

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING

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Taken at 1301 Third Street,
Detroit, Michigan,
Commencing at 3:00 p.m.,
Thursday, July 23, 2015,
Before Rhonda M. Foster, CSR 3612

COMMISSIONERS:

LISA CARTER, Chairperson, District 4
WILLIE E. BELL, Vice Chairperson, District 4
WILLIE E. BURTON, District 5
EVA GARZA DEWAELESCHE, Appointed
RICARDO R. MOORE, District 7
BISHOP EDGAR VANN, Appointed, District 2
REGINALD CRAWFORD, District 3
COMMISSIONER MALLETT: Appointed
RICHARD SHELBY, District 1
DONNELL R. WHITE, Appointed
GEORGE ANTHONY, Executive Secretary

1 DETROIT POLICE DEPARTMENT
2 COMMAND STAFF: DEPUTY CHIEF HALL
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1 Detroit, Michigan

2 Thursday, July 23, 2015

3 About 3:06 p.m.

4 (Commissioners Burton and Mallett not
5 present).

6 CHAIRPERSON CARTER: Good afternoon.

7 AUDIENCE: Good afternoon.

8 CHAIRPERSON CARTER: Welcome to the weekly
9 Board of Police Commissioners meeting. My name is Lisa
10 Carter. I am the Chair to the Commission, and to my
11 immediate right is the Vice Chair, Willie Bell.

12 At this time I am going to ask that -- we are
13 going to call the meeting to order and ask Commissioner
14 Vann if he would do the invocation.

15 COMMISSIONER VANN: Gracious God, we thank
16 you and we praise you for this opportunity and
17 privilege that we have to gather together and to
18 amalgamate our minds and our hearts toward the safety
19 and security of the citizens of the City of Detroit.

20 We ask that you would bless our work, bless
21 the Chief of our Department and their representatives
22 who are present.

23 We ask, O God, that you would give us a safe
24 city. We ask, O God, that you would increase the peace
25 and stop the violence. We ask, O God, that you would

1 get into the hearts and the minds of our people, for we
2 cannot stop crying until we stop the criminal.

3 Bless us now as we plan and deliberate
4 together. This we ask in your name, amen.

5 AUDIENCE: Amen.

6 CHAIRPERSON CARTER: Thank you, Commissioner
7 Vann.

8 At this time, Mr. Anthony, Secretary Anthony,
9 could you call the roll, please.

10 SECRETARY ANTHONY: Thank you, Madam Chair.
11 For the record, George Anthony, Secretary to the Board.

12 You have already introduced Commissioner
13 Willie Bell.

14 Commissioner Willie E. Burton, I think he is
15 running late.

16 Commissioner Reginald Crawford?

17 COMMISSIONER CRAWFORD: Present.

18 SECRETARY ANTHONY: Commissioner Eva Garza
19 Dewaelsche?

20 COMMISSIONER DEWAEELSCHÉ: Present.

21 SECRETARY ANTHONY: Commissioner Conrad
22 Mallett?

23 Commissioner Ricardo R. Moore?

24 COMMISSIONER MOORE: Present.

25 SECRETARY ANTHONY: Commissioner Richard

1 Shelby?

2 COMMISSIONER SHELBY: Present.

3 SECRETARY ANTHONY: Commissioner and Bishop
4 Edgar Vann?

5 COMMISSIONER VANN: Present.

6 SECRETARY ANTHONY: Commissioner Donnell R.
7 White?

8 COMMISSIONER WHITE: Present.

9 SECRETARY ANTHONY: Mr. Chair, you have a
10 quorum -- Madam Chair, you have a quorum.

11 CHAIRPERSON CARTER: Thank you.

12 At this time, I would like to introduce
13 Deputy Chief Renee Hall, who is standing in for the
14 Chief.

15 D.C. HALL: Good evening. I just want to
16 take a couple of moments to introduce some of the
17 members from the Detroit Police Department.

18 We have Director Gail Oxendine from Personnel
19 and Recruiting.

20 We have Sandra Flipppo from our Recruiting
21 section.

22 We have Lieutenant Gardner, who is the OIC of
23 Recruiting who will be doing the presentation today.

24 We also have Commander Bettison in the back,
25 Lieutenant Keith Williams, Jack Finessee (phonetic).

1 And I think that's all I see from DPD currently.

2 Just a quick overview. Just from DPD, we
3 are, you know, still experiencing some lulls as it
4 relates to crime in all of our areas except for our
5 homicides. We are looking at a little -- ten percent
6 higher than we were before, our nonfatal shootings were
7 just up maybe one-and-a-half percent than where we were
8 last year.

9 Continuing our efforts to drill down, one of
10 the things that we really want to report in our
11 9th Precinct, one of our more problematic areas, we are
12 experiencing dramatic lulls. We have had zero
13 homicides in more than 21 days, which is definitely to
14 be commended in that area, so the work that we are
15 doing on the street is definitely paying off.

16 So that's basically what we have to report
17 from the Chief's Office.

18 And at this time, I will ask Lieutenant
19 Gardner, Melissa.

20 CHAIRPERSON CARTER: Before you do that, we
21 are going to introduce the rest of the staff.

22 D.C. HALL: Okay.

23 CHAIRPERSON CARTER: Mr. Anthony.

24 Thank you.

25 SECRETARY ANTHONY: Thank you, ma'am.

1 Board staff present, Ms. Pamela Davis-Drake,
2 our Chief Investigator, seated in front. Ms. Linda
3 Bernard, our attorney to the Board, seated also in
4 front. Sergeant Alan Quinn, who is recording our
5 proceedings, in the back. And Ms. Rhonda Foster from
6 Hanson Court Reporting Services, taking the transcript.

7 That completes the introduction, ma'am.

8 CHAIRPERSON CARTER: Thank you, Mr. Anthony.

9 At this time, I will move for a motion to
10 approve the agenda.

11 COMMISSIONER BELL: Madam Chair, so moved.

12 COMMISSIONER WHITE: Support.

13 CHAIRPERSON CARTER: It has been moved and
14 supported. Ready for the question, all in favor?

15 COMMISSIONERS: Aye.

16 CHAIRPERSON CARTER: Those opposed?

17 The ayes have it.

18 At this time, I will move for -- I mean, I
19 will -- looking for a motion to approve the minutes
20 from Thursday, July 16, 2015.

21 COMMISSIONER VANN: So moved, Madam Chair.

22 COMMISSIONER MOORE: Support.

23 COMMISSIONER BELL: And one minor correction,
24 Madam Chair, on page 3, it should indicate Arthur
25 Divers, make that minor correction on his proper name,

1 that should be Dr. -- try it again, Dr. Arthur Divers
2 in terms of that correction on there, so...

3 CHAIRPERSON CARTER: Thank you.

4 So the motion was for approval of the
5 minutes, with the noted corrections?

6 COMMISSIONER BELL: That is correct.

7 CHAIRPERSON CARTER: It has been moved and
8 seconded.

9 All in favor?

10 COMMISSIONERS: Aye.

11 CHAIRPERSON CARTER: Those opposed?

12 The ayes have it.

13 And at this time, I do not have a report from
14 the Chair.

15 So we will move on to the report from the
16 Chief -- I mean from the --

17 D.C. HALL: As I say, Melissa Gardner from
18 Recruiting will be doing a presentation.

19 LIEUTENANT GARDNER: Good afternoon,
20 everyone.

21 AUDIENCE: Good afternoon.

22 LIEUTENANT GARDNER: It was stated earlier
23 who represents our Recruiting Section. My commanding
24 officer is Director Gail Oxendine, and I do have other
25 staff that are not present here. They are currently

1 working, like they should, to get people on the
2 Department.

3 I am going to start going over -- we are
4 going to do a real brief overview of Recruiting, what
5 we are doing in Recruiting, as well as some initiatives
6 that we have put in place over the last year or so.

7 So I am going to start off by really talking
8 about one, the mission statement for recruiting. It is
9 the mission of the Detroit Police Department Recruiting
10 Unit to select individuals with the commitment,
11 integrity and skills needed to serve the community as a
12 Detroit police officer.

13 (Commissioner Mallett entered proceedings at
14 about 3:12 p.m.)

15 LIEUTENANT GARDNER: Our Recruiting Org Chart
16 looks as such, with Human Resource Department over us,
17 and then we are under, directly under Human Resources.

18 And here is currently where we are at as far
19 as active files in Recruiting. You will see right now
20 we currently have 197 active files. Of the 197, we
21 have 65 that are currently waiting MCOLES scores. And
22 what that means is when an applicant comes in and
23 completes an interest card, before they can even begin
24 the process of getting into background, coming to our
25 application orientation, they have to have completed

1 the MCOLES written and the physical agility test. So
2 of those, these are how many we are still waiting for
3 them to submit scores.

4 And one of the ways that we try to help
5 expedite that process is in the beginning phase, when
6 they come in and they fill out that interest card, we
7 give them a sheet of all of the areas that are
8 currently hosting these exams, and the dates. So they
9 are able to do that. That way we know -- and we can
10 get them a little bit more motivated when they look at
11 that sheet and say, oh, here is a date this week, let
12 me go ahead and get scheduled. So we are hoping and it
13 has improved with them getting those scores completed a
14 lot quicker.

15 Another thing that we do when we are waiting
16 for those to complete MCOLES scores, after 45 days we
17 see that they have not initiated anything else with us,
18 we send out a notice basically saying, hey, we see that
19 you have applied with us. However, we still don't have
20 your MCOLES and physical agility scores. And at times
21 that does bring -- activates that file and gets it back
22 in motion.

23 Then from there, we have what we -- the
24 candidates -- and actually it should be our A/O, which
25 is our application orientation. We currently have 14

1 that are ready. And what that means is they are going
2 to get ready to enter into background where the meat
3 and potatoes are. Okay.

4 And then we have 106 currently in background.
5 What that means is we have -- they're assigned to an
6 investigator, and those investigators are having them
7 come in for their interviews. They go out and do their
8 home assessments. We send them out to the police
9 agencies to make sure they get their police report. We
10 check all their employers and employment history,
11 credit reports, anything that will give us a clean
12 knowledge of that candidate, so that we can process
13 them forward and get them out of background.

14 Then we have -- currently we have 11 that are
15 in Oral Board phase. And what that is is that's where
16 they go in front of the Panel. They have been -- they
17 have made it past background, everything checked out
18 well. So now they are in the Oral Board phase.

19 So once they complete the Oral Board phase
20 and they pass, then they go into the psychological
21 process. Now, that's twofold. We have a written
22 portion, and we have one where they go in front of --
23 an oral portion in which they go in front of a doctor.

24 We -- as of last week, we have hired 29
25 candidates. Two of those are fire, so it would be 27

1 police candidates. And as of last year, we had three
2 Academy classes that graduated, which gives us a total
3 of 69 officers now sent out on patrol. Okay.

4 Here are some of the Recruiting strategies
5 and accomplishments. We have improved efficiency in
6 our application tracking resulting in more thorough
7 processing of all of our applicants and reducing the
8 time to hire cycle from 26 weeks to 10 weeks.

9 And one of the ways we did that -- before I
10 came to the unit, what was going -- what was the
11 regular practice was candidates were going into
12 background without certain documentations. And the
13 documentations that we look for are birth certificates,
14 social security cards, and things of that nature.
15 Well, we would have a candidate come in one week with a
16 birth certificate, two weeks later with their social
17 security card.

18 So in the Application Orientation process,
19 they are required to bring all required documents
20 needed to get into background. And when we did that,
21 we were able to process them a whole lot quicker in our
22 background phase. We decreased time in background by
23 redesigning Application Orientation workshops,
24 scheduling workshops more frequently, and making
25 changes to expedite the medical evaluation process.

1 And we met with our medical section, and we
2 got with our -- Henry Ford is who we are using to
3 complete them through medical. And any time where we
4 have to do a mass hire and we are pushing people
5 through fast, meaning they are clearing and we are
6 getting them done, because once they get to Oral Board,
7 they are going right into these other arenas. And so
8 therefore they can actually come on site and process
9 our people a lot quicker than us having to schedule,
10 along with their own operations. So that has helped us
11 to expedite them through medical.

