20	39	225
TOTAL	468	330	722	190	309	2019

Exonerated – Where the preponderance of the evidence shows that the alleged conduct did occur but did not violate DPD policies, procedures or training.

Sustained – Where the preponderance of the evidence shows that the alleged conduct did occur and the actions of the officer(s) violated the DPD policies, procedures or training.

Not Sustained – Where there are insufficient facts to decide whether the alleged misconduct occurred.

Unfounded – Where the investigation revealed no facts to support that the incident complained of actually occurred.

While OCI can never anticipate the number of cases received for a given year and cannot specify causation of filing reduction without targeted effort, OCI staff examined other data trends. Since 2003, findings of “Not Sustained” have been as consistent as the leading allegations. Efforts during the 2016 calendar year have focused on reducing the number of ‘Not Sustained’ findings, which constituted an average of 45% of our findings in 2015. In 2016, the OCI partnered with the Department’s Professional Standards Unit to address this issue hold units ac-

countable for providing the much needed evidence (specifically, electronic) to the OCI. As a result, the number of ‘Not Sustained’ findings during calendar year 2016 was reduced to 36%. This represents a 9% reduction from 2015. **It is anticipated that with the implementation of body cameras throughout the Department, this number will further decrease.**

ALTERNATE DISPOSITIONS (6-YEAR HISTORY)

Year	Total CCRS	Total Alt. Closures	Administrative Closures	Transfers	Innocence of Charge	Inadequate Service	% of Total CCRS
2011-2016	1109	391	120	71	31	49	35%

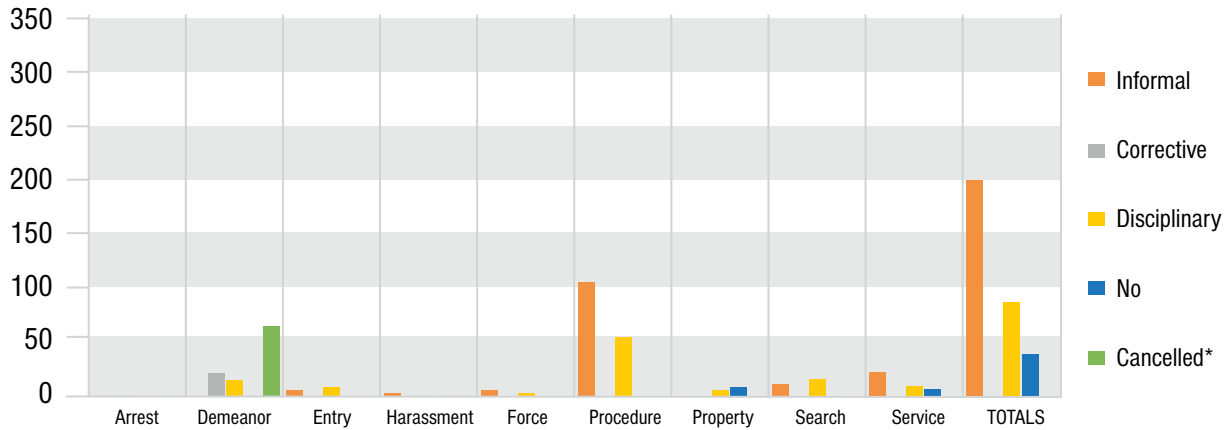
Due to a number of factors, OCI Investigators may periodically exclude certain steps in the investigative process and close cases as alternate dispositions after conducting the preliminary investigation. The above chart displays all alternate dispositions over the past six years. The 71 transfers involve cases where complainants initially suspected DPD member involvement in the incident; however, the preliminary investigations revealed that in actuality,

other agencies or jurisdictions were involved. Examples of the entities to which the OCI frequently transfers complaints include, but are not limited to the following: **Internal Affairs, Force Investigations, various outside agencies including Wayne State University Police Department, Wayne County Sheriff Department, U.S. Marshals Service, and the Detroit Public Schools Police Department.**

DISCIPLINARY DISPOSITIONS (2016)