12 We have increased home visits and reference
13 interviews for -- of candidates. We really make sure
14 that the officers and the investigators, when they are
15 finalizing their background phase, that they are going
16 out to the home. And we look -- because in the
17 background, we are looking for criminality,
18 discrepancies in information that they have provided us
19 early on in the process. When we go out to the home,
20 now we are looking at ordinance-type things. Are they
21 keeping their house up? Are they mowing the lawn? How
22 do the neighbors feel as far as are they loud? Are
23 they causing havoc in their own communities? And that
24 allows us to finalize on that level as far as how they
25 are as an individual in their own communities and in

1 here.

2 Improving contact and communication with
3 applicants in order to maintain interest and expedite
4 processing. What we did here was we have a generation
5 that's technology savvy. And we found that the old
6 mailing system doesn't help our process because that
7 can send us back two to three weeks, if not months. So
8 a lot of our information we are doing now is through
9 Internet. And that allows us to transport information
10 back and forth, get in contact with our candidates.
11 They have these devices on their phones. They get it.
12 They are able to contact us. And we can clear up any
13 issues that we need to clear up.

14 Pursued opportunities to make presentations
15 in area colleges and high schools, creating high school
16 field trips and job shadowing workshops. One of the
17 things that we know is we need to target people for the
18 future. I know we are in the process of getting people
19 to come on board now, but we also want to invest in our
20 future. And from understanding what are some of the
21 disqualifiers for our candidates, if we can hit them in
22 the 7th and 8th grade, for those who are interested in
23 becoming a law enforcement officer, what their profile,
24 personal profile should begin to look like, and how
25 they can better prepare themselves to be a viable

1 candidate for our organization.

2 (Commissioner Burton entered proceedings at
3 about 3:20 p.m.)

4 LIEUTENANT GARDNER: Recruiting, 2015
5 activities, we have attended 12 colleges and
6 universities. Created interest in police careers
7 through presentations at colleges. We have our really
8 phenomenal internship program, and Ms. Flipppo has done
9 an excellent job to the point where colleges are now
10 asking us to come out and present. And they are really
11 embracing it. Because, one, we don't bring our interns
12 in to just file. Okay. We want them to get a full
13 understanding of what it is to be in law enforcement.
14 So we put them in patrol. They see what community
15 relations is about. They go into specialized units.
16 They get to see the administrative side. And then from
17 there they can get a better determination on if this is
18 the best career path for them. And we have had an
19 excellent turnout. And it was amazing because we had
20 one college that chose to not be interested, and found
21 out how successful our program is and begged for us to
22 pick them back up and allow them to participate in the
23 internship program. So we feel that it is -- has
24 become a success.

25 Creating interest in -- okay. I covered

1 that.

2 Several -- served on college professional
3 advisory boards at ITT and South University. Again,
4 Ms. Flippo and myself, we go out to the colleges. And
5 they have what they call advisory boards where they
6 talk about their criminal justice curriculum. And what
7 are some things that they need to do to change to
8 address the issues of today? So we sit on those
9 boards. We let them know what are some of the current
10 issues in law enforcement, where we need to target and
11 educate those that want to come into the field of law
12 enforcement on how to better serve those communities,
13 the communities that they are going to serve.

14 Participated in NOBLE events and emphasize on
15 Recruiting and diversity. I just returned from NOBLE.
16 And recruiting appears to be the hot topic across the
17 country as far as how we are going about our selection
18 process, making sure that the candidates come on fit
19 the organization, they understand the team dynamics,
20 they understand the culture, and that they are
21 mirroring the communities in which they are serving.
22 So it was an awesome, awesome experience. We received
23 a lot of viable information that will be funneled out
24 through our organization.

25 Took part in precinct-sponsored bazaars and

1 events, as well as meetings and events -- sponsored
2 bazaars and events, as well as meetings, and sponsored
3 community groups and City Council.

4 We have really made it an effort to support
5 all organizations in getting the message out that we
6 are hiring and that we are looking for quality
7 individuals to come on this Department. And to do
8 that, we have to be visible. We have to be out there.
9 We have to educate them on what it is that the Detroit
10 Police Department is looking at, and to do that is to
11 be at these meetings. We do go to the churches. And
12 we support that mission. And when we stand aside with
13 all these different organizations on the same goals in
14 mind, I think we get a better result, a better
15 candidate.

16 Earlier I talked about our internship
17 program. And what you see here is the 2014 internship
18 program, as well as the 2015. So as of last year, we
19 had 33 interns that were selected from a pool of 150.
20 It was a two-day -- they went to a two-day mini
21 Academy, a five weeks -- five weeks they were in the
22 precincts, five weeks they were in specialized units.
23 Then we did a coffee and cake. We want to give them
24 the feel of the actual -- in a real quick synopsis what
25 it is like from start to finish. Because they have to

1 go through somewhat of a similar process to get into
2 the internship program. Because one of the things is
3 we don't want to give people the false hope that they
4 can get a career in it, and they have things in their
5 profile that would not allow them to move forward. So
6 we want to make sure that they are viable and that
7 through this experience, they will transition from the
8 internship right into our process, and hopefully into
9 the next Academy class.

10 And out of the last year, we did have four
11 that were in the process at that time, and four of them
12 that actually ended up getting hired. Okay.

13 And this year we had 22 interns in our winter
14 program; 43 that's currently in our summer program.
15 And again, they are assigned to the precincts and
16 specialized units. And some have been added to public
17 info.

18 It is funny because when we first started the
19 internship program, we are sending them to the
20 precincts. The feeling wasn't very welcoming. But now
21 I am glad to say that now we have people in different
22 units requesting internships. So we are seeing a
23 change in the dynamics and the culture of officers
24 embracing these recruits and helping them to understand
25 what it is all about to be in law enforcement. And

1 then we will be hosting a coffee and cake.

2 We currently have five of those interns that
3 have completed interest cards. And internship has
4 expanded this year to three programs per year, and 50
5 intern programs focused on DPD careers.

6 And here are some of our continued
7 initiatives. We want to convert our manual application
8 process to a paperless online application tracking
9 system.

10 We want to increase diversity by implementing
11 targeted recruiting events, making sure that we are
12 hitting all areas of Detroit and not just focusing on
13 one particular area. Creating a women's forum to
14 attract females to a career in law enforcement;
15 continue to expedite the application process by
16 reducing background time and enhancing use of
17 electronic communications, expanding recruiting
18 outreach to high school programs such as ROTC,
19 Explorers, women's organizations, veterans groups,
20 groups underrepresented in the current force. And we
21 really are going to be focusing on interacting with
22 some of the youth programs that are already developed
23 and tapping that particular group. Partnering
24 with ecumenical communities to increase community
25 awareness of employment opportunities. Expanding

1 intern programs to three rotations per year with
2 primary focus on converting interns into hires.

3 And developing partnerships with
4 organizations such as Dress for Success, Plato's
5 Closet, to assist applicants to obtain business attire.
6 One of the things that we find is some people don't
7 come in because they don't have the required dress. So
8 we are looking to coordinate and hopefully getting some
9 of these different areas to donate, whether it be ties
10 or, you know, lightly used suits and things of that
11 nature.

12 And develop partnerships -- okay. I covered
13 that.

14 And developing a recruiting video. We are
15 currently working on a video with our --

16 DIRECTOR OXENDINE: Central photo.

17 LIEUTENANT GARDNER: -- central photo, thank
18 you, with our central photo unit to put a really nice
19 video together that we can, when we go out on career
20 events, or most, for instance, churches have video
21 announcements, maybe being able to give them a blurb
22 when we are doing hiring practices or hiring that will
23 get people inspired to want to look at this as a career
24 opportunity.

25 And at this time, I am going to open the

1 floor for questions.

2 CHAIRPERSON CARTER: Thank you, Lieutenant
3 Gardner, for the presentation.

4 Before we take any questions, I would like to
5 acknowledge the presence of Commissioners --
6 Commissioner Mallett, who came in about 3:12. And
7 Commissioner Burton, who came in about 3:20. Thank you
8 for joining us.

9 At this time, Commissioners, do you have any
10 questions?

11 COMMISSIONER VANN: Madam Chair, I do.

12 COMMISSIONER SHELBY: Through the Chair,
13 thank you for your presentation, Lieutenant Gardner.

14 LIEUTENANT GARDNER: Thank you.

15 COMMISSIONER SHELBY: I applaud the
16 internship program. The intern, you can bring
17 individuals on, you give them actual hands-on
18 experience, where they can actually go around to
19 different departments and see, it gives them a
20 different perspective as opposed to someone just coming
21 in. Believe it or not, most people find out about law
22 enforcement through watching TV, you know, movies, and
23 that's not the real world. So I would really like to
24 see the intern program expanded. I wish all of the
25 individuals could go through that because it would give

1 them -- like, say, we give them invaluable experience.

2 My question is, when it comes to retention,
3 how are you doing when it comes to retention? In the
4 old days in the past, other departments would send
5 people down here to get trained, and after they got
6 trained, I mean, they would literally stay two weeks
7 and they would leave and go to outside departments.
8 How are we doing in that area?

9 LIEUTENANT GARDNER: And I am glad you asked
10 that question, because one of the things we are looking
11 at, and again, coming back from NOBLE, I heard mentor,
12 mentor, mentor, and developing mentoring programs
13 within our organization that tracks what people want to
14 do career-wise with us, whether it is to stay as a
15 patrol officer, we want you to be the best patrol
16 officer, be involved in our field training program,
17 that you can make sure that if that's where you want to
18 stay in your career, that you are training and passing
19 on viable knowledge to them.

20 And also tracking those who are looking to
21 move up within the organization, what they need to be
22 doing now to better prepare themselves for that.

23 So we will be looking, when we talk about
24 retention, those types of things, because sometimes
25 they don't realize what we have here. And if we

1 continue to show and promote the positive sides of our
2 organization, that's going to help build that
3 retention.

4 COMMISSIONER SHELBY: What I meant from
5 retention is a lot of the suburban departments, because
6 of the cost of training, they will tell the officer, go
7 to Detroit, get training, come back and we will hire
8 you. In regards to that, are we addressing that in any
9 way?

10 LIEUTENANT GARDNER: Yes, we are. But one of
11 the things we also want to remember, too, is we don't
12 want people staying in our organization that don't want
13 to be here. Because then we know that they are not
14 buying into the mission of this organization, they are
15 not treating the citizens the way that we would want
16 them to be treated. So even though that is an issue,
17 and that's an issue with any organization, whether it
18 be in law enforcement or any other profession, and in
19 knowing that, we do want to find ways to retain them,
20 but if their whole mindset was from the start to just,
21 unfortunately, use the program that we have, they are
22 going to do that anyway, and then they are going to
23 find themselves out of here. But we can through
24 showing them and hopefully through the training that
25 they receive at the Academy, get them to buy in and

1 say, you know what? I came in here with a notion to
2 walk away with this gift they are about to give me, but
3 I built a camaraderie, and I want to stay and invest.

4 DIRECTOR OXENDINE: Gail Oxendine, Human
5 Resources Director.

6 Just to add to that, we have also been
7 looking at attrition specifically. We have done some
8 recent analysis of attrition, and also future attrition
9 that we would be anticipating. And what I can tell you
10 is during the past two years, attrition has decreased.
11 So it decreased from 2013 to 2014 by about 6 percent.
12 And from '14 to '15, it is on the downward trend of
13 about 11 percent.

14 What we found also in terms of future
15 attrition is that during the next -- next -- this
16 fiscal year, 2015/16 fiscal year, that we have about
17 500 officers that are eligible for retirement. The
18 next following two fiscal years, that number decreases
19 to almost zero. And the reason for that is that there
20 was a period of time where there was no hiring. And so
21 what we were really trying to concentrate on is, where
22 do people leave? You know, at what stage in their
23 career do they leave? And some of our analysis shows
24 that, yes, we do have a little bit of a spike for
25 people who first come into the Academy, but the biggest

1 spike is when people have reached ten years of
2 employment. That's where we lose most of the officers
3 is in the 10- to 12-year range. So just to piggyback
4 and give you that additional information in terms of
5 analysis, we are looking at that. We are also having
6 discussions with the Mayor in terms of how we can
7 combat that.

8 COMMISSIONER SHELBY: Thank you.

9 CHAIRPERSON CARTER: Thank you.

10 Any other questions?

11 COMMISSIONER VANN: Madam Chair, just a quick
12 question that I think is in the area of attrition, but
13 maybe on the front end.

14 How many officers, I mean, how many people do
15 you bring into the Academy? And then vis-a-vis, how
16 many are actually hired? So how many are rejected, you
17 know, what is your ratio, what is your ratio of
18 retention on the front end with recruits?

19 LIEUTENANT GARDNER: Those -- once they get
20 into the Academy, it is not so much that we reject
21 them. They find that it is difficult and they drop
22 out. In the last Academy I believe we only lost two.
23 Currently, honestly we lost three as of this week for
24 this particular Academy that started. But again,
25 that's what it is designed to do for those who find it

1 difficult, whether it be the classroom setting or the
2 physical workouts that they have to do. But on
3 average, we lose probably about one to two with each
4 class that we conduct.

5 COMMISSIONER VANN: I think I am also
6 referring to I guess prior to that, the application
7 phase --

8 LIEUTENANT GARDNER: Okay.

9 COMMISSIONER VANN: -- so the drug testing
10 issues and all of those issues.

11 LIEUTENANT GARDNER: Yeah. Currently, and
12 one of the biggest ones, a lot of people think it is
13 the drug portion, is really dealing with their driving
14 record and sometimes credit. And then we have the drug
15 issue. And we have changed the policy to address that.
16 So we are -- which has allowed some of our younger
17 youth who experiment in let's say the college phase of
18 their life, it allows them to really regain themselves,
19 and be a viable candidate, because we look at the fact,
20 okay, you know, there are going to be that group that
21 go out there and experiment, but that does not mean
22 that they cannot come on and serve within our
23 organization. So that's what we look at, as well.

24 COMMISSIONER VANN: So you changed the
25 standards?

1 LIEUTENANT GARDNER: What we did was, in the
2 drug area, yes, we did. M-hum.

3 COMMISSIONER VANN: From what to what?

4 DIRECTOR OXENDINE: I think it would be
5 better suited if we discussed that in a closed session,
6 sir. But let me just say this. That we did some
7 benchmarking for agencies across the nation, including
8 the FBI. And what we found is that our standard was
9 way out of sync with other agencies. And so we
10 realigned our standard to be in -- to be more like
11 other standards of other agencies. So, you know, so we
12 will talk about those specifics. We can give you those
13 specifics in a closed session, sir, if you allow that.

14 COMMISSIONER VANN: Sure.

15 DIRECTOR OXENDINE: Thank you, sir.

16 LIEUTENANT GARDNER: Then you'll have a whole
17 bunch of people qualify.

18 CHAIRPERSON CARTER: Any other questions?

19 COMMISSIONER DEWAELSCHE: Yes, Madam Chair,
20 if I may.

21 Actually, you answered a few of my questions
22 because I have several. And I don't want to take up a
23 lot of time. But in terms of -- well, the background
24 of each of the items -- during the background check,
25 are each of the items weighted? And you did say the

1 drug -- the -- you look at the person's drug use, and
2 credit. Or driving record and credit.

3 LIEUTENANT GARDNER: M-hum.

4 COMMISSIONER DEWAELESCHE: And so what weight
5 do you give to credit? Because, you know, everybody
6 has a problem with their credit at some time in their
7 life.

8 DIRECTOR OXENDINE: Yes. Let me just say
9 generally speaking, because I don't -- I think really
10 these are kind of questions that we probably need to
11 handle in a closed session, but let me just say
12 generally speaking, we don't weight any of the areas.
13 Okay. There is no score attached to it, if you will.
14 What we do is there is a standard. And either you meet
15 it or you fail the standard. There is no weighted
16 scale, if you will.

17 With respect to credit, we understand that
18 this nation has gone through a period of downturn
19 financially.

20 COMMISSIONER DEWAELESCHE: And our City has
21 gone through bankruptcy.

22 DIRECTOR OXENDINE: It has. And we have been
23 in worse shape than the nation in general. And we have
24 taken that into consideration. So in the past where a
25 candidate may have been disqualified for certain credit

1 issues, that no longer exists. What we are most
2 concerned with is people being responsible. And so we
3 have altered our standard to reflect that, in terms of
4 responsibility. But we don't disqualify as long as
5 candidates assume responsibility. And so without
6 giving any specific information that would be better in
7 a closed session, I hope that kind of answers your
8 question.

9 COMMISSIONER DEWAELESCHE: It does. And, for
10 instance, do you give candidates an opportunity to come
11 back after they have rehabilitated in certain areas?

12 DIRECTOR OXENDINE: Yes, we do.

13 COMMISSIONER DEWAELESCHE: And then I just
14 have a question. Are most of your applicants who are
15 applying employed or unemployed? Or do you have that
16 information?

17 DIRECTOR OXENDINE: I have never really paid
18 attention to that, but the Lieutenant says that they
19 are mostly employed.

20 COMMISSIONER DEWAELESCHE: Employed. Okay.

21 And then you are focusing on veterans and
22 women, I saw that in your -- and that's commendable. I
23 think that's great.

24 We -- you indicated that one of the goals of
25 the Department is to -- or to follow other departments

1 in that recruiting applicants to mirror the City --

2 DIRECTOR OXENDINE: Yes.

3 COMMISSIONER DEWAELESCHE: -- that we serve
4 now in Detroit.

5 DIRECTOR OXENDINE: Yes, that is correct.

6 COMMISSIONER DEWAELESCHE: How are we doing in
7 that area? I have been to a couple -- let me just add
8 that I have been to a couple of graduations and I don't
9 see that. I think diversity is a problem in terms of
10 who we are getting on the Department right now. I am
11 sure we are getting some excellent applicants, but I
12 just don't see it mirroring the city.

13 DIRECTOR OXENDINE: Yes. I would say that we
14 are improving in diversity, but we are not where we
15 need to be. And we -- part of the issue is not getting
16 enough qualified applicants so that we have the option
17 to assure a class of diversity. That's part of our
18 challenge. It is improving, and we will maybe share
19 some of those things at that meeting that we are
20 talking about, to give you a little better insight
21 there. But we hope that through these more targeted
22 recruitments, going into specific communities, the
23 women's forum that we are looking to arrange, and that
24 kind of thing, that we can -- we can build the number
25 of qualified applicants coming through the doorway,

1 that would be a more diverse group. Yeah.

2 COMMISSIONER DEWAELESCHE: And I saw that in
3 your presentation. That's great.

4 I just -- real quick. In terms of the number
5 of people that are coming through, you mentioned that
6 there are like 33 in 2014, 33 interns. And of those
7 four were hired.

8 DIRECTOR OXENDINE: Yes.

9 COMMISSIONER DEWAELESCHE: Are we doing
10 anything to try to -- I mean, were the other 31 -- is
11 that what it is? 31 -- yeah, 31, were they potentially
12 good candidates that fell off somehow? Are we doing
13 anything to try to bring those back into the pipeline?
14 I mean, I just see that, you know, you had -- or at
15 some point, you had 40 something, 30 something. What
16 happened to those individuals?

17 DIRECTOR OXENDINE: Some of them were
18 disqualified --

19 COMMISSIONER DEWAELESCHE: Oh, okay.

20 DIRECTOR OXENDINE: -- during the background
21 phase of the investigation. Some of them chose to go
22 with other agencies. Some of them decided they didn't
23 want a law enforcement career as a result of being part
24 of the process. Some of them are still in the process.
25 Some of them elected to wait until they graduated. We

1 had maybe juniors or seniors who wanted to complete
2 their education before they came on board. So it is a
3 variety of reasons. That was our first class, if you
4 will, of interns.

5 What we have noticed is that with each class
6 we get, that the number of people interested is
7 increasing. We are excited about expanding the program
8 to 50 police career interns, if you will, come the
9 fall. And then, of course, going fall, winter and
10 summer full-blown all year round. And we are hoping
11 that those numbers will also increase in terms of who
12 we get in the Academy.

13 So we had four that were hired. We have a
14 dozen or so that are still in the process. We have I
15 think one that's ready to hire. We have one that we
16 just put in the Academy on this past -- what was it?
17 Monday the --

18 LIEUTENANT GARDNER: Two.

19 DIRECTOR OXENDINE: Okay. Two. I stand
20 corrected. I have some files on my desk that look
21 good. So I mean it is picking up, it is growing. And
22 we are hoping that it will continue to be a feeder to
23 the Academy.

24 COMMISSIONER DEWAEELSCHÉ: Well, thank you.
25 Thank you. I appreciate it.

1 DIRECTOR OXENDINE: Thank you.

2 COMMISSIONER CRAWFORD: Through the Chair,
3 yes, ma'am, what is the current number of -- in this
4 current recruit class right now in the Academy, what's
5 the number of candidates you have in there?

6 DIRECTOR OXENDINE: Twenty-four.

7 COMMISSIONER CRAWFORD: Twenty-four.

8 LIEUTENANT GARDNER: Well, actually it's --
9 so it would be 26.

10 COMMISSIONER CRAWFORD: Twenty-six. What's
11 the racial make-up of that class, if you have it?

12 LIEUTENANT GARDNER: We want to call it the
13 United Nations. We have got a little bit of everybody
14 in this class.

15 COMMISSIONER CRAWFORD: Okay. Well, that's
16 great.

17 LIEUTENANT GARDNER: Yeah, we do. We have a
18 really good mix. And I thought I might have had that
19 breakdown.

20 COMMISSIONER CRAWFORD: And also on that
21 issue of credit, even Donald Trump filed for
22 bankruptcy. And he is running for the President of the
23 United States.

24 Okay. Okay. What you just said is it is
25 quite a diverse class.

1 There was another question on --

2 DIRECTOR OXENDINE: We can get those numbers.

3 COMMISSIONER CRAWFORD: -- on the issue of
4 retention, in terms of people who graduate from the
5 Academy, they are certified, and I don't know if that's
6 the area that Commissioner Shelby was talking about
7 where they just, you know, they get the certification,
8 and then they leave the Department within a couple of
9 months, or six months or a year or something like that.

10 LIEUTENANT GARDNER: You know, we sometimes
11 are able to get those numbers, but unfortunately, they
12 can go to the precinct, be there six months, and leave,
13 or a year or two years. So we wouldn't necessarily
14 always have that information viably available, but we
15 can.

16 COMMISSIONER CRAWFORD: Yes, ma'am. Because
17 historically, that's been an issue historically
18 of -- and I just want to say Detroit Police Department
19 is one of the greatest police departments in the
20 country. I mean, I know that from traveling the
21 country and other police departments and, you know, the
22 work here, you know, it is one of the best. And it is
23 one of the best cities to work in too. And so there
24 are departments all across the country and even in this
25 state that, you know, are looking for certified

1 officers, particularly if they just get certified and
2 leave and go somewhere else. And historically, that
3 was an issue, because even Chief McKinnon, when he was
4 Police Chief under Mayor Archer, and City Council, they
5 only came up with some type of commitment contract or
6 something like that. Of course, eventually that kind
7 of faded out, they tried to retain officers, they tried
8 to get a two-year commitment. And I think legally
9 there might have been some issues with that.

10 DIRECTOR OXENDINE: There were. Let me just
11 say this, that we do have the data you are looking for
12 for 2014/15.

13 COMMISSIONER CRAWFORD: Yes, ma'am.

14 DIRECTOR OXENDINE: And I can provide that
15 information to the Board subsequent to this meeting.

16 But what I do want to point out is that when
17 we did the analysis at least for that year's worth of
18 data, what we found was that, yes, we lose people going
19 to other police agencies, without a doubt. But the
20 overwhelming number of people that we lose is due to
21 retirement. Not due to being recruited away. So I can
22 provide you with that information subsequently.