Allegation Type	Informal Counseling	Corrective Action	Disciplinary Action	No Disposition	Cancelled*	Totals
Arrest	0	0	0	0	0	0
Demeanor	50	0	10	9	0	69
Entry	5	0	2	0	0	7
Harassment	1	0	0	0	0	1
Force	3	0	2	0	0	5
Procedure	117	0	50	10	0	177
Property	0	0	1	2	0	3
Search	4	0	7	0	0	11
Service	20	0	5	3	0	28
TOTALS	200	0	77	24	0	301

DISCIPLINARY DISPOSITIONS



The above graphs represent the total number of disciplinary dispositions for calendar year 2016. The dispositions are divided into 5 categories as listed above. Informal Counseling and Corrective Actions are handled at the Command level. Disciplinary Action is resolved through the Disciplinary Administration, a division of the Department’s Professional

Standards unit. For those matters containing ‘No Disposition’, the OCI had not yet received the findings from Disciplinary Administration prior to the close of the last reporting period. **Matters deemed ‘Canceled,’ involve cases in which ‘Sustained’ findings were overturned by Disciplinary Administration due to error.**

Most Complaints	
No. of Officers	No. of Complaints
5	5 Complaints
7	6 Complaints
9	7 Complaints
3	8 Complaints
3	9 Complaints
4	10 Complaints
1	13 Complaints
1 (Communications Operations)	23 Complaints

Most Sustained Complaints	
No. of Officers	No. of Complaints
1	4 Sustained
1	3 Sustained
5	2 Sustained
10	1 Sustained

Range of Experience of Officers with Complaints			
	Range	Median Experience	Average Years on Force
5 Complaints	2 Years to 29 Years	17 Years	15.4 Years
6 Complaints	3 Years to 19 Years	16 Years	14.1 Years
7 Complaints	2 Years to 16 Years	8 Years	10.3 Years
8 Complaints	7 Years to 12 Years	8 Years	9.0 Years
9 Complaints	7 Years to 16 Years	12 years	11.6 Years
10 Complaints	5 Years to 18 Years	8.5 Years	10 Years
13 Complaints	20 Years	20 Years	20 Years

Range of Experience of Officers with Sustained Complaints

	Range	Median Experience	Average Years on Force
4 Complaints	9 Years	9 Years	9 Years
3 Complaints	17 Years	17 Years	17 Years
2 Complaints	2 Years to 16 Years	10 Years	9.2 Years
1 Complaint	3 Years to 20 Years	8 Years	11.9 Years

Number of Complaints by Police Unit or DPD Operation

Unknown Command	275	4th	151
8th Precinct	608	Tactical Response	148
12th Precinct	434	10th Precinct	129
11th Precinct	363	7th Precinct	122
Major Violations	336	Communications Operations (different from top offenders list)	82
6th Precinct	330	Gaming Administration Section	61
2nd	323	Traffic Enforcement	56
9th	272	Homicide Section	53
3rd	185	10	1 Sustained
5th	168		

Investigating the “Unknown”

OCI investigates all complaints. Often, complaints do not have specific information, like officer badge number, patrol car number or the patrol car license plate. These complaints involve an “unknown” employee. Of 752 unknowns last years, work by investigators identified 477 officers, or over 63% percent. That reduction left 275 unidentified.

Number of Complaints by Police Unit or DPD Operation

43-27 Complaints

Downtown Services Division
8th Precinct PDU
Gang Intelligence
Detroit Detention Center
Telephone Crime Reporting Unit
2nd Precinct PDU
Training
Citywide Park Unit

20-11 Complaints

Special Response Team Unit
5th Precinct PDU
CEASE FIRE
9TH PRECINCT PDU
7TH PRECINCT PDU
Crime Sex Unit
6th Precinct PDU
Domestic Violence Unit
Auction Detail

10-6 Complaints

12TH PRECINCT PDU
PRISONER PROCESSING UNIT
ABANDON VEHICLE TASK FORCE
4TH PRECINCT PDU
MOUNTED
VICE ENFORCEMENT
11TH PRECINCT PDU
2ND PRECINCT
RECORDS/IDENT SECTION
Crime Scene Services
Gang Intelligence Surveillance
Transit Team