23 COMMISSIONER CRAWFORD: Also I want to add
24 that some leave and they come back.

25 DIRECTOR OXENDINE: And that is correct.

1 COMMISSIONER CRAWFORD: That I know. Thank
2 you.

3 CHAIRPERSON CARTER: I have one last
4 question, Lieutenant.

5 The only upfront cost for the recruit would
6 be the physical agility test and the reading and
7 writing test, is that correct, that they have to pay?

8 LIEUTENANT GARDNER: Yes. That is. And
9 there are a few incidentals that they have too, when
10 they are providing certain documents, they may have to
11 go back and pay for those documents, again, maybe 5 or
12 \$2, depending on the agency they are getting it from.

13 CHAIRPERSON CARTER: Okay. Is there ever an
14 instance where an individual cannot afford to -- I know
15 the reading and writing. Do you do the reading and
16 writing in-house?

17 LIEUTENANT GARDNER: No, that's MCOLES. They
18 conduct it.

19 CHAIRPERSON CARTER: It is conducted at
20 different universities at different sites?

21 LIEUTENANT GARDNER: Yes.

22 CHAIRPERSON CARTER: You don't provide the
23 reading and writing.

24 Do you provide the physical agility?

25 LIEUTENANT GARDNER: We have only in

1 instances where they are going through the process and
2 they have done their due diligence to get us the
3 information. They might from time to time find that
4 their scores expire. Then we will call up the Academy
5 and ask them if they will host an agility exam.

6 CHAIRPERSON CARTER: Okay. And they still
7 have to pay the --

8 LIEUTENANT GARDNER: No, we don't make
9 them -- it is free.

10 CHAIRPERSON CARTER: Okay. Thank you.

11 COMMISSIONER SHELBY: Through the Chair, are
12 there individuals that go to the colleges, they come to
13 Detroit Police Department, they are already MCOLES
14 certified, a lot of them have the criminal justice
15 programs, like Oakland Community College, where you can
16 actually go -- you go through a regular Academy, and
17 you get certified by MCOLES, are you getting applicants
18 from those?

19 LIEUTENANT GARDNER: Yes. We get a few of
20 those for every Academy class that we hold.

21 CHAIRPERSON CARTER: Any other questions?

22 COMMISSIONER BELL: Madam Chair, I have one
23 question, not for the Lieutenant, but I am looking
24 forward to that discussion reference to dealing with
25 recruiting, because when you mentioned driving records

1 and credit, seem like we revisiting that from the early
2 '70s and '80s. And we know the issue that we had to
3 fight through to resolve those issues. And we resolved
4 them. And it appears that they have been reinstated
5 because we know most young people, in fact, some of
6 these officers, need to be driving -- we know how they
7 drive out here. They leave a whole lot to be desired.
8 So I am hoping that we have discussion on that, that
9 you highlight, it is not the drug issue, it's the
10 driving record and credit rating. I don't know any
11 other job that they look at your credit rating before
12 you can apply for a job. But we -- I understand the
13 logic behind it.

14 DIRECTOR OXENDINE: All of them. All of
15 them.

16 COMMISSIONER BELL: All of them do? Okay.

17 DIRECTOR OXENDINE: Yes.

18 COMMISSIONER BELL: Okay. I am not in the
19 job market.

20 LIEUTENANT GARDNER: Yes. All of them do
21 now.

22 COMMISSIONER BELL: All of them do. Okay.

23 LIEUTENANT GARDNER: Yeah.

24 COMMISSIONER DEWAEELSCHÉ: You are talking
25 about departments, police departments, right?

1 LIEUTENANT GARDNER: No. Other agencies.

2 COMMISSIONER DEWAELESCHE: Talking about
3 anywhere? All employers?

4 LIEUTENANT GARDNER: Yes.

5 COMMISSIONER DEWAELESCHE: No. They don't
6 all. Maybe a large number do.

7 DIRECTOR OXENDINE: A large number look at
8 credit.

9 COMMISSIONER BELL: Many of them do, but a
10 whole lot of them do not, because I am going through
11 that process. My daughter is relocating. And that's
12 not an issue they are dealing with in terms of credit,
13 in terms of looking at, you know, such and such, but we
14 can have that discussion.

15 But I do have a question for Deputy Chief
16 Hall in reference to -- I had an opportunity to
17 interact with Deputy Chief Mary Jackson, and her
18 classmate is not on the wall. And Billy Willis'
19 cousin, are you familiar with her?

20 D.C. HALL: Isn't she on this wall down here?

21 COMMISSIONER BELL: She was the first --

22 D.C. HALL: Deputy Chief.

23 COMMISSIONER BELL: No, I think -- I know she
24 was a commander. But I think in the history of the
25 DPD, that she was the first female to command a

1 precinct.

2 D.C. HALL: She's on -- if I am not mistaken,
3 her picture is on this wall down here. This wall down
4 here is just the, you know, current and past Chiefs.

5 COMMISSIONER BELL: Okay.

6 D.C. HALL: And then here are all the firsts.
7 Ella Bully-Cummings who was the first female Chief.

8 COMMISSIONER BELL: Yes.

9 D.C. HALL: Assistant -- First Assistant
10 Chief Stair, who is the first female First Assistant
11 Chief and then First Deputy Chief, first Commander that
12 were females. So that's on that wall.

13 COMMISSIONER BELL: That's why -- I will look
14 at that because I think she pointed out, maybe I am
15 wrong, you know, we will take a look at that, she was
16 the first female commander promoted in terms of 12th
17 Precinct commanding officer there. So I thought that
18 was historic that she was sort of my classmate, she is
19 not there.

20 D.C. HALL: I am almost certain she is on
21 this wall down here.

22 COMMISSIONER BELL: Okay. Thank you.
23 Appreciate it.

24 Was there any other feedback from the issue
25 with the young man with the wheelchair, not the

1 wheelchair, but the rolling in the street?

2 D.C. HALL: Oh, last week, the motorized?

3 COMMISSIONER BELL: Yeah, the motorized
4 vehicle.

5 D.C. HALL: I don't have any infor -- I did
6 receive the information that he had some issues in
7 Greektown. I do know that Commander Barren, as well as
8 Captain Petty, was attempting to address those issues.
9 Where we are right now on Monroe Street, they are
10 looking to make that pedestrian only. So right now we
11 are just working with -- we have the officers working
12 with the pedestrians and the business owners to allow,
13 if he is in the area, to allow him to, you know, to
14 travel in the streets. The only issue is as long as
15 there is vehicular traffic, we have to ensure his
16 safety, so we can't allow him in the street when
17 vehicles are there.

18 COMMISSIONER BELL: Okay. Thank you for
19 that.

20 D.C. HALL: You're welcome.

21 COMMISSIONER DEWAELESCHE: Madam Chair, if I
22 may, just one comment. There was an article in this
23 week's paper about New York City having hired its first
24 diverse, really diverse class, that they have had in a
25 very, very long time. And they were talking about how

1 really proud they were of that. And I am just
2 wondering if we should contact them to find out, you
3 know, what it is that they did to recruit such a
4 diverse group. I am sure all the departments are
5 having the same problem, you know.

6 DIRECTOR OXENDINE: We'll look into that.
7 Thank you.

8 CHAIRPERSON CARTER: Thank you.
9 Any other questions?

10 Thank you, Lieutenant.

11 LIEUTENANT GARDNER: Thank you.

12 COMMISSIONER DEWAELESCHE: Thank you.

13 CHAIRPERSON CARTER: Are there any standing
14 committee reports?

15 Standing committee reports?

16 We will move on to new business.

17 At this time, I am going to ask Commissioner
18 White to read the resolve for retired police officer
19 Alfred Paige.

20 COMMISSIONER WHITE: Commissioners, before us
21 is a Resolution honoring retired Police Officer Alfred
22 Paige.

23 Therefore be it resolved that the Detroit
24 Board of Police Commissioners, speaking for the
25 citizens of Detroit and the Detroit Police Department,

1 award this resolution to Police Officer Alfred Paige in
2 recognition of his 37 years of committed service. We
3 salute and congratulate you, Police Officer Alfred
4 Paige, for your fidelity to law enforcement.

5 Signed this day by the Detroit Board of
6 Police Commissioners.

7 Move for adoption, Madam Chair.

8 COMMISSIONER BELL: Second.

9 CHAIRPERSON CARTER: It has been moved and
10 second.

11 Ready for the question, those in favor?

12 COMMISSIONERS: Aye.

13 CHAIRPERSON CARTER: Those opposed?

14 The ayes have it.

15 At this time, I am going to ask that
16 Commissioner Bell read the resolve for Corporal Justin
17 Woodbeck.

18 COMMISSIONER BELL: This Resolution is for
19 Corporal Justin Woodbeck.

20 Justin Woodbeck was appointed to the DPD
21 2001, February the 13th, and he served at
22 12th Precinct.

23 And be it resolved that the Board of Police
24 Commissioners, speaking for the citizens of Detroit and
25 the Detroit Police Department award this resolution in

1 recognition of Corporal Justin Woodbeck's 14 years of
2 dedicated and diligent public service. His
3 professionalism, integrity, and standard of commitment
4 to the City of Detroit merit our highest regard and
5 best wishes for continued success.

6 We salute and congratulate Corporal Justin
7 Woodbeck for his career.

8 I so move.

9 COMMISSIONER MOORE: Support.

10 COMMISSIONER DEWAELSCHÉ: Support.

11 CHAIRPERSON CARTER: Those in favor?

12 COMMISSIONERS: Aye.

13 CHAIRPERSON CARTER: Those opposed?

14 The ayes have it.

15 At this time, we will -- I am going to ask
16 that Commissioner Moore read the -- no, is retired
17 Sergeant Gayle Smith here?

18 SERGEANT SMITH: Yes, she is.

19 CHAIRPERSON CARTER: Okay. If you will step
20 forward, please. And Commissioner Moore is going to
21 present --

22 COMMISSIONER MOORE: Thank you, Madam Chair.
23 Resolution honoring Sergeant Gayle Smith --

24 CHAIRPERSON CARTER: She is here.

25 COMMISSIONER BELL: She is here.

1 SERGEANT SMITH: You saw me when I walked in.

2 COMMISSIONER MOORE: Excuse my back everyone.

3 Resolution honoring Sergeant Gayle Smith.

4 Whereas, Ms. Gayle Smith began her career
5 with the Detroit Police Department on April 24, 1989,
6 and upon graduating from the Detroit Metropolitan
7 Police Academy, she was assigned to the 2nd Precinct;
8 and

9 Whereas, Police Officer Smith later served in
10 the 2nd Precinct in the professional education and
11 training division; and

12 Whereas, on May 21st, 1999, Officer Smith was
13 promoted to the rank of sergeant and was reassigned to
14 the professional education and training division where
15 she remained until her retirement, and

16 Whereas, Sergeant Smith was the deserving
17 recipient of one Chief's Merit Award, Perfect
18 Attendance Award, Major League Baseball All Star
19 Recognition Award, the Rose Parks Funeral Recognition
20 Award, and the Super Bowl 40 Recognition Award, as well
21 as numerous letters of commendation from citizens and
22 superiors, and

23 Whereas, Sergeant Smith diligently served the
24 Department, citizens of the Department with loyalty,
25 dedication and integrity for 26 years.

1 Now therefore be it resolved that the Detroit
2 Board of Police Commissioners, speaking on behalf of
3 the Detroit Police Department and the citizens of the
4 City of Detroit recognize the lifelong commitment to
5 public safety of Sergeant Gayle Smith. Her pride and
6 dedication has been a valuable asset to the Department
7 and merit our highest reward.

8 We thank and congratulate you, Sergeant Gayle
9 Smith.

10 From the Detroit Board of Police
11 Commissioners.

12 Move for adoption.

13 COMMISSIONER MALLETT: Support.

14 COMMISSIONER BELL: Second.

15 COMMISSIONER MOORE: Just an amendment.

16 That's 27 years that Sergeant Smith served.

17 COMMISSIONER MALLETT: Let's get it right.

18 SERGEANT SMITH: Thank you.

19 COMMISSIONER MOORE: You hold it. It is
20 yours.

21 (Photo taken).

22 CHAIRPERSON CARTER: Sergeant Smith.

23 (Applause).

24 SERGEANT SMITH: Oh, I am sorry. I am in
25 retirement mode. I am seriously retired.

1 I just want to say thank you for the
2 recognition. Twenty-seven years is a long time. And I
3 can think about a lot of things that occurred when I
4 first -- the first precinct I went to wasn't the 2nd,
5 it was the 7th precinct. And there was so many
6 different things that I learned from so many different
7 officers. What to do and what not to do. And I am
8 proud of that. I am proud that I didn't get in any
9 kind of serious trouble. And I am proud that I made it
10 thus far and I am still in good health.

11 AUDIENCE: Amen.

12 SERGEANT SMITH: That's the main thing. So
13 once again, thank you. Never know, I might make a --
14 I might make Mayor. Never know. Just kidding. But
15 thank you. Thank you very much.

16 (Applause).

17 (Multiple inaudible speakers).

18 CHAIRPERSON CARTER: Thank you, Sergeant
19 Smith, for your words. And thank you for your service.

20 AUDIENCE: Amen.

21 CHAIRPERSON CARTER: And as you stated, many
22 people don't make it to this point. So enjoy your
23 retirement.

24 We have a motion before us at this time.

25 Those in favor of the motion to adopt as

1 amended?

2 COMMISSIONER MOORE: So moved.

3 COMMISSIONERS: Aye.

4 CHAIRPERSON CARTER: Those opposed?

5 The ayes have it.

6 And I believe that Sergeant Smith, your --
7 does the poster have to be -- does the resolution have
8 to be redone?

9 SECRETARY ANTHONY: It can be, but that came
10 from -- the information came from the Department.

11 CHAIRPERSON CARTER: It should be corrected.

12 COMMISSIONER BELL: It should be corrected.

13 CHAIRPERSON CARTER: Give it back, please.

14 SERGEANT SMITH: Do you want it back?

15 CHAIRPERSON CARTER: Yes. Give it back.

16 SERGEANT SMITH: Do you want it back?

17 SECRETARY ANTHONY: Wait until we get
18 through.

19 CHAIRPERSON CARTER: They are going to work
20 that out.

21 At this time, we are going to move on to old
22 business.

23 And under old business, we have the Elections
24 of Officers Procedure.

25 COMMISSIONER BELL: Madam Chair, I move that

1 the Board of Police Commission adopt a policy and
2 procedure as outlined for election of officers, that we
3 receive a copy, and that was drafted by attorney to the
4 Board at this time.

5 COMMISSIONER VANN: Question, Madam Chair.

6 COMMISSIONER BURTON: Second.

7 CHAIRPERSON CARTER: Discussion?

8 COMMISSIONER VANN: Madam Chair?

9 CHAIRPERSON CARTER: Yes, sir.

10 COMMISSIONER VANN: I just want to -- I
11 think, and I am hoping that this is something that will
12 help us to avoid the debacle that happened this year
13 with our election. I just want to make sure that there
14 is some sense of transparency here with those persons
15 who would be offering themselves for leadership.

16 I don't quite see it in this document with
17 regard to them, in the spirit of transparency, letting
18 us know what their intentions are. It appears as if
19 this document still pushes all of the positioning to
20 the back room. And I am concerned about that.

21 I have raised this before, as thoughtfully
22 and as respectfully as I could. And it got whitewashed
23 out of the minutes. And I would hope that that would
24 never happen again. My comments were not recorded with
25 regard to what happened with the election before. And

1 I am not going to -- I don't want to see that happen
2 again.

3 I just think that if there are persons that
4 are going to offer themselves for leadership, then it
5 should be stated publicly. It should not be a behind
6 the scenes, around the corner thing.

7 And I think all of us are commissioners. We
8 maybe didn't get here on the same ship, but we are in
9 the same ship now. There is no such thing as a tier 1,
10 tier 2, bootleg commissioner. We are all commissioners
11 here. We are all giving our public service here.

12 And I don't want to see this Board unduly
13 politicized. That was not the original intent of this
14 Board. Never was. Wasn't.

15 You can trace the history. I have been on
16 this Board more than one time. That's not the history
17 of this Board, not the spirit of the Board, not the
18 reason why the Board was put in place.

19 I would hope that, number one, we don't
20 whitewash minutes.

21 Number two, that we have a process here by
22 which a person states their intention publicly before
23 the Board, in some meeting or whatever it may be, so
24 that everything is above board and on top of the table.

25 There is -- I think all of us both -- have a

1 collective goal to see our Commission empowered,
2 reempowered. But it is things like this that are going
3 to stand in our way if we are not careful. And so I
4 would just offer that. I don't have to have my way,
5 just have my say. But I would offer that, that somehow
6 persons who are offering themselves for leadership
7 should be upfront about it. Motives should not be back
8 behind in the corner somewhere. And we should not seek
9 to politicize this Commission anymore than necessary.

10 CHAIRPERSON CARTER: Thank you.

11 Yes. Commissioner White?

12 COMMISSIONER WHITE: Thank you, Madam Chair.

13 I echo some of the comments of my colleague,
14 Commissioner Vann.

15 Also would like to make some additional
16 comments. I applaud the efforts of the individuals who
17 put together this policy. And I think I gather its
18 intent.

19 My recommendation would be is that we forward
20 this to the Policy Committee. I think for a policy
21 bylaw adjustment that we are recommending, certainly
22 all commissioners should have an opportunity to weigh
23 in, particularly through a committee/subcommittee
24 format.

25 I would be interested to know if this was

1 benchmarked against other election and procedural for
2 other open meeting bodies.

3 There are a lot of other questions that I
4 would have, that this probably is not the best forum to
5 kind of vet out a new policy recommendation.

6 Certainly would like an opportunity to
7 receive it more in advance before a vote that is taken.

8 But most importantly of all of my comments
9 would arise with the line item on voting, that all
10 members present -- only members present are eligible to
11 vote. Here I think we have an opportunity as
12 commissioners with various schedules, individuals who
13 travel, who have other working commitments, if we are
14 going to lock ourselves into a date, we certainly have
15 an opportunity to provide for and implement a policy
16 set forth that -- maybe it is a ballot procedure
17 that -- I just want to rise and say we have an
18 opportunity to make sure every commissioner's voice is
19 heard, irrespective if they are able to make it on that
20 date or not, and not lock ourselves into not having
21 every commissioner's voice heard.

22 Thank you, Madam Chair.

23 CHAIRPERSON CARTER: Thank you, Commissioner
24 White.

25 Any other comments?

1 COMMISSIONER BELL: Madam Chair, I just must
2 respond to my colleague in terms of stating that
3 minutes were whitewashed. At this type of public
4 forum, as you well know, all our minutes are recorded.
5 And every word verbatim is recorded. And that is the
6 standard that this Board abide by. So those recorded
7 remarks are there for anyone to want to review.

8 We receive a condensed highlights of the
9 minutes for our meetings.

10 But I think that to make a statement like
11 that, that reflects on our staff, our Board Secretary,
12 who do an excellent job in terms of recording
13 highlights in the minutes. I haven't heard any other
14 concerns in reference to issues of that nature.

15 And I just feel offended by -- when you make
16 remarks like that.

17 Nevertheless, I think that in any electoral
18 process, people are not happy because there are winners
19 and losers. And you move on. And you accept the
20 consequences.

21 We witnessed that with the Council a couple
22 of years ago in terms of a close vote, but it
23 prevailed. You witnessed that in the whole process,
24 how they changed the criteria. So we have to live with
25 that.

1 If you want to campaign for any job, it
2 behooves that candidate to campaign with the person who
3 is going to elect you. And that's why we move to have
4 our election versus a year ago, at a private meeting
5 like this, we had a public forum where people could
6 witness democracy, so --

7 But I think we need to move on and just get
8 that behind us, in the spirit of unity and the spirit
9 of this Board. I am well familiar with the history of
10 this Board, I have been involved with this Board my
11 entire career, since 1971. So --

12 But we don't vote by proxy. There is a
13 process that the attorney put together. We want to try
14 to get this in front of us. In terms of scheduling for
15 the next year, you will know how the process work, it
16 mirrors to other boards in the city, how they function.
17 So let us move on in the spirit of unity. There is no
18 hidden agenda. But when you come down to election, it
19 behooves you to lobby with that individual that might
20 be able to vote for you. That's how the process work.
21 There is no division, but it is clearly indicated they
22 are an elected commission, they are an appointed
23 commissioner. That's the Charter. That's what the
24 people wanted. That's what they address.

25 And our goal should be to focus on

1 December this year, to get reinstated by the City
2 Charter. That would be the mandate.

3 And as an elected person, an appointed
4 person, I have always respected this entire body. And
5 I will continue to do that.

6 And I would hope that if you have some issue,
7 perhaps take a side bar conversation to talk with the
8 individual one on one, and maybe you can resolve.

9 But I have no issue with any commissioner on
10 this Board. I am a very public person. I speak my
11 mind.

12 To me the world is black and white. I stand
13 on those merits. And I would go forth on that.

14 But I don't like statements of that nature,
15 that implying that there was something tampered with.
16 But I think we do an excellent job. I am proud of the
17 staff in terms of working up the highlights in a
18 short -- they send them out to you. And you have the
19 opportunity to amend those minutes at any meeting that
20 we have, as we have today and in the past. So it
21 behooves you.

22 But attendance always going to be somewhat
23 lacking in terms of your busy schedule for anybody.
24 This is a nonpaid position. So we try to serve to the
25 best of our ability. And that's what we will do.

1 And I would hope in the spirit -- that we
2 need a little bit more unity. Maybe we need to talk to
3 one another versus a public forum. I would suggest
4 that we have that type of interaction, because I see
5 some of my commission, I really never -- I don't know
6 your background, I don't know your history. I know of
7 you, but we haven't had that type of conversation. And
8 I think maybe you need to know a person in terms of
9 that type of interaction, maybe we need some type of
10 retreat. That would be helpful.

11 We have an issue now where we have a
12 commissioner that's serving, but we haven't received
13 any official written notice to that effect. There is
14 no documentation coming forth from the Mayor office.
15 We have drafted a letter requesting an official
16 document. If we talking about business, then that
17 person should not be starting --

18 COMMISSIONER WHITE: Madam Chair, point of
19 order.

20 COMMISSIONER BELL: I have the floor, sir.

21 COMMISSIONER WHITE: Point of order.

22 COMMISSIONER BELL: I have the floor.

23 CHAIRPERSON CARTER: He has the floor.

24 COMMISSIONER WHITE: Point of order.

25 COMMISSIONER BELL: I just think that we need

1 to just go forward.

2 COMMISSIONER WHITE: Point of order, ma'am.

3 COMMISSIONER BELL: We need that type
4 of documentation --

5 COMMISSIONER WHITE: Thank you, Madam Chair.

6 Any conversation should be centered on the
7 motion currently, not to cut my colleague off, but I
8 just don't want us to get too far away from where we
9 are. Any conversation should be centered on the motion
10 properly before us.

11 CHAIRPERSON CARTER: Okay. We have a motion
12 before us.

13 COMMISSIONER DEWAELESCHE: Madam Chair, I have
14 a comment.

15 I did have an addition that I wanted on this
16 document, but having heard Commissioner White indicate
17 that this is a policy, we probably should refer it to
18 the Policy Committee, I also agree, because this should
19 mirror the bylaws, since there is a section in the
20 bylaws that talks about election of officers. And
21 there is a section in the bylaws or a statement that
22 says the Chair cannot serve consecutive terms. So I
23 mean, I would think that that could be added into this,
24 or this could be an amendment to the bylaws. And if I
25 recall, the bylaws say that a commissioner is -- serves

1 a one-year term, and I know I am getting away from what
2 we are discussing, but serves a one-year term, and
3 until the Mayor appoints the new commissioner or
4 someone is elected. So if that person has not been
5 appointed, whoever it is that you are referring to, is
6 here, following the bylaws from what I understand.