5-2 Complaints

Arson
INVESTIGATIVE OPERATIONS
3RD PRECINCT PDU
Unknown Command
COMMERCIAL AUTO THEFT SECTION
CRIMINAL INVESTIGATIONS UNIT - CENTRAL
CHILD ABUSE UNIT
10TH PRECINCT PDU
FIELD TRAINING ADMINISTRATION
FORFEITURE
CENTRALIZED TIMEKEEPING
SPECIAL VICTIMS
MAJOR CRIMES
OFFICE OF THE CHIEF INVESTIGATOR

CRIME INTELLIGENCE UNIT
POLICE PERSONNEL
FUGITIVE RECOVERY UNIT
CHIEF OF POLICE
VICTIM'S ASSISTANCE UNIT
FIREARMS INVESTIGATIVE TEAM
AUTO THEFT
METROPOLITAN DIVISION
NOTIFICATION AND CONTROL
3RD PRECINCT
CHIEF'S STAFF DIVISION
MEDICAL SECTION
MEDIA RELATIONS
GANG ENFORCEMENT
EQUIP/PROP CTRL SECTION
AUDIO VISUAL UNIT

*Both the
Chief of
Police and
OCI each had
two citizen
complaints
in 2016*

OCI 2016 Accomplishments

Lean Process Management: During the past year, the Office of the Chief Investigator participated with the Detroit Police Department's Lean Process Management project. In cooperation with the Professional Standards Unit, the OCI provided data useful for tracking the number of "Not Sustained" cases, which represented 45% of OCI findings. By focusing on the use of audio and visual equipment to capture police-citizen contact, the goal was to reduce this percentage by increasing accountability by ensuring:

- that vehicles were equipped with A/V devices
- that the devices were functioning properly and
- that failure to comply with policy was met with increased supervision, training and discipline.

Given the DPD-wide implementation of body-worn cameras, which will be complete by the end of 2017, OCI will continue to generate data and track the progress of this project.

Sharing Data with Citizens (<https://data.detroitmi.gov/>): Initiated by former President Barack Obama, the Open Data Policy was designed to promote transparency in government by providing for public access high value, machine-readable datasets generated by the Executive Branch of the Federal Government. The Office of the Chief Investigator publishes citizen complaint data useful to the public through the city's open data portal. This data includes case numbers, dates of reports, allegations and findings, as well as both citizen and officer demographics.

Academy Training: In order to build the community's confidence and trust in the Police Department, it is imperative that new recruits understand the history and purpose of the Detroit Board of Police Commissioners and the Office of the Chief Investigator. Accordingly, as members are elevated in rank, new Supervisors must be reminded of the purpose and policies of both entities to properly direct members whom they supervise. During the 2016 calendar year, a BOPC member and OCI teamed together to **provide training to over 140 new academy recruits regarding the history of the BOPC, the importance of its oversight role to the Department and community, and the function of the OCI.** Additionally, the BOPC and OCI leadership addressed a class of those newly promoted to the ranks of Lieutenant and Sergeant.

Human Resources/Personnel

Under the Charter, the Board of Police Commissioners hires the Director of Human Resources/Personnel due to the influential role HR has on professional standards and workplace culture of organizations. The **Human Resources Bureau's** mission is to sustain policing excellence by ensuring uniform officers and civilian administrative staff are recruited, vetted, fit for duty and supported to provide exemplary, on time, crime reduction services to the citizens, business owners, visitors and other stakeholders of the city of Detroit. The HRB consists of five (5) Offices: **Human Resources, Equal Employment (EEO), Police Personnel, Police Recruiting, and Police Medical.**

Equal Employment Opportunity (EEO) Office investigates allegations of harassment and discrimination on the basis of age race, sex, religion, gender identity, ethnic origin, disability, etc. and provides sexual harassment and discrimination awareness training to supervisors and all department members.

In 2016 the EEO Office received a total of 67 claims, which represented a 43% increase. Employees filed claims at the DPD's EEO Office (36) and the Michigan Department of Civil Rights/United States Equal Employment Opportunity Commission (31).

- Facilitated EEO discrimination/harassment training for New Recruits
- Facilitated EEO training for LPAC/SPAC

Police Personnel is responsible for maintaining complete and accurate personnel records for all sworn members and processing all personnel matters including but not limited to, awards, medals citations, transfers and transfer requests, and employment verification. The unit is also responsible for maintaining Human Resources metrics for sworn members, such as attrition rates, EEOC demographics and manpower levels. Ensuring employees have proper city/departmental identification cards and police badges, and onboarding all sworn members are also functions of this unit.