7 COMMISSIONER BELL: That's not in the bylaws,
8 Madam Sec -- not in the bylaws, but I move for the
9 question.

10 COMMISSIONER DEWAELESCHE: It is in the
11 bylaws.

12 CHAIRPERSON CARTER: Commissioner Crawford?

13 COMMISSIONER CRAWFORD: Through the Chair.

14 COMMISSIONER BELL: I called for the
15 question.

16 COMMISSIONER WHITE: The question has been
17 called for.

18 CHAIRPERSON CARTER: Let's vote on the
19 motion.

20 Those in favor?

21 COMMISSIONERS: Aye.

22 CHAIRPERSON CARTER: Those opposed?

23 COMMISSIONERS: No.

24 CHAIRPERSON CARTER: Rollcall.

25 COMMISSIONER VANN: Voice vote, Madam Chair.

1 CHAIRPERSON CARTER: We are doing a rollcall.

2 SECRETARY ANTHONY: Give me a moment.

3 CHAIRPERSON CARTER: Yeah.

4 SECRETARY ANTHONY: The motion was made to
5 approve the -- to adopt the policy or procedure as was
6 drafted by Attorney Bernard regarding the election of
7 officers.

8 That motion was made by Commissioner Bell.
9 And I believe it was seconded by Commissioner Mallett;
10 is that correct?

11 COMMISSIONER BURTON: No, Burton.

12 SECRETARY ANTHONY: Burton. Thank you. That
13 is the motion.

14 This is the rollcall vote on the motion.
15 Commissioner Willie Bell?

16 COMMISSIONER BELL: Yes.

17 SECRETARY ANTHONY: Commissioner Burton?

18 COMMISSIONER BURTON: Yes.

19 SECRETARY ANTHONY: Commissioner Crawford?

20 COMMISSIONER CRAWFORD: Yes.

21 SECRETARY ANTHONY: Commissioner Eva Garza
22 Dewaelsche?

23 COMMISSIONER DEWAEELSCHÉ: No.

24 SECRETARY ANTHONY: Commissioner Conrad
25 Mallett?

1 COMMISSIONER MALLETT: No.

2 SECRETARY ANTHONY: Commissioner Ricardo

3 Moore?

4 COMMISSIONER MOORE: No.

5 SECRETARY ANTHONY: Commissioner Richard

6 Shelby?

7 COMMISSIONER SHELBY: Abstain.

8 SECRETARY ANTHONY: Commissioner or Bishop

9 Edgar Vann?

10 COMMISSIONER VANN: No.

11 SECRETARY ANTHONY: Commissioner Donnell

12 White?

13 COMMISSIONER WHITE: Nay.

14 SECRETARY ANTHONY: Commissioner Lisa Carter?

15 CHAIRPERSON CARTER: Nay.

16 SECRETARY ANTHONY: Madam Chair, the motion

17 was defeated.

18 CHAIRPERSON CARTER: Thank you.

19 COMMISSIONER WHITE: I would like to make a

20 substitute motion that the issue of the amendment to

21 bylaws as regards to the policy and procedure for

22 election of officers be referred to the policy

23 subcommittee for a recommendation to be brought back to

24 this body.

25 COMMISSIONER MOORE: Second.

1 CHAIRPERSON CARTER: Those in favor?

2 COMMISSIONERS: Aye.

3 CHAIRPERSON CARTER: Those opposed?

4 The ayes have it.

5 Thank you.

6 COMMISSIONER CRAWFORD: Still under old

7 business?

8 CHAIRPERSON CARTER: Under old business, yes.

9 COMMISSIONER CRAWFORD: Yes, Madam Chair. I
10 know one of my other fellow commissioners just
11 mentioned the word "transparency" a while back. And
12 for the sake of transparency, too, in terms of
13 Commissioner White still having a seat here, on the
14 Board, I would like to know where that research is in
15 terms of about being perhaps -- or the appearance -- or
16 we don't want to be in violation of the City Charter.
17 So if you could -- yes, ma'am, Attorney Bernard, if you
18 could address that? Because we need to know perhaps a
19 date in terms of his five-year, because it is explicit
20 in the Charter as to once one's term of five years is
21 up, that they are not supposed to be on the Board.

22 ATTORNEY BERNARD: You are correct.

23 SECRETARY ANTHONY: For the record, please,
24 your name.

25 CHAIRPERSON CARTER: No, I was just going to

1 say he has not served a five-year term yet.

2 COMMISSIONER CRAWFORD: I am asking for the
3 date. Yes, ma'am.

4 CHAIRPERSON CARTER: For the record, I am
5 sorry.

6 ATTORNEY BERNARD: Commissioner Crawford --

7 SECRETARY ANTHONY: State your name for the
8 record.

9 ATTORNEY BERNARD: Linda Bernard, attorney to
10 the Board.

11 The first question is that we have requested
12 from the Mayor's office an official notification
13 regarding Mr. -- regarding Commissioner White. We have
14 not yet received that. I think that was your first
15 issue.

16 COMMISSIONER CRAWFORD: Yes.

17 ATTORNEY BERNARD: The second issue is that,
18 as I recall, I didn't bring the letter appointment
19 down, but as I recall, I think Commissioner White was
20 appointed on November -- it is either 23rd or 26th, in
21 the year 2000. So he would be eligible to continue --

22 CHAIRPERSON CARTER: 2000?

23 ATTORNEY BERNARD: 2010, excuse me, 2010. I
24 apologize. So he would be eligible to continue under
25 the Charter until November 23rd or 26th, and I can

1 forward you that information, 2015.

2 COMMISSIONER CRAWFORD: Through the Chair.

3 CHAIRPERSON CARTER: Yes.

4 COMMISSIONER CRAWFORD: Yes, ma'am. This is
5 nothing personal against Commissioner White, because he
6 is a -- I think he is a great person, and great
7 commissioner. Also, he is the Executive Director of
8 the NAACP, been around for 106 years. And they have
9 advocated voting rights. So I just want to make sure
10 that we are not in violation or that anything that may
11 occur that will not be in violation of the City
12 Charter. That's all.

13 COMMISSIONER DEWAELESCHE: Madam Chair, if I
14 may. Is there a reason why we -- if we have that
15 information, then is there a reason why we asked the
16 Mayor for a letter then?

17 CHAIRPERSON CARTER: Because we don't
18 function under verbal orders. We need something in
19 writing.

20 COMMISSIONER DEWAELESCHE: No, but I am saying
21 if he has not served his five years, if we look at our
22 bylaws, then we would know --

23 CHAIRPERSON CARTER: The term ended.

24 COMMISSIONER BELL: Madam Chair,
25 Commissioners, that each appointment of commissioner,

1 there is an expiration date. And his expiration date
2 was June 30th, 2015. You have one also.

3 COMMISSIONER DEWAELESCHE: M-hum.

4 COMMISSIONER BELL: There has been a gray
5 area. So at this particular time, this debate, whether
6 the Mayor has authority, there is a legal ruling from
7 the Law Department. And even if this Board want to
8 reappoint someone, do we have that authority? But you
9 have an expiration date. That's been the past history
10 of this appointment position.

11 So we are trying to -- right now, all we
12 receive, the Chair receive a verbal dialogue in
13 reference to the Mayor is going to reappoint me or I
14 have been reappointed. But as you well know, that's
15 not how we should operate.

16 I looked up the minutes from the -- speaking
17 of minutes -- from the Council. And the Mayor
18 reappointed a person to another board, a letter to the
19 Council. I don't think he have to go that far as with
20 this Board, I mean, to the Council, and need approval.
21 But I think there has to be some form of communication
22 that there is a written document the Mayor exercising
23 of authority. And that's the area that we are
24 concerned about. We should have had that three weeks
25 ago.

1 COMMISSIONER DEWAEELSCHE: Madam Chair, I
2 think the sense of urgency would be in November when
3 his five years expires. The bylaws supersede probably
4 a letter that indicates you have an expiration date.

5 COMMISSIONER VANN: Madam Chair?

6 CHAIRPERSON CARTER: Yes.

7 COMMISSIONER VANN: If I may.

8 CHAIRPERSON CARTER: M-hum.

9 COMMISSIONER VANN: I have served on this
10 Board before. Pattern and practice has always been for
11 appointments, that until there is another appointment,
12 you serve. That's -- I mean, that's what -- it's
13 always been that way since 1974. I don't know why this
14 issue is bubbling up now and why we are making demands
15 for somebody to send us a letter. I just -- I don't
16 think it is appropriate. I served for seven years on
17 this Commission before, because I served until I was
18 displaced. I served until another commissioner was
19 appointed. And at that discretion, there was no
20 commissioner appointed. So I served another two years
21 or whatever it was that I served, and Eva knows that.

22 COMMISSIONER DEWAEELSCHE: M-hum.

23 COMMISSIONER VANN: I served for another two
24 years until someone was appointed in my place.

25 CHAIRPERSON CARTER: Commissioner Crawford?

1 COMMISSIONER CRAWFORD: Through the Chair.

2 And that was prior to the 2012 Charter, which
3 is what we are operating under now, the new City
4 Charter of 2012 states that you can only serve five
5 years. I don't know what the other Mayors did or what
6 was done on the -- well, I do know something about what
7 happened with the previous commissions, because I used
8 to come to all of the meetings.

9 COMMISSIONER VANN: Right.

10 COMMISSIONER CRAWFORD: And I was working for
11 the Department at that time. But if November the 23rd
12 or 26th is his date, then yes, he is in good standing,
13 or in good seating one might say because he can sit
14 here for five years, since five years is not up until
15 the 23rd or 26th.

16 However, we haven't seen anything in writing.
17 And like I said, what was done previously, we have
18 another Charter now. We have this Board is completely
19 different, you know, with elected and appointed alike.
20 And there is no -- I am not making any difference
21 between the two, but I am just saying we need to abide
22 by the Charter.

23 CHAIRPERSON CARTER: Thank you.

24 COMMISSIONER MALLETT: Madam Chair, listen, I
25 am not in this discussion one way or another. I will

1 point out, however, that the Charter is like any other
2 legal document. It is subject to interpretation.
3 Somebody has to look at the English language, it is
4 extraordinarily complicated, and determine what is
5 meant by the language presented. Some authority, not
6 us, may look at it and say exactly what Bishop Vann
7 said, that the absence of silence could imply that what
8 occurred before should remain.

9 It could also be, as Commissioner Crawford
10 pointed out, it could be exact, and it could be that
11 the five years means exactly what it said.

12 If I look at this, I think the variety of
13 documents that we have here, there was a request,
14 through the Chair, again, to Ms. Bernard, have we asked
15 the Law Department for an interpretation? I thought I
16 saw that among the various pieces of communication, at
17 least we let Butch Hollowell know of our concern,
18 right?

19 ATTORNEY BERNARD: Commissioner Mallett, yes,
20 we have. I did request an opinion from the Law
21 Department, which dated back to I believe a 1996
22 opinion related to the Election Commission. And the
23 ruling was that you continue to serve in 1996 until
24 your replacement is appointed.

25 The interesting thing, though, about this

1 particular situation is that as Commissioner White
2 knows, his letter said that his term expired July 1st,
3 along with Ms. Taylor's. Ms. Taylor only had four
4 years on the Board of Police Commissioners.

5 You, in fact, had a ceremony and you
6 acknowledged the Mayor's written letter of appointment,
7 which in your instance was Dave Bing. And of course
8 also for Jessica Taylor.

9 So this is an ongoing issue. I have
10 requested information from Mr. Barnhill, who I spoke to
11 personally. And he said he was going to talk to the
12 Corporation Counsel, and I have, as well, because I
13 requested the opinion from the Corporation Counsel, and
14 as I indicated, they simply relied on the 1996 opinion.
15 They have not sent me anything new. I have done some
16 research on the question, as well.

17 COMMISSIONER MALLETT: And excuse me, Madam
18 Chairperson, and again, I am looking at a letter, I
19 think you wrote, right, Lisa Carter?

20 CHAIRPERSON CARTER: Yes.

21 COMMISSIONER MALLETT: There is no conflict
22 for Mr. White to serve until November 29th or until you
23 name a successor. So --

24 CHAIRPERSON CARTER: It should be clear.

25 COMMISSIONER MALLETT: Well, maybe it is.

1 Maybe it isn't. All I am saying is the chairperson has
2 written a letter dated July 17th where she said what
3 Bishop Vann said. So, you know, whatever it is --

4 CHAIRPERSON CARTER: And that's what I
5 believed, but I have no problem with that. And the
6 only thing requested is that somebody tells us in
7 writing that --

8 COMMISSIONER MALLETT: Madam Chairperson, I
9 am with you. I am with you. I am just saying that
10 it's subject to interpretation and we are looking for
11 somebody to give us some degree of clarity.

12 CHAIRPERSON CARTER: Thank you.

13 COMMISSIONER MALLETT: I just didn't want to
14 leave the impression that it was -- that the question
15 was clear, because it is not.

16 COMMISSIONER BELL: Well, Madam Chair, I just
17 want to say in this issue that we would not have gone
18 through a retirement process, if that was the case of
19 continuation, then that means that Commissioner Taylor
20 would still be with us until that person appointed. So
21 we wouldn't have had went through that elaborate
22 process to retire a person, then the next week the
23 person show up, verbally say, I am still here. We look
24 sort of foolish, and then -- but we haven't received no
25 written communication because the opinion is based

1 prior to the 2012 Charter. So that's all we asking for
2 is some clarity. In that case, Commissioner Taylor
3 could have served these three weeks without any issue.
4 But we didn't know that. And this Board didn't know
5 that. So that's where we stands. And if you agree
6 with me, that's what we are tying to get clarity.

7 COMMISSIONER MALLETT: I don't disagree.

8 COMMISSIONER BELL: We want the Mayor to
9 respond.

10 COMMISSIONER MALLETT: Yeah. We are talking
11 about Commissioner White. Yeah, you're right.

12 COMMISSIONER BELL: Right. I'm just going to
13 give you an idea of what took place. You know, you
14 give him a plaque, retirement, next minute, you know,
15 he is still with us, like, wait a minute, what are you
16 doing here? I mean, people raise that issue. I raise
17 that issue. What's the reality? Past practice not
18 good enough. This is 2015.

19 COMMISSIONER MALLETT: I hear you, Brother.

20 COMMISSIONER VANN: Madam Chair?

21 CHAIRPERSON CARTER: Yes.

22 COMMISSIONER VANN: I think that before we
23 give anybody any plaques or cookies and punch, that we
24 ought to make sure that they have been replaced.

25 COMMISSIONER BELL: Yes, sir.

1 CHAIRPERSON CARTER: Right.

2 COMMISSIONER VANN: So if they have not been
3 replaced, then we have no business giving them a
4 plaque.

5 COMMISSIONER BELL: Yes, sir. Right.

6 COMMISSIONER VANN: Just that simple.

7 CHAIRPERSON CARTER: That point is noted.

8 COMMISSIONER BELL: Yeah. That's the point.

9 CHAIRPERSON CARTER: Thank you.

10 COMMISSIONER MALLETT: So no plaque for you,
11 Commissioner White.

12 COMMISSIONER VANN: No plaque until you're
13 replaced.

14 CHAIRPERSON CARTER: Or cookies.

15 COMMISSIONER MALLETT: Or cookies.

16 COMMISSIONER BELL: But he already had them.
17 He already got his cookies and punch.

18 COMMISSIONER BURTON: And cake too.

19 COMMISSIONER MALLETT: We take that out of
20 the budget.

21 CHAIRPERSON CARTER: We are going to move on
22 now to announcements.

23 The next Board of Police Commission meeting
24 will be Thursday, July 30th, at 3:00, here at the
25 Detroit Public Safety Headquarters.

1 And the next Community Meeting will be at the
2 5th precinct at Mount Pleasant Missionary Baptist
3 Church, 21150 Moross, one block south of I-94,
4 August 13, 2015, at 6:30 p.m.

5 At this time, we will entertain oral
6 communications from the audience. Please give your
7 name and limit your comments to two minutes. Thank
8 you.

9 MR. JOHNSON: I ain't going to take that
10 long.

11 Good afternoon, honorable body. My name is
12 Don Johnson. I am interim president of citywide police
13 community relation, and president of 12th Precinct
14 police community relations. I have been for over
15 20 years.

16 My question is, as I look at the Board of
17 Police Commissioners here, I see that -- I know that a
18 lot of you were elected, and some of you are appointed.
19 The question is, do the appointed commissioners have
20 the same rights as the elected commissioners --

21 CHAIRPERSON CARTER: Yes.

22 MR. JOHNSON: -- for the people that want to
23 run for office?

24 COMMISSIONER MALLETT: Yes.

25 COMMISSIONER DEWAEELSCHÉ: Yes.

1 MR. JOHNSON: Okay. I had not heard that.
2 So now I understand that. Thank you very much.

3 My question for my good friend, Deputy Chief
4 Hall.

5 D.C. HALL: Yes, sir.

6 MR. JOHNSON: Years ago we used to do our
7 feasibility studies for the Detroit Police Department
8 through cities like Chicago and places like that,
9 because we were similar. People fail to realize or
10 forget back in 1973 and '74, when Coleman Young became
11 Mayor, that the City of Detroit and the City of Chicago
12 was running neck and neck as the largest city in that
13 number, 3 or 4 and 5. Yeah, a lot of years ago.

14 But I have heard us use documents and
15 information from cities like Baltimore and Grand
16 Rapids. Well, the make-up is not the same. And when
17 we do that, I think we cheat ourself by real
18 demographics for the City when we go to the City for
19 feasibility studies that's smaller than Detroit and not
20 like Chicago.

21 So I would hope that we would continue to put
22 Chicago there and make sure it has the -- well, we have
23 our best interests from a city like that, because
24 that's how we used to fight against all the time, being
25 that number 3 or 4 person.

1 D.C. HALL: I think the one thing to keep in
2 mind is when we do feasibility studies, we have to take
3 into consideration size. And that's why we use cities
4 like Baltimore. To compare ourselves to a city like
5 Chicago, they have 2.8 million people.

6 MR. JOHNSON: I know.

7 D.C. HALL: We have 700,000. So we have to
8 take cities like Baltimore, like Philadelphia, and, you
9 know, Atlanta, those kinds of cities, but we try to
10 stay as close to our demographics as possible, the
11 Atlantas, the D.C.s, the Baltimores are predominantly
12 African-American cities with the same type of
13 demographics, overall economics and things like that.
14 And we just have to make sure that we are looking at
15 the numbers.

16 (Interruption).

17 D.C. HALL: And that we are -- amen.

18 MR. JOHNSON: Boom-shack-a-lacka. That's
19 okay.

20 D.C. HALL: Right now. Hallelu.

21 COMMISSIONER VANN: I apologize, Madam Chair.

22 D.C. HALL: Hallelu.

23 Okay. So basically, that's where the
24 feasibility studies, that's why they come from those
25 cities, is because we are looking at the same manpower

1 numbers, same 700,000, roughly, about 1,500 to 2,000
2 police officers.

3 MR. JOHNSON: Okay.

4 D.C. HALL: So that's where those studies are
5 coming from. But we do -- keep in mind, the Chief
6 looks -- he has the experience that --

7 MR. JOHNSON: Oh, I know.

8 D.C. HALL: -- you know, some of our Chiefs
9 haven't had, that he has been to several different
10 areas, so he is able to bring the ideas and the
11 different policies and procedures that come from other
12 places in order for us to operate. So we are looking
13 at the entire spectrum.

14 MR. JOHNSON: Okay. And my last question to
15 you is that, you know, we have always had a policy and
16 a procedure in place with the Detroit Police
17 Department, I know when I joined back in '69, where
18 when you come, when you finish the training and what
19 have you, that you almost had -- I don't know if it was
20 a verbal commitment or a written commitment, that you
21 would be on the force for at least two or three years.
22 And I don't know, maybe they were just telling us at
23 the time we were --

24 CHAIRPERSON CARTER: The law has changed
25 since when you were in the Academy.

1 D.C. HALL: Absolutely.

2 MR. JOHNSON: I know the law has changed
3 drastically, I know.

4 CHAIRPERSON CARTER: MCOLES changed a lot of
5 that.

6 MR. JOHNSON: Okay. I was just wondering. I
7 didn't know if we -- and I saw that my friend, the
8 attorney here, when they said about putting things in
9 the legal area for making people stay, but I think it
10 is kind of criminal to do all that training, and there
11 is a lot of wonderful training over the years that
12 Detroit has given people that have left and went on to
13 other agencies. And there has got to be a way to stop
14 that because I know -- I know --

15 D.C. HALL: I think we have to basically make
16 our city more attractive, make our Police Department
17 more attractive. And that's what we are doing. The
18 Chief and the Mayor are working together with Director
19 Oxendine, and just looking across the country to see
20 what bonuses, what pays, all of those things, and how
21 we can get our Department to be competitive with other
22 agencies, because that's what we are losing officers
23 for is, you know, usually pay, unless they are retiring
24 and doing something else. So we are just looking to
25 make ourselves more marketable and then people will

1 want to stay, because it is a great job.

2 MR. JOHNSON: Right. Amen. Thank you.

3 COMMISSIONER MALLETT: Madam Chairperson?

4 CHAIRPERSON CARTER: Yes.

5 COMMISSIONER MALLETT: If I could just
6 comment on that. We experience the same thing at the
7 Detroit Medical Center.

8 CHAIRPERSON CARTER: You have to get closer.

9 COMMISSIONER MALLETT: We experience the same
10 thing at the Detroit Medical Center. We have nurses
11 come in, particularly nurses, who come into Detroit
12 Receiving and to Sinai-Grace. One year at either
13 facility, you can go almost anyplace in the country,
14 and almost name what you want to make, if you say that
15 I have worked in the Emergency Department at
16 Sinai-Grace Emergency Department, Emergency Department
17 at DRH.

18 So on the one hand, because of the change in
19 the law, you work as diligently as you can to create as
20 a similar circumstance as you possibly can.

21 What we have found, and I know that the Chief
22 can respond to this, as well, when we ask the nurses,
23 why are you leaving? If it is not for pay, why are you
24 leaving? They are going to an easier job. They are
25 going to an easier job. It is just less stress.

1 CHAIRPERSON CARTER: For more pay.

2 COMMISSIONER MALLETT: For more money.

3 CHAIRPERSON CARTER: Yeah.

4 COMMISSIONER MALLETT: And so it is really
5 just slightly more pay. It is just an easier gig.

6 You can go to Grand Rapids and see, you know,
7 two or three gunshots a month. You at Sinai-Grace, and
8 it is a different story. Let me just put it that way.
9 Or Detroit Receiving. So it is a -- as much as the
10 Chief might do, the Assistant Chief might do, the Mayor
11 might do, it is going to be an easier gig in West
12 Bloomfield. It just is.

13 CHAIRPERSON CARTER: Thank you.

14 MR. SCOTT: Ron Scott.

15 I just want to raise a couple of questions
16 and concerns I have in terms about what Director
17 Oxendine said.

18 I come to most of these meetings, and I know
19 a lot of people, citizens do. And when you say that we
20 will discuss certain matters, you know, that we have,
21 that should rightfully be before the public, that we
22 will discuss these in closed session, I would like a
23 clarification as to how that relates to the bylaws in
24 terms of what is discussed in closed session and what
25 is, in fact, discussed before the public.

1 Because there are many of these things,
2 especially in terms of recruitment, that go back to --
3 with me, many, many years. And it is very, very
4 important in terms of transparency, the process, the
5 analysis, in terms of how recruitment is done,
6 especially for the public.

7 So, you know, we should be very careful about
8 suggesting we are going to discuss this in closed
9 session, and set up a multi two-tier process where the
10 Board has access to information and the public does
11 not.

12 I mean, I interface with people all the time,
13 you know, what am I going to tell them? How will I
14 know certain things if it is not apparent, and it is
15 not presented in these meetings, or we have to do a
16 Freedom of Information Act request to get it because it
17 is not presented here?

18 So I think that the just sort of ancillary
19 referral, well, we will discuss that in private, and
20 that we won't discuss it before the public, I have a
21 problem with that.

22 And I think we need to clarify when that is
23 said and how it is said and under what circumstances it
24 is done. That's one thing. Especially in terms of the
25 situation about driving record and also the credit. I

1 mean, this is an issue especially.