In 2016 Police Personnel processed the following transactions for members:

TRANSACTION TYPE	2016
Separations*	212
New Hires	303
Transfers	802
Transfer Requests	667
Employment Verifications	3600
Awards	486

*Separations include: retirement, resignation, termination, death, etc.

ACCOMPLISHMENTS

- The department held four (4) promotional ceremonies and promoted 58 members to the positions of Detective (35), Sergeant (15) and Lieutenant (8).

Human Resources is responsible for the recruitment and processing of new civilian staff, civilian employee relations, and maintaining all employee records and files. In addition, the Human Resources Bureau is responsible for the coordination and

facilitation of promotional ceremonies for sworn members. The unit is also responsible for any human resources special projects such as process improvement, system implementation and planning/facilitating sworn member promotional exams.

ACCOMPLISHMENTS

- Hired approximately 203 civilian employees as a part of the Civilianization Project. The hire of these civilian employees assisted in the redeployment of sworn members to patrol positions.
- Continued to hire Crime Analysts to assist in the “Green Light Project.” The analysts will review crime patterns, statistics, and monitor high crime areas in “real time” in an effort to reduce violent crimes. An additional five (5) positions were added to meet the increase in the demand for “Green Light” locations.
- Additional Emergency Services Dispatch Operators were hired to assist with the high volume of emergency calls from citizens and visitors to the city.
- Continued to participate as subject matter experts in the implementation of the city’s new human resources and payroll system.
- Recruited three (3) classes of interns from several universities including Eastern Michigan, Wayne State, and Madonna. The program is in collaboration with Police Recruiting and attracts highly qualified talent to become members of DPD. Through the intern program, HR hired several students in both sworn and civilian positions.

Profile of Police Applicants

TOTAL APPLICANTS IN 2016: 4242

RESIDENCY

Detroit	1272	30%
Out of State	269	6%
Other Michigan Cities	2701	64%

GENDER

Female	1152	27%
Male	3090	73%

ETHNICITY

Asian	48	1%
Black	2143	51%
Hispanic	185	4%
Other	168	4%
White	1589	37%
Unidentified	109	3%

TOTAL APPLICANTS HIRED IN 2016: 280

(7% of applicants were hired (Possible Graphic))

RESIDENCY

Detroit Residents	59	21%
Out of State	2	1%
Other Michigan Cities	219	78%

GENDER

Female	53	19%
Male	227	81%

ETHNICITY

Asian	4	2%
Black	112	40%
Hispanic	14	5%
Other	6	2%
White	135	48%
Unidentified	9	3%

Police Recruiting is responsible for the recruitment of new sworn members. A designated Field Recruiting team of police officers daily goes into the community, where they focus on increasing awareness of opportunities available with Detroit Police by interacting with possible candidates at job fairs, career events and college campuses and educating high school and middle school students as well as

ensuring a presence at community events.

The Recruiting staff processed 4242 applicants in 2016, 60% more applicants than in 2015. A total of 280 officers were hired in 2016, compared to 86 in 2015, and 10 new classes of recruits entered the Academy in 2016. Thirty (30) Police Assistants were recruited and hired in 2016.

ACCOMPLISHMENTS

- Replaced the manual application process to with an on-line electronic process. Applicants no longer apply in person or complete multiple forms to begin the hiring process. The new on-line system allows applicants to apply from home and submit documents and application on line, which eliminates paperwork in the pre- background process. This conversion to an electronic application has increased the number of applicants, eliminated numerous files and papers, and expedited the hiring process.
- Reduced time to hire by 50% as compared to 2015. The efficiency of each step in the process continues to be monitored monthly to ensure that time to hire continues to decrease.
- Shortened candidates' time in background by over 50%, reducing it from an average of 58 days in 2015 to 24 days in 2016.
- Continued to attract college applicants through the DPD Intern Program with three rotations hosting 55 students during 2016. A total of 164 interns completed the program through 2016, with 10% returning to pursue careers with Detroit Police.
- Launched a Designated Field Recruiting Team in September 2016 which participated in 72 recruiting events between Sept. 1 and Dec. 31 (an average of 4.6 events per week compared to 1.5 events per week in 2015).
- Hosted Bing Institute event at DPSH, providing an educational forum for over 40 high school and middle school students.
- Initiated "Drive for Success" project, spearheaded by Recruiting unit, to implement drivers' education classes in Detroit high schools.
- Expanded free MCOLES Written testing for Detroit Police applicants to up to five times per week, with scheduling based on needs of applicants. Weekday test sessions were scheduled at CAYMAC, with Recruiting providing bus transportation from DPSH for applicants.
- Expanded MCOLES Agility testing for Detroit Police Applicants to eight times per month, with additional testing as needed.
- Expanded Application Orientation from 4 sessions to 8 sessions per month.

- Adjusted scheduling of MCOLES Written and Agility tests and Application Orientation so applicants may complete all on the same day as well as better accommodate out of state applicants.
- Increased communication and customer service to current and potential applicants by boosting focus on follow up calls and emails.
- Ensured compliance with state laws, federal laws and MCOLES.
- Enhanced talent pool with depth and diversity by increasing participation in job fairs, expanding colleges participating in the intern program, and targeting specific areas of the city to touch diverse populations.

Police Medical is responsible for ensuring the physical and mental fitness and well-being of all department employees. Case managers in conjunction with the City of Detroit Finance Department – Risk Management Division and Third Party Administrator-CMI York, address duty-related illnesses and injuries and ensure that proper care is provided, based on the physician recommendation. Additionally, Police Medical is responsible for administering Family

Medical Leave, Peer-to-Peer Counseling, Hospital Visits for injured Officers, examining the physical and psychological qualifications of all police applicants, investigating medical grievances, providing medical documentation for pension board inquires, reviewing medical bills, maintaining medical records for all sworn members, and coordinating the department’s universal drug screening program.

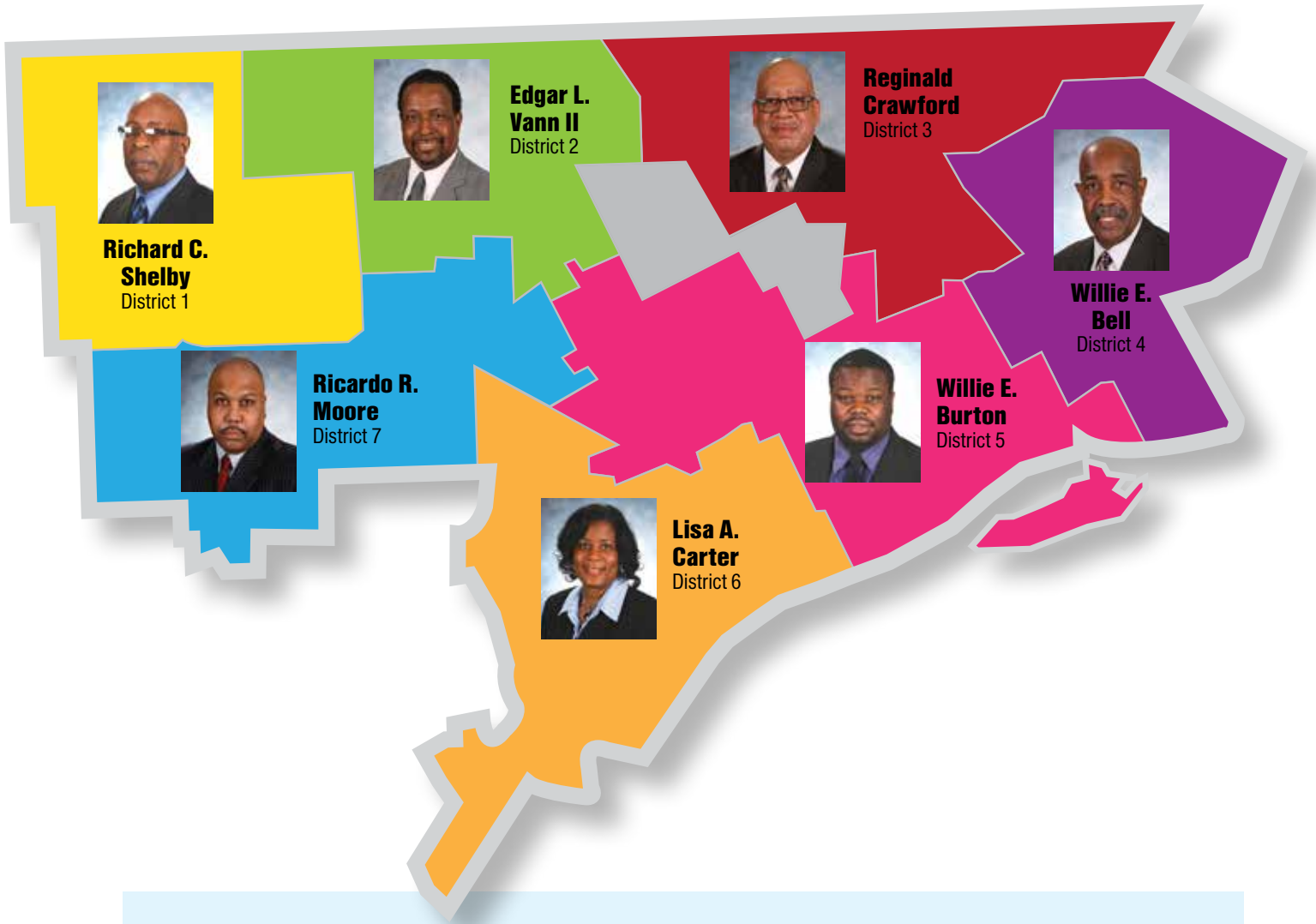
ACCOMPLISHMENTS

- Conducted an audit the Department’s Family Medical Leave process and use, resulted in improved processes and reduction in misuse of leave time.
- Successful in 60% grievances filed.
- Provided approximately 750 hours of support to injured officers and their family members during hospital visits
- Decreased missed appointments by implementing a more aggressive case management strategy
- Decreased number of loss days. DPD’s lost days are the lowest across City departments.
- Deployed Peer Counselors to provide support during several critical incidents involving fatally wounded, injured, and sick members. Over 1,250 hours of service was provided to officers and their families.
- Coordinated on a monthly basis, approximately 300 random drug screens

BOPC Future Plans

- Maintain regular meetings with Board Officers, Police Chief and Mayor to ensure open communication for the effective execution of charter mandates for oversight and monitoring for policies, rules, regulations, budget, citizen complaints, employee discipline, promotions and other duties.