2 And also about the question of ethnicity,
3 gender and so on. I mean, we have a situation all over
4 this country where we are dealing with the question of
5 race. I want to know how many black people are being
6 hired. I want to know how many Latinos are being
7 hired. I mean, you should not have to fumble on that.
8 You need to know what that is. That has created a
9 major problem in this country. So let's not fail to be
10 transparent on those things.

11 CHAIRPERSON CARTER: I think that Director
12 Oxendine said that that information was available and
13 she would get it to us regarding the ethnicity. So we
14 will get that information.

15 MR. SCOTT: And what about --

16 CHAIRPERSON CARTER: And then --

17 MR. SCOTT: Go ahead. Sorry.

18 CHAIRPERSON CARTER: First Assistant Chief
19 Washington is going to address your other issues.

20 D.C. HALL: I know. I get one every day.

21 MR. SCOTT: I am specifically concerned about
22 the credit and driving thing because I am going to a
23 public hearing on Monday about parking tickets where
24 people's license could be suspended. I have meetings
25 with other Chiefs of Police in this area where they

1 talk about things like driving, where specifically
2 young black people are excluded because of these
3 things. You know, I want to know what's happening,
4 so -- because I work as hard as anybody else out here
5 to make sure that we have people -- and the one thing
6 that isn't even mentioned, want to know what do people
7 know about the cultural history of Detroit? Willie
8 Bell and I just did an interview about stress. You
9 have got people, officers coming on this force that
10 know nothing about the cultural history of the people
11 they serve. And I mean black, white, Asian, Latino and
12 so on.

13 CHAIRPERSON CARTER: Thank you, sir.

14 A.C. WASHINGTON: Celia Washington, legal
15 advisor.

16 And first I want to say thank you to
17 Lieutenant Gardner and to Director Oxendine for putting
18 on a really good presentation with regard to
19 Recruiting, and the data that was given.

20 And as you mentioned, Madam Chair, the
21 specifics as to racial breakdown, that data the
22 Director has on hand and she will provide to you.

23 The discussions with regard to those items
24 that are very sensitive, because they will probably
25 include specific incidents, and I do apologize, I think

1 I omitted Commissioner Vann from an e-mail that I sent
2 earlier, we really do need to have a candid
3 conversation, not suitable for the public, to talk
4 about some of the specifics and some of the examples of
5 those candidates who were disqualified.

6 And as Mr. Scott knows, I have been doing
7 this, I have been around here a long time, those
8 personnel matters are very specifically excluded from
9 Open Meetings Act. And the disclosure that Mr. Anthony
10 reads every time that you go into closed session to
11 discuss those, there is a reason why that the
12 legislature has determined that certain matters are
13 rightfully excluded. It is not a matter of being
14 nontransparent. It is not. But some of the things
15 that we are going to talk about, and I thank Mr. Vice
16 Chair for, you know, allowing us to go into closed
17 session to talk about some of the MCOLES concerns,
18 because it is important. And I applaud this Board,
19 because you want to get it right. We are very
20 sensitive to getting this right, and not just as
21 Mr. Scott mentioned, and I appreciate his comments, we
22 have been around here a while together, not to just
23 disqualify people based on a credit score. I have
24 been -- Commissioner, I was here when Commissioner
25 White got here. And it was in November, by the way.

1 COMMISSIONER CRAWFORD: Five years.

2 A.C. WASHINGTON: Yes, sir. I cannot offhand
3 remember any incident where a candidate was
4 disqualified because they had a low credit score only.
5 So the inference that we are looking for 800 credit
6 scores to work on the Detroit Police Department is
7 offensive to me. Because that is not the case. So it
8 is generally in connection with some other factors.
9 And those are the types of things that we would like to
10 bring real examples of some of those so that the Board
11 understands the criteria, not just of the Detroit
12 Police Department, but of MCOLES. So I thank you.

13 COMMISSIONER MALLETT: Madam Chair, can I
14 ask -- so Mr. Scott, however, I think was referring to
15 the standards, not to the specifics.

16 So to the degree that there is a standard,
17 his observation, which I have some sympathy for, is
18 that if we are using credit scores, even if we didn't
19 want to be specific, we should I think be in the
20 position to at least cite a range.

21 A.C. WASHINGTON: Absolutely.

22 COMMISSIONER MALLETT: And if we want to talk
23 about driving, if there -- clearly we can't be
24 specific, but that could there be the articulation of a
25 standard? Something like in the presence of three

1 moving violations, determined by the Department to have
2 placed at risk members of the public in a way that
3 could be deemed reckless or something -- you know what
4 I am saying? So that then the standard becomes
5 something then that we can discuss, we can present, and
6 that persons like Mr. Scott when they go into other
7 circumstances can say, as best as I can determine,
8 based on the public information that's available to
9 the -- because Ms. Oxendine did say that there is no
10 weighting system. So here is the criteria. All of
11 these things are generally taken into account. And
12 without being specific, the range of credit scores that
13 requires -- that we believe based on our experience
14 requires attention is X up to Y. And for certain kinds
15 of driving offenses, we believe that two or three,
16 whatever our professional opinion is, where there is
17 evidence of a pattern -- I mean, there's got to be a
18 way for us to publicly express what the standard is.

19 A.C. WASHINGTON: Absolutely.

20 COMMISSIONER MALLETT: So that without
21 violating anyone's specific rights of privacy, but at
22 the same time to give the public a general
23 understanding of the criteria we use in the selection
24 process.

25 A.C. WASHINGTON: I totally agree. And I

1 almost said Judge. I totally agree and I understand.
2 What I envision personally, because we have struggled
3 in this area over the past few months, what I envision
4 is that a presentation be made to this Board in closed
5 session, and we have got an amazing Panel of very
6 qualified individuals, so that we can take whatever
7 information that is gathered from that presentation,
8 because the standard that you have to use in
9 determining thumbs up or thumbs down on a candidate
10 that's been disqualified is not the same criteria that
11 Mr. Scott is talking about. So I am hoping that out of
12 this closed session, that we will be able to present a
13 statement that's appropriate for the public. That's my
14 hope.

15 COMMISSIONER MALLETT: Okay.

16 A.C. WASHINGTON: But the purpose of the
17 closed session is more to assist this Board in the
18 evaluation process as it relates to certification or
19 not.

20 COMMISSIONER BELL: Madam Chair, that meets
21 the criteria Open Meeting Act, to discuss issues of
22 that nature, personnel --

23 A.C. WASHINGTON: The personnel matters --

24 COMMISSIONER BELL: -- outline what we can
25 engage in. And I agree that this issue is age old;

1 that I know this Board in the '70s addressed it head on
2 to try to include us in the process. Even if they had
3 to do referrals or have that person held in abeyance
4 for one year or two years --

5 A.C. WASHINGTON: Absolutely.

6 COMMISSIONER BELL: -- to clear up those
7 issues. If not, we would not have integrated this
8 Department with that old criteria, because as we know,
9 people in the '50s and the '60s and the '70s were flat
10 out discriminated against, across the board. So we
11 don't want to be in that position because I know we
12 helped other departments all over this country try to
13 address those issues, because it is something that was
14 dear to our heart once we became officers, and some of
15 the people that -- like your father hired in, it was
16 the cream of the crop that got through.

17 A.C. WASHINGTON: Right.

18 COMMISSIONER BELL: That's why I made mention
19 about, you know, Commander Willis and Mayor Jared, they
20 had a different criteria, college degree, they were
21 trailblazers, and we must appreciate that. But if we
22 don't know the history, we repeat ourself.

23 A.C. WASHINGTON: Absolutely, sir.

24 COMMISSIONER BELL: And here we are,
25 predominantly black city, and we have got people

1 marching now because they feel excluded. You know. So
2 those are realities.

3 A.C. WASHINGTON: Yeah. And Mr. Vice Chair,
4 I appreciate you saying that because all I can go on, I
5 have been here longer than --

6 COMMISSIONER BELL: Yeah. The lieutenant.

7 A.C. WASHINGTON: Thank you for recognizing
8 that.

9 COMMISSIONER BELL: We love you.

10 A.C. WASHINGTON: Those instances that I
11 mentioned to you and that you just shared, again, there
12 have been no instances that I can recall that that
13 person was flat out permanently disqualified from the
14 process because of a credit score or necessarily for a
15 driving record. There -- at least not in the five to
16 six years that I served this Board. It didn't happen.

17 So again, I am offended at the inference that
18 we disqualify people because of a low credit score. In
19 many of those instances, we allow, like you just said,
20 one -- or come back in a year, let's take another look,
21 come back in two years, to give yourself a chance to
22 rehabilitate yourself.

23 Thank you, sir.

24 COMMISSIONER BELL: Thank you.

25 CHAIRPERSON CARTER: Thank you,

1 Ms. Washington.

2 Are there any other oral communications?

3 COMMISSIONER CRAWFORD: Ms. Farmer, you have
4 any update for us?

5 MS. FARMER: Alexis Farmer.

6 No, I don't have any updates as far as a
7 meeting with the Chief. I am still waiting to hear
8 back. In the meantime, I am still kind of cleaning up
9 the complaint data, and working on people -- with
10 people internally as far as how we can best visualize
11 it, so that way when it is all ready to go, it's a
12 complete data set, as well as some visualization tools
13 that help people really understand what the complaint
14 data says and really tells a story and provides some
15 context to it. But that's really mostly what I have.

16 You mentioned an article earlier, and I read
17 something this morning from the Sunlight Foundation
18 that wrote an article about police data and consent
19 decrees, and just saying that how consent decrees have
20 sometimes led to more open data and transparent
21 policies, like in New Orleans, for example, but they
22 did mention Detroit and how Detroit may be somewhat of
23 an exception to that. So I would encourage people to
24 look at that article. But that's all. It was by the
25 Sunlight Foundation, and they are also involved in the

1 Police Data Initiative.

2 SECRETARY ANTHONY: Can you send it to me?

3 MS. FARMER: Sure. I can send it to you.

4 CHAIRPERSON CARTER: Thank you, Ms. Farmer.

5 COMMISSIONER CRAWFORD: Thank you.

6 CHAIRPERSON TAYLOR: Any other oral

7 communications?

8 Any other?

9 COMMISSIONER BELL: Madam Chair, I just have
10 one brief comment, please. And I just want to make
11 mention, Mr. Scott, about the company from Arizona who
12 came in here doing the piece on stress. You know, and
13 also that we are meeting on the eve of the 1967 civil
14 disturbance.

15 So I think it is very crucial as we move
16 forward, and you know what is happening all over this
17 country, in reference to issues impacting people being
18 incarcerated, at traffic stop, the most recent instance
19 was very disturbing how a minor traffic stop went to a
20 person losing their life. You can see the body cameras
21 is coming. I can't wait until we are able to get that.

22 But there is a whole lot of issues that
23 impact DPD that this Board should be weighing in on
24 behalf of the community. And I just hope that we can
25 put aside these little personal agendas or whatever

1 that is, that we can move forward on that note to get
2 to the business at hand, and that that should be the
3 intent of us trying to have a spirit of cooperation.
4 Because we have got officers putting their lives on the
5 line daily, you know.

6 And I don't know if we do an exit interview
7 of why they leaving. We know the salary is
8 significant, we know the condition. If you got
9 70 percent of the officers not live in the City of
10 Detroit, we talked about that, then, you know, that's
11 an issue, you know, but look at Grosse Pointe, like you
12 mentioned. They make a decent salary. And they have a
13 comfort zone. Our officers do not have that. So I
14 think we need to do whatever we can in terms of
15 supporting these officers in DPD who are working on
16 behalf of this community.

17 That's my closing remarks. Thank you.

18 CHAIRPERSON CARTER: Thank you.

19 Are there any other comments?

20 Any other comments?

21 Any other comments?

22 At this time, I would entertain a motion for
23 adjournment.

24 COMMISSIONER BELL: So moved.

25 COMMISSIONER MOORE: Second.

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CHAIRPERSON CARTER: So moved and supported.
Those in favor?
COMMISSIONERS: Aye.
CHAIRPERSON CARTER: Those opposed?
Meeting is adjourned.
Thank you all for coming.
(Proceedings concluded at 4:49 p.m.)

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