 - Ensure ongoing reforms with professional standards and procedures, training, and modernization that help make DPD a leader in excellence for community policing and law enforcement
 - Update policies, rules and regulations to stay in line with best practices and procedures for law enforcement
 - Improve training for police officers and supervisors/managers that ensure the highest level of professional performance and adherence to organizational standards and community accountability
- Increase the use of body-worn cameras for officer and citizen safety and for law enforcement accountability in the day-to-day interactions of patrol
- Monitor roll-out and impact of the usage of technology-based tools such as body-worn cameras, car dash cameras and business “Green Light” camera
 - Monitor implementation of Electronic Control Weapons and the re-engineering of less lethal force training and tactics
 - Follow and assess regional and national outcomes of training in de-escalation tactics that teach patrol officer tactics to diffuse tense encounters with unarmed people
 - Design and assist in the implementation of an OCI training session in the DPD 40-hour training block
- Continue advocacy for increasing the number of Detroit residents recruited and hired by the Detroit Police Department in both sworn and civilian positions
 - Expand public engagement and public education through traditional and social media to strengthen citizen participation in oversight efforts and outcomes
 - Improve training for board members in the principles, issues and best practices related to civilian oversight of modern law enforcement and related to changing federal policy on local police operations and criminal justice standards
 - Commemorate the 45th Anniversary of the 1973 Charter creation of the civilian oversight board and its first meeting in 1974
 - Promote the City of Detroit as a host site for an upcoming National Association of Civilian Oversight of Law Enforcement (NACOLE) conference
 - Complete the relocation and full staffing of the Office of Chief Investigator to an independent, non-DPD building to ensure citizen confidence and trust in the complaint process and investigation
 - Explore ways to improve the Citizen Complaint process and streamline the Citizen Complaint Report through both technology and process improvements

Detroit Board of Police Commissioners



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District 2



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District 3



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